

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 2489
TO BE ANSWERED ON 04.08.2025**

POLICY TO SAFEGUARD THE RIGHTS OF CONTRACTUAL WORKERS

2489. SHRI PUTTA MAHESH KUMAR:

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

- (a) the details of the number of cases currently pending and sub-judice in the courts across the country concerning contractual workers, State and sector-wise;**
- (b) the details regarding the nature of these cases including issues related to wages, job security, social security benefits, non-payment of dues, unfair termination and regularization of services;**
- (c) whether the Government has established any special tribunals, fast-track mechanisms or dispute resolution committees for faster resolution of such cases, if so, the details thereof and if not, the reasons therefor; and**
- (d) whether the Government plans to introduce any policies/initiatives to safeguard the rights of contractual workers and ensure timely grievance redressal and if so, the details thereof?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) & (b): The requisite information is enclosed at Annexure-I & Annexure-II.

(c): A well-established Central Industrial Relations Machinery (CIRM), comprising of a country wide network of Deputy Chief Labour Commissioners and Regional Labour Commissioners under the control of Chief Labour Commissioner (Central), is in place to enforce various labour laws in Central Sphere. This Machinery is mandated to take necessary action to redress/ settle the grievances/ complaints/ claims arising out of the enforcement of various labour laws. For effective implementation of various labour laws, regular inspections are conducted by the Officers of CIRM.

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(d): The Central Government has enacted the Contract Labour (Regulation and Abolition) Act, 1970 to regulate the employment of contract labour in certain establishments and to provide for its abolition in certain circumstances. The Government is implementing various Acts and Schemes to provide social security and welfare benefits to workers including contract workers/labourers/employees, both in the organised and unorganised sector. The social security to the workers in the organized sector is provided mainly through five Central Acts, namely, the Employees' State Insurance Act, 1948, the Employees' Provident Funds & Miscellaneous Provisions Act, 1952, the Employee's Compensation Act, 1923, the Maternity Benefit Act, 1961 and the Payment of Gratuity Act, 1972 etc. as per their eligibility.

In order to provide social security benefits to the workers in the unorganised sector, the Central Government is implementing Unorganised Workers' Social Security Act, 2008, to provide welfare schemes in matters relating to life and disability cover, health and maternity benefits and old age protection to the unorganised workers. Various Ministries/Departments of the Central Government are also implementing such social security schemes like, Pradhan Mantri Shram Yogi Maan-Dhan Pension Scheme (PM-SYM) to provide old age social security in the form of monthly pension (Ministry of Labour and Employment), health and maternity schemes (Ministry of Health and Family Welfare). The Central Government is also implementing Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) and Pradhan Mantri Suraksha Bima Yojana (PMSBY) to provide life and disability coverage to the unorganised workers depending upon their eligibility. The Government has also formulated the Code on Social Security, 2020 to extend social security to all employees and workers in organised and unorganised sectors.

Annexure referred to in reply to part (a) & (b) of Lok Sabha Unstarred Question No. 2489 for 04.08.2025.

<u>Details of Court Cases Related to Contract Workers in Various Sectors</u>													
Sl.No	NAME OF THE REGIONS	STATE	OIL & GAS	BANKING & INSURANCE	COAL MINES	NON-COAL MINES	PORTS	TELECOM	RAILWAYS	AIR TRANSPORT	AGRICULTURE	POWER	OTHERS
1	Ahmedabad	Gujarat	24	10	0	0	0	130	0	1	0	0	86
2	Ajmer	Rajasthan	26	30	0	26	0	1	9	0	2	1	54
3	Asansol	West Bengal	NIL	NIL	205	NIL	NIL	7	18	NIL	NIL	99	175
4	Bangalore	Karnataka	NIL	70	NIL	2	NIL	2	4	NIL	NIL	NIL	75
5	Bhubaneswar	Odisha	21	54	59	64	28	15	42	-	-	-	62
6	Chandigarh	Chandigarh - 128 Punjab - 132 Haryana- 176 Himachal Pradesh- 98 Jammu & Leh Ladakh- 82	96	98	0	0	0	89	80	9	2	78	214
7	Chennai	Tamil Nadu and Puducherry	3	18	0	4	0	2	2	2	4	7	23
8	Cochin	Kerala	13	5	0	4	10	47	3	7	0	0	19
9	Dehradun	Uttarakhand & Western UP	5	8	0	0	0	0	1	1	0	0	23
10	Dhanbad		0	0	9	-	-	-	-	-	-	-	4
11	Guwahati	Assam-63 Meghalaya -7 Manipur-1, Arunachal Pradesh-0, Tripura - 0, Mizoram-0, Nagaland-0	18	3	0	0	0	0	1	1			48
12	Hyderabad	Telangana -16; Andhra Pradesh NIL	0	0	0	9	0	0	6	0	0	0	1
13	Jabalpur	Madhya Pradesh	45	21	185	117	0	37	85	10	0	27	248
14	Kanpur	Uttar Pradesh	27	45	10	0	0	18	57	15	0	27	75
15	Kolkata	West Bengal	0	9	17		10	0	0	0	0	0	16
16	Mumbai	Maharashtra & Goa	43	64	0	0	22	15	86	22	0	0	177
17	Nagpur	Maharashtra	0	40	5	3	0	0	0	0	12	0	22
18	New Delhi	Delhi	5	32	2	3	2	5	10	14	1	3	255
19	Patna	Bihar	80	36	2	2	0	12	39	7	8	331	297
20	Raipur	Chhattisgarh	5	4	49	166	NIL	NIL	86	14	NIL	37	213

Annexure referred to in reply to part (a) & (b) of Lok Sabha Unstarred Question No. 2489 for 04.08.2025.

Number of Cases pending in Supreme Court, High Courts and Subordinate Courts								
Sl. No	Name of Region	State	Wages related	Job Security related	Related Social Security Benefits	Related Non payments of dues	Related Unfair termination	Related Regularization of Services
1	Ahmedabad	Gujarat	32	0	151	0	68	0
2	Ajmer	Rajasthan	32	2	13	24	78	0
3	Asansol	West Bengal	278	45	39	48	14	80
4	Bangalore	Karnataka	18	12	14	88	21	0
5	Bhubaneswar	Odisha	19	-	109	42	158	17
6	Chandigarh	Chandigarh - 128 Punjab - 132 Haryana- 176 Himachal Pradesh- 98 Jammu & Leh Ladakh- 82	426	74	65	88	11	2
7	Chennai	Tamil Nadu and Puducherry	14	12	5	20	10	4
8	Cochin	Kerala	14	10	13	25	41	5
9	Dehradun	Uttarakhand & Western UP	13	0	0	0	0	0
10	Dhanbad		6	0	0	3	-	4
11	Guwahati	Assam-63 Meghalaya -7 Manipur-1, Arunachal Pradesh-0, Tripura - 0, Mizoram-0, Nagaland-0	57	0	4	5	1	4
12	Hyderabad	Telangana -16; Andhra Pradesh NIL	16	0	0	0	0	0
13	Jabalpur	Madhya Pradesh	178	79	395	123	0	0
14	Kanpur	Uttar Pradesh	15	3	39	13	26	14
15	Kolkata	West Bengal	12	10	15	0	3	12
16	Mumbai		428	464	5	0	197	0
17	Nagpur	Maharashtra	6	25	15	36	0	0
18	New Delhi	Delhi	97	60	67	77	15	16
19	Patna	Bihar	0	0	17	0	0	15
20	Raipur	Chhattisgarh	12	NIL	6	NIL	3	NIL
