

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

UNSTARRED QUESTION NO:3812

ANSWERED ON:14.12.2009

GRATUITY TO EMPLOYEES ENGAGED IN PRIVATE SECTOR

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

- (a) whether the Government has recently decided to provide the gratuity at the time of retirement of private sector workers in the country;
- (b) if so, the number of employees likely to be benefited therefrom, State-wise;
- (c) whether the Government proposes to provide economic, social, health facilities and security to the workers/labourers working in private sector;
- (d) if so, the details thereof alongwith the number of such workers likely to be benefited therefrom, State-wise; and
- (e) the number of factories/units/organisations/establishments cover under the Employees Provident Fund Organisation (EPFO) during each of the last three years and current year, separately, State-wise?

Answer

MINISTER OF STATE FOR LABOUR AND EMPLOYMENT(SHRI HARISH RAWAT)

(a) & (b): Under the Payment of Gratuity Act, 1972 the employees working in factories, mines, oilfields, plantations, ports, railway companies, shops and other establishments employing ten or more employees are entitled to payment of gratuity.

The Central Government is responsible for administration of the Act in relation

(a) factories or establishments belonging to or under the control of the Central Government;

(b) establishments having branches in more than one State; and

(c) major ports, mine oil fields or railway companies. The State Governments are responsible for administration of the Act in all other cases. Data of employees benefited under the Payment of Gratuity Act, 1972 is not maintained by the Central Government.

(c) & (d): For organised sector workers, social security in the form of old age/survivor/disability pension, health insurance, compensation for employment injury, maternity benefits and gratuity are provided under Employees' Provident Funds and Miscellaneous Provisions Act 1952, Employees' State Insurance Act 1948, Workmen's Compensation Act 1923, Maternity Benefit Act 1961 and Payment of Gratuity Act, 1972 respectively. The Unorganised Workers' Social Security Act, 2008 has recently been enacted to provide social security to workers engaged in unorganized sector. Besides these statutory provisions, many other workers' welfare schemes are being implemented by the Central and State Governments.

(e): The State-wise details of the number of factories/units/organizations/establishments covered with the Employees' Provident Fund Organisation under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 during each of the last three years and the current year is given at Annexure.