

THE MINISTER OF LABOUR AND REHABILITATION (SHRI R.K. KHADILKAR) : (a) and (b). A demand of this nature has been made and it can be considered when any review of the existing Bonus legislation is carried out.

Constitution of Works Committees

723. **SHRI H. K. L. BHAGAT :** Will the Minister of LABOUR AND REHABILITATION be pleased to state :

(a) whether any proposal for constitution of Works Committees in establishments which employ 100 workers or more and the recognised unions of the establishments concerned having the right to nominate all worker members on Works Committees unanimous recommendations of which would be binding on the managements, was under consideration ; and

(b) if so, the time by which these proposals are likely to be put into effect ?

THE MINISTER OF LABOUR AND REHABILITATION (SHRI R.K. KHADILKAR) : (a) and (b). The proposal along with other connected issues was placed before the 27th session of the Indian Labour Conference held on October 22-23, 1971 ; but for want of time this could not be discussed.

Notice Period for Closure of Industrial Units

724. **SHRI H. K. L. BHAGAT :** Will the Minister of LABOUR AND REHABILITATION be pleased to state :

(a) whether Government propose to amend the Industrial Disputes Act, making it obligatory on the part of industrial units to give a minimum period of notice to Government about their closure ; and

(b) if so, the time by which the proposed legislation is likely to be introduced in Parliament ?

THE MINISTER OF LABOUR AND REHABILITATION (SHRI R. K. KHADILKAR) : (a) Yes.

(b) The proposed amending Bill is likely to be introduced during the current session of the Parliament.

Workers Participation in Management of Public Sector Undertakings

725. **SHRI H. K. L. BHAGAT :**
SHRI JAGANNATH MISHRA :

Will the Minister of LABOUR AND REHABILITATION be pleased to state :

(a) whether the detailed scheme for labour representation on Management Boards of Public Sector Undertakings has been finalised ;

(b) if so, the main features of the scheme and the time by which this representation will be given ; and

(c) the undertakings in which the scheme has been introduced ?

THE MINISTER OF LABOUR AND REHABILITATION (SHRI R. K. KHADILKAR) : (a) and (b). Yes, Sir. A statement showing the salient features of the scheme is attached.

(c) The Government have decided to implement the scheme in the Hindustan Antibiotics Ltd., Pimpri.

STATEMENT

Scheme

The scheme for inclusion of a workers' representative as Director in the Boards of Management of Public Sector Undertakings is to be introduced wherever the following conditions are met :

(i) that there is a duly recognised union in the undertaking, whether under the Code of Discipline or under law ;

(ii) that the office-bearers of the recognised union are predominantly workers in the undertakings ;

(iii) that the representative sponsored by the recognised union, for appointment as a workers' director, is actually a worker employed in the undertaking ; and

(iv) that relations in the undertaking, as between the management and the recognised union, have remained cordial with a tradition of mutual settlement of disputes.

[In the case of a multi-unit undertaking,

having a Central Board of Management, the workers' representative may be selected by rotation from each plant ; where however, any of the plants has no recognised union, the workers of that plant would have to go without their turn.]

2. The recognised union is to submit a panel of names of three persons, satisfying the prescribed conditions and qualifications, from whom the Government would select one for nomination as Director.

3. Persons to be included in the panel of three to be submitted by the recognised union should have attained the age of 25 years ; they should have put in a minimum service of five years in the undertaking ; they should be workers actually employed in the undertaking, they should not be subject to any pending disciplinary action against them at the time of their appointment as Director ; they should not be persons who would attain the age of superannuation during their tenure of appointment as Director ; and while not necessarily possessing any formal minimum educational qualification, they should have a measure of knowledge and experience of the working of the industry and of employer-employee relationship.

4. The worker-Director should continue to be a workman on the shop floor and be subject to the normal rules of discipline of undertaking concerned ; this would enable him to be in close touch with fellow workers and represent their points of view adequately and effectively.

5. The worker-Director so appointed should be entitled, in addition to his remuneration as a worker, to the fees and allowances admissible to the other part-time non official Directors of the undertaking.

6. The appointment of a worker-Director should be made for a period of two years at a time which can be extended for a further period of two years, provided the person so appointed continues to be a worker and the union sponsoring him continues to be recognised ; the worker-Director would cease to hold office if he ceases to be worker or if the union nominating him ceases to be recognised before the expiry of the full term of such worker-Director. Also, when for any reason, the recognised union is itself derecognised, the union that may eventually be recognised in its place may then furnish a fresh panel of representatives

for selection of the worker-Director by Government.

Strike in Textile Mills in Bombay

726. SHRI BISWANARAYAN SHASTRI : Will the Minister of LABOUR AND REHABILITATION be pleased to state :

(a) the number of textile mills affected in Bombay by recent strike by the labourers ;

(b) the demands on which the labourers went on strike ;

(c) the loss incurred by the mills as a result of the strike ; and

(d) whether any settlement has been reached by the labourers with the employers ?

THE MINISTER OF LABOUR AND REHABILITATION (SHRI R. K. KHADILKAR) : (a) to (d) . The matter falls in the State sphere.

Compensation Paid for taking over of Coke Coal Mines

727. SHRI BISWANARAYAN SHASTRI :
SHRI BANAMALI PATNAIK :

Will the Minister of STEEL AND MINES be pleased to state :

(a) the amount of compensation paid or proposed to be paid to the Coking Coal Mines recently taken over by Government and the formula of calculation thereof ; and

(b) the number of Coal Mines labourers who would be benefited in the taking over of Coal mines of West Bengal ?

THE MINISTER OF STATE IN THE MINISTRY OF STEEL AND MINES (SHRI SHAHNAWAZ KHAN) : (a) Under the Coking Coal Mines (Emergency Provisions) Ordinance, 1971, promulgated on the 16th October, 1971, only the management of 214 coking coal mines has been taken over. The Ordinance provides for payment of 25 paise per tonne of coal on the average monthly production of coal from such mine during 1968, 1969 and 1970, towards compensation for vesting in the Government of the right to manage the mine. Since the assets are yet to be acquired, the payment