

**GOVERNMENT OF INDIA
LABOUR
LOK SABHA**

STARRED QUESTION NO:88

ANSWERED ON:08.12.2003

AMENDMENT IN INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946

AJAY CHAKRABORTY;CHANDRA NATH SINGH

Will the Minister of LABOUR be pleased to state:

(a) whether the Government propose to amend the Industrial Employment (Standing Orders) Act, 1946 in order to allow the industrial units to recruit manpower on fixed term contracts;

(b) if so, the details thereof;

(c) whether all Central Trade Unions have objected the above proposal; and

(d) if so, the reasons therefor and the reaction of the Government thereto?

Answer

MINISTER OF LABOUR (SHRI SAHIB SINGH VERMA)

(a) to (d): A statement is laid on the Table of the House.

STATEMENT REFERRED TO IN LOK SABHA STARRED QUESTION NO. 88 BY SHRI AJOY CHAKRABORTY AND C.N.SINGH REGARDING AMENDMENT IN INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946 DUE FOR AN ON 08.12.2003.

(a) & (b): A proposal to amend the Industrial Employment (Standing Orders) Central Rules, 1946 to include 'Fixed Term Employment Workman' in the Schedule of the Industrial Employment (Standing Orders) Act, 1946 and Model Standing Orders annexed to the Industrial Employment (Standing Orders) Central Rules, 1946 is under consideration of the Government at present.

A fixed term employment workman will be engaged on the basis of contract of employment for a fixed period. However, his working hours, wages, allowances and other benefits shall not be less than that of a permanent workman. He shall also be eligible for all statutory benefits available to a permanent workman proportionately according to the period of service rendered by him even though his period of employment does not extend to the qualifying period of employment.

(c) & (d): The Central Trade Union Organisations have opposed the draft amendment proposal and stated that the present classification of workman is adequate and there is no need to introduce a new classification as fixed term employment workman. The matter is under consideration of the Government at present.