

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

STARRED QUESTION NO:56

ANSWERED ON:09.12.2013

VIOLATIONS OF CONTRACT LABOUR LAW

Dhotre Shri Sanjay Shamrao;Mahtab Shri Bhartruhari

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

- (a) the details of the legal provisions/norms governing employment of contract labour in Central Government Departments/Public Sector Undertakings (PSUs);
- (b) whether the cases of poor working condition and non-compliance of labour laws/norms for contract workers in various Central Government Departments/PSUs have come to the notice of the Government in the recent past and if so, the details thereof;
- (c) whether the Government has conducted any inquiry in this regard and if so, the details thereof and if not, the reasons therefor;
- (d) whether the Government proposes amendments to the Contract Labour (Regulation and Abolition) Act/Rules to bring parity between the contractual and permanent labour based on the premise of equal benefits for similar jobs; and
- (e) if so, the details thereof along with the other remedial measures taken/being taken by the Government in this regard?

**Answer**

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

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

STATEMENT REFERRED TO IN REPLY TO PART (a) to (e) OF THE LOK SABHA STARRED QUESTION NO.56 TO BE ANSWERED ON 09.12.2013 REGARDING VIOLATIONS OF CONTRACT LABOUR LAW RAISED BY SHRI BHARTRUHARI MAHTAB: SHRI SANJAY DHOTRE.

(a): The employment of contract labour engaged in Central Government Departments/Public Sector Undertakings is governed by the provisions of Contract Labour (Regulation & Abolition) Act, 1970 and Rules made thereunder. The Act applies to every establishment employing 20 or more workmen as contract labour. The Act provides for registration of the principal employer and licensing the contractor. It covers the aspects of health, welfare, working conditions, hours of work and wages of contract labour. The Act also provides abolition of contract labour in certain establishments in certain circumstances.

(b)&(c): Chapter VI of the Act provides for penalties for non-compliance of provisions of the Act. Wherever cases of non-compliance of the Act are noticed by the inspecting staff, the inspectors have been given powers to take legal action under the Act. The enforcement figures for violations under the Act in the central sphere for the last 3 years are enclosed at Annexure-A.

(d) & (e): In order to safeguard the interests of the contract workers in terms of wages and social security and bringing parity between contract labour and directly employed workers of principal employer, a proposal for amendment to the Contract Labour(Regulation & Abolition) Act, 1970 is under consideration of the Government.