

## Foreword

Most organizations, both in public and private sector, engage contract labour to achieve efficiency and cost effectiveness. Turnkey contracts, franchise and outsourcing are also considered extensions of contract labour. 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 issues relating to contract labour in such a way so as not to infringe on various provisions of the Act. This is a tall order and host of cases are taken to labour courts besides increasing demands of workers for 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 this 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) and latest in Labour Law Judgments. This programme is now being conducted by National HRD Network. It is hoped that this programme being organized by Lucknow Management Association will be useful to Managers in Managing issues relating to Contract Labour. This document contains supplementary reading material for the participants of the programme compiled by AIMA/NHRDN. LMA gratefully acknowledges the contribution.

Lucknow  
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