

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 911
TO BE ANSWERED ON 12.12.2022**

REFORM LABOUR LAWS/CONTRACT LABOUR ACT

911. SHRI GIRISH CHANDRA:

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

- (a) the number of employees in the organized sector and unorganized sector;**
- (b) whether the Government has said that high level of unorganized employment is due to rigid labour laws;**
- (c) if so, the details thereof along with the steps taken/proposed to be taken by the Government to reform labour laws including the Contract Labour Act;**
- (d) the current labour and contract workers and their growth during the last three years and the current year; and**
- (e) the steps taken or likely to be taken by the Government to prevent exploitation of contract workers by the employers?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SHRI RAMESWAR TELI)**

(a): Based on the PLFS reports, Economic Survey 2021-22, estimated the employment on usual status in organized and unorganized sector. The detailed employment data is Annexed.

(b) & (c): Reforms in labour laws are a continuous process, therefore, Central Government and State Governments strive on regular basis to update the legislative system to address the need as per emerging economic scenario of the country. The enactment of four Labour Codes, namely, the Code on Wages, 2019; the Industrial Relations Code, 2020; the Code on Social Security, 2020 and the Occupational Safety, Health and Working Conditions Code, 2020; inter-alia, aims at making the Labour Laws flexible and enhancing the efficiency in

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output and growth. The Codes have been formulated after simplification, amalgamation and rationalization of the relevant provisions of the existing 29 Central Labour Laws, which would strengthen the protection available to labourers, including unorganized workers, in terms of statutory minimum wage, social security protection and healthcare of workers. The Occupational Safety, Health and Working Conditions Code, 2020 (OSH Code, 2020), subsumes 13 Central Labour Laws including the Contract Labour (Regulation and Abolition) Act, 1970.

(d): The number of contract labourers engaged in Public and Private sectors in the central sphere are as under:

Year	CPSUs	Private Sector
2019-20	1261672	520850
2020-21	1448032	675570
2021-22	1329715	740308

Sector-wise data or share of contractual workers in total employment is not maintained centrally.

(e): In order to prevent exploitation of labour including contract workers/labourers, various labour laws are enforced by Central Industrial Relations Machinery (CIRM) having country-wide network of Deputy Chief Labour Commissioner (Central) under the control of the Chief Labour Commissioner (Central). The Labour Laws and the rules there under provide for various penal provisions depending upon the nature of contravention/violations/exploitation and the same are implemented. If discrimination and exploitation as covered under any provision of labour Laws and violations of such provisions are found, appropriate action is taken by the officers of CIRM in central sphere establishments.

Annexure referred to in reply to part (a) of the Lok Sabha Unstarred Question No. 911 for 12.12.2022 raised by Shri Girish Chandra regarding 'Reform Labour Laws/Contract Labour Act'.

Years	Organized Sector		Unorganized Sector		Total number (in crores)
	in crores	%share	In crores	%share	
2017-18	9.1	19.2	38.1	80.8	47.2
2018-19	9.5	19.4	39.3	80.6	48.8
2019-20	9.6	17.8	44.0	82.2	53.6
