

**Permanent status for workers in private sector**

†3766. SHRI PRABHAT JHA: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether there is a provision to give permanent status, after a certain period, to workers who work regularly in private sector;

(b) if so, the details thereof;

(c) if not, whether Government proposes to make any provision in this regard;

(d) whether there is any provision by Government regarding appointment and removal of workers in private sector and whether Government agency scrutinizes the same regularly; and

(e) if so, the details thereof?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI SANTOSH KUMAR GANGWAR): (a) No, Sir.

(b) Question does not arise in view of reply to part (a) above.

(c) No, Sir.

(d) and (e) The Industrial Disputes Act, 1947 deals with the investigation and settlement of industrial disputes and provides for following safeguards to the workers in the case of retrenchment and closure of the industry:—

(i) Grant of notice in writing to the workman indicating the reasons for retrenchment or payment of wages for the period of such notice.

(ii) Payment of retrenchment compensation which shall be equivalent to fifteen days' average pay for every completed year of continuous service to the workman.

(iii) Intimation to appropriate Government.

Further in the case of industrial establishments employing not less than 100 workmen in factory, plantation or mine, it is a statutory requirement of taking prior permission from the 'appropriate Government' before giving effect to 'retrenchment or closure' in the industrial establishment.

The Act also provides that an employer shall ordinarily retrench the workman who was the last person to be employed in that category and an employer shall give a preference to the retrenched workman if he proposes to offer any employment.

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† Original notice of the question was received in Hindi.

The Organisation of Chief Labour Commissioner (Central) is enforcing the Industrial Disputes Act, 1947 in the Central sphere and respective State Governments are the appropriate Government for enforcement of Industrial Disputes Act, 1947 in State sphere.

**Centralized data on job creation**

3767. SHRI DEREK O'BRIEN: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether Government records data of the total jobs created in the country, if so, the details thereof;

(b) whether there exists no centralized data on job creation in the country, if so, the reasons therefor; and

(c) whether Government plans to create a database which records the total jobs being created and the sector in which the jobs are created?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI SANTOSH KUMAR GANGWAR): (a) to (c) To ascertain employment and unemployment situation in the country, National Sample Survey Office (NSSO), Ministry of Statistics and Programme Implementation conducts labour force surveys on employment and unemployment. The last such survey by NSSO was conducted during 2011-12. In addition, Labour Bureau, Ministry of Labour and Employment also conducts surveys on Employment-Unemployment and the last such survey was conducted during 2015-16. With a view to measure changes in the labour market on more frequent basis, Ministry of Statistics and Programme Implementation has launched Periodic Labour Force Survey (PLFS). The PLFS aims to provide quarterly changes of various indicators of the labour market for urban areas and the annual estimates of different labour force indicators for both rural and urban areas, at State/UT and all India level. The annual estimates of the parameters (both rural and urban areas) include (i) Labour Force Participation Rate (LFPR), Worker Population Ratio (WPR) and Unemployment Rate (UR), (ii) Distribution of workers by industry and occupation, and (iii) Average earnings of workers. The quarterly estimates of changes for urban areas include LFPR, WPR and UR.

Moreover, the Task Force on improving employment data under NITI Aayog has *inter alia* recommended that in addition to the (Periodic Labour Force Survey) PLFS, a new time-use survey be conducted and instituted by M/o Statistics and Programme Implementation (MoSPI). It recommended for tapping administrative data from sources like Employee's Provident Fund Organization (EPFO), Employee State