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234. How is 'contract labour' defined under the Code on Wages, 2019; the Code on Social Security, 2020; and the Occupational Safety, Health and Working Conditions Code, 2020?

Here is a detailed table comparing the definition of "contract labour" under the three codes:

1. Code on Wages, 2019 (Section 2(g))

"Contract labour" refers to a worker who is deemed to be employed in or in connection with the work of an establishment when hired in or in connection with such work by or through a contractor, with or without the knowledge of the principal employer. This definition includes inter-State migrant workers.

However, it does **not** include a worker (other than a part-time employee) who:

- Is regularly employed by the contractor for any activity of his establishment and whose employment is governed by mutually accepted standards of employment (including permanent engagement).
- Receives periodical increments in pay, social security coverage, and other welfare benefits as per the law.

2. Code on Social Security, 2020 (Section 2(19))

The definition of "contract labour" is **same as under the Code on Wages, 2019**. It includes inter-State migrant workers and excludes workers regularly employed by the contractor under mutually accepted employment conditions with periodic increments, social security, and welfare benefits.

3. Occupational Safety, Health and Working Conditions Code, 2020 (Section 2(m))

The definition of "contract labour" is **same as under the Code on Wages, 2019, and the Code on Social Security, 2020**. It also includes inter-State migrant workers and excludes workers meeting the same criteria mentioned above.

Key Observations:

- The definition of "contract labour" is **identical** in all three codes.
- All three include **inter-State migrant workers**.
- The same exclusion criteria apply in all three codes, covering workers who are **regular employees of the contractor** with defined employment conditions, periodic pay increments, and social security benefits.

Disclaimer: This document is for educational purposes only and does not constitute legal advice.

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