

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
UNSTARRED QUESTION NO. 69  
TO BE ANSWERED ON 29.01.2026**

**PROVISIONS OF SOCIAL SECURITY FOR CONSULTANTS/YOUNG  
PROFESSIONALS**

**69. SHRI SANT BALBIR SINGH:**

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

- (a) steps taken by Government to ensure the social security of Consultants and Young Professionals Working in Various Central Government Departments and Ministries, if so, the details thereof and if not, the reasons therefor; and**
- (b) whether any studies have been conducted to ensure that the contract signed by such individuals are as per the new labor code and other provisions, if so the details thereof and if not what action have been taken by Government to overcome with such unlawful contracts violating the Provisions of law?**

**ANSWER**

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

**(a) & (b): The four Labour Codes viz., the Code on Wages, 2019, the Industrial Relations Code, 2020, the Code on Social Security, 2020, and the Occupational Safety, Health and Working Conditions (OSH) Code, 2020, which subsume 29 central labour laws, have been enforced with effect from 21 November, 2025. The laws relating to social security have been consolidated in the Code on Social Security, 2020 to extend social security benefits to all employees and workers engaged in organised, unorganised or any other sectors. Consultants and Young Professionals are engaged either under the contract labour chapter of the Occupational Safety, Health & Working Conditions Code, 2020 or under the Fixed Term Employment of the Industrial Relations Code, 2020 and social security benefits are extended to them in accordance with the provisions of Labour Codes subject to fulfilment of eligibility conditions.**

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