

RTI Request & Appeal Management Information System(RTI-MIS)

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UPDATE ONLINE REQUEST

Public Authority: Cochin Shipyard Limited

Role : Nodal Officer

User : Syamkamal N

RTI Request Registration No.	CSLTD/R/E/25/00050	View request Details
Date of Receipt	17/08/2025	

Personal Details:-


Name	
Gender	
Address	
State	
Country	
Status	
Education Qualification	
Phone No.	
Mobile No.	
Email-ID	

Request Details :-

Citizenship	Indian
Is the Requester Below Poverty Line	No
Amount Paid	₹ 10 .
Does it concern the Life or Liberty of a Person ?	No(Normal)

Text of RTI Application :

Sir,
Please find attached pdf documents pertaining to the Information under RTI Act, 2005.

Request document	
* Mode of Action	Choose Mode of Action <input type="radio"/> Online Forwarding <input type="radio"/> Physical Forwarding
<input type="button" value="Submit"/> <input type="button" value="Reset"/>	

To
The PIO, CSL Kochi

Kindly provide precise, documented responses to the following questions:

1. How many contract workers are currently employed within CSL premises?
2. How many contracted firms are engaged inside CSL at present? Please provide the list of all contracted firms working inside CSL.
3. What is the number of workers employed under each contracted firm?
4. Are all the contracted firms registered under the Contract Labour (Regulation and Abolition) Act, 1970?

5. Does CSL maintain a centralized register or database of all contract workers?
6. What are the minimum wages paid to unskilled, semi-skilled, skilled, and highly skilled workers engaged through contracted firms?
7. Are all wages paid to contract workers through bank transfer mode?
8. Are wages being paid to all contract workers on time every month?
9. Has CSL received any complaint regarding non-payment or delayed payment of wages by any contracted firm in the last 12 months? If yes, how many such complaints were received and which firms were involved? Please provide details (name, ID, firm, Bank Account

Number, Mobile Number and Total Wages Pending) of workers who have not received their wages or faced delay in payment.

10. What actions were taken by the Welfare Officer or Chief Welfare Officer upon receiving such complaints?

11. Were any defaulting firms issued notices or warnings for non-compliance of wage payment? Please share the documentary evidence for the same.

12. Have any firms been penalized, suspended, or blacklisted for wage-related violations?

13. Are contracted firms required to submit monthly wage disbursement proof to CSL?

14. What verification mechanism does CSL use to ensure contractors are paying wages as per norms?

15. Is there a dedicated grievance redressal system for contract workers inside CSL?

16. How many grievances were received from contract workers in the past one year and how were they resolved?

17. What steps are taken by CSL to ensure the payment of statutory dues like PF, ESI, and bonus by the contracted firms?

- Yours sincerely



CSL/SEC/CS/CORRESP/RTI/2024/7

September 12, 2025

Sub: Information Under Right to Information Act

Dear Sir,

1. Please refer your RTI request no. CSLTD/R/E/25/00050 dated August 17, 2025. The reply to the information sought under the said request is given below:

- (i) How many contract workers are currently employed within CSL premises?

Reply

A total of 5717 workers have been engaged by contracted firms as on July 31, 2025.

- (ii) How many contracted firms are engaged inside CSL at present? Please provide the list of all contracted firms working inside CSL.

Reply

396 (As on July 31, 2025). The list of firms engaged by CSL is commercially sensitive in nature and its disclosure would harm the competitive position of CSL. As no larger public interest has been established to justify such disclosure, the information is exempt pursuant to Section 8(1)(d) of the Right to Information Act, 2005.

- (iii) What is the number of workers employed under each contracted firm?

Reply

The number of workers engaged by each contractor varies depending upon the Project/ Contract undertaken by the contractor.

- (iv) Are all the contracted firms registered under the Contract Labour (Regulation and Abolition) Act, 1970?

Reply

Firms that fall under the applicability of the Contract Labour (Regulation and Abolition) Act, 1970 are registered in compliance with the provisions of the said Act.

- (v) Does CSL maintain a centralized register or database of all contract workers?

Reply

Digital Record is maintained.

- (vi) What are the minimum wages paid to unskilled, semi-skilled, skilled, and highly skilled workers engaged through contracted firms?

Reply

Workers are paid wages in accordance with the Minimum Wages notified by the Ministry of Labour and Employment, Government of India from time to time.

- (vii) Are all wages paid to contractors through bank transfer mode?

Reply

Monthly salary is being paid through the Banks.

- (viii) Are wages being paid to all contract workers on time every month?

Reply

Yes.

- (ix) Has CSL received any complaint regarding non-payment or delayed payment of wages by any contracted firm in the last 12 months? If yes, how many such complaints were received and which firms were involved? Please provide details (name, ID, firm, Bank Account Number, Mobile Number and Total Wages Pending) of workers who have not received their wages or faced delay in payment.

Reply

CSL has received one complaint in the last 12 months regarding non-payment of wages, due to the contracted firm discontinuing the work midway. Disclosure of the name of the firm would adversely affect its competitive position, and since no larger public interest has been demonstrated to warrant such disclosure, the information is exempt under Section 8(1)(d) of the Right to Information Act, 2005. Further, since the issue is presently under review, disclosure of information pertaining to pending wages, at this juncture will not accurately represent the final position. Hence, request for such information, cannot be considered at this stage.

- (x) What actions were taken by the Welfare Officer or Chief Welfare Officer upon receiving such complaints?

Reply

Conciliation meetings were conducted between the contractors and workers. Further action is being taken in the capacity of Principal Employer under Contract Labour (Regulation and Abolition) Act, 1970.

- (xi) Were any defaulting firms issued notices or warnings for non-compliance of wage payment? Please share the documentary evidences for the same.

Reply

Yes. The communication issued to the firm is placed at **Annexure I**. Please note that the disclosure of the details of the firm would adversely affect its competitive position,

and since no larger public interest has been demonstrated to warrant such disclosure, the information is exempt under Section 8(1)(d) of the Right to Information Act, 2005. Accordingly, such information has been masked in the communication placed at **Annexure I**.

- (xii) Have any firms been penalized, suspended or blacklisted for wage-related violations?

Reply

No.

- (xiii) Are contracted firms required to submit monthly wage disbursement proof to CSL?

Reply

Yes.

- (xiv) What verification mechanism does CSL use to ensure contractors are paying wages as per norms?

Reply

Contractors are required to submit a Compliance Certificate every month, with regard to payment of wages to the workers and compliance with all applicable labour laws. Further, a bilateral agreement is executed between the contractors and workers' representatives, wherein wage rates are incorporated to ensure proper disbursement.

- (xv) Is there a dedicated grievance redressal system for contract workers inside CSL?

Reply

Yes. The Welfare Section of CSL acts as the Nodal Agency/ Principal Employer for the workers engaged by contractors.

- (xvi) How many grievances were received from contract workers in the past one year and how were they resolved?

Reply

Two grievances were received in the past one year; one pertaining to non-issue of NOC and one pertaining to non-payment of compensation under the Employee's Compensation Act, 1923. Both were resolved after conciliation meetings between the Chief Welfare Officer and the contractors.

- (xvii) What steps are taken by CSL to ensure the payment of statutory dues like PF, ESI, and bonus by the contracted firms?

Reply

Contractors are required to submit Compliance Certificates every month, along with proof of statutory remittances. Bills are processed for payment only upon submission of such documents.

2. If you are not satisfied with the above reply, you may prefer an appeal within 30 days from the date of receipt of this letter to Shri Jose V J, Director (Finance) & Appellate Authority, Cochin Shipyard Limited, Administrative Building, Cochin Shipyard Premises, Perumanoor, Kochi – 682015.

Thanking You,

Yours faithfully,

Digitally signed by SYAMKAMAL

Date: 2025.09.12 15:24:46

+05'30'

Syamkamal N

Company Secretary & CPIO

कोचीन शिपयार्ड लिमिटेड
(भारत सरकार की श्रेणी-1 निर्यात कंपनी, पत्तन, पोत परिवहन और जलमार्ग मंत्रालय)



COCHIN SHIPYARD LIMITED
(A Government of India Category-1 Miniratna Company, Ministry of Ports, Shipping and Waterways)

No. PERL/11 (98)/95 Pt


27 May 2025

Sub: Nonpayment of wages –

Dear Sir,

1. Please refer to our emails dated 21.12.2024 and 19.02.2025 and Labour Enforcement Officer (Central) emails dated 17.02.2025 and 26.03.2025 regarding the nonpayment of wages to the workers employed by your establishment at Cochin Shipyard Limited (CSL).
2. Despite repeated directions and adequate time provided for compliance, your firm has not taken action to resolve the matter. This continued failure has resulted in a serious violation of labour laws and neglect of statutory obligations, adversely affecting the rights and livelihoods of the contract workers under your employment.
3. A list of affected workers and their wages due, as they reported, is attached for your reference (Annexure I). You are hereby directed to submit a written response along with supporting documentary proof within 7 (seven) days of receipt of this letter.
4. If you fail to respond within the stipulated time or do not provide sufficient evidence, this office will proceed with appropriate legal action under Section 21(4) of the Contract Labour Act without further notice. This is the final opportunity being granted in the interest of fairness and accordance with the law. You are strongly advised to resolve the issue and comply with the statutory requirements immediately.

Yours faithfully,


27/May/2025
(Sunil Kumar KR)

COPY TO:

The Labour Enforcement Officer (Central)
Office of the Dy. Labour Commissioner (Central)
Shramev Jayate Bhawan
Kakkanad, Kochi – 682 030

General Manager (IAC&DP) & Principal Employer
सुनिल कुमार के आर
SUNIL KUMAR KR
महा प्रबंधक/General Manager
कोचीन शिपयार्ड लिमिटेड
Cochin Shipyard Limited
कोच्ची / Kochi - 682 015

