

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 2603
TO BE ANSWERED ON 09.03.2026**

**DISPARITY IN REMUNERATION OF REGULAR AND CONTRACTUAL
EMPLOYEES**

2603. SHRI RAJEEV RAI:

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

- (a) the manner of determining the salary and other allowances for regular employees, class and post-wise and the way to determine the pay and allowances for employees engaged on contract basis performing same work and duties;**
- (b) the details of the grade-wise number of regular employees and employees engaged on contract basis in each Nav Ratna Company; and**
- (c) the reasons for discrepancy in the pay and perks of regular employees and contractual employees?**

ANSWER

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

(a) to (c): The salaries and allowances of regular employees are determined through different mechanisms depending on the sector of employment. For government employees, pay and allowances are fixed based on the recommendations of Pay Commissions. In Public Sector Enterprises, pay and allowances are determined through Pay Revision Committees. In the private sector, salaries are largely decided through employment contracts, subject to statutory provisions.

In so far as employees engaged on contract basis performing same work and duties as the regular employees are concerned, the Contract Labour (Regulation & Abolition) Central Rules, 1971 [Rule 25(2)(v)(a)], stipulates as under:

“In cases where the workmen employed by the contractor perform the same or similar kind of work as the workmen directly employed by the principal employer of the establishments, the wage

rates, holidays, hours of work and other conditions of service of the workmen of the contractor shall be the same as applicable to the workmen directly employed by the principal employer of the establishment on the same or similar kind of work;

Provided that in the case of any disagreement with regard to the type of work, the same shall be decided by the Deputy Chief Labour Commissioner (Central).”

The provisions of Contract Labour (Regulation & Abolition) Act, 1970 have now been subsumed under the Occupational Safety, Health and Working Conditions Code, 2020 (OSH&WC Code). Further, the rules under the Occupational Safety, Health and Working Conditions Code, 2020 have been pre-published.

Details of the number of regular employees and contractual/ casual employees of Navratna CPSEs as per Public Enterprise (PE) Survey 2024-25 is enclosed as Annexure.

Annexure

Annexure referred to in reply of Lok Sabha Unstarred Question No. 2603 for 09.03.2026 regarding "Disparity in Remuneration of Regular and Contractual Employees" raised by Hon'ble MP Shri Rajeev Rai.

Number of Employees in Navratna CPSEs as per Public Enterprises Survey 2024-25 (as on 31.3.2025)

S. No.	Cognate Group/ CPSE	Number of Regular Employees	Number of Contractual/ casual Workers	Grand Total
	(1)	(2)	(3)	(2) + (3)
1	ONGC Videsh Ltd	204	1233	1437
2	National Aluminium Company Ltd	4803	61	4864
3	NMDC Ltd	5677	5319	10996
4	Rashtriya Ispat Nigam Ltd	10943	12487	23430
5	National Fertilizers Ltd	2511	3547	6058
6	Rashtriya Chemical and Fertilizers Ltd	2620	2607	5227
7	NHPC Ltd	4577	16	4593
8	NLC India Ltd	9767	20434	30201
9	SJVN Ltd	1070	195	1265
10	Central Warehousing Corporation	1841	0	1841
11	Container Corporation of India Ltd	1256	0	1256
12	Shipping Corporation of India Ltd	448	49	497
13	Engineers India Ltd	2636	3	2639
14	Ircon International Ltd	834	242	1076
15	NBCC (India) Ltd	1164	77	1241
16	Rail Vikas Nigam Ltd	333	577	910
17	RITES Ltd	1793	921	2714
18	Solar Energy Corporation of India Ltd	154	103	257
19	Indian Railway Catering and Tourism Corporation Ltd.	1338	1401	2739
20	Housing & Urban Development Corporation Ltd.	619	48	667
21	Indian Railway Finance Corporation Ltd.	44	4	48
22	Indian Renewable Energy Devt. Agency Ltd.	166	71	237
23	Mahanagar Telephone Nigam Ltd.	3031	5	3036
24	Railtel Corporation India Ltd.	567	2073	2640
25	Bharat Electronics Ltd.	8844	11342	20186
26	Mazagon Dock Shipbuilders Ltd.	2657	9296	11953
