

GOVERNMENT OF INDIA
MINISTRY OF JAL SHAKTI
DEPARTMENT OF WATER RESOURCES, RIVER DEVELOPMENT & GANGA REJUVENATION
RAJYA SABHA

UNSTARRED QUESTION NO. 101

ANSWERED ON 20.07.2026

WELFARE OF CONTRACTUAL EMPLOYEES IN WAPCOS LIMITED

101. Shri SANJAY SINGH:

Will the Minister of **Jal Shakti** be pleased to state:

- (a) whether any representations have been received from contractual employees of WAPCOS Limited during the last five years seeking regularisation of their service conditions, if so, the details thereof;
- (b) the action taken by Government and WAPCOS Limited on such representations; and
- (c) the steps taken to improve the job security, service conditions, welfare and motivation of long-serving contractual employees engaged in the implementation of water sector projects?

ANSWER

THE MINISTER OF STATE FOR JAL SHAKTI

(SHRI RAJ BHUSHAN CHOUDHARY)

(a) to (c) WAPCOS limited is a project-based consultancy organization, wherein manpower requirements vary depending upon project execution and business needs. As a matter of policy and prudent manpower management, the contractual employees are engaged to meet project and location specific and short term manpower requirements while regular employees are engaged for meeting long term organizational requirements of Company. During the last five years, the contractual employees, engaged against project specific requirements, have made the representations for seeking regularization of their service at various offices and administrative channels. However, no repository of representation of employees, engaged on contractual basis against the project specific short term manpower requirements, for their regularization is maintained.

The Company's revenue is primarily project-linked and thus, decisions to induct the regular and contractual personnel are taken keeping in view of business conditions, operational efficiency and financial prudence etc. The policy allows for the consideration of suitable and efficient contract personnel for regular appointments, provided that the company has long term organizational requirements for regular employees and such personnel meet the required provisions. However, this consideration does not guarantee automatic or vested rights to regular appointments for contract personnel.

The Company has taken various measures for service conditions, welfare and motivation of contractual personnel engaged in project implementation that inter-alia include, extension of contractual engagement based on performance and project requirements, working on projects in foreign locations, PF & Gratuity, medical benefits and admissible allowances in accordance with the terms of engagement. Opportunities for training as per prevailing practices of the company are also provided to the personnel.
