

17.39 hrs.

STATEMENT REGARDING SETTING UP OF A COMMISSION OF INQUIRY TO INQUIRE INTO ALLEGATIONS OF ORGANISED VIOLENCE IN DELHI FOLLOWING ASSASSINATION OF SHRIMATI INDIRA GANDHI — *Contd.*

[English]

THE MINISTER OF LAW AND JUSTICE (SHRI A. K. SEN) : Sir, The House will recall the statement made on 11th April, 1985 by the Home Minister announcing the decision of the Government to hold a judicial inquiry into allegations in regard to incidents of organised violence in Delhi following the assassination of Shrimati Indira Gandhi, the late Prime Minister. It was also announced that a sitting Judge of the Supreme Court will head the Commission of Inquiry.

In this context, I rise to announce further decisions taken by the Government in this regard. After consultation with the Chief Justice of the Supreme Court of India, it has been decided that the Commission of Inquiry will be presided over by Shri Justice Ranganath Misra.

The terms of reference of the Commission of Inquiry shall be as follows :

- (i) to inquire into allegations in regard to incidents of organised violence which took place in Delhi following the assassination of late Prime Minister, Shrimati Indira Gandhi; and
- (ii) recommend measures which may be adopted for preventing the recurrence of such incidents.

The Commission of Inquiry has been asked to submit its report within six months. The notification in this behalf is being published in the Official Gazette today.

17.41 hrs.

WORKING WOMEN WELFARE  
 BILL—*Contd.*

[English]

MR. CHAIRMAN : Now the discussion will continue. Shri Satyagopal Misra.

SHRI SATYAGOPAL MISRA (Tamluk) : Sir, it is a pleasure to support this Bill and to speak something about the welfare of the women of our society. In this respect, I want to congratulate the mover of the Bill and also welcome the views expressed by the two speakers who have spoken before me. This is a very well thought-out and non-controvertial Bill. I also think that it will get the support from all corners of the House.

There are certain points in the Bill. First of all, there should be no discrimination between man and woman so far as the employment question is concerned. Only the ability and the qualification should be given priority for employment of any person in any industry or organisation sector. Nowadays, in our country, almost 50 per cent are women.....

(Interruptions)

It may be even a little less than 50 per cent 52 per cent are males and 48 per cent females. But if we go to the employment field, we see that proportion is not maintained there. Everywhere in our country, we can see that the employers make a discrimination while appointing a person. Particularly, they do not want to have women employees in their organisations. In our society which is dominated by males, women are treated as second class citizens. I think that system should not be allowed to continue. All of us should come and rise to the occasion to give equal rights to the women of our country who are nothing but our mothers, our sisters, our wives, etc.

The second point in this Bill is that equal wages should be paid for equal work. Equal remuneration should be given for equal job. That slogan is there but it is not implemented. Shri Harish Rawat mentioned the same thing about the Bidi lady workers. I have gone to many areas where I have also seen that the women working in the bidi factories are not getting the actual wages which they deserve and their working conditions also are very bad. There are other fields where working women are not getting wages which they deserve for their work. Even in the public sector undertakings we find that women are being discriminated against so far as the question of employment of women is concerned. I would like to request the Hon. Minister to take note of this and instruct the Management of the

[Shri Satya Gopal Misra]

public sector undertakings to see that sufficient number of women are employed there.

Thirdly, I would like to suggest that some special facilities should be given to the working women. That is very necessary. A male worker can travel by bus for twenty or thirty miles and can go to his working place, but it is not possible for the working women. If the workplace of the women happens to be far off, some quarter or hostel facilities near the working place should be provided to them. Apart from that in the working complex itself some retiring room exclusively for the working ladies should be reserved. These retiring rooms should be fitted with necessary amenities like bath-rooms etc. They should be provided with medical facilities.

My next point is regarding the maternity leave facilities. It should be provided to all sections of women. Of course, in the organised sector this facility is provided, but in the unorganised sector it is not there. The women are paid only for the duration they physically work and no consideration is paid to the maternity leave period. Therefore, I would like to suggest that a legislation should be enacted so that in the unorganised sector the women are provided with full maternity facilities.

The child care facility is a very important aspect for the welfare of the working women. A child born today will be a citizen of tomorrow. Therefore, we must take care of the child right from the beginning. For that reason some sort of facility should be created where the working women can be assured of proper child care. For this there must be some responsibility on the part of the Government as well as on the part of the employer.

The Mover of the Bill has rightly stated that fund should be created for the welfare of the working women and the contribution for the fund should be made by the employer as well as by the Government. That fund should be exclusively for the welfare of the women working in the factories and in industries. For the welfare of children also that fund should be utilised. That is necessary.

Sir, our society can go ahead if we can

give equal opportunity, equal prestige to the women of our country. That aspect should also be looked into.

Sir, I want to request the Hon. Minister and the Government, and all my friends sitting here, to support this Bill and to rise to the occasion on a common cause for the welfare of the working women of our country. If we conduct a survey throughout the country, you will be astonished to see the conditions of the working women in different factories and in different industries in our country. They are not paid properly, their working conditions are not good there, and for all those reasons they are suffering a lot.

At the end I want to submit to the House that this system cannot be allowed to continue and proper legislation should be enacted for the welfare of the working women. So, I wholeheartedly support this Bill and I also request the Hon. Minister to accept this Bill. Let us have unanimity in passing this Bill.

[Translation]

SHRI MANOJ PANDEY (Bettiah) : Mr. Chairman, Sir, in our *shastras*, woman has been given the status of a goddess in society. There are references to Sita and Savitri in our *shastras*. We worship goddess Durga as Mother of the universe, who is also a woman.

Because of the importance and dignity given to women in our *shastras* the women of India occupy a place of dignity in every nook and corner of the world.

According to the situation prevailing in the present day society, we want to give them a status equal to that of men and our Government have assured repeatedly about this. I would like to draw your attention towards those women who are working as agricultural labourers in the rural areas. Shri Rawat, who spoke before me, has said very good things. I would like to add some more things to that.

Firstly, I agree that they are in the unorganised sector. But when you can organise the workers in the other sectors, why

should they be left unorganised? They should also be brought under the organised sector. We have come here to think of those women who have none to look after them and, mostly such women are engaged in the industrial sector. Hon. Members have expressed their views about them but we have to provide many facilities to women who are working in the rural areas. First of all they should be organised and a feeling should be inculcated in them that they too are significant and we want to give them a status equal to that of men. In this connection I would like to give certain suggestions.

First of all we should conduct a survey about the number of women working in the rural areas. After that we should think of their welfare in a well-planned manner. Firstly, we should provide them with jobs. We already have many schemes wherein certain reservation has been made for women but in the schemes like N.R.E.P., R.L.E.G.P. etc. also, women should get reservation. Women working under these schemes should get all those facilities which are provided to industrial women workers. We have not thought of wages of the rural woman workers. So far as my experience goes, the wages given to women workers are less than those given to men in the rural areas. We shall have to bring about a change in this process. We shall have to think of ways and means to bring the wages given to women workers at par with given to male workers.

The second problem is of their food. In the rural areas, women and children all work in the fields and farms. In my area, paddy, maize and sugarcane are the main crops. In paddy and maize farming, mostly women are engaged because they are better workers than men. In the matter of crops, where the job requires a sitting posture, I think the womenfolk should be imparted some special training. In paddy sowing, women work more in lesser time than men. Therefore, with regard to paddy sowing arrangements should be made to provide special training to women so that they may be employed in this sector as specialised workers.

So far as the minimum wages are concerned though we talk of providing the same, yet unfortunately, in the rural areas; minimum wages are not being paid to them. In Bihar though it is said that four kgs of

foodgrain per day in—villages usually foodgrains are given as wages and not cash are given for the work yet the actual practice perhaps this is adhered to only at few places. We have enacted laws and we want to implement the 20 Point Programme also but not much progress has been made in their implementation. It is the responsibility of our Government to get it implemented. Government should ensure that the labourers are actually given minimum wages and women, in particular, get wages equal to those given to men.

[English]

MR. CHAIRMAN : You may continue next time.

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18.00 hrs.

#### HALF-AN-HOUR DISCUSSION

[English]

##### **Educated Unemployed Benefited under Self-Employment Guarantee Scheme**

MR. CHAIRMAN : We shall now take up Half-an-Hour discussion. Shri Jitendra Prasad.

[Translation]

SHRI JITENDRA PRASADA (Shah-jahanpur) : Sir, I am raising this discussion on the matters arising out of the reply given by the Hon. Minister to the starred question No. 409 on the 12 April 1985. This question related to the subject of the self-employment Guarantee Scheme. I am grateful to the Hon. Speaker for allowing me to raise the half-an-hour discussion, so that there could be a detailed discussion on this Scheme. This Scheme should have benefited the youths of the entire country, but due to the short-comings in this Scheme, the youth have been deprived of the benefits. Sir, this Scheme was announced by the Late Prime Minister Indira Gandhi, on 15th August, 1983 from the ramparts of the Red Fort. The aim of the Scheme at that time was to provide help to the unemployed youth to make them self-dependent so that with the