

**GOVERNMENT OF INDIA  
COMMUNICATIONS AND INFORMATION TECHNOLOGY  
LOK SABHA**

UNSTARRED QUESTION NO:4647

ANSWERED ON:11.08.2014

EMPLOYMENT IN IT SECTOR

Premachandran Shri N.K.

**Will the Minister of COMMUNICATIONS AND INFORMATION TECHNOLOGY be pleased to state:**

(a) whether the Government has taken note that there is job insecurity amongs employees working in Information Technology (IT) Sector in the country;

(b) if so, the details thereof and the steps taken by the Government in this regard and to ensure the implementation of Labour laws in Special Economic Zones pertaining to IT sector; and

(c) the steps taken/being taken by the Government to ensure that employees of the IT sector are governed by the prevailing labour laws of the country?

**Answer**

MINISTER FOR COMMUNICATIONS AND INFORMATION TECHNOLOGY (SHRI RAVI SHANKAR PRASAD)

(a) to (c): According to the National Association of Software and Services Companies (NASSCOM), the Indian IT-ITES industry continues to be a net hirer and employs about 3.1 million professionals directly. During the FY 2013-14, the Indian IT-ITES industry is estimated to have contributed to the additional employment to 1, 66, 000 persons. Considering the progressive growth of IT-ITES industry over the past years, there is significant potential for employment.

According to Department of Commerce, Ministry of Commerce and Industry, which is the nodal Ministry for Special Economic Zones (SEZs), all Labour laws are applicable in SEZs and the rights of the workers/labour are therefore protected under the SEZ Act. Further, the SEZ Act, through an amendment brought about by the Parliament, envisages that the Central Government shall have no authority to relax any law relating to the welfare of the labour in the SEZs.

Further, according to Ministry of Labour and Employment, the Government has taken several steps to protect and safeguard the interest of workers. The Equal Remuneration Act, 1973 provides for payment of equal remuneration to all categories of workers for the same work or work of similar nature without any discrimination. In order to ensure social security to all categories of workers in the unorganised sector, the Government has enacted the Unorganised Workers' Social Security Act, 2008.