

ANIL DESAI

MEMBER OF PARLIAMENT
Shivsena (Uddhav Balasaheb Thackeray)
South Central Mumbai Constituency

MEMBER

1. Standing Committee on Home Affairs
2. Consultative Committee for the Ministry of Education
IC No. 261



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Ref. No.: CG/034/2026

Date : 17.07.2026

To,
Shri.Dr. Mansukh Mandaviya
Hon'ble Minister – Ministry of Labour & Employment
Government of India,
Shram Shakti Bhawan,
Rafi Marg,
New Delhi – 110 001.

o/c

Sub. : Employment security to the contractual Labour working in the contract in the various Industries.

Respected sir,

We wish to draw your kind attention to a serious issue concerning the employment security of contractual workers engaged in various industries across the country.

A large number of industries award contracts for essential & continuous services such as operations, maintenance, administration, accounts, housekeeping, security, catering, & other activities that are perennial in nature. Although contractors change periodically after the expiry of contracts, the contractual workers performing these duties remain the same. In several industries, workers have been rendering uninterrupted service for more than 30 years under successive contractors.

Despite their long & continuous service, these workers remain vulnerable to exploitation. They are often unable to raise complaints against contractors due to the constant fear of losing their employment. This unfortunate situation exists in several major public sector undertakings & government organizations, including HPCL, BARC, Bank of India, & NPCIL Tarapur, besides many other industries across the country.

The blatant violation of labour laws has become a common & recurring practice in many establishments. Contractual workers are routinely deprived of their statutory rights & benefits. Some of the major issues faced by them are as follows:

- ◆ Non-payment of statutory Minimum Wages.
- ◆ Non-deduction or irregular deduction of Provident Fund contributions.
- ◆ Failure to deposit deducted Provident Fund contributions along with the employer's matching contribution with the Employees' Provident Fund Organisation (EPFO).
- ◆ Non-extension of benefits under the Employees' State Insurance (ESI) Scheme.
- ◆ Denial of statutory annual leave.
- ◆ Non-supply of proper uniforms, safety kits, & protective equipment.
- ◆ Non-issuance of salary slips & employment records.
- ◆ Non-payment of statutory bonus.
- ◆ Delay in payment of monthly wages beyond the prescribed statutory time limit.
- ◆ Non-payment of overtime wages for work performed beyond the prescribed working hours.

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Apart from these violations, several instances of serious exploitation have been reported. In some establishments, contractors have allegedly collected workers' ATM cards & forcibly recovered amounts ranging from ₹ 5,000 to ₹ 7,000 every month from their minimum wages. This illegal practice continued for nearly thirteen years at NPCIL Tarapur until our intervention resulted in appropriate action & its discontinuation.

Unfortunately, similar complaints are presently being received from HPCL Refinery, Mumbai. Workers allege that whenever they complain against illegal wage deductions, contractors retaliate by getting their refinery entry passes blocked, thereby depriving them of their livelihood. Such practices create an atmosphere of fear & discourage workers from reporting violations of labour laws.

The root cause of this exploitation is the absence of employment security. Since these workers perform duties that are permanent & essential to the functioning of the establishment, they should be provided with adequate job security irrespective of the change in contractors. Ensuring continuity of employment for contractual workers engaged in perennial work will protect them from victimization, enable them to assert their statutory rights without fear, & significantly reduce labour law violations.

We earnestly request your esteemed office to constitute an expert committee to examine this issue & recommend suitable legal & policy measures to provide employment security to contractual workers engaged in perennial work across various industries. Such a reform would go a long way in safeguarding the dignity, livelihood, & statutory rights of millions of contractual workers in the country.

We sincerely hope that your good office will consider this matter sympathetically & take appropriate action in the larger interest of industrial justice & social welfare.

Thanking you,

Yours faithfully,

(Anil Desai)

Copy To :

- 1) Secretary - Ministry of Labour & Employment, Govt. of India, Room No. 104, Shram Shakti Bhawan, Rafi Marg, New Delhi - 110 001.
- 2) Chief Labour Commisurre (CL), Ministry of Labour & Employment, Govt. of India, Shramev Jayate Bhawan, Gr. & 1st Floor, Plot No.G-4, Sector-10, Dwarka, New Delhi - 110 075
- 3) Regional Labour Commissioner (CL), Ministry of Labour & Employment, Govt. of India, Shivshrusthi Road, Chunabhatti, Sion, Mumbai - 400 022