

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 570
TO BE ANSWERED ON 04.12.2025**

CONTRACTUALISATION AND EMPLOYMENT TRENDS

570. MS. SUSHMITA DEV:

Will the Minister of Labour and Employment be pleased to state:

- (a) whether Government has acknowledged the increasing contractualisation of employment across sectors since 2014 and if so, the policy behind promoting this contractualisation;**
- (b) the share of contractual workers across various sectors, including both public and private sectors;**
- (c) the share of workforce that has been provided with social security benefits such as provident fund, insurance, etc., year-wise since 2020 till date; and**
- (d) whether there is average wage difference between permanent and contractual employees in Government and private sectors and if so, the details thereof, year-wise since 2020?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) to (d): Any establishment can employ contract workers in any job or process unless it is prohibited under section 10 of the Contract Labour (Regulation & Abolition) Act, 1970. However, the establishments engaging contract workers have to follow the statutory provisions contained in labour laws.

Recently, the Occupational Safety, Health and Working Conditions (OSH) Code, 2020, has been made effective from November 21, 2025. Provisions have been made to appoint a designated authority to advise the Appropriate Government on the question whether any activity of an establishment is a core activity or otherwise.

Year-wise total numbers of Insured Persons, Beneficiaries covered under ESIC and total Members contributing their Provident Fund is annexed.

Data on share of contractual workers across various sectors is not centrally maintained.

Annexure referred to in reply to part (a) to (d) of Rajya Sabha Unstarred Question No 570 for answer on 04.12.2025.

ESIC - Year wise details of No. of Insured Persons and Beneficiaries		
Year	No. of Insured Persons (in lakhs)	No. of Beneficiaries (in lakhs)
2020-21	339.19	1316.07
2021-22	310.2	1203.59
2022-23	342.97	1330.73
2023-24	372.06	1443.59

EPFO - Year wise details total No of Contributing Members	
2020-21	4,62,84,287
2021-22	4,63,36,166
2022-23	6,85,45,747
2023-24	7,37,39,204
