

**GOVERNMENT OF INDIA  
PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS  
LOK SABHA**

UNSTARRED QUESTION NO:6345  
ANSWERED ON:06.05.2003  
RECOMMENDATIONS OF LABOUR COMMISSION  
KAILASH MEGHWAL

**Will the Minister of PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS be pleased to state:**

- (a) whether the Labour Commission has recommended to reduce the existing National Holidays and increase the working hours;
- (b) if so, the facts in this regard; and
- (c) the time by which the same is likely to be implemented?

**Answer**

MINISTER OF STATE IN THE MINISTRY OF HOME AFFAIRS AND MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS. (SHRI HARIN PATHAK)

(a),(b)&(c): A statement is laid on the Table of the House.

STATEMENT WITH REFERENCE TO PARTS (a), (b) & (c) of LOK SABHA UNSTARRED QUESTION. NO.6345 TO BE ANSWERED ON 6.5.2003

RECOMMENDATIONS OF NATIONAL LABOUR COMMISSION      POSITION

(a) The Central Government and all State Governments should have a uniform policy on holidays. (a) It is for respective State Governments to decide the number of holidays as the matter falls within their exclusive jurisdiction.

(b) Only 3 national holidays be gazetted - viz. Independence Day, Republic Day and Gandhi Jayanti Day (October 2) were not accepted in view of its implications. (b) & (c) The 5th Central Pay Commission had made broadly similar recommendations and the same The holidays policy has been reviewed over the years and the number of holidays have

(c) Two more days may be added to be determined by each state according to its own tradition. Apart from these each person must be allowed to avail of 10 restricted holidays in the year, which he or she may be free to choose on the basis of custom, religious observances and so forth. (c) been reduced progressively from 23 in 1960 to the existing level on an average 13-14 effective holidays every year after excluding holidays falling on Saturdays and Sundays. The Holiday policy therefore is reviewed from time to time.

(d) Government holidays should be delinked from holidays under the negotiable Instruments Act. (d) Holidays for Central Government offices including Industrial Establishments are notified every year through administrative instructions only and not under the Negotiable Instruments Act. The number of bank holidays notified by the respective State Governments/ Union Territories under the Negotiable Instruments Act have also been reduced since 2002-2003 to the maximum holidays of 15 days in a year only as compared to holidays varying from 17 to 30 days in a year in different States/Union Territories .

(e) In case of the option of a five-day week, if a holiday occurs during the week, Saturday should be a working day. (e) The five day week system was introduced after due consultation with the Staff Side under the mechanism of Joint Consultative Machinery, on the clear understanding that there would be no reduction in the total weekly working hours. This was ensured by

increasing the working hours per day, to  
make up the loss of working hours on account  
of closed Saturdays. Previously, the 2nd  
Saturday in a month was even otherwise a holiday.