

what constitutes absenteeism irrespective of whether there is in vogue a monthly system or a permanent leave reserve system?

The Deputy Minister of Labour (Shri Abid Ali): (a) The instructions issued to employers regarding absenteeism are that a worker, who reports for any part of a shift, is to be considered as present. A worker is to be considered scheduled to work when the employer has work available and the employee is aware of it, and when the employer has no reason to expect, well in advance, that the employee will not be available for work at the specified time. The following examples will illustrate the application of this principle. An employee on a regularly scheduled vacation should not be considered as scheduled to work or absent. The same is true during an employer ordered lay-off. On the other hand, an employee who requests time off at other than a regular vacation period should be considered as absent from scheduled work until he returns, or until it is determined that the absence will be of such duration that his name is removed from the list of active employees. After this date, he should be considered as neither scheduled to work nor absent. Similarly an employee who quits without notice should be considered as absent from scheduled work until his name is dropped from the active list. If a strike is in progress, workers on strike should be considered as neither scheduled to work nor absent, since data on time lost because of strikes is collected by other means.

(b) The definition of absenteeism adopted in the *proforma* is the same as recommended by the Rege Committee in its main report.

(c) Yes.

#### Employees' State Insurance Act

4256. Shri Anthony Pillai: Will the Minister of Labour and Employment and Planning be pleased to state:

(a) at what centres in each State are medical benefits being provided

for the members of the family of the workers insured under the Employees' State Insurance Act;

(b) when such extension of medical benefits to the family members of the insured workers will be made effective in other States; and

(c) which States have not as yet agreed to cooperate in extending medical benefits to the families of the insured workers?

The Deputy Minister of Labour (Shri Abid Ali): (a) (i) Andhra Pradesh: Hyderabad, Secunderabad, Visakhapatnam, Chittivasa, Nellimaria, Eluru, Vijayawada, Mangalagiri and Guntur.

(ii) Assam: Gauhati, Tinsukhia, Makum, Dhubri and Dibrugarh.

(iii) Bihar: Patna, Monghyr, Katihar and Samastipur.

(iv) Madhya Pradesh: Indore, Jabalpur, Gwalior, Burhanpur, Ujjain and Ratlam.

(v) Mysore: Bangalore.

(vi) Punjab: Ambala, Amritsar (Chhehrata and Verka), Batala, Bhilwani, Jagadhri, Abdullapur (Yamunanagar), Jullundur and Ludhiana.

(vii) Rajasthan: Jaipur, Jodhpur, Bikaner, Pali-Marwar, Bhilwara, Beawar and Sawai-Madhopur.

(b) Most of the remaining areas are likely to be covered during the current year and the rest before the close of the 2nd Plan period.

(c) All State Governments have agreed in principle.

#### Steering Committee on Wages for Industrial Workers

4257. Shri Anthony Pillai: Will the Minister of Labour and Employment and Planning be pleased to state:

(a) how often and when the tripartite Steering Committee on Wages for industrial workers has met;

(b) what are the conclusions reached or recommendations made by this Committee;

(c) by what time the Steering Committee is expected to complete its task; and

(d) what progress has been made in setting up the machinery for carrying out the wage census?

The Deputy Minister of Labour (Shri Abid Ali): (a) On 8th December 1957, 24th February 1958 and 19th September 1958.

(b) The group has undertaken investigations on various subjects, but has not yet made any specific recommendations, except in regard to certain investigations like (1) the conduct of the Wage Census, (2) Family Budget Enquiries and (3) the pattern of absenteeism among the colliery workers.

(c) The Steering Group is a standing advisory body. It determines the priorities of its work and its manner of working. Report on completion of each task undertaken will be submitted to Government.

(d) The field staff is already in position. Data have been collected from 2/3 of the sample establishments selected for the wage census.

#### Dock Labour Boards

4258. Shri Anthony Pillai: Will the Minister of Labour and Employment and Planning be pleased to state:

(a) whether it is a fact that the Ministry of Labour and Employment advised the Dock Labour Boards of Bombay, Calcutta and Madras to revise the conditions of service of stevedore workers on the basis of the decision of the Ministry of Transport and Communications on the Report submitted by Shri P. C. Chaudhuri; and

(b) if so, the extent to which each of the said Dock Labour Boards have accepted and implemented the recommendation on each item of the

said decision of the Ministry of Transport and Communications?

The Deputy Minister of Labour (Shri Abid Ali): (a) Yes, to the extent practicable as regards corresponding categories of Dock Workers.

(b) The position is as under:—

Recommendation made	Extent of Implementation
(i) P.T.O. concession.	This has been granted by the Dock Labour Boards of Bombay and Calcutta. The matter is under consideration of the Madras Dock Labour Board.
(ii) Provident Fund and Gratuity.	The recommendation has been implemented by the Dock Labour Boards of Bombay and Madras. The question does not arise in the case of Calcutta where the Piece Rate Scheme has not been introduced.
(iii) Leave facilities.	Leave facilities liberalised already by the Bombay and Madras Dock Labour Boards. The Calcutta Dock Labour Board has accepted the recommendation which will be implemented soon.
(iv) & (v). Shifts and attendance allowance.	The recommendations implemented by all the three Dock Labour Boards.

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4259. { Pandit Thakur Das  
Bhargava:  
Shri Naval Prahakar:

Will the Minister of Works, Housing and Supply be pleased to state:

(a) whether it is a fact that in the Government of India Press, New Delhi, the workers employed in second and third shifts are not rotated with workers employed in day shifts;

(b) if so, the reason therefor;