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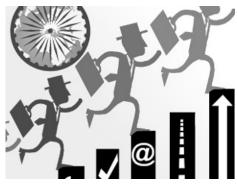
Labour Ministry notification paves way for fixed-term employment in textile sector

By Yogima Seth Sharma, ET Bureau | Aug 09, 2016, 12.59 PM IST

Bandaru Dattatreya-led labour ministry has notified changes in the rules of the Industrial Dispute Act, 1947, paving way for introducing fixed-term employment in the labour intensive textile and apparels sector.

Union cabinet had approved special package for employment generation and promotion of exports in textile and apparel sector on June 22 that included reforms in the Employee Provident Fund Scheme, increase in overtime cap, introducing fixed-term employment, additional incentives for the garment sector besides enhancing the duty drawback coverage.

"Looking to the seasonal nature of the industry, fixed term employment shall be introduced for the garment sector," the Cabinet had said.



The government has committed to generate one crore jobs in textile and apparel industry over next three years.

On August 4, labour ministry notified the changes Rules under which a fixed term workman will be considered at par with permanent workman in terms of working hours, wages, allowances and other statutory dues. These rules will be effective from the date of notification.

"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 required in the statute," the notification said.

However, badli or fixed term employment workman in apparel manufacturing sector, shall not be entitled to any notice or pay in lieu thereof, if his services are terminated.

The government has committed to generate one crore jobs in textile and apparel industry over next three years and it expects these steps to lead to a cumulative increase of \$30 billion in exports and investment of Rs 74,000 crores over next three years.

"The majority of new jobs are likely to go to women since the garment industry employs nearly 70 per cent women workforce. Thus, the package would help in social transformation through women empowerment," the Cabinet had said.

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