

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT**

RAJYA SABHA

**UNSTARRED QUESTION NO. 1841
TO BE ANSWERED ON 17.03.2022**

**BEHAVIOR OF PERMANENT WORKERS WITH CONTRACTUAL
EMPLOYEES**

1841. # SMT. SEEMA DWIVEDI:

Will the Minister of Labour and Employment be pleased to state:

- (a) whether it is a fact that at all workplaces the situation of malicious behavior, discrimination and exploitation by the permanent workers with the contractual employees arise;**
- (b) if so, the effective steps taken by Government to protect the contractual workers from such unpleasant situation; and**
- (c) the number of cases of discrimination which have been reported so far and the number of women employees among them, the number of their cases in which action has been taken so far, the details thereof, State-wise, and if no action has been taken, the reasons therefor?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SHRI RAMESWAR TELI)**

(a) to (c): To ensure dignified working conditions for workers including contract workers and to protect them against malicious behavior, discrimination and exploitation the Government enacted several Acts which inter-alia include The Indian Penal Code, 1860, The Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013, The Prevention of Atrocities (Scheduled Caste and Scheduled Tribes) Act, 2013, The Contract Labour (Regulation and Abolition) Act, 1970, The Factories Act, 1948, The Plantation Act, 1959, The Inter-state Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, The Building and Other Construction Workers (Regulation of Employment and Conditions

Contd..2/-

of Service) Act, 1996, The unorganized Workers' Social Security Act, 2008, The Minimum Wages Act, 1948, The Payment of Wages Act, 1936, The Industrial Dispute Act, 1947 apart from other labour laws. The labour laws are enforced by Central Industrial Relations Machinery (CIRM) having country-wide network of Deputy Chief Labour Commissioners (Central) and Regional Labour Commissioners (Central) under the control of the Chief Labour Commissioner (Central). The Labour Laws and the rules there-under provide for various penal provisions depending upon the nature of contravention/violation and the same are imposed in the process of enforcement. If malicious behavior, discrimination and exploitation as covered under any provision of Labour Laws and violations of such provisions are found, appropriate action is taken by the officers of CLC(C) organization in central sphere establishments.

Details of Inspection conducted during the last three years and the current year in the Central Sphere establishments are as under: -

Particulars	2018-19	2019-20	2020-21	2021-22 Upto December, 21
No. of Inspection conducted	8577	8553	1722	1097
No. of irregularities detected	87928	72727	15893	9240
No. of irregularities rectified	45121	36974	10014	1896
No. of prosecutions launched	3227	2659	749	257
No. of convictions	1372	777	336	78