

[Sh. K.N. Pradhan]

get it. Therefore, either you raise the limit or scrap it totally. Under the existing limit of Rs. 1600/- only a few workers are benefited. Similarly, several hon. Members have spoken on the limit of 20 months and Rs. 50,000/- but no body has understood the complexity. I am surprised to note that our hon'ble Labour Minister has not seen the game of the capitalists. This is in fact bargaining between the workers and employers. It can be 15 days gratuity today and one month's gratuity tomorrow and you may also accept it now or it may be accepted in our next conference, but we have given the capitalists a handle to compel us to have talks with them for increasing the upper limit. If you continue the limit of 20 months salary, it will not solve the problem. You may say that one even does not complete 40 years service and therefore there is no meaning of upper limit. But I would like to say that these days nobody below the age of 18 years enters service. If a person gets employment at the age of 18 years and retires at the age of 58 years, only then he can complete 40 years service. Previously, people used to enter service at the age of 16 years or 15 years but the number of such persons is not much. Only two, three or four persons may be found who might have completed 41, 42 or 45 years service. Then what wrong have they done. Why should they be denied their gratuity for two-four years? In view of this I think this limit is not justified and you will have to reconsider it.

Now, all the hon. Members who have expressed their views on 15 day's gratuity are unanimous that 15 day's gratuity for a completed year of service is not justified from any angle under the prevailing conditions. You must reconsider it and raise it to one month. Similarly, all of them have spoken about the payments not being made on time and interest being paid if payments are delayed. I want to that this provision should be deterrent so that the employer is forced to make timely payment. If a person retires and dies, and his children do not get the gratuity, then what is the use of gratuity. Earlier, you had not provided for payment of interest and

such a provision has been made now but the workers are not going to benefit with this provision also if they were not made timely payment. We have so many concerns where a number of workers work.

[English]

MR. CHAIRMAN: Mr. Pradhan, you may continue next time. We now take up Private Members' Business:

Shri Janga Reddy.

15.30 Hrs.

COMMITTEE ON PRIVATE MEMBERS'
BILLS AND RESOLUTIONS

[English]

Thirty Seventh Report

SHRI C. JANGA REDDY (Hanamkonda): I beg to move:

"That this House do agree with the Thirty-seventh Report of the Committee on Private Member's Bills and Resolutions presented to the House on the 29th July, 1987."

MR. CHAIRMAN: The question is:

"That this House do agree with the Thirty-seventh Report of the Committee on Private Members' Bills and Resolutions presented to the House on the 29th July, 1987."

The motion was adopted.

Now, Bills to be introduced - Shrimati Basavarajeswari.

AGRICULTURAL WORKERS (MINIMUM
WAGES AND WELFARE) BILL*

SHRIMATI BASAVARAJESWARI (Bellary): I beg to move for leave to introduce a

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