

# Exploring Contractual Employment Trends in India

**Sandeep Ranjan<sup>1</sup> and Dr. Sandhya Sinha<sup>2</sup>**

Research Scholar, Department of Human Resources<sup>1</sup>

Assistant Professor, Department of Human Resources<sup>2</sup>

Maharishi University of Information Technology (MUIT), Lucknow, India

**Abstract:** *Presently, India's economy is one of the most rapidly expanding in the globe. Foreign direct investment and the rate of industrialization have increased exponentially. This has resulted in the emergence of numerous new service sectors, small, medium, and large-scale industries, among others. As the customer base expands, so does the demand. In order to accommodate the increasing demand and meet the requirements of customers, Do these industries' entrepreneurs demand round-the-clock production? While machines and money are essential resources, personnel, a critical resource, also plays a crucial role in this regard. Human resources can be classified into three distinct forms: staff, on-roll team members, and contractual labor. Numerous manufacturing sectors rely heavily on contractual labor to reduce manpower costs and administrative expenses; the trend of employing contractual labor increases annually. Drawing upon secondary sources of information, this paper endeavors to shed light on the present state of contractual labour in India and outline the safeguards established by the government via Contract Labour Acts.*

**Keywords:** Labor Laws, Contractual Labour, Informal Sector;.

## REFERENCES

- [1]. Labour Laws (2012) Prof P.A. Noronha, Anjali Mandke, Mahesh Deshpande pg 42-747
- [2]. Mrs. Paramita Ray Contract Laboursystem In India: Issues And Perspectives, International Journal of Law and Legal Jurisprudence Studies :ISSN:2348-8212:Volume 3 Issue 3
- [3]. Neeraj Dubey Joint Partner, Lakshmikumaran & Sridharan, Bangalore Engaging Contract Labour: The prerequisites and the pitfalls
- [4]. <https://blog.ipleaders.in/regulatory-overview-of-contract-labour-in-india/>
- [5]. <http://www.rediff.com/money/report/indias-contract-labour-laws-need-to-catch-up-with-reality/20160906.html>
- [6]. ([http://www.arthapedia.in/index.php?title=Contract\\_Labour](http://www.arthapedia.in/index.php?title=Contract_Labour))
- [7]. REPORT ON Working conditions of the contract workers in Petroleum Refineries and Oil fields 2009-11
- [8]. Labour Bureau
- [9]. Hindustan Times March 2014.
- [10]. [http://www.business-standard.com/article/economy-policy/govt-to-ensure-firms-do-not-convert-employees-into-contract-workers-118022800044\\_1.html](http://www.business-standard.com/article/economy-policy/govt-to-ensure-firms-do-not-convert-employees-into-contract-workers-118022800044_1.html)