

pass through this road. Moreover, very old and big trees are there on both sides of the road. Due to narrowness of this road accident take place frequently there. This road is so important that it is the only link road to Assam, Manipur through North Bengal.

The trees are so old that these could not be of any use in future if the Government does not cut these now. Government can earn by selling wood of these trees and sapling (new plant) instead of keeping old and insects-infested trees.

I would requested the Central Government to construct a new National Highway to ensure smooth flow of traffic.

MR. DEPUTY SPEAKER: The House stands adjourned for lunch to meet again at 3 P.M.

13.59 hrs.

**The Lok Sabha then adjourned for
Lunch till Fifteen of the Clock.**

**The Lok Sabha Re-Assembled after
Lunch at Eight Minutes Past Fifteen of the
Clock**

(MR. DEPUTY SPEAKER *in the Chair*)

DEMANDS FOR GRANTS (GENERAL),
1992-93 CONTD.

Ministry of Labour Contd.

[*English*]

MR. DEPUTY SPEAKER: Now the House will resume further discussion on the Demands for Grants of the Ministry of Labour.

Shri Nitish Kumar may please continue his speech.

[*Translation*]

SHRI NITISH KUMAR (Barh): Mr. Deputy Speaker, Sir, yesterday I was mentioning about the Management Bill

regarding workers participation in management which is pending in Rajya Sabha since 1990. The National Front Government took interest in it. It decided its policy and presented a Bill in Rajya Sabha in this regard. This Government has no intention in this regard. This is the reason that the Bill is still pending in the Rajya Sabha. If the Government had any interest regarding workers participation in management, it is certain that it would have made it a law. But the Government has no interest. Its intention is not clear. In our time a committee was constituted to consider the Bill and give suggestions to introduce several improvements in labour laws and to give more rights to Trade Unions and many other things under the Chairmanship of Shri Ramanujan who was the President of INTUC, a labour organisation of Congress Party. We had very broad outlook. That Committee could be constituted under somebody else's Chairmanship but we wanted National Consensus on all the issues. Today those who talk of National Consensus are not honest in their approach. The Committee, which was constituted under Shri Ramanujan's chairmanship, submitted its report. It highlighted several points. There are several trade unions. It was decided that the status of a particular trade union should be ascertained through secret ballot. All these things have been dealt with in that report. The reports has been submitted, but no action is being taken on that report. It means the Government has no clear view about matters such as more rights to labourers, more rights to trade unions, to invalidate the bogus unions so that only lawful and popular unions remain in existence. The Government is completely inactive. The National Front Government had allowed to implement the Bachhawat award, which is related to the media persons i.e. journalists or other categories of employees working in the media. The action had been initiated against those who were found careless in implementing it. But now it seems that the Government has no interest in implementing it and has the forgotten then this report. It has no interest in protecting the freedom of the Press. It does not care to protect journalist or non-journalists interests

but it cares more about the owners of the newspapers. The Government is not in favour of the media persons but is in favour of its owners.

When our party was in power, we took up the cause of labourers. A bonded Labour Commission was appointed. The right to get the bonded labours emancipated and the right to take action in this regard rests with the district collectors, D.M. and S.P. But it is observed that hardly any bonded labour has been emancipated at the initiative of the D.M. and S.P. The bonded labour have been emancipated till date in the country at the initiative and by efforts of the organisations like Bandua Mukti Morcha Sangthan or the other such organisations in the country, or by the efforts of the newspapers and social organisations. It is said that the Bonded Labour Commission has been formed. This commission should be given the right to take action in this regard, which the D.M. and S.P. enjoy at present. The D.M. and S.P. have been various rights, but those rights are neither utilised nor implemented. Therefore to emancipate the bonded labour in real sense or to bring an end to this system for ever, effective efforts were made at that time, but the Government does not have any outlook on that matter. What does the Government want to do in this matter and what is its intention? The Government has neither made any statement in this respect nor has it given any clarification. We want that when the hon. State Minister replies, he must reply to the question as to what they want to do about the Bachhawat Award. Do they want to form the Bandhua Mukti Labour Commission or not? Do they want to implement the recommendations of the Ramanujan Committee or not?

(SHRI P.M. SAYED *in the Chair*)

We had asked to form Construction Labour Board during our tennure. The workers engaged in the construction work should be provided security and pension facility should be started for them, not only pension but provident fund scheme should also be started for them. The workers, who have been working for one month, should be

given the provident fund facility. After one month's work money should be deducted from their wages and deposited in the provident fund. For the welfare of the workers the project, in which they are working, should also contribute to the provident fund. All these points were suggested. It was also mentioned in this connection that the identity cards be issued to them. Today the workers are coming in a large number.. People come to the big cities to work and to construct multi-storied buildings, but there is no guarantee of this security of their life. Today, if they die while working, there is none to look after them. It was also mentioned to constitute a Board for their security. I would like to know from the Government, the hon. Minister should reply as to what does it want to do in this context and what is being thought about the measures which are proposed to be taken in this connection. Like the unorganised labourers and construction workers, there are other unorganised labourers like farm labourers who do not get work at times and they become unemployed. To provide employment to them at that time, there is just one scheme and that is the Jawahar Rozgar Yojana. The persons given employment through this Jawahar Rozgar Yojana and the mandays created by it are not sufficient. That is like a drop in the ocean.

The allocation of rupees two thousand one hundred crore in 1990-91 for J.R.V. has been reduced. On the one hand, the inflation has increased and on the other hand, it has been reduced to rupees 2046 crore. The mandays were reduced last year and this year the situation will be more miserable.. In real terms it has gone down by 21-22 per cent. The only means to provide jobs to the farm labourers and the labourers who are living in rural areas was J.R.V. but a heavy reduction has been made in allocation for it. The Government has no idea as to how to provide jobs to labourers. Child labourers are also working. The dogs of the affluent people travel in cars while small children are seen working in roadside tea shops and hotels. There is no plan to ameliorate their working conditions. Is there any plan to ameliorate their working conditions. Is there any plan for their upliftment or not? The reduction in

allocation for the J.R.Y. will result in further rise in joblessness in rural areas. Nobody is bothered about rural areas. The educated people and the big people go on shedding crocodile tears. At the end of the year 1991, there were 346.32 lakh people on the Live Register of the Employment Exchange. This number rose to 352 lakh and 15 thousand at the end of June, 91. Their number is increasing continuously. On the other hand, there are no opportunities of new employment. Last year, employment opportunities for even one and a half lakh people could not be created. They have promised to provide employment to one crore people every year. What to speak of eradicating unemployment, even those who are in employment are also likely to be thrown out, even if they are in public sector units on which we had a discussion yesterday and I do not want to repeat it now. In all, the Government does not have a well thought plan for the benefit of the labourers. If, at all it has, then it is against the labourers. The Government's outlook on the Bachhawat Commission, the Ramanujan Committee, Construction Labour Board or the Bonded Labour Commission is not clear. The Government wants to work in the interest of the big capitalists of the country and wants to impinge the interests of the laborers. With these words, I oppose these Demands for Grants.

[English]

SHRI S. GANGADHARA.

SHRI RAM KAPSE (Thane): Sir, the second round will start with BJP.

The first round started with Congress, So, the second round has to start with BJP.

MR. CHAIRMAN: From Congress side only one Member spoke. So, next Member will be from BJP.

SHRI GANGADHARA SANIPALLI (Hindupur): Mr. Chairman, Sir, at the outset, let me thank you for giving me this opportunity to express my views on the Demands for Grants of the Ministry of Labour.

I would like to draw the attention of the Government to some specific issues of the problems being faced by the labour. First of all, I would like to draw the attention of the Government to Minimum Wages Act. I am aware of the fact that bulk of the employment falls in the State sphere. Here, the actual Act is not being implemented with the same vigour. I would like to suggest to the Government to set up a Central committee to recommend and also to monitor the implementation of the Minimum Wages Act throughout the country in a proper way.

My second point is that in rural areas, even this day, men and women are not getting equal pay for the work of similar nature. There is no other agency either of the State or of the Centre to bring awareness on the part of the workers. The Equal Remuneration Act, 1987 is, in a way, not every effective, at least in rural areas.

My third point is on the problem of child labour which is a striking example of the existing poverty in our country. Unless and until the anti-poverty alleviation programmes are implemented very seriously, we cannot solve this problem. No father or mother wishes to send their children for labour. It is only because of their poverty and low standards of living that make them to send their children to the labour. First of all the existing scope of child Labour Act is to be enhanced, Simultaneously, through voluntary organisations the awareness is to be created among people about the need for education for every child. Like adult education programmes, the Government should provide evening schools to enable the children to attend them, simultaneously assisting in productive activities for their parents.

My fourth point is on bonded labour. The involvement of voluntary agencies in the problem of bonded labour for identification and rehabilitation is a very good scheme introduced by our beloved leader Shri Rajiv Gandhi. I now propose to the Government to strengthen this scheme further by enhancing the role of voluntary agencies and giving them free hand in promoting the welfare of labour who are caught in this vicious circle."

[Sh. Gangadhara Sanipalli]

My fifth point is on the maternity issue. In the social security sphere, I am happy with the present politics and system of our Government. But I would like to bring to the notice of the government certain important problems. The maternity benefits, at present, are available to women., But I feel that we must also provide certain provision in the scheme for husbands also. When their wives are unable to attend to other children and the domestic works, I feel that husbands can attend to these works. I feel that we must provide some provision for husbands to look after their wives and other children. This provision is there in so many countries and is being voiced strongly by international women organisations. In this aspect I would like to draw the attention of the government to the novel scheme recently introduced in Andhra Pradesh by giving Rs. 900 to pregnant rural working women from the State Government. I would like to suggest a comprehensive scheme like this, throughout the country, for rural working women

Finally I would like to bring to the notice of the government about the pathetic condition of rural workers in this country. Whatever schemes the Government makes with good intention and heart, they are not reaching the rural workers. Here the role of Voluntary agencies comes in the lime light. With my personal experience I can say that with the involvement of voluntary agencies, we can bring awareness in the rural people and make them conscious of their due rights.

With the above few points, I support the Demands for Grants for the Ministry of Labour., I thank you for giving me the opportunity.

SHRI RAM KAPSE (Thane): Mr. Chairman, Sir, there are some figures which we should take into account while discussing the Demands for Grants of the Ministry of Labour.

The population of India is 85 crores. Those who are engaged in some work-gainful or otherwise are 30 crores. The

organised workers are 2.60 crores.

These are the latest figures.

In a nation where the population is 85 crores, in only 2.60 crores of people are in the organised sector, then the Ministry of Labour's work should be, mainly, of generation of new work.

I will come to the generation part where it is referred in the performance Budget, but it is meager. Registration with Employment Exchanges is 3,63,000. The number of persons who will ask for work in the organised sector by 1995, according to Government estimates, is 6,50,000. So, when from will you bring work for them? Actually the working generation in 1988-89 was only one per cent. These are all your figures and if these are your figures, then if we see that the Labour Ministry's total failure as far as protecting labour is concerned, is manifold, then I think I have a right to say that I oppose the Demands for this reason. Do you cover all the working class in the nation? Actually according to my opinion, only one-tenth of the working class is covered by labour. If there are 30 crores of workers mostly unorganised, whether in rural or in urban area, and if your legislation does not cover the whole area, then you are conveying only one-tenth of the area and it is again a failure.

About the rural labour, in August 1987 the National Commission for Rural Labour was appointed. They submitted their Report in the last day of July in 1991. Now you are studying it. When will you complete your study? When will you see it that rural labour is protected, the way how they can be protected? Because even here you admit that whatever minimum wage is prescribed for landless labour, that is not paid in all the States equally. In Haryana and Punjab they can get even more than what is prescribed, but there are States after States, Bihar, Maharashtra and so on, where even the minimum wage prescribed by you is not given. You call all the Chief Ministers, they attend your meetings and ultimately what is the result? At the same time, I would like to ask you one question. Even that minimum

wage, Rs. 14 or Rs. 15 or whatever is given by that State, for how many days the labourers get the work? For three months or four months? And there are months after months when they have no work at all. So, this is the condition of the working class in the rural area where either they are under employed, they do not get work for months, they have to leave their place, go from there. This is everywhere, in Maharashtra, in Karnataka, in Gujarat, wherever we go. During the time of elections we see that lakhs of people are outside. Their names appear in the voters list, but they are not available there, they are in a different State, not possible to bring them. So, this is the situation. This is not a complaint about the election, but this is what we find, what everybody finds. Then whenever they get work, all the family goes for work. The ladies are the worst sufferers in India. They help to work whenever they get work and even children in those three months or four months, all the family goes for work.]

What about child development? Can we do something about it? When the parents work as landless labour for three or four months, how can the children's schooling and health be looked after? The whole life is wasted and again, generations after generations, this is going to go on.

Should I say that there is no possibility of covering the rural labour upto the end of this century? This year is 1992, There is no mention in your performance budget as to what you are going to do for the rural labour immediately. At least, if you get some legislation passed and if it is implemented properly, then till the end of the century, I see no prospect of these areas to be covered. There is another area in the urban population and that is the unorganised class., In Mumbai, Bharatiya Mazdoor Sangathan tried and did something and the organisation's name is Gharelu Kamgar Sansthan, that is, those who work at your homes and do small works where they get Rs. 50/- or Rs. 100/- for washing clothes and all that. Is there any enactment for the benefit of them? In Maharashtra I tried for that. I was there for 12 years and after 12 years, the success was nil. I could not get it.

Then, the other area is the contractual labour. There is an Act for the contractual labour, should I say that the contract labour is on the increase? It is not on decrease.

There is an Act for the abolition of contract labour, but even in the areas where it is prohibited, the contract labourers are working and even in your public enterprises, the same thing is followed. Your circulars reach the public enterprises, but day-by-day, there is an increase as far as the contract labour is concerned and regular workers are becoming less and less. So, will the organised workers grow? It seems difficult. There was one per cent in 1988-89 and there is a possibility that there will not be even that one per cent hereafter and that is because of the new Industrial Policy. I would like to ask the Labour Minister whether his Ministry was consulted, at the time when the new Industrial Policy was decided upon, because it is the Labour Ministry which is going to be affected. If you are consulted, then why are you going from place to place and say that there is no Exit Policy? Are you really sure that there will be no exit Policy? You went to Madras recently and said that there is no Exit Policy as such. Then, I would like to ask you one question. Why are you collecting Rs. 25,000 crores. You have mentioned that money will be required. Mr. Sangma said:

"In the interest of those workers who have to be protected, the money required would be of the order of Rs. 25,000 crores. The Government was prepared to spend this amount, but if this was invested in new enterprises, at least 15 lakh persons could be given employment".

But you will have to pay that money. Why is this National Renewal Fund? It is in the name of modernisation. This Budget is totally silent on that. You are not prepared at all, You have trying to get money from the State Ministries. You have referred to their public enterprises and their closures; you have referred so many public enterprises to BIFR. About the new industrial policy, about the multi-nationals, I would give you one

[Sh. Ram Kapse]

example. I would like to know, what are you going to do about it, You may say it is in the Industry Ministry area. But I would like to have reply from you because I want to protect labour in the small scale industry as far as detergents are concerned. Hindustan Lever are producing Wheel, Rin and Life Buoy. For Wheel the prices of raw materials have gone up by 30 to 40 per cent. Still, they have lowered the price by 10 per cent., The prices of Life Buoy and Rin have been increased by them unnecessarily. In one field, they increased the price which was against the consumer. In the other field, as far as Wheel is concerned, they reduced the price. For what? It is because 91 per cent of the detergent production is in their hand. Now, they want to take away even whatever nine percent which is with the small scale sector. They want to have total monopoly. If they succeed, the result will be at least 6 lakh workers who are in the 11,000 small scale industry units will go out of the industry. They will not be accommodated in Hindustan Lever because they require less number of people. At least, will you not see the interests of the workers and see to it that this unfair labour practice does not go on?

Another case is Taj Mahal Hotel in New Delhi. Unfair labour practices were included in the Industrial Disputes Act in the year 1982. But no prosecution lies against an employer without the authorisation of the Government. The management of Taj Mahal hotel committed various unfair labour practices. The Government issued orders for election of the works committee but the management flouted that order. The Government then authorised the union to file a complaint for unfair labour practice against the General Manager only. If left out the company and the Chairman intentionally. Are you to protect the company and Chairman or are you to protect labour? That is my question. You will have to be very strict as far as labour interest is concerned.

In my constituency, there are two very big industries, W.G. Forges and NM. Both the factories are closed. The reason is

very clear. They have got ample land and they want to sell away. in Bombay, the textile industry is the same problem. The workers have come together and formed the workers' cooperative society. They have given viable solution to the BIFR. As on today, NM is not cleared; W.G. Forges not clear. For years together those are closed. Ultimately the workers have to go to the Supreme Court and got a declaration that during the rainy season, the machinery should be saved. As far as the workers' interests are concerned, they adopted different type of practices—electric bill was not paid; ESI contribution running into crores of rupees was not paid. You have given reply last week only. But wherever we go, we see that we are failing.

There are legislations of 1988 and 1990 lying in Rajya Sabha. What are you going to do with all those legislations lying in Rajya Sabha? Bring them to the Lok Sabha as early as possible I do not know whether we will be completing our five years. Let us hope. But before that, let us at least have legislation.

But what about the implementation of the legislation which we are already having? These legislations are failing

As regards child labour, Shri Rangarajan Kumaramangalam spoke in the year, 1990 from Opposition benches and he had clearly accepted that at Sivakasi, the interests of child labour are not protected. It is the Constituency of Shri. P. Chidambaram. If you go to your Demands, there are three areas where child labour is mentioned. In the performance Budget, you mentioned that Rs. 2,50,00,000 will be spent on child labour. You must be having it. You have prepared the Budget. But on pages 15 and 107 and 127, you referred to child labour and only at one place, there is demand for Rs. 18 lakhs. From 1992-93, there is no provision of money. Is it my mistake? I would like to be enlightened by the hon. Minister what is in your mind as far as child labour is concerned.

There are very small points. Some rules need to be changed. One is about gratuity. The maximum gratuity which can be paid is Rs.

50,000 only. Should you not increase the amount of gratuity with this rate of inflation? If a person gets Rs. 2,500 as his pay, it is all right. If he gets Rs. 5,700, or if he gets Rs. 3,000 then he is prohibited from getting that gratuity.

About bonus, is there no need for having new rules?

About secret ballot, they are speaking for many days about it. When are you going to take up that issue and decide about it?

I feel that economic policy and industrial policy and industrial are going with a very high speed. The effecting Ministry will be Labour Ministry but the speed of Labour Ministry is very slow and, at the same time, from all the figures. I see that new challenges have not been projected in the whole of the Budget.

My demands are specific and I will just read out those demands. Nationalise and simplify labour laws as early as possible.

Legislation should be simple. Otherwise, Froges NMM Kalwa, Taj Mahal and all those things go on.

Introduce workers participation from the shop floor to the board rooms in all public sector projects, public limited companies and foreign companies operating in India.

You have accepted the formula about workers management. But you have not done it.

Protect workers against inflation. This is very essential. They are not getting the real wages.

Making laws and evolve an effective mechanism to protect labour from occupational health hazards.

At least save child labour from hazards arising from industries like chemicals etc.

DR. R.K.G. RAJULU (Sivakasi): Mr. Chairman, Sir, first of all I thank you for

allowing me to participate in the discussion on the Demands for grants pertaining to the Ministry of Labour on behalf of our AIADMK Party.

I want to say that the labourers are the backbone of our country and without them the country will not be able to look forward in my sector both in agricultural sector and industrial sector.

The labourers are divided into two parts namely, organised labourers and unorganised labourers. The first one are the labourers who are working in limited companies and Government sectors, public undertakings. The second category is agricultural labourers, construction labourers; handicrafts experts, weavers and child labour mill workers and textile employees. The labourers who are working in the organised sectors are having the facility like medical treatment and provident fund, ESI, bonus, pension and overtime. They are facing lot of difficulties in their life and they are in need of more facilities. Both the Central Government and the State Government are providing all the facilities to them.

But what about the labourers who are in the unorganised sectors mainly agricultural labour; construction workers. Due to the heavy excise levied in the recent Budget on bricks it affected every labourer of this unorganised sector. Construction of houses are affected and the labourers employed there are not able to get employment daily. Due to this unemployment, they are living under starvation. The Government of India will have to come forward to provide adequate facilities to them in order to give employment at least 25 days in a month.

The Central Government is also implementing so many schemes in order to provide employment for the rural poor through the IRDP NREP and Jawahar Rozgar Yojana. By this programme, the rural poor are getting employment opportunities. The Tamil Nadu under the dynamic leadership of our hon. Chief Minister Dr. Puratchithalaivi is only State which is utilising the allotted amount of

[Dr. R.K.G. Rajulu]

the above Centrally Sponsored Schemes, so that the Government will have to come forward to give an award for the Tamil Nadu Government for the best implementation of the above programme.

The Government of India should give proper instructions to the National banks to be liberal towards the rural poor who have applied for the loan in the above scheme. The Government should come forward to see whether the amount are really reaching the poor or not, so that the rural poor may be benefited.

Our Tamil Nadu Government under the leadership of Dr. Puratchi Thalaivi is giving more importance to the panchayat unions and allotting one corer of rupees to the panchayat unions in order to give the basic amenities to all villages. By this self-sufficiency scheme, so many rural poor are getting employment.

With regard to the agricultural labourers due to the natural calamities the labourers are suffering a lot. With regard to this labourers in Thanjavur and Trichy districts are suffering a allot by non-implementation of the interim award of the Cauvery water dispute tribunal, The Supreme Court have already issued directions to the Government of India to gazette the interim award of the tribunal and the Government also did the same. But the Karnataka Government is not ready to release 205 TMC of water according to the tribunal's interim award. Without water from the Cauvery the agricultural labourers of the above areas are suffering a lot and the Central Government should come forward to solve the issue by directing the Karnataka Government to release the 205 TMC of water so that the agricultural labourers who belong to this area will not be affected.

Our hon. Chief Minister Dr. Puratchi Thalaivi is making full efforts to solve all the problems of labourers by taking action to open all the closed mills, For example, the very old textile mill namely 'Binny Mills' at Madras has been reopened after a long time.

This mill was opened on the 13th of this month. The Government of Tamil Nadu came forward to waive all the loans of the labourers of this mill and the Government have paid all the dues on behalf of the labourers. By reopening this mill more than 8000 labourers have got employed. One other sick industry is Standard Motors at Chengalpattu District. Our Hon. Chief Minister is taking action to reopen this industry also. Our Chief Minister is giving much importance to the labourers and is giving all the welfare facilities to these labourers. Whatever the problem may be, our Chief Minister is convening a meeting immediately to solve those problems timely.

ESI facilities have also been extended by the Government of India through this budget by raising the income ceiling from Rs. 2500 to Rs. 3500. It is a welcome measure. With regard to the Employees Provident Fund, the management is not giving the subscription amount because of which so many employees are effected during their old age. This can be rectified only by the Central Government and the Government will have to come forward to rectify this mistake immediately in order to help the labourers.

For unexpected closure of some factories, companies and mills there should be a committee so that the employees can get some financial assistance for their livelihood during the closure period. During the time of strike and in emergency time of closure of any factories, companies, textile mills, a committee should be formed immediately by the Central Government to expedite their grievances so that the labourers will not be affected and the production also will not be affected.

SHRI SRIBALLAV PANIGRAHI (Deograh): Mr. Chairman Sir, At the outset I would like to thank you for giving me this opportunity to participate in the debate on the Debate on the Demands for Grants of the Labour Ministry. I rise to support the Demands for Grants of this Ministry.

The labour Ministry, as you know is a simple and innocent Ministry engaged in

doing some noble work. All of us have our sympathy for the labourers-rural labour, industrial labour. Labourers also have their own problems. When they are employed, quite a few of them are exploited. There are also labourers who do not get employment throughout the year and so there is underemployment. The Labour Ministry's job is to look to their interests, is to safeguard the interests of the labour force and is to look to the welfare of the labour force in the country, to put an end to all sorts of exploitation and to work for the betterment of labour, to create healthy working condition of the labour. All this together is definitely a noble job and this Ministry is engaged in this task.

We have a large number of progressive labour laws. In fact in the matter of legislation we are not lagging behind. I think we are second to none in the whole of the world; We are quite fast in bringing forward or in legislating things. But I am constrained to observe that in the matter of implementation, we are quite tardy and it is far from satisfactory. For this also we cannot hold the Labour Ministry at the Centre responsible squarely. The situation is such that most of the labour laws are implemented by the States through their own machineries. The subject of labour, as you know, is in the Concurrent List. The Centre has the competence to legislate laws together with the States. The State will legislate laws; the Centre will also legislate laws in respect of the Central Government undertakings. There are certain areas governed or controlled by the Central Government directly, so, they will also pass their own laws. In such areas also the Government of India in the Ministry of Labour have a responsibility to implement their own laws.

We are talking of Child Labour Act, Migrant Labour Act, and all these things. Mostly these are dealt with by the State Government machinery. So, I would urge upon the Labour Minister to have a strict, close and effective monitoring of the implementation of these Labour Laws.

Today, we are discussing the Labour Ministry's Demands for Grants, when the

atmosphere is also surcharged with certain amount of uncertainties and insecurities with regard to the interests of labour, particularly with regard to certain public sector undertakings, that is sick public sector undertakings.

My good friend Shri Nitish Kumar and some others from the other side were critical of our new industrial policy and new economic policy. They were apprehensive about the sufferings of the labour force on account of this.

As you know, our economy was quite vibrant till two years ago, that is till 1989 elections. We all know that it was quite vibrant and it was promising. We had a very rosy picture. Not only that. Alltime high GDP, growth rate etc. were there. I am not going into the details as to what happened after that. But the net result is that our vibrant economy was about to collapse and was on the point of collapse. As such, it needed a lot of reformatory measures, structural changes; and other things were also called for. As you know, the entire world was going in for radical changes. We also know as to what happened to the great power, the Soviet Union. I am not going into all these details. When the entire world was going in for radical changes, we had also, naturally to go in for new industrial policy, new economic policy, which has started paying dividends and which was providing quite effective and successful.

Naturally there was an apprehension in their minds and they talked about the exit policy; golden hand shake, renewal fund, and all these things. Of course, we have a provision for renewal fund in our Budget. There should not be any such apprehension, after the point has been categorically clarified by the hon. Finance Minister, hon. Labour Minister and by the hon. Prime Minister. The Prime Minister has also gone on record on the floor of this House saying that there will be no retrenchment of labour on this count. All of us also know that the Labour Minister himself is Chairing a Tripartite Committee wherein all the cases of the sick public sector undertakings will be discussed, unit-wise. It will be discussed unit-wise before referring

[Sh. Sriballav Panigrahi]

them to BIFR.

16.00 hrs.

Naturally such a categorical assurance was given about the protection of interests of the labour force even in respect of 48 or 58 public sector units. After all this, that ghost of new economic policy, exit policy and all those things, should no more haunt our Opposition friends.

At the same time, I would like to be enlightened by the hon. Minister that when these cases are before this tripartite committee, budgetary support should be there in a regular way. The credit etc., is not going to these public sector industrial units. As a result, however pious thinking we might be having, it may lead to their closure. We know tripartite committee, BIFR., is like a hospital for a sick patient. As and when somebody fall sick or somebody suffers he goes to the hospital with the expectation of good treatment and getting back normal health. We all feel that even quite a good number of industrial units, which were reported sick earlier and were referred to BIFR, have got back their normal health. Instead of closure, they are working all right. Naturally when some reformative measures are called for, if budgetary support is withdrawn and if necessary credit arrangement is not provided, if money is not arranged, it will die a natural death. So., I would urge upon the Government to see that the financial difficulty should not be there in respect of such units.

I would like the hon. Minister to kindly clarify this position in the course of his reply.

I would like to name a specific industry, that is, IDPL. It is one of the prestigious public sector undertakings engaged in the production of much sought for drugs. For no fault of the IDPL, its employees or the management, that has gone sick; Why? A situation has been created in which it cannot work. The utilisation of its capacity in full is

not there. Again, they are compelled to fix prices at even lower than their production cost because they are producing life saving drugs. These have got to be made available at very cheap price so as to be within the reach of poor people of our country. Even the prices fixed are lower than the production cost that too at the instance of the Government of India. Further full capacity is not being utilised. Under such circumstances, the IDPL has developed some sort of sickness. They are not responsible for it and it should not be closed.

I can give another instance which is due to defective technology-design defect. The Talcher Fertilise Plant was born sick. We have gone for German technology. And wherever the German technology has been adopted in the whole, that technology has not proved very successful and some sickness is there right from the birth. That has again been aggravated due to difficulty with regard to power shortage, etc. Power shortage and power cut are there in Orissa, no assured power supply is there. Of course, an experts committee has gone into all these things and they have recommended for some diversion. So, naturally, such recommendations should be honoured. We should also see to it that all these industrial units are not closed down.

Now I am coming to some problems of the public sector undertakings I would rather congratulate the present Labour Minister, Mr. Sangma as he is the Minister in charge of coal also. Out of a total loss of Rs. 10,000 crores in public sector 30 per cent of the loss, i.e., Rs. 3000 crores accounts for only the coal sector. The Coal Minister has taken personal interest to go around which I know personally as I am in the Consultative Committee of that Ministry. He is personal interest has sent a new and different signal all over the country and the coal industry has made profit this year. What I mean to say is that if there is a proper atmosphere with effective and meaningful workers participation with new work culture and proper guidance, definitely the public sector will improve a lot. If that be so, even most of our public sector units which are declared sick

today will also improve and gradually go on making profit. Therefore, the hard decision of closure of units should be avoided, I always say the till today, there is no sense of belonging developed in our country.. Hats off to Pandit Jawaharlal Nehru, the architect of modern India., our first Prime Minister whose brain child was mixed economy and with the public sector given commanding height in our economy.. Naturally, I also pay my tributes to this sacred memory. What happened ultimately was that we did not give seriousness to our public sector undertaking that sense of belonging was lacking. That is why, I advocate and I urge upon the Government to involve the labour leaders the trade unionists to face the challenge. The labour leaders and the trade unionists are supposed to be ideal workers but that is not so in our country in many aspects. For instance in the Tata group of industries, the type of healthy relationship existing between the management and the labour is far far superior and much better than what is in the public sector. I do not say that there is no scope for improvement in the Tata group of industries. As you all know after the abolition of privy purse, we have two types of princess now namely, the industrial princes and the administrative princes and they could do anything they like. One who does not do anything on a particular industry can be placed as the Chairman-cum-Managing Director and he can do whatever he likes. How can it be? Therefore, new work culture has to be there If seriousness is there and if the sense of belonging is there, if there is real economy and responsibility or accountability is there then it will definitely improve- At the same time, some freedom or autonomy should also be given to it. There should be a new work culture with workers' participation. We have been talking about this for more than a decade or so., It is now time to finalise this scheme and implement it in right earnest.

Sir, we have got the National Labour Institute; I have been associated with this institute as a Member, as a representative of Parliament. What I feel is that there should be some new syllabi in the institute so that the people are trained properly. We are talking of labour participation in management.

If you really look at it, how many of our trade unionists are capable of discharging their responsibilities sitting in the Board of Directors. Many of them are not in a position to understand the accounts, audit reports and other related matters. It is not their mistake. We have to train them in the changed circumstances.. Therefore, some training of this nature should be arranged through this National Labour Institute.

Now I come to national wage policy. Sir, we will be celebrating the golden jubilee shortly after fifty years Independence.. It is just round the corner. But we are yet to have a national wage policy! In the absence of such a policy, there are different types of wages enforced by the Central and State Governments. Even within a State, the local bodies such as municipalities have separate wage regulations. Then there is the contract labour system which has to be abolished. The most hatred system of NMR is also being continued even now. This should immediately be abolished. We have a legislation where if the work is of a permanent nature and if the person is working for more than five years, he had to be made regular. But we do not do it. Some Central Government establishments also do not pay the minimum wages prescribed. I can name one farm, the Chipilima Agricultural Farm in Orissa, where minimum wages are being paid, Here I would like to mention one more point. It so happens that in Orissa, the minimum wage fixed is Rs. 25, while the rate fixed by the Central Government is still stagnating at Rs. 15 or 16. So, it can be seen that in some States, the minimum wage fixed by them is higher than the minimum wage fixed by the Central Government. This type of complications are there. It is high time we address ourselves to this problem of National Wage Policy and do something about it. We should also abolish the contract labour system. The Food Corporation of India is another glaring example to show how the laborers are being exploited. We many abolish the contract system and directly get the work done by the labour force.

There is yet another contradiction to which I am not at all reconciled. The problem

[Sh. Sriballav Panigrahi]

of unemployment is very acute in our country, Where there is excessive manpower, where it is not necessary, I do not at all object if you don't so for fresh employment. But there are certain areas where without additional recruitment, work is differing. But even then, we have a ban on recruitment. Because of this ban on recruitment, even the working of the new coal mines is being affected. Therefore, no ban should be imposed. All vacancies must be filled up. The creation of new posts may be resorted to after careful consideration of all the aspects. But once the posts are created, and vacancies exist, these have to be filled up. Especially when we have such long queues of unemployed people waiting to get job. Why should we not fill the existing vacancies?

I would say that there should be strict monitoring of all laws.

We all have sympathy for the labour. The father of the nation, Gandhi ji started his public life with the trade unions. You know that in Ahmedabad the textile workers were getting rather inhuman and it was Gandhi ji who identified himself with the textile workers and resorted to hunger strike, offered satyagrah and so on to fight their cause. The judgment given by the tribunal going in favour of the trade unions should be appeal against. I would say that when a favourable judgment is given then the Government should not further take up the matter in the High Court or the Supreme Court.

Now, as you know the journalists also do come under the purview of the labour laws. During Shri N.D. Tiwari's time a scheme regarding giving pension to the Press men was announced. It is yet to be materialised. I urge upon the Government to do something in this regard.

I support the demands and at the same time I expect that there would be proper implementation of our progressive labour laws. About the migrant labour laws, I would like to say that a lot of people migrated from Kalahandi in Orissa, and from Bustar in

Madhya Pradesh to Punjab and Haryana. These migrants are facing untold miseries. I would request the Labour Ministry at the Centre to open a cell to take care of the problems of these migrant labourers. A vigil should be kept on these labourers who are migrating from our country to other Middle east Countries.

With these words I support the Demands for Grants for the Ministry of Labour and I would request the hon. Minister to enlighten us on the points, which I have raised, while replying to the Debate.

SHRI SOBHANADREESWARA RAO VADDE (Vijaywada): Mr. Chairman, Sir, first of all I express my appreciation for having given me the opportunity to speak a few words on the Demands for Grants of the Ministry of Labour. I rise to oppose these demands.

With regard to employment generation, from the very beginning the policy of the Government is very faulty. Our country is the second largest populated country in the world. Unfortunately, right from the time of Shri Jawahar Lal Nehru, the successive Governments have deviated from the advice given by Mahatma Gandhi. After looking deep into the developments that have taken place in various other countries, Gandhi ji advised that we must give the highest priority to the handicaps, small scale sector, medium scale sector and then only we should think about the large scale industries and so on.

But this was not adhered to as result of which today, Sir,, the hon Minister's Annual Report states that the number of unemployed on the live registers at the end of 1991 is around 362 lakhs. When this is the situation how is this Government asking us to believe that one crore jobs will be created every year or 10 million jobs will be created every year?

[Translation]

SHRI CHANDRESH PATEL (Jainnagar): There is a point of order. There is no quorum in the House.

[English]

MR. CHAIRMAN: Now, the Quorum bell be rung.....

Now, there, is a Quorum. You may continue now.

SHRI SOBHANADREESWARA RAO VADDE: Mr Chairman, Sir, this Government says that, it will create 10 million jobs every year. Our experience, right at the moment is that, during 1991, the total number of people who were registered with the Employment Exchanges throughout the country were 62 lakhs and the placements were only 2.53 lakhs. When this is the situation, when you are able to provide employment or placement to only around 2 lakh people, how do you make us believe that you will be able to provide employment to 10 million people every year by taking into consideration even the mandays that will be created out of these rural development programmes. Earlier, there were programmes like NREP, RLEGP and so on. Now, Jawahar Rozgar Yojana is there. If you include all these things, it will not even come to one-tenth of what you had said Sir, it is a most pathetic situation.

Today, there are more than two crore educated unemployed in this country. By the end of the Eighth Plan, the total number of unemployed people will be around 65 million.

So, I seek a clarification from the hon. Minister when he gives the reply, how the Government is going to provide employment to one crore people every year. Kindly categorically clarify your ideas, your plans. In respect of women's employment the situation is still worse. Now, they constitute nearly 50 per cent of our population and out of that, a very few people are employed.

In Andhra Pradesh, when Telugu Desam Government headed by Shri N T Ramarao was there, it had brought forward a legislation reserving certain percentage of jobs for women who are more fit to undertake such jobs. I suggest to the Government to examine it and bring forward a similar legislation to provide for reservation so that more women

will be able to get employment opportunities.

I am very happy to know from the Annual Report that the number of mandays lost due to industrial disputes, lock-outs, strike, has come down; it is a good phenomenon; we have to welcome such a phenomenon. It will still go down, if the relations between the workers and the management are more cordial; I do not know why the Government is taking so much time?

When the National Front Government was very eager to being forward a Bill providing opportunities for the workers to participates in the management, we found their commitment to that decision, to that suggestion, to that policy, because in a matter of five months, they had conducted a National Seminar at New Delhi; regional seminars were conducted in different parts of the country; and State Labour Minister's Conference was held; and taking into consideration the deliberations in all these forums, the Government had come forward with a Bill; and it was introduced in Rajya Sabha on the 30th May, 1990. It is almost two years. I urge upon the Government to see that this Bill is passed. And if you want to move some amendments, certainly you can do that, but don't delay bringing of the Bill into the form of an Act. The workers must also understand the problems of the Management. Sometimes the picture will not be rosy. When the workers understand the genuine problems of the Management, they may also cooperate with them definitely; they may come down with their demands or they may scale down their demands or they may scale down their demands knowing full well the problems of the Management of the financial difficulties of the management. So, it is high time the Government should come forward with a Bill and pass it. It will go a long way in improving the industrial relations between the workers and the Management.

Regarding the Report on the National Commission on rural labour, I will not go into it at great length. Several hon. Members have already made a mention of it. But, as a Member who had the privilege to work in the Standing Advisory Committee. For agriculture during the National Front

[Sh. Sobhhanadreeswara Rao]

Government regime, I have to say that the Committee under the Chairmanship of Mr. Shared Joshi, has recommended to the Government to take minimum wages into consideration as the Government to till such time the minimum wages were not taken into account in the computation of the cost of cultivation. We pleaded and felt once this statutory minimum wages or actual wages paid, whichever is higher are taken into consideration for cost calculation, the Government has a responsibility to implement payment of minimum wages to the agricultural labour. Because the minimum statutory wage for agricultural labourers is taken into consideration in the cost computation, the farmer has got a definite obligation to pay the statutory minimum wage to the agricultural labour and the Government has got a strong point to implement it and I urge upon the Government to implement it both in letter and spirit.

In several agriculturally backward areas the agricultural labourers are not being paid the minimum wages, whereas in agriculturally forward areas usually the labour are being paid much higher wages.

Regarding building and construction workers there are millions of workers throughout the length and breadth of the country who are working in the construction of buildings, dams, canals and in other several nation building activities. They are till now unorganised and some time back they had held a very massive procession and also a Conference in New Delhi and they had even submitted a memorandum to the Union Governme. I urge upon the Government to bring forward suitable legislation to protect the interests of those building and construction workers. Some times it may so happen that a worker or a mason who is working on the fourth of fifth floor or even higher flats, falls down due to some accident or collapse of the centering material and loses this life. Now, right at the moment, such people or their families are not helped. So I suggest to the hon. Minister that on the lines of the scheme existing for mine workers in

case of serious accidents, the victims or their families should be helped. I am sure that the hon. Minister who has got a thorough knowledge of the subject would help them. I am sure that he would think over and come forward with a suitable legislation to protect their interests.

In Jaggayapeta in my constituency there are a large number of cement factories because there are abundant limestone reserves and there are also lime stone pulverising units in the Visakha Steel Plant. Due to these (Cement Plants and Pulverising Units the atmosphere is getting polluted. Air pollution is very great. The workers and the people living in those areas are suffering because of that and I urge upon the hon. Minister to examine the issue and see that an ESI hospital is established in Jaggaiapat for the benefit of those workers and the people.

Right at the moment instead of payment offonus to all there is some ceiling limit. Only employees who are drawing salaries up to a certain limit are eligible for bonus. I do not understanding why it is so. In the private limited companies and in public limited companies the Chairmen and the Managing Directors and other Directors are drawing huge sums in several forms, in the name of perquisites, accommodation, and so on. They are able to draw lakhs of rupees, in addition to so many other benefits, may be in black or in white. I only want to know why the government is restricting the payment of bonus up to a particular level only. The people who are drawing more than that limit, who are also contributing to the growth of the industry, they are also adding to the profits, they are also working hard for the development of that unit or that enterprise and who should they be deprived of the benefit? I urge upon the hon. Minister to seriously think on this matter and to enhance this limit. Even I suggest to the Minister to do way with the limit in respect of eligibility for the payment of bonus to the employees. Also I suggest that bonus should be linked to productivity, to performance. And when a person produces more, when he sincerely works hard, definitely he must be rewarded with higher bonus, more bonus. The

Managers of these enterprises or these industries must be held responsible for the performance of the units. Many a time, we see some IAS Officers are posted to these public sector units. They do not apply their mind. They do not try to understand the problem. And more so, they will not try to solve the problem because they will be expecting some other assignment, their pull and pressure at New Delhi or some other place. The Manager should be there for at least three to five years. Will it not be good if you provide more opportunities to technocrats, engineers or doctors in respect of these units or enterprises which are connected with those skills? For these you are sending IAS Officers. My suggestion is that you must give adequate time, a minimum period of three to five years, to the Managing Director or the General Manager of a unit. And you can make him held responsible for the performance of the unit. If he faces well, you give him promotion. If he does not prove his merit or capability, he must not be continued there.

Finally I would like to make one point to the hon. Minister about the New Industrial Policy. I fear that it may further worsen the unemployment problem. I do not find fault with the opening of the open door policy as such. But our opening the door should be selective. We should not leave the entire area of industry to the foreign investors. Their objective would be to earn more profits. Definitely their technology is capital intensive technology. As year passes, year after year, their technology is becoming so sophisticated and where a sum of Rs. 100 crores is invested not even two hundred people are getting the jobs. So, let us invite them to such avenues or such areas where we are short of capital and technology. Let us not allow them in such areas where we have enough capacities or near enough capacities, especially consumer goods. Otherwise I fear that instead of taking the country forward for further economic development, it may lead to further reduction of employment because many units may close down. The Government should open a very wide discussion on these very important issues not only with labour but also in all other avenues because the consequences will be far-reaching.

I urge upon the Government, the Minister for Labour in particular, to do this. I also request the Minister to clarify the points which I have mentioned.

SHRIMATI RITA VERMA (Dhanbad):
Mr. Chairman, Sir, I have been a Member of this august House for over very close to less than a year. I have watched the proceedings and listened to the contributions of the distinguished parliamentarians. I have learnt a lot and yet I have a long way to go.

Mr. Chairman, Sir, what you call normally here the first contribution from the floor from a junior Member of this august House - jobs or her maiden speech, it is polite but encouraging, at any rate for me. I have been told by my more established colleagues that this House has a tradition to give an uninterrupted occasion to a beginner to make her maiden contribution. I do hope I will benefit from this pleasant and human tradition.

I must, however, confess in all humility that as a professor, I have been a professional speaker for speaking has been my job, and yet there is a difference. Even the brightest of my students constituted a member of my captive audience. Here even the least bright, and I do not mean any disrespect to anybody, among my hon'ble colleagues has the liberty to ignore me, to heckle me or give an attitude of couldn't care less.

I have perused the Annual Report of Ministry of Labour with great interest, but it is a marvel of non-communication. High on self praise, shameless in not admitting non-performance; in other words, there is nothing to enthuse but there is a lot to depress. If they learn to perform better they would have data to report even marginally encouraging things in the next round.

Sir, on the subject matter of the agenda, I must, at the outset go on record that our country must learn to develop an appreciation and respect for working men and women,

As a working woman myself in my capacity as a professor. I know the value of dignity of labour. Rather than opting for the

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softer choice of remaining a wife or a mother, I thought as part of the national duty, I must be an active agent in nation building. Working is a pleasure, in fact it gives you the satisfaction of a creative pleasure, regardless of the category of work one belongs, manual, ministerial or professional.

Labour constitutes the human agent of productive activity. Its quality and the degree of its involvement determines the outcome of the other factors of production; Today the question is how to make working men and women more productive than what they are. More important, the question before us is how to make non-workers, who are denied the opportunity of productive contribution, an active agent of production.

The third question which relates to the future of India, its economic clout, and its relative strength, among the comity of nation is how to prepare our young boys and girls with marketable skills of relevance through education and training.

I am told that job creation is not the responsibility of Ministry of Labour. This is an anathema and the agenda of the Ministry of Labour must expand to include the most important task of creating income and employment opportunity for a large and growing army of unemployed men and women. This category includes two sub-categories:-

- Net additions to the labour force.
- The backlog carried over from plan to plan and ironically this Government has acquired the dubious distinction of being a destroyer of existing jobs. Obviously the problem of job creation in face of these is complex, challenging and if I may add, well beyond the capacity of this Government. Let the country not be surprised if India enters the 21st century embarrassingly as the repository of the largest army of

unemployment men and women. Notwithstanding the promises of millions of jobs promised in the manifesto of the party in government, and, whatever lack of planning in the name of the Eighth Plan could be on the anvil portents on the employment scenes are disturbing.

On the demand side of the labour market, the Ministry of Labour is certainly clueless and definitely without agenda. While its struggle to give itself an agenda on this side might have to wait until the Government changes hands, let us reflect for a while on its supply side agenda. The Ministry of Labour has four different streams of skill development for which budgetary allocation would be needed:

1. The craftsmen training programme- whether its network of Industrial Training Schools?
2. The National Apprenticeship Scheme:
3. Vocational and job-oriented Education.

On the top of it, the fourth relates to the Retraining and Re-employment of the victims of the much paraded modernisation and restructuring of the economy within the framework of national renewal fund.

Most of these programmes have been a part of the Ministry's Agenda for all these decades. The nation owes an explanation today how come we have a large army of trained, but unemployable men and women on our hands. On the other hand, the critical jobs remain unfilled because of lack of appropriate talents. The question today is, are you training enough with relevant skills and within the awareness of the market demands for such hands? The Ministry of Labour has two wings- Training and Employment. But does one know what is going on in the other departments? At this stage, thoughts go to an equally long-standing institutional framework of employment exchanges. The whole scheme is apparently

well conceived. It is desired to collect relevant job market information, feed it into the training programmes and finally undertake the match-making role between vacant jobs and the job seekers. I do not want to be harsh and unfair to the persons involved in this network, but can the Labour Minister gather courage and say that this network of institution has lived up to its expectations, is not characterised by glaring inefficiencies and not open to the high incidence of corruption? My submission in this context should be that they have become irrelevant, obsolete and totally unproductive. When you are cutting department's size, consider this agency also in your scheme of things, particularly when we are moving towards more self-employment rather than wage employment.

Ministry of Labour has been too pre-occupied with the needs of the organised labour and working almost as an extension of the employers or the trade unions active in this sector. But the misfortune is that the dominant share of labour comes from three different categories: (a) Bonded Labour, which is a polite way of describing slave labour; (b) Child Labour, which is the product of the economic destitution of families to whom they belong; and (c) Women Labour.

The more you try, or at any rate proclaim to try, that you are grappling with the problems of bonded labour, the rigours of bondage and the numbers involved are multiplied; Only a blind and insensitive government can gather courage to express a dissenting voice to my observation.

To women you have always promised equal remuneration. As a part of the prick of conscience, some days back you set up a Commission under the Chairmanship of Ila Bhat. But is it not true that the recommendations of the Commission are gathering dust? You also had a report on the status of the unorganised labour. Why is it that the Government has failed to present the report to the Parliament? I am not surprised because some of these things require a Labour Minister. The one this Government had some time back, for some reason, left, and today an otherwise efficient

Minister for Coal is being forced to spread himself thin. In the process, the problems of labour remain unresolved and unattended to, and inadvertently, even his primary Ministry, that is, Coal, is not getting the benefit of his full concentration. I might add here that I am specially mentioning this because I am representing the coal belt in this House and I know first hand the problems of the coal mining industry.

My ears are tuned to the ground and I hear the cries and whispers of the suffering coal miners first hand. Which ear of Shri Sangma listens to the cries of the labourers and which about the problems of the coal miners, or has he trained himself to be immune to all these cries? I must say that I represent not only the voice of coal miners but also those of the bonded labour, child labour and women labour. And this voice is going to get louder and he must do something to attend to the problems of those categories.

I have had the privilege to sit on the Committee on Public Undertakings and I have heard, first hand, the intricate and challenging problems which our public enterprises are facing. My concern, at the moment, is to bring to the notice of the government, through you, that the agenda for turning the sick industries around should not remain one point agenda of off-loading workers employed in such units. Public or private, sickness of industrial units is the result of wrong policies and incompetent management, and in the name of bringing competitive efficiencies, you cannot impose the entire cost on workers. The lollipop of national renewal fund—as a mother of two children I know—can postpone the cry, but the need for income through job will remain in order for the family members for access to the basket of goods and commodities. The tragedy is even this lollipop is an enigma. Nobody knows enough about it and those likely to be affected have been kept at a distance.

At this stage I might add that people work, among other things, because they need disposable income through earnings. A civilised society, and as you have promised

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a socialist society, must learn to reward workers at the lowest level with some social criteria—the Minimum Wages Act was conceived in the early years of post-independence India with economic as well as social purpose. But the tragedy is that the provisions of the Act are more known for their violation rather than their enforcement. Under conditions of labour, surplus market forces work adversely. Employers, at any rate most of them, are more anxious to cut cost and deny labour their due. The only source of hope, the trade unions, are more busy protecting the overprotected while the field staff of the Ministry of Labour is hand in glove with the employers. I suggest that let there be a concerted programme evolved and implemented by a composite team of (i) fair employer; (ii) trade unions with interest in weaker sections; and (iii) the honest field officers of the Ministry to grapple with the problem of non-enforcement of the Minimum Wages act.

In the case of organised labour, I would like to draw the attention of the government to three simple, but important, problems. They are:

(i) Ensure them a fair share in the gains of productivity.

(ii) If you cannot stabilise prices—which I know you cannot, given your policy perspective and track records—protect their real income; and

(iii) Give them a sense of security against victimisation: employers whether public, private, large medium or small.

I know I have taken a lot of your time. But I will ramble.

The Ministry of Labour has an administrative framework, particularly the Government of India through its administrative framework, works in five tiers with Chief Labour Commissioner at the apex and the Assistant Labour Commissioner at the base, spread over the entire country.

I have a special reason to draw the attention of the Government to this set up, because they represent my constituency, where they have direct jurisdiction. They deal with Central Undertakings like the Coal India, SAIL and Fertiliser Corporation of India and such other Central Undertakings. There is not enough time to comment on the quality of the performance, but why is the industrial unrest so much? Are not the coal workers even now being exploited and has not the Coal Mine Welfare Fund failed to extend the desirable levels of welfare facility? Coal mining is a hazardous activity. The level of safety and welfare facilities must be of a distinctly high order. How sensitive the Government is, can be known by the fact that C.M.P.F. office in Dhanbad is minus its regular, permanent head for the last two years or so.

In the end, let me by way of concluding remarks add:

(1) The Ministry of Labour must work with a richer agenda and with a consciousness for result rather than tokenism.

(2) They must reverse their policy in favour of the most unfortunate and deprived sections of the working community — the bonded labour, the contract labour, the child labour and of course, the women labour.

(3) They must review, reassure and reformulate their entire range of training programmes, provide the state of art market, marketable skills.

(4) They must protect through retaining and rehabilitation to the victims of technological modernisation.

(5) The worker in order to remain enthusiastic about their contribution must also get an opportunity to share the decision making process. When and how much would the worker participate in the management?

Having said that, I must also add in the absence of full time leadership, the Ministry has precious little to defend its performance.

The one source put to its disposal in the last Budget has not delivered what it promised. It should have come to the Parliament with fresh demands with a better track record. In view of that, I would like to record my voice of protest and opposition to the demand for fund for his Ministry.

Mr. Chairman, this is not the last time I am going to speak on these issues because I am myself a working woman. Also I am a mother of two children who are going to seek gainful employment like many other young men and women. Further, I represent a region and constituency where bondage is pervasive, exploitation of child labour is routine, while there is inhuman treatment of women labour in terms of unfair wages, and I am ashamed to say, even sexual abuses are widespread. Employers, government and voluntary agencies, owe a moral responsibility to give their problems a priority in their agenda, and whatever fund the Parliament in its wisdom decides to allocate must go in their support to avoid unrest and other social costs. Thank you.

[Translation]

SHRI KRISHAN DUTT SULTANPURI (Shimla): Mr. Chairman, Sir, I rise to support the Demand of the Ministry of Labour. First of all I would like to recite a couplet-

* Reshham ke Galichon Par
Dhanwan Ke Bete Sotey Hain,

Jinki Badaulat Sab Kuchh Hai Woh
Raat Ko Baithe Rotey

Dhanwan Khazana Bharta Hai
Kanoon Hifazat Karta Hai,

Garib Beelchare Ro-Rokar Taqdeer
Ki Siyahi Dhotey Hain "

In 1919, when Mahatma Gandhi felt how we can get independence, first of all he paid his attention towards the poor people and the laborers, and organised labour organisations. He made attempts to bring forth these people for the independence of this nation and the participation of labourers

and agriculturists in the struggle for independence has played its role and the results was that India got independence. We got independence in 1947. The Government has played its role and the result was that India got independence in 1947. The Government has done all the efforts to get rid of unemployment, starvation and poverty. Had the congress party not been there such a work of tremendous progress would not been there possible. Congress brought a new light to India. The labourers gave their total cooperation to Congress in getting India free. Now-a-days, we observe that poor people are subjected to injustice, whether they are in villages, in factories, in Public Undertakings. There is injustice everywhere. The tendency of committing injustice is on the increase. Scheduled Castes and Scheduled Tribes are being subjected to more injustice. I would like to point out that the reservation quota for the people belonging to the Scheduled Castes and Scheduled Tribes is not filled up properly. Even the lower class people always exploit them and extract work from them. They construct houses and structures for factories and later on they are scolded in such a way as has deteriorated their condition and the result is that they are becoming poorer. I urge upon the Government that if it wants to really help the poor people and Labourers, it should devote its special attention to these people. The Government officials engaged in the welfare of these people should observe this point that the labourers in India are being tortured. I should say that the country will progress only when the labourers will progress. The people sitting in big castles framing schemes can't do any good to the labourers. The welfare of the Labourers would be possible only when they get their due wages.

Even today there are two types of labourers, those who are working on daily wages and those who are permanent. The labourers working on daily wages are subjected to Maximum exploitation, irrespective of the organisations, they are working. Under the prevailing atmosphere in India, we are observing that labourers are facing injustice, they don't get justice at all. Even the Labour Officers do not listen to their

[Sh. Krishan Dutt Sultanpuri]

polite properly. Therefore, we shall have to frame new rules and laws which should be on the same guidelines as prescribed by Mahatma Gandhi, Pandit Jawaharlal Nehru, Shrimati Indira Gandhi and Shri Rajiv Gandhi. Unless the laws are made in the country according to the policies adopted by our great old leaders the welfare of Labourers is impossible. The Minister in charge of this Department, Shri Sangma is having tremendous responsibility. He knows all the ways of the progress and welfare of the labourers. Therefore, I believe, that Shri Sangma will pay some attention to this problem. It should be ensured that there should be no injustice towards the labour working in our factories, or in banks or other institutions.; All such establishments should be closed down where there is injustice towards labour and a system of monitoring should be evolved to ensure that the labour throughout the country may get reasonable wages and due regard. They should get proper work. If such laws are framed, their welfare is certain. The laws already made are not implemented properly. Therefore, the implementation of these laws should be made more effective.

Sir, the Government formed in Himachal Pradesh, which is still in office, had promised that it would provide wages to the labourers of Himachal Pradesh equal to wages being paid to the labourers of Punjab. I am not saying this, it is written in their manifesto. Which they had published in the country as well as in the State. They had stated that when they come into power, they would provide the wages to the labourers of Himachal Pradesh equal to that of Punjab; In Punjab a labourer gets Rs. 35 per day as wages and we would also pay Rs. 35 as wages per day, and the rate of salt would be brought down to 0.25 paise per kilo and rice would be made available at the rate of Rs. 2.50 p. kg.; but the Government did not fulfill these promises, instead it is becoming otherwise., There is retrenchment of labourers, Today, the position is such that no labourer from Scheduled Castes/Scheduled Tribes community is being employed. Even

the scheduled Tribes Commission is not able to function effectively. I would say that B.J.P. Government has ruined the State. Poor people are being exploited./ We can do tolerate it, but people won't do so. Therefore, I would like to tell my friends who are supporters of that Government, that they should ensure that there should be more injustice to the poor people.

Sir, there are industrialists in our country who avail all the facilities in the names of setting up industries in some particular State, but they do not set up the industry at all there. What they do is that they get all the facilities and move to some other State. They get help from the Government, the banks and from every other source and go to the other State to seek similar type of help without setting up any industry anywhere. Thus they have formed a caucus and are looting the Government money. Whether it is central Government or the State Government. They know how to extract money from the Government. Such types of people make plan for the construction of structure of building and they tell the Government that the cost of the building would be crores of rupees and they will employ so much labourers. They manage to get all the facilities and amount from the Government but gradually the factory is closed. What I mean to say that such industries have consumed billions of rupees of the nation, and still they move scot-free, Their property is not auctioned. But if a poor labourer takes just Rs. 5 thousand and is not able to pay it back, a decree is issued against him.

Last time with the formation of National Front Government, loans amounting upto Rs. 10 thousand were waived off. They said that they would waive off the Government loans upto Rs. 10 thousand.. May I know, whether these people ever thought of laborer; whether they have waived off their loans? Perhaps not; our communist and B.J.P. friends say that the loans were not waived off because it involved the poor people. Had it be concerning the rich people, the situation would have been different. May I know the number of the people whose loans were waived off? A labourer, whether he is working

in a factory, in the field or living in a village, his loans was not waived off. That is why I emphasize that such type of injustice should not be there. May it be of any party's Governmental. Today it is our Government. (Interruptions) I mean to say that they are feeling angry when we speak I am telling you this thing so that you would keep it in view, You should also take an account of the functioning and performance of the employees working in the Railway, Telegraph, Post Office, Public Sector Undertakings etc. Here you are making hue and cry to reinstate the railway employees, Mr. George is not present today. The people who have dug out railway line, who have done so many wrongs are not labourers in real sense. Such people should in no way be helped. When they came into power, they taught the lesson of agitations etc. They instigated the labourers; Whether there is production in the industry or not, the labourers should launch agitations. In their eyes, it is immaterial whether the labourers work in the fields or not, whether there is agricultural produce or not but agitations should inevitably be held. That was their motive. They wanted agitations everywhere. On the one hand they collected money in the form of contributions and the subscriptions from the labourers and on the other hand they arrested and lathi-charged them so that their leadership should be continued and there would be a nation wide publicity that they have a great sympathy with the poor people. Now the poor people, labourers and employees understand as to who are the persons responsible for their exploitation. Those who deliver long and verbose speeches and say that the country is mortgaged and the country has gone into others' hands do not know the real situation of the country. They also say that taking loans from I.M.F. will be disastrous for India. Our Plans are being praised throughout the country and outside also, but who is praising V.P. Singh who ruined the country? Indian youths died during his regime, and agitations were held all over the country. Labourers launched agitations and people set themselves a flame after sprinkling petrol on themselves. But did you people shed a tear for them?

[Translation]

Shri Yadav and Shri Paswan said that revolution was being brought in the country. I would like to know in what sense revolution was being brought? In the name of bringing about revolution, the educated youths who could serve the country were killed. Many a times the labourers were fired upon. Nobody can forget as to what extent the National Front exploited the labourers. My submission is that the voice of a labourer reaches the God whereas the voice of rich people has not that much power. Their only motive is to earn more and more money even if the poor are exploited for it.

I would like to submit that if he wants the welfare of the poor we have to follow a definite policy. The production of our factories can increase but some people are bent upon to ruin the poor labourer. Poor people should not be forced to launch agitation. Increase in production will fetch more money and consequently the poor labourers would get good wages. For our own vested interest, if we force the labourers to launch agitation etc. We would weaken the country. Altercations between the members of the two sides do take place in the House, but we are not afraid. But if the country is to run properly we will have to be cautious that the labourers are led in the right direction. This would lead to increase in production and good marketing, enrich the quality and consequently take the country ahead. In Nahan area of Himachal Pradesh, one factory is running in loss and all the Public Undertakings are also in the same condition. The Central Government have provided financial aid to all the sick units in the country excluding those in Himachal Pradesh. Our industrial units are running in loss, the Government should take care of them also. Rather the Government should nationalise those units so that the Government can run those units and their production can be increased and the labourer may get good wages. Our environment is in danger, the Government should ensure that the labourer do not fall victims to this pollution and their children get adequate educational facilities. Justice should be done to the labourers. (Interruptions). I can say for you-

"Badlo-badlo Himachal ki Sarkar badlo
aur BJP ki Sarkar badlo.

Badle zamane ki chaal badle,

mausam badle bahaar badale

aur zamane ki har chiz badalti hai,

kyon na Himachal, Rajasthan, UP aur
Madhya

Pradesh ki Sarkar badle."

SHRI TEJNARYAN SINGH (Buxar): Mr. Deputy Speaker, Sir, today, the condition of the labourers in the country is very critical. If the production increases the labourer do get their due share in the increased production. Some of the labourers work in public sector and some in the private sector. At the same time there are some who fail to get work throughout the year. The are called fied workers. The workers in factories who work for the whole year become permanent. But in private sector the laborer who are not permanent, do not get work throughout the year. Their financial condition is so critical that they find it difficult even to make their both ends meet. The Government enacted Minimum Wages Act, but that is not implemented throughout the country. The Government have enacted laws but made no provision to implement them effectively. The result is that those who are the main source of the earnings of the country, starve; whereas those who do nothing, get more than sufficient, and enjoy all the luxuries of life. The hard working labourers continue to be tortured. Therefore, the need of the hour is to act an effective law for the protection of the laborer at national level. if the effective law is not enacted as it is in the present situation, the interests of the labourers would not be safeguarded. The labourer from Bihar, Uttar Pradesh, Orissa, Madhya Pradesh and other States work in the factories in Delhi. The factory owners employ them for a short duration and then force them to retire; so that they may not become permanent. If the labourer approaches the Labour Tribunal for justice, the factory owner files false cases against him with a sinister alliance with police

and the labourer is put behind the bar. Not only in Delhi, but the places wherever private companies exist, labourer meet the same fate. Therefore a separate law for the private factories should be enacted so that the interest of the labourer may be protected. The present law is of no use in this regard. A large number of labourer in our area work in other regions, factory owners always warn them that if they file any case in Labour court against them, they will have to remain behind the bars; hence the labourers do not get justice.

Mr. Chairman, Sir, I would like to submit that it is very unfortunate that even after 44 years of independence, poor people are deprived of justice; this is distressing for us as well as for the Government. It is very essential to give justice to the poor in the country. Therefore an effective law should be enacted which may help to safeguard the interests of the labourers. The condition of the agricultural labourers in particular, is very deplorable. They get work only for two months, If with the mercy of God, there is proper rainfall they get work otherwise they are deprived even of that. They do not get even Rs. 30-40 what they should have got under the Minimum Wages Act. When they are on the verge of starvation they are forced to work at the lowest wages, they cannot afford to demand reasonable wages. Because if they do so, they are put behind the bars. The Government should investigate the matter, but it does not do so.

The age old system of giving three seers, of paddy as wages still persists in the region to which I belong; Women workers who sow paddy in the fields of landlords get one seer of rice in place of wages in the form of money. If the prevailing systems is not reformed, the labourer would not be able to meet their both ends meet however they work hard. Those who plough land to grow food grains, do hard work in factories and contributes maximum in the development of the country, die of starvation. Whereas those whose contribution in building the nation is nil, enjoy the luxuries of life. Hence it is necessary to enact a law to protect the labourers and to take concrete measures to implement the

[Sh. Tej Naryan Singh]

Minimum Wages Act effectively in the country.

There are people who want to give reasonable wages to labourers, but fail to do so due to the atrocities committed on them by the government. The farmers of Punjab and Haryana, Orissa, Madhya Pradesh and even Bihar want to give reasonable wages to the labourer and they do not like any discrimination. But they are helpless. The Government enact laws, but do not provide irrigation facilities. When the sowing season is over and there is need for irrigation in the fields; but due to non-availability of irrigation facilities, crops are damaged. Consequently, the farmers, though willing, find it difficult to give reasonable wages to the labourer. Hence adequate arrangements should be made to provide them irrigation facilities and power supply, so that they can increase the production and give wages to the labourers as per the existing laws. In the absence of such arrangements, the right thinking persons who are willing to pay adequate wages to the labourers, will not be able to pay reasonable wages. Therefore, it is necessary to enact an effective law. The Government should start Crop Insurance Scheme so that the farmers get compensation if their crops are hit by drought.

The interests of the workers cannot be protected if this is not done. Similarly, many atrocities are perpetuated on the workers, but the Government maintains a discreet silence on it. If rich people are involved in thefts and dacoities, the Police dare not touch them and the Administration also keeps mum, but when the workers resort to agitation for a hike in their wages, or against injustice, or against factory owners or big farmers in the villages, they are arrested and sent to jail under sections 395, 396 or 302. Therefore, a law should be formulated to the effect that a proper enquiry is conducted before the imprisonment of lawless laborers. They should not be put behind bars, under any circumstances. The condition of the labourers cannot be improved, unless some law is formulated in this regard. Moreover,

the development of the country will suffer, if the lot of the workers is not improved. What development can one expect in a country, where workers die of starvation? Therefore, the need of the hour is the enactment of a law to protect the interest of the working class.

Mr. Chairman, Sir, there should be workers participation in management. In its absence, the workers will suffer immensely. I urge the Government to implement workers' participation in Management in all Public Sector Undertakings. Only that can ensure them remunerative wages and also the development of the country. The workers are not solely responsible for the losses incurred by Public Sector units. Both sides are to be blamed for it. To save the Public Sector from running in losses, justice should be done to workers, along with remunerative wages. The remedy for ills of PSUs doesn't lie in handing them over to the Private sector. The Government should at no cost resort to this measure, in the largest interests of the workers.

Mr. Chairman, Sir, the workers are harassed in various ways throughout the country. Even their children are not spared. Under the provisions of the constitution, no child below the age of 14 can be employed, but in fact, we find lakhs of children working as helpers in tea and paan shops and cleaning utensils in hotels. It is illegal under the law, yet we see boys under 14 pulling rickshaws to earn a livelihood. Therefore, the Government should provide for the livelihood of these children, lest their lives get ruined. These children work for long hours in hotels, cleaning utensils from, taken in the morning till mid night. They don't get adequate sleep and even a proper bath. As a result of this, their lifespan gets considerably reduced and they become victims of fatal diseases. Therefore, some arrangement should be made to protect the interest of the children of the workers. In the name of promoting the country's interests, please don't do any such thing that will make the worker's life more miserable. The Government is requested to make some arrangements for the children of those living under the poverty line and those who find it

difficult to get due square meals a day. If this is not done, their children won't have any love for the country or any respect for the Government. Many people attribute their fate to God. It is my belief that God doesn't discriminate between his children, for him, all are equal. It's a different matter that those who again political mileage by in invoking the name of Lord Ram attribute the fate of the poor to the Divine plan. God doesn't do injustice to anyone. He wants everyone to be well-fed and well-clothed, but the dependers of the faith, who survive by chanting the name of the Lord, say that it is in the fate of the poor to suffer. Through you, I urge the Government to make provisions for food, medicine and clothing to the children of the labourers and also to implement a uniform education system. I should not be that the wards of the rich will study in convent schools, while those of the poor won't even have benches to sit in the schools. I would like to mention here that 90% of our primary schools don't have a roof over their head. In States like U.P., Bihar, Madhya Pradesh etc, the wards of the poor study under the shade of trees, that too if the teacher turns up. They don't have benches to sit. If we want this country to progress, then we should provide for buildings for primary schools in villages. These schools should also provide with benches along with books and slates for the children. If these things are not done, then it would be meaningless to call ourselves independent. One of the Congress MPs was heard saying that his Party is responsible for the progress of this country. I would say that if any development has taken place in the country, it has benefited only a handful of people. The common people haven't benefited at all. Let not the congressmen be under the false impression that their Party got India her independence, others too made immense sacrifices for the same use. Yes, the Congress did have its found of flesh in the form of power, according to Government figures, more than half of our population lives below the poverty line. The opposition has been in power, barely for a couple of years, yet the Congress unscrupulously blames them for the present malaise. The Congress has been ruling the country for the past 42 years. Who stopped them from working to the

welfare of the masses? Therefore, in order to strengthen and develop the country, the Government should enact many laws for the welfare of the working days. With these words, I conclude. (*Interruptions*).

AN HON. MEMBER: I am on a point of order

[*English*]

MR. CHAIRMAN: The point of order does not survive because the hon. Member has completed his speech now.

SHRI SYED SHAHABUDDIN (Kishanaganj): Mr. Chairman, Sir, the Union Minister of Labour is a good friend of mine and he has my sympathies today. He has my sympathies because he is receiving flak for and on half of the entire Government, of all its Departments, all its Ministries and all its activities.

Sir, the agenda of the Ministry of Labour, as far as I can see is very limited. It does not even extend to the generation of employment opportunity. It is perhaps limited, broadly speaking, to the welfare of the employed and to the organisation of the unemployed and the under-employed and by bringing them more or less under the purview of labour laws.

Sir, the hon. Minister has no control on the character of the labour market which is indeed today, in our economic conditions, a buyers market and not a sellers market. The hon. Minister can hardly speak here on the economic policy or the industrial policy or the agriculture policy of the Government. He cannot enlighten us on the choice of technology; he cannot change the pattern of ownership of the industry and other means of production; he cannot determine the pace of economic development of the country. He cannot possibly decide the channellisation of the development resources into priority areas. He certainly cannot determine the of growth of population. And he cannot provide even if he wishes- the educational and the training facilities for all our people. Primarily the labour situation is, I said, a buyers' market.

[Sh. Syed Shaha Buddin]

It is an expanding market. Young children, who are sought to be taken away from the labour market, in a halfhearted manner, simply swell the market with every passing day. The people who should retire and enjoy the fruits of their labour at the end of 45 or 55 years of hard work, because of the conditions that prevail in our country, have to go on working until the last breath. Therefore, the labour market goes on expanding. And what can we tell the hon. Labor Minister to do? That is the problem like this. Speaking on these demands of the labour Ministry, we are facing a Lacuna a comprehensive policy for the nation. There has to be an integrated approach which is lacking. Therefore, I would not go to the extent of blaming the hon. Minister for all the ills of the country.

But, however, whatever he has put before us here in this report also calls for some criticism. At least he is responsible for what he has put here. There we find that the basic questions that are today before the country, have not been very satisfactorily answered. There is the question of the rural labor. There was a national report. It was presented to the Government in July, 1991. Now nearly a year has elapsed. Therefore, we have a right to ask him: what have you done with that report? Why don't you place it before the Parliament and the people of India?

We have been speaking since 1975 about the liberation and rehabilitation of bonded labour. He does not give us even the figure of the number of labour rehabilitated or liberated during the last year. That is how he will be judged. He gives us a cumulative figure but not the annual figure. That shows, he has something to conceal.

He speaks about the child labour. What has he to offer us? Token schemes which do not even touch the fringe of the problem. He has provided schooling facilities seven thousand children against the millions of children who are engaged in drudgery and in labour. How many years or how many centuries will we need to liberate these

children from the bondage of this hard labour and send them, where they really belong to the school where they can work for a bright future?

There is the question of minimum wages. He informs us in this report that it has been agreed that it is a national consensus that the minimum shall be revised every two years, that every rise of 50 points in the cost of living index shall be taken into account, that the poverty line obtaining in every State shall also be taken into consideration. And yet, there are many States, about whom he has reported, which have not revised the minimum wages for a decade. I am very sorry to say, with due apologies to my friends from the CPM that West Bengal a progressive State towards which I, at least, look for inspiration, has not revised the minimum wages since 1982. I would like to know from the hon. Minister what has he done about it. Why can't he prescribe a national wage? Why can't be laid down that every State may fix its own wage, but they must keep the national wage in view. This has been the recommendation of a recent seminar held here.

I would also like to remind him, as many friends have done, about the progress in this great national enterprise—securing workers' participation in management. We have a Bill pending in the Rajya Sabha since 30th May, 1990. I would like to know from him as to what he has done about it. I will not accuse him about the Exit Policy of the Government. But I would like to remind him that the restructuring of the Indian economy which is a head of as is going to add to his woes, to his problems and is going to cause serious social dislocation. It might bring to streets millions of unemployed labour and perhaps, their despair will be still more difficult-to-handle. Therefore, he has to play his role and he has to caution his colleagues in the Government not to rush where angels fear treads. Therefore, he should not go at head long speed in a manner that will completely destroy even the basic economic stability that we would like to have in our country.

Sir, he is responsible for emigrants. Do

(Gen.), 1992-93

I have to remind him about time rampant corruption in every single office which is supposed to project the emigrants? Every emigrant has to offer a bribe in order to get the seal on his passport. I would like to know what he is doing about it. Then, what is he doing about the welfare of those who emigrate abroad? I know that he would say that we have some labour attaches. I would like to know, for the welfare of the labourers, how many labourers come under the responsibility or duty of the labour attaches. Has he tailored the size the number of labour attaches posted in a given mission, according to the number of Indian labour emigrants in that country and working in that country? That is the basic problem. I know that he will have to fight with the Ministry of External Affairs on that account. May be they would not let his people in under their Budget. But this is a must if the interest of the Indian labour abroad has to be protected. One labour attaché and one council will not do. You have to see to it that there are requisite number of labour attaches and consules in order to deal with the size of the problem that you face. Otherwise everyday we shall have to hear about maids who are being sexually assaulted and about children who are being killed in camel recess.

Mr. Chairman, I would also like to remind about the ESI dues. It has increased under his regime and not gone down. He has himself admitted it. I would have given him a mark if at least it had gone down by a peg or two. In fact, it has increased by nearly Rs. 5 crores during the course of one year. Therefore, he owes an explanation to this House.

Now, about the recognition of trade unions, there is a national consensus on this question. Everyone here has stated that the trade unions recognition must be done by a secret ballot. Why cannot it be introduced? I would like to ask him as to why there cannot be a national norm fixed for the recognition of a national union. There has to be at least four lakhs membership spread over four States and four industries. Why can't those decisions which have a national support behind them be implemented under his regime?

Mr. Chairman, I would also like to mention about the unemployment situation. It has been deliberated here. As I mentioned, the problem is that the labour market is not rising the supply is swelling and the demand is not existing. Therefore, I am not saying that it is his fault. Growth in employment is of the order of one per cent while the growth of population is of the order of more than 2.5 per cent. Therefore, I can see nothing but a catastrophe in front of us whatever be the merit, the commitment and the wisdom of the labour Minister. Therefore, I would like to know from him as to what can be done in this regard. He should take the help from other Ministries. Something needs to be done. He himself has estimated that additional labour force shall be 67 millions during the five year period. I want to know whether it is going to be absorbed and how is its welfare going to be looked after. There are some schemes. The biggest of those schemes is JRY, which is much trumpeted. My friend has already brought out that, in actual terms, the allocation even to JRY has come down. But let me put one figure before you, Sir. I have just done the calculation. I find that if one man is to be employed for a minimum of 200 days a year, not every day of the year, only then he can keep his body and soul, as also of his family, together.

17. 38 hrs.

[MR. DEPUTY SPEAKER *in the Chair*]

Then you are really looking after only 45 lakh unemployed population out of crores and crores of such people. Therefore Sir, when we look at NRY or SEEUY or SEEW, I find that these are just token schemes which touch nothing more than the fringe of the problem. What we need is a national employment and wage policy which must recognise the right to work. It must recognise the right to work because without work, there cannot be a right to life and without a right to livelihood; there cannot be a right to dignity. The right to work. Therefore, is the first step.

Government must commit itself to universal employment. Therefore they must see to it that the entire economy is rearranged

and restructured with this in view. They will have to make a decision about technology, whether it has to be labour intensive or capital intensive. They will have to take a decision about priority areas of investment. They will have to take a decision about areas to open up to foreign competition or to open up to foreign competition or to open competition. All those things will come in if this problem has to be solved. Therefore, starting with national employment and wage policy, we have to decide about private employment also. Even a private employer has to be fair in his employment practices. Sir, it is my personal view, but I would go one step further. I recognise local aspirations, despite the fact that Constitution does not permit any discrimination on the basis of domicile. I would therefore say that every job has to be evaluated and related to the level at which it has to be utilized you have to define a Catchment area. For example, for a simple unskilled or skilled job like a peon or a driver, it can be the local area. For the next level skill, it can be the district For the third level of skill it can be the State and finally when you come to professional level, it can be the entire country. Unless you do it, you are running headlong into a storm, into a question about locals and outsiders. You will have to see to it that for every job, you get the right when constables are being appointed in Ranchi, it is not the people of Dharbanga who are being appointed, when coal-miners are appointed in Dhanbad, it is not the people from certain parts of Bihar and Uttar Pradesh who are given preference over the local people, the local Santhals and local tribales who are being thrown out of their jobs. Therefore, certain degree of localisation is absolutely essential in order to create a healthy a structure for employment.

Now I come to welfare funds. Organised labour looks after itself. It is organised and it has many friends at every level, at the national level, in Parliament and outside. Here I am worried about the unorganised labour, I would like the hon. Minister to show commitment and concern about the unorganised labour about the self-employed

labour who have reached the peak of the natural age of work. What sort of relief does he offer to the unorganised labour? What sort of future does he offer to those who have completed their, natural period of work and should now retire gracefully. Therefore, I would say that one serious element in the national wage policy or national employment policy must be the general welfare fund for the unorganised labour and for those who are self-employed.

Finally Sir, the minimum wages have to be revised and indexed every year to keep pace with inflation. And as one friend has suggested, bonus must be linked to productivity.

If we accept the view that some factories have to be closed down for economic reasons and in the larger national interest, as it is made out, I would say that before, you close down, you must give a chance to the workers. Let the workers organise themselves into cooperatives. Let the workers become owners, each one of them holding an equity on that concern. I am absolutely sure that if you adopt this simple criterion of turning the workers into owners, you would see that sickness would disappear from the face of Indian industry and Indian enterprise. Mr. Chairman, the welfare of labour and the creation of job opportunities for all our people is a national concern and calls for mass mobilisation and community effort. It calls for an all out effort, a comprehensive approach from all agencies of the Government to curb the swelling of the labour market and then to regulate the flow of the available labour, trained labour and skilled labour, into productive channels. I would hope and pray that the hon. Minister shall use all his persuasive powers and the care and concern that he has for the masses- I am aware of that- to persuade his colleagues in order to provide more funds, more responsibility to his Ministry and extend more cooperation to his ministry so that he can present us a better report next year. But this year, I am sorry with the report that we have, we have no option but to oppose the Demands for Grants of the Ministry of Labour.