

**GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA**

UNSTARRED QUESTION NO:1767
ANSWERED ON:16.12.2013
PAYMENT OF GRATUITY ACT
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Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) the aims and objectives of Payment of Gratuity Act, 1972;
- (b) the number of violations of the said Act during each of the last three years and the current year;
- (c) the number of convictions that have been made during the said period;
- (d) the number of cases still pending in the court under the said Act as on date;
- (e) the number of ten oldest cases amongst the above pending cases along with the reasons for pendency, case-wise; and
- (f) the reaction of the Government in this regard?

Answer

MINISTER OF STATE FOR LABOUR AND EMPLOYMENT (SHRI KODIKUNNIL SURESH)

(a): The object of the Act is to have a Central Law so as to ensure a uniform pattern of payment of gratuity to the employees throughout the country. The Act provides for a scheme for the payment of gratuity to employees engaged in factories, mines, oil fields, plantations, ports, railway companies, shops or other establishments and for matters connected therewith or incidental thereto.

(b): The number of irregularities detected under the said Act in the central sphere during each of the last three years and the current year is hereunder:-

2010-11	45620
2011-12	37753
2012-13	34125
2013-14	26194
(Upto 30-9-2013)	

Statistics with regard to irregularities in the state sphere is not maintained centrally.

(c): The number of convictions in the cases reflected in the central sphere during the last three years and the current year are hereunder:-

2010-11	01
2011-12	03
2012-13	05
2013-14	00
(Upto 30-9-2013)	

(d): As on date, 21 cases in the central sphere is still pending in the court under the said Act.

(e): The details of ten oldest court cases among the pending cases are annexed. These are judicial proceedings.

(f): All the Regional Labour Commissioners of the Central Industrial Relations Machinery have been directed to approach the courts for early disposal of pending cases.