

**GOVERNMENT OF INDIA  
LABOUR AND EMPLOYMENT  
LOK SABHA**

UNSTARRED QUESTION NO:4453  
ANSWERED ON:22.04.2013  
WORKERS IN MANAGERMENTS OF PSUS  
Mishra Shri Mahabal

**Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:**

- (a) whether the Government is contemplating to allow participation of workers in the managements of Public Sector Undertakings (PSUs);
- (b) if so, the details thereof; and
- (c) the time by which a final decision is likely to be taken by the Government in this regard?

**Answer**

MINISTER OF STATE FOR LABOUR AND EMPLOYMENT (SHRI KODIKUNNIL SURESH)

(a) to (c): In 1983, the Government had introduced a comprehensive Scheme for Employees' Participation in Management in all Central Public Sector Undertakings except those undertakings which were specifically exempted under the Scheme. The Scheme envisages constitution of bipartite Forums at the Shop and Plant levels for consideration of certain work-related issues concerning production, quality, targets, technological improvement, safety, welfare measures, environmental issues, financial performance of the enterprise etc. It also provides for Board level participation in enterprises considered suitable by the Administrative Ministry concerned.

To give legislative backup to this Scheme, the Participation of Workers in Management Bill, 1990 was introduced in Rajya Sabha on 30.5.1990. The Bill was returned by the Parliamentary Standing Committee on Labour & Welfare which suggested certain amendments in the Bill. The Standing Committee had, in 2005, further recommended tripartite consultations for resolving the issue of participation of workers in Management at the Board level. V.V. Giri National Labour Institute has been entrusted to make a comprehensive Study on the issue of Workers' Participation in Management at the Board/Apex level and to redraft the Participation of Workers in Management Bill after taking into account the recommendations of the Parliamentary Standing Committee and views evolved during tri-partite consultations, to be in tune with the existing scenario. This Study is under process.