

**GOVERNMENT OF INDIA
MINISTRY OF COMMERCE & INDUSTRY
DEPARTMENT OF INDUSTRIAL POLICY & PROMOTION**

LOK SABHA

**UNSTARRED QUESTION NO. 1457.
TO BE ANSWERED ON MONDAY, THE 5TH MARCH, 2018.**

FIXED TERM EMPLOYMENT

1457. SHRI MAHEISH GIRRI:

Will the Minister of **COMMERCE AND INDUSTRY** be pleased to state:

वाणिज्य एवं उद्योग मंत्री

- (a) whether the Ministry has taken any steps to increase formal regularised job market in India in view of the fifth Annual Employment-Unemployment Survey (EUS) conducted between April and December 2015, which stated that 83% of the workers in India were self-employed, casual or contract workers;
- (b) if so, the details thereof and if not, the reasons therefor;
- (c) whether the Ministry is considering to amend definition of startup and introduce concept of fixed-term employment in all sectors to accelerate creation of regular salaried jobs as suggested by NITI Aayog in its three year action agenda;
- (d) if so, the details thereof and the time by which it is likely to be amended; and
- (e) if not, the action plan of the Government to address the issue?

ANSWER

वाणिज्य एवं उद्योग मंत्रालय में राज्यमंत्री (श्री सी.आर. चौधरी)

**THE MINISTER OF STATE IN THE MINISTRY OF COMMERCE & INDUSTRY
(SHRI C.R. CHAUDHARY)**

- (a) & (b):** Ministry of Skill Development and Entrepreneurship (MSDE) is creating avenues for formal regularized job market from the supply side through skill standardization under National Skill Qualification Framework (NSQF) with an institutionalized industry connect of 38 Sector Skill Councils (SSCs). So far 1911 job roles have been brought under NSQF. In addition to the above, Recognition of Prior Learning (RPL) to bring informal workforce into formal labour market through recognition and certification of the informally acquired skill are being undertaken under Pradhan Mantri Kaushal Vikas Yojana (PMKVY). So far 6.5 lakh informal sector skilled workforce have been certified in 30 sectors over last 3 years. The major sectors are Construction, Textiles, Hospitality etc.

Government has approved a special package of Rs. 2600 crore for employment generation in leather & footwear sector to be implemented till 31st March, 2020. In the package, leather, footwear and accessories sector has been provided with special incentives for employment generation including introduction of fixed term employment considering the seasonal nature of the industry.

Government has also approved a special package of approx. Rs. 6000 crore for apparel sector. In the package, garment sector has been provided with special incentives for employment generation and fixed term employment has been introduced. Under the fixed term employment, a workman will be considered at par with permanent workman in terms of working hours, allowances, wages and other statutory benefits.

The Government will also contribute 12% of the wages of the new employees in the EPF for all the sectors for next three years. Also, the facility of fixed term employment will be extended to all sectors.

(c) to (e): No such specific proposal to amend definition of Startups is under consideration presently. Ministry of Labour & Employment has published an intent Notification No. G.S.R. 17(E) dated 8.1.2018 for incorporating the 'Fixed Term Employment Workman' category under the Industrial Employment (Standing Orders) Act, 1946 and Rules made thereunder for all Sectors for inviting objections/suggestions of general public within a period of 30 days. This measure being undertaken by Ministry of Labour and Employment will benefit the Startups as well.
