

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI SANTOSH KUMAR GANGWAR): (a) and (b) As per results of the Annual Survey of Industries (ASI) conducted by Ministry of Statistics and Programme Implementation, the estimated figures of Women (directly employed) in the State of Gujarat comes out to be 26584 and 39246 in 2012-13 and 2013-14 respectively. Further, Gujarat stands at 7th ranking in All-India in respect of women workers (directly employed) in both these years. Equal Remuneration Act, 1976 provides for payment of equal remuneration to men and women workers for the same work or work of similar nature without any discrimination.

**Non-availability of permanent jobs**

†577. CH. SUKHRAM SINGH YADAV:

SHRIMATI CHHAYA VERMA:

SHRI VISHAMBHAR PRASAD NISHAD:

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

(a) whether it is a fact that people are not getting permanent jobs due to contractual/outsourcing process which is discouraging them;

(b) whether the Ministry proposes to issue such guidelines whereby people are not employed on contract/outsource for a long time and departments provide permanent employment to willing people;

(c) whether the Ministry proposes to issue any guideline to curb bribing of middlemen for contract/outsourcing of employees; and

(d) the number of jobs given on permanent basis and those on contract, outsourcing in the last three years?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI SANTOSH KUMAR GANGWAR): (a) No, Sir. The requirement for engaging workers on contractual, contract, outsourcing or regular basis varies from establishment to establishment depending upon its respective need.

(b) The Government is implementing the Contract Labour (Regulation and Abolition) Act, 1970 for the purpose. The 1970 Act, apart from regulating the employment and working conditions of workers engaged through contractors, tends to support engagement of workers on regular basis depending upon various factors.

(c) In order to enforce various labour laws and check malpractices in their enforcement, a well-established Central Industrial Relations Machinery (CIRM) is in

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† Original notice of the question was received in Hindi.

place. The country-wide network of Dy. Chief Labour Commissioners (Central) and Regional Labour Commissioners (Central) under the control of the Chief Labour Commissioner (Central) is mandated to settle the complaints/claims of the contract workers in terms of the provisions of the said Act and the Rules framed thereunder. Further, regular inspections and special inspection drives are conducted by the officers of the CIRM to ensure strict compliance of the Acts.

(d) The number of workers in employment on permanent and contract basis in industries/establishments under the Central Sphere in the last three years is as under:

Year	Number of Permanent Workers	Number of Contract/Outsourced Workers
2015	2651216	839234
2016	2988129	964001
2017	3074740	1110603

#### **Requirement of skilled labour force**

578. SHRIMATI JHARNA DAS BAIDYA: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether Government has assessed the likely requirement of skilled labour force in the country including health services, industries, industrial units, e- services, etc. in the near future;

(b) if so, the details thereof, sector-wise particularly in the infrastructure sector;

(c) the measures taken by Government to provide the required skilled labour force in the country particularly in these sectors;

(d) whether any special scheme is being initiated in this regard; and

(e) if so, the details thereof and if not, the reasons therefor?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI SANTOSH KUMAR GANGWAR): (a) to (e) A skill gap study has been conducted by National Skill Development Council (NSDC) over 2010-2014, which indicates that there is an additional net incremental requirement of 12.079 crores skilled manpower by 2022 in twenty four key sectors. The sector-wise details are given in the Statement (*See* below).

To cater to technological advances in industry including automation, Government is implementing various schemes like Make in India, Skill India, Digital India etc.