

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

LOK SABHA

**UNSTARRED QUESTION NO. 2806
TO BE ANSWERED ON 21.03.2022**

EMPLOYEES APPOINTED ON CONTRACT BASIS

2806. SHRI NALIN KUMAR KATEEL:

SHRI AJAY NISHAD:

SHRI CHANDAN SINGH:

SHRI D.K.SURESH:

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

- (a) the total number of employees appointed by the Government on contract basis during the last three years and the ratio of male and female employees appointed on contract basis during the said period;**
- (b) whether the Government has received any suggestions/complaints with regard to shortcomings in working places and if so, the plan to create respectful working condition for workers;**
- (c) whether a large number of contractual workers are working in various Ministries, departments and subordinate offices and if so, details thereof, Ministry/Department-wise;**
- (d) whether these workers are recruited by the Government or outsourced through private service providers and if so, the details thereof, Ministry/department-wise;**
- (e) whether the workers in some Ministries/ departments are continuously working on contract basis year after year and if so, the details thereof, Ministry/department-wise; and**
- (f) whether proper procedure was followed at the time of the recruitment of said contractual workers and if so, the details thereof and whether all of these workers have been brought under EPF/ESIS/ESIC scheme and if so, the details thereof and if not, the reasons therefor?**

ANSWER

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

(a) to (f): The Government posts are regularly filled up in accordance with the recruitment rules. However, keeping in view the administrative exigency of work, economy of operations and unavoidable circumstances, outsourcing through contract is also sometimes resorted to.

Contd..2/-

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”. Any deviation or violation can be dealt by the concerned Ministry or Department appropriately. The wages for the persons engaged on contract/outsourcing cannot be less than the minimum wage fixed/notified by the concerned State Government.

Ministries/Departments engage contractual services directly and they only are responsible for appointment of regular employees against vacant posts after completing all necessary procedural formalities. No centralized data is maintained in this regard.

The Ministry of Labour and Employment maintains the consolidated records/data of contract labourers/workers/employees, based on the licences and registration certificate issued under the Contract Labour (Regulation and Abolition) Act, 1970 in the central sphere. No such bifurcated data like Ministry/Department-wise and gender-wise of contract labourers/workers/employees is maintained centrally. Based on the licences and registration certificate issued under the Contract Labour (Regulation and Abolition) Act, 1970, details of contract employees/workers/ labourers during the last three years in the Central Sphere establishments are as under: -

Year	Total No. of Contract Labourers/workers/employees working under Central Sphere
2019	1364377
2020	1324874
2021	2430989

The ratio of male to female employees is 6:1 (approx).
