

Contract workers outnumber regular employees

1196. SHRIMATI RENUKA CHOWDHURY : Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether it is a fact that every industry is overwhelmed with outnumbering the contractual engagement of workers than the regular employees;
- (b) whether any study has been conducted on this issue;
- (c) the main cause and dependence on contractual engagement of workers in the industrial sector;
- (d) whether it is also a fact that a large number of industrial disputes arise due to lack of social security benefits of the contractual workers; and
- (e) if so, the details thereof and the steps being taken to reduce the anomalies and increase the social security of the contractual workers?

THE MINISTER OF LABOUR AND EMPLOYMENT (SHRI MALLIKARJUN KHARGE) : (a) to (c) There is no centralized data maintained for contract workers. However, as per the study conducted by VV Giri National Labour Institute, the estimated number of contract workers in the country is about 36 million. Main reason for engagement of contract labour is that it gives the opportunity to the employers to engage workers for the job for which whole time regular workers are not required.

(d) and (e) As far as the security in term of wages and other service conditions is concerned, 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 workers 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 liability to ensure payment of wages and other benefits is primarily that of the contractor and, in case of default, that of the principal employer.

In case of complaints, field offices of Chief Labour Commissioner (Central) Organization State Labour Departments investigate and take action. 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.

Landless workers engaged in agricultural labour

1197. SHRI N. BALAGANGA : Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) the estimated number of landless women and men workers who are engaged in agricultural labour in the country;
- (b) the ratio of female to male workers in this sector;
- (c) the contribution of this workforce to the national income; and
- (d) the social security measures provided by Government for this workforce?

THE MINISTER OF LABOUR AND EMPLOYMENT (SHRI MALLIKARJUN KHARGE) : (a) As per Census, 2001, there were more than 10.67 crore landless agricultural workers. Out of which about 5.73 crore were men and about 4.94 crore women.

(b) The female and male landless agricultural labourers are in the ratio of 54:46.

(c) As per Economic Survey, 2011-12, the agriculture sector accounts for 12.3% of the Gross Domestic Product (GDP) in 2010-11.

(d) With a view to providing social security to unorganised workers, including landless agricultural labourers, the Government enacted the “Unorganised Workers’ Social Security Act, 2008”. The Act provides for constitution of National Social Security Board to recommend social security schemes, namely, life and disability cover, health and maternity benefits, old age protection and any other benefit as may be determined by the Government for unorganised workers.

The following are the recent initiatives undertaken by the Government for unorganised sector, including landless agricultural labourers.