

company, a mine, oilfield or major port or any corporation established by or under a Central Government Act. In respect of all other employments, the State Governments are the appropriate Governments. Under the Act, Officers of the appropriate Government notified as Inspectors make inspections and prosecute those found violating provisions of the Act. The Central Government monitors implementation of the Act.

There is an Advisory Committee constituted under the Chairmanship of the Union Labour Minister with representation from employers and workers, Members of Parliament and NGOs. The Advisory Committee has been meeting from time to time to advise the Government in regard to the extent to which women may be employed, hours of work, suitability of women in employment, need for increasing employment opportunities to women and part-time employment, etc. Similar bodies have also been set up by 23 State governments/ Union Territories to oversee the implementation of the provisions of the Act.

System of Hire and Fire of Workers in the Industry

3003. SHRI VAYALAR RAVI : Will the Minister of LABOUR be pleased to state :

(a) whether Government are contemplating to system of “hire and fire” of the workers in the industry;

(b) whether it is a fact that the Minister made a statement to that effect; and

(c) if so, the reasons for the same and the details of the proposal?

THE MINISTER OF STATE IN THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI MUNI LALL): (a) Various amendments to the Industrial Disputes Act, 1947 are proposed, based on the requirements of the social partners and in consonance with economic reforms. The amendment proposals are processed at various stages before being approved by the competent authority. The details of the amendments can be indicated only after they have been finally approved.

(b) and (c) The Labour Minister has not made any such statement.

Model Budget for Special School Under NCLP Scheme

3004. SHRI H. K. JAVARE GOWDA : Will the Minister of LABOUR be pleased to state :

(a) whether Government are proposing to increase Model Budget for Special School under NCLP Schemes as per price rise index; and

(b) if so, the details thereof ?

THE MINISTER OF STATE IN THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI MUNI LALL): (a) and (b) An increase in the Model Budget for Special Schools/rehabilitation centers for child labour under NCLP Scheme is envisaged.

The proposed increase, inter alia, includes, increase in honorarium to volunteers and other Project functionaries and for office support expenses.

Applications of Death-cum-Retirement Gratuity Rules to Private Companies

3005. SHRI ANANTRAY DEVSHANKER DAVE : Will the Minister of LABOUR be pleased to state :

(a) whether it is fact that rules for Death Gratuity/Retirement Gratuity of Central Government Staff are also applicable for the workers/Staff of Private Companies having more than 100 workers;

(b) if so, the details thereof ?

(c) if not, whether private companies can make their own rule for death Gratuity/Retirement Gratuity/Service Gratuity;

(d) whether there is any direction from Government regarding payment of Death Gratuity to the Private Companies/factory;

(e) if so, the details thereof?

THE MINISTER OF STATE IN THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI MUNI LALL): (a) No, Sir.

(b) Does not arise.

(c) to (e) The employees of private sector companies are entitled to payment of gratuity as provided under the Payment of Gartuity Act, 1972. In case of separation from the employment due to retirement, resignation, death etc. gratuity is payable to the industrial workers @ 15 days' wages for every completed year of service or part thereof in excess of six months subject to the maximum of Rs. 3.50 lakhs. Normally, gratuity is payable on completion of 5 years continuous service. However, in the case of death or disablement, the condition of 5 years continuous service is not required.