

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

UNSTARRED QUESTION NO:3666

ANSWERED ON:19.12.2005

ENGAGEMENT OF STAFF IN GOVERNMENT OFFICES ON CONTRACT BASIS

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

- (a) whether there is any provision for engaging staff in Government offices through private contractors on contract basis;
- (b) if so, the details thereof;
- (c) whether salaries and allowances paid to the contractual staff is at par with the regular employees;
- (d) if so, whether payments to contractual staff is made directly by the Government; and
- (e) if not, the reasons therefor?

Answer

MINISTER OF LABOUR AND EMPLOYMENT (SHRI K. CHANDRASEKHAR RAO)

(a) & (b): In accordance with the provisions of the Contract Labour (Regulation & Abolition) Act, 1970, any establishment including Government offices can engage contract labour in any activity through contractors except in cases where it has been prohibited.

(c): As per the conditions of license granted to a contractor, only if the workmen employed by the contractor perform the same and similar nature of work as that of regular employees of the principal employer, they are entitled to the same wage rates and other conditions of service at par with regular employees, and not otherwise.

(d) & (e): The Contractor is responsible for payment of wages to contract labour employed by him and only when he fails to make the payment or makes short payment, the principal employer is liable to make the payment to the contract labour.