

# LEAVE OF ABSENCE TO SHRI BIBUDHENDRA M. SRA

MR. CHAIRMAN: I have to inform Members that the following letter dated the 27th April, 1959, has been received from Shri Bibudhendra Misra:—

"I have not been able so far to attend any of the meetings of the Rajya Sabha in the current session, and I may not be able to do so during the remaining part of the session as I am bed-ridden with illness.

Under the circumstances I request you to kindly secure for me permission from the House for my absence up to the end of the current session of the Rajya Sabha."

Is it the pleasure of the House that permission be granted to Shri Bibudhendra Misra for remaining absent from all meetings of the House during the current session?

(No hon. Member dissented.)

MR. CHAIRMAN: Permission to remain absent is granted.

## RESOLUTION RE DRASTIC REDUCTION IN THE NUMBER OF PUBLIC HOLIDAYS

DR. P. J. THOMAS (Kerala): Mr. Chairman, I beg to move the following Resolution:

"This House is of opinion that the large number of public holidays at present enjoyed in India seriously hinders quick economic growth and accordingly recommends that these holidays be drastically reduced."

Sir, this Resolution may be rather unpopular because it might cause some inconvenience to people, but I propose to show in the course of my address that it is in the best interests of all concerned, including the em-

ployees of the different establishments, to have fewer holidays but to have leisure organised in a better way rather than to have this kind of occasional holidays and a number of half holidays. Only by a much quicker increase in employment, production and national income, can the condition of the common man improve in this country and for this much longer and harder work is essential. The immediate self-interest of a small class of people may be to have as many holidays as possible, but the Members of this House of Elders have necessarily to look to the national interest as against the assumed self-interest of a few people.

Sir, India is a poor country. We are short of food and other consumer goods and housing accommodation. Is this because we have no resources? Certainly not. We have in this country large supplies of man-power and material resources lying idle, and this is the cause of unemployment and poverty. If these idle resources can be effectively exploited, the National cake can be much bigger and all can get much larger slices. What we are now trying to do is to divide a small cake, and this is distributing poverty, as our Prime Minister has repeatedly pointed out.

It was by ceaseless toil that countries in the West attained development and raised their production and national income. The economic advance of the U.K. and the U.S.A. in the nineteenth century is an illustration of this. This has lately been even more strikingly brought out in the quicker economic development of West Germany. That country which was totally ruined by the last War has made a most remarkable recovery which has been called a miracle. It was by unremitting toil by a hard-working people that this achievement has been brought about.

The same is equally true of Soviet Russia and Republican China also. After the last World War, Soviet

Russia was in a desperate condition with a half-starved people, but those people were put to hard work and production has subsequently increased to unprecedented levels. The recent 'leap forward' in China is even more spectacular. A country with serious unemployment in the past has achieved full employment and is now having an abundance of consumer goods of all kinds.

After attaining economic growth by ceaseless toil and having introduced efficient techniques in productive processes, some of these Western countries have lately been able to increase their leisure and reduce the hours of work. But for an underdeveloped country, such as ours, to follow their example can only impede progress indefinitely, and this is what we have lately been doing. And because we are trying to follow the Western countries in respect of hours of work, etc.,—very wrongly in my opinion—we are still at a low level in respect of production and national income consequently; we forget what amount of hard work those countries had put in formerly; we should take that into account.

In India also hard work had been the rule formerly and in spite of many religious festivals observed, ceaseless toil and long working days had been the case among farmers and handicraftsmen. But under British Rule, with a Government engaged almost entirely in maintaining law and order, a shorter working day was given, and a large number of public holidays were allowed, perhaps as a means of obtaining loyalty from Indian employees. This slackness spread to private economy also. Where formerly farmers worked from dawn till eve, their sons take a much larger free time and ample holidays. I have seen my relations, I have seen my own father getting up early and going to the fields to work and returning home late in the evening. They put in hard labour for a longer period each day.

Is it any wonder therefore if our efforts at a large increase in food-grain supplies have not succeeded? We need not blame the lack of supply of fertilizers and so on for this. If we work hard we can certainly produce more. We do not work hard at all nowadays. The kind of hard work that used to be there formerly is not there in any field of work. We all know it. There is idleness everywhere.

The chief factor for this growing idleness is the large number of public holidays given in India both in Government offices and in private business. The Central Government this year is granting 24 public holidays besides the 52 Sundays and an equal number of half-day Saturdays. In addition there are four restricted holidays open to certain sections of people. Then, there are special holidays given on important events, happenings like death of great people, etc. Thus in 1959, Government offices remain closed in Delhi for over 80 days in the year. Then individual employees are entitled, in addition, to take privilege leave or earned leave as it is called, for one month, and casual leave for fifteen days. Thus a Government employee is entitled to be away from office for nearly 35 per cent. of the days of the year. It is about the Central Government that I am speaking of.

Some of the State Governments are much ahead of the Centre in granting public holidays and also in respect of earned and casual leave. In the Punjab, for instance, the number of public holidays has been 33 during last year and under earned and casual leave, 33 and 20 days respectively. Thus a Punjab Government servant availing himself of all his earned and casual leave can have as many as 150 off-days in the year. Only for 41 per cent. of the total number of days in the year his services are utilized in other words. Perhaps the leave rules of certain other States are even more generous than in Punjab. At

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least Bengal, I know, is very nearly this and probably it is worse in some other cases.

All this is astounding when we see how even in highly developed countries outside, the number of public holidays and other leave days are much smaller. In the U.K., the U.S.A. and nearly all the British Dominions, the number of public holidays are about eight only. Casual leave is not known in most of these countries and the extent of earned leave granted is considerably shorter. The number of working hours is also the least in India. An eight hour day is still the rule in most countries and they have a 42 to 48 hour week. If this is the position after attaining economic development, how much more vigorous must have been the position at their developing stage? I know, as I have been to some of those countries, they were working much harder and in Germany particularly they worked from morning to evening. They were working very hard, particularly after the First World War and also after the Second World War. According to an economist with world-wide experience, "People in India work perhaps not more than half the number of hours a year compared to what people do in a developed country."

Closing of Government offices for so many days and so frequently has been a serious hindrance to the efficient and prompt working in Government offices and has caused considerable delays in important decisions being taken and those decisions being carried out expeditiously. It is such lavish leave rules that have necessitated the abnormal increase in the staffs of various Ministries of the Central Government during recent years and the claim often put forward that this is essential in a developing economy is greatly exaggerated. Of course, some increase is necessary but the expansion is much beyond needs, and because of indifference and re-

duced work being maintained even now.

It is often pointed out that in the hot climate of India, more holidays are necessary in the interests of health. This has not been established as a fact, so far as medical opinion is concerned. Even in the hottest parts of India, men and women have worked as hard as anywhere else and those who do hard work have lived longer and more happily than those with so much leisure. For instance, the farmers and handicraftsmen who put in very hard work live longer. Particularly, the scheduled castes, the Pariahs and others, live much longer and much happier than the other classes of men who are easy-going . . .

SHRI BHUPESH GUPTA (West Bengal): Is it the contention of the hon. Member that the holidays must be cut in order to increase the longevity?

DR. P. J. THOMAS: Yes, even for that. Moreover, Sir if the climate of India is not conducive to hard work, the natural conclusion is that the chances of our people raising their standards of living substantially are limited and this fact has to be taken into account in the matter of our Five Year Plans. When particularly our great leaders are keen on raising our economic levels to those of other countries in the world, I think it can be done, but if you say that our climate is so very bad, then you have to revise your plans.

Another argument urged for such numerous holidays is that this is a land of many religions and that the closing of Government offices is essential for their observance. I am next to none in my admiration for the religious instincts of Indian people and for the generosity of the religious majority to respect the feelings of the minorities in this way. But both to themselves and to the minorities they were rather too liberal, I think. At any rate, these religious observances do not require two

or three whole days as we have allowed, for instance, for Dussehra, Deepavali and even for Holi. There is ample time in the long morning hours—in many States Secretariats work starts at 11 A.M. and everywhere it closes at 5 P.M. If any observance is essential within that period, there is no reason why this should not be done within the Secretariat premises itself. All employees could join together and any cultural or religious function will be much more inspiring that way. They can be done within the premises as it is being done in other places outside. We have been proudly asserting that ours is a secular State. Even in States which are strongly wedded to religion, Government offices are not closed except on two or three most important religious festivals. And in this secular State, to keep idle for so many days at a time when Five Year Plans are being actively carried out indicates that those who talk loudly about hard work are not able to effectively carry it out. They are only talking about it, it seems.

I am glad to find that the Government of Punjab has lately cut down the number of public holidays rather drastically and has increased the length of the work-day during the large part of the year. Public holidays have been reduced from 33 to 9 and three of these are Republic Day, Independence Day and Mahatma Gandhi's Birthday. It will be for each employee to select six from the remaining holidays. Similarly, casual leave has been cut down from 20 to 15 days, and to 10 days for those with less than 10 years' service.

SHRI P. N. RAJABHOJ (Bombay): How many hours have been cut down by the Punjab Government?

DR. P. J. THOMAS: Earned leave has been cut down from 33 to an average of 22 days, and to only 15 in the case of those with less than 10 years of service—the years of service of an employee is very important

and I don't know if it is observed here; it is observed in every other country in the world. Moreover during the winter months, from September to April, the daily working hours are from 9 a.m. to 5-30 p.m. with half-an-hour lunch-break and Saturdays and Sundays as off-days. They can have two full days' holidays. They earn this after working hard on five days. It is a very good thing.

SHRI BHUPESH GUPTA: What about cutting the lunch hour here?

MR. CHAIRMAN: Order, order.

SHRI V. PRASAD RAO (Andhra Pradesh): It will add to the longevity of the elders.

MR. CHAIRMAN: Please go on, Dr. Thomas; don't listen to them.

DR. P. J. THOMAS: Moreover, during summer, from May to August, there is work only from 7 a.m. to 1-30 p.m. but the only off-day is Sunday. They get the whole of the afternoon so that they can carry on their other work. In this way not only has the number of working hours for the employees increased from 1398 to 1710 a year, but leave days and leisure time have been so arranged as to be really useful to the employees.

This is more useful, more centralised and not like the stray holidays that we have been giving. Now, their leisure is something substantial. It is hoped that the Central Government will take a cue from this timely measure of the Punjab Government and not only modify the rules in the Central Government, but also draw up for the State Governments suitable rules somewhat on the lines of the Punjab Government rules. In this way, it may be possible to improve efficiency in the administration as well as give more real leisure to the Government employees.

Sir, the conditions in Government offices set the norm for private business and to some extent in the larger industrial establishments also. As a

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matter of fact, conditions in the Government offices have been generally imitated by the business and industrial establishments, and also by institutions like banks which are also very important institutions.

I do not, however, want to go into this matter in detail now, but I must say that in the matter of industrial establishments, at least one Government, I mean the Government of Madras with which I had been connected for a long time, has gone ahead and they have passed an Act by which they have curtailed the number of public holidays in these institutions, that is to say, in factories, shops and other establishments and in plantations. From the old number of 24 or 30 that was observed, they have brought down the number of holidays to seven, of which two are national holidays and the remaining five will be left to the choice of the employee. This is very important. After all, the Madras Government has taken a bold step. All interested in the country's economic progress must note this. The Government of Madras works harder perhaps than other Governments in India, and probably they are also pushing ahead with cutting down holidays in Government offices.

In this connection banking institutions are very important, because it is from these banks that the life-blood of business comes. I find that while there are only six holidays for the banks in England and in most other countries of the world, here in India they have, on an average, 23 holidays. I am sorry to see that in the Punjab they have as many as 31 holidays—in this respect Punjab has gone rather badly—whereas Mysore has only 18 days. Even in certain backward countries of Africa they have only 8 holidays for their banks. This, Sir, is a matter calling for serious consideration, because money in the banks is the life-blood of all business activities, and unless it is in regular circulation no economic activity can go on vigorously. Therefore, I do hope that bankers' organisations and also asso-

ciations of bank employees will look into this matter carefully.

Sir, I am not sure if it is proper on my part to go into the question of holidays in the High Courts. Several High Courts have got to work only for six months in the year, and one High Court that I know of, does not work even for six months. They have a long vacation for two months. Besides they have several holidays, and in one case the total of all holidays came to as many as 190 days and only 175 days were working days, that is to say, not even half the year.

SHRI V. K. DHAGE (Bombay): In addition to casual leave?

SHRI V. PRASAD RAO: Yes.

DR. P. J. THOMAS: Probably, yes. I do not want to go into this question. After all, the High Courts certainly lie in a different category. However, we are in a country where we have been talking of delays in the administration of justice, and we know how difficult it is for us to do anything with the courts. I am not against Judges—they do want plenty of leisure. But there are competent men in the bar who can be appointed as acting Judges. To my mind the High Courts should go on functioning for longer time so that cases may be pushed through and law's delays may be reduced considerably. In fact, things are far better in England and I know of a case which was finished there in so short a time. But here I never file a suit now, because it is no use, and so I let the money go or whatever is at stake.

PANDIT S. S. N. TANKHA (Uttar Pradesh): Is the hon. Member not aware that High Courts usually worked for 185 days which they have now increased to 200 days?

DR. P. J. THOMAS: That may be the case with some High Courts, but I have got some information and I do not think that is true of all High Courts. Even the Supreme Court till

lately had nearly six months' holidays, but, work having increased, they now . . .

MR. CHAIRMAN: Let us not talk of the Supreme Court and High Courts.

DR. P. J. THOMAS: I am sorry, Sir. I will now conclude my remarks. We have set our mind on attaining economic growth as quickly as possible and we are briskly conducting Five Year Plans now for the purpose of bringing into use all our resources. If we are to make all this effort a success, and if they are to bring about a quick improvement in the economic condition of the common man, then surely, we all of us have to work harder and for longer hours, including Members of Parliament.

I shall conclude my remarks Sir, by quoting the opinion of a well-known economist of world reputation, Prof. Gunnar Myrdal of Sweden. He said this in Delhi last year, when speaking on the task that faces us in India:

"The task is simply to increase the number of effective work hours per year, for the entire population within the working age—the labour force—and at the same time to increase the efficiency of work so that more is produced per work hour. In the final analysis, India's economic planning will succeed or fail depending on the human factor, whether India can get its population to work more and better, and to produce more."

Thank you, Sir.

MR. CHAIRMAN: Resolution moved:

"This House is of opinion that the large number of public holidays at present enjoyed in India seriously hinders quick economic growth and accordingly recommends that these holidays be drastically reduced."

SHRI T. S. AVINASHILINGAM CHETTIAR (Madras): Mr. Chairman, this Resolution has not come one day earlier. Sir, those who have watched

the progress of countries, who have studied the history of developed countries, know that it is by sheer hard work that nations have progressed. Take the United States of America about which we hear so much. Three hundred years back, a few pilgrims went there. It was all vast wild life everywhere. But today it is one of the greatest and biggest countries in the world, perhaps one of the two great countries in the world, which dominate the earth. Why is it? It is because they worked hard, and they worked very hard indeed. There was no time limit. Even today, people who come from the U.S.A. to this country, with many of whom I have had very intimate conversations, they say, "We see the reason for the poverty of this country. You were once great, and perhaps you must have striven hard then. But larger effort has to be put forth in this country." Yes, we have to put forth larger effort, may be in agriculture, may be in engineering, may be in education and in every walk of life. Our effort in all these fields is certainly far less than the hard work put in by the people of the U.S.A. The First Five Year Plan and the Second Five Year Plan and other plans may come and go but if they are to succeed—and God willing they will succeed—they will succeed only on the bedrock of hard work. Planning can be done in the offices here; but they have to be put through by millions of men and women in this country, working not only in offices, but in all places, in schools and colleges, in the fields and in the factories, and all over the country. And if this is to be done, Mr. Chairman, they must begin it here and now. That is the reason, Sir, which has inspired my hon. friend over there to bring forward this Resolution.

It is not mere hard work that counts. It is not even intelligent work that counts. We in India are very intelligent, and many foreigners have told me, "You Indians, I know, are very intelligent people". That is so, but what we really lack is another thing, namely, the capacity to work in

[Shri T. S. Avinashilingam Chettiar.] co-operation. It is not merely work that counts. It is not merely hard and intelligent work that counts. It is work done in co-operation with others that counts. It is work done as a team with others that counts, and work in appreciation of what others do. It is this that counts and this alone will bring progress to this country. In these days we talk much about girding up our loins and every time we say we must be up and doing. But what exactly do we do? People who are working, they do put in hard work, say, those in the fields. But eighty per cent. of the people have no work sometimes. Those who work, they work for twelve hours. They rise very early in the morning and go on working till nightfall. But I say, if the tempo of our development is to be increased, we must learn to set up higher standards of work, in quality as well as in quantity. What I say now refers to quantity. Let me give a few examples. The mover of the Resolution has given statistics about the number of days we are working and the number of hours we are working. But do you know,—this House must certainly know—that even now, here in the United States Information Service and their Embassy, they work for eight hours a day. They start their work at 8-30 in the morning and go up to 5-30 in the evening, with an hour's recess for lunch. How long do we work in our offices?

SHRI M. H. SAMUEL (Andhra Pradesh): Five days in a week.

SHRI T. S. AVINASHILINGAM CHETTIAR: And then there is another matter and that is the quality of the work, and about that I am sorry to say this. I have been connected with the Legislature in India from 1935. The work then was more efficient. In many of the lower ranks, there was the fear about the British, fear that they may be sacked, fear that the authorities will take action against them. I do not say that it is fear alone but the greater motive

force is devotion, the motive force that the country must rise up, the greater motive force that we must work for the country. I am unhappy to say that while the fear has gone out, the alternative motive force of devotion has not taken its place with the result that people do not care. Ask the Superintendents, ask the Under Secretaries, ask the Deputy Secretaries. They will tell you that they are afraid to talk to the lower ranks. The quantity of work is there and it has been compared to that of the other countries but the work that our people are doing is precious little. That could have been made up if there had been quality but even the quality has suffered and see what is happening to this country. We want standards of income to rise, standards of levels to rise but they will not rise in this way. Unless we work hard, we cannot produce. We want more of everything, clothes, foodstuffs, etc., but that can be achieved only by the labour of men. These things cannot be produced by notes in offices. Even in regard to the notes, people must work hard so that they put up proper notes, more intelligent notes and a greater number of papers. That is the reason why I feel that if India is to raise the standards, all of us must work hard. There is no exception to the rule; it may be the Ministers, it may be the Members of Parliament, it may be the clerks, it may be the Under Secretaries and it may be college professors.

Now, coming to college professors, I have to say this. Does this House know that in many universities the working days are only 135 or 140 or 150? In my own university, when I introduced this in the Syndicate, the executive body of that university, that we must work for 180 days, the professors said, "Oh, 180 days?" You see, Sir, there is some idea behind this. When the Britisher ruled the country, he said that the elementary schools should work for 220 days; for the high schools he made it less, about 180 days and for himself because he

was in the university,—he wanted to go on furlough for three months—he fixed 135 or 140 days. It was good enough then but those foreigners have gone away. We are here and we must work hard and we have to develop the country and so, Sir, we must voluntarily create an atmosphere in which people will say that they will work, that they want work. I am happy to see today that the University Grants Commission has given certain leads in this direction. They have said that any grant that they give must be accompanied by working a larger number of days. I am thankful to the University Grants Commission for that because even if the States had said this, they would not have done it ordinarily but when it is said that the Government will meet half or three-fourths of the expenditure, then it will be accepted. When a little money comes along, this very salutary principle of working a larger number of days is accepted and this has been taken up by the colleges and the universities.

Mr. Chairman, I feel that this is a very important Resolution. I know that this matter, along with many other service conditions, has been referred to the Central Pay Commission. It is possible that the Minister may say, "Oh, we have referred everything to the Central Pay Commission. While I am in sympathy with the Resolution, I am not able to accept it". That is the usual way. I hope, Sir, the Central Pay Commission will be seized of the importance of this matter and will categorically express themselves in this matter.

I want to say one thing before I sit down. This is a very important Resolution and it ought to be advocated not by a few but by millions of people. Millions of people ought to co-operate with it and an atmosphere ought to be created because it is the atmosphere which is very important. We remember that during Gandhiji's time people underwent—sacrifices, lathi-charges and so on because of the

atmosphere then. Gandhiji could create that atmosphere where millions of people could sacrifice themselves, men, women and children. If we want to build up higher standards, if we want our people to get greater incomes, a higher level of income, to get greater education and to get greater wealth, we have to put in greater effort. All this can only come through greater effort by all. This greater effort can be forthcoming only if we produce the atmosphere. Half can come by legislation, a quarter can come by force but cent per cent and more than cent per cent will come by inspiration. That is the main matter and the Government set-up here and elsewhere as natural leaders of the community must set up greater standards in this matter of greater and greater work.

I am happy, Sir, this Resolution has been moved, I hope the time will come when people will learn to say, "Our country shall achieve it" and it shall be achieved only by effort. It shall be achieved by united effort, hard work and co-operation. That spirit must be inspired. I hope, Sir, that the time will not be long when we, all of us, in the fields, in the factories, here and elsewhere, will be so inspired.

SHRI BHUPESH GUPTA: Sir, it is indeed an exhilarating experience to hear Prof. Thomas and Mr. Avinashilingam advocating a cut in the holidays and that too in the Rajya Sabha which sits two months less than the other House, would not do away with the lunch hour and would require almost a revolution to make it sit on Saturdays. Anyway, we are not concerned with this aspect of the matter.

SHRI V. K. DHAGE: These people are older men wanting a cut in the holidays.

SHRI V. PRASAD RAO: For rejuvenation purposes.

MR. CHAIRMAN: Order, order.



SRI DINU KESH GUPTA: When I heard Mr. Avinashilingam, I thought the old men were reviving their youth. That is not the point. That is beside the point. The issue that has been placed before us is, "Cut the holidays". We have to increase the efforts necessary for the economic growth and so on. I can never visualise a greater misconception of the real problems that we are facing today. Are, we to understand that our economic growth is retarded because we give more holidays to the people or are we to understand that this is retarded on account of some other basic reasons which we must overcome? In this connection, much has been said about the Government employees and others as if they are idling along. I repudiate this insinuation and it is a pity that Mr. Avinashilingam should have been here rather than in his own State leading a *shramdan* movement or whatever it is, because you see how energetic he is. Anyway, that is for him to choose. Personally, I do not think it is much of a work when we speak. There are other types of valuable work also.

Now, Sir, why are the people inefficient? What is the reason for the inefficiency if it is there? If you look at the statistics published by the Government from time to time, you will find that a vast mass of our human labour runs into waste or remains idle. Why? It is not because they do not want to work but because society would not give them work. This is the position. In the countryside, almost half the population and even more does not get half a year's work or even three months' work every year and for the rest of the year they are idle seeking jobs but getting none. They are made to stand in the lines of the unemployed month after month, year after year and thus our labouring force gets destroyed. Now, are we to understand that the problem there in the countryside is one of cutting the holidays? The problem essentially is one of finding employment for the unutilised labour, idle labour, unemployed labour. The

story is more or less the same in the urban areas.

Now, let me begin with the Government employees. I know that with the Pay Commission some quarters are getting fidgety about this business, because they think that the Government employees are too many, they must not be given any increment. And they are not interested very much in their conditions of work and better living. Take the Central Government. There are 17 lakh employees, barring the Defence forces. Of them, 91,400 draw a basic salary less than Rs. 51; 4,62,000 between Rs. 51 and Rs. 101; 2,04,000 between Rs. 101 and Rs. 251; 29,101 between Rs. 251 and Rs. 500 about ten thousand above Rs. 500; and only 2,341 above Rs. 1,000. This is the position. Now, Sir, if you go to the States, you will find that 46,000 class IV employees of the West Bengal Government are drawing a basic salary—please note it—between Rs. 20-25, and 81 per cent. of them are on a temporary basis. In the Food and Rehabilitation Department of the Government of West Bengal, 30,000 employees are on a temporary basis, though the services of many of them range from five to twenty years. In the Central Government there are many assistants who are temporary. There are too many temporary hands. 600 to 700 temporary assistants are there. They remain temporary for fifteen years. Nobody would make them permanent. Now, they have made them quasi-permanent but they are not in a position to sit for the examination which leads to their promotion. Temporary and quasi-permanent employees of the Government of India are debarred even from sitting in such examinations for promotion. Their service in a number of cases ranges from five to fifteen years. This is the position. Now, the Government employees in our country do not have better pay, which alone goes to make them efficient. They do not have good service conditions. On the contrary, they suffer from service conduct rules. They do not have good housing, no

arrangement for health and sanitation. They do not have proper opportunities for their well-being. Now, the hon. Member thinks here that by making them work more, you can add to their longevity. Well, I would rather caution the country against a physician of this kind. The diagnosis seems to be dangerous. I do not know whether this is a scientific approach in such matters. But it is surprising when it comes from an economist of his stature. I have never known of an economist adding to the science of biology by suggesting that people should be made to work more so that their span of life increases. Many absurd suggestions are heard these days, but never the gem of a suggestion of this kind is heard in educated circles to which the hon. Member no doubt belongs. Therefore, let us not go into this question. On the contrary, I could have understood the discussion if we had given our employees, Government employees, better pay, good housing conditions, good service conditions and lesser hours of work. Then, we could have understood the discussion as to whether there should be some cut in the holidays. But nothing of the kind. The intensity of exploitation, among others, is growing, the load of work is going up.

SHRI H. P. SAKSENA (Uttar Pradesh): Nothing of the kind altogether.

SHRI BHUPESH GUPTA: I do not quite understand that.

MR. CHAIRMAN: Don't bother about it.

SHRI BHUPESH GUPTA: I am very much willing to understand his point.

SHRI H. P. SAKSENA: I may explain that he himself said 'nothing of the kind'. No pay is given, no holidays are being given, no emoluments are there. So, all this is absent in the Government service.

SHRI BHUPESH GUPTA: You know, Sir, that even if I were as old as the hon. gentleman, I would not mention such absurd suggestions. Now, Sir, that is not the point. They should get better conditions. My complaint is that they do not get enough. Now, therefore, they do not have other opportunities. Holidays are there. This is the only time they get for rest. Even so, if you go into the life story of these people, you will find that what you regard as holiday for them, is no holiday at all. They are overburdened with the worries of their families on the one hand and education of the children, disease in the family, ailments and so on, on the other hand. On the one hand he does not get adequate pay in order to make both ends meet, on the other hand, he has the pressure from the *mahajans* and others from whom he has borrowed the money. This is the position. Whatever little time he gets off his job, he has to spend in trying to solve the very urgent and immediate problems of his family, and even so he is not in a position to do so. This is the position. In the case of the working class hours, it is sweated labour. The hon. Member says eight hours. It is not eight hours, in some cases it is more sweated labour. It is not merely in terms of hours, but they are made to sweat, because the conditions in which they work are absolutely bad in many factories and many concerns.

Now, the hon. Member here says that our climate is good and so on. I do not know what he means by it. Is it merely a question of climate? The climate is a tiring climate, because I have found some hon. Members sleeping in the Central Hall. It is very good. I like them to sleep. But they seem to be tired even by sitting here, and if they go to the other Hall and find out a cushy chair and lie there and take a little comfort, I do not grudge it. Imagine what will happen to the men in the facto-

[Shri Bhupesh Gupta.]

ries who are working eight hours in this gruelling heat, under conditions which are not at all inviting. They do not have the lunch hour to go and sleep. This is the position. On the contrary, even during the recess that they get, they are worried over other problems. Such is the position. Now, as far as the Government servants are concerned, the problem is entirely different. I am opposed to running down the average run of Government servants. You see how the ramification is there. They do not have even the incentive to work. Now, in China and other countries they are given incentive to work. The manager or the officer goes to the Government servant, and they are doing physical labour in order to inspire him. Initiative is given. Promotions are made from the bottom rung of the servants. Today, there should be in this country, if we want . . .

SHRI AKBAR ALI KHAN (Andhra Pradesh): Does the hon. Member suggest that they work less in China?

SHRI BHUPESH GUPTA: How can I make this suggestion? If you make the conditions better, the work is always better. Efficiency increases. I thought he had understood my point.

SHRI V. K. DHAGE: What is the comparative salary they receive?

MR. CHAIRMAN: Don't bother about that.

SHRI BHUPESH GUPTA: Discrepancy in the salaries is there. A Secretary of the Government of India gets Rs. 4,000 per month, an assistant hardly Rs. 150. Now, it is a demoralising picture. If I were an assistant or a clerk in a Government office, I would not like to be harangued by such officers. It is sad and it is demoralising. It is such discrepancy in their salaries and allowances, a living demoralisation, which spoils the whole thing. This is the position. Therefore, all these things are import-

ant. This is what I am saying, that incentive should be there. About the targets in the factory, they do not know what the targets are. We talk about the Five Year Plans here. They do not know the targets. They do not have the inspiration behind it and we do not explain to them. The managers do not go into that, and in the officialdom, of course, the top officers always frown upon the small Government employees and others. It is a hell of a problem for the Government employees even to meet a big officer. Service rules stand in the way, and if you deviate an inch, you are done. This is the position. (*Time bell rings*). I think I have made these points clear. I think this Resolution should be gracefully withdrawn. I suggest, let it not be said that, of all places, in Rajya Sabha this Resolution was discussed to cut the holidays of the Government employees and others. If anybody is entitled, I think we are qualified the least of all, compared to others, to come out with such a proposition before the country.

One point, I think, Sir, for ourselves we can do a little more work—sit through the lunch hour and increase the period of work. I suggest that this might be considered.

SHRI N. M. LINGAM (Madras): Mr. Chairman, I am broadly in agreement with the Resolution moved by the hon. Member.

SHRI V. PRASAD RAO: As an employer it is understandable.

SHRI N. M. LINGAM: As I see it, there are two sides to the question. One is that the employees of the Government should be given better conditions of service. They should be given more leisure so that they may relax and be in an efficient state to discharge their duties. The other question is that it is necessary to curtail the holidays because there is now no rational basis for the holidays which the Government employees enjoy. They should be enabled to

utilise their leisure or holidays in a disciplined way. By this way it would be possible not only to increase the quality and the quantity of work but also to ensure that the Government servants are in a happier state of mind. But, Sir, this problem impinges on other questions. It is a truism that by hard work the national output could be increased. I do not think we in this House need expatiate on that. But, Sir, is it the most suitable way to aim at this objective of increasing output, by curtailing the number of holidays enjoyed by Government servants straightway?

Sir, this question of the number of holidays at present enjoyed by the Government departments is, to my mind, a hang-over of the past. In the pre-independence days, that is, during the time when Government was concerned only with the regulatory functions of a State, they did not much bother about increasing the quality of work or for the matter of that increasing the output. They were interested in only seeing that the Indian servants had ample opportunities to observe their religious occasions, and with the then state of affairs it was enough for them to allow things to go on smoothly. But, Sir, things have undergone fundamental changes after independence, and in a sense the system of holidays is bound up with the nature of work. Sir, if we are to attempt at reducing the number of holidays, we have also to consider changes in the administrative set-up. Now, it is for the Government to see how far the work done by the various Government departments is of an essential nature. In those days the system was so involved—it was called red tape, it was called in some places the Tottenham system—that a lot of unnecessary work had to be done. There were checks and counter checks. There were so many methods by which an item of work could be done in a more simple and straightforward manner. Sir, this administrative set-up itself has to undergo a change before we

think of curtailing the number of holidays.

Sir, it is sad to reflect that the vast mass of our public servants should be engaged in a kind of drudgery throughout the year. The work must be such that he has a feeling that he is contributing to the nation. He must enjoy the work because we know that it is not the work that kills but it is the nature of the work. If the work is agreeable, if the Government servant is given a sensation that he is doing something through his work which will go to the service of the nation, then he will certainly enjoy the work. So, Sir, I feel that the problem of readjustment of the holidays is bound up with not only the organisation of the Government departments but also with the system by which Government departments are carried on throughout the country. But that is a larger question, and I do not know if I could expatiate on that.

Then, Sir, reference has been made to the High Courts. High Courts stand on a different footing, and High Courts have their Vacation Departments. They do need leisure for serious study and reflection, and I do not think that it is the intention of the House even remotely to suggest any curtailment of the holidays now enjoyed by the High Courts.

Sir, reference has also been made to the private sector. The private sector if anything has less number of holidays than the Government offices. But here we are concerned with the public sector, the Government sector, and how far it will react on the other sectors of national life. The hon. Member opposite has referred to questions like unemployment in the rural areas. It is not that the need of the hour is to reduce the number of holidays but to see that work is given to the vast masses of the people. That is our accepted objective, but if we do not set an example by making the Government servants work more efficiently, work for a greater number

[Shri N. M. Lingam.]

of days in the year, how can the nation at large attune itself to a system of work whereby the production could be increased? Sir, it is necessary that Government as the largest employer has to set an example in the first place to see that the number of holidays is reduced. But I do not at the same time suggest a drastic reduction of the holidays. It should be arranged in a rational way. Sir, the hours of work could be readjusted suitably. At the same time the holidays also could be so devised that while they allow the staff to observe the important national festivals, they do not afford them leisure which will be sort of hanging over them.

Sir, this question is also bound up with the question of their emoluments. If the number of holidays is reduced, which is possible only by reorganising the work, and if work is executed more promptly and more efficiently, the Government servants will be qualifying themselves for better conditions of service which mean better emoluments. Sir, I am firmly of the opinion that if work is reorganised having regard to the needs of our Five Year Plans, it is possible to reduce the number of Government servants about whom we are accustomed to speak so often in this House. We have complained to the Finance Minister that work in the various Ministries, indeed the expenditure on the employment of staff, is increasing enormously. Sir, by suitably reorganising the work, the number of men could be reduced, and this would pave the way for affording them better conditions of service, and with better conditions of service it is possible to reduce the number of holidays and to ensure better quality of work. So this question has to be tackled by the Government because this is a thing which has not changed since the attainment of independence and I feel it is time that Government bestowed its thought on this important question.

12 NOON

Sir, I am sorry that political considerations were attempted to be imported into this question. We are concerned here not only with the problem of increasing the output and prosperity of the country, but also the welfare of Government servants themselves. The House, I believe, will not give the impression that it is not its concern to look after the public servants. They have worked hard. Although the office hours are between 11:00 A.M. and 5:00 P.M. we know that they work for longer hours and it is because of their devoted service that the administrative machinery is going on smoothly. But our objective is to see that work is made more attractive and work is made more serviceable to the country. And this requires drastic changes not only in the number of holidays because it is only one part of the function of Government, but also in the structure of administration. The methods by which all these are dealt with in the departments are to be reorganised. Sir, if we in this way reorganise the whole system of Governmental work, we would be setting thereby an example to the other sectors and to the nation at large. If we do not do that, we will be simply giving secular exhortations to the people, which are bound to fall on deaf ears.

Sir, I support the Resolution.

SHRI H. P. SAKSENA: Mr. Chairman, Sir, it is in deference to the wishes of my venerable friend, Dr. Thomas, that I have come to the House today; otherwise I had no programme to attend the House today, and therefore I support the Resolution which my friend, Dr. Thomas, has moved, in its spirit. So far as its wording is concerned, I am not concerned with it.

Now, Sir, before I give my support to the Resolution, I have to address a few words to my friends sitting in the official gallery. At any rate, I want to assure them from the bottom of my

heart that I do not grudge them the holidays that they are enjoying today. Nothing of the kind, because I know that they are very hardworking. I see our own Secretary with his so many lieutenants and supporters does Herculean task daily, day in and day out. Therefore, it is not in that spirit that I support the Resolution in its spirit or in its substance, but in the spirit of setting things aright that I support it. I have also to address a few more words to these friends who are . . .

SHRI SANTOSH KUMAR BASU (West Bengal): That cannot be done, Sir. On a point of order, no words can be addressed to the official gallery or to any other gallery.

MR. CHAIRMAN: Yes, he is right. Please don't address the official gallery.

SHRI H. P. SAKSENA: If that is the rule, I stand corrected.

AN HON. MEMBER: Withdraw.

SHRI H. P. SAKSENA: I do not withdraw anything because I do not utter words irresponsibly and I have no need to withdraw them.

SHRI BHUPESH GUPTA: You can address anybody through the Chair.

MR. CHAIRMAN: Please sit down, Mr. Bhupesh Gupta.

SHRI H. P. SAKSENA: I address the Chair; I am always addressing the Chair. I have a few words to be addressed to the official gallery . . .

MR. CHAIRMAN: Again.

SHRI H. P. SAKSENA: Again, Sir, through you.

MR. CHAIRMAN: It is all right. You have said it.

SHRI H. P. SAKSENA: . . . that they should have the national interest first and foremost before their eyes, and let there be a rule that each and

every Government servant will have this slogan hanging in his house, that the national interest stands first and foremost. In former days, we used to say 'King first', there was no mention of the country coming first. But then, times have changed, and I am to remind them that they have got to give up the mercenary spirit with which they were being governed up till now. That mercenary spirit, that wage-earning mentality, should be changed and we should have the country's interest, the national interest, first and foremost, in our hearts. Then only can the country rise and can progress be speeded up. So, Sir, I make a humble suggestion to the Government to advise its employees to hang this slogan in their houses, that national interest is uppermost, so that it takes the first and foremost place in their daily programme.

So far as the curtailment of holidays is concerned, I believe the employees themselves will admit that some of the holidays are not at all essential. I do not agree with the argument advanced by my friend, Mr. Bhupesh Gupta, that conditions are not so good, as if they are not ideal enough for the employees of the factories to have recourse to those nasty tactics of 'go-slow' methods, strikes and walk-outs. These things should be tabooed, I say. In a free country like ours why point out that we should go to the United Kingdom or the United States or the Soviet Russia to learn something? We do not stand in need of it, because we have got intelligence and intellect enough to give our pleadings, our persuasions, our requests and our entreaties to our men, through you, again, Sir.

MR. CHAIRMAN: That will do.

SHRI H. P. SAKSENA: So, progress is the first and foremost essential thing, which should be speeded up. Now what is the talisman for the speeding up of the progress of the country? That is hard work. Everybody knows it. There is no difference of opinion on that score. Hard work

[Shri H. P. Saksena.]  
is the talisman for speeding up the progress of the country.

Now, Sir, may I humbly remind my friends in the official gallery . . .

MR. CHAIRMAN: Again.

SHRI H. P. SAKSENA: . . . through you, Sir, that "work is joy", and that is a lesson that they should learn. Laziness and tardiness are worse than death. I hope they will have some regard for the counsels of a person who may not be wise, but who is aged enough to give them a piece of advice.

With these words, I support the Resolution.

SHRI D. P. SINGH (Bihar): Mr. Chairman, Sir, I rise to support the Resolution moved by Dr. Thomas. It is not with any sense of diffidence that I rise to do so. I agree that unless a proper atmosphere is created in our country for hard work, unless all of us get a real joy in our work, it is not possible to reduce the number of holidays in our country.

SHRI BHUPESH GUPTA: Still, Sir, he will be doing hard work.

SHRI D. P. SINGH: Sir, Dr. Thomas has very ably pointed out how in our country we are having a very much larger number of holidays than in most of the other countries which are advancing today. In most of these countries they have a smaller number of holidays and the number of hours that they have to work every day is also greater. Nowadays—recently, of course—the Western countries, which have made a great deal of progress, have given certain additional facilities so far as holidays and working hours are concerned.

There it is possible because they are in a particular situation now when they can do even with a large number of holidays. In England, in Germany—West Germany I mean—and in Japan, a great deal of progress has recently been made. Of course, these

countries have been progressing all the time, but during recent years real progress has been made in these countries, so much so that West Germany and Britain today enjoy almost the highest standard of living. Great Britain today is more prosperous, in spite of the loss of a large part of her empire, than ever in her history. All that has been possible because that country, the people in that country, have put their shoulders to the wheel.

We in India are having a very large number of holidays undoubtedly. The work is in arrears whether it is in courts, educational institutions or the Secretariat or the factories. I do not say, Sir, that we can, merely by reducing the number of holidays, bring about the speeding up of work, bring about the revival of this country. I do not make a suggestion of that kind. Coupled with a reduction in the number of holidays, which is certainly necessary—as Mr. Bhupesh Gupta pointed out—service conditions must be improved, corruption must be uprooted, inequality of incomes must be brought down. Unless all that happens, there cannot be on our part, on the part of everyone of us, a joyous participation in the nation-building activities. In order to bring that sense it is certainly necessary that everyone is prepared to make sacrifices. It will not do if only some sections of our people should be making sacrifices all the time whereas others should enjoy the fruits of their labour. That cannot go on. Every man must have a feeling that he is working for the country, that others are also working for the country. Unless that feeling comes, Sir, I submit it is not possible to expect our people to make sacrifices. In that case we should not be opposed to any move to reduce the number of holidays that we enjoy in this country.

Referring again to what our friend, Mr. Bhupesh Gupta said that we in this country have a very big army of unemployed, I would like to say that it is true that we have a big army of unemployed, but the Resolution here does not deal with the problem is

unemployed in this country. The Resolution here deals with the problem of the number of holidays enjoyed by the employed.

SHRI BHUPESH GUPTA: I was just pointing out that a great part of the nation has been put on a forced holiday by the Government.

SHRIMATI YASHODA REDDY (Andhra Pradesh): He said there is too much unemployment and that the economic tempo should be increased. For that he wants a lesser number of holidays.

MR. CHAIRMAN: You will have your chance.

SHRI D. P. SINGH: Our friend, Mr. Bhupesh Gupta, further said that in China there is more enthusiastic participation in work. It is true that the Chinese nation is working very hard. It is a well-known fact. We all know that. But, can we not say that one of the reasons why the Chinese nation is working hard is that there is compulsion in that country? There is a totalitarian regime. We in India are a democratic set-up. We cannot possibly force anybody to sit and work in that way.

SHRI BHUPESH GUPTA: Therefore, keep them unemployed.

SHRI D. P. SINGH: I say there should be reorganisation of the whole thing. That is a different question. On this point I submit that it is not proper to compare the two. In China there is a great deal of compulsion.

[MR. DEPUTY CHAIRMAN in the Chair.]

Apart from that, Sir, in these totalitarian countries, as a result of false issues which are raised from time to time, a kind of artificial enthusiasm is created. At present there is the Tibet issue in China, for instance. Now Tibet is being suppressed by the Chinese. (Interruption.) False issues, are being raised. When you raise false issues, you encourage expansionism, the whole nation gets enthused. And, as a result of that enthusiasm harder

work becomes possible. But we are a democratic set-up.

SHRI BHUPESH GUPTA: Sir, the statistics that we have before us relates to the period before the developments in Tibet took place.

SHRI D. P. SINGH: I said that is one of the things. I did not say that is the only thing. You cannot just laugh it out, Mr. Bhupesh Gupta. You must give up that habit.

I would like to point out that only a few days ago a poll was taken in Sweden by the education authorities as to whether the boys and girls of the schools wanted to have two days off in a week or only one day off in the week, and an overwhelming majority of the students voted for six days' work in the week because they were anxious to acquire education. They want to acquire knowledge. Not like ourselves, unfortunately, who want holidays on the slightest pretext and naturally the work suffers, the courses are not completed in the schools and colleges.

Sir, I submit that when our economy grows and it becomes self-generating, then we shall certainly be entitled to a larger number of holidays. We should have them then. But at the moment we should have as small a number of holidays as possible so that we are able to advance economically so that our economy takes the necessary jump and our progress is not retarded. Thank you.

श्री पा० ना० राजभोज : उपसभापति महोदय, सदन के सामने जो प्रस्ताव रखा गया है, मेरे खयाल से उसको रखने का उद्देश्य यह है कि हिन्दुस्तान के लोगों को जो छुट्टियां मिलती हैं उनको कम किया जाय। इस प्रस्ताव की मंशा यह भी है कि हमारे देश में जो तीसरी पंच वर्षीय योजना बन रही है और भविष्य में जिस पर काम शुरू होने वाला है उसमें देश के लोग ज्यादा से ज्यादा काम करें। किसी भी योजना को पूर्ण करने के लिये कई आदमियों की जरूरत होती है,



## [श्री पा० ना० राजभोज]

सबसे महत्त्व की आवश्यकता होती है— इस उद्देश्य को भी सामने रख कर यह प्रस्ताव रखा गया है। हमारे प्रधान मंत्री जी हर वक्त यह कहते रहते हैं “आराम हराम है”। लेकिन इस प्रस्ताव से यह मालूम पड़ता है कि इसका असर सरकारी कर्मचारियों, जो हर महीने तनखाह लेते हैं, उनके ऊपर पड़ता है। जहाँ तक मेरा खयाल है सरकारी कर्मचारियों को साल में ५२ इतवारों की छुट्टी होती रहती है और ५२ शनिवारों को आधे दिन काम करना पड़ता है। इसके साथ ही साथ साल में करीब २५ दिन की ऐसी छुट्टियाँ होती हैं जिन्हें हम धार्मिक कह सकते हैं। इसके अलावा कुछ ऐसी छुट्टियाँ भी होती हैं जो केवल विशिष्ट लोगों को ही मिलती हैं। जैसे, जैन लोगों को महावीर जयंती के दिन छुट्टी मिलती है। पददलित लोगों को रविदास जयन्ती के दिन छुट्टी मिलती है। सिख लोगों को गुरु नानक के जन्म दिवस पर छुट्टी मिलती है। इसके साथ-साथ राज्यों में भी अलग-अलग प्रकार की छुट्टियाँ मनाई जाती हैं। उदाहरणार्थ बम्बई में गणेश उत्सव की छुट्टी होती है।

THE MINISTER OF STATE IN THE MINISTRY OF HOME AFFAIRS (SHRI B. N. DATAR): Guru Nanak's birthday is already a closed holiday.

**श्री पा० ना० राजभोज :** मैं यह कह रहा हूँ कि हर एक प्रान्त में अलग-अलग ढंग रहता है और उसी तरह से वहाँ की गवर्नमेंट छुट्टियाँ देती है। तो मैं आपको छुट्टियों का प्रमाण बता रहा था और यह बताना चाहता था कि ये छुट्टियाँ तो साल में मिलती ही हैं और ब्रिटिश जमाने से मिलती आई हैं और आजादी के बाद और बढ़ गई हैं जैसी कि २६ जनवरी की छुट्टी है, २ अक्टूबर की छुट्टी है। इनके अलावा ऐसी भी छुट्टियाँ हैं जो रेग्युलर नहीं हैं। कोई बड़ा आदमी मरने से हमारे यहाँ छुट्टी देने का कस्टम हो

गया है। तो मेरा यह कहना है कि हर एक प्रान्त में अलग-अलग पोजीशन है। इस सम्बन्ध में गवर्नमेंट की क्या राय है, मुझे मालूम नहीं है। लेकिन जो पे कमिशन बनाया गया है उसके पास हमारी सिफारिशें जायेंगी और उसके बाद जो कुछ होना होगा वह हो जायेगा।

श्रमदान के सम्बन्ध में मेरा यह कहना है कि श्रमदान करना हमारे देश का कर्तव्य है और सबको श्रमदान करना चाहिये। लेकिन ऐसे भी बहुत से लोग हैं जो रात-दिन काम करते हैं और उनको छुट्टी नहीं मिलती है। उनके बारे में प्रस्तावक महोदय ने कुछ नहीं कहा है।

मेरा खयाल है कि बहुत सी छुट्टियाँ ऐसी हैं जो काम में नहीं आती हैं। देश को उनसे कोई फायदा नहीं होता है। हमें जरूरत हो या न हो, हमें ये छुट्टियाँ सरकार देती है, इसलिये लेनी पड़ती हैं, हम इन्कार नहीं कर सकते। यह सरकारी कर्मचारियों की बात है। जो फिक्स्ड इनकम वाले हैं उनकी बात है। इन छुट्टियों के अलावा साल में उनको १५ दिन की कैजुअल लीव मिलती है और एक महीने की ग्रैंड लीव मिलती है। स्त्रियों को तीन महीने की मैटरनिटी लीव मिलती है। मेडिकल लीव मिलती है, और बहुत सी छुट्टियाँ मिलती हैं। लेकिन जो कर्मचारी डेली वेजेज पर काम करते हैं, जो समाज को अच्छा रखने का काम करते हैं, जैसे रास्ता साफ करने वाले भंगी, उनको कहां छुट्टियाँ मिलती हैं? उनको तो काम करना ही पड़ता है। जैसी कि हर प्रान्त की अलग-अलग दशा है, कहीं ज्यादा सर्दी होती है, कहीं ज्यादा वर्षा होती है, कहीं कुछ होता है, किन्तु उन गरीबों के काम में कमी नहीं होती है। उनका काम बहुत ज्यादा रहता है। उनको छुट्टी की बहुत आवश्यकता है। देहातों में जो कर्मचारी खेतों में काम करते हैं, उनको भी छुट्टी नहीं मिलती है। वहाँ जो जमींदार हैं, जो रईस हैं, जो

पैसे वाले हैं, वे उन गरीब कर्मचारियों से इतना श्रम लेते हैं, इतनी बेगार लेते हैं, रात-दिन इतनी तकलीफ देते हैं कि उन बेचारों को बिलकुल आराम ही नहीं मिलता है। इसलिये हमारी सरकार की तरफ से जो छुट्टी मिलती है वह ठीक है। उसमें कमी करना मेरे खयाल से ठीक नहीं है। लोग कहते हैं कि ज्यादा श्रम करना चाहिये। यहां हम पार्लियामेंट में बैठते हैं, आराम से रहते हैं, फर्स्ट क्लास में टूर करते हैं वह सब ठीक है, लेकिन सचमुच जो तकलीफ उठाने वाले श्रमजीवी लोग हैं, उनको छुट्टी कहां मिलती है? उनकी छुट्टी और कम करेंगे, तो यह ज़ुल्म होगा। यह तो उनके ऊपर बिलकुल ज़बरदस्ती हो जायेगी। मेरे खयाल से उनको भी कुछ आराम मिलने की आवश्यकता है।

कम तनखाह पाने वाले जो कर्मचारी हैं, उनके कुटुम्ब की संख्या ज्यादा होने से उनको छुट्टी लेने में धोका है। जो गरीबी है वह बढ़ जायेगी। यही प्रश्न घरेलू कर्मचारियों का है। थोड़े दिन पहले यहां पार्लियामेंट हाउस के सामने जिसने अनशन किया था वह घरेलू कर्मचारी था। तो घरेलू कर्मचारियों को पैसे वाले बहुत दबाते हैं। वे सबेरे से शाम तक काम करते हैं और उन को बिलकुल आराम नहीं मिलता है। हमारे भाई कन्हैया लाल बाल्मीकि जी घरेलू कर्मचारियों के लिए दूसरे हाउस में एक बिल लाये हैं क्योंकि उनको आराम नहीं मिलता है, उनको छुट्टी नहीं मिलती है, उनको बड़ी तकलीफ होती है। पैसे वाले उन से बहुत मेहनत लेते हैं। उनको सबेरे पांच बजे उठना पड़ता है, दूध लाना पड़ता है और दिन भर बावर्चीखाने में काम करना पड़ता है। इसलिये मेरा यह कहना है कि जो श्रम करने वाले लोग हैं उनको छुट्टी मिलना बहुत आवश्यक है। छुट्टी कम करना बहुत खराब है। हमारे मंत्री महोदय दातारसाहब बैठे हुए हैं, मैं जानता हूं कि गृह-मंत्री की हिसियत से उनके ऊपर बहुत ज़िम्मेदारी है,

लेकिन मुझे आशा है कि जो देहातों में काम करने वाले लोग हैं, जो लैंडलेस लेबरर हैं, जो झाड़ू लगाने वाले हैं, उन के बारे में वे अवश्य कुछ न कुछ विचार करेंगे क्योंकि उनको बहुत कम छुट्टी मिलती है। जो मिल के मज़दूर हैं उनके लिए गवर्नमेंट बहुत काम कर रही है।

THE DEPUTY MINISTER OF EXTERNAL AFFAIRS (SHRIMATI LAKSHMI MENON): What about the housewives?

श्री पा० ना० राजभोज : जी हां, उनको छुट्टी नहीं मिलती है। इस वास्ते कुछ न कुछ रास्ता निकालना चाहिये। मेरी यह इच्छा है कि किसी न किसी ढंग से उनको छुट्टी मिलनी चाहिये। जो यह कहते हैं कि छुट्टियां कम होनी चाहियें, वे अपने-अपने पोलिटिकल ढंग से बोलते हैं। मज़दूरों और गरीबों से मेरा ज्यादा सम्बन्ध रहता है, इस वास्ते मेरी यह प्रार्थना है कि कम से कम उन के बारे में अवश्य विचार किया जाना चाहिये। उनके कुटुम्ब की संख्या ज्यादा होने से उनको छुट्टी लेने में धोका रहता है। जो गरीबी है वह बढ़ जायेगी। यही प्रश्न घरेलू कर्मचारियों का है। साल-साल काम करते हैं १०-१५ रुपये महीने की तनखाह पर, किन्तु उनको कितनी छुट्टी मिलती है? कितना आराम मिलता है, क्या शिक्षा मिलती है? जीवन के अंत तक काम करके भी उनके पास कुछ नहीं रहता है। यही बात हमारे किसान की है। उसके पास तो साल में सारे दिन काम होता ही नहीं। वह हाफ इम्प्लायड रहता है। घर में ज्यादा आदमी होने की वजह से वह जितना ज्यादा काम करे उतना वह इस धरती से फायदा उठा सकता है। वह अपने बच्चों को स्कूल में भेजने बजाय बचपन से ही खेती के काम में लगा लेता है। इस से उसकी आर्थिक स्थिति नहीं सुधरती है उसकी सामाजिक स्थिति नहीं सुधरती है, और उसके कष्ट दूर नहीं होते हैं।

[श्री पा० ना० राज भोज]

कुछ दिन पहले यू० एन० ओ० की एक संमति ने इस प्रश्न की खोज की थी और भारत के सिलसिले में उसने कहा था कि भारत के लोग बहुत लेजी हैं, वहां छुट्टियां बहुत हैं और वहां के लोग ज्यादा काम नहीं करते हैं। लेकिन हम अमेरिका तथा इंग्लैंड के लोगों से कम काम करते हैं तो उसका कारण यह नहीं है कि काम करने की हमारे अन्दर इच्छा नहीं है। इस का कारण यह है कि यहां बेकारी है, सब को काम नहीं मिल सकता, और ट्रापिकल क्लाइमेट होने की वजह से काम सारे दिन भर नहीं हो सकता। पंचवर्षीय योजना से काम बढ़ गया है, लेकिन साथ-साथ आबादी भी बढ़ गई है और बहुत से लोग सीजनली एम्प्लायड या हाफ एम्प्लायड हैं। जो लेजीनेस हमारा राष्ट्रीय गुण नहीं है, किन्तु परिस्थिति से हमको लेजी बनना पड़ता है। कोई आदमी कितना भी पढ़ा लिखा हो लेकिन उसको जब तक काम न दिया जाय तब तक वह क्या करेगा? कूल हमारे श्रममंत्री जी ने कहा कि ३३ हजार ७ सौ ६९ ग्रैजुएट्स बेकार हैं। तो ऐसी बात नहीं है कि हम काम करने से पीछे हटते हैं। काम का महत्व है यह तो हम ने पुराने जमाने से ही कहा है, जैसे :

“आलस्यं हि मनुष्याणां शरीरस्थो

महा रिपुः” ।

श्री देवकी नन्दन नारायण (मुम्बई) :  
मनुष्याणां? क्या मतलब ?

श्री पा० ना० राज भोज : वह आदमी जो आलस्य करने वाला है। मैं कोई पंडित तो नहीं हूं।

दूसरे यू० एन० ओ० कमेटी ने जो छुट्टियों के खिलाफ कहा है वह भी परिस्थितिजन्य है क्योंकि हमारे देश में नाना जाति और नाना

धर्म के लोग हैं, माइनरिटीज हैं और इन सब के त्यौहारों का तथा महत्व के दिनों का ख्याल रखना पड़ता है कि वे भी इस सिलसिले में नेगलेक्ट नहीं हों, जसे कि पारसियों का “जोरोस्ट्रियन नो दिसो” है, क्रिश्चियन लोगों का “न्यू ईयर्स डे” और “क्रिसमस” है। तो यह सब हमारी राष्ट्रीय विविधता का परिणाम है। उपसभापति महोदय, हमारे देश में कई प्रकार के धर्म हैं, रिलीजन और रिलीजन के नाम से कई प्रकार की छुट्टियां होती हैं। तो मैं छुट्टियों के खिलाफ नहीं हूं लेकिन मैं यह कहता हूं कि जिनको रेगुलर होलीडेज मिलती हैं उन में ऐसे लोग भी हैं जो कि पाई टाइम काम कर के अपनी आय को बढ़ाते हैं इसलिये डेली वेजेज वाले घरेलू कर्मचारियों की सर्विस कंडीशंस तथा भंगी, झाड़ूवाले जमादार, इन समाज सेवकों की स्थिति में सुधार होनी आवश्यक है, केवल छुट्टियां कम करने से देश में काम ज्यादा नहीं होगा। काम तो ज्यादा तब होगा जब कि उनके पेंशन की व्यवस्था हो, उनके बच्चों की शिक्षा का, उनके बच्चों को स्कूल में दूध तथा खाद्य पदार्थ देने का और उनके बुढ़ापे की तरतुब का इंतजाम हो और तब ही काम ज्यादा हो सकता है। मंहगाई बढ़ रही है, अनाज के दाम बढ़ रहे हैं, बच्चों को स्कूल में भेजना मुश्किल हो गया है और घर में फेमिली प्लानिंग न होने से यह प्रश्न अधिक कठिन हो गया है। तो जब आप छुट्टियां कम करना चाहते हैं तब आपको इन सारी बातों का ख्याल रखना चाहिये और मेरी प्रार्थना यह है कि जब तक यह नहीं होगा तब तक वह प्रस्ताव फिजूल है।

मैं चाहता हूं कि छुट्टियां कम हो जायें और इस दिशा में एक प्रयत्न हुआ है और वह पंजाब में हुआ है। मैं पंजाब कैबिनेट का एक निर्णय आपको पढ़ कर बताना चाहता हूं। पंजाब की गवर्नमेंट ने जो कुछ डिस्मिशन

लिया है वह १४ तारीख के 'टाइम्स आफ इंडिया' में आया है

(Time bell rings)

दो-चार मिनट में मैं खत्म करता हूँ। मुझे उपसभापति महोदय, गरीबों के इंटरैस्ट की बात बतानी है। "टाइम्स आफ इंडिया" में जो लिखा है उसको मैं पढ़ कर नहीं बताऊंगा, क्योंकि उसमें बहुत समय लगेगा।

**श्री उपसभापति :** आपका टाइम हो गया है।

**श्री पा० ना० राजभोज :** मैं एक, दो मिनट ही और लूंगा।

**श्री उपसभापति :** एक मिनट और ले लें।

**श्री पा० ना० राजभोज :** बहुत अच्छा। मेरा कहना है कि रविदास जयन्ती, अम्बेडकर जयन्ती, भगवान बुद्ध जयन्ती वगैरह-वगैरह की छुट्टियाँ होती हैं और इन छुट्टियों को काटने की बात बोलने से काम नहीं चलेगा। आवश्यकता इस बात की है कि जिनको जो आवश्यकता हो वह पूरी हो और जिन छुट्टियों की आवश्यकता न हो, उनको निकालना चाहिये।

मैं आस्ट्रेलिया गया था। मैंने देखा कि वहाँ एक हफ्ते में लोग दो-दो दिन हालीडे लेते हैं, शनिवार को और इतवार को। आप कहेंगे कि उनकी आर्थिक हालत अच्छी है, इसलिये यह ठीक है। मैं कहता हूँ कि आप देखें कि हमारे सेक्रेटेरियट के लोग रात को आठ-आठ बजे तक काम करते हैं, तहसील में जाइये, जिसको हमारी मराठी में ताल्लुका बोलते हैं, वहाँ आठ-आठ बजे तक मामलत-दार बैठे रहते हैं। ये जो क्लर्क्स और असिस्टेंट्स हैं, इन लोगों को कितना श्रम करना पड़ता है, इसका क्या कोई विचार करता है? जो लैडलेस लेबरर्स हैं उनके

बारे में क्या किसी ने कुछ कहा है। तो मेरा कहना है कि आस्ट्रेलिया में शनिवार और इतवार दो दिन की छुट्टी लोग करते हैं और मौज करते हैं। इससे होता यह है कि उनका माइंड फ्रेश होता है और इसलिये वे दिन भर अच्छा काम करते हैं। हम लोग तो रात दिन काम करते हैं। जो लोग बोलने वाले हैं—वह कहाँ गये, बड़ा अच्छा भाषण उन्होंने किया—वह कितना श्रम करते हैं, कितना काम करते हैं। इसी तरह जो सोशल वर्कर्स हैं, उनकी हालत बहुत खराब है। तो मेरी प्रार्थना है कि छुट्टियों को कम करने से कुछ नहीं होगा। होना यह चाहिये कि सब लोगों के दिल में राष्ट्रीयता की भावना आनी चाहिए कि किसी न किसी दृष्टि से हमारा राष्ट्र आगे बढ़े। सब दृष्टि से देश को आगे बढ़ाने की भावना लोगों में होनी चाहिये क्योंकि सद्भावना से बहुत कुछ काम होता है। हम लोगों के दिलों में प्रेरणा आनी चाहिये और सब लोगों की भलाई के लिये काम होना चाहिये। जो मुझाव मैंने आपके सामने रखे हैं, उनको मंत्री महोदय ध्यान में रखेंगे और उनको अमल में लायेंगे, ऐसा मेरा आत्मविश्वास है। धन्यवाद।

**श्री जस्पत राय कपूर (उत्तर प्रदेश) :** उपसभापति महोदय, मेरे माननीय मित्र डा० थामस ने जो प्रस्ताव रखा है उससे मेरी पूर्ण सहमति है। आरम्भ में ही मैं यह बताना आवश्यक समझता हूँ कि इस प्रस्ताव का क्षेत्र काफी व्यापक है। ऐसी बात नहीं है कि इस प्रस्ताव का सम्बन्ध केवल सरकारी कर्मचारियों से ही हो। अभी तक कितने ही माननीय सदस्यों ने अपने भाषणों में कुछ ऐसी बातें कहीं, जिनसे यह टपकता है कि उनका खयाल यह है कि इस प्रस्ताव का सम्बन्ध केवल सरकारी कर्मचारियों से है। यथार्थ में ऐसी बात नहीं है क्योंकि—जैसे कि मैं समझता हूँ—इसका सम्बन्ध राष्ट्र के सभी क्षेत्रों से है, चाहे वे सरकारी कर्मचारी हो या चाहे और किसी क्षेत्र में काम करने वाले हों

[श्री: जस्पत राय कपूर]

और यहां तक कि इसका असर तो स्कूलों और कालेजों में पढ़ने वाले छात्रों और पढ़ाने वाले अध्यापकों पर भी पड़ता है ।

इस प्रस्ताव में कहा गया है कि सार्वजनिक छुट्टियों की संख्या कम होनी चाहिये क्योंकि इस समय जितनी छुट्टियां होती हैं उससे देश की आर्थिक उन्नति में बाधा पड़ती है । इस बात में मुझे कोई सन्देह नहीं मालूम पड़ता । यह ठीक है कि आर्थिक उन्नति में बाधक केवल छुट्टियां ही नहीं हैं बल्कि और भी कुछ परिस्थितियां हैं, लेकिन वह दूसरी बात है । जहां तक छुट्टियों का सम्बन्ध है इसमें कोई दो मत नहीं हो सकते कि हमारे यहां छुट्टियां इतनी हैं जितनी कि आवश्यकता नहीं है । तो फिर करना क्या चाहिये ? इसमें तो केवल यही बताया गया है कि उनकी संख्या कम कर दी जायें । हमारे देश में कुछ ऐसा वातावरण हो गया है कि किसी भी चीज की मान्यता देने का जब प्रश्न उठता है तो लोग उसको मान्यता देने का एक ही तरीका समझते हैं कि छुट्टी उसके लिये कर दी जाय । यदि कोई किसी धर्म के अवलम्बी हैं तो अपने धर्म की महानता के लिये, उस धर्म के प्रचार करने वाले जो हुये हैं उनका सम्मान करने के लिये, वे समझते हैं कि यह आवश्यक है कि उनके जन्म दिन की छुट्टी कर दी जाय । यह मैं बहुत गलत सी बात समझता हूं, क्योंकि किसी धर्म के प्रचारक ने यह कभी नहीं कहा कि काम कम करो । यदि किसी धर्म के प्रचारक का जन्म दिन हो तो मैं समझता हूं कि उस धर्म के धर्मावलम्बी अगर इस बात का प्रचार करें कि उस दिन हमें और दिनों से अधिक काम करना है तो ज्यादा अच्छा हो । किन्तु इसके विपरीत सब चाहते यही हैं कि उस धर्म के प्रचारक के जन्म दिन की छुट्टी हो जाय । खैर, इस तरह की भावना बदलनी चाहिये । लेकिन यदि यह जल्दी नहीं बदलती है, तो मैं यह निवेदन करूंगा कि इस दिक्कत को दूर करने का एक दूसरा

उपाय भी है और वह यह कि किसी सप्ताह में यदि एक छुट्टी होने की आवश्यकता हो तो उस सप्ताह में रविवार को काम होना चाहिये । वह इसलिये क्योंकि साल में ५२ रविवार की छुट्टियां वैसे ही होती हैं और होनी भी चाहियें, साधारणतः जैसी कि हो रही हैं ; लेकिन यदि उस सप्ताह में कोई और सार्वजनिक छुट्टी आ जाती है तो हम उसमें यदि रविवार को भी काम करने लगे, तो इसमें कोई बुराई नहीं दिखाई देती ।

इसके अलावा माननीय मित्रों ने हम लोगों का ध्यान दिलाया है कि सार्वजनिक छुट्टियों के अलावा और भी नाना प्रकार की छुट्टियां यहां होती हैं । सब प्रान्तों में एक न एक प्रकार की छुट्टी हुआ करती है । कहीं कहीं स्थानीय छुट्टी की ऐसी प्रथा हो गई है कि उसका नाम सुन कर हंसी आती है । कुछ छुट्टियां तो ऐसी होती हैं जिनमें स्त्रियां या बच्चे कुछ खेल कूद करते हैं लेकिन उनके नाम से अलग स्थानीय छुट्टी हो जाया करती है जो कि व्यर्थ की चीज है । इसके अलावा जैसा कि माननीय प्रस्तावक महोदय ने कहा कि कैजुअल लीव, बैकशेंस इत्यादि को मिलाकर इतनी अधिक छुट्टियां और न काम करने के दिन हो जाते हैं कि उससे हमारी आर्थिक उन्नति में ही बाधा नहीं पड़ती, बल्कि हमारे देश में एक अकर्मण्यता पैदा हो जाती है, न काम करने की रुचि सी लोगों में पैदा हो जाती है । यदि आदमी नित्य, प्रति दिन, काम करता रहे तो उसकी काम करने की तबियत होती है, उसका अभ्यास रहता है, लेकिन यदि वह अधिक छुट्टियां मनाता है तो काम करने का अभ्यास कम हो जाता है और हरामखोरी कहिये या अकर्मण्यता कहिये, बढ़ जाती है । तो हर एक दृष्टि से यह आवश्यक हो जाता है कि हमारे यहां छुट्टियां कम हों । केवल छुट्टियां कम करने से काम नहीं चलेगा क्योंकि हम यह देखते हैं कि हमारे काम करने का जो समय है वह भी कम होता है अर्थात् जिस दिन छुट्टी नहीं होती है, काम करने का

दिन है, उस दिन भी काम करने का समय कम होता है। जितना समय काम करने के लिये निर्धारित है उतने समय में भी अधिकतर लोग पूरा काम नहीं करते, चाहे वे सरकारी कर्मचारी हों या दूसरे हों। काफी संख्या में ऐसे लोग भी हैं—चाहे कर्मचारी हों, चाहे कहीं काम करने वाले लोग हों, चाहे साधारण मजदूर हों, चाहे कोई भी हों—जो कि निर्धारित समय में भी मन लगाकर परिश्रम से पूरा काम करके नहीं देते।

उपसभापति महोदय, मैं यहां आपको बताना चाहता हूं कि कुछ कर्मचारियों से मेरी बातचीत हुई जिन्हें शुरू-शुरू में नौकरी मिली। उन्होंने मुझ से कहा कि हमने कोशिश करी कि हम पूरा काम निर्धारित घंटों में करें और थोड़े दिनों तक जब हमने परिश्रम से निर्धारित समय के अंदर काम करना चाहा तो हमारे साथियों ने हमसे कहा कि तुम इतनी मूर्खता का काम क्यों कर रहे हो, यदि तुम इतने परिश्रम से, निर्धारित घंटों के भीतर काम करके दिखा दोगे तो फिर जितने लोग यहां नियुक्त हैं उनकी संख्या में कमी होने का प्रश्न उठ खड़ा होगा और इससे भी अधिक हानि तुम्हारी यह होगी कि ओवर टाइम का जो भत्ता तुम्हें मिल सकता है उससे तुम वंचित रहोगे। अतः उन्होंने मुझ से कहा कि उन्होंने भी अपना रवैया बदल दिया और निर्धारित समय के अंदर अपना काम न करने की आदत डालना शुरू कर दी, यानी ११ बजे दफ्तर का समय लगा तो एक बजे तक यों ही इधर उधर बातचीत में, फाइल को दाहिनी ओर से उठाकर, देखकर बायीं ओर डाल दिया, दायीं ओर से उठाकर यों ही देखकर दाहिनी ओर डाल दिया और इस प्रकार व्यर्थ में दो घंटे खो दिये। फिर जब लंच हो गया तो उसके बाद काम करना शुरू किया और इस ढंग से किया कि जिससे पांच बजे तक उनका निर्धारित काम समाप्त न हो

और उसके बाद घंटा दो घंटा उन्हें बैठना पड़े, जिससे उन्हें ओवरटाइम का भत्ता मिल जाय। उपसभापति महोदय, यह मैं कोई मतगढ़त बात नहीं कह रहा, मुझको कुछ लोगों ने यह बात बताई। वे कहां के हैं, यह बताने की आवश्यकता नहीं। मैंने उन नौजवानों से कहा कि जो भी काम करो, उसको निर्धारित समय में, पूरे परिश्रम से करो, इसी में तुम्हारा अंत में भला होगा। मेरे माननीय मित्र जो मुझ से पूर्व बोल चुके उन्होंने कहा कि कभी-कभी वे देखते हैं दफ्तरों में बत्ती जलाते समय कर्मचारी लोग बैठे रहते हैं, बिजली की रोशनी में काम करते हुए दिखायी देते हैं। हो सकता है, मैं मानता हूं। कुछ लोग निर्धारित समय से अधिक काम करते हैं, उनके मन में यह लगन होती है कि राष्ट्र को हमें आगे बढ़ाना है, लेकिन काफी संख्या में ऐसे लोग हैं जो केवल दिखाने के लिये समय से पहले दफ्तर पहुंच जायेंगे और समय के बाद काम करेंगे और जो निर्धारित समय है, उसमें काम कम करेंगे। मैं फिर यह कह देना चाहता हूं, कि सब लोगों के ऊपर यह बात लागू नहीं है लेकिन काफी संख्या में ऐसे लोग हैं। आप मजदूरों की बात ले लीजिये, यह सब का अनुभव होगा। भजे ही कितनी ही सहा-नुभूति हम मजदूरों के प्रति रखते हैं और हमारे इन पूर्ववक्ता ने बहुत कुछ मजदूरों के लिये कहा कि ये-ये सुविधायें मिलनी चाहिये। इसमें दो रायें नहीं हो सकतीं। लेकिन जहां तक उनका भी सम्बन्ध है, यह सभी का अनुभव है कि निर्धारित समय में वे मेहनत से काम नहीं करते। जब तक उनके ऊपर अच्छी तरह से निरीक्षण नहीं हो वे काम नहीं करेंगे और कभी-कभी तो यह देखा गया है कि जितनी काम करने वाले लोगों की संख्या है उतनी ही और कभी उससे भी अधिक उनके काम के ऊपर निरीक्षण रखने वालों की संख्या होती है। आप देखें, मजदूर बढ़ई हो या मैसन हो, उसके ऊपर अगर

## [ श्री जस्पतराय कपूर ]

निरीक्षण न हो तो वह क्या करेगा। आप कभी चले जाइये, तो आप देखेंगे कि वह तम्बाकू पी रहा है, सिगरेट पी रहा है और ज्यों ही निरीक्षक आया तो फौरन ही उसने सिगरेट फेंक दिया, तम्बाकू पीना छोड़ दिया और कुटकुट काम करने लगा। यह सबका अनुभव है। हमारे यहां चरित्र-हीनता इतनी हो गई है कि हर काम में चोरी है। यह भी चोरी की बात है कि निर्धारित समय में काम न करें, तम्बाकू पीना, सिगरेट पीना, इधर चले जाना, उधर चले जाना, गप्पें हांकना, ये सब करें। यह हमारी चरित्रहीनता का लक्षण है और इसको जब तक हम दूर नहीं करेंगे, तब तक छुट्टियों को कम करने से काम नहीं चलेगा, यद्यपि वे कम तो होनी ही चाहियें। हमें राष्ट्रीय जीवन के हर एक क्षेत्र में चरित्र गठन की शिक्षा विशेष रूप से डालनी चाहिये, तभी हमारा काम चल सकता है, तभी हमारे राष्ट्र की उन्नति हो सकती है।

उपसभापति महोदय, सार्वजनिक छुट्टियों के अलावा लम्बी छुट्टियों की भी चर्चा की गई है। हमारे यहां कितनी ही संस्थाओं में, विशेषकर शिक्षा संस्थाओं में, बहुत लम्बी छुट्टियां हुआ करती हैं, कहीं गर्मी की छुट्टियां होती हैं, कहीं जाड़े की छुट्टियां होती हैं। ( Time bell rings ) इस ओर भी हमारा ध्यान जाना चाहिये। इतनी लम्बी गर्मियों की छुट्टियां, इतनी लम्बी जाड़ों की छुट्टियां, मैं समझता हूं हमारी शिक्षा संस्थाओं के लिये हितकर नहीं हैं। जाड़े की छुट्टी संभव है, पहाड़ों पर जो शिक्षा संस्थाएं हैं, उनके लिये अत्यंत आवश्यक हों, क्योंकि हो सकता है कि जाड़ों में वे काम न कर सकें, लेकिन जहां तक गर्मियों की छुट्टियों का सम्बन्ध है, कहीं दो-दो, ढाई-ढाई महीने की छुट्टियां होती हैं। इतने दिनों में हमारे शिक्षार्थी बेकाम हो जाते हैं, वे आलसी से हो जाते हैं। तो मैं

यह उचित समझता हूं कि इस ओर भी ध्यान जाना चाहिये और हर तरह से कोशिश करनी चाहिये कि सार्वजनिक छुट्टियां कम हों। लम्बी छुट्टियां, जाड़े या गर्मी, दोनों की कम हों हमारे काम करने के घंटे कुछ अधिक हों और सबसे अधिक आवश्यकता इस बात की है कि जितने काम करने के दिन हैं और जितने निर्धारित घंटे काम करने के हैं, उसमें काम करने वाले को पूर्ण रूप से, परिश्रम से और मन लगाकर काम करना चाहिये, इसकी शिक्षा हमें हर एक को देनी चाहिये। मैं विदेश तो नहीं घूमा, उपसभापति महोदय, लेकिन जो घूमकर आये हैं उन्होंने मुझे बताया कि वहां काम करने वाला मजदूर जिस समय काम करने का समय शुरू होता है और जब काम करने का समय खत्म होता है, उस बीच में लगातार काम करता ही रहता है। यह नहीं होता है कि शुरू में घंटे या आध घंटे वह अपने औजार सम्भालने में लगा दे या काम का अखीर समय होने पर वह घंटा या आध घंटा पहले से ही तैयारी करने में लगाये कि अब मुझे घर जाना है — उस फाइल को बंद करो, इस फाइल को बंद करो, टोपी संभालो, कुर्ता सम्भालो और इस तरह से चलने की तैयारी करो। उपसभापति महोदय, यदि हम लोगों को इस प्रकार के मुझाव दें और उनके मन में यह भावना पैदा करें कि निर्धारित काम के दिन या निर्धारित काम के घंटों में मन लगाकर राष्ट्र की उन्नति के लिए वे काम करें, इसी में उनका हित होगा और इसी में राष्ट्र का हित होगा, तो मैं समझता हूं कि हमारे लिए यह बड़े कल्याण की बात होगी।

DR. A. N. BOSE (West Bengal):  
Mr. Deputy Chairman, I thank Dr. Thomas for having brought forward this useful discussion in this House through his Resolution. I am not going to take much of your time and shall confine my remarks merely to offering a few comments on what has been said by other speakers in the course of the debate.

The purpose of the Resolution has been very clearly stated—the quick economic growth—and the reduction of holidays is proposed only as one of the measures directed towards that purpose. I do not suppose that Dr. Thomas means that mere curtailment of holidays will assure our economic growth. To that extent, our friend, Shri Bhupesh Gupta, is perfectly right and I fully associate with him when he says that the basic thing towards improvement of our economic condition is not reduction of holidays but improvement of working conditions, reduction of disparities in earnings and various other administrative measures which would create confidence and enthusiasm among the workers in the various fields. I also agree with him that it will be a very sad commentary on the Resolution if it is passed in a House with an attendance of about ten per cent. or fifteen per cent. of its total strength. But, Sir, there is also another side of the question. Apart from the question of unemployment, there is really some scope either for reduction of holidays in various establishments or at least for dispersion of work, better dispersion of work throughout the days of the year even without increasing the total hours of work; the number of holidays may be reduced and the work may be dispersed over a large number of days. I think this is very much necessary particularly in such public utility concerns as the Posts & Telegraphs Department. I suppose the House will agree when I say that these closed holidays in the Posts & Telegraphs Department, particularly the closed Sundays, cause a lot of inconvenience to the public. I appreciate that the employees in the Posts & Telegraphs Department should not be denied the leave available to the employees in other Departments, but let these holidays be accumulated and added to the total quantum of leave enjoyable by them throughout the year. Let there be less number of closed holidays without reducing the actual period of leave enjoyed by them, particularly in such public utility concerns as the Posts & Telegraphs Department.

Much has been said about educational institutions. There are too many holidays in schools and colleges, the teachers are enjoying more holidays than people in other vocations of life, etc., are some of the comments made. There is much truth in this and I fully agree that holidays in schools and colleges should be curtailed to a great extent but at the same time, the House should bear in mind that educational institutions cannot stand at the same level in this respect with other establishments or institutions. Certainly, we do not want to convert education and teaching into a mechanical job. The vacation in the educational institutions does not mean exactly a particular number of holidays for the teachers and sometimes even for the students. The vacations are not meant entirely for rest or for cessation of work. The teachers have to do a lot of useful work during the vacation, for instance, taking the students out on educational excursions. Introduce these things more and more. I do not say that these are being done to a sufficient extent or in sufficient volume. Then comes the examination of papers, setting of question papers, etc. Many of these things have to be done in vacation time and above all, in the colleges, the teachers are expected to do research work during the so-called holidays or vacations. You cannot dissociate teaching entirely from research and certainly you do not want to exact the maximum amount of energy of the teachers merely for purposes of mechanical teaching. All these things have to be borne in mind when we talk of reduction of holidays in the educational institutions. Still, I am quite in agreement with others when they say that the list of holidays in the teaching institutions should be reduced, and even taking all these factors into consideration, there is considerable scope for a reshould be reduced, and even taking institutions. Moreover, Sir, it is not always at the instance of the teachers and the students that holidays are given. Sometimes holidays in a teaching institution are given at the



[Dr. A. N. Bose.]

caprice of the governing body or the head of the institution. The Vice-Chancellor is honoured sometimes by a title given by our President, and without the asking of the teachers or the students, a holiday is announced for the whole University. I think, Sir, in these cases, the responsibility does not attach to the teachers and the students but to the educational institutions concerned. I am sure that less of objections will come from the teachers and the students if the holidays in the educational institutions are curtailed.

There are, Sir, many institutions where the position is more complicated, where, I am afraid, even during the working days, many of the hands have to work in semi-idleness. In other words, there is not much work to do; it is not that work is lacking, but it is because of lack of organisation, lack of distribution of work and, due to this many of the hands remain in semi-idleness. I shall specifically speak of the Life Insurance Corporation, the Planning Commission and various other departments.

MR. DEPUTY CHAIRMAN: You can continue at 2-30 P.M.

DR. A. N. BOSE: I shall finish in two or three minutes, Sir, if you allow me.

1 P.M.

I have many of my acquaintances there, many of my students are there and I can say that many of them have to stay in idleness for much of the time of the working hours. In these cases reduction of holidays will create another problem. Either thereby we shall increase idleness or thereby we shall decrease employment. Not that work is lacking. I think here the question is mainly better distribution of work, more rationalisation of work. What happens at present is that

some people are overworked, while some other people have to remain in partial idleness. These things should be looked into.

Last of all, there is also a case for increasing the holidays for some categories, for instance, domestic servants. Their case was mentioned by our friend, Mr. Rajabhoj. They have no holidays at all. There are similar categories in other establishments who do not enjoy any holidays whatsoever. What I beg to draw the attention of the House to is that the whole thing is very complicated. It is not such a simple issue as the reduction of some holidays or providing scope for better employment, etc. All these problems are there. I think all these various issues should be taken together and the question of decrease in holidays cannot be considered in isolation. Thank you.

## STATEMENT RE. GOVERNMENT BUSINESS

THE MINISTER OF PARLIAMENTARY AFFAIRS (SHRI SATYA NARAYAN SINHA): With your permission, Sir, I rise to announce that Government Business for the week commencing Monday, the 4th May, will consist of—

1. Further discussion on the Report of the Commissioner for Scheduled Castes and Scheduled Tribes for 1957-58.

2. Consideration of motions for reference of the following Bills to Joint Committees—

The State Bank of India (Subsidiary Banks) Bill, 1959.

The State Bank of India (Amendment) Bill, 1959.

The Banking Companies (Amendment) Bill, 1959.

3. Consideration and return of the Bengal Finance (Sales Tax) (Delhi