

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 5820
TO BE ANSWERED ON 30.03.2026**

**UNIFORM REGULATORY FRAMEWORK FOR OUTSOURCED
MANPOWER**

5820. SHRI PARSHOTTAMBHAI RUPALA:

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

- (a) whether the Government proposes to introduce a binding and uniform policy to regulate recruitment processes and standardise service conditions, wages, social security and welfare entitlements of outsourced personnel engaged by the Central Government Ministries, Departments and Central Public Sector Undertakings;**
- (b) if so, the core provisions of such a policy and the specific timeline fixed for its approval and enforcement;**
- (c) whether the Government recognises outsourced workers as integral to public service delivery and the implementation of flagship Government schemes; and**
- (d) if so, the details thereof and if not, the reasons therefor?**

ANSWER

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

(a) to (d): 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.

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 Non-Consultancy services, 2025”. Any deviation or violation can be dealt by the concerned Ministry or Department appropriately.
