

if so, what steps Government propose to take to see that interests of labour are protected.

**Mr. Speaker:** Shall I go to the next question?

**Shri Manubhai Shah:** The point is that the matter has already come to our notice. All the power loom people have represented to the Government of India as happens whenever excise duty is levied. All these questions are inter-related and we must await the Finance Minister's Finance Bill.

**Shri Warrior:** I wish to know whether any particular steps have been taken in this particular case where notice has been issued to labourers to quit—notice of closure of mills is also there.

**Shri Manubhai Shah:** Whenever an excise duty is levied, every interest represents that the duty should be removed. In order to prove their point, they go to the extent of issuing notices. All these inter-related questions, not only excises on one commodity, but all commodities as you know, are under the consideration of the Finance Ministry. When decisions are made, it will be known.

**Shri Warrior:** I wish to know whether this is not action taken against the code of conduct that was agreed upon in the tripartite conference?

**Shri Manubhai Shah:** No. There was no such contract at all. In the case of excise duties, no Government makes a contract with anybody.

**Mr. Speaker:** Shri Daji.

**Shri Warrior:** It is code of conduct.

**Mr. Speaker:** I have called another hon. Member. I might give him another chance.

**Shri Daji:** Has the Government any scheme to ensure their working even if necessary by taking over such units where the industry has closed down because of the taxation policy of the Government?

**Shri Manubhai Shah:** I would request the house to wait the decision and then see whether there is any

closure or it is only a device to get the excise duty withdrawn.

**Shrimati Renu Chakravarty:** May I know if it has been brought to the notice of the Government that not only the Sitaram Mills, Trichur, but a very large number of mills which were employing power looms have now closed down and if after the Finance Bill they still continue to close down, whether the Government of India will take any steps to see that they are re-opened?

**Shri Speaker:** A hypothetical question.

**Shri Warrior:** My question was about the code of conduct and not contract. I am sorry the Minister mistook that word. Is it not against the code of conduct agreed upon in the tripartite conference?

**Shri Manubhai Shah:** How does the code of conduct arise from a question where due to the levy of excise duty, somebody threatens that he would close the mill?

**Shri N. Sreekantam Nair:** In view of the chequered career of the Sitaram Mills in which the spinning section has been closed and about 1000 workers are now left idle, will the Government consider special concessions regarding this mill? Otherwise, another 7,000 workers will go out.

**Shri Manubhai Shah:** All those matters are under consideration.

**Shri Sham Lal Saraf:** In view of the fact that this excise levy has in certain cases been imposed very heavily with regard to powerlooms, may I know whether the hon. Minister of Commerce and Industry is prepared to consider such cases and recommend to the Finance Minister the withdrawal of the excise duty on those powerlooms?

**Shri Manubhai Shah:** That is too much of internal knowledge.

#### **Workers' Participation in Management**

\*1318. **Shri Maheswar Naik:** Will the Minister of Labour and Employment be pleased to state:

(a) whether it is a fact that a special officer has been appointed in

his Ministry to deal with the subject of workers' participation in management;

(b) what are the various spheres of undertakings, industrial or otherwise, where this scheme has been introduced; and

(c) whether any assessment of the result accrued has been made?

**The Minister of Labour in the Ministry of Labour and Employment (Shri Hathi):** (a) Yes.

(b) A list of the undertakings in which this Scheme is functioning is placed on the Table of the House. [See Appendix III, annexure No. 91].

(c) Evaluation studies in respect of 26 undertakings in which the Scheme was introduced have been completed.

**Shri Maheswar Naik:** May I know to what extent, if any, productivity has gone up as a result of the participation of labour in management? May I know whether any assessment has been made, and if so, whether the productivity has risen or has dwindled?

**Shri Hathi:** The productivity had increased. But there are other benefits also which have been visible, such as better industrial relations, a more stable labour force, reduction in wastes etc.

**Shri Maheswar Naik:** A conference of the Central Ministers held in 1961 was to go in for a review of the situation. May I know whether the review is in respect only of the progress of labour participation in management or in respect of productivity as well?

**Shri Hathi:** That was in the matter of joint councils, not actually in regard to productivity, because more data has got to be collected in respect of that, before we can actually decide the amount of productivity or the percentage of productivity.

**Shri D. C. Sharma:** How is it that this scheme has been introduced only

in 12 units of the public sector whereas it has been introduced in 18 units in the private sector? I thought that the public sector would show the way but here it is the private sector which is showing the way.

**Shri Hathi:** This is not a statutory provision. This is based on voluntary considerations or the wishes of labour and management; wherever the workers are ready and the employers are ready, this can be introduced. We have appointed a special officer who now looks to these things and tries to extend this scheme to more units.

**Shri Nath Pai:** Has any evaluation been made of this experiment of workers' participation, and if so, what are the conclusions reached? May I also know whether the hon. Ministers' attention has been drawn to a remark by the Labour Minister of Madras to the effect that the experiment has completely failed because of the inefficiency of labour?

**Shri Hathi:** I have already replied to the first part of the question. As regards the second part, I do not think that that is a correct version.

**Shri Hari Vishnu Kamath:** The statement laid on the Table of the House indicates, as my hon. friend Shri D. C. Sharma has just said, that there are 30 undertakings in which this scheme has been instituted, 12 in the public sector and 18 in the private sector. Is the workers' participation in management purely in a consultative capacity or is it fuller participation than merely consultative or advisory?

**Shri Hathi:** In certain respects, it is consultative. It is not fuller in the sense that they take full part in the production, management etc.

**Shri Warrior:** May I know how the representatives of the workers are taken on the managements, whether by nomination or by election?

**Shri Hathi:** The representatives of the workers are taken according to the strength of the various organisations functioning in the unit.

**Mr. Speaker:** Are they taken by election or by nomination?

**Shri Hathi:** I think, by nomination.

**Shri Morarka:** May I know to what level in the management participation of workers is allowed, whether it is only at the level of the board of directors or also at the executive level?

**Shri Hathi:** It is only in the board of directors.

**Shri K. N. Pande:** May I know whether these management councils are competent to decide industrial disputes, and especially those disputes which are of a financial nature?

**Shri Hathi:** They can do it.

**Shri Daji:** Is it a fact that in all these cases all real powers are kept out of the joint board of directors and only matters of discipline and safety are given to them?

**Shri Hathi:** We cannot say that all powers are kept out.

**Shri Daji:** Is there a single case where any power, apart from that relating to safety and discipline, has been given?

**Mr. Speaker:** When he has answered the question, why should he ask that?

**Shri Daji:** It is an equivocal answer that he has given.

**Shri Priya Gupta:** May I know whether any arrangement has been made to give the representatives of labour facilities for training so as to enable them to participate in management? Secondly. . . .

**Mr. Speaker:** Only firstly; no secondly.

**Shri Priya Gupta:** May I know whether the representatives of labour required for the purpose of implementation of the scheme of participation in management have been given a chance by the Government of India, Labour Ministry, to have proper training? If so, what are the details thereof?

**Shri Hathi:** We have got various schemes for workers' training and education.

**Mr. Speaker:** He asked whether there is any scheme to train workers so that they may be able to participate in management.

**Shri Hathi:** There is a scheme for workers' education.

**Shri Priya Gupta:** Has it been implemented. . . .

**Mr. Speaker:** Order, order.

**Shri Nath Pai:** The question relates to training for workers' participation and whether there is any scheme for it. He is referring to a scheme for literacy. He is taking cover under the word 'education'. We protest.

**Mr. Speaker:** If a question has to be put, it has to be with my permission. That was what I objected to. I do not object to the question.

**Shri Nath Pai:** May I know what exactly the word 'education' connotes? Is it the normal literacy campaign which some philanthropic industrialists carry on or is it any scheme for training workers in participation so that they are enabled to discharge the duties expected of them in management?

**Shri Hathi:** The workers' education programme is not mainly or purely the adult education programme, as the hon. Member thinks. But there is training given with regard to the philosophy of trade unions, what role they can play in the expansion of industries, what is their function etc. All these things are being taught.

**Shri Sinhasan Singh:** May I know what is the percentage of labourers taken on the board of directors, and whether they are taken only on the board of directors or on managements at different levels also?

**Shri Hathi:** They are not taken as directors.