

Accelerating Workers' Welfare: Chief Labour Commissioner (Central) Machinery Steps in to Ensure Settlement for Ultratech Cement Contract Workers in Baga, Himachal Pradesh

Settlement to benefit 284 contract workers with estimated financial implication of ₹15 crores over five years

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A significant breakthrough has been achieved through the dedicated conciliation efforts of the Deputy Chief Labour Commissioner (Central), Chandigarh, functioning under the Office of the Chief Labour Commissioner (Central), Ministry of Labour & Employment, in an industrial dispute concerning contract workers engaged at Ultratech Cement Works Plant, Baga, Himachal Pradesh.

Following sustained discussions and conciliation proceedings between the management and the representatives of the workers, an amicable settlement was reached on 10.07.2026, paving the way for long-term industrial harmony at the plant.

The settlement is expected to benefit approximately 284 contract workers engaged at Ultratech Cement Works Plant, Baga, with an estimated financial implication of around ₹15 crore over a period of five years. The settlement addresses several key welfare and service-related issues, including a wage increase of ₹6,000 per month in the first year, provisions relating to promotion policy, supply of woollen jackets, and timely payment of statutory bonus, thereby significantly improving the service conditions and social security of the workers.



During the conciliation proceedings, the management was sensitized about its statutory obligations relating to workers' welfare, fair service conditions, and compliance with labour laws. The importance of maintaining harmonious industrial relations through constructive dialogue and ensuring timely implementation of welfare measures was emphasized. The management assured that it would continue to uphold its commitment towards the welfare of the workforce and adherence to statutory provisions.

The settlement was reached with the active cooperation of representative of management i.e. Asstt. Vice President (HR), Ultratech Cement Works Plant, Baga, Himachal Pradesh and the General Secretaries of both Lal Jhanda Cement Plant Workers Union, Baga (CITU) and Ultratech Cement Kamgar Sangh, Baga (BMS).



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