

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

UNSTARRED QUESTION NO:3649

ANSWERED ON:03.09.2012

CONTRACTUAL LABOUR

Adhalrao Patil Shri Shivaji; Adsul Shri Anandrao Vithoba; Dharmshi Shri Babar Gajanan; Yadav Shri Dharmendra; Yaskhi Shri Madhu Goud

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

- (a) whether the Government has taken note of rise in contract workforce in the country;
- (b) if so, the details thereof;
- (c) whether there exists any disparity in wages and other social security benefits between contractual and other regular workers;
- (d) if so, the reaction of the Government thereto; and
- (e) the corrective steps taken by the Union Government to ensure better and decent wages and other social benefits to the contractual labourers?

**Answer**

MINISTER OF LABOUR AND EMPLOYMENT (SHRI MALLIKARJUN KHARGE)

(a) & (b): No Centralized data is maintained. However, contract labour are being engaged in every sector and as per the study conducted by W Giri National Labour Institute, the estimated number of contract workers in the country is about 36 million. Out of it total estimated number of contract labour of licensed contractors under Contract Labour (Regulation & Abolition) Act, 1970 is approximately 6 million.

(c) to (e): The study has revealed that contract labour are being paid less wages than the wages given to the regular workers of Principal Employer even though contract labour perform same or similar kind of work.

As per the Contract Labour (Regulation & Abolition) Central Rules, 1971, the wages of the contract labour shall not be less than the rates prescribed under Minimum Wages Act, 1948 and in cases where the contract worker perform the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wage rates, holidays, hours of work and other conditions of service shall be the same as applicable to the workmen directly employed by the principal employer doing the same or similar kind of work.

The workers doing same or similar work and not getting same wages can raise the issue before the appropriate 'Government'. The Central Government is the appropriate Government in respect of the establishments falling in central sphere. The private companies in non-Government sector and un-organized sector come in State sphere. In the Central sphere, the complaints/grievances are received in the field offices of Chief Labour Commissioner (Central) Organization and action is taken as per rules.

Further, in the Central Sphere, the Central Government has issued 84 notifications prohibiting employment of contract labour in certain establishments in specified jobs after having regard to the conditions of work and benefits provided for the contract labour in those establishments and other relevant factors in terms of Section 10(2) of the Contract Labour (Regulation & Abolition) Act, 1970.