

17.46 hrs.

BUSINESS ADVISORY COMMITTEE

Fifteenth Report

[Translation]

Dr. LAXMINARAYAN PANDAYA
(Mansaur): Mr. Deputy Speaker, Sir, I beg to
present the Fifteenth Report of the Business
Advisory Committee.

17. 46 1/2 hrs.

DEMANDS FOR GRANTS (General)
1972-93-Contd.

Ministry of Labour-Contd.

[English]

SHRI VIJAY NAVAL PATIL (Erandol):
Sir, I rise to support the Demands for Grants
of the Ministry of Labour.

As a normal practice we see that if a person is able to manage his own affairs he can look after the welfare in a better way. Same is true in the case of labour. If the workers' participation is there in the management of the factories then their representatives can have the better opportunities to see that the labourers get a fair deal. Since the last 10 years we have been trying to implement this. This has been implemented in the public sector but in the case of private sector this has not been followed. A comprehensive legislation is required for this purpose. Even in the cooperative sector we see that through secret elections the representatives of workers come on the managing body and manage the affairs well and the welfare of the workers is looked after.

Many of the unions work under the influence of the political parties. We feel that all the unions should be delinked from the political parties. The unions affiliated to

Congress Party may be called as INTUC; not to talk of BJP, CPM AND CPI, who think that they are the only champion of labour cause but in actual practice they use the labour as a raw material for their political ends. If all the unions are affiliated to various political parties instead of really looking after the welfare of the labour they will serve the cause of the political parties. My friend, Shri Shahabuddin just now said that there is a consensus in the House regarding recognition of unions which should be done through the secret ballot only so that it can have proper representation of the workers. This will look after the welfare of the workers properly. Otherwise, if there are more number of unions not based on the real support and if you recognises them and increase the number, then the government will also suffer. In various departments we see that even on the pretext of meetings the small peons remain absent from their duty.

MR. DEPUTY-SPEAKER: Mr. Patil, you may come nearer so that our Reporters can hear you properly.

SHRI VIJAY NAVAL PATIL: Mr. Deputy-Speaker, Sir, regarding the protection of an organised labours, many things are being said and the Government is making sincere efforts. But here, I would like to remind the House and also thank the efforts taken by your late leader Shri Rajiv Gandhi who, at least, for landless labourers, had started the scheme of insurance cover viz, if a labourer dies before the age of fifty, his family will be given Rs. 1,000 as an insurance money. It is just like a small token relief. But, that is meant for the family of landless labourer who dies before the age of fifty.

Mr. Deputy-Speaker, the Ministry of Labour is mainly meant for looking after the proper working conditions and welfare of the workers. This Ministry does not directly deal with suggesting or implementing schemes which will increase employment potential. But I would like to suggest here to the Government of India that they should take steps to start industries which are employment intensive and which are having a lot of potential for employment. For example, if an industry is started with an investment of Rs.

[Sh. Vijay Naval Patil]

2 crore and if it is a heavy industry which manufacture steel parts, the employment potential may be about 30 to 33 workers or employees. If it is a chemical industry with Rs. 2 crore investment, the employment potential may be about 300 workers or employees. But, with the same investment, the electronic industry, the employment potential is more than 1, 000 workers or employees. So, such industries should be encouraged. They should be started to solve the problem of increasing unemployment.

Mr. Deputy-Speaker, Sir, we would also come out with overseas employment. The State of Maharashtra had started, many years ago, Overseas Employment Promotion Council. The Government of India should encourage and suggest to other State Governments also to start such Overseas Employment Promotion Councils and the fact that the number of applicants for Passports has increased from about 24 lakhs last year to more than 30 lakhs this year shows that many people are in the process of finding employment in other countries.

The Ministry of labour should also adopt some measures to help them in this adventure and of we can send some people who are very much required because of their intelligence, because of their know how and hardworking capacity, honesty to various countries of the world, there also, we can help the people in getting employment and the burden within the country can be reduced.

Mr. Deputy-Speaker, Sir, it will not be out of place here to mention that the Government of India should reconsider the policy of five-days-a-week. Because, the Government loses a lot of revenue by way of salaries. And the Office work is also not done within five days a week. There are so many National holidays and there are so many Union holidays.

And we see that out of 365 days in a year, the actual days the Government employees and many employees working in the public sector units, work is about 175

days or 180 days only.. A man on Friday may not be working; he is usually on a holiday mood; and when he comes for duty on Monday, there is no mood to work. That is what we see; and and this is not proper for a country which is very poor, which got so many people who are unemployed. While those who are employed, they enjoy two holidays in a week. We say that we compensate this by increasing the working hours every day, but, practically it is not seen and it is not being implemented; and what we see that six days in a week will be a proper proposition. Hence I request the government to reconsider this also.

There are some people who, in their enthusiasm, try to do something good for the welfare of the workers, but they are sometimes punished. Without naming anybody, I will like to give an example of Ex-Chairman -cum-managing Director of Western Coal fields, who, having planned a 50 bed hospital in Kampli in Nagpur area, the work started for 25 beds hospital; but he extended the contract to 25 more beds with the same rates. But even then some aspersion was passed on him by the CMD, who took his place after the retirement of that gentlemen; and he tried to twist things and sent a report to the Government saying something improper had been done by increasing the strength of the hospital from 25 beds to 50 beds, some irregularity and corruption was there; like that, some accusing finger was pointed out.

On the contrary, we, from the local area, find that he has done a good job. Such people as do something good for the labour should not be punished unnecessarily; and they should not be under tension after retirement.

Before concluding, I would like to suggest one more important thing that in the process of recruitment, people from urban area are at more advantage than as the people from the rural area. So, there should be some difference in the marks or in the case of merit while applying a yardstick of merit to the students coming from rural area vis-a-vis students from urban area.

We see the education standard as it is

today and the conditions which are prevailing in the rural area, the teachers, especially good teachers, do not go there; and they cannot impart proper training to the students in the rural area; that is why, there should be some difference in the case of marks; some grace marks should be given to the students form rural area in the case of employment; and that will help them getting equal opportunities with their urban brothers.

With these words, I support the Demands for Grants of the labour Ministry.

18. 00 hrs.

THE MINISTER OF PARLIAMENTARY AFFAIRS (SHRI GHULAM NABI AZAD):

Mr. Deputy-Speaker, sir, I think there are some more speakers and the hon. Minister will reply tomorrow morning immediately after the Question Hour. So, I suggest that we may extend the sitting of the House by at least one hour so that all the hon. Members who want to speak can speak.

MR. DEPUTY-SPEAKER: Is it the pleasure of the house that the sitting of the House be extended by one hour?

SHRI RAM NAIK BOMBAY (North): We have no objection, provided all the speakers who have given their names are given a chance to speak. Otherwise just extending by half an hour or one hour will be of no use.

MR. DEPUTY-SPEAKER: All those hon. Members whose names are here will be given a chance to speak. Shall we agree to this proposal?

SEVERAL HON. MEMBERS: Yes.

MR. DEPUTY-SPEAKER: Shri Haradhan Roy.

[Translation]

* SHRI HARADHAN ROY (Asansol); Mr. Deputy Speaker, sir, I rise to oppose the demands for grants pertaining to the Ministry

of Labour. I am opposing it because we opposed the general Budget also in the past. Today the whole country has been turned pauper because of the misrule of the congress. Now they are seeking the help of the World bank and IMF so as to save the situation. Today the public sector is totally being dismantled and denigrated because of the exit policy of the government. But the Government is blaming the public sector so as to denigrate it before the public. And they are creating the impression that public sectors cannot run smoothly and incur loss. 98 Public Sector Undertakings have been declared economically sick for ever. I would like to remind those who are lauding privatisation of their undertakings to make them viable that some of these industries were made into public sector because they were already sick. Why they were sick I do not want to go in to that. But now the government is claiming that these undertakings have been ailing for ever and they should be closed and they may be sold to the interested party. Now this move would help the monopolists and the multinationals. As a result the economic sovereignty of the country would suffer and the country cannot prosper thereby leading to the disaster of the country.

There is a sub-committee of the Consultative committee in the Ministry of Labour. Its function is to look after the sick industry. The members of the Committee and the Deputy Minister in the Ministry of labour visited West Bengal last time. I was present in the meeting last Saturday. There was a meeting in my constituency. I was present in that meeting also. It was crystal clear in the last meeting held in Calcutta that these undertakings have been ailing because of mismanagement and by an intriguing move so as to make them sick.

Yes, these industries have been made sick by an intriguing device. It has been admitted by Reserve bank also that only 2% of Public Sector Undertaking are sick because of labour unrest. The rest have become sick due to mismanagement, corruption and meanness. Misappropriation of fund and gross mismanagement are the domine

*Translation of speech originally delivered in Bengal

[Sh. Haradhan Roy]

reasons for the sickness of these industries. This opinion has been expressed by RBI also. I was present in both the meetings one of which was held earlier and the meeting held last Saturday and it was clear in these meetings why they have become sick.

TISCO has been ailing forever. Now is there a magic that it is earning profit this year?

BOGL at Durgapur has been incurring loss to the tune of crores of rupees. Now they say that the loss would be perhaps of Rs. 50 lakhs and would start having profit from next time. All the representatives of trade union and the Association officers were present at M.A.M.C factory. All of them are of the opinion that these undertakings can be viable and make profit. Why they are incurring loss? Because raw materials and spae pasts have not been provided and naturally there is less production and the labourers are getting wages just by sitting idle. It has been seen in Burri Standard Refractory Group and other units of Burn standard that they do not want productions. Their policy is to draw wages without any work resulting in losses of crores of rupees. They want to declare the units sick forever by following these tactics. Sir, how is it possible? workmen are also convinced that these factories can be saved viable. There is no need o wind up or close these units thereby retrenching so many workers. The officers, the representatives of trade union feel that these units can be saved, they need not be closed. Sir, I feel workers have been made motivately inactive and useless. They are not allowed to work. If we ask the Ministers openly whether they really feel that these units have been ailing for ever. Can't these be rehabilitated and made viable? These Ministers, the representative of the Government oppose us in the House. But outside the House they would tell the workers that these units can be revitalized and made viable. They do not have the power even to admit this. What report they would submit I do not know. There is some kind of hope among the labourers

In reply to the letter dated 28th Feb, 1992 of our Chief Minister comrade Jyoti Basu the Prime Minister has categorically stated; 'No public sector units will be closed down in a hurry, all possibility for renovation and rehabilitation will be studied keeping in mind resource constraint. Your suggestion will be given careful consideration.

Sir it is very funny that on the one hand there is a talk of careful consideration and on the other hand the units are referred to BIFR. As per rule of BIFR the units begining to run at a profit cannot work because they won't get any help from bank once they are referred to BIFR. So the monetary help from bank would cease, the supply of raw material would stop. They would stop supplying raw material because the unit is going to be closed. Those who used to pay advance for purchasing production have stopped doing so. Because of the fear of closure. There is no future of these units the Governemnt is declaring that they are going to be closed so it is useless to invest money in them. This kind of situation has been ceased so as to mislead people.

So my first submission is that these units should not be referred to BIFR. Any industry incurring loss for two years is automatically referred to BIRF. So the Government must take the decision not to sent any unit to BIFR. Secondly the workers must be assured that the units would not be closed. Our Coal and Mines Minister Mr. Sangma said that 36 mines are chronically sick for ever and they where to be closed but afterwards these mines continue to have profit and other units in the country are running at a profit there was an industrial proestsrike in all the public sector units on 29th November, 1991. The workers have declared that if the Government goes ahead which its new industrial policy, there will be prtest all over the country. If the Governemnt tries to implement the new industrial policy forcibly, there will be protests, strikes all over the country on 16th June. This has been declared by all the trade union and several organisations.

Sir, what I have felt in this August House

is that there are only two Ministers in the country, one is the Prime Minister and the other is the Finance Minister. Others are non-entities without any power, without any voice. Sir, I give you some example of their contradictory statements. I raised the question to Coal and Mine Minister with regard to wage revision. His reply was that a Committee would be formed in this regard. But in the Statement referred to in reply to parts (a) to (c) of Lok Sabha Starred Question No. 404 for answer on 25.3.1992

On National Coal Wage Agreement-V.

(a) & (b). "Joint Bipartite Committee for the Coal Industry consisting of the representative of Central Trade unions and the representatives of Management of different coal companies has been reconstituted. Several representations from trade union side have been received and these are being dealt with appropriately."

Again in reply to Hon'ble Member Shri Anil Basu's question 7529 the workmen of how Many industries under the Bureau of Public Enterprise have been refused wage revision for the last three years. Shri Thungon said—There are no public sector enterprises which have refused wage revisions to their employees for the last 3 years.

I have proved in reply to Question 7529 that there has been no wage revision in Burn Standard Refractory Group since last ten years.

Then again the Minister of Industry said the wage settlement in major PSEs have expired by 31.12.91. The Management of these PSEs have been advised not made any commitment or two sign any Memorandum of Understanding with their workers' unions till such time the Government formulates a new wage policy for the 5th round of wage negotiations.

Sir, what is the matter?

[English]

MR. DEPUTY SPEAKER: Many thanks.

Shri Haradhan Roy there are other Speakers also let them also have chance—

[Translation]

*SHRI HARADHAN RAY:- Sir, 2 lakhs 65 thousand small and middle industries are at the point of closure because they have sickness for ever who manage these units? They are owned by Private sectors. These units will be closed although more than 8 to 10 crores rupees of public money have been located up there. We have to think how to save these units. Yesterday honourable Member Shri Indrajit Gupta drew your attention to the happenings in Maruti Udyog. Regarding the corruption charges against the Chairman. What steps the Government to take in this regard. Then again representation to the Prime Minister has been sent by 50 to 60 members of the House against the Chairman of Bharat Bhari Udyog Nigam for the corruption charges. But the government refused to conduct even CBI inquiry. When I was coming from Calcutta the other day I saw the one big officer of Bokro Steel Plant drink in the Railway compartment.

Sir, I oppose the demand for grants relating to the Ministry of Labour with an appeal to the government to take some effective steps for renovation and rehabilitation of the sick units so that the workers do not suffer and are not retrenched. After opposing the demand for grants of Ministry of Labour I conclude thank you.

[English]

PROF. K.V. THOMAS (Ernakulam): Sir, at the outset, I support the Demands for Grants of the Ministry of Labour.

I wish to bring to the attention of this House certain serious problems faced by the unorganised working force in this country.

[Prof. K.V. Thomas]

Out of the total labour force in the country, more than ninety per cent are in the unorganised sector. When a lot of hue and cry is heard in the country for the labour force unfortunately, it is for the less than ten per cent organised sector. The unorganised labour force is mainly concentrated in the rural area. I would like to bring to the attention of the House certain sectors among this unorganised labour. One is the women labour. Women labour are the most unattended and the most unorganised labour sector in this country. Those women who work either as agricultural labour or as headload workers or as construction workers, do not get the same salaries and emoluments that are obtained by the men. Even maternity leave and other facilities which are available to women in the organised sector are not given to this unorganised women working force which works mainly in the rural areas.

Many of the slums in major cities in the country are the formations of the unorganised labour force which migrates from villages. So, my request to the hon. Minister is that the Labour Department along with the Urban Development Department, should take a special interest for the improvement of the slum areas.

Similarly, the women labour should be given all the protection and rights that are enjoyed by the women working in the organised sector, like factories, etc.

Coming to the Child Labour, whenever we go to Sivakasi or some of the mills in Himachal Pradesh, we can find children working day and night. Even though there are rules and regulations, we find that these rules and regulations cannot be implemented. In families where the parents find it difficult to make both ends meet, they send their children for work. I come from the fishermen community and we find that a large number of children in the fishermen community cannot go to the schools. So, I think instead of rules and relations, the Government should take a special interest. Social organisations like the Church, the Hindu organisations, the

Muslim, organisations, should be brought together so that something is done for the welfare of the child labour.

Another sector is the construction workers. In all cities in this country, we have seen thousands and thousands of men and women who work day and night, who sweat their blood for the construction of huge buildings, beautiful houses. But what is their fate? They do not get bouns. They do not have permanent jobs. They do not get the other benefits which are enjoyed by the factory workers. Some rules and regulations have to be brought out so that the construction workers do get some benefit, especially when they do not have jobs. In Keraia, we have got the Construction Workers' Welfare Fund so that whenever they do not have enough work, this Welfare Fund looks after the construction workers. Similar is the case of headload workers. They are one of the first sections of the country. Very often they are mis-represented in the community because they wait day and night for some headland. When they get some work, usefully they charge a little high. So, they are considered to be anti-social elements in the community. It is actually the poverty and starvation which put them into this particular state. So the headload workers should be looked after. Similar is the case of the servants who work as domestic maids. There are thousands and thousands of them who are working as domestic servants and maids. Who looks after their welfare? We do not know what is their total strength in the country. Something serious has to be done about the boys and girls of young age who are working as house maids.

There should be a national wage policy. Fortunately or unfortunately labour is in the Concurrent List. Both the States and the Centre have to bring legislation to protect the interests of the working force. But there is no national minimum wage policy. In many of the States even though there are rules regarding minimum wages, they are not implemented.

I suggest that the Central Government should take the leadership so that the State

Labour Ministers are called and some national policy is evolved on the national wage policy.

There have been a number of discussions that had taken place in this House on the subject of workers participation in the management. A number of questions were raised whether this participation is in the plan development or at the floor level or what about the participation of the workers at the top management level. We have discussed so many things. But nothing had come out in major public sector undertakings. The workers should have a say in the running of these public sector undertakings. But it does not mean - the workers' participation in the management - that it is the ousting of the trade unions. Trade unions have got a major role to play in this country both politically and socially. On one side when the trade unions try their best to protect the interests of the working force, they have got a major role to shake the political things in the country. The trade unions have always played their important role in shaping of the political future of this country.

There is another point, coming from Kerala. I want to draw the attention of the hon. Minister to the immigration rules. They have got to be simplified. Those who want to go abroad are penalised by the present immigration policy. I request you to please see that these are simplified.

A large number of our people are going abroad. There are the agencies which are supplying the human resource. There are labour recruitment agencies working in different parts of the country. Many people come to Delhi from my constituency in Kerala, after giving an amount of Rs. 10 to Rs. 20 thousands to the agents. But they are being cheated. I myself had gone to the hon. Minister many times on this issue. There should be some rules and regulations.

I suggest that even the State Governments can take up this work so that the workers - the real workers - the plumbers, the construction workers etc. who are needed in the gulf countries can be sent through a proper channel. These poor people are being

cheated by the private agencies who get some sort of registration after paying certain bribe. I request the Central Government to see that these agencies, which recruit people are properly channelised and they are properly controlled to do real service to the people.

Sir, coming to the Kerala labour, I have one word to say. Very often the Kerala labour has been mis represented outside Kerala, that we are a militant force. But in Kerala the labour knows the right and its privileges. Sir, ours is a State where the number of manday lost due to strike by the labour is the minimum in the country. Whenever there has been an agreement with the management, the Kerala labour has kept up that agreement in letter and spirit. If the Central Government looks at the labour in Kerala for the last one year it can be seen that it was the minimum.

With these words, I once again support the Demands for Grants of the Ministry of Labour. Thank you.

[*Translation*]

SHRI N.K. BALIYAN (Muzaffargarh); Hon. Mr. Deputy Speaker, Sir, I am thankful to you for giving me an opportunity to speak on the Demands for Grants of the Ministry of labour.

Sir, I have risen to oppose these. There was a time, when this country was called the Golden Land, and every household produced some or the other consumer durable, which were exported to various countries in lieu of Gold, silver, diamond another precious items. To bring back the glory of that Golden era, the B.J.P. in its election manifesto promised to provide work for all. This Budget doesn't contain any resolve to make Right to Work a fundamental right, as envisaged in the Directive principles of state Policy given in the Constitution. Rather, this Budget has made enough provisions to increase the number of jobless from lakhs into cores. In 1990, the number of registered unemployed stood at four cores and those unregistered were more. Thus, ten crore people were running from pillar to post to get a job and all that the Employment Exchanges throughout

[Sh. N.K. Baliyan]

the country could do was to provide jobs to two lakh people, which is a drop in the ocean.

This year, applications to fill up 30 vacancies of village land-recorders were invited in our Muzaffarnagar District and 12,000 candidates with qualifications including M.A., M.Sc and M.Com, applied for it and appeared in the examinations. This serious and explosive condition is an indicator of the growing unemployment problem in the country.

In my own district, I know of people who completed their B.T.C. in 1974 and are yet to get any job and going by the Demand for Grants, it seems to me that their training won't benefit them in any manner, in this life time. The on what based can Demands for Grants, be supported?

Sir, recently, I had a chat with a responsible official in the Kuwait Embassy. I inquired from him whether there is any truth in the reports appearing in 'Maya' and 'India Today' to the effect that Indian women are being exploited in Kuwait. He told me that in the absence of employment opportunities in the country, the poor people of this country, lured by the wealth of the middle-East, were putting all their possessions at stake and adopting illegal means to reach those countries and the rich and affluent of those countries, taking advantage of their helplessness, were exploiting them to the hilt. Can these circumstances lead the country towards a bright future? No. The only way to save this country from the humiliation is to generate new employment opportunities and to provide jobs to the unemployed efficient, willing and hardworking people. All this is not there in the Budget and in the demands for grants for Labour Ministry.

The conditions of skilled workers in the country is even more deplorable as far as employment opportunities for them are concerned and there is no question of recovering even as much money as was incurred on their training by their family members. These families are facing great

hardships and passing through a period of great distress and dismay. They do not get even as much in private industries as they used to spend in hostels on themselves. An engineer is compelled to work in the pay sack of an overseer. Is there any provisions to give relief to such people in the demand for grants?

Is there any provision in the budget to save the women from the evil practice of dowry. Is there any scheme to provide employment to the skilled and unskilled women in the demand for grants? If not, how can women become self reliant? The main reason behind this atrocity and sin is that they are economically dependent.

How can prosperity reach those areas, unless the tribals and Girijans are provided employment? The exploitation of these people will continue. How can equality be brought about under such circumstances? As such how can this budget usher in us an era of prosperity as it has no provision for employment to the people.

It appears from the new Industrial policy that a large number of workers will be retrenched. The rumor of effecting retrenchment of workers in a big organisation like Railways is wide spread. Even though it has been denied several times. There is very little possibility of employment in the new industries which have switched over to automation. Whereas many small and cottage industries will be closed down as they would not be able to compete in the market and thousands of workers will be jobless. Nobody can deny such a possibility.

Exorbitant price rise and devaluation of rupees has further complicated this problem. How can a country and society prosper in an atmosphere where on one hand are scant employment opportunities and on the other the purchasing power of people is going down. How can jobs be created in the industries which have taken to automation? Pepsi Cola is an ideal example of it. When this company submitted its project it promised to provide employment to 50 thousand people but in reality provided employment to merely

489 people and on account of it many small and cottage industries have closed down. Owing to their closure, thousands of people have become jobless. This proverb is proving true that a big fish swallows any small fish.

At the same time it has become quite clear from this budget that no fresh recruitment will be made in Government Services. Then how will the country make progress and what will be the fate of the crores of youth of this country.

Thus this budget and demand for grants for the Ministry of Labour are anti-people and anti-workers. It will create a great discontentment among the youth and will increase unemployment and lessen job opportunities. It will encourage foreign goods instead of indigenous goods and will lead to price rise. It cannot lead the country towards development rather it will bring down the living standards of the people of this country.

On the basis of the aforesaid reasons, I request the House not to accept these demands.

* SHRI C.K. KUPPUSWAMY (COIMBATORE): Hon'ble Deputy Speaker Sir, I thank you heartily for having given me an opportunity to speak on Demands for Grants of the Ministry of Labour. I extend my support to the move by the government and I would like to express my views in this regard.

It is unfortunate that the communist who claim that they exist for the betterment of the working class are not present in the House during this discussion now.

While I speak on this, about the need for a better deal of labourers I wish the Minister for Labour Welfare listens to me. The Minister is not wearing his ear-phone and he is not listening to me. Through you Sir I request the Minister to listen to me. Minister may kindly have his ear-phone to listen to me.

[English]

DEPUTY SPEAKER: I think the Minister

is understanding Tamil.

[Translation]

* C.K. KUPPUSWAMY: Nothing sir, I don't think he can understand anything said in Tamil.. the Minister is listening to me. I would like to reiterate that it is unfortunate that communists are not present when we discuss labour welfare now.

I represent coimbatore constituency now. Communists have won five times there. But subsequently I have defeated Communist three times consecutively. Those communists who celebrate May Day and all giving a call to the workers world over to unite have failed in their duty to be present here now doing this discussion. I mean only the two communist parties and not other parties like B.J.P. it is immaterial whether they are here or not. But I would point out rather painfully that communists are not present here. I find just one member from those parties. Another member from those parties is also present here in this house and he is raising his hands.

I would like to bring to the notice of the Government and this august House the sorry plight of plantation workers in various tea estates in Valparai, Connoor and Outy. Majority of the workers who work in those estates live like bonded labour and much needs to be done to improve their standard of living. I would like to emphasize that the Government should take note of it as early as it can. Because more than 90% of plantation workers in Valparai estates belong to Scheduled Caste communities. Big industrial houses like Tates and Birals and very rich families own many estates there. They extract heavy labour from those workers but they keep them all underpaid. Even after so many years of our country winning the Freedom, those labourers are yet to be liberated from the clutches of the feudalistic estate management there. I urge upon the government to take note of the pitiable conditions of the working class over there. I also request the Minister to personally look into it to take all possible efforts to usher in better living conditions to the working class living there. They do not have ESI and

*Translation of this speech originally delivered in Tamil.

PF facilities extended to them. Many of them have never got these facilities extended to them. Many of them have never got these facilities meant for them through the efforts and legislation by the Government. It was our great leader Pandit Jawaharlal Nehru and Indian National Congress thought of workers and founded INTUC-Indian National Trade Union Congress. Today we find Trade Unions one too many. Most of them have sprung up from the earlier one formed by that great Nationalist movement-the Congress which fought for our country's freedom. Hence with these historical perspective I would like to impress upon the government *that enough efforts should be made to liberate the workers who are no different from the bonded labour*. Even after 45 years of Independence they should not be denied the governmental care. They should not be neglected any more.

I would also like to highlight the problems faced by the Agricultural labourers and farm workers. Minimum wages to the Agricultural workers should be fixed based on a national policy. It should be uniform all over the country. We should not be mute spectators to a situation where there exists a vast difference between one State from the other, in fixing minimum wages. These agricultural workers form part of the unorganised sector. They too are not getting the ESI and PF facilities. There is a legislation urging working place having more than 20 workers to extend PF facility to its workers. But farm workers do not get these facility. I would like to bring this lacunae to the notice of the Government. This happens in factories too. Labour inspectors who are supposed to ensure the benefits to workers do it otherwise in collusion with the employers. They take money from the greedy employers and declare that the particular employer has employed only fifteen or eighteen employees even if there are twenty to twentyfive workers. These corrupt practices are common in several states and is not confined to any particular state. I feel it is my duty to bring it to the notice of the Government.

I would like to draw the attention of the Government to the plight of the construction workers. They give rise to several skyscrapers

that come up in many of our cities. They are the real architects building the dwelling structures. But those building workers do not have safety and security. Such a vast number of construction workers do not have medical facilities provided by Employees State Insurance Scheme or security provided by the Provident Fund Act. The Government must take upon itself the need to ensure these social welfare measures to construction workers throughout the country.

I have drawn the attention of the Government on several occasions to the plight of textile workers due to closure of mills. In my Coimbatore constituency alone I find eight textile mills which faced closure are yet to commence industrial activity. Mills like Vatsantha Mills and Radhakirshan Mills remain closed for the past 6 years having rendered 10 to 15 thousand employees jobless. The tangle and stalemate are yet to see the light of the day for being resolved. Even negotiations to settle the problem are not taking place. Now we have Congress Government at the Centre and to resolve the issue the Government should take over those mills. I request the Labour Minister to take appropriate action in this regard.

Nextly I would like to point out the precarious condition of the workers of MALCO in Mettur. As far as Salem district is concerned it is a big industrial unit with about 2500 workers for the past several months that unit continues to remain closed. It is said that BIFR is holding an enquiry. That too is pending for quite sometime. I would request the Govt to take a sympathetic view to benefit the workers at large. It is said that BIFR do not take into consideration the problems that may be Passed to the workers by the closure of any of the units. That should not be so. Hence I urge upon the Govt to take over that unit in the interest of the working class. I request the Minister to ensure that sick unit-MALCO is taken over by the Government and I would prefer an assurance from the Minister in this regard. Above all, I request the Minister to remove the anomalies in identifying judiciously the industrial units that employed 20 or more number of workers so that ESI and PF facilities are extended to

them. I urge upon the labour Ministry to ensure that such laws are not violated by the unscrupulous employers. I receive complaints in this regard from many workers wherever I go. As far as my constituency and my home town Tiruppur is concerned this problems is rampant. Trippur exports knitted garments and Banians to the tune of about Rs. 1000 crores every year. In Tiruppur town alone there are about 75 thousand knitting industry workers employed in thousands of units there. Most of them are contract labourers. I request the Government to ensure that they are made permanent workers repaying the benefits of labour welfare measures through labour commissioners and other agencies the government must ensure that workers get a better deal with the effective implementation of the exiting laws aimed at benefiting the workers.

There are several instances of regularising the contract labour system. In Railways, Civil Aviation, Postal and Telegraphic Departments we have witnessed the changes, for the betterment of employees. Hence I request the Government to take steps to make permanent the Hosiery industry workers.

I would like to draw your attention to the crisis that has come upon the printing industry in SIVAKASI. Heavy tax has been levied on the work contract system. This effects the printing industry established there over the years. Ultimately the workers are the worst sufferers due to the closure and displacement of certain units. Not only workers but thousands of families that depend on printing industry for their livelihood will be hit hard. Instead of levying tax on work contract the Government may impress upon the mangement of such units to attend to the basic needs of in austral workers.

Educational needs of industrial workers and plantation workers should be attended to in a concerted fashion Workers' children if talented should get opportunity to become Doctors and engineers. I request the Minister to do the needful in this regard and promote educational facilities to the wards of the workers.

On earlier occasions too I have drawn the attention of the Government to the plight of the agricultural workers. They are not covered by social security measures and the situation is depressing and is at its worst. They contribute in a big way to the national food production. Hence we are duty bound to give recongnition and due encouragement to the agricultural workers. They must be covered under social security schemes by way of encouraging them to go in for savings with incentive and PF schemes.

I have put forth emphatically all my views concerning labour Welfare. Let me again thank the Hon'ble Deputy Speaker for giving me an opportunity to express my views while supporting the Demands for Grants of the Ministry of labour.

SHRIMATI SAROJ DUBEY (Allahabad):
Mr. Deputy Speaker, Sir, I thank you for giving me an opportunity to speak. I rise to oppose the Demands for grants of the Labour Ministry because all the policies formulated by the present Government are hanging like democalie domicile sword on the workers. Owing to this the labourers who are already leading a miserable life are how apprehensive about their future. They are wandering here and there without any direction and may take to the path of agitation in these circumstances. The labourers sell their hard labour in order to get two square meals a day and toils hard throughout the day for the sake of the country. It is an ivory that a labourer in India despite labouring hard for the whole day sees his children starving when he returns home in the evening and he too remains hungry. The development of every country depends on its production and production in the right perspective can be done only when there is a cordial relationship between the owners and the labourers and the workers get adequate remuneration for their labour. But here the labourer is not given sufficient wages and his family starving despite working hard in the scorching sun and in front of turnaces. When he goes home he finds that he cannot provide medicine to his sick child. He cannot give fees for sending his children to school. He is disheartened. On the other hand the capitalists enjoy the fruits of the

[Shrimati Saroj Dubey]

hard labour put in by these workers. They live in air conditioned rooms and sitting on Dunlop pillows feed their pets with cream and milk whereas the child of the worker dies without medicines. When such a discriminatory attitude crops up the labourers are agitated and when such a frenzy is created the crores of hands which were engaged in production start indulging into sabotage. The level of production in the country starts decreasing and all this creates hurdles in the progress of the country. The organised labourers untidely makes the owners fulfill their demands but the unorganised, poor, ignorant and illiterate labourers are compelled to bear the atrocities of their owners on account of lack of employment opportunities. They do not get even the minimum wages. They cannot raise their jobs and come on the streets. Under such compulsion they tolerate the atrocities inflicted on them, otherwise they would have too face starvation.

The condition of the child and women labour in unorganized sectors is the most deplorable. The Act providing "Equal pay for equal work" is in force. This law was formulated a long time back. Agricultural women labourers first finish their household work and thereafter go to fields to work there and in this way they work for the whole day. While she is working, her infant keeps crying bitterly under some tree and the child who looks after this infant is barely four to five years old. As such both the children virtually keep crying. The women labourer hears her children crying and wailing but turns a deaf ear to them because she knows that if she stops working the family will have to starve. As such she continues to work without caring for the wailing children. But she is completely disheartened, when she does not get sufficient wages in return of her hard labour. She puts in as much work as is put in by a man. By she gets only Rs. 10-12, whereas a man gets Rs. 25 to 30 for the same amount of work.

Similarly, the condition of the women working in other fields is also not good. They labour hard through out the day in fields and

factories while their children keep wandering on the streets. These children need the affection of their mothers. The infant tied on the cot keeps on crying alone. On the other hand the capitalists make these women work and increase their bank balances and purchases luxurious items for their houses. He does not think in terms of opening a *Shishu Sadan* or Bal Niketan for the welfare of the children of women labourers or constructing a separate women workers toilet.

The condition of the women labourer who go from one state to the other in search of job is more pitiable. One can see such women workers engaged in the construction of roads. One can see women labourers engaged in the construction of high rise buildings. The pregnant women carrying loads on their heads go up and down several stories and they deliver their child either in a corner of the building which is under construction or on a road side of under the open sky without the assistance of any doctor. She is in a hurry to join duty because she knows that her absence from duty would bring the entire family on the verge of starvation. The future of the country, the next generation of the country is taking birth on roads whereas the Maternity benefit Act is in force since 1961. But the needy mothers are deprived of this benefit. There are laws providing for equal pay for women but I would like to ask the hon. Minister as to why this is not being implemented? Is that only confined to books or to the decorate the libraries? When these Acts will be implemented? Forty four years have passed since India achieved independence but the condition of women has not improved. Women are engaged in scavenging work. For this work they are given Rs. 10 per month and at times they have to satisfy themselves with only Rs. 8 a month. In 1980- late Smt. Indira Gandhi while announcing "Bhangi Kasht Mukti Yojana" had said that under this scheme the evil practice of carrying night soil on head will be done away with by 1990 and an amount of Rs. 3000 will be given as a grant for the construction of toilets in every household. But where is that scheme? Even today women and children can be seen carrying night soil on their heads in Delhi as well as other

(Gen.), 1992-93

districts and villages of the country.

Mr. Deputy Speaker, Sir, it has been stated in the report of "National Labour Commission" that barring some exceptions, the scavengers pass only a hut in the name of house, that too by the side of a graveyard or dump of garbage or a drain. The people of our country are living in such an unfortunate condition. Even the basic amenities are not being provided. A few people have got starangle hold over this country and they think it is their birth right to lead a luxurious life. Some people in this country rule over the poor and suppressed workers and exploit them and thus compel them to lead the life like animals. I would like to tell the hon. Minister that a lot of injustice is still being inflicted on women; kindly create a central ernity fund for the mothers who give birth to the citizens of this country so that unorganized women workers, who remain cut off from health, facilities due to poverty and birth to children without any medical care such workers should be given assistance during their first delivery and the infant who is born should not remain deprived of milk and medicines. That poor female should feel the pride of her motherhood.

Mr. Deputy Speaker, Sir, seeing from the way, in which the sewer line is laid and the way in which the bathrooms are made, it is not possible in near future to free this country from the evil of carrying night soil on the heads. The condition of child labourers of our country is even worse. Pandit JawharLal Nehru, who is called the father of industrialization in this country, has said that he could see in the eyes of every child of the country the picture of the coming tomorrow. The base of the optimistic future is health and educated young boy of today. The children are the nation, but if we see the childhood of our children, we will find them collecting dust from the dustbin or working in a burning furnace, but those soft hands cannot become the adornment of anyone, rather these soft hands have to work hard and the golden future, which Pandit Jawahar Lal Nehru had wanted to see in the eyes of those children, has vanished. Today their eyes are overcast with darkness and sadness. You have

enacted many laws to abolish the system of child labour but you know very well that there are 30 crore children in our country of which 4 crore 44 lakh are working as labourers. In this way, every seventh child in India is working as a labour. May it be the carpet trade in Mirzapur, be it the glass trade in Firozabad, be it the cracker industries. Everywhere child labourers are being misused. In the glass trade, in front of the burning Kilns having a temperature of 1400 centigrade, children from 12 to 17 years of age work 12 to 14 hours a day and the corneas of their eyes are damaged and they become victims of T.B. Those children who work in the carpet trade get T.B. due to wool and dust and there is a risk that they might get cancer. Those children who are working in the cracker manufacturing trade, have been victims of mishaps many times, but no attention has ever been paid to them. Those children who work 14 hours in conditions adverse forget their laughter and enjoyment and are cut off from the world and merely remain confined in these factories may it be the lock trade, brassware industry, or the carpet trade; child workers are being exploited everywhere and those who exploit these children say that the child can do more work because he does not get tired. Ask any owner of a dinaba or a hotel as to why do you employ child worker, he will say that a child can take 50 rounds to serve tea even in multi stored bindings and he never tires in the process. In this way, the owner of the hotel commits an act of exploiting the childhood of the child. The time which should be given to studies and play is spent in work, and when he feels hungry he is forced to suffer the beating of the hotel owner and given rags to wear and food just enough to survive. They are exploited in this way. I would like to ask the honorable Minister what type of industrial policy do you want to make? When do you seek to bring about an improvement in their conditions? How will the life of these children improve? Have you ever thought of this? By paying more and more attention towards the rich people, you are ignoring the plight of the poor. You are not looking at the plight of women. I would like to say to you that the tears of the oppressed women, the working women of this country could become acid

[Shrimati Saroj Dubey]

and it will definitely destroy this system of the country. In the same way, the condition of the bonded labourer in this country is also very pitiable. Several times, laws were made and the announcement was made that the system of bonded labour had been abolished. In the 20 point programme many projects and plans were made for the sake of emancipating the bonded labourers and for their identification. But even today in this country in U.P. Tamil Nadu, Haryana everywhere bonded labourers are moving from place to place; and the funds earmarked for their rehabilitation are pocketed by the officials and if at all any bonded labourer is freed from the bandage, he goes back to his old owners. In the same way, some agents lure our sisters and take them to foreign countries for providing them better jobs. Due to poverty they are forced to go there and when they go there, they are exploited physically and mentally and they are forced to lead a hellish life there and at times, in their efforts to result in their murder become free. When they go to their Embassy for help, they do not get any kind of help. You should think about this as well.

I would like to mention something about your new industrial policy, which has shown many golden dreams to this country. You have set up a National Renewal Fund which has become the National Retrenchment Fund in the name of retrenchment, you want to throw the workers of this country on the road by rendering them unemployed. In the name of new schemes like the Golden Handshake and the Voluntary Retirement Schemes, you are deceiving the labourers and they are being cheated. Has the world bank advanced the amount of Rs. 500 crores only for this purpose that you make a mess of the life of the labourers and they be thrown on the streets? Why your industries are sick? Did you ever try to find out the reasons for this, honestly? 58 sick industries have been referred to the E.I.F.R. which is itself a sick organisation, because the members of the Board have completed their tenure and their seats are now vacant. Will the B.I.F.R. be able to submit its report of 58 sick industries,

early? Everybody knows this thing very well. When you refer any industry to the B.I.F.R. and stop providing assistance to it, the industry will automatically wind up, because in our constituency Allahabad, T.S.L. industries, have been referred to the B.I.F.R. and B.P.K.L. No attempt has ever been made to find out the reasons for their sickness. For the sake of formality, these industries have been referred to B.I.F.R. As a result of it all the orders which were to be placed with these industries, have been cancelled because no person is prepared to give any work to these sick industries.

In the name of B.I.F.R. these organisations have been issued death warrants. I would like to say to the hon. Minister that he should identify the root causes of the sickness of these industries because every sick unit has its own cause for its sickness. I would like to tell you about my constituency that if these industries B.P.K.L. & T.S.L. would not have been brought under Bharat Yantra Bigam, these industries could not have been sick because the Bharat Yantra Nigam has become such an institution as has been operating industries for the last six years and has been exploiting them. It takes direct contracts and due to its internal politics half of the industries are not able to get work from it. The industries running under its supervision pay Rs. 25 lakh per month to it only because it is meant for the supervision of these industries. You should try to realize the mismanagement prevailing in the Nigam. hon. Minister, if these industries have to close down, you can well imagine that lakhs of workers will be rendered unemployed. I have names only two industries but there are several industries running in the same condition. If all these industries close down, lakhs of workers will become unemployed, and jobless. If you compulsory retire the workers, what will be the fate of those workers. They will only increase the number of unemployed persons in the country. Will this step of the Government not create a grave law and order situation in the country? Do you want that the workers of this country may become jobless. You should formulate a new national policy and make available new opportunities for employment.

According to your manifesto; you had promised to make provision for providing employment to one crore people. I think, the Government has not so far formulated any policy for providing employment, moreover all fresh recruitments have been withheld in Uttar Pradesh for want of funds with the Government. I would like to know as to how would the Government create employment opportunities when it is inviting multinational companies to the country. The multinational Companies will bring with them computers and new technologies and they would no longer require manpower. When such companies will come to our country they will ruin our small scale industries and the industries based on traditional Skills. The dreams of youth of this county whose parents cherish great hopes while educating them will be shattered, will it not be an injustice to such employees who will face compulsory retirement? Will their plans they have made for 58 years not be doomed and will the whole country not sink into a state of disappointment.

I would, therefore, like to suggest to the hon. Minister that he should reconsider his policies and must come to reality from the clutches of the capitalists, let him see that the labourers of this country are treading on a thorny path. He should divert his attention from the glamorous world, and look at the slums. Let him come to the fields. Let him see the pitiable condition of our labourer-sisters who are languishing on roads-sides. He will then realise that all his policies are incomplete and the area mere show. I, therefore, request him to reconsider it, stop the policy of retrenchment immediately, and stop inviting multinational Companies to this country. He should also stop the new schemes as the Renewal Funds and the proposed closer of sick industries. The country will prosper only when he reconsiders his policies. With these words, I suppose all his policies.

[English]

MR. DEPUTY SPEAKER: There are some more hon. Members who desires to speak. Shall we sit for one more hour?

SOME HON MEMBERS: Yes Sir.

MR. DEPUTY SPEAKER: So the time is extended by one more hour. So many hon. Members are sitting here. If they do not get a chance they will be disappointed. So, let the speeches be over today and the hon. Minister can reply tomorrow.

Shri Dwaraka Nath Das to speak.

SHRI DWARAKA NATH DAS (Karimanji): Mr. Deputy Speaker, I am thankful to you for giving me a chance to say a few words on the Ministry of Labour. Sir, at the outset, I oppose this Demands for Grants. Sir, I am not elaborating my points; but I will simply read them out due to paucity of time.

Sir, the condition of unorganised labour specially in the rural sector is not yet satisfactory, since independence. The Minimum Wages Act 1948, Equal Remuneration Act 1976 and the Payment of Bonus Act 1965 cannot protect the rights and privileges of such labour. There are several kinds of unemployment in rural sector, as for example, the landless unemployment, disguised, seasonal, under-employment and so on. The National Commission on Rural Labour set up in August 1987 cannot even touch the fringe of the problem, not to speak of the problem itself. It is very difficult to assess the unemployment situation in rural sector, as because 40 per cent of such population living below poverty level. Although the efforts of the Government in this direction are worth-mentioning, these are not at all sufficient to cope up with the situation. The unorganised sector of labour cannot form their own trade unions because of their unusual vast number living in lakhs of villages in country-sides, and so, the Government should come forward in a realistic manner to tackle the problem with determination. I should propose that a thorough survey be undertaken throughout the length and breadth of the country of such labour and then only the Government would be in a position to look into the reality of the things, and would take suitable measures to confront the problems.

[Sh. Dwaraka Nath Das]

In the Annual Report 1991-92, Ministry of Labour, it is said that the State shall within the limits of its economic capacity and development make effective provision for securing the right to work, to education, to public assistance in cases of unemployment, old age, sickness and disablement and in other cases of underserved want. But these are dreams to the unorganised sector of labour and social security is something a myth to them.

It is said that the bonded labour has been abolished by Bonded Labour System (Abolition) Act., 1976. But only recently it is learnt that there are at least one lakh of bonded labourers in Palamu District of Bihar alone.

It is said that they were declared liberated by the Government in 1975-77 has reverted back to their traditional status. The Government had given the liberated labourers land to cultivate. However, in most cases the land given to them was barren and rocky. They could not cultivate it. Neither could they sell their labour in the village where their masters had ostracised them socially by treating them as 'Sarkari Jami' - the groom of the government. In absence of other sources of livelihood, these 'liberated labourers' were forced to accept 'bandhua Mazdoori' - bonded labour - at the darbar of their erstwhile masters.

Another system *debdasi* system, prevalent in some parts of the country, seems to be another kind of bonded labour which should be done away with as early as possible.

The ILO convention No. 141 concerning rural workers' organisation was ratified by India in August, 1978 to identify the different categories and sub-categories of unorganised rural labour to uplift their socio-economic status. The scheme was introduced by allocating some honorary rural organisers in eight States. The scheme aims at motivating the rural workers to organise themselves and to give the knowledge about the laws enacted for their welfare. But the scheme

has already been abandoned by several States. And as such it has come to a grand failure.

In Assam, unemployed agriculture labour belongs to unorganised sector and because Assam is most backward industrial, the unskilled labour force cannot be diverted to industries, and the result is economic backwardness of this State since Independence. In case of Assam, setting up of small-scale medium-sized industries would pave the way for employment generation in rural sector. I may suggest seven-point programme to solve the problems of our unorganised sector of labour, namely: (1) cottage industries; (2) small trades; (3) poultry farming; (4) handicrafts; (5) diversification of rural labour to industries; (6) implementation of Minimum Wages Act, 1948 with its amendments in miscellaneous cases; and (7) eradication of rural indebtedness in a phased manner.

As regards plantation labour of Assam, I should say that the fate of ex-tea-garden labourers is uncertain because there are no alternative avenues of employment for them. Tea, we know, is the biggest source of foreign exchange but at present, the condition of most of the tea gardens of Assam, especially that of Karimganj and Hailakandi districts, is not at all satisfactory. The gardens situated in border areas are the safe hideouts of infiltrators from Bangladesh. Besides, there are hundreds and thousands of illegal encroachments in garden lands. Some of such gardens are so ill-managed that within a couple of years, they will no longer exist. So to say Assam, is now full of sick tea-gardens, and this being so, I fear, Assam will lose its pride of place in tea production within a decade or so. Now, there are some trade unions to protect the rights and privileges of the tea labourers but it is not clear what safeguards are there for ex-tea labourers. It is not wise to turn them to petty cultivators of tiny plots of land nor is it advisable to multiply the unorganised labour force. In such a situation, I should propose that a thorough survey be undertaken by a high-power committee to look into the working conditions of tea gardens throughout Assam

(Gen.), 1992-93

and then to revitalise them to save the great industry from decay. And if this is done, I feel unlawful encroachments will be removed, fresh employments will be generated and the long-standing problem of ex-tea garden labour may to some extent stand solved. In Conclusion, Sir, as it is seen there is lack of sincere effort on the part of the Government for the all round welfare of the unorganised sector of labour, since it is confined to bureaucratic machinery only, I oppose the merge budgetary grant of the Ministry of Labour.

DR. R. MALLY (Nagar Kurnol): Honourable Deputy Speaker Sir, I am supporting the Demands for Grants for the Ministry of Labour.

First of all, under the critical economic conditions, our beloved Prime Minister, Shri Narasimha Rao and our Finance Minister, Shri Manmohan Singh have allocated Rs. 392 crores for this year to Labour Ministry as against Rs. 362 crores of last year. Not only that, Sir, they have identified some skilled labourers wherein they have provided some special schemes for beedi workers and pilot schemes for the migrating labourers. Even in this financial crisis, the Labour Minister has got his due share from the Prime Minister and the Finance Minister. However, Sir, I would like to bring certain things to the notice of the Labour Minister regarding the demand of labour. Labour Ministry is one which is taking care of organised and unorganised workers. When the organised sector are agitating for rights like salaries, etc. it is being taken care of in a better way when compared to the unorganised sector. As you know, 80 per cent of the population are living in the villages and most of the unorganised labourers are working in the villages and they are not having guarantee of jobs, they do not have any plan for housing, education of their children and about their welfare in future. They are just working seasonally whenever there is work and when there is no work, they are just struggling physically not bothering about their children and family. After 45 years of independence, I feel that at least now the Government has to take care of the unorganised labour. Their interest must be

protected and should be treated on par with the organised labour. As you know, unorganised labour is working for production in the agricultural sector and building houses which is most important for people to live in. They are the people who are constructing the roads, the railway lines and they are the people who are doing all possible things in our country and we must be proud that India has got a lot of manpower which is not available to so many developed countries. Of course, I do admit that over-population is a problem in our country. Every new mouth that comes into existence also has two hands which can be effectively utilised. The Government should find out a way to utilise the hands for the benefit of the nation.

Sir, we have enacted the Minimum Wages Act. But it is not properly implemented in many of the states. It is now time for us to see that the Act is properly implemented so that the people get the prescribed minimum wages. I request the Labour Minister to take corrective steps to pay minimum wages to out-of-town labourers in the unorganised sector. Social security measures such as the Workmen's Compensation Act, Employees State Insurance Act, Maternity Benefit Act, etc. Employees Provident Fund Act, Payment of Gratuity Act, etc. are implemented in the organised industrial sector to some extent. But these Acts are not all implemented in the unorganised sector. Therefore, I request the Government that the above said Acts should be extended to the unorganised working class as well.

Here I may mention that some States like Andhra Pradesh are extending some maternity benefit to the agricultural labourers also. The State Government is giving some allowance to the pregnant ladies in the unorganised sector, on par with the women employees working in the Government. This type of facility should be extended to other States as well.

Now I would like to say a word about the child labour who are working in fire-work industries in places like Sivakasi in Tamil Nadu. In these industries, the children are exposed to health hazards. They are to work

[Dr. R. Mally]

for long hours and there is brazen exploitation. These child workers are put to a lot of difficulties and they are paid very low wages. No safeguards or social securities are available to them. Government should take a serious look into these things and take necessary remedial action.

Government should also take corrective measures for effective implementation of existing employment schemes such as IRDP, RLEGP, etc. Unemployed youth are now being paid some stipend or dole in certain States though no work is being extracted from them. I request the Central Government to give stipend to the unemployed youth and take some work from them so that their energies are utilized properly in nation-building.

I would like to bring to the notice of the hon. Minister that in some States like Maharashtra, there is an Employment Guarantee Scheme. Under this scheme, unskilled workers can register their names at the Mandal; or Taluka headquarters and within one week, the State Government or the local authorities would provide them with some job. This sort of schemes give confidence to the unemployed people. This Employment Guarantee Scheme should be extended to other States also because it is yielding very good results. The Central Government may enact a legislation to extend this scheme to all the States.

Another thing that I would like to mention is about the immigrant labour, who go to foreign countries for earning a livelihood. They are being taken for a ride by some registered agents. These agents take money from them and cheat them. They do not even return the money to the labourers. This has to be taken care of. I request the Government to have a special Manpower Corporation which can take care of these things so that the people who want to go to foreign countries for jobs can register their names with the Corporation.

When I go to the State of Andhra

Pradesh, in Nagar Kurnool, which is my Parliamentary constituency, I see a large number of migrants particularly during the summer season. Starvation deaths are on an increase in the district, young people migrate from their home town leaving their old parents behind. Some of them are too old to go out to earn their livelihood. This is one of the reasons contributing to the starvation deaths in my district. I congratulate the Central Government the Rural Development Ministry for having sanctioned a pilot scheme for providing employment to unskilled labour in my district. But, I would request them to identify such districts throughout the country also. The Government must see that the migrant labourers are provided with some kind of employment in their local place itself. This will not only help them to stand on their own legs but it will also reduce the starvation deaths which are on the increase at present.

Article 41 of the Constitution mentions about the responsibility of the State towards the weaker section of the society. It stipulates that the State shall within the limitation of its economic capacity and development make effective provision for securing the right of work. This has to be taken care of. Though it is provided in the Constitution, it is not properly implemented.

The social security measures provided in various legislative enactments should be implemented in letter and spirit.

The number of unemployed persons is increasing from 34.6 millions in 1991 to 36.2 millions in 1992. This number is regularly increasing year after year. I would say that the main reason for the unemployment is that there is no proper employment scheme with the Government. In this regard I would like to bring to the notice of the Government that the private financial institutions should be given the chance to provide finance to the unemployed youths. If this is done then these people will be able to stand on their own legs.

Regarding the women and child labour, speakers who have spoken earlier to me said a lot of things about equal pay for equal

work irrespective of the sex. I request the Government to see that equal payment should be given for the same amount of work. Also the children who are below 14 years of age should not be allowed to work. Otherwise, at this tender age they will be put to more stresses and there further will be blocked.

A lot of laws are being enacted by the Government but they are not being implemented properly. At the State level, zonal level and divisional level we must see that they are implemented properly.

Coaching-cum-Guidance Centre for Scheduled Castes and Scheduled Tribes: The scheme of Coaching the Scheduled Castes and Scheduled Tribes is fruitful to its beneficiaries. Efforts need to be made to strengthen the Centres providing guidance and coaching to the Scheduled Castes and Scheduled Tribes in Stenography and other Clerical jobs. The monitoring of the schemes needs to be done for providing benefits to the Scheduled Castes and Scheduled Tribes by creating a post of Additional Director at the Headquarters.

The Directorate of Training: The Directorate to Training Centres caters for training the needy. While the training in existing occupations further needs improvement and introduction of new techniques, training in emerging occupations needs to be introduced. The World Bank project on modernisation of the training programmes should be implemented.

The Vocational Rehabilitation Centres: Only 17 Vocational Rehabilitation Centres are catering for training and rehabilitation needs for the country. The number of such Centres is far below the total requirement of the country. Not only there is a need to modernise and strengthen the Vocational Rehabilitation Centres but also an equal need to strength the Directorate of Employment of the DGE&ST that control these Centres.

With these few words, I conclude my speech.

MR. DEPUTY SPEAKER : In fact, we should be thankful to you.

SHRI P.C. THOMAS (Muvattupuzha): Sir, the most important job of the Labour Ministry is to see that the peace exists in the field of labour and better relationships should be built up between the labourers and the employers. For that, the main thing that should be done is to bring about proper laws and implement them.

We have got the Code of Conduct. We have the Industrial Disputes Act. We have other laws also. But, there are so many loopholes in these Acts. There are so many anomalies in these Acts. Because of non-implementation of these Acts or because of the provision of these Acts, there is disharmony among the labourers in various places and in various industrial units.

A fresh appraisal of these Acts of one of the major work that this Ministry should do. The Industrial Disputes Act is evolved. Several decisions of the Courts have come. Several interpretations have come that the Act must be further amended to bring out certain reforms.

Take the example of grievances of the labourers. At some point, if they want to go to a Court of law, they cannot go to a Court of law. It is only in the organised sectors, where there are very strong Unions that they will be able to bring their grievances to such an extent that the Management comes down for a compromise before the labour authorities. Otherwise, if the settlement does/not ensue, then the difficulty will be there. It is only, if the Labour Commissioner or the Labour Officer refers it to the Government and the Government in turn refers it to the Court, then only the matter goes to a Court of law. There are so many anomalies in the sense that very deserving cases where a labourer or a set of labourers who wanted actually to go to a Court of Law were not in a position to go to a Court of law. Unfair labour practices, which are not mentioned in the list of unfair labour practices which are not mentioned in the list of unfair

[Sh. P.C. Thomas]

labour practices are mentioned in this list. They are now listed in the Industrial Disputes Act.

There are cases where transfers are given at times when some industrial units felt that the labourers who cannot be transferred to such areas. Take the example of a transfer from Delhi to Kerala. People who are working in Delhi for a small amount, they are not in a position to go there and serve. I have got a case with me which had happened recently in Delhi were 40 women labourers of a company due to lack of work, were transferred - they have been given transfer letters- to Gujarat to work in any one of the factories., We do not know whether the standing orders have made a mention of such transfers as such.

But these standing orders are also the ones where so many differences can be made without the knowledge of the laborers especially when the labourers are not organised. There are cases where standing orders, according to labourers, are changed, are never given to them or made known to them so that they do not know whether transfer can be legally made., And I don't think there are proper provisions in the Industrial Disputes Act preventing such transfer of indiscriminate nature, just to victimise the workers. I was just presenting this as an example.

Now in the public sector undertakings I have an example to quote. With regard to Food Corporation of India, their employees have already come to you. I think they have placed their grievances before you. Now, there are some grievances which the Government or the Management do feel are not proper. But what is standing in between the Management and the labourers or the Government to call them for a talk, for negotiation? That is a way in which we have to settle the matter.

Now FCI's employees' Union gave notice two months ago. They have not gone on strike all of a sudden; but they say that they

will go on strike on May 15 I am just quoting an example - if their grievances are not negotiated. Till now though about two months are over, they have not been called for a compromise, for a negotiation; and this is a matter on which Members of Parliament have represented here. I myself have represented the matter; and the hon. Food Minister has stated that the Government has an open mind. Now, it is not a question of simply having an open mind; an open mind should be utilized also. So, I submit that in cases where workers come out with grievances, the Management as well as Government and the agencies concerned should at least have the audacity to call for a talk and negotiate the matter and see whether the matter could be settled; and there cannot be simply cases of transfer of the Union Leaders or the victimisation of that sort. I would submit that these are the types of cases where labour unrest is only further enhanced.

If in FCI the strike is going to ensue, then, I think the whole situation is going to change and the whole public distribution is going to be affected; and that will be a very great prejudice as far as our common people are concerned.

I think agricultural labour is one sector where the Ministry should pay special heed. But I think, as stated by many of my friends here, there are no proper laws to give encouragement, to give proper incentives and even to assure their security of job also, their proper wages, leave alone the other welfare measures, I would submit that the Labour Ministry should come forward to make proper legislation in agricultural labour sector; that is a sector where about 80 per cent of our labour force is now there, although they are not properly organised. I can just quote a case of pepper plantation in Kerala; and that is now being destroyed to a great extent because of so many things. There are diseases, prices are not remunerative for a farmer, climatic conditions/etc. There is a very large amount of labour working in this sector. But what are these people going to do when there is no labour? So, this is an aspect on which the Labour Ministry has to think of

and to see how welfare measures can be taken for agricultural workers who are just non-workers or without jobs because of various problems facing the agricultural sector.

It was pointed out that immigrant laws are to be liberalised. I think this is a sector where many persons are getting employment. For example, many Nurses are getting jobs abroad. But to help them all, the Ministry of Labour should come forward and make proper changes and practical amends in the labour rules concerning this aspect.

I would just conclude by saying that this Ministry should take into account the huge labour force we have, the manpower we have and it is not within the Ministry's powers to give work to persons who are unemployed. This Ministry is the only Ministry which can have a proper concern about the unemployed and see what welfare measures have to be taken to provide them proper employment.

Unemployment dole is something which is being paid in Kerala. But I do not think that it has been successful. Though unemployment dole to the extent of Rs. 50 or Rs. 60 is paid, nothing fruitful has come out of that. But along with that, if we try to see how this labour force and manpower can be used the problem of unemployment can be solved. Probably some grants can be given to them. I think it would be an encouragement to the unemployment youth if some incentive is given to them and the amount can be spent profitably in this sector.

MR. DEPUTY- SPEAKER: Thank you, You have completed within ten minutes. Very fine. Shri Ramashray Prasad Singh. After that Shri Syed Masudal Hossain and Shri Krishna Rao are there.

[Translation]

SHRI RAMASHRAY PRASAD SINGH (Jahanabad): Mr. Deputy Speaker, Sir, the Ministry of Labour is an important Ministry but no importance is attached to it because the Indian Labourers are backward and this Ministry is also backward. The aim of this

Ministry was to save the labours from exploitation but this Ministry is not doing any such thing. There are two types of labourers in our country organized and unorganised. The number of unorganised labourers who work in the brick kilns, stones or cutting or who work on stone crushers is very large. Child-labourer are also unorganised. The labourers working in tea-gardens are also unorganised. Their number is bigger than the number of organised labourers. No political party cares that a union of these unorganised labourers is formed, nor does the labour department look after them. They are much exploited. I give you an example thereof. The labourers who work in brick kilns get only five paise per brick whereas the kiln-owners sell a brick for Rs. 1.25 paise. They get very poor wages. Even the charges for baking bricks are very less. This atrocity is being perpetuated against the labourers who put in so hard labour. Besides, those who work on crusher machines and those who do the stone cutting work get very low wages. They cannot support their families with such a low wage. The hon. Minister of Labour has all these information, yet he does not want to do anything. The policy should be changed. I would like to make a suggestion in this connection. For that, the hon. Minister may please let me know the number of unorganised labourers in the country? Are they being exploited and will he help them to liberate themselves? You talk of bounded-labour. There has been a hue and cry several times on this, but what is being done for this? Will you get a survey done about the organisations of such people of such labourers are there. You should do something for them but you do not do. The second thing which I want to put before you is happening in Delhi itself. There are a large number of small scale industries in Delhi where lakhs of people from other States work. What wages do they get? They are engaged on a monthly salary of rupees four to six hundred, They are retrenched after four-five months and then they knock at the door of M.Ps. There is nobody to come to their rescue. Is this not coming to the notice of the Government? Has the Government ever cared as to how they maintain their livelihood in just four to six hundred rupees. The Government raises a

[Sh. Ramashray Prasad Singh]

hue and cry that the youth are running away from the national mainstream and that they should come in the nation mainstream. But how would they come? In a country where they cannot afford even a square meal a day and where 5 year old children feed their parents by putting in labour, it is a matter of shame for us. It is also a matter of shame for people who are well-off. There are cases where children are escorted to school by domestic servants and there also cases where children are supporting their parents by earning Rs. 50-60 per month in hotels. They work in tea-shops and carpet-industries. You should take note of all these. This has become a subject of discussion. Nothing will come out of discussions taking place here. This practice is not of today, but it has become a practice since this apex Panchayat came into existence. The malady has been growing more and more with our continued discussion on the subject. The purpose of discussion is to search a solution so that the malady does not grow further. Let us know what benefit we have derived out of last discussions. The fact remains that it has no impact on the Government.

Mr. Deputy Speaker, Sir, I would like to tell you that our hon. Minister of Labour should pay attention to these matters so that the condition of the labourer is improved. The minimum wages of agricultural labourer have been revised but the problem is that how to implement the same. The Minimum wages have been implemented in Punjab, Haryana where there is large potential for irrigation. There they get even more than the minimum wages, but what happens in Bihar? The minimum wage policy is not in operation in Bihar. The main reason behind it is that there is no guarantee of crops for farmers. Even though whole capital is put sometimes crops dry up in drought, sometimes they are destroyed by flood. Wages will have to be given even though the farmers are not in a position to give and not capable of doing cultivation. The Department of Labour and the Department of Irrigation should therefore be amalgamated. Only then this thing can be done. All these three departments should be

put under the charge of one Minister only because the labourers have. Similar interaction with all these three departments. I want to say that the condition of agricultural labours is not good and it is gradually worsening day by day. The same youth are roaming all around the country and they have made organisations whom you call by the names of leftists, terrorists etc. Why is this terrorism? The young people do not get employment. The workers or labourers do not get reasonable wages from contractors.

If they make one thousand bricks then they should be paid Rs. 250 by they get Rs. 125/- only. Rest of money goes into the pockets of Government Officials. There is a department to monitor this at the Centre and State level. Central Government straight away refuses its responsibility and state that it is a State subject.

As far the condition of small scale industries is concerned. You can see it yourself. Just now I have told you about its position in Delhi. The labourers of small scale industries do not get proper wages even today. We are discussing the demands of Labour Ministry today and the main objective of this discussion is to save labourer from exploitation to pay attention to their problems and improvement in their economic condition.

Now the question is that the labourers of organised sector fight for their rights through. Trade Union and this safeguard their interests and get their demands fulfilled but that is also not enough. We are earning bad reputation today due to the industrial policy framed by our Government. On the basis of that policy our Government thinks that all Public Sector industrial units are not working properly and running into a heavy losses. Now we should find out the cause of their failure and running in losses. Here, I would like to request all the political parties who have their trade unions there and who fight for them. They have bought many cases and they call strikes. But along with this it is also necessary to induce new sense of responsibility in the labourers, so that the country moves ahead and production increases. Likewise, the same realisation is necessary to in the minds of the

workers of Private sector also. Our Public Sector can flourish only when the workers have the sense of responsibility to increase the production also and not only fight for the rights alone. We must induce this thing into their minds that if the production increases, the country would be benefited and so will they, all will get benefited. It is the question of the development of the whole country.

The development of Private Sector industries is in the interest of owner and the country both. The whole nation will be benefited by that. Therefore, I urge the Government to pay attention towards its development.

When the V.P. Singh Government was in power it introduced a Bill for equal participation of workers in management whether they belong to public sector or private sector. In our opinion it was a good step and this Government should take measures to get it passed in the House so that healthy relationship between workers and the management could be established which will be helpful in increasing production. It would give rise to a sense of confidence and enthusiasm in the workers and all shall be benefited. Thus workers would become partner in the profits of the industry. Therefore we want that Government should take measures to get it passed in the House so that workers are able to participate in the management and the country can progress. I thank you and conclude with these words.

SHRI SYED MASUDAL HOSSAIN (Murshidabad):: Mr. Deputy Speaker, Sir, you must have watched the way he Hawkers set there articles on roadside or in running trains. They are very efficient in selling even low quality articles by convincing the people. Now Government itself ways that the condition of our public sector units has become very bad and it wants to close them down. Now it is even criticising the private sector also. On the other hand it has opened new avenues for the entry of multinational companies in India. Prior to it also it had assorted a liberal view but now it is welcoming those with open arms. I think that this

Government is very inefficient and incapable.

I do not support the Demands of Grants put up in the House. I would like to draw your attention towards one thing only because Labour Minister Shri Sangma is present in the House. I belong to Murshidabad and there are two and a half lakh Biddi workers. A fund was set up for their welfare and enough money has been deposited in the fund. There had been a proposal of constructing T.B. hospital for these people and the State Government had allotted land for the purpose also. It all happened in 1987 and had a very short name Shri Kabul Barkkat Atwal Gani Khan Chowdhary, who is now the member of the House. Both Shri Sangma and he visited the place of foundation stone. Even the cards had been published and distributed but foundation stone was taken from there to some other on private land and laid there. Even the owner of the land was not aware of it. But the stone was laid there. The work of consecution of that hospital has not started upto now and the land is till laying vacant. In spite of the availability of funds, the building of hospital is not being constructed.

Mr. Deputy, Speaker, Sir, thorough you I would like to request Shri Sangma, who is the Labour Minister now, and hope that work on this project would start before next session starts. If you do not want to start the world then please bring that stone from foundation stone form that place and keep that here in this house. You have committed a mistake by laying the foundation stone at Dhulia. You will have to construct the hospital at the original place in Tarapur but even in Aurangabad where you have laid the foundation stone by mistake. The hon. Minister himself was present there in Aurangabad. There also you will gave to start a health centre so as to avoid a possible conflict between the Biddi Workers of Dhulia and Aurangabad. You want to divide them and I want to prevent you from doing so. I hope that work in this connection world start before the next session. I and biddi workers of my area would congratulate the hon. Minister if he gives a reply on the topic here in the House.

DR. LAXMI NARAYAN PANDEYA

(Mandsaur): Mr. Deputy Speaker, Sir, we are discussing the Demands of Labour Ministry and since much has been submitted by my party about the Labour Policy. Therefore, I would not repeat these things. But it is true that Government does not have a clear labour policy and there are so many labour laws and these are so complicated that if a labour gets entangled into the web of these laws, it would be very difficult for him to get out of that web. Therefore, my submission is that labour laws should be simplified and the sooner we are able to simply it, the sooner they would get justice. Such an arrangement should be made through the medium of labour laws.

Mr. Deputy Speaker, Sir, as the hon. Member Shri Masudal Hossain has attracted the attention towards Biddi workers mining labourers and other categories I would also like to draw your attention towards two other categories of the labourers. Those are workers of unorganised sector and other those who work in pencil slate production units. They are lakhs in numbers. In my constituency alone there are twenty five thousand such labourers. Therefore, I would like to draw your attention towards a single problem. There are hundreds of units producing slate and pencil. These workers suffer from the disease named silicosis due to the dust that comes out of these units. The labourers which work there get infected by T.B. or other such diseases. There is no such legislation which can have those labourers. These labourers toil hard in the sun, then they get infected by diseases and they die due to that.

Mr. Deputy Speaker, Sir., it is a fact that the attention of the Government has been drawn towards these things but it has not taken any steps. I would urge you to take steps in this regard. Government should also introduce law for the welfare of the labourers of the unorganised sector whose number goes in lakhs.

In the end, I would like to quote from the labour policy of the Bharatiya Janata Party.

[English]

"Bharatiya Janata Party believes in healthy trade unionism. It will:

- (1) rationalise and simplify labour laws;
- (2) recognise unions on the basis of secret ballot;
- (3) introduce workers' participation from the shop floor to the Board Room in all public sector projects, public limited companies and foreign companies operating in India;
- (4) protect workers against inflation; and
- (5) make laws and evolve an effective mechanism to protect labour from occupational health hazards arising from industries like asbestos, cement, slate, mica, chemicals, textiles, etc."

[Translation]

I have just referred to it. I would like the hon. Minister to pay attention to these things because it is not possible to have discussion on each and every issue due to paucity of time.

With these words I conclude supporting the cut motion that have been put.

*SHRI V. KRISHNA RAO (CHIKKABALLAPURA): Mr. Speaker Sir, I rise to support the demands for grants of the Ministry of labour. I would like to congratulate the honourable Minister Shri Sangma and give some suggestions pertaining to the problems of labourers in the country.

There are mainly three types of labourers in our country organised labourers, unorganised labourers and children labourers. Organised labourers have all the facilities like gratuity, General Provident Fund, Pension, etc. Government have enacted laws to protect the interests of organised labourers. Unfortunately there are no facilities to the unorganised labourers. They are left

(Gen.), 1992-93

uncared. Agricultural labourers, Quarry workers, and workers of dam constructions have to migrate from place to place. Their living condition is really very bad. They work hard and depend upon meagre daily wages. Government should come forward with a legislation to provide all the basic facilities to these unfortunate labourers. Otherwise it will be like committing crime against labourers.

The condition of child labourers is pitiable. We have seen the poor children rushing to pick food from where waste food is thrown in public places. This is the pathetic condition of the very poor children. It is shameful to allow such a situation to continue. We have to make arrangements to provide education to these children and to make them good citizens of our country.

The labourers who go to foreign countries also face too many problems. Those who go to Gulf countries have some special problems and the Hon'ble Minister is aware of them. Our embassies should come to the rescue of these workers.

Agricultural labourers constitute more than sixty per cent of the total number of labourers and they are the most disappointed persons. I urge upon the Honorable Minister to constitute a Committee to look into this matter and to take steps to improve. The living conditions of agricultural labourers.

Our late lamented leader Smt. Indira Gandhi had introduced several programmes for the welfare of poor labourers. The objective of these programmes was to root out poverty. But what is happening today. Rich is becoming richer and poor is becoming poorer. This gap between rich and poor has to be reduced immediately. We have to protect the poor labourers and I am sure that the Honourable Minister will take suitable steps in this direction. Sir, I thank you for giving me this opportunity to speak and with these words I conclude my speech.

PROF. PREM DHUMAL (Hamirpur):
Mr. Deputy Speaker, Sir, I would like to draw the attention of the hon. Minister to 2-3 problems that are being faced by the labourers

and the employees. The employees of organised sector get neither medicines nor proper treatment in the hospitals run by the Employees State Insurance Corporation. More and more people are being brought every year under its cover but they do not get the facilities they are entitled to. Dependents of deceased do not get pension-amount in time. The hon. Minister, has this department directly under him, he may check the working of E.S.I and ensure that it runs efficiently.

Secondly, I have to make a submission about the provident fund. The employers deduct contribution amount from the salary of the employees but do not deposit their contribution to the fund. Moreover, even the deducted amount from the salary of employees is not deposited for years together. The Government will have to take stern action in this connection so that both the amount of provident fund deducted from the salary of employees and their own contribution may be deposited timely.

Thirdly, I would like to say about the people associated with the press. The Bacchawat Commission had made its recommendations several years ago. Those free recommendations have not been implemented by several Newspapers till date. The understanding between the employers and employees took place fairly long ago. The provisions thereof need to be changed. The Government should take step to ensure that journalists and other employees working with the press should get house rent allowance, medical allowance etc. equal to the rates admissible to employees of the Central Government.

Many Members who spoke before me have discussed in detail the need to implement the Minimum wages-Act and also about the interests of the labourers working in unorganised sector. For them I would like the Government to introduce Contributory Family Pension Scheme. The Government should also take effective steps to safeguard the interests of Government employees to provide time scale promotion to implement awards given by the CAT, i.e., the Central Administrative Tribunal and other awards.

[Prof. Prem Dhumal]

Two Members who spoke before me have specially mentioned about on thing and that is about occupational health hazards concerning workers. The Government should also take proper care to see that workers engaged different professions are protected from the hazards that are associated with their occupation.

Lastly there are many people in trade unions who do not have even membership yet they are leaders. The Government is continuing to recognise them. The Government should try to find out through secret ballot as to which union enjoys majority and it should recognise only that particular union so that only the leaders who really believe in safeguarding the interests of employees, could have a dialogue with the Government and solve their problems

I will not take much time, thank you.

PROF. RASA SINGH RAWAT (Ajmer):
Mr. Deputy Speaker, Sir, through many speakers have expressed their views, I suppose the Demands for Grants of the Ministry of Labour presented by Government.

I am opposing these demands on the grounds that today there is growing resentment in workers, whether they are skilled or unskilled, whether organised or unorganised, whether farm labourers or any other labourer, everywhere every man is raising the slogans "Roji Roti De Na Sake, Woh Sarkar Nikammi Hai, Jo Sarkar Nikammi Hai, Woh Sarkar Badlani Hai". After all, why was such an atmosphere created in this country, when we have made so many labour laws, we have made a number of efforts for the welfare of the workers and in spite of all this there is no improvement at all and the situation continues to remain unchanged. After all, who is responsible for such a situation?

Mr. Deputy Speaker, Sir, through you I would like to request the Government that all have drawn attention to the question of the rights of the labourers or the question of the

problems of the laborers but how much duty conscious are these labourers towards the country in which they live. The Japanese worker, who wants to go on strike, also wants to do more work and do overtime work to show that he is problem ridden but the workers of India today lack the feeling of nationality and they have developed a feeling that once they have been regularised work, they think none can do harm to them. I would like to request the Government through you that where their needs are met, where all facilities are provided to them, where laws are enacted for their welfare, where all kinds of facilities are provided in the colonies of the labourers, where their rights are protected, a feeling of duty consciousness should also be inculcated in them to the effect that this is their own country and they are working for their country. If my industry makes progress, my country will make progress, If my industry makes progress, my country will make progress. If my brick factory produces more bricks, my country will make more and more progress or if I work more in the field of agriculture or if the person who works in the office feels that if he completes his work to the satisfaction, his country will progress, it is very necessary to create such feeling in the workers of our country.

The second thing which I would like to submit through you that many agricultural labourers, who had migrated from Bihar or Rajasthan or other regions to Punjab in search of work, were killed brutally by terrorists. Such labourers go to Punjab in a particular season to find jobs but are killed by terrorists. Which measures the Government has taken to protect such labourers. This point should also be considered.

Sir, today we hear a lot about the sad plight of workers everywhere seeing that I recall a couplet, "Shwannon ko Milta Doodh Yehan, Bhookha Bachche Akulate Hain, Man Ki Chhati See chipak, Chipak Bhookhe Hi so Jaten Hain". Today, there is growing frustration among workers about their future. They are beginning to think that the multinationals which are coming to India will encourage goods, will bring foreign experts with them, will retrench workers through

automation and computerization retaining few workers, will be there in big industries on the other hand workers, participation the multinationals will retrench most of the workers. Hence the frustration among them. They have started thinking.

"Like ho mein, phir malikon ko yaad kya karna, Jahan bedard ho sarkar, wahan phariyad kya karna: / Workers are frustrated. Through you, I would like to request the Government to remove this frustration. At the same time several workers get their names registered with the Employment Exchanges. Those who get job, do not inform the Employment Exchanges about it. With the result their names continue to remain on the Live Registers of the Employment Exchanges. That is why an improvement should be made in the working of the Employment Exchanges. The practice of taking bribe is there. As also there is rampant corruption. Those who grease palm or exert some influence, succeed in getting their names sent from there. But those whose names are on Live Registers for as many as ten years and those who are capable, their names are not sent from there. Such practice should be done away with and even the names of those people who have got work should be removed from Live Registers.

I would like to draw your attention to one more fact. The magnificent sky-scrappers in Delhi, whose sight stuuns anyone, are built on construction workers who come from Rajasthan and live in slums in the Capital. They meet their death working and some are exploited buy contractors as they take them away after tempting them with higher wages and after they have got their work done by them, live them to their destiny. Contractors hold over workers and their exploitation by contractors must be brought to an end. The Government should have some control over restored licenece-holder contractors so that labourers are not exploited, The labourers who live in slums should be provided all kinds of facilities.

As far as banded labour so concerned, the national bonded labour conference also took place. They made a demand for a

national wage policy there. The question of there minimum wages was also raised her and a demand for it was made. In view of the present price-rise the limits of minimum wages should be raised, The Government should give a sympathetic thought to it, that will ameliorate the lot of the workers of the country. There are only two forces which build the nation the first is the farmer-and the second is the farm labourer. Today there is great resentment among both the farmers and the farm labourers. For the purpose of removing their resentment and their problems the Government will have to solve their problems.

I would like to submit that our Bharatiya Janata Party has given a slogan- "Har Haath ko Kam, Har khet ko pani, Aur har mazdoor ko sahhi daam". That is why through you I would like to appeal to the Government that leaving aside everything, people should be given work first, fix rates for them and then earn repute. But the Government has said that within on year or in the coming times it will provide employment to one crore people. After all, where is that employment? Unemployment is growing rapidly. Through you, I would like to appeal to the Government that the engineers who have undergone the vocational training imparted in schools or in I.T.I. pollytechniques do not find jobs. On the one hand, there is demand for them and on the other hand, they remain unemployed. This imbalance should be removed., For imparting vocational education, the State Governments are being given a lot of money, but all arrangements are made in just one school in these States. Due to this no attention can be paid to studies and textbooks. After receiving vocational education, students want to join colleges to continue with their education but they do not have the facility of education. Consequently, neither can they join a polytechnic nor can join any engineering college and what kind of a value does their degree hold? That is why Government will have to think over this issue..

Lastly, through you I would like to request the Government to think about removing difficulties of the poor, only then the welfare of the nation will be possible. If the worker in

[Prof. Rasa Singh Rawat]

the country is happy, he will do his work attentively and strive to raise the production. Only after that we shall be able to exist in the world with self-respect. With these words, I would like to request the Government to bring down the prices and provide relief too workers.

[English]

MR. DEPUTY SPEAKER: All the hon.

Members have participated in the discussion, The hon. Minister will reply tomorrow, The House stands adjourned to meet again tomorrow Wednesday, the 29th April, 1992 at 11.00 AM.

20.20 hrs.

The Lok Sabha then adjourned till Eleven of the Clock on Wednesday, April 29, 1992/Vaisakha 9, 1914 (Saka).