

# Managing Contract Labour, Service Matters & Latest in Labour Laws



Vol. 1 : Managing Contract Labour



Lucknow Management Association Publication

# **Managing Contract Labour, Service Matters & Latest in Labour Laws**

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## Foreword

Most organizations, both in public and private sector, engage contract labour to achieve efficiency and cost effectiveness in some jobs. Turnkey contracts, franchise and outsourcing are also extensions of contract labour systems. Management of Contract labour is regulated by Contract Labour (Regulation and Abolition) Act 1970. While need for employment of workers through contract labour is undisputed, Managers have to manage contract labour in such a way so as not to infringe on various provisions of the Act. This often does not happen due to lack of understanding of these provisions and host of cases are taken to labour courts besides raising of demands by workers for increasing wages and conditions of service at par with regular employees. Managers, therefore, not only need to know the Act but also its nuances to be able to manage the Contract labour. There are many voices calling for amendment of the Act but till it is done, Managers have to comply with its provisions, taking all possible precautions.

AIMA had designed a two-day programme to provide valuable insight and authoritative advice to Managers on practical management of actual problems, as a part of Twin Programme on *Managing the Contract Labour (Issues, Concerns & Remedies) (2 days) and (1 day) latest in Labour Law Judgments*. These programmes have been consolidated in one three days' programme named *Managing Contract Labour, Service Matters & Latest in Labour Laws*. It is hoped that this programme being organized by Lucknow Management Association will be useful to Managers in Managing Contract Labour. This Volume contains supplementary reading material for the participants of the programme compiled by AIMA, on management of contract labour with important cases decided by courts with a few additions. LMA gratefully acknowledges the contributions of Mr. Jaideep Narain Mathur, Dr. R.L. Kaul, Dr. S.C. Srivastava and Mr. Sanjay Bhasin in this compilation.

Lucknow  
January 29, 2015

A.K. Mathur  
Secretary, LMA

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