

The Lok Sabha re-assembled after  
Lunch at thirty-six minutes past  
Fourteen of the Clock

[MR. DEPUTY SPEAKER *In the Chair*]

**\*DEMANDS FOR GRANTS**  
1987-88—*Contd.*

**Ministry of Labour**

MR. DEPUTY SPEAKER : The House will now take up discussion and voting on Demand No. 54 relating to the Ministry of Labour for which 5 hours have been allotted.

Hon'ble Members present in the House whose cut motions to the Demands for Grants have been circulated may, if they desire to move their cut motions, send slips to the Table within 15 minutes indicating the serial number of the cut motions they would like to move. Those cut motions only will be treated as moved.

A list showing the serial numbers of cut motions moved will be put up on the Notice Board shortly. In case any Member finds any discrepancy in the List he may kindly bring it to the notice of the Officer at the Table without delay.

MR. DEPUTY SPEAKER : Motion moved :

“That the respective sums not exceeding the amounts on Revenue Account and Capital Account shown in the fourth column of the Order Paper be granted to the President, out of the Consolidated Fund of India to complete the sums necessary to defray the charges that will come in course of payment during the year ending the 31st day of March, 1988, in respect of the head of Demand entered in the second column thereof against Demand, Nos. 54 relating to the Ministry of Labour.”

**Demand for Grant in respect of Ministry of Labour for the year 1987-88  
submitted to the vote of the Lok Sabha**

No. of Demand	Name of Demand	Amount of Demand for Grant on account voted by the House on 13th March, 1987		Amount of Demand for Grant submitted to the vote of the House	
		Revenue Rs.	Capital Rs.	Revenue Rs.	Capital Rs.
<b>MINISTRY OF LABOUR</b>					
54.	Ministry of Labour	27,80,00,000	3,00,000	1,38,98,00,000	13,00,000

[*Translation*]

\*SHRI P. PENCHALLIAH (Nellore) : Mr. Deputy Speaker, Sir, I rise to oppose

\*Moved with the recommendation of the president.

\*\*The speech was originally delivered in Telugu.

the demands for grants for 1987-88 under the control of the Ministry of Labour. Sir, in the past the Government have not shown any interest in the welfare of labour who happen to be the backbone of our economy. The Government totally neglected the interests of the working class in the country. Not only that. The Government had been

denigrating the working force. It continued to criticise the labour force at each and every step. At the Congress centenary celebrations, the Prime Minister Shri Rajiv Gandhi lashed out at the working class. He said that the organised labour in the country was perhaps among the most inefficient in the world in spite of being very well paid. Sir, the work force is the backbone of our economy. They need every encouragement from the Government not discouragement. To speak against them, that too in such a harsh tone, is not only a shame but a sin too. If proper atmosphere is created and proper training is provided they will prove their mettle and show that they are inferior to none in the world. Already, the country occupies the 10th position among the industrialised countries. Who are the persons responsible for this extraordinary feat? Is it not the labour force? They worked hard, produced more and elevated this country to that pre-eminent position. They contributed every drop of their sweat and blood for the promotion of industries in the country. But unfortunately, forgetting their most valuable contribution. The Government had resorted to criticise them at each and every step. They are being humiliated. No avenues have been created for their promotion or prosperity.

Sir, slowly our economy is undergoing transformation. It was predominantly dependent on agriculture not long ago. Slowly the dependence on agriculture is reducing and industrialisation is on the ascent. If proper facilities are provided and training is given, our work force can take the industry to the top position. The day is not far off when the industries will take the driver's seat pushing the agriculture to a back seat. Our Hon. Prime Minister wants to take the country to 21st century. Only labour force in the country can help in taking the country to 21st century. Hence it is the responsibility of the Government to create congenial atmosphere for them which can inspire them to contribute their best for the advancement and prosperity of the nation.

Sir, many legislations were passed in the past on labour. But these legislations remained legislations only on paper. They were not implemented with any sincerity. Acts remained Acts and speeches remained speeches.

Many speeches were made by all the eminent speakers on this very floor of the House. From time to time new legislations were made. Now they are gathering dust in the shelves of the Labour Ministry. They did not serve the cause of the labour in any way. Many of those legislations have already become obsolete. It is high time to dispense with those archaic and moth-eaten labour laws. The Government should wake up at least now, and bring about a drastic reform in our labour laws which should be in tune with the changing times. These labour laws should be thoroughly overhauled. A new set of labour laws which are more dynamic should replace them. I hope the Government would realise this situation and act accordingly. I appeal to the Government to reform the entire gamut of labour laws and do justice to the labour community in the country as early as possible.

Sir, Labour Ministry is an important Ministry. In the 7th Five Year Plan only Rs. 334 crores have been allotted to it. It is quite strange. I fail to understand how the Government would solve the problems of labour and look after their welfare. The work force is increasing very rapidly. I fail to imagine how the Govt. can do justice to the ever increasing labour community with this paltry amount. I don't know how the Minister and bureaucrats who are looking after the Ministry can cope up with the mounting problems with this meagre amount.

Sir, one third of our labour potential in the country is not being used. Prof. Victor Petrov in his article "India—spotlight on population" has disclosed this fact. This huge labour potential, if it is tapped properly, can contribute immensely to the progress and prosperity of the nation. India could be one of the most prosperous nations on the earth within no time. Unfortunately, no effort has so far been made by the Government to tap this labour potential. Labour force is no ordinary force. We have failed miserably in utilising this force. Not only the Government, every one in the country has to hang his head in shame for this ghastly lapse. At least now steps should be taken to utilise this most valuable manpower. Sir, the proportion of specialists in the country is very low. The percentage of our experts is only 1.5, while in developed countries it is 5 to 8 per cent. If our

[Shri P. Penchalliah]

workers are properly looked after if they are given sufficient training, the percentage can go up without much difficulty. At present we are also depending heavily on foreign technical knowledge. This dependence will come down if our work men are properly trained. Needless to add, they can contribute more for the prosperity of the nation. The Government should take this responsibility on its shoulders and train our work force at least hereafter.

Sir, as I said earlier it is not enough if we make legislations. They have to be implemented with sincerity and a sense of purpose. The labour will benefit by these legislation only when they are implemented in letter and spirit. Mere eloquence will not serve the purpose. There is no use if the Government thinks that it had done its job by making some legislations. The concerned Minister and also officials should see to it that they are implemented properly. I am sorry to say, Sir, the Government is lethargic about the implementation of various labour laws. What is the use, if we make legislations after discussing them for several days if they are only to be ignored later. Hence proper method and machinery should evolved to derive some benefit out of these legislations.

The working conditions are very miserable in various industries in the country. The workers are not being provided with nutritious food. These workers are working in many hazardous industries. Yet, there are no proper precautionary or protective measures in such industries for the safety of the workers. Whenever there is accident and workers suffer he is not being take care of either by the management or the Government. They are not getting even the minimum wages. Whatever they get is hardly sufficient to make their both ends meet. Their children do not have proper educational facilities. This hapless children do not have books to read and proper clothes to wear. Primarily it is the responsibility of the industrialists to provide these minimum needs to the families of workers. But industrialists are least interested in providing these amenities to these workers. Hence the Government should ask the industrialists to take proper care of the welfare of their

workers. The Government should bring pressure on them. It should take all the steps that are necessary in making the industrialists realise their responsibility. The Government should see to it that all the welfare measures are strictly implemented.

Sir, the industrialists after getting the loans and enjoying all other benefits from the Government declare lock outs on the silly pretext that they are incurring losses. The workers are at the mercy of industrialists. The factories are being closed down. The workers are being thrown out of employment. They are starved to death due to unemployment. Almost every one here knows the pitiable condition of such workers. The Government should not keep mum on this issue. Whenever the management pleads its inability to run the industry, the workers should be allowed to run the industry. Production will also not suffer. Our economy will also not suffer. Our economy will also improve. Government's revenue will increase. Workers will not lose their jobs. Thus every body's interest can be protected. Hence whenever there is any case of lockout or closure of a mill, the workers there should be allowed to run it.

Sir, there are millions of agricultures workers in the country. There is no protection whatsoever for these unorganised sector of workers. They get far below the notified minimum wages. After their hard day labour, they do not get sufficient amount to spend on their minimal food. This is the situation today. Moreover, these workers do not have employment throughout the year. They will be engaged for only 6 months in a year and the rest is a slack season for them. During the slack season, they roam about for employment in towns with their bellies cying for food. It is the responsibility of the Government to protect these unorganised agricultural workers.

Sir, during last winter session of the Parliament, we have passed a bill to regulate and abolish child labour. During the course of discussion everyone expressed the opinion that the children in the age group of 5 to 14 years should not be employed. It is good. The Government also had the same opinion and we have passed the Bill. But what about those millions of hapless children who

have no food to eat. Parents cannot afford to provide one square meal a day to their children. Where should they go? The parents of such children take them to the farms and factories to work and earn their loaf of bread. Neither the Government allows them to work nor it provides food on its own. How can they survive? This is the position of millions of children in the country today. Hence the Government should try to remove the anomaly and take steps to look after such hapless children.

SHRI RAMASHRAY PRARAD SINGH (Jahanabad) : I beg to move :

"That the Demand under the head Ministry of Labour be reduced by Rs. 100."

[Need to take action against those engaging children below 14 years of age on jobs/works and violating labour laws.] (1)

"That the Demand under the head Ministry of Labour be reduced by Rs. 100."

[Need to ensure implementation of the Minimum wages Act by the State Governments on war footing for the agricultural labourers in rural areas.] (2)

"That the Demand under the head Ministry of Labour be reduced by Rs. 100."

[Need to enact a comprehensive law for the welfare of agricultural labourers.] (3)

SHRI SOMNATH RATH (Aska) : Sir, I rise to support the Demands for Grants for the Ministry of Labour. At the outset I have volleys of praise for the Labour Minister, Shri Sangma. Sir, the Hon. Minister is efficient and a man of action. The industrial relation in the country is very good. In 1984, about 56 million mandays were lost. In 1985, 29 million mandays were lost and in 1986, the mandays lost are only 22 million. Sir, in regard to Labour disputes, in 1985, there were 1755 labour disputes whereas in 1986, the labour disputes were 1581. This has resulted in the growth of production and

productivity. Earlier, the growth rate was about 3 per cent. But in 1986, it is more than 5 per cent.

Sir, another important feature is that in regard to the exchange of private transfer payment as per the Bulletin of the Reserve Bank of India, for 1983-84, it was Rs. 2774 crores whereas in 1984-85, it was worth Rs. 3110 crores. So, the export of manpower, though not increased in number, the actual income in foreign exchange has increased. The skilled manpower going outside has also increased from 30 per cent to 70 per cent, though the number of workers going abroad has been reduced. In 1981-82, as I have stated earlier, it was 30 per cent and now it is more than 70 per cent. The manpower export was over 2.5 lakhs in 1981. But it has declined. It was 1,63,085 in 1985 and in 1986, it is 1,1400. There is a shift from unskilled manpower export to skilled manpower export. So, it is high time that the Hon. Minister will please consider and send some of his efficient officers abroad to study what kind of skilled labour are required in those countries especially in the Middle-East and accordingly the labour force can be trained here and sent abroad. The Indian workers have created very good infrastructure in those countries like hospitals, airports, colleges, roads, buildings, etc. They require some technical personnel to be there in charge of the work. Why not we take advantage of that?

Sir, there are three important areas with which this Ministry actively deals. The first is the unorganised sector. The Hon. Prime Minister has already mentioned about the setting up of a Commission for the rural workers. The unorganised workers particularly in the rural areas in our country, comprise of 90 per cent that is about 27 crores whereas the workers in the organised sector is about 10 per cent and their number is about 3 crores. In organised sector, they have the power to bargain. But in unorganised sector, they do not have any such facility. So, what is most needed is to see that at the outset the Minimum Wages Act is implemented in all sectors. Of course, in the recent Consultative Committee attached to the Labour Ministry to Sub-Committees have been formed—one is to see and find out various aspects of the unorganised agricul-

[Shri Somnath Rath]

tural labour and give a report and the other is to give a report on other unorganised labour, that is, other than the agricultural labour. Both the Committees have gone to different States and they will be submitting the reports. The Hon. Minister is not rest content with legislating laws but he is competent enough to see whether they are being implemented properly or not. I will give one instance here. We had been to Faizabad to see how the Child Labour Act is being implemented. The Hon. Minister and some Hon. Members were also present there. We went to one factory and we found the child labour working there, we saw the burnt injuries on their bodies, there is no facility for drinking water, dehydration naturally takes place as they are working in those factories under high temperature and while working, they are inhaling the smoke only and you will be surprised to hear that when we all visited one factory, the children working in that factory were confined and one of the M.Ps. had to rescue them and the Minister took immediate action, the manager was arrested and sent to custody. And a meeting was also held and in that meeting how the child labourers are to be protected, how they are to be rehabilitated was discussed and the Labour Minister of the U. P. as well as the State Minister were present. Of course, the next day there was a strike by the mill-owners, but now it seems that the child labour has been abolished automatically because of this visit in that area. The problem is now of rehabilitation. In respect of those children who are working there, their parents have come out with the demonstration to demand how best their children should be rehabilitated. So, the problem is that of rehabilitation.

Similarly, Sir, we have gone to Orissa and there also we found that in one factory at Barang, a glass factory that is about 20 or 30 kilometres from Bhubaneswar, the workers are not having any footwear and they are working on glass splinters practically bleeding. There is no drinking water. Some of the M. Ps. were taken to their residence which is said to have been provided by the employer, which are worse than a cattle shed. They are silent sufferers, they are fighting to survive, and that factory is above the Industrial Act and above the Labour Act.

Similarly, Sir, as far as migration of the labourers is concerned, it is inter-State, it is inter-district and it is also labourers going abroad. The laws of some States do not provide sufficient measures to protect them. I would suggest, Sir, with your permission that the Inter-State Migrant Workers Act as well as the Workers Compensation Act are to be amended because from one State if a worker goes to another State, if some mishap occurs there or he dies, he cannot claim the wages and get compensation from the original State. So, this requires to be amended. And the Liaison Officer of one State is not allowed to go to another State without the permission of that State where the workers work, but it is never given. So, these matters require the immediate attention of the Hon. Minister for amending the Act. The Act should be stringent. For example, in Orissa we found that from 1981, 559 cases had been lodged, out of which only 5 ended in conviction with a fine ranging from Rs. 25 to Rs. 100 and in one case Rs. 500, and 54 have been acquitted, and this is the state of affairs and there should be a law which should provide with and it should be implemented in all the States. We can pass a law here, but it is to be implemented by the States. So, about how best it is to be implemented, I suggest, through you, to the Hon. Minister to call all the Labour Ministers of the States and see that it is implemented throughout the country.

15.00 hrs.

What is required is massive public opinion and campaign against exploitation. When the workers go outside, Rs. 10,000 to Rs. 15,000 are extracted from them and they are exploited. You would also be surprised to hear, at least, there is one company which was deducting 10 per cent of the wages of the workers every week and given to the sub-contractors who are not authorised to be appointed by the company for recruiting the labour. Thanks to Mr. Tandon, the Joint Secretary of the Labour Department, he has probed the matter and at least one company has been asked to refund the amount that was deposited in the company name by the sub-contractor and ordered to be credited to the accounts of the workers. I would suggest that though a few cases have been launched and detected, yet it is not sufficient. Still the companies have not

give up their habit of collecting thousands of rupees through their sub-agents or their employees who go and recruit the workers who go outside, through the sub-contractors. For the file, only affidavit is required under the Immigration Act. In this House, time without number, we have discussed about this problem and we want that the manpower committee should be constituted in all the States. The manpower corporation should be set up to regulate manpower export inside and outside the country. In case some persons are asked to recruit these workers, they should do so under stringent direction and supervision of the corporation.

Of course, the confiscation of the bank deposit of the recruiting agent is a remedy as has been done by the Labour Ministry and that should be implemented in all the States. As far as the State Government is concerned, what is required is that the recruiting agency should have a photograph of the man whom he sends outside and give details to the Government concerned in the State where that worker goes. In case, there is death or mishap, it can be spotted and compensation given. But now it is not being done so.

The data bank is to be created in the States and in the Centre and all the data relating to workers should be maintained. Data is necessary in the Centre also because when we are to export our manpower abroad, specially skilled manpower, which is the call of the hour, unless data bank is there, we cannot export to other places whereas other countries can export it.

So, while once again thanking the Minister, I want to emphasise three important points, excuse me for repeating them. They are, one, implementation of the Minimum Wages Act in the un-organised sector; two, to see that the laws that are existing in the country are implemented in right perspective to be benefit of the labourers; and three, all the corruption, all the exploitation that is going on for sending the manpower outside the country and within the country should be put an end to.

[Translation]

SHRI SHANTI DHARIWAL (Kota) : Mr. Deputy Speaker, Sir, I support the Demands

for Grants of the Labour Ministry. Our Labour Policy has been very meaningful and beneficial. It has enabled us to bring about improvements in the situation. Today, we are all discussing it. The policies, which are formulated, are all very attractive and beneficial but proper benefits accrue only when these are implemented comprehensively, honestly and sincerely. In regard to the implementation of the Labour policy doubts are often raised regarding production, wage policy, industrial sickness, training, unorganised rural and urban workers, bonded labour and child labour. If we look at all these points, there are many schemes and provisions in regard to these points and their importance has also been highlighted and facilities have also been provided but what is the actual situation? We will have to see that until production increases we can neither give higher wages nor solve other problems. We will have to reduce the cost of production. The role of the labourers should be seen in the perspective that all the old industrial training institutes are not modernised. These should be modernised. Along with it a suitable wage-policy should be formulated. Besides, in connection with our unorganised labour in the rural and urban areas, it is felt that there is a need for providing suitable wages and legal aid to them. In view of these facts it is felt that there is a great need to bring about improvement in the labour policy. As has been mentioned in the House just now, that 2 crores and 92 lakhs working days were lost due to strikes and lock-outs last year. Out of which 64.7 per cent were lost due to lock-outs and 33.3 per cent due to strikes. In West Bengal alone the loss was 71.4 per cent. Similarly there was considerable loss in Maharashtra, Tamil Nadu, and Andhra Pradesh. Therefore, there is need to look into this as well. This problem has spread all over the country. Hence, there is need to pay special attention towards strikes and locks-outs because we have suffered a loss of more than Rs. 400 crores on this account. We should make some arrangements to ensure that there is no increase in such agitational activities. Moreover, such organisations should be banned which come forward in this connection but cannot settle any disputes and are always anxious to create disputes violating all norms.

Today, industrial sickness is on the increase in the country. About 90 thousand

[Shri Shanti Dhariwal]

small units are closed at present. In these units a sum of Rs. 3600 crores of Banks is involved. So it is all the more essential to see as to what are the reasons for the industrial sickness. As Shri Rath has just stated that a conference of various labour organisation was held in which it was decided that the reasons for this sickness should be ascertained and solutions found to solve this problem. What is net result of this decision? There is need to evaluate the results of such conferences and if there are some short comings; then steps should be taken to rectify them. In view of all these facts, it is also necessary to see whether the existing laws are effective enough to achieve our objects for which they were framed, or some alternative laws are required to achieve them and to bring about increase in production. These are the points which I have submitted to the Hon. Minister in connection with the Labour Policy.

I have two or three more points. One is regarding child labour. At present, more than one crore children are working to earn wages in India. According to the Constitution of India, children of the age of 7 to 14 years have no right to work and this has not brought about any improvement in the situation. Even now thousands of children are working in small scale industries like spinning, weaving, bidi, match box and carpet making jobs. In Jammu and Kashmir as many as one lakh children are engaged in the carpet industry. In Lucknow about 75 thousand children are working in the embroidery job. In Shivkashi, Tamilnadu as many as 75 thousand children are engaged in matchbox and crackers manufacturing units. There are other industries alsowhere innumerable children work as a child labour. So the important thing is to get the child labour and bonded labour freed. This can be possible only when the child labour is legalised. It is certain that however effort we make, we cannot stop child labour. When we are not able to contain this practice, we should legalise it so that the children are able to enjoy those rights which the adult workers are enjoying. In the absence of such a right, the rights which the adult workers are enjoying, are not available to the children. These children are treated as a bonded labour. They are given meagre wages. Due

to poverty, parents are compelled to send their children to earn wages so that they may be able to make both ends meet. Keeping in view this reality we should legalise it.

The U. N. O. had conducted a survey in this respect in which they have said that this problem exists not only in India. As many as 14 crore and 50 lakh children work in the whole world. In the national sample survey of 1981, it has been stated that about 1 crore 75 lakh children work in the country and now their number has increased more than 2 crores. In this situation, I would like to say that the child labour should get reasonable wages, legal protection and all those rights which the adult workers are enjoying so that they are not exploited economically.

I would like to say in regard to the bonded labour also. An Act was enacted in 1976, in which bonded labour was made a punishable offence. Provision has also been made in the Act to free the child labour and the bonded labour, to protect the interests of child labour and to rehabilitate them. I would like to know how many persons have been punished and how many have been rehabilitated? In my opinion, the policy of rehabilitation is wrong. In our Adivasi areas as many as 3 or 4 thousands children were got freed and they were given Rs. 4 thousand each in 2 or 3 instalments. The result is that they have not been rehabilitated. Some wasted their money in drinking liquor and some sold their houses which were allotted to them. If policies are implemented in this way, it will not do good to anyone. Of courses, the statutes will only decorate the library.

Now, I would like to say that worker's participation in the management should be ensured. The Government has also been giving assurance that they would participate in the management. Unless workers participate in the management, no one can make the management effective in industrial organisations. Worker's participation in the management can ensure enhancement in industrial production and industrial peace. The 20 Point Programme envisages a Joint Advisory Committee which aims at establishing cordial relations between workers and the management and removing of difficulties in regard to pay and allowances. It also

proposes to set up a Working Committee for this purpose. The Government should see as to what extent action has been taken and how much work has been done in this respect.

I would also like to submit that the officers of the Labour Department continue to maintain their liaison with the major factories even after retirement. They get their children employed in those factories in good position and also get themselves employed there after retirement. When they have such type of liaison with the proprietors of the major factories, one can understand how can they take action against those factory managements who violate labour laws. There should be restriction on their employment in factories after retirement, particularly so in case of officers of the Labour Department. The factory Inspectors and Boiler Inspectors are in league with the managements of factories and they do not carry out inspection in time.

I represent Kota. There the Sri Ram Rayons Mill of D. C. M. is closed. Also the Sudarshan Textiles Mill is closed. Out of two thousand small scale units at least one thousand units are also closed. After all why not the labour officers implement labour laws properly. For this responsibility should be fixed and they should be made liable to punishment also. Action should be taken against those officers who are in league with the mill owners and do not check violations being committed by the management.

With these words, I conclude.

[English]

SHRI N. V. N. SOMU (Madras North):  
Mr. Deputy Speaker, Sir, I am really thankful to you for having given me this opportunity to speak.

The condition of a labourer in India is very bad. He has to work for 22 hours and 38 minutes to earn his normal food whereas in other countries workers can earn this by very little toil. In the USA, a factory workman can earn enough to buy a kilo of meat, a litre of milk, 500 grams of bread, fish butter, potato, sugar and oranges in one hour 50 minutes; a West

German employee can purchase these by working for only three hours and 23 minutes; an employee in the U.K. can earn this in three hours and 41 minutes; a worker in Switzerland can earn this in four hours and seven minutes; even in Japan where the cost of living is very high, a worker can earn this in seven hours and 53 minutes whereas in India our worker has to work for 22 hours and 38 minutes to earn the same. This is the condition of an Indian worker. Our workers are toiling like anything in the factories day and night, and they are not adequately paid. Even with these labour laws, nothing is being done. If a worker goes to the court, he cannot get justice because the judicial process is so slow and expensive that a trade union organisation and individual workers cannot afford to approach the court of law for getting justice. Such a state of affairs should be corrected immediately so that the poor workers in our country get justice immediately. Justice delayed is justice denied. I hope, the Labour Minister will look into this.

We have got so many labour laws, but the implementation is not strict, it is very poor. We have got the Minimum Wages Act. Some of our learned friends have spoken about the Minimum Wages Act. The workers are not getting the minimum wages. So many middle men and even wooden-headed management are taking shelter under the loopholes in the law and are preventing the workers from getting their legitimate rights. This should be looked into immediately by the Government and the loopholes should be plugged.

Similarly, we have got the Contract Labour (Abolition) Act. But throughout India contract labour is increasing day by day; even for Re. 1 and Rs. 2 workers are working day and night. In many factories casual and temporary workers are not being made permanent. The contractors are blocking the way by supplying manpower to the management; thereby they are preventing the workers from getting their legitimate confirmation and promotion. Stringent laws are necessary to check this also.

For many years we have been fighting for increase in the quantum of minimum bonus. The Bonus Act was introduced

[Shri N. V. N. Somu]

in 1965 with four per cent as minimum bonus. In 1971-72 that was increased to 8.33 per cent. For the last ten years or so the workers community is clamouring for a minimum bonus of 10 per cent and also to lift the ceiling on the maximum. All the trade unions irrespective of the political affiliations have been repeatedly demanding but Government did not give heed to it. I request this should be at least considered now. It is high time to increase the minimum bonus to 10 per cent from 8.33 per cent as well as to lift the ceiling on maximum bonus. Likewise the workers are demanding one month salary as gratuity. I think the law is there but some of the managements are adamant in opposing it. Fifteen days' salary as gratuity is nothing. I request the Minister to look into it and increase it to one month.

I also request the Government to introduce pension scheme in all sectors. In Tamil Nadu some of the private companies have introduced pension scheme on their own accord. Pension laws should be streamlined and each and every worker—whether in the public or private sector—should get pension after his retirement. A worker should be guaranteed of his basic needs in his retired life. He should not await anybody's favour for his daily bread in his last days.

The recognition of the union should be made only by elections. We are upholding democratic principles. When our people are trained and have participated in so many general elections we should also introduce that trend in our trade unions also.

Coming to my constituency, in my constituency I have already mentioned in this august House about the mis-management of the B & C mills at Perambur, Madras. Uptil now no positive steps have been taken to rectify the affairs. The workers are very much dejected. The working strength has decreased to half of its strength and production is double. In spite of this the mill is not viable due to the mis-management. I request the Hon. Minister to do the needful immediately. Likewise India Forge is closed for the last three years. Nineteen employees died of starvation. That should be taken

over by the Government. I wrote to the Hon. Minister, Mr. Sangma also. Whatever may be the obstacles they must be overcome and this should be taken over. People at the helm of affairs in Government undertakings are not respecting memorandum of understanding reached between the union and the management. To cite an example in the Richardson and Crudas Company the union had signed the memorandum of understanding eight months back for 11.7 per cent increase in total emoluments for three years' agreement. It is still pending in the Department. It seems they want to give 10 per cent. The Central Pay Commission has recommended 13 per cent pay increase for Government employees and this memorandum of understanding envisages only an increase of 11.6 per cent yet it is unnecessarily pending. I met Prof. Tewary who is in charge of this Ministry in this regard. He said that he would look into it. I request the Labour Minister also to use his good offices in solving the problem.

With regard to the Labour Progressive Federation to which I proudly belong has not been given recognition at the all India level. Only INTUC, CITU and AITUC have been recognised at the all India level whereas in Tamil Nadu so many regional unions are there. So recognition should be given to regional trade unions. Regional trade unions should also be given recognition at the all India level because they only can deliver goods with regard to their local problems. Thank you very much.

[Translation]

SHRI DAMODAR PANDEY (Hazari-bagh): Mr. Deputy Speaker, Sir, I support the Demands for Grants. The Labour Ministry has done a very commendable job and has taken suitable steps. It is a matter of pleasure that our opposition Members have appreciated the work done by the Ministry. They also hope that the Ministry will do good job under the leadership of the present Labour Minister. It is a very commendable feature of the Budget that for the first time effective steps have been envisaged to realise the amount of Provident Fund of the workers from the owners of factories which they do not deposit in time. Similarly, amendment is being made in the

Gratuity Act so that the factory owner may not be able to deny the payment of Gratuity fund to the workers. A separate fund will be created for this purpose and it will be treated as money deposited under LIC so that if the industry becomes sick or is closed at the time of the retirement of a worker, the concerned worker will not be a loser but will get gratuity and he will not have to face any difficulty after retirement. These are all commendable and progressive steps. This commendable work has been done in a very short time. Never before such a good work has been done. But the expectations of the workers are still high and there is much work to do. I think the Ministry will do good work under his leadership.

The main issue before us is to remove unemployment and make employment available to the people. We will have to provide jobs to about 48 lakh unemployed youths during the 7th Five Year Plan. We cannot achieve this target by providing jobs or getting the people employed in industries only. For this we will have to introduce the scheme of 'self employment' and for making it a success we will have to improve the facilities in training centres like I.T.Is. It is shocking to note that only an allocation of Rs. 17 crores has been made for providing more facilities in such training centres. How can we bring about modernization with such a meagre allocation. The Ministry has great responsibility to bring about necessary improvements in the working of the Ministry. If we do not increase allocation in consonance with the responsibility, we will not be able to the needful.

The workers have great expectations from the Government. The workers contribute a lot towards strengthening the economy of the country. A sum of Rs. 15,500 crores towards the provident fund of the workers is deposited in the security of the Government and is invested in the economy of the country. Out of this amount Rs. 13,500 crore under the Employees Provident Fund Scheme and Rs. 2,000 under the Coal Mines Provident Fund Scheme are deposited with the Government. Public Sector Bonds are issued and people are asked to invest their money in these bonds for which they would be paid interest at the rate of 15 per cent 16 per cent and 17 per cent and they would not be asked to disclose

their source of income. They would also be granted exemption from payment of income tax. Even the black marketeers are proposed to be paid interest at the rate of 15 to 17 per cent and the poor workers, who have made a huge contribution of Rs. 15,500 crores in the economy of the country from their hard earned money have never been paid interest at this rate. After so much hesitation an arrangement has now been made to pay them only 11 per cent interest, but I am of the view that payment of 11 per cent interest is not enough and this rate of interest will have to be increased. I would, therefore, like to suggest that workers should be paid at least the same rate of interest i.e. 15 to 17 per cent on their hard earned money which is being paid on the Public Sector Bonds. Workers' interest should not be ignored.

[English]

MR. DEPUTY SPEAKER : You may please continue on Monday next.

MR. DEPUTY SPEAKER : The House will now take up Private Members' Business. Bills for Introduction.

[English]

#### PROHIBITION OF RELIGIOUS, COMMUNAL AND SECTORAL POLITICAL PARTIES BILL\*

SHRI THAMPAN THOMAS (Mavelikara) : I beg to move for leave to introduce a Bill to provide for prohibition of the formation of religious, communal and sectoral political parties.

MR. DEPUTY SPEAKER : Motion moved :

"That leave be granted to introduce a Bill to provide for prohibition of the formation of religious, Communal and sectoral political parties."

SHRI G. M. BANATWALLA (Ponnani) : Mr. Deputy Speaker, Sir, I rise to oppose

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