

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

UNSTARRED QUESTION NO:1507
ANSWERED ON:03.12.2012
FLEXIBLE STAFFING FORMATS
Shanavas Shri M. I.

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

- (a) the total number and percentage of contract labour engaged in both public and private sector jobs;
- (b) whether the Government has noted discrepancies in flexi staffing which is one form of contract employment prevalent in many sectors including retail, telecom, manufacturing, pharma, hospitality and agriculture;
- (c) whether the Government has also looked into the various issues arising due to flexi staffing in agriculture sector when such staffing patterns are used in consumer oriented service industries;
- (d) if so, the details of any study being conducted with regard to the practice of flexible staffing formats; and
- (e) the reaction of the Government in this regard?

Answer

MINISTER OF STATE FOR LABOUR AND EMPLOYMENT (SHRI KODIKUNNIL SURESH)

(a): The Central Government is the appropriate Government in respect of the establishments falling in central sphere. The private companies in non-Government sector and unorganized sector come in State sphere. In this regard no Centralized data of contract worker engaged in both public and private sector jobs is maintained. However, contract workers are being engaged in every sector and as per the study conducted by V.V. Giri National Labour Institute, the estimated number of contract workers in the country is about 36 million. Out of it total estimated contract labour of licensed contractors under Contract Labour (Regulation & Abolition) Act, 1970 is approximately 6 million.

(b) to (e): All the issues of contract workers are dealt with under the Contract Labour (Regulation & Abolition) Act, 1970 and there is no sector-wise demarcation. Social security aspects of contract workers under Employees Provident Fund and Miscellaneous Provision Act, 1952 and Employees State Insurance Act, 1948 are enforced by the Employees Provident Fund organization and Employees State Insurance Corporation respectively provided the establishments in which outsourced workers are working are covered under the said Acts.

In the context of Contract Labour (Regulation & Abolition) Act, 1970, the Government has neither reviewed the said Act particularly from the view point of flexi staffing in agriculture sector nor conducted any study with regard to the practice of flexible staffing formats.