

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 3136
TO BE ANSWERED ON 31.12.2018**

FIXED TERM EMPLOYMENT

3136. SHRI E.T. MOHAMMED BASHEER:

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

- (a) whether it has come to the notice of the Government that extending fixed term employment in various sectors has created threat to job security of permanent workers;**
- (b) if so, the details thereof and the reaction of the Government thereto; and**
- (c) the steps taken/being taken in this regard?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI SANTOSH KUMAR GANGWAR)**

(a) to (c): No, Madam. The Notification No. G.S.R. 235(E) dated 16.03.2018 issued by the Ministry of Labour & Employment, whereby Fixed Term Employment has been extended to all sectors, has provision for protection of existing permanent posts under Rule 3A which states, "No employer of an industrial establishment shall convert the posts of the permanent workmen existing in his industrial establishment on the date of commencement of the Industrial Employment (Standing Orders) Central (Amendment) Rules, 2018 as fixed term employment thereafter".
