

are satisfied with administration. The cane growers understand that there is a move from the old management who are responsible for making the mill as a sick unit to take over the administration and management of Cauvery Sugars from Central Government. This will lead to a great blow to the agriculturists and also the workers in that mill. The Central Government management has to be continued without any break. Only then the interests of the farmers and workers would be saved.

- (x) Need to take steps to make legislation governing minimum wages for Bidi workers applicable to workers engaged in the manufacturing of chewing tobacco and also to pay better attention to the welfare of women Bidi workers.

SHRI BALASAHEB VIKHF PATIL (Kopargaon) : Sir, in our country, a little over 31 lakh workers, both men and women are engaged in the manufacture of Bidis. As a result of the agreement arrived at the State Labour Ministers' Conference held in New Delhi in September 1981, it has now been possible to introduce minimum wages for the bidi workers in all the States which varies from Rs. 7/- and Rs. 8/- per day. However this legislation does not cover the workers engaged in the production of chewing tobacco. As a result of this, a good number of workmen are being denied the benefit of the legislation which is now in force and they are being exploited. It is, therefore, very essential that the present legislation which is now in force for the bidi workers should also be made applicable for the chewing tobacco workers. The plight of the chewing tobacco workers can well be understood by the fact that nearly 60 per cent of them suffer from TB and there is no government facility for them to get medical aid. The women workers are still more discriminated against. Firstly, there is a bias against them for their entry into the industry and secondly they do not have any facility in the hospitals for maternity purposes. As contrasting to this, the cigarette and cigar manufacturing workers are all treated as full fledged industrial workers and they are getting full benefits in so far as their

wages and other facilities are concerned. This is the most glaring legal lacuna and unless this is removed early, the workers who are presently engaged in the manufacture of chewing tobacco will continue to suffer. I am sure the Minister for Labour will kindly take note of this and introduce suitable amendment to the existing Act enabling the chewing tobacco workers to get the same benefits as those which are now admissible to be bidi workers.

- (xi) Need to relax the ban on recruitment to the extent of filling up of vacancies in senior posts by promotion and regularisation of all casual/temporary employees.

SHRI N.V.N. SOMU (Madras North) : On the plea to cut down inflation, recruitment has been stopped by order from the Home Ministry and as a precautionary method, it was effected only upto September 1984. Later, it was extended further without fixing a date for it and it is almost completing a year after the postponement.

By prolonging the ban period, beyond September 1984 to date, it is revealed that even after one year, the inflation is not controlled. The counter-effects of this step are— in case of senior serving employees, stagnation of senior employees having served long years and they could not get the reward of promotion, i.e. more pay and more pension. They retire in the lower grade thereby getting disappointment, discouragement in service, and with less pension. In the case of junior posts, they have no hopes on the future and they are frustrated and forced to carry out the senior job without any incentive. In the case of temporary and casual service, on plea of the ban, casual and temporary appointments are done only for 45 days and 25 days respectively, with break. This results in loss of break period wages, loss of leave eligibility, loss of age for continuous service and no job guarantee.

As such, it is requested to relax the ban at least to that extent of filling senior vacancies by promotion and to regularise all the casual/temporary workers in the post fallen vacant, so that no post is kept vacant after this ban.