

Shri Hem Barua: You want the songs also to be corrected?

Mr. Speaker: No, I was referring to phrases like 'Mind you', 'Look at this' etc.

I shall now put all the cut motions together to vote.

All the cut motions were put and negatived.

Mr. Speaker: The question is:

"That the respective sums not exceeding the amounts shown in the fourth column of the Order Paper, be granted to the President, to complete the sums necessary to defray the charges that will come in course of payment during the year ending the 31st day of March, 1965, in respect of the heads of Demands entered in the second column thereof against Demands Nos. 61 to 63 and 130 relating to the Ministry of Information and Broadcasting."

The motion was adopted.

[The motions for Demands for Grants which were adopted by the Lok Sabha, are reproduced below—Ed.]

DEMAND NO. 61—MINISTRY OF INFORMATION AND BROADCASTING

"That a sum not exceeding Rs. 14,32,000 be granted to the President to complete the sum necessary to defray the charges which will come in course of payment during the year ending the 31st day of March, 1965, in respect of 'Ministry of Information and Broadcasting'."

DEMAND NO. 62—BROADCASTING

"That a sum not exceeding Rs. 5,41,80,000 be granted to the President to complete the sum necessary to defray the charges which will come in course of

payment during the year ending the 31st day of March, 1965, in respect of 'Broadcasting'."

DEMAND NO. 63—OTHER REVENUE EXPENDITURE OF THE MINISTRY OF INFORMATION AND BROADCASTING

"That a sum not exceeding Rs. 4,22,18,000 be granted to the President to complete the sum necessary to defray the charges which will come in course of payment during the year ending the 31st day of March, 1965, in respect of 'Other Revenue Expenditure of the Ministry of Information and Broadcasting'."

DEMAND NO. 130—CAPITAL OUTLAY OF THE MINISTRY OF INFORMATION AND BROADCASTING

"That a sum not exceeding Rs. 1,93,17,000 be granted to the President to complete the sum necessary to defray the charges which will come in course of payment during the year ending the 31st day of March, 1965, in respect of 'Capital Outlay of the Ministry of Information and Broadcasting'."

MINISTRY OF LABOUR AND EMPLOYMENT

Mr. Speaker: We shall now take up the discussion and voting on the Demands for Grants under the control of the Ministry of Labour and Employment. 6 hours have been allotted for the discussion of these Demands.

DEMAND NO. 70—MINISTRY OF LABOUR AND EMPLOYMENT

Mr. Speaker: Motion moved:

"That a sum not exceeding Rs. 27,11,000 be granted to the President to complete the sum necessary to defray the charges which will come in course of payment during the year ending the 31st day of March, 1965, in respect of 'Ministry of Labour and Employment'."

DEMAND No. 71—CHIEF INSPECTOR OF MINES

Mr. Speaker: Motion moved:

"That a sum not exceeding Rs. 31,92,000 be granted to the President to complete the sum necessary to defray the charges which will come in course of payment during the year ending the 31st day of March, 1965, in respect of 'Chief Inspector of Mines'."

DEMAND No. 72—LABOUR AND EMPLOYMENT

Mr. Speaker: Motion moved:

"That a sum not exceeding Rs. 10,34,01,000 be granted to the President to complete the sum necessary to defray the charges which will come in course of payment during the year ending the 31st day of March, 1965, in respect of 'Labour and Employment'."

DEMAND No. 73—OTHER REVENUE EXPENDITURE OF THE MINISTRY OF LABOUR AND EMPLOYMENT

Mr. Speaker: Motion moved:

"That a sum not exceeding Rs. 13,67,000 be granted to the President to complete the sum necessary to defray the charges which will come in course of payment during the year ending the 31st day of March, 1965, in respect of 'Other Revenue Expenditure of the Ministry of Labour and Employment'."

DEMAND No. 134—CAPITAL OUTLAY OF THE MINISTRY OF LABOUR AND EMPLOYMENT

Mr. Speaker: Motion moved:

"That a sum not exceeding Rs. 3,40,000 be granted to the President to complete the sum

necessary to defray the charges which will come in course of payment during the year ending the 31st day of March, 1965, in respect of 'Capital Outlay of the Ministry of Labour and Employment'."

Hon. Members who want to move cut motions to these Demands may do so now.

Shri Alvares (Panjim): I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced to Re. 1."

[*Failure to take steps to give direction to the labour movement in respect of organisation and employment.* (1)].

Shri H. C. Soy (Singhbhum): I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."

[*Need to check exploitation of tribal labourers including young girls from Bihar* (2)].

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."

[*Need to supervise the implementation of the Cement Wage Board* (3)].

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."

[*Need to check the exploitation of adivasi labourers in the Kynite mines in Bihar* (4)].

Shri Dinen Bhattacharya (Serampore): I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced to Re. 1."

[Failure to compel the employers (both in public and private sectors) to recruit their employees through the Employment Exchanges (6)].

"That the Demand under the head Ministry of Labour and Employment be reduced to Re. 1."

[Failure to solve the ever-growing unemployment problem (7)].

"That the Demand under the head Ministry of Labour and Employment be reduced to Re. 1."

[Failure to guarantee need-based minimum wage to the employees of Industrial Undertakings (8)].

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100."

[Need to set up a Wage Board for the workers of Engineering Industries (9)].

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100."

[Need to guarantee minimum wage to the agricultural workers. (10)].

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100."

[Need to make adequate safety measures for the industrial workers (11)].

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100."

[Need to adopt proper measures for the security of service of all the Trade Union officials and functionaries in the Industrial establishments (12)].

"That the Demand under the head Ministry of Labour and

Employment be reduced by Rs. 100."

[Need to guarantee recognition to Trade Unions having the confidence of the Majority workers of an Undertaking (13)].

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100."

[Need to introduce gratuity for the workers and employees of all the organised industries (14)].

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100."

[Need to take suitable and prompt action against the employers who do not implement the awards and judgments given by courts and tribunals. (15)].

श्री रामसेवक यादव (बाराबंकी) :
मैं प्रस्ताव करता हूँ

'कि श्रम और रोजगार मंत्रालय शीर्ष के अन्तर्गत मांग में से १०० रुपये कम कर दिये जायें'।

[ग्रामीण बेरोजगारी की समस्या (१६)]

Dr. L. M. Singhvi: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100."

[Impact of inflationary pressures on the living conditions of the labour (17)].

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100."

[Illusory character of the use in money incomes and the need for conferring commodity benefits (18)].

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."

[Implementation of the recommendations of the Bonus Commission (19)].

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."

[Recognition of Unions (20)].

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."

[Inadequacy of the Workers' Education Programme (21)].

"That the demand under the head Ministry of Labour and Employment be reduced to Re. 1."

[Employment Exchange Procedures (22)].

"That the demand under the head Labour and Employment be reduced to Re. 1."

[Educated unemployment and the steps taken to tackle the problem (23)].

"That the demand under the head Labour and Employment be reduced to Re. 1."

[Employment Policy (24)].

"That the demand under the head Labour and Employment be reduced to Re. 1."

[Performance of Employment Exchanges, Employment counselling and manpower studies (25)].

"That the demand under the head Labour and Employment be reduced by Rs. 100."

[Maintenance of Consumer Price Index Numbers (26)].

"That the demand under the head Labour and Employment be reduced by Rs. 100."

[Conditions and problems of contract labour (27)].

"That the demand under the head Labour and Employment be reduced by Rs. 100."

[Implementation of International Conventions and recommendations (Convention No. 119 and Recommendation Nos. 118 and 119) (28)].

Mr. Speaker: These Demands and Cut Motions are now before the House.

Shri Dinen Bhattacharya: As in previous years, we have before us the report of the Labour Ministry. From the report, it appears—from the very beginning to the end—that everything on the labour front is quite o.k. The Minister has placed before us a very rosy picture. But what is the reality in the industrial field? May I put some relevant questions to the Minister and expect replies at the end of the discussion?

In the report, it has been stated that the guiding policy adopted by Government is the code of discipline, the industrial truce resolution and other agreements. But if we go over what has happened after the adoption of those resolutions and agreements, the single biggest factor confronting the common man and the working class is the rise in prices. In the industrial truce resolution, Government had given an assurance that they would hold the price line. Where is that assurance now? I ask both the Centre and the States. The price of every essential commodity is going up every day, and there is absolutely no check. There is not a single item entering into the family budget of the working people that has remained unaffected. This phenomenon has reached its extreme limit in the recent period. It has been estimated by objective and reliable sources that a rise to the extent of 15—40 per cent has taken place all over the country in the last one year. Prices of cheap grains have shot up to heights beyond

the reach of the poorest section of people in both towns and villages. Not only high prices; there is absolutely physical non-availability of foodgrains, creating almost a famine condition in many places.

Another very dangerous situation is the unchecked blackmarketing by big traders and hoarders all over the country. Government tries to bypass its responsibility by explaining away this development as a product mainly of natural causes like agricultural shortfalls, unfavourable climate etc. My experience—and I hope this is the experience of everybody—is that this is an absolute misstatement of facts. This crisis is essentially a man-made one. First, the monopolists, big traders and their agents create artificial shortages and boost up prices to amass unheard of profits. I will come to the profits earned by employers in the last one year later on. But before that, I must deal with this point. There are instances of obstruction and sabotage of the full utilisation of productive capacity which is in the control of these big owners and for which there is an urgent demand by the people. The extent to which these human sharks can go and how daring and powerful they can be can be seen in how they created the so-called shortage of rice in West Bengal with black-market prices ruling higher than those during the great famine in 1943. Prices of wheat have increased by more than 25 per cent even in wheat-producing areas. There was also the sugar scandal.

It is a matter of great indignation to the workers that Government has not at all cared to protect the people and the workers from the robbery and exploitation of these profiteers. There was a promise even in the last Standing Labour Committee meeting that wherever there were more than 350 workers employed, the employers would open a cheap grain shop. I will request the Minister to visit the industrial areas in West Bengal and see how many are really existing. I

know that in some big industries owned by Birla, and some other industries, there is no such thing as fair price shops or cheap grain shops. The result is that the workers have to go to the market to buy their necessities at exorbitant rates. This is the situation. The Government has totally failed in giving effect to the assurance given at the time of adopting the industrial truce resolution.

There was another promise, that in case of dismissals, discharges or any disputes, the matter would be referred to arbitration for a speedy settlement. From the report and the papers given to us yesterday, it will be seen that the incidence of violation of the industrial truce resolution by employers is more than that by employees. I know that in our part—it is the same in every part of the country—the employers never want to go to arbitration. They will always prefer at the most a tribunal. Just see what is taking place in Calcutta. From last December, 7,000 workers at Jay Engineering Works are on strike. The Union intimated both the State Government and the Central Government to come forward for a settlement of the dispute before the strike was started. But nothing was done by either, resulting in this prolonged strike. Even now, I request the Minister personally to intervene in the matter and not stick to the age-old position 'First, withdraw the strike; then we will talk'. That cannot deliver the goods now. This is a personal request which I made yesterday and which I repeat now during this discussion.

Dearness allowance was supposed to compensate for the rise in prices, and Government had assured that dearness allowance would be linked with the cost of living index, but what is Government doing now? Just go to any industrial undertaking owned and managed by the Government at Durgapur, Bhilai or Sindri, and you will find that nothing of that sort is there. A flat rate of dearness allow-

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 ance is given, and there is no increase in spite of the increase in the cost of living index. The class four employees of the Government got an increase of Rs. 2, but even this paltry increase has been denied to the employees of the Central Government undertakings. May I request the Labour Minister to deal with this matter from a human point of view, realising to what extent the workers are passing through.

Shri Kapur Singh (Ludhiana): Passing through what?

Shri Dinen Bhattacharya: Passing through hardships because of the rising costs.

Another very important point that is agitating the workers all over India is the manner of compilation of the consumer price index. All the central trade union organisations have raised this matter many a time at the tripartite level, but nothing has yet been done. That the system of compilation is wrong and that the workers are suffering as a consequence has been established by the reports of the expert committees set up in Bombay and Ahmedabad after the threatened strike by the workers there. The Bombay committee found that the index was faulty by 29 points, while the Ahmedabad committee came to the conclusion that it was so by 19 points. If such committees are set up in other centres, the result will be the same.

So, now Government has come forward with a new series of cost of living index, and they are going to change the method. That is good, but before that you must rectify the old series. In Calcutta, certain indices were frozen a long time back. For instance, house rent has gone up at least ten times, and now the calculation is made on the basis of the rates existing ten years ago.

Shri Kapur Singh: Fifty times up or fifty per cent up?

Shri Dinen Bhattacharya: Ten times up. A room which you could get for Rs. 10 then will cost you now at least Rs. 100.

श्री अ० प्र० शर्मा (बक्सर) : सरदार जी इतने नजदीक बैठने हैं फिर भी नहीं समझते।

श्री दीनेन भट्टाचार्य : हमारे बोलने में गलती होगी।

Shri Dinen Bhattacharya: This faulty calculation must immediately be changed, and the workers' organisations and trade unions must be taken into confidence while compiling the cost of living index figures. I know that some trade unions of Dehli went to the labour officers in charge of this thing to know how the calculation is done, but they were not allowed to go into the records maintained there. So, if this thing continues, how does Government expect that the workers will come forward more and more to co-operate and to increase production?

Shri A. P. Sharma: My hon. friend Shri Bhattacharya and his party have already boycotted this committee.

Shri Dinen Bhattacharya: I am coming to that. It is not only the organisation with which I am associated, namely AITUC, but I learn from press reports that the HMS has also gone out of this committee. That is natural. If the INTUC people want to do any good to the workers, the day is coming when they will have to go out of this committee. You cannot remain there. You will see that the prices go up and faulty index figures are maintained by the Government and the employers. Do you mean to say you will be there to serve the employers? If you are with the workers, you will have to come out of that.

Mr. Speaker: Hon. Members should address the Chair. I would not go out.

Shri Dinen Bhattacharya: It is true that the AITUC has gone out of that committee; as it is always with the workers, and fighting for the cause of the workers, it had to do it.

Not only this. In Bombay after a threat of strike, you appointed this committee . . .

The Minister of Labour and Employment (Shri D. Sanjivayya): He has not appointed.

Mr. Speaker: After two years, the hon. Member should learn how to address the Chair.

Shri Dinen Bhattacharya: Thank you.

So, if Government really wants to see that the rise in the cost of living is duly compensated, and not intentionally and deliberately conceal the rise so as to deny the workers a reasonable increase in dearness allowance, Government must set up everywhere committees like that in Bombay to change the method of compilation of the cost of living index figures. So far it has not been done. I request the Government to do something immediately for the workers, to increase their present emoluments at least by 25 per cent both in the public and private sectors. That will, to some extent, minimise the hardships faced by the workers now.

Shri A. P. Sharma: What will happen if prices rise?

Shri Dinen Bhattacharya: For that I would request them to take some steps so as to bring down the cost of essential commodities at least by 25 per cent. If this is done it will create an atmosphere in which workers will be enthused to work and production will increase automatically. If it is not done, there is no alternative to the workers but to strike work. In the tripartite talks you will assure some-

thing which will not be implemented or respected. We do not want that such things should take place in the country. To avoid that something must be done positively by the Government so that situation may improve. The worst sufferers in this period are lakhs of workers of less organised sweated sectors of industry and trade. It may be that in the case of some of them the minimum wages were fixed but that has become out dated. In the meantime the situation has changed; prices have increased; production has increased. There are still many where even this minimum benefit of minimum wages has not yet been given. The Minister should see that where minimum wages were fixed a long time back, they should be revised; where there is no minimum wage fixed, the minimum wage should be fixed.

15.53 hrs.

[MR. SPEAKER *in the Chair*]

From the report it appears that Government is tackling the issue of unemployment more or less satisfactorily. It says that in the beginning of the Third Plan the figure of employment was 12.9 million and in 1963 it is 13.45 million. It will appear that something more than ten lakhs new employment have been offered. But could you tell me how you have compiled this account? It is from the live register maintained by the employment exchanges. They consist mostly of town people. But I know that even fifty per cent of the unemployed persons do not approach the employment exchanges. Moreover there are thousands and lakhs of people unemployed in semi-urban and rural areas. They never come to the employment exchanges and their account is not here. Whatever may be the figures of the Ministry, unemployment problem is becoming more and more serious. Government should do something to tackle this problem on a larger scale.

There is a provision that every employer should report his vacancy to-

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the employment exchange. But that is not done. Neither the Government nor the big industrialists do so; even when it is done, it is done in a ticklish way. The Act says that a vacancy for more than 3 months should be reported to the employment exchange. The employers show that the post is vacant for 89 days and recruit their own men. And after 89 days they employ the same man as a new hand. Thus they avoid the obligation imposed by this Act.

During the last year budget debate I raised the question of employment in West Bengal. There was a great agitation in West Bengal that people are discriminated in employment by the Birla Industries and other big industrialists. It was raised in West Bengal Assembly so many times. Once, one Mr. Sattar, one time West Bengal Labour Minister, tried to settle this problem but it has not been solved. I request the Labour Minister to look into the matter and stop this discrimination.

Mr. Deputy-Speaker: The hon. Member has taken 27 minutes; there is another Member from his Party wanting to speak.

Shri Dinen Bhattacharya: Taking opportunity of the Emergency, they had—the private employers had—increased their profits. I have no time at my disposal to quote all the figures; I will give only a few examples. The ESSO Standard earned gross profits of Rs. 326.40 lakhs in 1961-62 and Rs. 376.25 lakhs in 1962-63. The corresponding figures for the Indian Iron are Rs. 523 lakhs and Rs. 555 lakhs; for Indian Tobacco, Rs. 139.91 lakhs and Rs. 177.45 lakhs. The profits have increased. The share of the workers in the output has gone down. There are no statistics wherefrom I could gather this information but according to the annual survey of industries, the share of salary, wages, etc. in the ex-factory value of output went down from 16.28 per cent in 1951 to 13.79 per cent in 1961. The data for the later period is not available but pre-

sent indications show that it has gone down still further during the latter period. The wage of the Central Government employees is less than 16 per cent as on the eve of Independence. I have calculated this on the basis of the First Pay Commission report. This is the position. On the one hand, you see the profit is going up but on the other hand the share of the workers in the output is going down. This is the feature. I have no time; otherwise.....

16 hrs.

Mr. Deputy-Speaker: The hon. Member's time is up.

Shri Dinen Bhattacharya: I will take another 10 minutes.

Mr. Deputy-Speaker: Then I am afraid your party will have to forgo another chance in this debate. There are other opposition groups also.

Shri Dinen Bhattacharya: I have something more to say. During the second Plan, the Government gave an assurance that a wage board would be set up for the engineering industries. Taking the plea of some complicity, year after year, they were giving that promise, but in reality, they have not set up that wage board. Last year, when Shri Nanda was replying to the debate on the Demands for Grants under the Ministry of Labour, he assured us that he would set up some committees. I do not know what has taken place. This year also, the Government have said that some committee would be set up. 30 per cent of the total number of workers in India is employed in engineering industries; their condition is deteriorating day by day. We in India now require the best, talented, skilled workers. If they get no chance and if they remain dissatisfied, how can we progress? In the case of industries like jute, textiles, mines and iron and steel, they have set up the wage boards. In the case of iron and steel, a wage board has been set up, and so, why not do the same in the case of

engineering industries? More than 12 lakh workers are engaged in the engineering industry. I know the workers in this industry are getting agitated and they are preparing for a countrywide movement. About two months back in Hyderabad, about 400 representatives from the different centres had met, and they urged upon the Government to set up a wage board for the engineering industry. I request the Government to see that this thing is expedited.

Coming to the Bonus Commission, the Bonus Commission has submitted its report after 25 months and after spending so much money. When they have submitted the report, the Government now say that they are examining it. How long will they take? They appointed a Commission; they appointed an expert on that Commission, and the Commission came to a decision, and now again, the Government say that the report must be thoroughly examined and that it should be sent to the States. I want a categorical assurance from the Minister as to whether they want to shelve it or whether they want to approve and pass it in this session of the Lok Sabha. The workers want to know it. Though the Bonus Commission has submitted its report, the Government are not ready to see that the workers get the benefit out of it. So, I humbly request the Government to see that their examination of the report must be completed within this session and the workers must get the benefit at least from this year.

Then there is the jute wage board. It has given its decision, and it has been implemented according to the report of the Government. But I would invite the Minister to come to West Bengal and see that in many mills it has been only partly implemented; particularly in respect of the *badli* workers, the temporary men, the recommendations have not

been implemented, and the workers are aggrieved.

In Andhra Pradesh, in two factories the workers are on strike. What is the good of it? After so many years, after so much of labour, when the wage board comes to a decision, and when Parliament approves it, even then the employers refuse to implement it *in toto*. So, this must be looked into so that workers may not suffer any longer.

Then the Government have declared that a second textile wage board would be set up. I humbly request the Minister to see that it may be set up earlier, because the wages, excluding the dearness allowance, of the textile workers are very low in many places. This time that must be dealt with so that the question of real wage may be considered and the workers may get a reasonably real wage from the Wage Board.

Regarding the ESI, it is good that the families have been included in West Bengal also. But so far as I know, the families do not get any hospital facilities. Then the families of women workers also are not covered by it. There is another complication which the workers are facing.

For taking medicine and getting payment for their leave, there is a paraphernalia and a complicated process. This thing must be made easy so that the workers may not have to go through so many channels, for getting Rs. 2 as leave wages, since he has to spend some more money by way of remaining absent from the factory or by way of travelling expenses. This thing must be remedied and the process must be made easy.

Last year, I referred to the issue of loans from the provident fund. There is no such provision in the case of factories which are not exempted. For instance, in the case of jute, the jute workers get loans. For the sickness of a worker, the

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worker may get a loan from the provident fund, or for the marriage ceremony of a worker's daughter he may get a loan. But in the factories which are not exempted, this system does not prevail. What is the alternative to the workers in such cases? He has to go to the money-lender to take loans at exorbitant rates of interest. I request that this aspect may kindly be looked into.

Recently, after the decontrol of steel, some 750 workers in Calcutta are facing a serious difficulty. I know that the Minister in charge of steel will deal with it, but the Labour Minister has got a responsibility in this matter also. From the very beginning, these workers—they are white-collar workers—always suffer from an indecision on the part of the authorities. Sometimes they were reverted; sometimes new recruits were taken; and ultimately no decision was taken. Always they have been suffering from an indecision on the part of the Government. Now, they are going to be declared surplus and most probably they have already been declared so. What will be the fate of these people? That is my point. The matter has to be dealt with specially by the Labour Ministry so that these people may not be thrown out of employment. Employ them somewhere in Calcutta on the same pay; it may not be on the same job but some job of a similar type. That is my request. I request the hon. Minister to look into it.

Before I conclude, I should like to refer to the report which, as I have already stated, says that the number of strikes has decreased in the last one year and that the man-days lost in comparison to the last year has gone down. That is true, but the situation will not remain as it is now. The workers are getting prepared to fight their cause and fight for their right for the faulty calculation in the compilation of the cost of living index. That is a fraud; nothing but a

fraud. You say that only three per cent has been the increase in the CLI figure, but the *Times of India* and the *Statesman* say that there has been an increase from 15 per cent to 40 per cent in the points. So, is not the Government's figure a false one? So, if we continue in this way, the workers will not sit idle. They are already agitated. A month back 50,000 workers all over India resorted to hunger strike simply to draw the attention of the Government that they should do something. I have seen it in the papers that HMS has also decided to call upon the workers for a strike if the situation does not improve.

As hon. Member: Complication.

Shri Dinen Bhattacharya: So, we have got no alternative. That is why AITUC has given a call to the workers to be united on these issues. AITUC has given a call to other trade union organisations also, "let us join together and let us fight for this just cause." It will not only help the workers to have their reasonable right, but also help the country. That is why AITUC has given this call for unity to all the trade unions to fight against the faulty calculation of the DA, for reduction in prices and for the immediate increase by 25 per cent of the emoluments both in the public and private sectors. So, I expect that in the meantime Government will come forward with some positive suggestions and some positive proposals, so that condition may improve instead of getting deteriorated more and more.

With these words, I thank you for giving me an opportunity.

Shri A. P. Sharma: Sir, I have listened to the eloquent speech.....

Shri Dinen Bhattacharya: Not eloquent.

Shri A. P. Sharma: ...and the fiery speech of my hon. friend, Shri Bhattacharya, who has been, according to him, playing only one role and that is joining the demand of the workers. Whether those demands are of the workers or whether there is always

a political motive behind those demands, I have nothing to say. The whole country and the working-class movement in this country is fully aware of it.

Shri Kapur Singh: Tell the House.

Shri A. P. Sharma: That is why I am telling the House. Coming to the periodical rehearsal about which we have heard just now, there is no doubt that the working class in this country are really facing hardships, but they have not responded to these calls because they know the real motive behind them.

Shri Dinen Bhattacharya: What is your alternative?

Shri A. P. Sharma: Before I come to the subject, I want to deal with, I would touch one or two points made out just now by my hon. friend, Shri Bhattacharya. It is known throughout the country that recently the AITUC has been playing a very peculiar role, based on their political ideology, with the intention of advancing their political motives and make it successful in this country. One of the things which Mr. Bhattacharya mentioned just now is that a time may come when the INTUC also will have to come out. I do not know from where. The reference was about the Government committee. This House must know why the AITUC boycotted this Committee. It was only because AITUC was the subject-matter of discussion. Their failures and their acts of omission and commission were the subject-matter of discussion in the committee. That was why they were not prepared to get their actions probed into.

Shri Mohammad Elias (Howrah): AITUC is not afraid of facing it. It has written a long letter to the Labour Minister and he has not even replied to that.

Shri A. P. Sharma: They will not face it.

Shri Dinen Bhattacharya: They will face it and they are facing it.

Shri A. P. Sharma: Sir, he has spoken the mind of the All India Trade Union Congress and the Communist Party in this country. He has made my job very easy. I do not want to deal with that point at great length. He said that they are preparing for a fight.

Shri Dinen Bhattacharya: Speak something about the lot of workers.

Shri A. P. Sharma: The whole country must know what is the idea behind this preparation for a fight. The idea is that the All India Trade Union Congress even from the day—3rd November, 1962—the industrial truce resolution was passed was never faithful to work out that industrial truce resolution. This House is aware that immediately after the passing of the industrial truce resolution the Members of the Communist Party in this House began to demand good treatment for those heroes who had been imprisoned for their alleged activities against the interests of this country—that is, pro-Chinese activities.

Shri Dinen Bhattacharya: That was the demand made everywhere.

Shri A. P. Sharma: They made a demand for the release of the people who were arrested. Now, their latest demand is to lift the emergency when the emergency is very much in this country due to the threat by China and Pakistan on our border. Well, Sir, I do not like to deal with the difference between the Chinese philosophy and the Russian philosophy because there is no time, otherwise I would also like to deal with that.

Sir, I have started with these points only to place before this House that the preparation for a fight about which Shri Bhattacharya mentioned

[Shri A. P. Sharma]

is only a political prepartation and the country and the Government should be fully prepared to meet this challenge. So far as the working class in this country is concerned, they have been trying for some time in the past and I hope when the time comes, they will see that the majority of the working class in this country do not fall into the trap laid by them.

Now, while supporting the Demands for Grants relating to this Ministry, at the very outset, I would like to welcome the hon. Minister, Shri Sanjivayya, as Labour Minister.

Shri Dinen Bhattacharya: Too late.

Shri A. P. Sharma: Well, I have to place you before him. Sir, as Minister he has had varied experience. He was Minister in the combined State of Madras, he was Chief Minister of Andhra Pradesh and recently he was the President of the Indian National Congress. I am sure not only the Labour Ministry but the whole working class and the trade union movement will be benefited by his presence in this Ministry. I also hope that this Ministry will be able to deal with the problems that arise from day to day.

Sir, the Labour Ministry has to deal with a very difficult problem. The problem is essentially a human problem. They have to deal with all kinds of people including our friend Shri Bhattacharya and his trade unions. They have sometimes to deal with employers who are also anti-social and also some of the governmental undertakings which are not prepared to fall in line with the labour policy of the Government of India. Therefore, what is required is full support of this House to this Ministry so that they may be in a position to implement the progressive labour policies that have been en-

visaged in the successive Five Year Plans.

As I would like to confine myself mainly to the labour policy in the public sector, I will not talk much about the private sector. No doubt, the Government of India has decided that all the labour policies will be equally applicable to both the private and public sectors. But I am sorry to say that most of the employing Ministries, particularly the Ministry of Railways, are not following the policies laid down by the Labour Ministry of the Government of India.

Regarding the redressal of the grievances of the workers, it is the accepted labour policy that the same procedure will be applicable in the public sector also. But if we examine the grievances-redressal procedure in the public sector from the reports of the various Ministries, apart from the reports of the Ministry of Labour, we find that they always try to emphasise the successful working of their own machinery meant for the redressal of grievances of the workers.

If we take the railways, they have got a permanent negotiating machinery which works on three tiers—divisional level, General Manager's level or zonal level and the Railway Board level. There is a provision that whenever issues are not settled by mutual negotiation between the parties at the Board's level, such issues will be referred to *ad hoc* tribunals set up from time to time by the Government. Excepting one, there has not been a single occasion during the last twelve years when the issues have been referred to any tribunal, nor has any tribunal been set up.

Recently we protested against the increase in house rents. For the last two years, though the INTUC and the National Federation have been insisting that this issue should be referred to the tribunal, it has not been

done. No doubt it is a difficult job for this Ministry, but I would urge upon the Labour Minister that he with his sweet persuasive way should try to see that the Railway Ministry, the biggest employing Ministry in this country, see reason and accept the arbitration machinery at the top level of the PNM or permanent negotiating machinery. I may say that if the arbitration machinery is not accepted by the railway administration the country will definitely suffer, the interests of the workers will suffer and only friends like Shri Bhattacharya will be benefited. So, that should be taken note of by the Ministry of Labour, Government of India.

Now, I would like to say something about the very much talked about Whitley Council. So far as I know, Whitley Council is a machinery which is not acceptable to any public sector labour organisation. My hon. friend, Shri Alvares, may corroborate me, because he is the General Secretary of one of the Railwaymen's Federations. So far as the railways are concerned, both the federations have decided that they are not going to accept the Whitley Council. Since we have decided that we are not going to accept this machinery, I need not say much about it. But I would like to point out that in this machinery it has been suggested that it will be applicable only to those trade unions which have abjured the right to strike. In this connection, my organisation, the INTUC and the National Federation are of the definite view that instead of asking the workers to abjure the right to strike the various Ministries of the Government which are employing a large number of workers should see that the weapon of strike is made superfluous. That can only be possible if the arbitration machinery is accepted by the employing ministries. I am sure, when this method of redress of grievances of the workers is accepted,

the talk of abjuring strikes will not be needed.

I would like to say one thing about workers' participation in management. The Government has accepted it as a matter of major labour policy and this has all along been emphasized almost in all the Plans—the First Five Year Plan, the Second Five Year Plan as also in the Third Five Year Plan. It is a matter of great regret to mention here that although in the year 1956 a study team under the chairmanship of Shri Vishnu Sahay, the then Labour Secretary, known as the Vishnu Sahay Committee, was sent out of this country to study certain experiences of the working of the joint management councils in foreign countries because perhaps at that time it was considered that the experience in this country was not adequate. This study team submitted its report to the Government in 1956 which was accepted by the Indian Labour Conference in 1957 and the Railway Ministry appointed an Officer on Special Duty to examine and see and prepare a scheme for workers' participation in management on the Indian Railways. So far in spite of the scheme being submitted to the Ministry of Railways by the Officer on Special Duty the Railway Ministry has been absolutely silent about this scheme and the whole idea of introducing industrial democracy in every industry with the attainment of political democracy in the country has been completely frustrated. Therefore I will request the hon. Labour Minister that he should see that as far as the public sector undertakings are concerned the Indian Railways being the biggest undertaking are the fittest place where this scheme can be experimented. I know that in some of the public sector undertakings this scheme is working, but they are very small public sector undertakings and that is why I have suggested the Indian Railways.

[Shri A. P. Sharma]

There is only one thing that I would like to say in the end and that is about the rise in prices. My hon. friend, Shri Bhattacharya, has posed the problem and, I think, he has done his job. His job and that of the people of his way of thinking is only to pose the problem and not to suggest any solution. So far as the rise in prices is concerned, the Indian National Trade Union Congress and the National Federation of Indian Railwaymen have been viewing this problem from a different angle. We say that this rise in prices is a conflict between the interests of the urban and the rural population; therefore, the only solution of this problem is that the urban population which is in the neighbourhood of about 22 per cent in this country should be supplied with all the essential commodities of life at subsidised rates through cheap grain shops or fair price shops. I know, there are certain fair price shops functioning, as the hon. Deputy Labour Minister has said intervening Shri Bhattacharya; but those fair price shops are not enough. What will happen if subsidised foodgrains are supplied to the working class and to the urban population is that the rise in prices will be checked and, at the same time, by spending a few hundred crores of rupees the Government will be able to pay a fair price to the producer, the kisan, and the workers will be benefited fully instead of by granting them a few rupees here and there as dearness allowance. If this suggestion is accepted, I am sure, the Government will be saved from paying more dearness allowance because by paying more dearness allowance you are creating more inflation in the market and more inflation always means hardship and difficulties for the poor and middle class people.

I thank you very much for the opportunity given to me and I hope that the Government will take notice of what has been said by me on the floor

of this House. In the end I would like to say only one thing and that is that if the Government is not going to take notice of these things, there is going to be a serious crisis in this country and in that crisis only the undesirable elements who want to advance their political cause in this country will be benefited and the larger interests of the country will suffer.

श्री ह० च० सोय : उपाध्यक्ष महोदय, मैं आपके द्वारा माननीय लेबर मिनिस्टर का ध्यान उस औद्योगिक क्षेत्र की ओर ले जाना चाहता हूँ जो हमारे देश के दक्षिण पूर्व हिस्से में है। यह हम लोगों के लिये बड़ी खुशकिस्मती की बात है कि इस इलाके में जो प्राकृतिक साधन हैं उनका उपयोग कर रहे हैं और हटिया, रुरकेला और दुर्गापुर जैसे औद्योगिक केन्द्र खोल रहे हैं। एक तरफ से सारे देश के लोगों को बड़ी खुशी है लेकिन वहाँ के सारे निवासियों के सामने बड़ी भारी समस्या पैदा हो गई है कि इस बहुत बड़े इलाके में जो लोगों की जमीनें अजित की गई हैं उन से जिन लोगों को हटाया गया है उनके फिर से रिहैबिलिटेशन की बड़ी प्रब्लेम हो गई है। जब हम रांची और रुरकेला जैसे इलाकों में जाते हैं तो मन में खुशी की लहर पैदा हो जाती है कि हमारे देश में इतने सुन्दर ढंग से कारखाने खुल रहे हैं। लेकिन अगर वहाँ के लोगों की स्थिति को देखा जाय तो पता चलेगा कि जिन लोगों की जमीनें उस इलाके में ली गई हैं उनकी क्या हालत है। उनकी हालत यह है कि अपने ही इलाके में वे एक परदेशी की तरह पर हैं। देखा गया है कि हमारे देश के दूसरे इलाके के लोगों को वहाँ रोजी और नौकरी मिलती है मगर उन बेचारों को अपनी ही जगह पर काम नहीं मिलता है। मैं समझता हूँ कि शायद हमारे इलाके के औद्योगिक क्षेत्रों की समस्या दूसरी जगहों में भी होगी, खाली हमारे ही यहाँ नहीं है। भोपाल और दूसरी जगहों में

भी होगी। मैं चाहता हूँ कि हमारी सरकार जब बड़े उद्योगों को खोले तो उसको मानवी दृष्टिकोण से भी देखना चाहिये। नये कारखाने खोलने में सरकार की बड़ी डिलचस्पी होती है और यह ठीक भी है कि उचित ढंग से कारखाने खोले जायें। पहले तो कारखाने खुल जाते हैं उस के बाद जो काम करने वाले होते हैं उनका रिट्टेंचमेंट होता है। सरकार भूल जाती है कि उन कारखानों में काम करने वालों का प्रबन्ध भी कुछ करना चाहिये। सारे देश के लोगों को उन से रोजी मिलती है लेकिन वहाँ के लोगों को, जिन की जमीन छीन ली गई, उनको रोजी मिलती है या नहीं इसकी चिन्ता किसी को नहीं है। मैं चाहता हूँ कि लेबर मिनिस्ट्री में और देश की दूसरी मिनिस्ट्रियों में जो लोग उद्योग धंधों में लगे हुए हैं उनके साथ मिल जुल कर कोई उपाय निकाला जाये कि वहाँ के लोगों की रोजी और रोटी का सवाल कैसे हल हो। पिछले साल डेबर कमिशन ने एक सुझाव यह दिया था कि जिन क्षेत्र में बड़े उद्योग धंधे खोले जायें और जिन लोगों की जमीन बड़े पैमाने पर ली जाये, जिन को वहाँ से हटाया जाये उनका रिहैबिलिटेशन किस प्रकार हो। उसमें कहा गया था कि गवर्नमेंट को चाहिये कि वह जब कोई बड़ी प्रोजेक्ट आरम्भ करे और उस पर खर्च करना शुरू करे तो यह करे कि उस खर्च का एक खास परसेंटेज इस बात के लिये अलग कर दे कि जो लोग उस काम के लिये हटाये जाते हैं उनको कैसे पुनर्वास किया जाये, उनको कैसे टेकनिकल ट्रेनिंग दी जाये और उनको दूसरे धंधों में कैसे लगाया जाये, इन कामों के लिये उस में बपया खर्च किया जाना चाहिये।

श्री कछवाय : उपाध्यक्ष महोदय, हाउस में कोरम नहीं है।

Mr. Deputy-Speaker: The quorum bell is being rung.

Shri Rane (Buldana): Let the Members of the Opposition be counted.

Shri Ranga (Chittoor): It is the responsibility of all the parties.

Shri Rane: The Opposition must provide at least 25 Members for quorum.

Shri Ranga: It is the job of the ruling party. They have an overwhelming majority here. They have their Whips also. They would not agree to our suggestion that there should be lunch interval.

Mr. Deputy-Speaker: Now, there is quorum. Shri H. C. Soy may continue his speech.

श्री ह० च० सोय : मैं कह रहा था कि देश के इन बड़े औद्योगिक क्षेत्रों में जिन लोगों को जमीनों से हटाया जाता है उन को वहाँ पर रोजी नहीं मिलती है जब कि दूसरे लोगों को काफी मिल जाती है। जब रांची का कारखाना खुला था तो हमारे माननीय मंत्री श्री मनुभाई शाह वहाँ गये थे। उन्होंने कहा था, वहाँ के लोगों को आश्वासन दिया था कि स्थानीय लोगों को रोजी और नौकरियों में उचित हिस्सा मिलेगा। उन्होंने यह कहा था कि ५०० २० तक की जितनी नौकरियाँ होंगी उनका अधिकांश हिस्सा स्थानीय लोगों को मिलेगा। मुझे पता नहीं कि रांची का कारखाना खुलने के बाद, उसके काम शुरू करने के बाद इस आश्वासन को उन्होंने कितना लागू किया, या कि उहे बिल्कुल भूल गये। होना तो यह चाहिये था कि ७०, ८० प्रतिशत ५०० २० तक की नौकरियाँ स्थानीय लोगों को मिलतीं। इसके लिये गवर्नमेंट को विशेष इन्तजाम करना चाहिये। इन्हीं बातों को लेकर स्थानीय लोगों में नाराजगी हमेशा पैदा होती रहती है। आप को पता होगा कि रुरकेला में इस बात को लेकर अन्दरूनी दंगा हो गया था। फिर रांची में यह बात हुई, किरीबिरु में इन्हीं बातों को लेकर स्थानीय लोगों में बैचैनी और क्रस्ट्रेनान

[श्री ह० च० सोय]

हो जाता है। इसलिये इस मामले में, जिस के लिये माननीय मंत्री महोदय ने आश्वासन दिया है, इसका इन्तजाम होना चाहिये था कि स्थानीय व्यक्तियों को इस बढ़ती हुई प्रगति में, इस प्रास्पेरिटी में उचित हिस्सा मिल सके।

इस के बाद मैं आपका ध्यान एक दूसरी बात की ओर ले जाना चाहता हूँ। बड़ी खुशी की बात है कि इस रिपोर्ट में मिनिस्ट्री ने कहा है कि कंट्रैक्ट लेबर का सिस्टम खत्म हो जायेगा और कुछ ही दिनों में इस के लिये बिल भी गवर्नमेंट लायेगी। मुझे अफसोस है कि गवर्नमेंट ने इस संबंध में फंसला तां सन् १९६२ में ही कर लिया था लेकिन दो बरस बाद भी वह बिल यहां नहीं आ पाया है। उसको तुरन्त लाया जाना चाहिये। कोलियरी में कंट्रैक्ट लेबर को खत्म किया गया है जैसा कि मिनिस्ट्री की रिपोर्ट में कहा गया है। मगर फिर भी मैं जानता हूँ कि गवर्नमेंट आफ इंडिया की सब से बड़ी अन्डरटेकिंग जो रेलवे है उस में अभी तक कंट्रैक्ट लेबर जारी है। होता यह है कि जहां कंट्रैक्ट लेबर बहाल होती है वहां जो रिफ्रिग एजेंट्स हैं विशेषकर हमारे औद्योगिक क्षेत्र में, बहुत बड़ी बड़ी वेजेज की लालच दे कर मजदूरों और औरतों को बाहर ले जाते हैं। मगर उस इलाके में वह मजदूर नहीं रक्खे जाते हैं। उनकी वकिंग कंडिशनस भी ठीक नहीं हैं। उनको लेकर कहीं कहीं पर इम्मारल ट्रेफिक भी चल रहा है। मैंने इस संबंध में लेबर मिनिस्ट्री का ध्यान आकर्षित किया था और मैं लेबर मिनिस्टर को धन्यवाद देता हूँ कि इस संबंध में उन्होंने हमें यह आश्वासन दिया कि वे इस के बारे में विशेष रूप से इन्क्वायरी करेंगे। मैं उन से यह दख्खास्त करूंगा कि इस इन्क्वायरी कमेटी में कम से कम जनप्रतिनिधियों को अवश्य ऐसोशिएट करें ताकि इस संबंध में जो बहुत जरूरी बातें हैं, जो कांक्रिट केसेज हैं वे बतलाये जा सकें।

एक चीज मैं और बतलाना चाहता हूँ। बहुत सारी इंडस्ट्रीज में वेज बोर्ड कायम किया हुआ है। हम बहुत दिनों से बीड़ी उद्योग के लिए इसकी मांग कर रहे हैं। जो लोग बीड़ी उद्योग में मजदूरी करते हैं उनकी हालत बहुत शोचनीय है। पिछले साल माननीय सदस्य श्री ए० के० गोपालन इस संबंध में एक बिल लाए थे। और हमें आशा थी कि मजदूरों की हालत में सुधार के लिए गवर्नमेंट कुछ सुझाव देगी। लेकिन अफसोस है कि इस संबंध में अभी तक कुछ नहीं किया गया। मेरी दख्खास्त है कि बीड़ी मजदूरों के लिए एक वेज बोर्ड कायम किया जाए। उन्हा बहुत शोषण चल रहा है। होता यह है कि जो लोग बीड़ी बनाते हैं, जब वे कम्पनी में अपनी बनावी हुई बीड़ी जमा करने जाते हैं तो मालिक लोग उसमें से काफी बड़ा हिस्सा दस परसेंट से बीस परसेंट तक—यह कह कर रद्द कर देते हैं कि यह अच्छी नहीं है और उतनी बीड़ी बनाने की मेहनत जो कि उनको मिलनी चाहिये उनको नहीं मिलती। मैं चाहता हूँ कि उनका यह शोषण बन्द होना चाहिए।

एक और बात की ओर मैं माननीय मंत्री महोदय का ध्यान आकृष्ट करना चाहता हूँ। हमारे इलाके में काइनाइट माइनिंग क्षेत्र है। इसमें कई कम्पनियां काम करती हैं। इन में दो कम्पनियां अपने मजदूरों से नाजायज काम करवाती हैं। इसके खिलाफ गवर्नमेंट को कार्यवाही करनी चाहिये। ये दो कम्पनियां अपने मजदूरों द्वारा रात को दूसरी कम्पनियों का काइनाइट उठवाकर अपने यहां मंगवा लेती हैं। इस संबंध में हमने राज्य सरकार को भी लिखा लेकिन हमें अफसोस है कि इस संबंध में कोई कार्यवाही नहीं हो रही है। इस ने वहां की लेबर को चोरी करने पर बाध्य कर दिया है। यह बड़े अफसोस की बात है कि जब देश में इमरजेंसी चल रही है, उस वकत भी ये कम्पनियां इस तरह का काम कर रही हैं। इनके खिलाफ

कार्यवाही होनी चाहिए। मैं चाहता हूँ कि इन कम्पनियों के विरुद्ध कार्यवाही होनी चाहिए और इन को यह एंटी सोशल काम करने से रोका जाना चाहिए।

एक चीज बड़ी हैरानी की है। इस क्षेत्र में एक ब्रिटिश कम्पनी काम करती है, वह तो हमारे लेबर लाज को मानती है, लेकिन ये दो हिन्दुस्तानी कम्पनियाँ लेबर लाज का उल्लंघन करती हैं और १५ अगस्त और २६ जनवरी को मजदूरों को तनखाह सहित छुट्टी नहीं देती। इस संबंध में हम ने राज्य सरकार का ध्यान आकृष्ट किया पर पता नहीं क्यों इस संबंध में अभी तक कोई कार्यवाही नहीं की गयी।

एक बात की ओर मैं आपका ध्यान खींचना चाहता हूँ। वह यह कि रेलवे में जब आदमियों को बहाल किया जाता है—विशेष कर साउथ ईस्टर्न रेलवे में—तो उन से गजेटेड आफिसर्स का कैरेक्टर सरटिफिकेट मांगा जाता है। जब वे उम्मीदवार एम० ए० ए० और एम० पी० के पास यह सरटिफिकेट लेने जाते हैं तो उनसे वे कहते हैं कि हम गजेटेड आफिसर नहीं हैं। इन उम्मीदवारों को गजेटेड आफिसर्स का सरटिफिकेट लेने के लिए उनके दफ्तरों में जाने में बड़ी कठिनाई होती है और इसके लिए धूस भी देनी पड़ती है। आप उन से यह सरटिफिकेट इसी लिए मांगते हैं कि वे चोर या डकैत तो नहीं हैं। मैं समझता हूँ कि उनको यह सरटिफिकेट जन प्रतिनिधि अच्छी तरह दे सकते हैं। मैं मंत्री महोदय से दरखास्त करूँगा कि वे रेलवे विभाग को यह सुझाव दें कि इस प्रकार का सरटिफिकेट जन प्रतिनिधियों द्वारा दिया जा सके और मान्य हो।

मेरा अन्तिम सुझाव यह है कि डिवीजनल रेलवे के चुनाव बोर्ड में स्थानीय लोग भी रखे जायें जो कि रेलवे के लिए नौकरों का चुनाव करें। स्थानीय प्रतिनिधि नहीं होते तो

स्थानीय उम्मीदवारों की ओर ध्यान नहीं दिया जाता। मैं चाहता हूँ कि इस बोर्ड में स्थानीय एम० पी० वा एम० एल० ए० रखे जायें। मैं आशा करता हूँ कि माननीय मंत्री इस संबंध में उचित कार्यवाही करेंगे।

इन शब्दों के साथ मैं लेबर मिनिस्ट्री की मांगों का समर्थन करता हूँ।

Shri Alvares: The Demands of the Labour Ministry are being discussed this year when there is a new personality at its helm. He comes to this assignment after very valuable experience in Hyderabad and leadership of a great political party. I am, therefore, encouraged to think that fresh breezes of thinking on basic policies will start and continue to blow through the Ministry of Labour and Employment, and therefore I am submitting for the consideration of his Ministry and the House certain basic problems that affect labour today.

I do not know of any period after freedom when labour was so restive as it is today. It is not merely a question of high prices and the lack of neutralisation of the falling standards of money wages. I think it is primarily a question of lack of direction to the entire labour movement, how Government views its role in a socialist society, what encouragement it gives, what pattern of organisation it wants to follow etc. Therefore, I think that, when considering these basic problems and thinking over them, if Government want to take some time for reorientation of its basic policies, it would not be merely a great service to the labour movement, but also to the country at the same time.

Labour is a great force for democracy. It is also a great productive force. In the light of this, I know of no strategic sector of our economy that needs the anxious consideration of Government as much as organised

[Shri Alvares]

labour, Therefore, in the little time at my disposal, I would like to refer briefly, because it is not possible to go into all the details, to the main questions that have to engage our attention, so that the issue of organised labour and all that it connotes can be tackled successfully.

The first is the question of unity or the pattern of organisation, of industrial labour in this country. The second is the question of Government policy, is plural policy, in the public sector and in the private sector. The third is in regard to its wage policy. The fourth is in regard to its social responsibility towards labour, and the fifth in respect of its policy of employment.

Taking them seriatim, I think that the history of the pattern of organisation of labour in this country has suffered more at the hands of Government and the Congress Party than of other political parties. I remember—hon. Member Shri K. N. Pandey will bear me out as the head of the INTUC organisation—that we were once in the AITUC whose sessions were presided over by Shri Jawaharlal Nehru and Netaji Bose.

Later, it was desire of the Congress Party to have a labour wing under its own control and from that moment the atomisation of the labour movement took place and it has progressively increased. Part of the restiveness today is due to this policy and the present Labour Minister is reported to have said somewhere that it is better to have more than one union in one industry because it makes for competition. If he is correctly reported it is a departure from the policy laid down by Planning Commission as it visualised a constructive role for labour in the democratic and socialist process in this country. If the atomisation of labour movement continues, I am afraid labour will be pulled in very many directions and the social and political tasks enjoined on labour will go by neglect. So much time is taken by inter-union

rivalries today. Not merely are disputes mounting up among the unions by competing with each other and making rival claims, but there is also growing violence among the members of rival organisations for various reasons that need not be analysed now. Essentially, it is to assert one's superiority over the other, and the Labour Minister should have known the consequences by now. There are spurious claims of membership among all the central labour organisations in the country. It is a humiliating spectacle that prominent labour leaders in this country should resort to inflating membership in order to get some representational advantages in the labour movement. It is for us at this moment to consider these problems so that not only is the labour movement rescued from the morass to which it has been stuck but also from the degrading position in which inter union rivalry has pushed it to.

I have two suggestions to offer. By legislation Government may bring about a reorganisation of the pattern of labour organisation to achieve the objective of one union in one industry and within that union to ensure for democratic practices in elections, etc. On this basis the working class will be permitted to freely choose its political persuasions. The trouble in the trade union movement today is that each major political organisation has thought fit to organise a trade union wing for its own political purposes. It may be in order to further its political chances or, as in the case of Congress, to protect itself against labour's demands coming up from time to time. Whatever the *raison d'être*, it would be better for all of us to achieve the desired goal of one union, for one industry. Simultaneously, we can also guarantee that labour is free to choose its own political persuasions, as it likes. This can be guaranteed by a statutory arrangement brought about by the Ministry of Labour. In the alternative, I would suggest that the evaluation committee of the Tripartite Conference should seriously imple-

ment its own proposals to recognise only one union at one time in each industry, and while doing so, to raise the targets for such recognition; the minimum requirement of 15 per cent membership in one organisation, is ridiculously low. Theoretically, six unions can be registered in one industry in one company. But that is not the purpose of the organisation. That is not the purpose of the direction. It cannot conceivably be that the Government has visualised that in one industry six unions can come in and one of them will be recognised. Therefore, I submit that if the Government is prepared to raise the target to the minimum of 30 per cent for registration, then we shall automatically reduce the number of spurious unions in each industry and give recognition only to one union that has the largest membership of over 30 per cent. If these considerations are accepted, I am sure that the Government would accept the principle of one union in one industry and thus move towards the desiderata and recognise one union that has the highest membership of 30 per cent and thereby reduce by half the total of theoretically possible number of unions that can enlist themselves in one industrial establishment.

The consequences of these are obvious. The entire labour movement will cease to be divided into such fragments as we witness today; there will be more homogeneity; there will be better bargaining power and more conscientiousness and more maturity. It is for these considerations that I make an appeal to the Government to reorient its policy in this manner so that these suggestions that I have placed before this House, which every trade union will readily accept at least in theory but fearful to implement may be implemented by the Government in the manner that I have suggested.

The second issue concerns one which was referred to by my hon. friend Shri A. P. Sharma, namely, the employees

in the public sector have been treated as second-class citizens. But they are second-class also in respect of the trade organisation and wages. Do we not know that the Pay Commissions appointed from time to time have repeatedly depressed the wages in the employing Ministries of the Government of India and of the State Governments? While there is a relatively progressive policy of this Government in respect of trade unions in the private sector, there is a complete disinterestedness shown by the Labour Ministry in respect of the employees in the public sector. I would like to say that even if the Ministry of Labour and Employment tries to intervene, its intervention would not be welcomed by the employing Ministries. There is a sort of jealousy or antagonism between the employing Ministries and the Ministry of Labour, and this must be ended as soon as possible.

Then there is the question of the wage policy. I will not dilate upon this since I have already referred to it when I mentioned earlier about the employees of the Government of India being treated as second-class citizens also for economic purposes, but as it has been referred to by the two previous speakers, the Government must have a firm policy in respect of the protection of wages. In the Ministry, or rather, the employing Ministries of the Government of India, there is not even the elementary protection given to basic wages. It is not only my hon. friend Shri Dinan Bhattacharya who says that, but Prof. Mahalanobis has said that all wages have fallen below the pre-Independence standards, and if there is no wage policy, you cannot expect the Government to provide for adequate neutralisation. The idea of the issue of neutralisation is important. What the employees of the Central Government and other States as well as the private sector are today demanding is that if there is no enhancement of their basic wages, at least there should be no reduction of their pay-packets; adequate neutralisation must be speedily effected.

[Shri Alvares]

Spelt out in concrete terms, it may mean that either the formula of the Second Pay Commission should be completely revised or that the computation of the All India Consumers Price Index may be similarly revised and other similar measures may be taken. Government must in this case come out with a clear direction of policy that at least during the period of emergency, they shall not permit any fall in the standard of living, particularly of the Government employees.

17 hrs.

The third point is in respect of social responsibility. The Ministry of Labour and Employment is charged not merely with the question of organisation of labour or of the question of wages, but also with social movement of labour all over. There are three distinct directions in which movements can take place. There is the horizontal movement of labour from the rural to the urban areas and that is something that must be done immediately. Secondly, there is the vertical movement and that represents the movement of labour from unskilled to skilled and higher patterns of achievement. The third one is the social movement whereby the institutional and social inhibitions in society are speedily removed.

The third Plan has suggested that not more than 30 or 40 per cent of the population at the present moment in the village should be retained there and the rest should be moved out into the industrial centres. We come across a phenomenon today where the principal cities of India have become slums. If this is to be avoided, there must be a diversification of industry. I do not know whether the Ministry of Labour and Employment has interested itself in this very crucial problem, because unless the Ministry of Labour and Employment starts interesting itself in this to achieve a diversification, and not a concentration in big cities like Calcutta, Delhi, Bombay, Madras and Kanpur, it is not

possible for labour to move out so speedily and this horizontal movement that we want from the rural to the urban areas will not take place.

Let me explain the second movement briefly. I may illustrate it by an experiment in the railways where we have got the 'Class IV Staff Promotion Committee' in order that unskilled labour may move into higher, skilled jobs. It was a great social innovation, but unfortunately the incentive bonus scheme in the railways has brought about such an increase in productivity that it has boomeranged against Class IV promotion and the promotion which normally would have taken place from the lower, depressed classes of very unskilled labour to higher rungs of skilled labour is not taking place because of the surplus vacancies created in the higher posts. It has been my submission to the Ministry of Railways that the total number of vacancies existing on a particular day, say in 1961 should be the basis of promotion but unfortunately the demand of economy and lack of policy to promote unskilled labour has not met with any consideration. Therefore, this vertical movement has not taken place on the railways.

The last issue in this respect is in regard to the removal of those inhibitions in our society—institutional road blocks and caste divisions—whereby the lower depressed classes do not get sufficient opportunity to get gainful employment.

Lastly, in the employment-exchange registers all over the country—and they do not fully reflect the situation—there are 23½ lakhs who are unemployed. Let us see what is the employment pattern in the country. As against 54 per cent unskilled in Class IV, there are only 46 per cent skilled in Class III, in the public sector. This is in the government employing ministries. An overwhelming section of our community today is condemned

to the status of unskilled workers, and in spite of the fact that there exists some measure of promotional activities by them, this ratio which has been existing for the past many years has not been improved upon.

Let us see the question of total unemployment in the country. The carry-over of back-log from Second Five Year Plan is 9 million. New entrants in the Third Five Year Plan, I expect, will be 17 million. Therefore, by the end of the Third Five Year Plan we have to provide employment for 26 million in this country. The target the Government has set itself is only 16 million. Therefore, if the carry-over from the Second Plan to the Third Plan was 9 million, the carry-over from the Third Plan to the Fourth Plan will be about 16 million. There is a progressive accumulation from one Plan period to the other, and in circumstances where sophisticated and automatic machinery is being brought into the country year by year in the industries, the carry-over of the back-log is bound to increase. This is a matter for serious consideration of the Ministry of Employment. I do hope that the Minister for Labour who, as was said, comes with a fresh mind into this Ministry, will give all my suggestions their due consideration and re-orient the Ministry of Labour in its basic policies.

Shri K. N. Pande (Hata): Mr. Deputy-Speaker, before I touch upon the subject that is before us, first of all, I want to congratulate the Minister. I do not think I should burden his mind with the problems before us, but as the circumstances stand at present, things cannot be avoided and we have to bring them to his notice.

Sir, before speaking on other subjects which are very important as far as the workers are concerned, I want to say something about the point which has been just raised by my hon. friend, Shri Alvares. In order simply to remind him, I want to bring

this fact to his notice that previously he was also a member of the Congress Socialist Party of which I was also a member,

Shri Alvares: I continue to be.

Shri K. N. Pande: There was only one labour organisation called the AITUC. The annual convention was being held at Madras. During that time, after assessing the role of the Communist Party which dominated the AITUC, those who did not subscribe to the views of the Communist Party wanted to make a separate organisation because we thought that we could not go together for long and we wanted to make our views very clear before the working class. Our thinking did not materialise at Madras but it was again reviewed at the Calcutta session, and all of us and all those who are in PSP today came to the decision.....

श्री कछवाय : मेरा एक व्यवस्था का प्रश्न है। कोरम नहीं है। पांच बजे चुके हैं।

श्री श्रींकार लाल बेरवा : कोरम होना जरूरी है। पांच बजे के बौद अगर कोरम नहीं होता है तो हाउस उठ जाता है।

Mr. Deputy-Speaker: The bell is being rung..... Now there is quorum. He may continue.

Shri K. N. Pande: You will be surprised to know that in the general session of the AITUC at Madras even our present Minister, Shri Humayun Kabir, was present, and all of us came to the conclusion that the time has come when, unless we part and form a separate central organisation, the workers will not get a correct lead and they will be misled. This opinion having been felt throughout the whole country, it was correctly assessed by the Congress Party. You will be pleased to know that when on

[Shri K. N. Pande]

the 3rd June 1947 a provisional meeting was convened at Delhi when this INTUC came into existence, all the people including Dr. Lohia were present at the meeting.

श्री कछवाय : कोरम तो है नहीं अभी तक।

श्री श्रींकार लाल बेरवा : ११ घट रहे हैं।

Mr. Deputy-Speaker: The bell is being rung... Now there is quorum. This is the third time that the quorum bell is ringing. I hope all the hon. Members present will keep the quorum. It is a very bad reflection if there is no quorum. Of course, I am not blaming any particular party. All the parties should see that the quorum is maintained. When the quorum is challenged, I cannot run the House without a quorum.

Shri K. N. Pande: I do not want to take much time of the House on this point; I will be very precise on this point. I want to say that even the trade union workers who were in the Congress Party agreed....

Shri B. S. Pandey: Sir, the Treasury Benches are here but the Opposition Members are not there. अपोजीशन बेंच पर चार ही मॅम्बर हैं।

Mr. Deputy-Speaker: He cannot blame the Opposition Members only.

Shri Rane: That is their tactics.

Mr. Deputy-Speaker: The ruling party must be prepared to face the consequences.

Shri Rane: They want to defeat the Government by remaining absent from the House.

Shri K. N. Pande: All the people who did not believe in the socialist ideology came to the conclusion that there should be a separate labour front which may work on constructive lines meeting with the requirements of the workers at that time. As a result of that the INTUC came into existence. But the situation worsened when the socialists.....

श्री कछवाय : कोरम नहीं है। यह बहुत जल्द है। करोड़ों आदमियों का यह मामला है। रोजगार का मामला है।

श्री श्रींकार लाल बेरवा : यह महत्व की चीज है।

कुछ माननीय सदस्य : कोरम है।

श्री श्रींकार लाल बेरवा : नहीं है।

Mr. Deputy-Speaker: There is no quorum. The House stands adjourned to meet again at 11 A.M. tomorrow.

17.17 hrs.

The Lok Sabha then adjourned till Eleven of the Clock on Thursday, March 19, 1964/Phalgun 29, 1885 (Saka).