

1	2	3	4	5
8.	IT/BPO	1.19	0.77	2.34
9.	Handloom/Powerloom	0.01	0.04	- 0.11
	TOTAL	3.48	2.76	5.21

Union activities during working hours

358. SHRI RAM KUMAR KASHYAP: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether an employee can carry on union activities during working hours at the premises of the establishment and whether he can break discipline by loitering outside his place of work without permission;

(b) if so, the details thereof; and

(c) whether an employer can give notices to workers' union not to hold union meetings in his premises and if so, the details thereof?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI BANDARU DATTATREYA): (a) to (c) There are no specific provisions in the Industrial Disputes Act, 1947, the Trade Unions Act, 1926 and the Industrial Employment (Standing Orders) Act, 1946 regarding carrying on trade union activities during working hours in the premises of the establishment. However, Schedule I and Schedule 1A of the Industrial Employment (Standing Orders) Rules, 1946 provide Model Standing Orders in respect of industrial establishments. Under Schedule I and 1A of the said Rules, 'Habitual negligence and neglect of work' by an industrial worker is treated as misconduct and disciplinary action for misconduct could be taken.

Employment for manual casual labourers in rural areas

359. SHRI P.L. PUNIA: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether Government is aware of the fact that a large share of Scheduled Castes population in rural India depends on manual casual labour for their livelihood;

(b) if so, the details thereof and if not, the reasons therefor;

(c) the steps taken by Government to provide sustainable employment to manual