

Major Settlement Benefitting 210 Workers at Pakal Dul Hydroelectric Project Through Conciliation Efforts of RLC(C), Jammu

प्रविष्टि तिथि: 05 AUG 2026 3:44PM by PIB Delhi

A significant industrial dispute involving workers engaged by L&T Construction through Sub-contractors at the Pakal Dul Hydroelectric Project, Kishtwar, Jammu & Kashmir, has been amicably resolved through the sustained conciliation efforts of the Regional Labour Commissioner (Central), Jammu, under the Office of the Chief Labour Commissioner (Central), Ministry of Labour & Employment, Government of India.



Following a series of conciliation proceedings and constructive dialogue between the management and the representatives of the workers, an amicable settlement was reached on 13.07.2026, bringing an end to the strike called by the Kissan Mazdoor Union, Nagseni, and restoring industrial peace and harmony at the project site.

The settlement has benefited 210 workers engaged by L&T Construction at the Pakal Dul Hydroelectric Project. As a result, the workers received terminal benefits amounting to ₹1,12,70,560/- (Rupees One Crore Twelve Lakh Seventy Thousand Five Hundred Sixty only) on 30.07.2026. The disbursed amount includes retrenchment compensation, bonus, leave encashment, notice pay, and other admissible terminal benefits, ensuring compliance with the applicable labour laws and safeguarding the statutory rights 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 the management of L&T Construction and the representatives of the workers, led by General Secretary, Kissan Mazdoor Union, Nagseni, under the guidance and facilitation of the Regional Labour Commissioner (Central), Jammu.

This successful conciliation reflects the continued commitment of the Ministry of Labour and Employment towards protecting workers' rights, ensuring timely realization of statutory benefits, promoting fair labour practices, and fostering harmonious industrial relations through effective conciliation and constructive dialogue.

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