

Major Settlement Benefitting 423 Contract Workers at Ordnance Factory, Kanpur Through Conciliation Efforts of Regional Labour Commissioner (Central), Kanpur

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A significant wage-related dispute concerning 423 contract workers engaged at Ordnance Factory, Kanpur, under Advanced Weapons and Equipment India Limited (AWEIL) has been successfully resolved through the timely intervention and sustained conciliation efforts of the Regional Labour Commissioner (Central), Kanpur, under the aegis of the Office of the Chief Labour Commissioner (Central), Ministry of Labour & Employment, Government of India.



Pursuant to the conciliation efforts, M/s Immense Manpower Pvt. Ltd., the contractor, disbursed approximately ₹50,00,000/- (Rupees Fifty Lakh only) on 13.08.2026 towards outstanding wages for the months of June and July, 2026 to 423 workmen.

Further, following the intervention of the Regional Labour Commissioner (Central), Kanpur, the pending bill of the contractor for the month of May, 2026 was also released by the Principal Employer, facilitating the settlement of the wage-related issues and ensuring timely payment to the concerned workforce.

As a result of the timely intervention and effective conciliation efforts, the proposed strike/demonstration by a group of workers at Ordnance Factory, Kanpur, was successfully averted, thereby preventing disruption of industrial operations and promoting industrial peace and harmony at the establishment.

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.

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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