

Financial Benefit of ₹26.81 crores to workers of Bargarh Cement Works through intervention of Chief Labour Commissioner (Central) Organisation in Bhubaneswar

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In a major development resolving a crucial industrial dispute, a Memorandum of Settlement was successfully executed on 27th July, 2026 between the Management of Bargarh Cement Works of ACC Limited and its workmen, represented by the Hira Cement Shramika Sangha, Bardol, Bargarh district. The dispute arose following a closure notice dated 19.06.2026 issued by the Management proposing to close the establishment with effect from 19.08.2026. The amicable resolution was achieved through extensive conciliation proceedings led by Shri Chiranjeev Saikia, Deputy Chief Labour Commissioner (Central), Bhubaneswar, serving in his capacity as Conciliation Officer under the Office of the Chief Labour Commissioner (Central), Ministry of Labour and Employment, Government of India.



The dispute arose consequent upon a notice of closure dated 19.06.2026 issued by the Management, proposing to close the establishment with effect from 19.08.2026. Upon the matter being brought before the Conciliation Officer, sustained conciliation proceedings were undertaken between the management

and the workmen, represented through the General Secretary, Hira Cement Shramika Sangha, Bardol. Pursuant to these proceedings, and upon due consideration of the submissions and interests of both parties, a Memorandum of Settlement was arrived at and duly signed on 27.07.2026.

Under the terms of the Settlement, a minimum financial package of Rs. 26.81 Crore stands secured for the benefit of at least 61 Shop Floor Associates (SFAs) engaged at Bargarh Cement Works. The Settlement further embodies provisions addressing the welfare and service-related entitlements of the workmen, thereby safeguarding their financial interests and social security in a comprehensive manner.



In the course of the conciliation proceedings, the Management was duly sensitized regarding its statutory obligations pertaining to the welfare of workmen, the maintenance of fair conditions of service and compliance with the applicable labour laws. Emphasis was laid upon the necessity of preserving harmonious industrial relations through constructive dialogue and upon the timely implementation of welfare measures. The Management, for its part, gave an assurance of its continued commitment to the welfare of the workforce and to the observance of statutory provisions.

The Settlement was arrived at with the active cooperation extended by the representative of the Management of ACC Limited, Bargarh Cement Works, and the leadership of Hira Cement Shramika Sangha, Bardol, Bargarh and reflects a constructive resolution of the dispute achieved through the process of conciliation.

The proactive, empathetic and persistent efforts of Chief Labour Commissioner (Central) Organisation played a pivotal role in guiding both parties toward a balanced and harmonious agreement, while upholding statutory compliance, transformed a potential crisis into a constructive solution.

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