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**Newsflash: Annotation on Latest Amendment in Industrial
Employment (Standing Orders) Central Rules, 1946**



Ministry of Labour and employment has amended certain draft rules of industrial employment (Standing Order). Draft of amended rules has been issued by the Ministry of labour and employment on 8th January 2018 vide notification number G.S.R. 17(E) and asked for the suggestions/objections/Acceptance from the affected person before the expiry of the period of 30 days start from 8th January 2018.

The Central Government hereby makes the following rules further to amend the industrial employment (Standing Orders) central rules, 1946 as;

1. All the changes will be effective from 16th March 2018 and it will be called as Industrial Employment (Standing Orders) Central (Amendment) Rules, 2018;
2. Applicability of Fixed terms employment has been extended to all sectors. Earlier it was only restricted to apparel manufacturing sector.
3. Existing employee appointed by the company **shall not be** converted in to fixed term employment.
4. There should be written Fixed terms agreement between workman and company for a fixed period and should include; Hours of work, Wages, Allowances and other benefits and it should not be less than that of a permanent workman.



5. Fixed term employment workman is entitled for all statutory benefits available to a permanent workman even if his period of employment does not extend to the qualifying period of employment required in the statute. Means employee shall be eligible for leave/Gratuity/bonus although he has not completed eligibility criteria for leave and gratuity under different law.
6. Under Industrial dispute act 1947, Notice period or Payment of Notice period for the termination of employment is necessary. However, with this amendment, No workman employed on fixed term employment basis is entitled for the notice period or payment of notice period and even non-renewal of fixed term employment contract shall be treated as terminated service.
7. Although opportunity of explanation shall be given in case of charges of misconduct against any temporary workman. If the temporary workman has completed more than 3 months in employment, he is entitled to have 2 weeks' notice period. He shall be informed the reason of termination prior to 3 months employment.
8. Principle employer can directly hire fixed term employee without mediator like manpower supplier or contractor.

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