

**GOVERNMENT OF INDIA  
LABOUR  
LOK SABHA**

UNSTARRED QUESTION NO:881  
ANSWERED ON:08.12.2003  
FIXED TERM CONTRACTUAL EMPLOYMENT POLICY  
NARESH KUMAR PUGLIA;SUNIL KHAN

**Will the Minister of LABOUR be pleased to state:**

- (a) whether the Government propose to introduce fixed term contractual employment in place of permanent jobs;
- (b) if so, the details thereof;
- (c) whether the Government have conducted any survey among employers and workers about this scheme before its introduction;
- (d) if so, the outcome thereof;
- (e) if not, the reasons therefor; and
- (f) the steps taken/proposed to be taken by the Government to ensure all the statutory benefits to workers?

**Answer**

MINISTER OF LABOUR (SHRI SAHIB SINGH VERMA)

- (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.
- (c) to (e): There is no need for a survey as the Government propose to amend the Industrial Employment (Standing Orders) Central Rules, 1946 by way of notification.
- (f): Fixed term employment workman's 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.