

**GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA**

STARRED QUESTION NO:245
ANSWERED ON:15.03.2010
SOCIAL SECURITY TO CONTRACT LABOURERS
Kumar Shri P.;Sardinha Shri Francisco

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

- (a) whether many of the organizations in the public as well as the private sector are engaging the services of contractual labourers instead of employing regular labourers and not extending the economic, social and other benefits as normally available to the regular employees;
- (b) if so, the details thereof and the reasons therefor;
- (c) whether the Government has taken any steps to protect the interests of the contract labour;
- (d) if so, the details thereof; and
- (e) if not, the reasons therefor?

Answer

MINISTER OF THE STATE IN THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI MALLIKARJUN KHARGE)

(a) to (e): A statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO THE LOK SABHA STARRED QUESTION NO. 245 BY SHRI FRANCISCO SARDINHA AND SHRI P. KUMAR TO BE ANSWERED ON 15.03.2010.

(a) & (b): Any establishment, whether in public sector or private sector, can engage contract labour in a job unless and until the same (specified establishment and specific job) is prohibited under provisions of Section 10 of the Contract Labour (Regulation & Abolition) Act, 1970. However, the establishments employing contract labour have to follow the statutory provisions under all labour laws.

Wherever any organisation is covered under social security Acts, like Employees State Insurance Act, 1948 & Employees Provident Funds and Miscellaneous Provisions Act, 1952, the contract workers also get the benefits of social security. Moreover, recognising the social security needs of unorganized workers, including contract workers, the Government has enacted the Unorganised Workers' Social Security Act, 2008.

(c) to (e): Contract Labour Act and the Rules thereunder protect the interest of the Contract Labour.