

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA**

**UNSTARRED QUESTION NO. 4192
To be answered on 07.01.2019**

NORMS FOR EMPLOYMENT OF CONTRACT LABOUR

4192. SHRI JANARDAN SINGH SIGRIWAL

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) the details of the legal provisions/norms governing employment of contract labour in Central Government Departments/Public Sector Undertakings (PSUs);**
- (b) whether the cases of poor working condition and non-compliance of labour laws/norms for contract workers in various Central Government Departments/PSUs have come to the notice of the Government in the recent past and if so, the details thereof;**
- (c) whether the Government has conducted any inquiry in this regard and if so, the details thereof and if not, the reasons therefor;**
- (d) whether the Government proposes amendments to the Contract Labour (Regulation and Abolition) Act/Rules to bring parity between the contractual and permanent labours based on the premise of equal benefits for similar jobs; and**
- (e) if so, the details thereof along with the other remedial measures taken/being taken by the Government in this regard?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI SANTOSH KUMAR GANGWAR)**

(a) to (c): Employment and working conditions of contract labour in the Central Government Departments/ Public Sector Undertakings (PSUs) are governed by the provisions contained in the Contract Labour (Regulation & Abolition) Act, 1970 and the Contract Labour (Regulation & Abolition) Central Rules, 1971. A well established Central Industrial Relations Machinery (CIRM) is in place to enforce the provisions of the said Act in the Central Sphere. The country-wide network of Deputy Chief Labour Commissioners (Central) and Regional

Contd..2/-

Labour Commissioners (Central) under the control of the Chief Labour Commissioner (Central) ensures strict compliance of the Contract Labour (Regulation & Abolition) Act, 1970 and the rules framed thereunder. The details regarding the enforcement of the Contract Labour (Regulation & Abolition) Act, 1970 in the Central Sphere during the last 4 years is as under:

Sl. No.	Particulars	2015-16	2016-17	2017-18	2018-19 (Upto Oct, 2018)
1	No. of Inspections Conducted	10593	8843	8490	5452
2	No. of Irregularities Detected	117936	89296	97779	56342
3	No. of Irregularities Rectified	73741	68808	68716	24520
4	No. of Prosecutions Launched	3411	3168	3538	1501
5	No. of Convictions	2009	2266	2583	797

(d) & (e): Rule 25(2)(v)(a) of the Contract Labour (Regulation & Abolition) Central Rules, 1971 provides for parity in wage rates and other conditions of service between contract workmen and workmen directly engaged by the establishment as mentioned below:

“in cases where the workmen employed by the contractor perform the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wage rates, holidays, hours of work and other conditions of service of the workmen of the contractor shall be the same as applicable to the workmen directly employed by the principal employer of the establishment on the same or similar kind of work.....”