

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 2913
TO BE ANSWERED ON 07.08.2023**

SECURITY OF PEOPLE WORKING IN PRIVATE INSTITUTIONS

†2913. SHRI SANJAY SETH:

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

- (a) whether any arrangement has been made to secure the future of the people working in private institutions across the country, if so, the details thereof;**
- (b) whether any special provisions have been made for the safety of women at work places in private institutions, if so, the details thereof;**
- (c) the details of facilities to be provided by all the companies to the workers engaged through outsourcing or private institutions; and**
- (d) the number of such companies functioning in Jharkhand which are following these norms along with the details thereof?**

ANSWER

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

(a) to (d): Government has executed various labour laws viz. the Payment of Wages Act, 1936, the Industrial Disputes Act, 1947, the Minimum Wages Act, 1948, the Employees' State Insurance Act, 1948, the Employees Provident Funds and Miscellaneous Provisions Act, 1952, the Payment of Gratuity Act, 1972, the Contract Labour (Regulation and Abolition) Act, 1970, the Equal Remuneration Act, 1976 etc. to ensure security and welfare of people working in various establishments including private institutions.

These laws also have the provisions for various facilities to be provided to people engaged through outsourcing or private institutions which include minimum wages, equal remuneration, bonus, canteen facilities, rest rooms, First-aid facilities, drinking water, toilets, washing facilities etc.

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The Factories Act, 1948, the Plantation Labour Act, 1951, the Mines Act, 1952, the Beedi and Cigar Workers (Conditions of Employment) Act, 1966 the Contract Labour Act, 1970, the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, etc. have specific provisions to ensure safety of women at workplace including private institutions. These include facilities for rest shelter, toilets, periodical medical examination, exemption from working at odd hours, prohibition of hazardous work etc.

Besides, the Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013 has provisions for addressing the issues of sexual harassment faced by women at workplace.

All companies functioning across the country including State of Jharkhand are bound by provisions of labour laws.
