

think it is the same as was asked earlier.

Shri Y. B. Chavan: Sir, may I repeat what I said in different words? The question of removing class composition completely is not feasible at the present moment. It will take quite a long time, possibly even a generation. I cannot say what time it will take but there is no doubt in my mind that it should go as soon as possible. When we reach that stage the question of changing the present nomenclatures can also be considered.

Shrimati Savitri Nigam: May I know if the hon. Minister is aware that one of the members of the National Integration Committee has strongly recommended that such names should not be given as they create provincialism?

Mr. Speaker: That question has been answered.

श्रमिकों को प्रबन्ध में शामिल किया जाना

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*८५६. { श्रीमती सावित्री निगम:
श्री म० ला० द्विवेदी :
श्री प्र० रं० चक्रवर्ती :
श्रीमती जमुना देवी :

क्या श्रम और रोजगार मंत्री यह बताने को कृपा करेंगे कि औद्योगिक एककों में श्रमिकों को प्रबन्ध में शामिल करने के लिये जो योजना बनाई गई थी, उसमें अब तक क्या प्रगति हुई है ?

श्रम और रोजगार मंत्रालय में उपमंत्री (श्री रं० कि० मालवीय) : ३१ मार्च, १९६३ को निजी और सरकारों दोनों क्षेत्रों के ५३ प्रतिष्ठान (establishment) 'प्रबन्ध में मजदूरों का योगदान' सम्बन्धी योजना चला रहे थे जबकि पिछले साल इस प्रकार के प्रतिष्ठानों का संख्या २६ थी ।

[On March 31, 1963 fifty-three undertakings both in the private and the public sectors were operating the

scheme of Workers' Participation in Management as against twenty-nine such undertakings last year.]

Shrimati Savitri Nigam: May I know the nature or set-up in which the labourers are participating in the management? Are they holding positions in the board of directors or only participating as members of those committees which are looking after these establishments?

Shri R. K. Malviya: In some establishments they are holding the post of director. Ordinarily, they are in the consultative committees.

Shrimati Savitri Nigam: May I know whether it is a fact that these labourers have participated only in advisory capacities and not in executive capacities? If so, is the Ministry going to recommend to the establishments that the labourers should be given an opportunity to take up executive posts?

Shri D. C. Sharma: Sir, I object to the word "labourer". We always use the word "worker".

Mr. Speaker: Order, order.

The Minister of Labour, Employment and Planning (Shri Nanda): The machinery through which the participation functions is called the Joint Management Council, where the composition provides for the representation of workers. One part of it invests the committee with certain executive powers also, some specified functions for administration of certain services for the welfare of workers, canteens and things of that kind. The rest is purely consultation regarding the field of subjects. Then they should be given information about the working of the concern, its accounts, balance sheet etc.

Shri R. S. Pandey: A committee was appointed by the Labour Ministry in 1952 to study this aspect of participation of labour in management and later on a report was submitted

by it. May I know how far the Government has succeeded in implementing it?

Shri R. K. Malviya: It was not in 1952. It started from 1958. Whatever decisions have been taken in the tripartite body are being implemented. As I have already stated, it has been implemented in 53 establishments, both private and public.

Shri P. R. Chakraverti: What steps have been taken to set up machinery to promote joint management councils in all the States and at the Centre?

Shri E. K. Malviya: There is a cell at the Centre which promotes these joint management councils. The States have also got their sub-committees.

श्री विभूति मिश्र : पक्का माल काटन मिलों में या चीनी मिलों आदि में बनता है जब उनको खेतीहर और खेतीहर मजदूर कच्चा माल सप्लाई करते हैं । मैं जानना चाहता हूँ कि क्या खेतीहरों और खेतीहर मजदूरों को भी सरकार इस में शामिल करने जा रही है ?

श्री र० कि० मालवीय : इस में तो वही शामिल होते हैं जो मिलों में या फैक्ट्रीज में काम करते हैं ।

श्री विभूति मिश्र : मैंने पूछा था कि क्या खेतीहरों और खेतीहर मजदूरों को भी शामिल सरकार करेगी, इसका जवाब नहीं दिया गया है ।

अध्यक्ष महोदय : उन्होंने जवाब दिया है कि जो मिलों में काम करते हैं, सिर्फ वही शामिल होंगे ।

श्री विभूति मिश्र : यह तो नैगिटिव जवाब हुआ । इसका जवाब हां में या न में दिया जाना चाहिये ।

श्री र० कि० मालवीय : अगर खेतीहर मजदूर फैक्ट्रीज में काम करते हैं तो वे शामिल हों सकेंगे ।

Shri D. C. Sharma: I want a clear-cut answer because the replies given are very evasive. How far have we progressed in this matter so far as productivity is concerned, so far as management is concerned and so far as the division of the profit in terms of incentive bonus and other bonuses are concerned?

Shri Nanda: So far as the last part of the question is concerned, it is outside the purview of the Joint Management Council, that is, the division of profits. That is a matter between the Unions and the management. So far as productivity is concerned, two seminars which were held showed very clearly the evidence of all concerned, that is, the representative of management, of workers and of States, that wherever this experiment was tried it led to good results in terms of increased productivity and better relations.

Shri Mohammad Elias: What particular steps have been taken by the Government against those employers who are obstructing labour's participation in management and, at the same time, what particular steps have been taken to promote this scheme during the emergency?

Shri Nanda: With regard to the emergency, a special set-up is being created for the purpose of joint functioning through the Emergency Production Committees which are spreading throughout the industry. About what steps are being taken to promote this, already my hon. colleague has mentioned them. As regards the question "If there is obstruction, what do we do?", we have left it on a voluntary footing so far. We persuade them. Obstruction sometimes comes from the workers and sometimes from the management.

Shri S. M. Banerjee: I want to know whether it is a fact that this particular scheme of participation of labour in management has not at all been implemented in the public sector undertakings, like, the Railways, the Posts and Telegraphs and Defence

and all the public corporations; if so, the reasons for the same and why the scheme has not been implemented even during the emergency.

Shri Nanda: In the public sector some undertakings have adopted it, not all.

Shri S. M. Banerjee: I have mentioned three.

Shri Nanda: We have been trying to persuade them also. It is a good thing. They should also—and, I hope, they will—take to it.

श्री क० ना० तिवारी : इंडस्ट्रियल यूनिट्स में जो वर्कर्स पाटिसिपेशन की स्कीम है, इसको क्या एग्रिकलचरल सेंटर में भी लागू करने का आपका विचार है ?

श्री र० कि० मालवीय : अभी तो नहीं है। अभी तो फंड्राज में जो वर्कर्स काम करते हैं, उनके लिये ही यह है।

भारतीय वायु सीमा का अतिक्रमण

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- *८६० { श्री प्रकाशवीर शास्त्री :
श्री जगदेव सिंह सिद्धान्ती :
श्री भक्त दर्शन :
श्री भागवत झा आजाद :
श्री बी० चं० शर्मा :
श्री विद्यावरण शुक्ल :
श्री मरंडी :
श्री हेम बरभा :
श्री अशोक लाल बेरवा :

क्या प्रतिरक्षा मंत्रो यह बताने की कृपा करेंगे कि :

(क) पिछले तीन सप्ताहों में पाकिस्तान और चीन के विमानों ने कितनी बार भारतीय वायु सीमा का अतिक्रमण किया ;

(ख) क्या सरकार ने विरोध-प्रभेजने के अतिरिक्त और भी कोई कड़ी

कार्यवाही की है ; और

(ग) क्या यह अतिक्रमण उन स्थानों पर विशेषतः हुआ जहाँ हमारे सैनिक पड़ाव हैं ?

प्रतिरक्षा मंत्रालय में उपमंत्री (श्री वा० रा० चव्हाण) : (क) १ जनवरी १९६३ से पाकिस्तानी विमानों ने ६ बार भारतीय वायु सीमा का अतिक्रमण किया है और चीनी विमानों ने कोई भी नहीं।

(ख) जो नहीं।

(ग) ये अतिक्रमण जम्मू तथा काश्मीर, पंजाब और त्रिपुरा में किये गये हैं।

[(a) Since 1st January 1963, there have been six violations of Indian air space by Pakistani aircraft and none by the Chinese.

(b) No, Sir.

(c) The violations were in J. & K., Punjab and Tripura.]

श्री प्रकाशवीर शास्त्री : पाँछे कुछ दिनों के लिये जब प्रधान मंत्री जो रक्षा मंत्री का कार्य भी कर रहे थे और इसी प्रकार पाकिस्तानी विमानों के अतिक्रमण हुए थे तो उन्होंने बताया था कि यदि आवश्यक हुआ तो विरोध पत्रों के अतिरिक्त कुछ और कदम उठाने के सम्बन्ध में भी सरकार निश्चय करेगी। अब दुबारा जब यह सूचना दी जा रही है कि छः बार और पाकिस्तानी विमानों ने अतिक्रमण किया है, तो मैं जानना चाहता हूँ कि क्या सरकार ने कुछ और मजबूत कदम उठाने का भी इस सम्बन्ध में निश्चय किया है ?

Shri Y. B. Chavan: I think that consideration is always with the authorities concerned. Taking strong action depends upon the possibilities of each case.

श्री प्रकाशवीर शास्त्री : जम्मू काश्मीर, पंजाब और त्रिपुरा में जिन पाकिस्तानी