

GOVERNMENT OF INDIA  
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS  
(DEPARTMENT OF PERSONNEL & TRAINING)

**LOK SABHA**  
**STARRED QUESTION NO. 442**  
(TO BE ANSWERED ON 24.07.2019)

**PROTECTION OF INTERESTS OF OUTSOURCED EMPLOYEES**

†\*442. **SHRI RODMAL NAGAR:**  
**SHRI JANARDAN MISHRA:**

Will the **PRIME MINISTER** be pleased to state:

- (a) whether any scheme has been prepared by the Government to monitor the entire process relating to protection of the interests of the employees recruited through outsourcing;
- (b) if so, the details thereof; and
- (c) if not, the details of the measures taken by the Government for the protection of the interests of employees from outsourcing agencies?

**ANSWER**

**MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES  
AND PENSIONS AND MINISTER OF STATE IN THE PRIME MINISTER'S OFFICE  
(DR. JITENDRA SINGH)**

(a) to (c): A statement is laid on the table of the House.

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**STATEMENT REFERRED TO IN THE REPLY TO THE PARTS (A) TO (C) OF THE LOK SABHA STARRED QUESTION NO. 442 FOR ANSWER ON 24.07.2019 RAISED BY SHRI RODMAL NAGAR & SHRI JANARDAN MISHRA, MP REGARDING PROTECTION OF INTERESTS OF OUTSOURCED EMPLOYEES:**

The Government posts are filled up in accordance with the recruitment rules. However, keeping in view the administrative exigency of work, efficiency and economy of operations and unavoidable circumstances, outsourcing for services through contract is also sometimes resorted to.

There are detailed procedures laid down for procurement of such non-consulting or outsourced services, including through e-procurement, in the “General Financial Rules, 2017 (GFR 2017), and the “Manual for Procurement of Consultancy & Other Services, 2017”.

Statutory and contractual obligations to be complied with in respect of the contractor’s employees engaged for provision of services to Government are governed by the applicable Labour Laws such as Contract Labour (Regulation and Abolition) Act, 1970, Minimum Wages Act, 1948, Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 etc.

Protection of the interests of contractors’ employees under these laws, is enforced by the Government through the Office of Chief Labour Commissioner (Central) [CLC©] which carries out inspections for the purpose, so as to regulate the employment of contract labour, payment of minimum wages and welfare, etc of employees engaged by the contractors for providing service.

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