

**GOVERNMENT OF INDIA  
LABOUR AND EMPLOYMENT  
LOK SABHA**

STARRED QUESTION NO:426  
ANSWERED ON:15.05.2006  
INDUSTRIAL EMPLOYMENT STANDING ORDERS ACT  
Mahtab Shri Bhartruhari

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

- (a) whether the Government proposes to amend the Industrial Employment (Standing Orders) Act, 1946, in order to allow the industrial units to recruit manpower on fixed term contract;
- (b) if so, the details thereof;
- (c) whether some Trade Unions have objected to the above proposal; and
- (d) if so, the reasons therefor and the reaction of the Government thereto?

**Answer**

MINISTER OF LABOUR AND EMPLOYMENT (SHRI K. CHANDRASEKHAR RAO)

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

STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (d) OF LOK SABHA STARRED QUESTION NO. 426 TO BE ANSWERED ON 15.5.2006 REGARDING INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946.

(a) and (b): The Government had amended 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, vide Notification GSR No. 936(E) dated 10.12.2003.

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) and (d): The Central Trade Unions had opposed the amendment. The matter of rescinding the notification is still under consideration and a decision in this regard will be taken in consultation with all the stakeholders.