

12.45 hrs

DEMANDS FOR GRANTS 1967-68—  
ContdMINISTRY OF LABOUR, EMPLOYMENT AND  
REHABILITATION—contd

Mr. Speaker. We have got 3 hours left for the Demands of the Ministry of Labour Employment and Rehabilitation

According to the information given to me, the Swatantra Party and the Communist Party have completed their quota of time. The rest of the parties are there. As regards the Congress Party they have about 1 hour and 20 minutes. If the Cabinet Minister and the Minister of State and somebody also speak the whole time may be taken up that way. Then hon. Members should not blame whoever is in the Chair saying that their names are not called. Therefore, I leave it to the party its Chief Whip and others to settle that. The other parties have got 5 minutes to 6 minutes like that.

Shri Surendranath Dwivedy (Kan-  
drapara) What is the total time?

Mr. Speaker. Originally it was 3 hours now only 3 hours left.

श्री. जालं फनेन्डीड (कन्द्रेड द्रपारा)  
इसमे एक घण्टा बढाया जाय।

Shri Surendranath Dwivedy The whole day may be devoted to that.

Shri S. Kandappan (Mettur) In view of the importance of labour and rehabilitation let us discuss this the whole day.

Mr. Speaker. At 5 p.m. round about I will call the Minister and we will dispose of these Demands today. The House will now take up further discussion on the Demands for Grants relating to the Ministry of Labour Employment and Rehabilitation.

The hon. Members may now move the cut motions to the Demands for

Grants relating to the Ministry of Labour, Employment and Rehabilitation, subject to their being otherwise admissible.

Shri Ramavatar Shastri (Patna)  
I beg to move

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

[Failure in the implementation of the award in toto of the wage board for the textile mills workers (4)]

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

[Failure to make it obligatory for the National Coal Development Corporation to implement the award of the wage board constituted for the workers of the Corporation. (5)]

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

[Need to improve the conditions of agricultural labourers (7)]

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

[Need to curb vested interests to protect the masses (8)]

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

[Need to provide living wage and other facilities to the labour class (9)]

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

[Absence of an all-India policy to provide adequate wages, allowances

[Shri Ramavatar Shastri]

*and other facilities for the industrial labour (10)*]

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

[*Unsatisfactory arrangements to rehabilitate the displaced persons (11)*]

"That the Demand under the Chief Inspector of Mines be reduced by Rs 100"

[*Need to improve the conditions of mine workers (22)*]

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

[*Irregularities in Gorakhpur, Labour Union (23)*]

Shri K Ramani (Coimbatore) I beg to move

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

[*Failure to effect implementation of the interim relief recommendation of the Central Wage Board for Engineering Industries by the management of Textool Company, Ganapathy Coimbatore (Madras State) (24)*]

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

[*Delay in submission of the final report by the Second Wage Board for the cement industry (25)*]

Shri Shinkre (Panjim) I beg to move

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

[*Lack of proper medical, educational, and housing facilities to the workers of the iron ore and manganese ore mines in Goa (26)*]

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

[*Need to provide residential quarters to Dock workers at the Port of Mormogoa in Goa. (27)*].

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

[*Need for giving preference in employment to Goan workers in the iron and manganese ore Mines and Mormogoa Harbour (28)*]

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

[*Need for compulsory vaccination against small-pox, cholera, etc of the labour in mines and docks (29)*]

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

[*Need for establishment of Labour Employment Board for labourers in mines situated in Goa (30)*]

Shri S M. Buncricee (Kanpur) I beg to move

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

[*Non-implementation of Wage Board Awards (34)*]

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

[*Working of the Employees' State Insurance Scheme (35)*]

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

[*Need for appointment of a Wage Board for rayon industry (36)*].

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

[Violation of Code of discipline by the employers. (37)].

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

[Introduction of electronic computers in Life Insurance Corporation, companies and other industries resulting in unemployment of workers. (38)].

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

[Non-payment of Provident Fund dues to the workers of Laxmi Ratan Cotton Mills, Kanpur. (39)].

Shri Shinkre: I beg to move:

"That the Demand under the head Expenditure on Displaced Persons be reduced to Re. 1".

[Unsatisfactory working of Evacuee Property Commission in Goa. (42)].

"That the Demand under the head Expenditure on Displaced Persons be reduced to Re. 1".

[Policy regarding expenditure on repatriates in Goa. (43)].

Shri K. Ramani: I beg to move:

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

[Failure to take action against the employers of engineering factories in Madras State for non-implementation of the interim recommendations of Engineering Wage Board. (44)].

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

[Failure to function properly the evaluation and implementation machinery set up by the Government to protect the interests of the workers. (45)].

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

[Failure to bring a compulsory trade union recognition legislation. (46)].

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

[Failure to take action against employers on the refusal of medical facilities to workers under Employees State Insurance Scheme due to non-payment of the amount deducted from the workers' wages under the Employees' State Insurance Act by the employers. (47)].

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

[Failure to take immediate action to redress the demand for wage increase of the Neyveli Lingnite Mines workers. (48)].

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

[Failure to enact a new Bonus Act which would guarantee reasonable and adequate bonus for all workers. (49)].

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

[Failure to stop the introduction of computers and consequent unemployment of workmen in L.I.C. and Oil companies. (50)].

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

[Failure to enact a legislation to protect the interests of beedi workers in the country. (51)].

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

[Failure to ban the contract labour by bringing a comprehensive legislation. (52)].

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

[Shri K. Ramani]

[Failure to fix up a national minimum Wage for agricultural workers throughout the country by setting up suitable wage fixation machinery. (53)].

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

[Failure to give relief to unemployed workers of closed textile mills in Coimbatore district of Madras State. (53)].

**Shri Mohammad Ismail** (Barrack-pore): I beg to move:

"That the Demand under the head Expenditure on Displaced Persons be reduced by Rs. 100".

[Failure to rehabilitate ex-camp refugees in West Bengal. (69)].

"That the Demand under the head Expenditure on Displaced Persons be reduced by Rs. 100".

[Failure to rehabilitate new migrants from East Pakistan. (70)].

"That the Demand under the head Expenditure on Displaced Persons be reduced by Rs. 100".

[Failure to rehabilitate non-camp displaced persons in West Bengal. (71)].

"That the Demand under the head Expenditure on Displaced Persons be reduced by Rs. 100".

[Need to give financial aid to State Government for rehabilitation of the squatters on road-side land, Railway land, public places and Muslim-abandoned houses in West Bengal. (72)].

"That the Demand under the head Expenditure on Displaced Persons be reduced by Rs. 100".

[Need to give financial aid to State Government to regularise squatters' colonies set up after 1950 in West Bengal. (73)].

"That the Demand under the head Expenditure on Displaced Persons be reduced to Rs. 100".

[Need to help private and co-operative colonies of displaced persons in West Bengal. (74)].

"That the Demand under the head Expenditure on Displaced Persons be reduced by Rs. 100".

[Need to increase ceiling of house-building loans for displaced persons in West Bengal. (75)].

"That the Demand under the head Expenditure on Displaced Persons be reduced by Rs. 100".

[Need to give subsidy to State Government to fix up fair price for homestead plots of squatters' colonies in West Bengal. (76)].

"That the Demand under the head Expenditure on Displaced Persons be reduced by Rs. 100".

[Failure to rehabilitate displaced Muslims of West Bengal. (77)].

"That the Demand under the head Expenditure on Displaced Persons be reduced by Rs. 100".

[Failure to provide small cottage industry for displaced women in West Bengal. (78)].

"That the Demand under the head Expenditure on Displaced Persons be reduced by Rs. 100".

[Failure to pursue private employers to employ displaced persons in their industries in West Bengal. (79)].

"That the Demand under the head Expenditure on Displaced Persons be reduced by Rs. 100".

[Failure to employ displaced persons in Government Undertakings in West Bengal. (80)].

"That the Demand under the head Expenditure on Displaced Persons be reduced by Rs. 100".

[Failure to ask private employers who have taken loans from Rehabilitation Department on the understanding to employ displaced persons in their industries in West Bengal. (81)].

**Shri Ganesh Ghosh** (Calcutta South): I beg to move:

“That the Demand under the head Ministry of Labour, Employment and Rehabilitation be reduced to Re. 1”.

[Failure to safeguard the interest (pay, working conditions, leave etc.) of domestic servants. (82)].

“That the Demand under the head Ministry of Labour, Employment and Rehabilitation be reduced to Re. 1”.

[Failure to provide permanent jobs to work-charged employees after the conclusion of their stipulated work. (83)].

“That the Demand under the head Ministry of Labour, Employment and Rehabilitation be reduced to Re. 1”.

[Failure to provide for deterrent penal measures for employers who violate labour laws. (84)].

“That the Demand under the head Ministry of Labour, Employment and Rehabilitation be reduced to Re. 1”.

[Failure to evolve a suitable policy for one-union of employees only in one establishment. (85)].

“That the Demand under the head Ministry of Labour, Employment and Rehabilitation be reduced to Re. 1”.

[Failure to abolish contract labour. (86)].

“That the Demand under the head Ministry of Labour, Employment and Rehabilitation be reduced to Re. 1”.

[Failure to institute all round legal safeguard for contract labour. (87)].

“That the Demand under the head Ministry of Labour, Employment and Rehabilitation be reduced to Re. 1”.

[Failure to make lock-outs by owners illegal. (88)].

“That the Demand under the head Ministry of Labour, Employment and Rehabilitation be reduced to Re. 1”.

[Failure to compel the owners of industrial establishments to attend conciliation proceedings. (89)].

“That the Demand under the head Ministry of Labour, Employment and Rehabilitation be reduced to Re. 1”.

[Labour Policy. (90)].

“That the Demand under the head Ministry of Labour, Employment and Rehabilitation be reduced to Re. 1”.

[Failure to decrease both industrial and agricultural unemployment. (91)].

“That the Demand under the head Labour and Employment be reduced to Re. 1”.

[Failure to compel private owners to give employment through the Regional Employment Exchange only. (93)].

“That the Demand under the head Labour and Employment be reduced to Re. 1”.

[Failure to prevent automation in various private and public sector organizations which increases unemployment. (94)].

“That the Demand under the head Expenditure on Displaced Persons be reduced to Re. 1”.

[Conditions in the Dandakaranya area. (95)].

[Shri Ganesh Ghosh]

"That the Demand under the head Expenditure on Displaced Persons be reduced to Re. 1".

[Unsympathetic attitude towards displaced persons who have left Dandakaranya, Andamans and other unsuitable and uninhabitable areas (96)].

"That the Demand under the head Expenditure on Displaced Persons be reduced to Re. 1".

[Failure to evolve correct and effective schemes to rehabilitate different categories of refugees from East Bengal, such as peasants, artisans etc (97)]

"That the Demand under the head Expenditure on Displaced Persons be reduced to Re. 1"

[Failure to provide adequate medical treatment, particularly hospital treatment for East Bengal refugees suffering from T.B. and other serious diseases (98)]

"That the Demand under the head Expenditure on Displaced Persons be reduced to Re. 1"

[Failure to take measures to declare property left in East Pakistan by East Bengal refugees as "Evacuee Property" (99)]

Shri Shinkre: I beg to move

"That the Demand under the head Expenditure on Displaced Persons be reduced by Rs 100"

[Need for a scheme for rehabilitation of Goans displaced from newly independent West African countries (100)]

Shri Ramavatar Shastri: I beg to move:

"That the Demand under the head Expenditure on Displaced Persons be reduced by Rs 100"

[Failure to rehabilitate refugees. (101)].

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

[Need for construction of residential houses for the miners working in mines in Bihar. (102)].

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

[Need to give preference to the policy of housing scheme for labour. (103)]

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

[Need to give grants to States for the construction of residential accommodation for the labour of industrial establishments (104)]

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

[Shortage of houses for workers of the Tea Plantation (105)]

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

[Dissatisfactory arrangement for residential accommodation of colliery workers (106)]

Shri Mohammad Ismail: I beg to move:

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

[Failure to check various discriminatory and unjust practices indulged in by the managements against workers (107)]

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

[Need to amend the Employees' State Insurance scheme to provide that a greater part of the expenditure is borne by the employers and the employees get medical benefits quickly (108)]

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

[Failure to fix up a minimum basic national wage for all workers (109)]

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

[Need to ban lock-out in all the industries' (110)]

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

[Need for legislation for private car drivers regarding their conditions of service (111)]

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

[Need for legislation for cycle and hand rickshaw pullers regarding their conditions of service (112)]

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

[Need to ensure that employers do not default in their contribution to provident fund and employees get the provident fund immediately on retirement (113)]

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

[Failure to formulate on all India consumers price index and to link DA with it. (114)]

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

[Need to check automation (115)]

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

[Failure to permit ballot for recognition of trade unions (116)]

Shri Ramavatar Shastri I beg to move

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

[Failure to raise the standard of living of mica labourers (117)]

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

[Need to extend the entertainment schemes for coal mine labourers (118)]

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

[Lack of educational facilities to the coal mine labourers (119)]

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

[Need for extension of facilities of co operative societies for labourers (120)]

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

[Failure to save coal mine labourers from accidents. (121)]

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

[Need to improve the miserable plight of the iron mine labourers. (122)]

[Shri Ramavatar Shastri]

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

[Need for more expenditure on the welfare of colliery workers (123)]

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

[Failure in protecting the colliery workers from the clutches of money-lenders (124)]

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

[Failure in meeting the demands of workers of National Coal Development Corporation (125)]

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

[Need for providing employment to the retrenched workers of the National Coal Development Corporation (126)]

"That the Demand under the head Labour and Employment be reduced by Rs 100 '

[Failure in raising the standard of living of the colliery workers (127)]

"That the Demand under the head Labour and Employment be reduced by Rs 100 '

[Failure in getting living wage paid to the labourers, (128)]

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

[Need for imposing restrictions on retrenchment of workers (129)]

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

[Need to declare lock-outs in factories as illegal (130)]

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

[Need for implementation of the recommendations of Wage Boards (131)]

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

[Need for providing free education to the children of workers (132)]

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

[Need for giving employment or living wage to unemployed (133)]

"That the Demand under the head Labour and Employment be reduced by Rs 100 '

[Need for an insurance scheme against unemployment (134)]

That the Demand under the head Labour and Employment be reduced by Rs 100 '

[Need for changing Government's anti-labour policy (135)]

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

[Government's support to the capitalists in their taking anti-labour measures (136)]

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

[Protection given by Government to I.N.T.U.C (137)]

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

[Policy of negligence towards progressive labour unions (138)]

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



[Need for implementing the policy of one union in one industry (139)]

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

[Need for secret ballot for the unions to prove that they are the representative unions of workers (140)]

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

[Failure in full implementation of the decisions of Labour Tribunal. (141)]

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

[Failure in taking action against the employers acting against the decisions of Conciliation Boards (142)]

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

[Failure in checking the violation of conciliation and other awards (143)]

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

[Failure in implementing the decisions of Labour Conferences. (144)]

"That the demand under the head Expenditure on Displaced Persons be reduced by Rs 100"

[Unsatisfactory housing arrangements to rehabilitate refugees (145)]

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

[Failure to provide living wages to labourers (146)]

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

[Failure to pay attention to cultural development of agricultural labourers. (147)]

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

[Refusal to accept the principle of one union in one industry (148)]

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

[Failure to safeguard labourers against the victimisation by capitalist (149)]

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

[Anti-labour policy of Government (150)]

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

[Failure in finding a solution of the unemployment problem in the country (151)]

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

[Failure to ensure living wages to agricultural labour (152)]

"That the demand under the head Chief Inspector of Mines be reduced by Rs 100"

[Need to implement rules regarding security measures in mines (178)]

"That the demand under the head Chief Inspector of Mines be reduced by Rs 100"

[Need for checking the accidents in mines (179)]

"That the demand under the head Chief Inspector of Mines be reduced by Rs 100"

[Need for ascertaining the causes of Dhori mine accident in Bihar. (180)]

[Shri Ramavatar Shastri]

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

[Need for removing the causes leading to 'gheraos' (181)]

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

[Need to recognise 'gherao' as a legal right of the labourers (182)]

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

[Need to improve the conditions of dock labour (183)]

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

[Need to send genuine labour representation to the International Labour Conference (184)]

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

[Need to do away with automation from Railways Life Insurance and other fields (185)]

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

[Need to remove the difficulties of the working journalists (186)]

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

[Need for constituting a wage board for the Press workers (187)]

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

[Need to remove the difficulties of the Bidi workers (188)]

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

[Need to remove the defects in the Employees' State Insurance Scheme (189)]

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

[Need to open Employees' State Insurance Scheme Centres in all industrial areas (190)]

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

[Need for taking more contribution from mill owners with a view to ensure the success of Employees' State Insurance Scheme (191)]

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

[Need to get patent medicines issued by Employees' State Insurance Scheme hospitals (192)]

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

[Need to give adequate aid to the labourers involved in accidents (193)]

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

[Unsatisfactory security measures in mines (194)]

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

[Need for setting up a Wage Board for bidi workers (195)]

"That the demand under the head Expenditure on displaced persons be reduced by Rs 100"

[Failure to rehabilitate the displaced persons (196)]

"That the demand under the head Expenditure on displaced persons be reduced by Rs 100"

[Irregularities in the Department of Rehabilitation. (197)].

"That the demand under the head Expenditure on displaced persons be reduced by Rs. 100."

[Need for more aid to the displaced persons. (198)].

"That the demand under the head other Revenue Expenditure of the Ministry of Labour, Employment and Rehabilitation be reduced by Rs. 100."

[Need for allocation of more funds to the States for giving adequate aid to the displaced persons. (199)].

Mr. Speaker: The cut motions are also now before the House.

Dr. Maitreyee Basu. Eight minutes.

Dr. Maitreyee Basu (Darjeeling): I am a new member, and this is my first speech, maiden speech as it is called. I have only eight minutes as you have pointed out. I knew that, and I am not very nervous about it because I have nothing special to say so that it will shake the world. So, eight minutes are quite enough for me.

I have never been able to understand how the Labour Ministry functions. The Railway Ministry decides the fate of the railway workers, the Mines and other ministries decide the fate of their workers, but does the Labour Ministry settle the fate of the labourers, the employees of this country? I am afraid not.

The Labour Ministry has not yet worked out any national minima, neither has it worked out a programme of full employment. This is why I do not understand what the actual function of the Labour Ministry is.

The Industrial Disputes Act and all that are very good, but if the industries are not there to give employment to the workers and the employees, what is the use of having an Industrial Disputes Act? Only when the people are employed, they get benefited by a progressive Industrial Disputes Act. That is how I look at it.

Man has to be taken as a cog in the wheel of society. If society is

compared to a wheel, then man is a cog, and the wheel can run properly only if all the cogs are perfect. The time has come to understand that an unemployed man costs more to society than an employed one. Employment means production, and an employed man gives production to society, therefore he costs less.

The right to work or maintenance should be the watchword of a socialist society, but unfortunately it is never taken into consideration. The right to work or maintenance is not a slogan, it is a principle, it is a maxim, it has to be accepted; if it is not accepted, no society can call itself a socialistic pattern of society or anything like that.

From the very beginning the Indian National Congress had been agitating on this point, but unfortunately the present-day Congress Ministry has hardly paid any attention to this particular fact. If we go into history, we find that as early as 1920 Dr. Bhagwan Das raised this question: what are we fighting for? We are fighting for the freedom of this country, but is it freedom for 200 families of France or 87 families of England, is it freedom like that? This question was answered very many times later on by the Indian National Congress, but unfortunately this has not been implemented.

The Railway Ministry is deciding the fate of the railway workers, the Mines Ministry, though it is not all public sector, does decide the fate of the mine workers. Look at the Coal Wage Board. It gave an award, its recommendations, long ago, but unfortunately nothing has been heard about it. And what is the idea of decontrolling coal just now? What is behind it? What conspiracy is there? Because everybody who has any idea of the coal industry knows that the Central Price Revision Committee, consisting of cost accountants, decides the price of coal, and the employers always depended on this that if the wages were raised, then the price would be revised and they would get a higher price, and the consumers would have to pay for it, and they

[Dr Matrayee Basu]

would also make some profit out of the higher prices because all the workers do not get these higher wages. This must be clearly understood by the Labour Ministry that when the higher wages are fixed by any wage-fixing machinery, this is not implemented by all employers, nor do all the employees get it, because their quarterly bonus is dependent on their attendance. Quarterly bonus means attendance bonus and all people do not attend all the time. Therefore higher prices give advantage to the employers.

Now, suddenly when the wage board award recommendations are likely to be implemented, coal is decontrolled. What is the conspiracy behind the whole thing? Decontrol will mean that the employers who were depending on higher prices of coal given by the Central Price Revision Committee will not get it, therefore the smaller employers will try to get out of their obligations to give higher wages.

As for the plantation workers we got very little out of the Central Wage Board's recommendations and even that has not been implemented in full. The Finance Minister says that internal consumption of tea will be cut because he wants more exports. Of course, he wants more exports every body wants but does he think for a single moment that export is not as high as one would like it to be because we drink too much tea? It is not that. It is the 19 agency houses who are controlling the price of tea everywhere in the London Mart and unless we have a more effective mart than what we have in Calcutta and Cochin at present we are not likely to have any control over tea and the price of tea. You should properly analyse and see what these agency houses are doing. They are the people who are transporting coal to the tea plantations they are the people who are buying that coal again from themselves they are the people who are producing the tea they are the people who are transporting the tea to the

London mart, and they are people who are controlling the price there. Therefore this tea is completely under the control of these Sterling companies, these agency houses, and they are controlling the London mart. They say they are losing in India. They would like to lose in India, not that they are really losing, because they make it up in the London market, they are re-exporting from the London market and that is how they are deciding the fate of the ten lakhs of tea workers in our country. So, what is the Labour Ministry doing? Can the Labour Ministry check these things or stop retrenchment? More and more public sector projects are coming up and the Labour Ministry has no control over the public sector. There are the employing ministers and they are staring the Labour Minister out of all countenance. The poor Labour Minister cannot say anything. It is not only the present Labour Minister. I have no personal rancour. I do not see any necessity of a Labour Ministry in this particular fashion. And now the Labour Ministry has demanded a grant for Gorakhpuri labour. It really takes my breath away to find them so shameless as to continue this shameful organisation of Gorakhpuri labour. It is a slave labour camp. They are getting rid of the contractors labour and finishing off the contractor system. These are slave labour camps.

13 hrs

Shri K N Pandey (Padrauna)  
Have you seen any camps?

Dr Matrayee Basu I have seen many camps. Please sit down. I knew this would come. But this is not from an INTUC man but from a Congressman.

Some hon Members of this House have thought it fit to bring a cut motion for the supposed protection given by the Ministry to the INTUC. I belong to the INTUC. I had the honour of being a President once and I am now its vice-president. I wish the Labour Ministry had given us

protection but they had not. I wish that they did show us some consideration but they did not. They think the INTUC is only a thing to be used for their own benefit. They consult AITUC and HMS but they do not pay us any attention whatsoever; in fact they look down upon us, instead of giving us protection. They give us no protection whatsoever even when we deserve it. Finally, Sir, I say that such a cut motion is very derogatory to our honour and such a cut motion is not desirable from the hon. Members of this House. With these words, I say that I do not see any utility of such a labour ministry and so I oppose all the demands for grants.

13.01 hrs.

*The Lok Sabha then adjourned for lunch till Fourteen of the Clock.*

*The Lok Sabha reassembled after Lunch at Fourteen of the Clock.*

[MR. DEPUTY-SPEAKER in the Chair]

DEMANDS FOR GRANTS—*contd.*

MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION—*contd.*

**Shrimati Sucheta Kripalani** (Gonda): Mr. Deputy-Speaker, Sir, we are today discussing labour budget, and the speakers who preceded me and spoke before I rose, have drawn the attention of the Ministry to the situation that now prevails among labour, a situation of unrest. Every year at this time we get an opportunity to assess what happened during the past year and to remedy the defects and try to rectify our policies. Unfortunately, we have to admit that last year was a year of unrest among labour. I shall only point out in that regard just one indicator, the indicator of man-days lost. The report itself says that we have in 1966, lost 10.5 million man-days as against 6.9 million in the previous year.

I will leave the details of the grievances of labour and other matters such as Wage Board, Bonus, etc., to the labour leaders to raise, they will take them up. But I would like to draw the attention of the Ministry to certain matters which I consider are of very basic importance. Let us see what we have done during the last 20 years. During the last 20 years, our record of labour legislation is good. We have brought in many progressive laws; we have in fact laid the foundations of protective legislation for the labour. The policy that has emanated during the last three Plans is based on two concepts. One is that the relation between the employers and the employees should be one of partnership in the maintenance of production and in the building up of national income. The second is that the community as a whole and the individual employer have an obligation to protect the works' well-being and give the workers their due share in the gains of economic development. These are the two principles on which our labour policy is based, and flowing from these principles during the last 20 years, we have passed a series of laws; we have laid down certain traditions and come to certain agreements; we have accepted and recognised the role of collective bargaining. We have tried to propagate that it is better to have settlement by mutual agreements, emphasising the role of voluntary settlement, code of discipline, etc. As I have declined our belief in the partnership of labour and employer we have tried to implement it and give some substance to it by emphasising the formation of work councils, joint management, etc. the representation of workers on the Board of Directors. The whole concept of bonus comes from the idea of giving the worker a share in the gains, and last of all, we have now appointed a National Commission of Labour which will go into the entire question and give us its assessment as to how our policy has worked and what steps we should take in the future. So far so good.

[Srimati Sucheta Kripalani]

But, in spite of all this, in spite of good legislation, in spite of our good intentions and progressive outlook, we see there is so much unrest in the labour field. What is the cause for it? We should try to go to the root of it and find the cause. The cause, to my mind, lies more in the lack of implementation. The intention is good, we want to do the right things, but we fail to implement what we aim to do. That means there is the form, but the substance is lacking, due to various causes. I think mainly the cause is due to mental inhibition on either side; both sides suspect each other. Many times we have passed progressive laws under pressure and with mental reservations; so we do not implement the laws but we put hurdles in the implementation of them.

Then, for many measures, we plead the lack of resources. I think there is hardly any country where there is always enough resources to do what they could wish to do. The lack of resources would always be there, but in our country we are trying to progress under a Plan. What is the meaning of a Plan? Plan means we fix priorities and moved accordingly. We decide what is of greater importance, and therefore find resources for them. If we had placed that much importance on labour, perhaps we may not have pleaded the lack of resources for very many things which we have failed to accomplish and for which we were pleading. Therefore, the Plan to that extent is defective, and has failed in its purpose.

We say that in spite of all that we have done, there is distrust, there is suspicion; there is no atmosphere of social justice, and finally we find that labour is adopting a novel method which goes by the name of 'gherao'. My leftist friends were trying to say the day before yesterday that gherao is nothing but satyagraha. I think nothing can be a worse distortion of satyagraha than gherao. Gherao is a violent, compulsive action by labour.

Labour thereby is trying to impose its will on the employer or the management. It is divorced from the entire tradition of our labour relations, gherao is a gesture of despair. We must locate the basic ill, the basic disease which should be cured; and find a cure for it.

What are the causes of unrest among labour today? The most important cause of unrest among labour today is the continuous rise in price. This continuous rise in price, the shortage of food, economic and social pressures on labour, do not give the labour the peace of mind it requires. Secondly, since Independence, it is natural, that he should have higher aspirations, a desire for better standard of living. The worker says, "I want a house to live in." Naturally, he does not want to continue in the old ways to which he was used. He is not willing to resign to his fate. He is not willing to continue to live in the mire. He is not willing to be a victim of exploitation. He is conscious of his strength. His outlook on life is changed. He is conscious of his rights, in the course of these years he has become very conscious of his rights. But perhaps labour is not so conscious of its obligations.

Therefore, when such a situation is obtaining, what should we do? What is the remedy? The remedy is, there should be higher production. The remedy is that the pace of our development should be quicker. The remedy is that we should be able to create an atmosphere of social justice where labour can feel secure and say that "I am one of the cogs in this machine and I am instrumental in working this machine and this machine is working for our good."

When we come to the question of higher production, let us cast a glance at the position of production. At the moment, the position of production is rather unhappy. As far as agriculture goes, we know at the end of two

years of drought, agricultural production has gone down. It had gone up in 1964-65, to 89 million tonnes. It went down to 72 million tonnes in 1965-66. This year we are hoping it will go up to 76 million. Whatever it is, food production has gone down and as a result of it, not only are we suffering from acute shortage of food, but it has affected all the agro-based industries and other connected industries. Therefore, we have come to a position where we are facing a recession. The increase in industrial production this year is only 2.5 per cent as against 5.7 per cent last year and as against a Plan target of 11 per cent. Unfortunately, devaluation from which we expected great things, instead of giving us a fillip, has depressed our industries and reduced our exports. The follow-up steps which should have been taken immediately after devaluation were delayed too long with the result that the momentum of production was slowed down and we have not increased our exports nor have we given a push to our production.

I come to price rise. The wholesale price has risen by 16 per cent over last year. The consumer price index has risen by 14 per cent over the February 1966 figure. Coming to unemployment position, during the three Plans we have created 30 million jobs. It is not a small thing. But side by side many more people have come into the field wanting work. Therefore, the problem remains as before. In spite of our best efforts, we have not been able to solve or even make a sizeable dent in the problem of unemployment. As education is advancing, we are not able to open new avenues for the people who are getting educated. These are difficulties that any developing nation has to face.

What is the psychology of the worker against this background? Either he is worried because he is jobless or if we take the people in the age group of 30 onwards, they are worried that they might lose their job and face re-trenchment. I read yesterday that

7,500 people belonging to engineering units have been laid off in Bombay.

Another thing which is harassing the people and not allowing them to have peace of mind is the imbalance that we have created. We have been talking all these years that we are going to remove disparities. But unfortunately, we have been increasing them. The rich are getting richer. It is a hackneyed phrase and I am sorry to use it. The poor are finding it more and more difficult to get the basic amenities of life. In that atmosphere, we cannot expect the workers to feel that they are part of the organisation and that they are vital to the progress of the country. What is necessary is we must have more production. To have more production and a higher pace of development, we will have to mobilise the will of the people. Discontent itself can be a great spur to mobilising the will of the people. If we glance at the history of the world, we find that all revolutions have come out of discontent. Our discontent was harnessed by Mahatma Gandhi to overthrow the British. It took two forms. One form was the satyagraha, fighting against the British. The other took a constructive form, we were led towards self-reliance. During the salt satyagraha, he went to the sea, boiled a little amount of sea water and produced salt. But there was magic in it because he was able to mobilise the will of the people behind this programme. I believe still it is possible to mobilise the will of the people. If we are in tune with labour, we can achieve many things.

I have seen it during the last two wars, at that time I was in Uttar Pradesh and I had occasion to go from place to place collecting money. It was more or less a symbolic collection. I found much better response from the kisans and workers than from the rich people. At that time I really thought of this that the soil belonged to those people who work. Poor peasants came

[Shrimati Sucheta Kripalani]

to me and offered their entire stock. They offered their little bit of land and said, "please sell it and give the money to my children who are fighting the war". That kind of generosity I did not find among the rich people. Therefore, our masses are capable of rising to the occasion. They are patriotic and they will do their best, provided we know how to mobilise their will. They must have a sense of participation. They must know that this is a big adventure of national reconstruction in which we are participating. We are all one and there is complete identity of interests. This is lacking. There is a hiatus between the Government and the people. That rapport, that community of interests, that communication that should be there between the leaders and the led, between the Government and the people is lacking. Had it been there, it would have been possible to get their total involvement. We forget that we are dealing with large numbers. Labour is a large and strategic sector of the population. It is a basic sector of our population. If we are able to harness their will how much we can achieve! When I am speaking of labour I am not speaking in the limited sense of organised labour alone. We have to do something for organised labour and they are much better off than before. But I am talking of the unorganised labour and the white-collared people also who adopt methods of industrial labour now. It is a question of getting their willing cooperation for building up the nation.

The other day I read a report of Shri Morari Desai's speech in Hyderabad. Instead of calling the present economic depression recession, he called it slump. I think it is a recession, not a slump. However, to get over it he said 'people should join hands'. It is quite right that people join hands to solve the problems. But hands cannot be joined if only one hand is there—another hand is far away. Two hands should get together. This is possible if we can instil in the mind

of the worker that he is not only a beneficiary of development but, he contributes towards development and hence there should be identity of interests in the development of the country. It is he who has to face the economic challenge. He must know that there is a crisis. He will be able to do it if he knows that there is no enmity between him and the man at the top. The employer and the worker should know that they are one and that they are not sitting face to face, but round the table to work.

What steps have the Government of India taken to tackle the problems of production and development of industries? I have functioned as Minister for Industry and I know how much co-ordination is there. For every little thing, we have to go from department to department. If we want our production to increase, we have to see that raw materials are made available and the valuable foreign exchange is not frittered away.

Take the question of productivity. How can we have higher productivity? This is a problem which has been recently brought to our attention. Have we given our full attention to it to see that the management-labour relations are all right, to assess the technical capabilities of the units, to see that there is a system of award by which the worker feels enthused to carry on the work with a better heart to train the worker for wider responsibilities and for wider outlook? All these things are necessary.

We are standing at the cross-roads. We have had a certain measure of development in the last few years. But now a recession has come. This is the time when we have to mobilise the labour totally. The Labour should feel that they are part of this great endeavour that is going on and that without them, we cannot go on. They are the most vital sector in the society with whose help we have to progress. We have to create a proper



psychology. Instead of creating this psychology, recently there a slogan was raised that there should be wage freeze Are we going to enthuse the worker with this slogan? I can understand wage freeze provided there is no rise in prices. First price freeze should come and then wage freeze. Therefore, we should do all that we can to freeze price rather than freeze wage. Do not talk of wage freeze before doing price freeze. The only reply to this is higher production. The Cabinet should make a realistic assessment of the situation and create a proper atmosphere, an atmosphere of social justice, an atmosphere of equal opportunity and not an atmosphere where on the one side there is monopoly of wealth, the rich becoming richer and, on the other, the others are even denied basic amenities of life as water

If our Ministry gave the due attention that they should have given to labour—I am now talking as a Congress member—and we have the willing co-operation of the entire labour, nobody can throw out this Government. Then we can also achieve our objectives. Therefore, instead of wasting our time on footing little matters, we should give proper and adequate attention to this basic problem. We should see how best we can create a proper psychological atmosphere so that the will of the nation can be mobilised in the very tremendous task we have before us: the task of reconstruction of the Nation.

श्री सुकम कर्क कल्याण : ( उज्जैन )

उपाध्यक्ष महोदय, धर्म मंत्रालय और पुनर्जनन मंत्रालय की मांगों का मैं समर्थन करना हूँ ।

सब से पहले मैं जो यह बेरोजगार आन्दोलन कहा है मैं इसके बारे में कुछ कहना चाहता हूँ। कल कुछ माननीय सदस्यों ने इसका बिक फिक्स है और बन्द भी किया है। इस बेरोजगार आन्दोलन की निम्ना भी काफी लोगों ने की

है । हमारे जो आन्दोलन हैं काबेसी बन्द है उनकी धोर से कहा जाता है कि ये प्रोग्राम बेरोजगारी लोगों की तरफ से किये जा रहे हैं जो इस देश को अपना नहीं मानते हैं उनकी धोर से किये जा रहे हैं, जो अन्तर्राष्ट्रीय तत्व है उनके द्वारा किये और कराये जा रहे हैं । ये जो बरदान है ये मेरे ही लोगों की धोर से की जाती हैं । मैं एक बात कहना चाहता हूँ । मैं जानना चाहता हूँ कि इन मंत्रालय ने या सरकार ने क्या कमी सम्पीरता के साथ इस बात पर विचार किया है कि आखिर ये बेरोजगार होते क्यों हैं ? इनका मूल कारण क्या है ? मान लीजिये कि जो अन्तर्राष्ट्रीय तत्व है उनको समाप्त कर दिया जाये तो क्या मजदूरों की जो समस्याएँ हैं वे हल हो जायेंगी ? क्या सरकार ने विशेष कदम उठा कर मजदूरों की जो वास्तविक मांगें हैं, वे चाहते क्या हैं उनकी कठिनाइयाँ क्या हैं, उनकी समस्याएँ क्या हैं और फिर नरह में उनका हल निकाला जाना चाहिये इनको जानने की कोशिश की है ? अगर ऐसा किया है तो मैं समझूँगा कि ये सारी जो समस्याएँ हैं ये हल हो जायेंगी और बेरोजगारी भी समाप्त हो जायेंगी ।

मजदूरों के कल्याण के लिए कई कानून बनाये गए हैं । यह कहा जाना है कि ये बहुत अच्छे कानून हैं । परन्तु देखा जाता है कि आज भी कोई मजदूर सीधा घदालन में नहीं जा सकता है और उनका कारण यह है कि न्याय महंगा है । डेढ़ सौ और सौ रुपया कमाने वाला व्यक्ति न्यायालय में जा कर न्याय प्राप्त नहीं कर सकता है । न्याय मन्त्रालय जल्दी में मिले इसकी आपका व्यवस्था करनी चाहिये । ये जो दो बातें हैं इन की धोर आपका विशेष ध्यान जाना चाहिये ।

साथ ही मैं यह भी कहूँगा कि इस बात की छूट होनी चाहिये शासन की धोर से कि शासन बीच में धाड़े न आए । ट्रेड यूनियन और मजदूरों को सीधा न्यायालय में जाने की छूट होनी चाहिये और शासन को बीच

## [ हुकूम शब्द कड़वाया ]

में रोका नहीं बनना चाहिये, उनके रास्ते में कोई रोका नहीं घटकाना चाहिये ।

यह भी कहा जाता है कि बेतनो का स्थिरीकरण किया जाएगा, बतनो को घाने बढने से रोका जाएगा इनकी बढोतरी पर रोक लगाई जाएगी । मैं एक बात पूछना चाहता हूँ । क्या शामन ने इस बात पर विचार किया है कि महुगाई को किस प्रकार से रोका जा सकता है और क्या उसने बढनी हुई महुगाई को रोकने का कोई प्रयत्न किया है, क्या उसने मुनाफा खोरी को किन प्रकार से रोका जा सकता है इम पर विचार किया है ? अगर इन बातों पर नहीं किया है और वह महुगाई को बढने से रोकने में समर्थ है तो उसको कोई अधिकार नहीं है कि तनब्बाहो का बढोतरी को वह रोके । मैं कहूँगा कि आपको देखना चाहिये कि महुगाई होनी क्यों है और उसको रोकने का आपका प्रयत्न करना चाहिये । महुगाई को राकने के प्रयत्न आपकी ओर से होने चाहिये और जो भी प्रयत्न हो सकते हैं, किये जाने चाहिये । लेकिन अगर महुगाई बढनी है तो तनब्बाहो भी आपको बढानी पडेगी । एक परीय फैसला नहीं हो सकता है । अगर महुगाई बढती जाएगी, मुनाफा बढता जाएगा तो कर्मचारियों को तनब्बाए भी बढेगी । अगर वे नहीं बढनी है तो जो बेराब बगाल में चल रहे हैं इम सदन में न आ जाए इसका मुझे काफी डर है । इस ओर आपको विशेष ध्यान देना चाहिये । यह कहा जाता है कि मजेन्द्रगढकर कमिशन की रिपोर्ट में यह कहा गया है कि डेढ ती रुपये ताँ भासिक पाने वाला व्यक्ति कम घाय वाला माना जाएगा । मैं मंत्री महोदय श्री हाथी साहब से पूछना चाहता हूँ कि क्या वह कभी सब्जी खरीदने के लिए बाजार गए हैं, क्या कभी मूत्र, तेल, लकड़ी खरीदने के लिए बाजार गए हैं, दूध बुद बाजार जा

कर खरीदते हैं, कपडा क्या कभी बाजार जा कर खरीदते हैं ? वह इसका उत्तर भावद यह देंगे कि उनका नीकर वे बीजे बाजार ले लाता है । मैं उम भावा का प्रयोग नहीं करता चाहता हूँ जो कई दफा किया जाता है । लेकिन मैं कहना चाहता हूँ कि मैं बाजार सब्जी लेने जाता हूँ दूसरी चीजे लेने जाता हूँ और रेडियो से जो भाव प्रसारित किये जाते हैं उनको भी सुनता हूँ । जो भाव बाजार के होते हैं और जो रेडियो से भाव प्रसारित किये जाते हैं उन दोनों भावों में उमीन सामान का अन्तर होता है । एक बार मैंने एक दूकानदार को कहा कि भाई रेडियो पर तो झालू का भाव यह प्रसारित किया गया है और तुम इन भाव पर दे रहे हो तो उसने उत्तर दिया कि रेडियो से जा कर खरीद लो इम भाव पर देने के लिए झालू हमारे पास नहीं है । आप आज की महुगाई को देखिये, आज जिन दिक्कतों का सामना किया जाना है उनको देखिये । मैं कहूँगा कि इम महुगाई को देखते हुए तीन ती रुपये की भाव को कम आय माना जाय जो कम से कम हर मजदूर को होनी चाहिये । इसलिए जरूरी है कि रोज-र-रोज बढती जा रही महुगाई का सामना किया जा सके और आदमी में जो सामान खरीदने की ताकत कम हो गई है उम ताकत को बनाये रखा जा सके ।

मजदूर भी कारखाने में अपना बूल पसीना एक करके काम करते हैं । चाहे सरकारी कारखाना हो या गैर-सरकारी कारखाना । उस कारखाने के निर्माण में मजदूर का बूल पसीना एक होता है तब जा कर उत्पादन होता है । जब कभी पूछा जाता है कि फला सरकारी कारखाने में कितनी पूँजी लगी है तो कहा जाता है कि बीस लाख की लगी है, जब कभी पूछा जाता है कि इस गैर सरकारी कारखाने में फला उद्योग-

पति ने कितनी पूंजी लगाई है तो कहा जाता है कि चालीस लाख या पचास लाख की लगाई है। उस में मजदूर जो खुल पसीना एक करता है उसको नाम ही नहीं होता है, उसके खुल पसीने को पूंजी को पूंजी ही नहीं माना जाता है। मैं कहूंगा कि दो प्रकार की पूंजी आपको माननी चाहिये, एक पैसे की पूंजी और एक पसीने की पूंजी। जितना लाभ पैसे की पूंजी लगाने वाला लेता है उतना ही लाभ पसीना जो मजदूर लगाता है उसको भी मिलना चाहिये। उसे भी बैसा ही लाभ मिलना चाहिये। मैं सरकार से कहूंगा कि पसीने की पूंजी को भी उसे शेर के रूप में मानना चाहिये और जिस प्रकार से साधारण शेर में मुनाफा दिया जाता है उसी प्रकार से मजदूर को भी मुनाफा मिलना चाहिये और इस प्रकार आपको कदम बढ़ाना चाहिये।

मैं यह भी कहना चाहना हू कि उद्योगों के अन्दर मुनाफे में मजदूरों को भी साझीदार और भागीदार आपको बनाना चाहिये। फिर चाहे ये गैर-सरकारी कारखाने हों या सरकारी कारखाने हों ?

छटनी का प्रश्न भी हमारे सामने आता है। चाहे कपडा उद्योग हो, सरकारी दफ्तर हो, सरकारी उद्योग हो, सभी जगह आज छटनी का बोलबाला चल रहा है, इस छटनी को तुरन्त रोकना जाये। मुझे एकजूनीय को देख कर बड़ी हैरानी हुई है। हमारे उप प्रधान मंत्री और वित्त मंत्री महोदय की तरफ से एक महकमा बोला गया है जिस का काम यह है कि वह इस बात की जांच करे कि कर्मचारी कितना काम करते हैं, कसक कितनी देर काम करते हैं, कितना समय पेसाब करने में लगाते हैं, जब कर्मचारी पेसाब करने जाते हैं तो वित्त मंत्रालय के महकमे के लोग बड़ी सजा बैठता है यह देखने के लिए कि इस ने कितना समय पेसाब करने में लगाया, कितना समय

टहती करने में लगाया, कितनी देर तक वह अन्दर बैठा रहा, कितनी देर इसने चाय पीने में लगाई, जाने में कितना समय लगाया, बीड़ी पीने में कितना समय लगाया और वह सारी रिपोर्ट वित्त मंत्रालय द्वारा हर मंत्रालयों की ली जाती है। उस में यह बताया जाता है कि कितनी काम घोरि कर्मचारी करते हैं। यह जो महकमा बोला गया है इस पर चालीस लाख रुपये महीने का खर्च किया जाता है। यह इसलिए किया जाता है ताकि ज्यादा से ज्यादा लोगों की छंटीनी की जा सके, काम करने वाले लोगों की संख्या को कम किया जा सके, तनखाहे जो उनको देनी पडती हैं वे न देनी पड़े, उनको बचाया जा सके। यह जो महकमा आपने बोला रखा है इसको आपको समाप्त करना चाहिये और अगर आपको इस काम को करना ही है तो आप यह भी कहें कि यह देखा जाए कि मंत्री महोदय कितनी देर अन्दर बैठे रहे हैं, इन्होंने कितनी देर चाय पीने में लगाई है, कितनी देर घर में बाते करने में लगाई है। आप सब का हिसाब लगायें, एक तरफ का ही हिसाब न लगायें।

पुनर्वास मंत्रालय में जो काम करने वाले कर्मचारी हैं उन्होंने क्या अपराध किया है कि उनको स्थायी नहीं किया जाता जाता है। यही एक महकमा है जिस में काम करने वाले ये लोग बहुत भ्रष्ट से स्थायी नहीं किये गये है। यही अभावो लोग हैं जिन को कई वर्षों से स्थायी नहीं किया गया है। किसी मंत्रालय को आपने देखा ना तो कि जिस में अस्ती नव्हे प्रतिगत कर्मचारी स्थायी न किये गये हों तो आप इस मंत्रालय को देखते। इस मंत्रालय के कर्मचारियों ने कौन सा अपराध किया है जो इनको वर्षों से स्थायी नहीं किया जा रहा है। क्या इन लोगों ने यह अपराध किया है कि जो बाहर से उच्छ्र कर लोग स्वदेश आते हैं उनको फिर से बसाते से ये लोग हेनत करते हैं, परिश्रम करते हैं। हजारी की तादाद में लोग हैं इस

[श्री हुकम चन्द कडवाय]

कहते हैं जो घर गरी है। यह धारण किडना घर मंत्रालय की धोर से कि पकास प्रखिलत नोनों की स्वावी किना जाएना। मैं खलना चाहता हूँ कि कितने लोगों को धारण स्वावी किना है। मेरा खयाल है पञ्जीन प्रखिलत लोग स्वावी किये जा रहे हैं और वे भी बड़ी कडिनाई के साथ किये जा रहे हैं।

एक बाल की धोर में धापका बिषय ध्यान बिलाना चाहता हूँ। जो हमारे मंत्रालय हैं उन में धोर इस मंत्रालय में चौकी खेपी के जो कर्मचारी हैं उनके बैठनों में अन्तर है। यहा पर चौकी खेपी के कर्म-चारीको जो 75 रुपये दिया जाता है। मैं जानना चाहत हूँ कि क्या दूसरे मंत्रालयों में भी इतनी उनकाह उनको दी जाती है? अगर उन से इनको कम दी जाती है तो वह बेवभाव क्यों किया जाता है। इन दोनों के बैठनों में जमीन आसमान का अन्तर है। इस को धापको पूरा करना चाहिये। इनकी में सरकार में माग करता हूँ।

हमारे यहा एक मवी थे डा० दाम। जब वह चुनाव में हार गए, तो उन के लिए एककारण्य में एक पोन्ट बनाई गई और एक महकमा खोला गया, जिस पर प्रति-बर्ष डाई लाख रुपये खर्च किया जा रहा है। आखिर वह बहा पर क्या काम करते हैं? बूँकि यह कांग्रेस में सम्बन्धित है इसलिए चुनाव से हारने पर उन को कहीं फिट करने के लिए डाई लाख रुपये प्रति बर्ष खर्च किये जा रहे हैं। मैं चाहता हूँ कि उन पोन्ट को खत्म कर दिया जाय।

अब तथा पुनर्वास मंत्री (श्री हाथी) :  
वह महकमा पहले में था।

श्री हुकम चन्द कडवाय : मैं ने प्रधान मंत्री की कार देखी है, लेकिन डा० दाम की कार के सामने वह कार कुछ भी नहीं है। हम बेकार हैं और वह कार में बूँब रहे हैं।

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

श्री हुकम चन्द कडवाय : उपरोक्त महोदय, धाप में हमने सदस्यों को बीस मिनट दिये हैं। मैं तो केवल दस मिनट ही बीसा हूँ। अगर धाप यही चाहते हैं, तो मैं नहीं बीसता हूँ।

Mr. Deputy-Speaker: I am very sorry. Your Party has got 12 minutes. I am going to give you two minutes more. Otherwise, it is very difficult for me to accommodate all the Members who want to speak. The subject is very important and everybody is concerned about it. If you don't stick to time-limit, it will be very difficult for me to accommodate others. For instance, if I call Dr. Meikote and give him 10 minutes, he will protest; if I call Shri George Fernandes and give him 10 minutes, he will protest.

Shri S. Kandappan (Mettur): The time has already been extended; it is not 3½ hours now. You should calculate the time of the various parties according to the extended time.

Mr. Deputy Speaker: He is making a good contribution. But I am really sorry; I cannot help it.

श्री हुकम चन्द कडवाय : उपरोक्त महोदय, धाप सब सदस्यों को एक मिनट में देना। धाप एक सदस्य को बीस मिनट देते हैं और हमारे को केवल दस मिनट देते हैं। इस तरह काम नहीं चलता।

Dr. Meikote: (Hyderabad) May I make a submission? May I request you to extend the time so that the Minister may reply tomorrow.

Mr. Deputy-Speaker: We have already extended it by one hour. We are continuing the discussion on these Demands till 6 O'clock. Previously the total time allotted was only 3½ hours.

श्री हुकम चन्द कछवाय : दण्डकारण्य और नामा सौम्य में जो खिलाफी रिटार्ड कागिटर रहे हुए हैं। ये दोनों अफसर बहुत ठानाशाह हैं। अघार में उन के बपये की बातें कहने लगे, तो उन के लिए समय नहीं है। उन के खिलाफ सबन फ्राडि के बहुत से बयान हैं। उन्होंने अपनी छानावाही के डायर कन्सुल्टी, कर्नलरियों में धातक और बय कौता रखा है। उन की इच्छा के बिना कारण पूरे बकलरों के बपतर का तबावला कर दिया जाता है, जिन पर लाखों रुपये खर्च किये जाते हैं। मैं चाहता हू कि मंत्री महोदय इन के बारे में जांच करे। जांच के डारा इन कर्नलरों के विरुद्ध बहुत सी बाने नामने का सकती हैं।

इन में से एक अफसर है श्री गज, जो दण्डकारण्य में काम कर रहे हैं। इन की बाबी नहीं हुई है, लेकिन वह अपनी मारी इच्छायें सौम्य में बैठ कर पूरी करते हैं। यह बहुत सज्जा की बात है। इन्होंने कितनी ही रिजवा की कलौण्य को कर्लाकस किय है। मंत्री महोदय को इस नरफ ध्यान देना चाहिए।

Mr. Deputy-Speaker: You should not take the names of individuals

श्री हुकम चन्द कछवाय : मैं श्रम मंत्री के यह जानना चाहता हू कि क्या बन्न श्रम मंत्रालय की ओर से ऐसा कानून बनाने जा रहे हैं, जिस के अन्तर्गत मजदूर-श्रेण में ठीक वंश से प्रमाण कराए जा सके और वह पता चल सके कि कौन सी धूनियन के पीछे किलने मजदूर है। सरकार में चुनाव कमी नहीं कराना चाहती है, इसका एक कारण है। सरकार चाहती है कि मजदूर क्षेत्र में इन्फेक की कानोसनी बनी रहे, क्योंकि वह संस्था कावेस डारा बनाई जाती है।

मैं कल्प कासोन सज्जा चाहता हू कि इन्फेक की कारखानों के मालिकों के साथ

साठ-गाठ है और उन का रवैया यह है कि वे बाजिकी के साथ साठ-गाठ किये बिना कोई काम नहीं करते हैं। जैसे मालिक बुनडुकी बजाते हैं, वैसे मजदूर भाचते हैं। उस हिसाब से इन लोगों का मारा काम चलता है।

मैं आप के सामने इनटक के लोगों का एक नमूना रखना चाहता हू। यहां पर इनटक के प्रखिल-भारतीय अध्यक्ष बैठे हुए हैं। वह कबन बोल कर बुन से। नाममा से इनटक बुकिन के जो प्रबान पदमा सिंह हैं, वह किसी मजदूर को तबी काम दिलावेंगे, जब कि वह उन के घर से कोई लडकी, अपनी बेटो या पत्नी, भेजे। मैं इस के एक नहीं अनेक उदाहरण दे सकता हू। (अपबच.म) इस इस बारे में अघासत में केम चल रहा है। मध्य प्रवेश की बिबान मभा में उस व्यक्ति के बारे में सवाल पूछा गया है। मैं उस लडकी को जानता हू और उस में मिल कर आया हू। उस ने मारी घटना विस्वाग में मुझे मनाई है।

Dr. Meekete: I would request him to make a specific charge so that it can be challenged

श्री हुकम चन्द कछवाय : आज देण में ऐसे बहुत से उद्योग हैं, जिन के बारे में सरकार ने कोई कानून नहीं बनाया है। उदाहरण के लिए आज अगरबती उद्योग में काम करने वाले मजदूरों के लिए कोई कानून या नियम नहीं है। सरकार उन के प्रति बर्डों उधेसा और उदासीनता की भावना बिखा रही है।

शिलाई और भाषान के ट्रेडी इन्वेक्ट्र-कल्च के कारखाने के मजदूरों की समस्या पिछले कई दिनों से चली आ रही है। उन की बातों के बारे में सरकार ने कोई ध्यान नहीं दिया है। मैं मंत्री महोदय से यह निवेदन करना चाहता हू कि वह उन लोगों की बाजिक नागों को पूरा करें।

[श्री हुकम चन्द कछवाय]

अन्त में मैं यह कहना चाहता हू कि सरकार जो भी अद्य-नीति अपनावे और मजदूरों के सम्बन्ध में जो भी कानून तैयार करे, उस के लिए वह मजदूरों की सब-यूनियनों और मजदूर क्षेत्र में काम करने वाले सब लोगों से सम्पर्क स्थापित करे और उन की राय के अनुसार कार्यवाही करे ।

Dr. Melkote (Hyderabad) Mr Deputy-Speaker, Sir, I thank you for giving me this opportunity to participate in the discussion on the Demands of the Labour Ministry and while doing so, I would like to mention that the Minister and the Deputy Minister both are experienced men in this field, they have held the portfolio of labour before, and, therefore, we expect a good deal from them, a forward move to benefit the labour, during these next five years

I congratulate them for accepting the suggestion that I made during the earlier session in November last wherein I stated that a Presidential Commission should be appointed to go into the question of all aspects of labour. I am glad to say that the Labour Ministry has accepted it and a National Commission has now been appointed. This is a very important Commission that has been appointed. On behalf of the working class, may I appeal to everybody both this side and that side of the House, all those who are interested in the working class movement to take this opportunity to study the questionnaire that the Commission have put forward and to submit proper reports and replies so that the Commission may evaluate and recommend the benefit of what we have been asking for all these years. This is the time when we should consider all aspects of the labour question and submit our reports in a very cogent and logical manner.

The number of items that one would like to speak on before the Labour

Ministry for its consideration are many. I would like to make out a number of them but the time at my disposal is so short that I would like to limit myself to only three or four aspects of the question and leave it to others to tackle other problems. Before I do so, may I request the Deputy-Speaker to give me the latitude of time to elucidate properly what I have in mind.

The first and the foremost thing is that last time again, in the previous year, I made out a point that the labour officers in the public sector undertakings should be officers with proper training and status. They had a status of Class II Gazetted rank. We said that they should be class I Officers. Now their status has been raised to Class I. I ask is that all what we wanted? Now these officers will get more emoluments and, possibly, they may even work better. But that is not all that what we wanted out of them. In the Labour Minister's Report which has been placed before us, no mention has been made as to the work that has been allotted to these officers. Is it that they ought to get only a proper status, more emoluments and to carry on as they have been doing all these years or is it that we expected something more from them? I mentioned some of these last year also. I have been saying for the past 8 or 10 years that a labour officer is in the same position as a doctor in the jail. The Jail Superintendent may do anything with the prisoner, but once the doctor certifies that the prisoner is ill, he cannot do anything further; he has got to give him leave, take him away from the work and do several other things. The Doctor's decision is supreme and is respected. This is the same aspect of the question that a labour officer has to perform in an industry, and if he has got to do that, he should be independent of the management, of the industries. There should be a separate cell created in the Labour Ministry where every one, management as well as the labour,

could go and bring to the notice of the Government their grievances or suggestions. Government should pay heed to those things. The Government should take the advice of the labour officer and see that the management and the labour, both implement his decision. If that is not done, what is the good of a labour officer being appointed to look after the interests of the workers, if he is under the behest of the Management? It would not serve the purpose in any manner whatsoever.

Today the economy of the country is in a very bad state of affairs due to various reasons. The two aggressions by Pakistan and China and again the shortage of foodstuffs and raw materials have affected the industries and, therefore, unemployment is raising its ugly head. In these circumstances, if we have to tide over the crisis, the maximum production has got to come from every sector, both from the agricultural as well as from the industrial sector.

A good deal has been said about what is being done to ameliorate the conditions of agriculturists and workers. May I here point out as to what has not been done so far as industrial workers are concerned. This is a very important and crucial point. Many people here have been talking of various things. We have been talking of the D.A. Commission's report recently submitted by Justice Gajendragadkar. But we are not happy about it. In the case of the lowest paid workers at least there should have been cent per cent neutralisation. But that has not been done. I do not know why it has not been done. If this principle, which has been accepted by the Government is not accepted by the Government now, what would happen in the private sector? They will copy the same thing and will pay lower D.A. to the lowest paid workers. I would, therefore, request the Government to be a model employer and see that all the prece-

denents that were previously accepted with regard to granting of dearness allowance are adhered to. After all how much do we get from this dearness allowance? Whenever there is a rise of 5 or 10 points in the prices of certain commodities we get for a period of some months an increased amount, an increase of Rs. 5 or 10 or 15 or 20 in dearness allowance. Are we satisfied with it? Are we not the same type of workers as there are in other parts world over? Or are we inferior to them in any way? I have had occasions to travel widely three or four times, both European countries as well as South East Asia, Australia and other places, and may I say that for handling the same type of machinery that we use here today, the minimum wage in England is Rs 1,000, in Germany it is Rs 1500 per month, in Switzerland, Sweden and Australia also it is about the same. When an Indian goes there to work with the same machine and produces the same amount of production per capita, these are the wages that he also gets there. There, the workers as well as the management feel that an Indian worker is intelligent and is capable of understanding the work that he undertakes and can deliver the goods. But the moment he comes down to India, the production goes down. It is said that the Indian labour is costly. What are the wages that an Indian worker gets? He gets today about Rs 150 on an average. Why is it so? It is said that it is because the production is not high. During the time of Pakistani aggression, every Indian worker particularly in the defence undertakings worked for 14 days in a fortnight and on one day when he was not allowed to work was allowed to take off, the management said that the machine needed oiling and greasing. So, the loss in production is not due to human failure. He has to get more incentives to produce more and more. What are the incentives given to him at present? Are they sufficient? A German worker or an English worker or a Swiss worker, who produces with the same machine the same amount, which an

(Dr. Malkota)

Indian worker is capable of producing, gets a lot of incentives. The same amount of incentives should be given to Indian workers also, but it is not given. You want to mop up all the money that the workers earn and divert it elsewhere. What you are paying him today is quite insufficient. Whose fault is this? Is it the fault of the working class? I would not want any dearness allowance at all if I can get at least Rs 750 to which I am entitled in the place of Rs 150 that I am now getting. In that case, we can even give up all dearness allowance altogether for some time.

I would appeal to the working class in general that production is the mainstay for the country the world over and, therefore, we have got to work, whether it is public sector or private sector and produce more in national interest. The management should see that the working class produces more and should give the necessary incentives for that. Today what is happening is that with the little we are getting we are not producing sufficiently. That is why, the Indian labour is restless. The Indian worker can deliver the goods and that is the impression the world over. We have shown that we are capable of producing. In spite of that, wages do not go up. The private industry knocks out all the profits and the Government mops up all the earnings that is due to us, and that is why, the whole trouble. Unless and until something is done, unless and until we get the wages that we deserve, how can we have the pleasure to work? This is the crux of the problem. Today the agricultural sector is being promised almost every type of incentives. The industrial sector has to prove its mettle and stand by the country. All these upheavals, gheraos and other things, are there due to political and economic reasons. Some Member said that gherao is a satyagraha. There cannot be a bigger joke than this. I wish some members from the Opposition come over to my State and

allow themselves to be gheraoed and then they will understand what a gherao is. They know what it means, they know it in their heart of hearts, but this is the type of talk they indulge in.

In one breath, they say that the use of computers and other machines in the Life Insurance Corporation should be condemned. Here, I entirely agree with them. In a country where manpower is abundant, if any type of computer is introduced, it will lessen the chances of employment. But why do they not apply the same rule in the case of textile industry? We are fighting for Khadi in order to give villagers sufficient employment. They, the opposition, do not want the introduction of computers, but they want the textile industry to thrive at the cost of Khadi. Are they serious about it when they speak of unemployment? Can Khadi and textile industry go together? It is with the same idea, with the idea of giving sufficient employment that we have been talking of Khadi, but they do not want it. They want to smoothen it and want to encourage the textile industry. But at the same time they want the computers to go. So, this anomaly in their thinking exists. We have been saying that more and more khadi should come in the field so that workers in the village may get sufficient employment and we also feel that the computers should not be introduced for the simple reason that it will lessen the chances of employment. One has to have some kind of a normal balanced thinking with regard to such matters.

I would therefore appeal to the Minister that he should look into the question of pay structure of the working class everywhere and see to it that the working class gets the benefits they deserve. The labour officer in the industrial sector is an important man, the cogwheel, in the



whole machinery and, therefore, he should be under the direction of the Labour Minister and not under the management. The management should be asked to implement his advice in regard to whatever is defective and if the management does not work properly and take that amount of production from the working class that is due, the management should be dismissed, whether it is a public sector or private sector undertaking. Otherwise, the country will suffer. This is a very important question, Sir, which, I thought, I should place before the House for its serious consideration.

**Mr. Deputy-Speaker:** He will try to conclude.

**Dr. Melkote:** There are various other points that I have to make. But I have never exceeded my time.

**Mr. Deputy-Speaker:** There are still a couple of minutes more.

**Dr. Melkote:** Now I come to the question of unemployment. A very serious problem arose in the Defence undertakings recently. There were cooks and water carriers, they had put in a service of 20 or 30 years, they are permanent employees, but suddenly one day, they, the defence Ministry said that their services were not required and they removed them immediately. I have been fighting this case with the Labour Ministry for the last 8 or 9 years, i.e., about granting trade union rights and recognition of their unions, but they have not been given these rights. In the government sector under Defence, these people had done their very best at the time of the Chinese and Pakistani aggressions. A promise was made by the Prime Minister and others at that time that those in the Defence, who served the country, would not be thrown out. But 6,000 people have been retrenched. What is to be done about this? I would plead with the hon. Minister to look into this question. Many of these people who have been retrenched have been promised alternative

jobs. But I am pained to say that these retrenched people have not been given alternative jobs till now, although jobs have been available in plenty in the public sector.

Then, there is the question of the wage freeze. Many people have spoken about it. But I personally feel that it is not a question of the wage freeze which is so important but first and foremost the workers should get what wages they deserve, the workers have never asked for any dearness allowance, whenever question of dearness allowance question has come, the workers have pointed out that the first and foremost thing was that they should get the living wages which they deserve, they are competing with other countries to give us the production and we can take that production from them. But this can happen when we give them the proper wages.

Then again the workers have demanded that the prices should be frozen first before any talks of wage freeze. The question of a wage freeze that people in power have been talking of would have no meaning to a worker, if the prices are not frozen but wage freeze is implemented, then let my hon. friends opposite understand that it is not only they who would be aggrieved, but we shall also join together against the Government to fight out on this point. Let them, the Government, understand this very clearly.

**Mr. Deputy-Speaker:** Shri George Fernandes. He is entitled to 9 minutes. But I shall give him a few more minutes if he wants.

श्री जार्ज फर्नेन्डिस (बम्बई-दक्षिण)  
उपाध्यक्ष महोदय, देश में बढ़ती हुई बेकारी और कई राजकीय कारणों से हिन्दुस्तान का मजदूर आज बहुत लाचार और कमजोर बना हुआ है। फिर भी अपने सगठन की शक्ति के द्वारा कभी कभी यह लाचार और कमजोर मजदूर भी न्याय हासिल करे

[श्री ज्ञान करन्धीज]

श्री कामवाणी पता है। लेकिन हमारे इस मजदूर की साचारी और कमजोरी से भी ज्यादा साचारी और कमजोरी हमारे मजदूर खाते के मंत्री की है। मे जानना है, उपाध्यक्ष सहोदय, हमारे मजदूर मंत्री हाथी साहब बहुत शरीफ भादमी हैं, ईमानदार भादमी हैं और स्वाभिमानी भादमी हैं। लेकिन मैं समझता हू कि अपने स्वामिमान और अपनी ईमानदारी—इन तमाम चीजों के बारे में रोज रात को सोने से पहले उन को जबर विचार करना पड़ता होगा, क्योंकि मजदूर मंत्री और उन के मन्त्रालय की इज्जत अगर किसी और से गिराने में जाती है, तो वह उसी सरकार की ओर से, जिसके वे मंत्री हैं। आप एक-एक मन्त्रालय की बात को ले लीजिये—हमारे बिल मंत्री, जो उपप्रधान मंत्री भी कहलाते हैं—आप पिछले 20 वर्ष के इतिहास को लेकर देख लीजिये, कौन से मजदूर विषयक कायदे की इज्जत हमारे उपप्रधान मंत्री ने की है। नैनीताल में त्रिपत्रीय सम्मेलन में मान-व्येतन सम्बन्धी एक प्रस्ताव पास हुआ—उस समय बिल मंत्री मोगरजी देसाई ये—वे बोले कि प्रस्ताव तो पास हुआ है, लेकिन शरीरों के लिये हैं, मेरे लिये नहीं है। खुद उन्होंने उस पर धमक करने से इन्कार कर दिया और त्रिपत्रीय सम्मेलन के उस निर्णय को, जिसमें सरकार खुद शामिल थी, मालिक शामिल थे, मजदूर शामिल था, बहुत सोच-विचार के बाद वह प्रस्ताव पास हुआ, कचरे की टोकरी में डाल दिया और इस तरह से सारे मजदूर मंत्रालय की बेइज्जती करने में आई।

अभी गजेन्द्रगढ़कर कमीशन की रपट आई है, उस रिपोर्ट पर क्या क्या मजाक हुआ है। मेरी समझ में नहीं आता कि कोई भी इज्जतदार भादमी इस सरकार का कमीशन बनकर बैठने की क्यों हिम्मत करता है। श्री गजेन्द्रगढ़कर सर्वोच्च न्यायालय के न्यायाधीश थे, उन्होंने काफी सोच-विचार के बाद अपनी

रपट दी, अब वह मंत्रालय लौटकर लौटकर विचार कर रहा है और उस को धमक में लाने में हर तरह की दिक्कत खड़ी कर रहा है और मजदूर मंत्री जी से इन तमाम चीजों पर कोई पूछ-ताछ नहीं होती है और न उस को इस में कोई इज्जत दी जायगी। क्योंकि मैं ने अभी तक नहीं सुना है कि इन साजों मजदूरों के मामले में, जिनमें केन्द्रीय सरकार के कर्मचारी ही नहीं, बल्कि राज्य सरकारों के कर्मचारी भी शामिल हैं, जिनके बारे में गजेन्द्र गढ़कर कमीशन ने फैसला दिया है, चाहे वह भ्रष्टा हो या बुरा हो, उस फैसले से इन का भी कोई सम्बन्ध है, क्या मजदूर मंत्री का इस के बारे में कोई वक्तव्य थाया, कौन उन को वक्तव्य देने देता है, कौन उन के राइट को पूछता है ?

डिफेंस मिनिस्ट्री को लीजिये, उस में लेबर मिनिस्ट्री की कितनी इज्जत होती है, उसका एक उदाहरण देता हू। इन के लेबर आफिसर्स हर जगह होते हैं—मैं आपको इलाहाबाद का उदाहरण देता हू—इन के लेबर आफिसर ने इन के मंत्राय का रूठ रपट भेजी, उस रपट को पोस्ट आफिस के बिन्ने में से उठाकर कमांडिंग आफिसर ने फाट डाला और कहा कि तुम हमारे यूनिट के मामले में इस को नहीं भेज सकते हो और इनको उस आफिसर का बहू से तबादला करना पड़ा, इलाहाबाद से उठाकर दिल्ली लाना पड़ा, लेकिन उन के ऊपर हुए अन्याय को, इन की मिनिस्ट्री के साथ हुई बेइज्जती को ये मंत्री बचाने का काम नहीं कर सके।

पब्लिक सैक्टर को लीजिये—क्या इन पब्लिक सैक्टर के बारे में कोई नीति है ? इन पब्लिक सैक्टर में सरकार के किसी भी कानून या कायदे पर धमक कराने की जिम्मेवारी किन मंत्रालय की है ? एम० सी०डी०सी० में इतना बड़ा मामला चला, किजने दिनों तक बहू हड़ताल खची, उस को किस तरह से बचाने की चालें खची गईं,

वहाँ पर दूसरे मंत्री खड़े हों और उस मन्त्र के बारे में बोलते हैं, कभी यह मंत्री बोलते हैं, कभी मंत्रालय मंत्री बोलते हैं, क्या कभी केवल मंत्री के भी कुछ कहा, इस सरकार की किसी मामले में कोई नीति हो ही बोले, वहाँ विदेशी मामला हो या कोई भी मामला हो, यदि सब से ज्यादा नीतिहीन यह सरकार किसी मामले में है तो वह मजदूर नीति के मामले में है, इन की कोई मजदूर नीति नहीं है।

पायलट्स की हड़ताल हुई, उसको गैरकानूनी घोषित कर दिया गया, चार दिन में ही प्रधान मंत्री से ले कर यह छोटे-मोटे जितने बूट-बूट मंत्री हैं, सब उसका समाप्त कराने में लग गये और फिर उस गैरकानूनी हड़ताल को मुस्ती के साथ हटाने में सफल हुए। उस के बाद बन्दर्द गोदी के पायलट्स की हड़ताल हुई, अभी भी बलासी लोगो की हड़ताल है, उस को भी गैरकानूनी कहा और फिर उस को भी बँटाया। नैकिन एन० सी० डी० सी० की हड़ताल, चूकि उस में गरीब मजदूर हैं, ज्यादातर पिछड़े हुए समाज के लोग हैं और ऐसा गन्दा काम करते हैं जो सब से खतरनाक और मेहनत का काम है, वे खान के धन्दर जाते हैं, उन के बारे में आज तक नहीं पूछा, उन की हड़ताल को बँटाने के लिये, उन की हड़ताल को खत्म करने के लिए कोई प्रयत्न नहीं किया, उन को जेल भेजा जायगा, उन के लिये कानून पर धमल किया जायगा, यह मंत्री उसके फँसने को बँटने—बताइये कहा है नीति ?

यह हालत हर चीज के बारे में है। इनकी नीति का एक सब से बड़ा पहलू रहा है—कोई धाक डिमिन्शन—लेकिन कौन उसको धमल में लाया ? कौन ही राज्य सरकार उस कोड धाक डिमिन्शन को धमल में लाई, राज्य सरकारों की बात को छोड़ दीजिये—केंद्रीय सरकार ने कोड धाक डिमिन्शन को कितना माना है, किसी भी डिमिन्टर ने माना है ?

कहाँ है कोड धाक डिमिन्शन की इज्जत। इन की पूरी नीति की वह सब से बड़ी बुनियाद है—यै मंत्री महीयब से निवेदन करता चाहता हूँ कि अगर आप इस को धमल में लाने का काम नहीं कर सकते, तो इस को तोड़ डालो—कोड धाक डिमिन्शन नहीं रहेगा तो मजदूर को जो सहारा मिलेगा उसको पकड़ कर बैठ जायगा। लेकिन केन्द्रीय सरकार और राज्य सरकारें उस को नहीं मानें, तो उस से सारे मजदूर धान्दोलन को नुक्सान पहुंचता है, हम मजदूर धान्दोलन की नीति को किसी ठोस नीति पर कायम नहीं कर पाते हैं। आज से हर चीज के बारे में नीतिहीन विचारें पड़ते हैं।

15 hrs.

बालन्दी धारविद्रेशन की बात को लीजिये। बहुत बड़ी बड़ी बातें इस के बारे में कही गईं, इस को धमल में लाने के लिये धनेको पुस्तकें निकाली गईं, लेकिन कहा है बालन्दी धारविद्रेशन ? पिछले साल की जो २५८ मैंने पढ़ी है उस से मालूम होता है कि 15 फीसदी मजदूर-मालिकों के सम्बन्धों के मामले में बालन्दी धारविद्रेशन से हल करने का काम हुआ है। जब चाहना का धाक्रमण हुआ उस समय 50 फीसदी काम हुआ, नैकिन जब सकटकालीन स्थिति खत्म हो जाती है तो मालिक जुल्म की नीति पर चसते हैं और फिर सरकार उस में हस्तक्षेप करने में कामयाब नहीं हो पाती है। अब बालन्दी धारविद्रेशन का एक मुद्दा सा रह गया है और उसका ही यह नतीजा है कि से हड़तालें और अज्ञात पैदा हो रहे हैं। अगर मालिक और मजदूर ईमानदारी से आपस में बात करने के बाद किसी मामले पर एक राय से अपना फैसला नहीं कर सकते हो तो फिर धारविद्रेशन को क्या क्यों नहीं माना जाता, सरकार इस के लिये दबाव क्यों नहीं डालती है। धरुधन यह धाती है कि जब सरकार कुछ उस नीति को न माने तो दूसरों पर उस को किस हिम्मत से लागने का काम करे ॥

[श्री जार्ज फरनेन्डोस]

सूक्ति उनके मुख जाता है निम्नी श्रेष्ठ के सामिकों से मुख जाता है कि जो नीति खुद अपने सिधे नहीं अपनाते हो वह हमारे ऊपर कैसे साधने की बात करते हो ? इसका कोई जवाब उनके पास नहीं है और उम वक्त उनके मुख पर ताला लप जाता है । जहा कसिलिएशन और आरबिट्रेशन को अच्छे ढंग से चलाने का काम होना चाहिए वहा मिनिस्टरी मे नीतिया क्या बनी ? बेज बोर्ड वाली बनी । हमारा मजदूर आन्दोलन कुछ इनना सब गया है कि हम उस चीज को पसन्द करते है और हमे इससे भया आता है कि दो साल आन्दोलन चलाओ कि बेज बोर्ड मिलना चाहिए, फिर दो साल आन्दोलन चलाओ कि उम बेज बोर्ड मे हमारे अमुक अमुक आदमी रहने चाहिए व। साल आन्दोलन इसलिए चलाओ कि उसकी इट्रिग रिपोर्ट मिलनी चाहिए और फिर दो साल आन्दोलन चलाओ कि उसकी जल्दी रपट मिले और दो साल आन्दोलन हम 11ए चलाओ कि वह रपट अमल मे लाई जाय। इस तरह से 10 साल आन्दोलन करने पर 8 रुपये मिल जात है । टेक्सटाईल का उदाहरण ले लीजिये, सीमेन्ट का उदाहरण ले लीजिये या बर्किंग जरनेलिस्ट्स बेज बोर्ड का एकांड ले लीजिये, कहा है यह फर्मला ? कहा है सीमेन्ट का ? किन्ने एग्रेटी मे यह बेज बोर्ड का काम चल रहा है ? मुख का यहा पर कहना है कि हम अपने दोष को नहीं दूर करना चाहते है । मजदूर आन्दोलन मे भी एक दोष है कि वनैक्टिव बारगेनिंग पर जोर न देने हुए बेज बोर्ड मनीनरी पर जोर देने का काम किया, मरकारी मनीनरी के ऊपर जोर देने का काम किया । आसानी खोजने का काम किया । मजदूरों को शक्ति बना कर उस शक्ति के द्वारा उनको व्याध दिवाने का जो रास्ता है उम रास्ते को छोड़ कर यह नवत रास्ता, पगडंडी का रास्ता पकडने का काम किया । उसी का यह निजा है कि आज हमारे आन्दोलन को तो आश्चर्य मुकताम हुआ ही लेकिन यह सरकार की जो बेज बोर्ड

वाली नीति है उसके सिधे मुझे जो मह कहना है कि ऐसे ही उद्योग वर्गों के ऊपर बेज बोर्ड करवाइये जिनका कि जिक्र भी कछाव ने किया, जैसे अगवल्ली वालों का बेज बोर्ड, लेकिन यह सिर्फ अगवल्ली वालों की ही बात नहीं है, बीडी श्रेष्ठ के मजदूर ने या ऐसे वर्गों के मजदूर हैं जिन्हे कि सगठित करना बड़ा मुश्किल होता है ऐसे अगवलीनाइज्ड वर्ग हैं जहा कि मजदूर सगठित नहीं हो पाते हैं उनके लिये बेज बोर्ड मागा जाय । कल यहा पर खेतिहर मजदूरों का जिक्र करने मे आ गया । ऐसे लोगों के लिये बेज बोर्ड बनाइये जिनका कि सगठित होना बडा मुश्किल है । बाकी मेरा तो कहना यही है कि नैसैक्टिव बारगेनिंग कीजिये यह बेज बोर्ड के प्रसट मे मजदूरों को मत फसाइये । अमर बेज बोर्ड की माग हो तो बेज बोर्ड का जो फैसला हो उसके ऊपर आप बैसा सब मत अपनाइये जैसा कि आप ने अपनाया हुआ है ।

उपाध्यक्ष महोदय, इसके साथ मजदूरों के जा हूसरे मसले हैं यह गजेन्द्रगडकर के मामले से लेकर मैं कहना चाहता हू कि कौन्सिल ऑफ लिविंग इंडेक्स के रूप मे यह एक बहुत अहम सवाल है । यह कौन्सिल ऑफ लिविंग इंडेक्स कैसे बनाया जाता है । यह हम आज तक नहीं जानते हैं । एक अच्छे ढंग से उसको बनाने के काम मे आप न मजदूरों के प्रतिनिधियों को विश्वास मे लेने का काम अभी तक नहीं किया । शायद हम सबन को भी विश्वास न लेने का काम नहीं किया । तीन, चार साल पहल का एक किस्सा मे आप को याद कराऊ । आपकी जरूर याद होगा कि बम्बई शहर में हमारे दास्त भी मधु सिमये ने उस बरफ आन्दोलन छेडा अगस्त सन् 1963 को जब सारे बम्बई को बन्द करना पडा । वह किस बात को लेकर हुआ ? जो जीवत निर्बलान बनाने मे चोरी होती है जिबमें सरकार और मासिक इन दोनों के अकिमिडिबल शामिल हैं यह चोरी पकडने के इन्ती 10 दिन

के लिये बन्दई में हड़ताल हो गई। 1 दिन के लिये बन्दई बन्द हो गया। लकड़वाला कमेटी बनने खेती पकड़ने में घाई गई मगर पूरी चोरी पकड़ने में नहीं घाई क्योंकि न तो मजदूरों के प्रतिनिधियों को, जनता के प्रतिनिधियों को कोई सम्बन्ध लाने के लिये छोड़ दिया न कमेटी ने उन सिफारिशों के ऊपर अपनी जरूरतों को फिर पेश करने का मौका दिया। आज मेरी सरकार से यह बहुत ही बड़ी मांग है कि जीवन निर्देशक के बारे में सरकार को तत्काल मोबना चाहिये और यह किस ढंग से बनाया जायगा और मजदूरों का उसमें किसी तरीके से नुकसान न हो जाय इसके बारे में ठोस कदम हमारे मंत्रालय को उठाना चाहिये क्योंकि यही एक रास्ता है जिनमें कि यह महंगाई भत्तों को लेकर या किन्हीं कमीशन को लेकर जा हमारी लड़ाई और हड़तालें हावी है उनको रोकने में कामयाबी मिल सकती है।

यह बोनस वाले मामले में मुझे कहना है कि मैंने मंत्रालय की गण्ट पढी लेकिन मुझ को कहीं यह देखने के लिये नहीं मिला कि इन बोनस कानून के अदर किन्ने मालिकों का अभी तक हमारी सरकार ने अदालत में खींचा है? क्या मंत्रालय का यह कहना है कि बोनस देने के बारे में या न देने के बारे में कोई शिकायत उनके पास नहीं घाई और अगर शिकायत घाई हो तो उस शिकायत के बारे में क्या एक्शन उन्होंने लिया है? किन्नी वह मालिकों को छूट देने? लेकिन फिर वही अडचन आ जाती है कि हम मालिकों के बारे में जिक्र करे या न करे उनको अदालत में भेजे या न भेजे, उनको बुझाना किन्ना या नहीं यह प्रश्न मंत्रालय से करना है? यह फाइलवाइजर्स कांसोडेशन सरकारी क्षेत्र में है और भी दूसरे सरकारी क्षेत्र के घरे हैं लेकिन वहां पर मजदूरों को छूट लड़ाई करके बोनस हासिल करना पड़ा है। सरकार खुद की इच्छा में

बोनस देने से इकार ऊठती है। मजदूरों को अदालत तक भेजनी है और इस बजह से वह निजी क्षेत्र के मालिकों के ऊपर इसके लिये दबाव डालने का साहस यह मंत्रालय नहीं कर पाता है। यह तमाम चीजें जो लड़ाई की और परेशानी की चीजें बन कर पैठी हैं हम तो यही चाहिये कि उनके ऊपर हमारी सरकार एक ठोस नीति अपनाने का काम करे। लेकिन जैसा मैंने शुरू में कहा आखिर को मजदूरों और मालिकों के बीच में झगडा चलता रहता है। मवाल यह है कि इन झगडों को हम कैसे मिटाये और सरकार के पास उसको मिटाने के लिये कौन सा यत्न है यह एक बुनियादी प्रश्न है। मुझ को मंत्री मूहोदय से पूछना है कि कौन सी प्राप की मशीनरी है कौन सा प्राप के पास ऐसा यत्न है जिससे निजी क्षेत्र अथवा सरकारी क्षेत्र में लेबर प्राफिसरों के काम को पूरा स करने पर उस मसले को किसलिएट करवा ले? जो अफमर प्राप बैठते हैं उनकी ट्रेनिंग का उनकी शिक्षा के लिये प्राप के पास क्या मशीनरी है? एक स्कूल बनाया था लाखों रुपये खर्च करके। दिल्ली शहर में वह स्कूल बना लेकिन कहना चाहिये कि दरअसल वह स्कूल बन्द पडा है या जिस मकसद से वह बनाया गया था उस दृष्टि से उस स्कूल का काम अभी तक नहीं चल पा रहा है। स्कूल जैसा मैंने कहा लाख रुपया डाल कर बना दिया। खर्च की वहा पर यह हालत है कि एक-एक ट्रेनी के ऊपर कोई 3000 रुपया माहवार खर्च किया जाता है। लेकिन जो चीज उससे निकलनी चाहिए जो चीज उससे मिलनी चाहिये वह काम बिल्कुल नहीं हो पाता है। मजदूर और मालिकों के बीच होने वाले झगडों को मिटाने के लिये जो लायक अफमर हमें मिलने चाहिए वह अफमर धब तक हमें नहीं मिल पाये हैं। मुझे आज सरकार से इन तमाम नीतियों को सुधारने के बारे में अर्ज करना है लेकिन यह अर्ज करते हुए उनकी जो आमतौर पर मजदूरों के बारे में दबने की नीति है उस नीति के सम्बन्ध में भी वह कुछ गम्भीरता से सोचें यह भी मुझे कहना है।

[ श्री जार्ज फरनेन्डीज ]

एक, दो आखिरी बात और मुझे कहनी हैं। हिन्दुस्तान इंटरनेशनल लेबर ऑर्गेनाइजेशन का फाउंडर मेम्बर है। आज करीबन 50 साल से हम आई० एल० ओ० के मेम्बर है। आई० एल० ओ० ने अब तक शायद 130 कन्वेंशंस पास किये हैं जिसमें से हमारी सरकार ने सिर्फ 30 कन्वेंशंस उनमें से मंजूर कर लिये और मंजूर किये हुए कन्वेंशंस में एक को हटा दिया तो 29 रहे लेकिन यह 29 जो कन्वेंशंस हैं उनमें से भी 15 कन्वेंशंस जब अग्नेज इस देश में भालिकायतव मजूर करने में आ गये हैं और आजादी के बाद सिर्फ 14 कन्वेंशंस हम सरकार ने मान लिये हैं और सब में महत्व के जो दो कन्वेंशंस हैं कन्वेंशन 87 और कन्वेंशन 98, राइट ऑफ असोसियेशन और राइट ऑफ क्लैक्टिव वागोनिंग जब तक यह सरकार उनको नहीं मानती है तब तक कुछ नहीं बनता है। आप उम आई० एल० ओ० के फाउंडर मेम्बर है परमानेंट मेम्बर की हैमियन से उसमें आप बैठते हैं उसके कास्टीट्यूशन में लिखी हुई यह बात है कि जो भी कन्वेंशन वहां पर कांग्रेस में पास हो जायगा वह पास होने के एक साल के अन्दर उसको उस मुल्क की पार्लियामेंट के सामने रखना चाहिए। उस का वह प्रस्ताव कभी हमारी पार्लियामेंट के सामने आया मैंने ऐसा नहीं सुना। मैं तो कई बनों का पार्लियामेंट का रेकार्ड उठा कर देख रहा हूँ लेकिन मुझे वह दिखाई नहीं पडा है और आई० एल० ओ० के आप फाउंडर मेम्बर होंकर उसके कास्टीट्यूशन को भी आप नाइ रहते हैं। उसको अमल में लाने का काम नहीं होता। कन्वेंशन को न मानने लेकिन उसे पार्लियामेंट के सामने पेश करने का काम भी नहीं हो रहा है। उसमें यह पता चलता है कि आखिर को मजदूरों के बारे में क्या नीति को अपनाने का काम इन लोगों ने चलाया? मैंने कहा कि मैं सिर्फ दो आखिरी बातें कहने वाला था। एक बात उसमें से कह दी।

अब हमारे मुल्क के मजदूर संगठनों के नारों में इस वक्त चार मान्यता प्राप्त केन्द्रीय संगठन हैं। कांग्रेस का इंटका ए० आई० टी० यू० सी०, यू० टी० यू० सी० है और हिन्द मजदूर सभा है और इसके अलावा दो, तीन और केन्द्रीय मजदूर संगठन हैं जैसे हिन्द मजदूर पचायत, भारतीय मजदूर मध, काफी अरसे से यह माग कर रहे हैं कि उन्हें मान्यता प्रदान की जाय। सरकार ने नियम बनाया कि एक लाख की मेम्बरी हो, एक से ज्यादा प्रान्तों में हो और एक से ज्यादा धधे में हो तो उसे मान्यता मिल जानी चाहिये। अब हिन्द मजदूर पचायत के हम वक्त 4 लाख मेम्बरन है अखिल भारतीय मेम्बरन है, हर धधे में है, हर एक धधे में है लेकिन उसे मान्यता नहीं मिल रही है जबकि यू० टी० यू० सी० में 8000 मेम्बरन होने में मान्यता दे दी है। लेकिन हिन्द मजदूर पचायत की अर्जी तो वैरिफाई करने का काम भी अभी तक सरकार ने पूरा नहीं किया। वही चार लोगों में जाकर पूछा कि भाई यह नय लोग आ रहे हैं, क्या करें? यह रजिक्लियर क्लब बना रहे हैं। हम चार ता है ही कोई नया और क्यों आये? नये लोगों के लिय दरवाजे बन्द हैं। मैं चाहता हूँ कि मंत्री महोदय यहाँ पर हम बात को बिलकूल माफ कहे कि जो नियम है केन्द्रीय संगठनों के बारे में, जो नियम आप ने खुद बनाया, आपके त्रिपक्षीय सम्मेलन में बनाया है उस नियम को तत्काल अमल में लाइये। जो मान्यता प्राप्त करने लायक संगठन है उनको मान्यता देने का काम सरकार तत्काल कर और इस रीति से एक नई नीति बना कर इस काम को वह आगे बढ़ाये।

इन माग के सम्बन्ध में मैं इतना कहना चाहता हूँ।

श्री स्वतंत्र सिंह कोठर (मन्दसौर)  
जितनी ज्यादा यूनियन होगी, उतनी ही ज्यादा वे लड़ेंगी। इसके बारे में माननीय सदस्य को क्या कहना है?

**The Minister of State in the Ministry of Labour, Employment and Rehabilitation (Shri L. N. Mishra):**

While my senior and respected colleague, Hathiji, will meet the number of points raised by the hon. members here, I will seek your indulgence and the permission of this House to share some of my thoughts with you for a few minutes.

श्री हुकम चन्द कछवाय : श्री मिश्र जी तो अच्छी हिन्दी जानते हैं । एक मंत्री तो कम से कम हिन्दी बोले, दूसरे मंत्री चाहें तो अंग्रेजी बोल लें ।

**Mr. Deputy-Speaker:** Let him have his own choice.

**Shri L. N. Mishra:** As you are aware, the nation and the Government, as also the Congress Party, have one clearcut objective before us, that is, the establishment of a socialist society in this country. The Labour Ministry especially is working in that direction. We want to achieve a socialist society not only in a progressive and orderly manner, but as quickly as possible. We are not in a position therefore to ignore the interest of the working class. As a matter of fact, we stand for protecting the interests of the working class, to champion the cause of the working class. Therefore, Mr. Fernandes should have no doubt about our objective or purpose. As a matter of fact, the record of this ministry of the last 20 years will show that we have tried to bring out a number of progressive legislations to serve the cause of the working class.

But unfortunately the working class is passing through difficult times. Their standard of living is coming down. Their wages are failing to keep pace with the rise in prices. It seems that the economic situation that has overtaken us today will not permit us even to ensure minimum wages to the working class for some-

time. We are placed in a very difficult situation.

In this background, the argument is raised that there should be some kind of wage freeze, because an increase in wages, according to them, will lead to inflationary tendencies, more of purchasing power in the hands of the working class. This is a strange argument.

I am not one of those who accept this argument. I am opposed to this idea of wage freeze as all the hon. members of the House who have participated in the debate are. There cannot be a wage freeze before a price freeze, before a profit freeze. You allow prices and profits to climb as high as possible and you want a wage freeze. It is impossible in a country and society which has decided to establish a socialist society. Therefore, there should not be any doubt about it. We do not want to have a wage freeze. The working class leaders and leaders of the trade union movement should have no doubts that this Government will in any way be a party to the idea of a wage freeze without achieving a price freeze and profit freeze first.

Why is the standard of living coming down? Why are we opposed to this idea of wage freeze? It is based on our experience. As I said there can be no wage freeze before you control prices. Our experience is that we have not been able to control the prices so far. Our administrative machinery, I confess, has failed to control the prices. Only 3½ years ago, in May, 1964, if you take 1950 as the base year, the wholesale price index was about 127; today it is 212. In 14 years from 1950 to 1964 there was a rise by 27 points, but in 3-1/2 years from 1964 to 1967 this has risen by 85 points that is, when the rise was two points per year on an average before, today it is 28 points per year. In view of this situation, how can we have a wage freeze, before we

[Shri L. N. Mishra]

achieve price control and profit control.

We are one of those who believe that this cannot be achieved unless the Government has got an effective voice in the credit and investment policy of the banks. Therefore, my party has decided that we will have social control of the banks and unless there is social control of the banks, unless the Government has got effective control on the credit and investment policy of the banks, we will not be able to hold price line.

**Shri Piloo Mody** (Godhra): Absolute nonsense.

**Shri L. N. Mishra:** Therefore, in the interests of the economy, we need control over banks, especially in view of the fact that, as you know, the characteristic feature of the banking institutions in this country is that most of the banks are controlled by a few financial houses. This is the worst part of the situation. Therefore, we stand for social control of banks. What is needed at the moment is not this wage freeze; what is needed is to implement the decision and the declaration of the Congress Party, to have social control of banks.

Mr. Fernandes talked about collective bargaining power. Is it for the Government to provide them that power? Want of collective power in the hands of workers is our difficulty also we are faced with this difficulty, that we cannot protect the interests of the working class because the working class lacks this important tool in their hands. If they have effective collective bargaining power in their hands, their cause will not suffer. The working class have been suffering because they lack this. We want them to be strengthened, we want the trade union movement of this country to be strengthened and united. Mr. Fernandes was talking of a fifth or sixth trade union organisation. If they want, let them have,

but they must realise that they need a united trade union movement in this country.

What is the real difficulty of the Government? Their main difficulty is that there is a divided trade union movement, trade union rivalry. This situation does not help us to achieve our objective. Therefore, I will plead with the leaders of the working class, of the trade union movement, to sit together and stop this rivalry.

It is correct that they have got more of political bias and this is natural especially in view of the fact that the trade union organisations in this country have not grown out of industrial revolution as in other advanced countries in India, it has given more out of the political movement. Therefore, it is natural to have some political bias.

But things have to change now, the trade union leaders have to take into account the changing situation in the country. As democrats as Congressmen and people who believe in socialism and democracy, we want it to be strengthened. Experience of other countries and the lesson of history shows that wherever the trade union movement has been strengthened, democracy has survived many attacks, and wherever the trade union movement has failed, democracy has also failed. Therefore, in the interests of democracy we want this to grow. So long as we are in power in this country, we would like to help the working class to organise themselves.

What is their difficulty? They have no trained cadre of workers at the moment. They have to have training institutes, and the Government will come forward to help them in having a number of training institutes. They should have a research cell of people knowing their problems.

What is our experience today? We have appointed a number of wage



boards I will not hesitate to say that the case of the working class has gone by default in many cases. They have not been able to put their case in the right manner. The management is much better organised and they have been able to put their case much better than the working class. Therefore they must have a research cell. Government will help them to develop this wing in their organisation to fight the present situation and meet their counterpart the management. Unless they do so it is not fair to depend upon the government alone for solution of the many problems that they have. Experience of the other countries shows that both government and political parties depend and upon the trade union movement to a considerable extent. Every political party tries to have proper relations with the trade unions. The Labour Party in Britain cannot do without having proper relations with the trade union organisation in that country. In America also there are to central organisations of labourers and they have got tremendous effect and they can influence the policy of the Government. Here the trade union movement has failed to do so.

With growing industrialisation of the country the number of the working class will grow manifold. Today there are four million workers and if we take into consideration their families the number will come to two crores. After some time when the number of workers will rise to ten million workers as organised labour, their total strength will be ten crores, if we include their families. They will have an effective voice in the politics of the country if they get themselves properly organised. It is also in the interest of the government because we believe in the achievement of a socialist society in the country. We do not want to be subjected to this kind of criticism coming from that class of people who are not friendly towards our policy of Socialism. Therefore, they should stand by us and help us by having a healthy trade union movement in this country.

Shri S Kundu (Balasore) May I ask the Minister to reply to the specific points? He is making a speech, there are different places for making speeches. But points have been raised and he should reply to those points. Instead he is talking about the form of the trade union and socialism and all that. They are good things. But let him first reply to the specific points. We have been fed up with such sort of polymics. Then, Mr Hathu also will reply.

Mr Deputy Speaker He is stating the background of the labour policy in broad terms.

Shri S Kundu The country needs action—it is not interested in background historical or cultural.

Shri Pileo Mody So far, we have had thirteen speeches from the minister giving background. There is so much background that there is no place left for any foreground.

Shri L N Mishra I will finish with one point. Yesterday and today also, they said that the public sector was the sick child of our industry. There is a strong lobby against the public sector both inside and outside the House. But I shall deal only with the industrial relations in the public sector. The arguments that had been advanced yesterday against the public sector were the public sector undertakings are wasteful, their profitability is low, they are badly managed, the investment in them is out of proportion to their requirements, they constitute monopolies in another form, they are poor examples of industrial relations.

Shri Ranga (Srikakulam) Hear hear.

Shri L N Mishra This is what you have said—not I. (Interruptions) There could be nothing further from truth than these arguments. These are not based on facts. Having gone through the teething troubles in the initial stages the public sector has

[Shri L. N. Mishra]

come of age in the matter of industrial relations and the implementation of various laws and the adoption of a large number of progressive labour practices I can illustrate my point with one example The mandays lost in 1964 as a result of industrial disputes in manufacturing type of public sector enterprises were 2.53 lakhs. In 1965 it was only 45,000—a reduction of 82 per cent In the same year, in 1965, the number of mandays lost in private sector was 57.65 lakhs

This becomes more significant when we take into account the number of workers employed in the public sector which is 92 lakhs compared to only 52 lakhs in the private sector. Then again, there are a number of committees the committee on public accounts, on public undertakings and also the estimates committee—they go into all aspects of the public sector. But the private sector is not open to any such public probe or public criticism. Recently, we have had special evaluation studies made in certain public sector undertakings. 20 such studies made so far show that the implementation of labour legislation in these undertakings is satisfactory and they have adopted many progressive labour practices. In the matter of welfare facilities for their employees—statutory as well as voluntary—they are head and shoulder above the private sector and of late the public sector managements by and large, have been striving to achieve a congenial atmosphere in the field of labour-management relations.

Lastly, Sir, we are committed to the expansion of the public sector. We are determined to have public sector to break the private monopolies in this country. Philosophically and ideologically, we are committed to this idea. We might have had initial difficulties but we will not stop the expansion of the public sector. We are also determined to make them model employers. I would not like to take more the time of the House. Those

who had criticised the public sector should also take into account the atmosphere prevailing in the country and the demand of the nation.

**Shrimati Lakshminathanamma (Khammam)** Shrimati Sucheta Kripalani referred in her speech to the participation of labour in the management. Will the hon. Minister reply to that point, at least in so far as it relates to the public sector undertakings?

**Shri Umanath (Pudukkotta)** Shri Hathi will reply to that.

15.27 hrs.

[SHRI S. M. JOSHI in the Chair]

**Shri S. Kandappan (Mettur)** Invariably, every speaker who preceded me has made a reference to gherao. The DMK's policy has been made amply clear. Our labour Minister who happens to be the law minister also has said in no uncertain terms that these gheraos have no place in modern society, that these are very primitive tactics which could not be tolerated in a decent, modern society. It is time that this infection spreading like wild fire is stopped. I do not think the labour legislation in this country can be given effect to without a proper atmosphere. When I say so, I am fully aware of the fact that the labour unrest which provokes these evils are due to Government's apathy and its incapacity to implement the labour laws. The hon. Minister was very eloquent about progressive legislation, socialist ideologies and all that. If socialism means the protection of the toiling millions against the vested interests, the greatest enemy of socialism is Congress itself. By aligning themselves with big business and by abject dependence on the moneyed people for their electioneering, they have forfeited their moral right, they have no stamina to stand up to their own legislation when it comes to adjudication or mediation in the labour disputes on whenever the management does not observe the laws. It also hap-

pena that they are not in a position to give effect to their own legislation, they do not want to bring them to book nor have they will and power to take up the management in their hands

Unless they do this, the labour trouble in this country will not end. They set a bad example by their own mismanagement of the public sector undertakings. Nobody here could dub me as being against the public sector. If there is any State in India which goes in very honesty and seriously for them it is our Government in Madras. But at the same time, we cannot shut our eyes to the shortcomings of the public sector. That is rather damaging and demoralising. Here I would like to quote one small news item which appeared in the Hindu of Madras, dated 17th July, under the title "Disregard of labour law, in Government firms." I am quoting that paragraph in full. It reads:

A majority of the public sector undertakings have been found guilty of disregarding labour laws supposed to be in force in industrial and commercial concerns to safeguard the workers' interests. A study group which conducted a survey of 14 public sector undertakings have cited among the reasons for this malaise, lack of managerial talents and strained relations between top management personnel and the State Government officials."

This is a very serious matter. I think the Government should pay some attention to this point. Unless they set right the industries in their own home they have no moral right to expect that the private sector managements should be run on healthy lines. I feel very strongly on this point. By mismanagement of their affairs, they have set a bad example, not only that. They are bringing down the very ideology into disrepute.

Now, I am very happy that the Minister has clarified the position

about wage freeze. But I do not understand why this irresponsible talk is going on at the Cabinet level. It appeared in the papers that the Government is seriously seized of this problem. There is already enough labour trouble in this country and so let them not add to the trouble that is already there, by resorting to loose talk. That is my only plea. If they want to have a wage freeze, it must be preceded by a price freeze on essential commodities. We cannot just imagine how the Government, in its responsibility can talk of wage freeze disregarding the labour feelings outside.

I come to another point in this connection. It is with regard to the disparity in pay scales between the Central Government and the State Government employees. It is high time that the Government did something about this. I very strongly feel that when you are talking of integration, one nation, and all that, you are discriminating between the employees of a similar cadre. The employees of the Central Government in Madras go to the same shop where the State Government employees also go to make purchase for their day-to-day needs. It would be absurd to discriminate between the two whatever the Government may say or think. I think something must be done and the Labour Minister should take the initiative in this regard to see that the employees of the Central Government as well as the State Governments are put on a par. At least this wide gulf that exists in certain sectors should be bridged to some extent.

I would like to make a few observations with regard to rehabilitation. I find not many speakers interested in this topic, but coming from Tamilnad, we are much agitated over the incoming people from Ceylon. I find that a huge amount totalling to the tune of Rs 477.44 crores has been spent for the rehabilitation of the refugees, of which the grants alone

[Shri S Kandappan]

total to about Rs 213.56 crores, particularly for the East Pakistan and West Pakistan refugees I should think that this grant is a little on the high side if the Government had taken proper care and had a proper planning, I think it should have better spent this amount on rehabilitation, instead of giving ad hoc grants. Comparable to this, so far, the amount spent on the evacuees from Mozambique, Ceylon and Burma, comes to Rs 239 crores of which a considerable portion has spent on the resettlement of 2,300 families from Mozambique in Gujarat and a little amount on the Burmese repatriates. The total number of Burmese repatriates who have left Burma so far for India is about 155,158, of which Madras alone has got an influx of 82,442 people. There is a little discrepancy in this figure because I find from the papers that the Chief Minister of Madras has given out a figure which is a little higher than this, it is 82,755. I find from the report of the Central Government itself that they have so far rehabilitated 45,000 people only. It is one-third of the total that have so far come to India. I do not know what happened to the other two-thirds. Madras alone has got about 82,000 odd. It is criminal negligence on the part of the Central Government that they have not taken any step to see that the repatriates from Burma are properly rehabilitated.

Yesterday, in the Legislative Assembly of Tamilnad, in answer to a question, our Chief Minister has made a very pointed remark to this particular issue. I am quoting from the 'Statesman' dated today. It says under the heading, "Central fund urged for Burma refugees", as follows:

"The Chief Minister, Mr. Annadurai, today called for a fund from the Centre for the relief and rehabilitation of refugees from Burma. Mr. Annadurai said the Centre should give the matter its urgent attention. He said the State Government have already urged

the Centre to compensate the evacuees from Burma."

In spite of repeated calls, requests, from the State, the Central Government is not at all moving in this particular direction. Particularly I regret that the Central Government has not taken any initiative to sound the Burmese Government with regard to the suggestion made by our Chief Minister sometime ago that in lieu of the cash compensation agreed to by the Burmese Govt we can get rice. I do not know whether this matter has ever been taken up with the Burmese Government. No indication to that effect has come from the Central Government. So, I want to urge on the Central Government the need to pay attention to this matter. After all, the people who have been living there were having a better standard of life than they are having here in India today. Many refugees whom we have come across on the platforms in Madras city, cowering and crawling, and begging, tell us tales of woe and sorrow, and they feel very much for the life that they had been leading in Burma. It is really pitiful, and most of them are people engaged in trade. In this connection, I would like to make one suggestion. The Government of India has got an Industrial Corporation—the Rehabilitation Industries Corporation—which was formed in 1959, to find employment for the evacuees from East Pakistan at that time. I think the functioning of this Corporation can be widened and if they could put in more funds in it and start some industries there in Tamilnad, it would be very much helpful for these repatriated people from Burma. Anyway, something must be done immediately and without delay. Otherwise, it would become more difficult, since they are already stranded. I hope the Government would look into this matter and that the Minister, Mr. Nathi, while replying will say something as to what step they are actually taking with regard to this matter.

Another vital thing is about the Tamilians from Ceylon. This is a very serious matter in this case, there is a difference between the immigrants from other places and the people who would be coming from Ceylon. I say this because in other places, it is due to the circumstances beyond our control. For example, in Burma, it is the nationalisation policy of the Government there that has led to the evacuation of a large number of people from there, and our hostilities with Pakistan led to the evacuation of quite a number of people from that side. But in this case it is not the people who volunteered or pressurised to leave Ceylon, but it is the Government, on its own responsibility, entered into some agreement with Ceylon, to placate the Government there we do not know for what reasons, probably the reasons are best known to themselves. They have entered into some agreement and they have promised that they are prepared to take 5,25,000 Tamilians from there. This is a very serious matter. Tamilians in Ceylon were not at all consulted, the people were not parties to this agreement. Nor they have consulted the Tamilians here in India. But you, at the Government level, had some talks with Ceylon and have come to some agreement, entered into some agreement. You are taking an onerous responsibility of giving a living to these 5 lakhs odd people there. They are well occupied and earning their livelihood by the sweat of their brow. If they are brought here, scattered all over India in small pockets and given doles, that would be the blackest day in the history of Tamilians. Those who are coming should be enabled to earn their living as soon as they arrive in the mainland in an honourable and self-respecting way. I feel the Government of India is thinking on very dangerous lines, i.e. rehabilitating these people in various States in small pockets. I do not think it would help. In the past, when refugees from Pakistan were settled in some districts in Madras, they felt that they were uprooted and they

were not able to reconcile themselves to the surroundings. They found the social and cultural atmosphere quite different. So, without giving any notice, all the people settled in camps in Tamilnad left within a few weeks. I am afraid the same thing will happen if you try to settle the Tamilians in various pockets.

In this connection I have a few suggestions to make. Government is thinking of having rubber and tea plantations in Andamans. I would urge the minister to consider seriously going in for big schemes. I have been to those islands and I know there is a vast potential to be developed there. In fact a pilot project was taken up and it was found that we can raise tea plantations there on a commercial basis. In one place I found one old rubber plantation rotting without proper attention. So there is scope for rubber and tea plantations there. Also the soil in Nicobar islands is very fertile, I am told. Government should try a very big scheme. It would be better if the people from Ceylon are rightaway brought to the islands instead of to the mainland. Mostly they are working in plantations in Ceylon. Some project can be drawn up and taken in hand immediately, so that they can be brought and settled in the islands. They can be brought in a phased programme. After all, all the 5 lakhs are not going to come at a time.

That would be a wise thing to do than augmenting the already crowded population of Tamilnad. I would urge on the minister to give proper attention to this matter. If a study team is set up and if the rehabilitation Ministry can take up the matter seriously, they can do something. It would also indirectly help the islands. Now they are not self-sustaining. Even for day-to-day things they depend on the mainland. Unless you populate these islands and see that they are self-sustaining, it would be a drag on the economy of our country.

[Shri S Kandappan]

So, this would be the best solution if the Government can implement it

freeze in profits with greedy businessmen

Shri P. K Ghosh (Ranchi) Sir, before I start my speech, I want to read out a few lines from the Ministry's report

'The country lost 105 million man-days in 1966 on account of strikes and lock-outs in industry as compared to 69 million man days in 1965

It is not that the workers have become unruly within so short a time. We have to think why the number of strikes and indiscipline in industries are growing. It is because of the deteriorating economic condition of the employees. Prices are going up day by day. But there is no intention on the part of the employer whether in public sector or in private sector to compensate the employees to the extent of the rise in prices. When the prices go up the atmosphere is better for the industries to make more profits. But they deprive the employees of their legitimate demand of wages. That is why there is dissatisfaction and employees are compelled to go on strike and resort to other measures to get their demands instead of collective bargaining.

The public sector undertakings are making a loss. But it is not due to labour. It is due to mismanagement and rampant corruption. I would request the Labour Ministry to take more powers, so that they can prevail upon the management to give the employees a proper wage in keeping with the rise in prices.

I am very glad that the Minister of State for Labour and Employment has announced that there will be no freeze in wages until there is a freeze in prices and profits. Let me tell him that it is impossible to have a price-freeze with the set of corrupt officials we have and also to have a

The employees have rejected the Gajendragadkar Commission's report on DA. Government should take note of this and take a reasonable decision in a short time. Some friends say, whenever there is rise in wages, there is inflation and rise in prices. It is wrong. Whenever we pay the employees by resorting to deficit financing, there is bound to be rise in prices. But if we find funds from other sources like checking evasion of taxes and pay the employees higher DA out of that there is no chance of prices going up.

During the last few months we have witnessed a large number of gheraos especially in West Bengal. This is an unconstitutional movement. If it is not nipped in the bud, it is not only going to strike at the very root of the trade union movement but also undermine democracy and democratic way of life. At the same time, we should see the circumstances in which gheraos take place and create a climate where there is no necessity for gheraos. If we study the reasons for gheraos, in many cases we find that the management has repeatedly ignored the demands of the employees and refused to implement the directives of the labour tribunals and the labour department. Therefore I suggest that the Labour Ministry should have more powers to see that their directives and the directives of labour tribunals are implemented by the management both in the public and private sector enterprises.

The public undertakings mostly defy the directives of the labour department.

As an example, I am citing the case of NCDC Ranchi. On 21-9-1965 the management signed a tripartite agreement and agreed to pay bonus from 1961-62. But they did not honour that agreement at all. The employees'

union took up the matter with the Department of Labour and Employment. The Department of Labour and Employment issued a directive that since an agreement had been reached they should pay the bonus. This was issued in their letter dated 13-2-1966. They directed that the bonus should be paid from 1961-62 onwards. But because it is a public undertaking the management did not care to pay any heed to this directive of the Department of Labour. Again, on 6-5-1967 the Secretary of the Ministry of Steel, Mines and Metals went to Ranchi and again committed that bonus should be paid to the employees from the year 1962-63 onwards. The employees considering the bad financial position of the corporation decided to forgo the bonus for 1961-62. Even then the management is not paying this bonus. They say, we cannot pay any bonus you should accept an *ex-gratia* payment. In many cases since the NCDC management has failed to honour the commitments made by them in the past.

Previously they agreed to implement the recommendation of the Second Pay Commission. This was in the year 1961. But they have now backed out from that agreement. In the year 1961 the prices were much lower. At least from 1961 you will agree the prices have gone up by hundred per cent. If the recommendation of the Second Pay Commission is implemented the employees will get a small rise in their salaries. But even today after six years, they are not prepared to implement the recommendation of the Second Pay Commission.

As many of my hon friends know the employees of the headquarters of NCDC have gone on a pen-down strike from 14th June, 1967. They went on strike due to non-payment of drought relief loan. Drought relief loan has been paid by all public undertakings and government departments in that area. But the NCDC because they want to penalise the

employees' union, did not agree to pay this relief loan on the plea that it has no funds. I told the Acting Chairman and the Financial Controller that if they had any difficulties they should call the employees before them and tell them their difficulties and limitations and ask them to wait. I assured them that if they told the employees their difficulties the strike would be called off the next day. But the strike is still continuing, because the Financial Controller said that he was not going to talk to these people. This sort of bureaucratic attitude is not going to lead the country anywhere.

When the strike was going on when dissatisfaction and agitation was on in the head office they discharged five employees in the Gidi colliery. As a result of that strike started in the Gidi colliery and in some of the drilling camps. Employees of some other establishments of the NCDC have already given notice of strike or they have already observed token strike. Unless a settlement is brought about within a short time they will also go on strike. But I find there is no move on the part of the management to settle this matter. About a month has passed and the country is losing every day Rs 2 lakhs. I approached the Ministry so many times. The Ministry is callous. They do not move in the matter. It is very unfortunate that the Minister is being guided by the officials and whatever reports they give the Minister accepts.

The reason why this particular employees' union is being sought to be crushed down by the management is that this particular union submitted a number of memoranda to the Ministry of Labour and Employment to the Ministry of Home Affairs to the Prime Minister, to the Ministry of Steel, Mines and Metals and also to the CBI enumerating a large number of specific cases of corruption, misappropriation and negligence on the part of top officials. That is why they feel that if there is a settlement

(Shri P K Ghosh)

the eyes of the Government will fall on these corrupt officials and therefore they do not want to settle with these people and they want to crush them down. I may tell you, Sir, that some goondas were brought from some other collieries to Ranchi to murder the active members of this association. You may also know, Sir, that some lethal weapons were found in the cars of some of the top officials of the NCDC. I may tell you that the NCDC has paid Rs 10,500 for defending the case of the goondas. Therefore I feel very strongly that it is very necessary the Labour Minister should interfere in the matter and bring about an early settlement.

I have approached the Minister of Steel Mines and Metals so many times. I have tried to give him the correct picture. But it is unfortunate that this Minister is being guided by the officials who are themselves corrupt. They have also corrupted the officials in the Ministry who in turn advise the Minister. The Minister is guided by the advice of these officials. He has never even cared to go to Ranchi and find out the actual position there.

I would suggest that the Labour Minister should bring in a legislation before the House to see that no political party should interfere or take part in the activities or hold charge of any labour organisation. It is the political parties which sometimes instigate the labourers and induce them to go on strike on flimsy grounds. I am sure if the political parties lay off their hands from the labour organisations the number of strikes will go down and the country which is losing so much today due to strikes will not lose that much as it is losing today.

Another thing I would like to point out is that we should allow the labourers to organise themselves. Let them organise themselves. Whenever they are in the right we should sup-

port them, whenever we find that they are in the wrong we should not support them. Now the political parties, in their own interest, to gain cheap popularity, support the labourers even if they are in the wrong.

Shri Umanath. The Congress Party is also a political party.

Shri P K Ghosh. It will be applicable to all the parties.

16 hrs.

Recently, there was a strike in the office of the Accountant-General, Bihar, Ranchi. I know the officer who was involved in it. He is well known in Ranchi for his misbehaviour to the employees. Everyone knows it. What happened was that when somebody came to meet one of the employees there in the presence of that outsider he misbehaved with that employee. When an outsider comes and if you want to say something to an employee, you should call him separately and take him to task. But here in the presence of an outsider, this poor employee was insulted by this officer and, naturally, the employees got agitated and they insulted the officer. But later on, the employees said, "We are very sorry. We naturally got agitated and we beg your pardon for whatever we did. The officer also apologised to the employees. The matter was settled. Then the Accountant-General Bihar intervened in the matter. The settled matter was unsettled by him. He called the officer in his chamber and told him, "You should not allow these things to go on." He called the police and got a FIR entered by the officer. He was not prepared to do so but he was forced to do so. He instituted a case and suspended 12 employees, unnecessarily, and later on he also suspended another employee and discharged the Assistant Secretary of the Union there. The Union was de-recognised, as a result of all these there was a strike for 10 or 12 days. There was no necessity of all this. I would



request the Finance Minister also to look into the matter

Shri Ha hi: I am glad he has saved the Labour Minister

Shri P. K. Ghosh: I would request him to see that the AG Bihar is transferred immediately

श्री मुहम्मद इस्माइल (बैरकपुर)  
समापति महोदय, समय बहुत कम है और समस्यायें बहुत अधिक हैं। लेबर मन्त्रालय की बजट सम्बन्धी भागों पर कुछ बोलने से पहले मैं यह कहना चाहूंगा कि यह मन्त्रालय एक अनाथ मन्त्रालय है। इस अनाथ मन्त्रालय के ऊपर मैं विशेष बोलना नहीं चाहता हूँ क्योंकि उनमें ऐसी शक्ति नहीं है कि वह कुछ कर सके। यह जो भावना सभी में प्रकट की है यही भावना इस देश के करोड़ों मजदूरों की इस मन्त्रालय के बारे में है। पिछले बीस सालों में हमारा यह तजुर्बा रहा है।

जहाँ तक लेबर पालिसी का ताल्लुक है यह लेबर पालिसी हिन्दुस्तान की सरकार तय करती है। आज अगर् मजदूरों को यह समझाया जाय कि हमने नेबर पालिसी तय की है तो उसके लिए सब से पहले किम चीज के होने की जरूरत है? जब तक एक मैजिनल वेज पालिसी नहीं रखी जाती कि हिन्दुस्तान में मजदूरों की कम से कम क्या तनख्वाह होगी तब तक यह कैसे कहा जा सकता है कि इस सरकार ने कोई लेबर पालिसी तय की है। यह दुख का विषय है कि आजादी प्राप्ति के इन 20 सालों के अन्दर यह काम नहीं किया गया है। वह सब से बड़ी चीज है। इसके न रहते हुए किस तरीके से अग्य मजदूरों को अपनी लेबर पालिसी समझा सकेंगे ?

दूसरी बात मुझे यह कहनी है कि इस बीस सालों का जो इस देश के मजदूरों का तजुर्बा रहा है वह यह है कि आज तक मजदूरों की जो मिनिमम तनख्वाहें हैं वह एक सी नहीं हैं और मिनिमम उद्योगों में अलग अलग

हैं। उनमें एकस्यता नहीं है। इस बारे में ऐम्प्लायर्स को स्वाधीनता दी गई है। हमने इन चीजों में देखा है कि मजदूरों को कहा गया है कि तुम लड़ो और लड़ कर मासिकान की मजदूर करने जो चाहे करो। उसके लिए एजिटेसन करते हैं, फाइट करते हैं तब कहीं जाकर वह वेज बोर्ड बैठने की बात मानी जाती है। हालत यह हो ही है कि एक इन्स्टी में मजदूरों की जो तनख्वाह है दूसरी इन्स्टी में वह तनख्वाह उनको नहीं मिल रही है। एक प्राविन्स में जो तनख्वाह मजदूरों को मिल रही है दूसरे प्राविन्स में वह तनख्वाह नहीं मिलती है। हालत यहाँ तक है कि बंगाल में टेम्पटाइल इन्स्टी में जो वेजेज हैं बम्बई की टेम्पटाइल इन्स्टी में मजदूरों की तनख्वाहें उससे ज्यादा हैं जब कि दिल्ली में कुछ उससे कम हैं। इसी तरीके की हालत तमाम उद्योगों में है। ऐसी नाबराबरी के रहने हुए कैसे समझा जाय कि इस सरकार की कोई एन लेबर पालिसी है? चाय बागान में काम कर रहे मजदूरों में जब अपने वेतन के लिए सड़ाई की जब मासिकों को मजदूर किया उस वक्त सरकार ने वहाँ वेज बोर्ड बैठा दिया। वेज बोर्ड में जो फैसला किया। उस बज बोर्ड की सिफारिशों को अमल में लाने के लिए सरकार की ताकत और हिम्मत नहीं थी। उस के लिए लड़ना पड़ा, लड़ाई करनी पड़ी और मजदूर करना पड़ा। बंगाल में जूट हमारा व में जड़ा फौरेन एक्सचेंज अगर् है अगर वहाँ के जो जूट ऐम्प्लायर्स हैं व क्या कर रहे हैं इस चीज का सरकार को पता नहीं है और व महूब फौरेन एक्सचेंज करने की बात ही सोचती है। वहाँ के ऐम्प्लायर्स को इन 20 सालों में इतनी ताकत दी गई है कि आज तक वहाँ पर करीब करीब 2 लाख 45 हजार के अन्दर करीब करीब आज 50 हजार आधमी ऐसे हैं जिनको टेम्पोरेरी बर्ली कहा जाता है। उनके कोई राइट्स नहीं हैं। राइट्स सिर्फ वही हैं कि अरस्तू बरस काम करते रहें और काम करने

[श्री मृ.ममद इत्यादिल]

के बाद जिस दिन भी एम्प्लायर्स की मर्जी हो उस दिन वह निकास दिये जाते हैं। उसके लिए बोर्ड बना, स्ट्राइक हुई। बोर्ड की सिफारिश भी हुई कि यह बदली टैम्पोरेरी लेबर परमानेंट की जाय क्योंकि यह 10-15 साल से काम करते आ रहे हैं लेकिन वह सिफारिश भी अमल में नहीं आई। अब आप ही बतलाइये कि आज जूट व्यवसाय में लगे 2-3 लाख मजदूरों को केन्द्र की लेबर पालिसी किस तरीके से समझाई जाय ? इसीलिए मैं कहना हूँ कि केन्द्र की लेबर पालिसी में तमाम एम्प्लायर्स को इन 20 सालों में छुट दे दी गई है कि अगर मजदूर लड़े तो मिले बरना न लड़े तो चुप बैठो। यह पालिसी अख्तियार की गई है। इसलिए यह वेजेंज ठीक नहीं है और वेजेंज में डिफरेंस है, सब जगह अलग अलग है। बम्बई में जाते हैं तो देखते हैं कि फिटर को एक तनख्वाह मिलती है, दिल्ली में कुछ और ही मिलती है और बंगाल में दूसरी ही मिलती है। अलग अलग जगह एक ही तरह के नेचर को अलग अलग तनखाह मिलती है।

इजीनियरिंग उद्योग के लिए एक बेज बोर्ड बैठाया गया लेकिन वह बेज बोर्ड भी अपने आप से नहीं बैठाया गया है। ऐसा नहीं है कि सरकार की पालिसी बेज बाद बंधाने की है इसलिए अपने आप बैठा दिया गया हो। उस वे लिए हड़ताल करनी पड़ी उसके लिए लड़ाई करनी पड़ी, महीनों उनका लड़ना पडा, आखिर में स्ट्राइक भी करनी पड़ी तब जाकर इजीनियरिंग इंडस्ट्री के लिए बेज बोर्ड बैठा। उसके बाद बेज बोर्ड की जो सिफारिशें हुई उनको अमल में लाने का काम इंडस्ट्री पर ही छोड़ दिया गया कि जहां एम्प्लायर चाहें उसे इम्प्लीमेंट कर ले। उस पर अमल कराने के लिए भी मजदूरों को लड़ाई करनी पड़ती है, डबे खाकर नौकरियां कुछ की जाने के बाद उन्होंने उसे इम्प्लीमेंट कराया है। अभी भी प्राधे के करीब अमल होना बाकी है। ऐसी हालत

में कैसे मजदूरवर्ग समझ सकता है कि इस सरकार की कोई लेबर पालिसी है ? हासत यह है कि उसको अपने ऐंबाईंस को इम्प्लीमेंट करने की पुरसत नहीं है और मजदूरों को उस पर अमल कराने के लिए लड़ाई लड़नी पड़ती है।

आज कोल माइंस में क्या हालत है, वहां पर भी बेज बोर्ड बैठा पांच वर्ष पहले। वहां भी लड़ाई करनी पड़ी तब जाकर यह बेज बोर्ड बैठा। पांच वर्ष के बाद फरवरी में उसकी सिफारिशें निकली। उनको निकले अब आठ महीने हो रहे हैं लेकिन अभी तक उन पर कोई अमल नहीं हुआ। फिर गोएलेरीजके मजदूरों ने कहा कि अगर उन पर इम्प्लीमेंटेशन नहीं होगा तो हम लड़ाई करेंगे और स्ट्राइक करेंगे। आप कहते हैं कि यह मत करो, गैर कानूनी हो जायगा। आप इन्टरबेनन करने को सोच रहे हैं। एम्प्लायर ने क्या फी ला किया है कि जनवरी तक चुप रहिये, उसके बाद हम ठीक कर देंगे, और यह सरकार जो है वह एम्प्लायर के सामने मरनेंवर कर देगी। लेकिन सही बात यह है कि कोनियरी के मजदूर लड़ कर इस चीज को लेंगे। यह साफ बात है और मैं अभी से आप को यह बतला देना चाहता हूँ वहां पर मालिकों का राज है। बीस वर्षों तक इस काप्रेस की सरकार ने मालिकों के राज को वायम रखने के लिये लेबर और एम्प्लायर के बीच की इस पालिसी को रखा है। सब प्रांतों में काप्रेस सरकार मालिकों की सेवा करती आई है और आज भी उसी तरह से चल रही है।

सरकार की इस लेबर पालिसी को लोग कैसे समझ सकेगे जब सब चीजों के दाम बढ़ रहे हैं और सरकार कहती है कि वह उनको रोक नहीं सकती है। डिप्रेशन अलाउंस को इन्वीज्ड-प्राइस के साथ लिंक करने की नीति इस सरकार ने कहा अपनाई ? अगर इसके लिये मैं भी हाथी को गाली दू तो क्यों दूँ। मिनिस्टर आफ स्टेट को बुरा भला क्यों कहूँ।

उन्होंने तो कुछ नहीं किया। उनका इसमें क्या कुंभुर है? यह पूरी सरकार का कुंभुर है। केन्द्रीय सरकार की यह नीति है।

कुछ देर पहले माननीय सदस्य कहे रही थी कि हमारी लेबर पालिसी ठीक है। वह ऐडवाइज कर रही थी कि मजदूरों को मिला देना चाहिये, उनको समझाना चाहिये कि देश में प्रोडक्शन बढ़ाने से ही काम चल सकता है। प्रोडक्शन भी बढ़ा। लेकिन उनको मिला क्या? अब मजदूरों को रोक पाना बहुत मुश्किल है।

श्रीमती सुचेता कृपालानी: आप मेरी बात समझे नहीं। मैंने कहा था कि लेबर का हक सुरक्षित रहना चाहिये।

श्री: मुहम्मद इस्माइल: सुरक्षित रखा है इसी लिये तो जिन्दा हैं।

जहा तक लेबर पालिसी का ताल्लुक है, आप देखिये कि किम तरह से एम्प्लायर को छूट दी गई है। आप किसी इजीनियरिंग कारखाने को जा कर देख लीजिये। वहा पर कैंजुअल लेबर एक जनरल बात हो गई है। परमनेन्ट स्थानों पर कैंजुअल लेबर रखी जा रही है। क्या सरकार इसको जानती नहीं है? वह सब कुछ जानती है और जान बूझ कर यह चीज को जा रही है क्योंकि सरकार की पालिसी नीतिबिहीन पालिसी है। लेबर के बारे में उसकी कोई नीति नहीं है। मालिकों को छूट दी गई है कि वह कैंजुअल में लेबर को रखे। कैंजुअल का टेम्पोरेरी में बदला, टेम्पोरेरी को रिजर्व में बदला आज यह नियम एक प्रकार से लागू किया जा रहा है। देश भर में एम्प्लायर आज यही काम कर रहे हैं।

16.13 hrs.

[Mr. DEPUTY-SPEAKER in the Chair]

अब मैं बगाल के रिप्यूजीज के बारे में दो चार बातें कहना चाहता हूँ। यह बात बिस्कुल ठीक है कि हमारे देश का राजनीतिक तौर से बटवारा हुआ। लेकिन बटवारा होने के बाद हमारी सरकार की यह जिम्मेदारी हो गई है कि जो लोग भी बगाल में रिप्यूजीज

आये उनको रीहैबिलिटेड करने की जिम्मेदारी वह ले। रिप्यूजीज जो जगहों से आये। पंजाब में पश्चिम से रिप्यूजी आये और बंगाल में पूर्व से आये। हमारा केन्द्रीय सरकार ने पंजाब के मसखे का तो बहुत हद तक समाधान कर दिया, लेकिन बंगाल का मसला बीमा का वैसा ही है। आज इन रिप्यूजीज का मसला खतरनाक होता जा रहा है, जो कि लाखों की तादाद में हैं। यहा तक कि अभी हाल में जो लोग कैम्प में रहते थे और जिन्हें डोल मिलता था, उनका बिना खयाल किये हुए कैम्प को उठा दिया गया। मैं पूछना चाहता हूँ कि आखिर वह रिप्यूजी जायेंगे कहा? उन्हें रखा कहा जायगा? अभी तक उनका कोई इन्तजाम नहीं हुआ है। वह मारे मारे फिर रहें हैं। आप कैम्पो में जगह नहीं है और इमिग्रेट्स आये हुए है वह रेलों की जगहों पर इधर उधर फिर रहे हैं। उनके रीहैबिलिटेड करने के लिये कुछ नहीं हो रहा है।

हमारी बगाल की सरकार ने 1956 में स्क्वैटर्स कालोनी बनाई थी। उस वक्त जो आये हुए थे और जिन जिन की अमीन छिन गई थी उनके लिये एक नई कालोनी बनाई थी। उस समय केन्द्रीय सरकार को मदद देने की जरूरत थी और वह मान भी गई थी। लेकिन आज तक उन्हें पैसा नहीं मिला है। उसको दिलान की कोई बात ही नहीं हो रही है। मामला वैसे ही पडा हुआ है। उन रिप्यूजीज में हमारी मा बहने है। जो नई काटेज इस्टी बना कर उनमें उनको काम में रखा जा सकता था। अगर कैम्प कैम्प में उनके काम का इन्तजाम कर दिया जाता तो वह आसानी से बस सकती थी।

जहा तक एम्प्लायमेंट का सवाल है, जो इस्टीज है उनमें कहीं भी सरकार की तरफ से कोई चेप्टा नहीं है कि रिप्यूजी लडकों को वहा पर काम पर लगाया जायें। सरकार मोन भी देती है इस्टीज को नाकि वहा पर रिप्यूजी लडकों को लिया जाय।

[श्री मु. म्मद इन्-इडल]

रेकॉर्ड बहा पर रिफ्यूजी लडको को लेने का कोई क्लार्क इन्तजाम नहीं है।

बहा पर घेराव की बात बहुत उट्ठी है। फर्निचर आज घेराव क्यों होता है ? घेराव इसलिये होता है कि बीम वर्षों में मजदूरी के प्रति आपकी जो लेबर पालिसी है उसने असल में मजदूरी को घेराव सिखाया है हम ने घेराव नहीं सिखाया है, आप की नीति से सिखाया है। आप ने मजदूरी को इकट्टा किया है और कहा है 'क उनको जो लेना हो वह मालिकों से लड कर ले'। आखर मजदूर भी क्या करे ? मजदूर स्ट्राइक करने का मोटिव देता है, लडाई करता है और स्ट्राइक कर के बैठ जाता है। वह समझते है कि मालिक आखिर कयेंगे क्या। वह देगे नहीं तो जायेंगे कहा।

जहा तक बोनस का सवाल है, मजदूरी ने लड लड कर बोनस हासिल किया था जो पहले पाच छ महीने का बोनस मिलता था वह भी कम कर दिया गया। इसो तरह से जहा तक कोलियरीज का सवाल है, वहा के मजदूरी में जो विद्रोह है, जो गुस्सा है अगर कोई कानून के जरिये में उसको रोकना चाहेगा तो वह नहीं रोक सकेगा। स्ट्राइक जरूर होगी। बूकि यह उनके जिन्दा रहने का सवाल है इसलिये इसके बिवा और कुछ हो भी नहीं सकना।

उस तरफ के हमारे भाइया ने जो दो-चार बातें कही है उनको में याद विलाया चाहता हू कि पिछले बीस वर्षों में जो कांग्रेस सरकार को जो लेबर पालिसी थी, जिसको सिर्फ वही समझती थी और कोई नहीं, बीस वर्षों तक जो कुछ मजदूरी के साथ हुआ है, उसके बाद हम इसी नीतियों पर पहुंचे हैं कि यह सरकार मजदूरी के साथ की कोई बात नहीं करना चाहती है। अभी में मोडीनगर गया था। वहा मैंने देखा। 75 से 80 परसेन्ट आवामी टेम्पोरेरी हैं। पहले टेम्पोरेरी थे, फिर उसके बाद आठ महीने के लिये रहे,

उसके बाद छ महीने के लिये रहे और अब तीन तीन महीने के लिये रह गये हैं। इस तरह से करते करते उनको नौ दस वर्ष हो गये हैं लेकिन उनकी तरफ देखने वाला कोई नहीं है।

भाज भाइ० एन० टी० यू० सी० के जो भाई हैं उन्होने कुछ बातें कही हैं। हम देख रहे हैं कि जो घेराव की नीति बनी है वह हम ने नहीं बनाई है। कांग्रेस जो कुछ कर रही है उससे यह घेराव की नीति बन रही है। आज लोग उस और जा रहे हैं। जब तक यह नीतिया चलती रहेगी तब तक वह लोग घेराव की नीति से निकल नहीं सवेंगे। यह बात बिल्कुल साफ है।

Mr. Deputy-Speaker: Mr Tamaskar

Shri Umanath: There is a good news that the Government of Madhya Pradesh has fallen

Mr. Deputy-Speaker: Here we are concerned with Labour and Employment

Shri Umanath: I am not raising any question. It is a good news for us and a bad news for them. My point is this. The House would like to have a statement from the Government officially. I would like you to enquire from the Government whether they are making a statement today.

Mr. Deputy-Speaker: This is not the procedure. He may have heard some news about some State Government. Here, we are not concerned with it now. We are concerned only with Labour and Employment.

Shri S. Kandappan: You can ask the Government spokesmen to give us some information about it.

Mr. Deputy-Speaker: The hon. Member may resume his seat.

We are concerned only with Labour and Employment now. We are not concerned now with State Governments.

Shri S. Kundu: May I say one thing?

**Mr. Deputy-Speaker:** Let him resume his seat. Otherwise, his time will be reduced.

**Shri S. Kshetu:** The Madhya Pradesh Government is unemployed; the entire Madhya Pradesh Government is unemployed.

**Shri Dwaipayan Sen (Katwa):** Again, that kind of talk is going on

**Mr. Deputy-Speaker:** I would request hon Members not to bring in extraneous matters into this discussion.

Now Shri Tamaskar.

**श्री तामस्कर (धुर्ग)** उपाध्यक्ष महोदय, चूँकि बहुत से माननीय सदस्य बोलने वाले हैं इस वास्ते बोर्डे में ही समय में मैं अपनी बात खत्म कर दूँगा। जून तारीख को मैं खिलाई गया था। वहाँ पर जो घेराव की स्थिति चल रही थी उसको मैंने देखा। बहुत से घेराव करने वाले वहाँ पर बाहर से पहुँचे थे। उन्होंने 20 तारीख को वहाँ पर दो बसे जला डाली। अब आप देखें कि एक बस की कीमत नब्ब हजार होती है। एक उन्होंने पिक अप जला डाली और एक जीप जला डाली

एक माननीय सदस्य : मद्रास में जा कर देखो कितनी शोषणिया वहाँ जलाई गई है ?

**श्री तामस्कर :** मद्रास में क्या होता है इससे मुझे कोई मतलब नहीं है। मुझ तो अपने घर से मतलब है। हमारा घर ठीक रहे तो हमें करना क्या है।

देखना यह है कि सरकार की नीति लेबर यूनिवर्स को प्रति क्या है। अभी तक सरकार की नीति कंट्रोल यूनिवर्स बनाने की रही है। इससे बहुत ज्यादा गड़बड़ी हुई है। आप देखें कि यूनिवर्स प्रायः किस तरह से काम कर रही हैं ? इटक के जी जनरल सेक्टर हैं उनकी वो लाब की इन्फोर्सेस हैं। मैं जो चीजें हैं इनकी तरफ आपकी देखना चाहिये। मैंने से उनके पास इतना पैसा प्राप्त है इन्की आपकी देखना चाहिये।

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श्राप जो यूनिवर्स को कंट्रोल करते हैं वह गलत बात है। जिस की मैजोरिटी हो उसको श्रापको यूनिवर्स की कंट्रोल करने देना चाहिये उसको अपनी यूनिवर्स बनाने की श्रापको इजाजत देनी चाहिये। कंट्रोल यूनिवर्स बनाने का क्या मतलब है ? जिस तरह से कंट्रोल प्राज फील हो रहे हैं हर क्षेत्र में उसी तरह में यह कंट्रोल लेबर के फील्ड में भी फील हो रहा है और बुरी तरह फील हो रहा है। इटक के पास हँडलरी स्पेस जो बिस्किंग फंड के नाम से श्राप देते हैं उन के पास जमा पड़ा हुआ है। इसको मैं ज्यादा कहना नहीं चाहता हूँ।

As a responsible person I should not make an allegation unless I give something in writing earlier to the Speaker This is the rule

मैं मंत्री महोदय से कहना चाहता हूँ कि कंट्रोल यूनिवर्स जितनी हैं उनको श्राप जाने दीजिये, उनको मरने दीजिये। नैट दैम डाई देअर प्रोन डैथ। प्राज जिम की मैजोरिटी है उनको श्राप यूनिवर्स बनाने दीजिये। लेकिन प्राज देखा जाता है कि जो मिनिस्टर लोग हैं वे भी इटक के हाथों में खेलते हैं। मेरी प्रार्थना यह है कि इटक वाले भी यह जो घेराव चले हैं, यह जो घेराव की हवा चली है उसमें बह गए हैं और बहुत गड़बड़ी हो रही है, बहुत सी गड़बड़ी कर रहे हैं। हमारे नन्दा जी इटक से सम्बन्धित है। वह दो तीन दिन पहले यहाँ थे। लेकिन अब चले गये हैं, यहाँ बैठे हुए नहीं हैं। वह सरकार में हुआ करते थे। लेकिन मैं कहना चाहता हूँ कि श्राप इटक की गतिविधियों को भी देखें। मैं श्रापको अपने यहाँ की बात बताता हूँ। मेरे जो चुनाव में प्रतिद्वन्दी थे वह इटक के प्रधान थे, इटक से सम्बन्धित थे। वह आ नहीं सके हैं। वह हार गए हैं। इसलिए वह खुद या दूसरी की मीनैट सब शोर्ट करवा रहे हैं। इटक वाले और जो घेराव वाले यहाँ बैठे हुए हैं...

**Dr. Maitreyee Basu:** I take great objection to this. The man is not present here to protect himself. He is a defeated candidate. He is being maligned here.

**Mr. Deputy-Speaker:** He is not attacking any person, but he is talking about gheraos.

**Dr. Maitreyee Basu:** He is attacking a particular individual who is not here to defend himself.

श्री तामस्कर : मैं यह प्रश्न करना चाहता हूँ कि जितने भी डिस्ट्रिक्ट लोग थे वे सब मिल गए हैं और मिन कर उन्होंने काम करना शुरू कर दिया है। वे चुनाव जीत ला सके नहीं हैं लेकिन वे सब एक हो गए हैं। पहला काम उन्होंने यह किया है कि उन्होंने चार वीटिकल्स को जमाया। जनरल मैनेजर वहा के प्रगर भवन से काम नहीं लेते ना मैं समझता हूँ कि वहा पर मोली चल जाती। कंट्रोल रूम पर उन्होंने कब्जा कर लिया चीजे उन्होंने तोड़ डाली, सामान तोड़ डाला। यह वहा हालत हो रही है। मैं कहना कि जिम की मैजराटी हो उसको आप यूनियन बनाने दो तो ज्यादा अच्छा होगा। यह जो कंट्रोल यूनियन बनाने का तरीका है यह एक प्रॉटिफिकल तरीका है।

एक बात और मैं कहना चाहता हूँ। सरकार को यह काम भी करना चाहिये। आपकी तीन स्टील फैक्ट्रिया है, भिलाई है, राउडकेला है, दुर्गापुर है। तीनों में जो लोकल कायदे हैं वे लागू होते हैं। मैं कहना चाहता हूँ कि सैटर का जो कायदा है वह वहा पर लागू होना चाहिये। हमारे यहा भिलाई में जो कायदा लागू होता है वह सैटर का नहीं होता है।

श्री हाथी : उनका कायदा ही लागू होगा।

श्री तामस्कर : उनका ही होना है तो वहा मजिस्ट्रल पर बर्ष करना बन्द कीजिये।

श्री स० मा० लिख : मध्य प्रदेश गवर्न-मेंट को कहिये।

श्री तामस्कर : प्रगर मेरी वहां चलती होती तो मैं गवर्नमेंट में वहां न बैठ जाता ? तब आपकी क्या जरूरत थी। मैं कहना चाहता हूँ कि कायदा तीनों जगह एक सा लागू होना चाहिये और सैटर का होना चाहिये।

श्री हाथी : लगता नहीं है।

श्री तामस्कर : आपका सपट कम हुआ।

तीनों जगह तीन किसम के कानून चल रहे हैं। राउडकेला में भलग है, भिलाई में भलग है और दुर्गापुर में भलग है। मैं जनना चाहता हूँ कि ऐसी स्थिति में सैटर कैसे उनको इम्प्लैन्ट करेगा ? किस तरह से एक सरीखा काम वहा चल सकता है ? कोई यूनिफार्मिटी तो रहेगी नहीं उन में। मैं चाहता हूँ कि सैटर इसके बारे में कोई एकमन ले, कोई इन्शिएटिव ले तो शायद यह हो जाए।

श्री हाथी : नहीं हुआ है।

श्री तामस्कर शायद हो जाए प्रगर प्राप इस में इटिरेस्ट नें।

तीन कड़ी यूनियन आज हमारे देश में हैं, एक इटक हैं, एक ए० आई० टी० यू० सी० हैं और एक प्रॉर हैं। इटक वाले क्या कर रहे हैं। वे कॉन्वेंट्स में बैठ गए हैं। जो बाहर हैं व गडबडिया करते हैं। ये जो गडबडिया हैं ये दूर होनी चाहिये। इटक की स्थापना कैसे हुई और क्यों हुई ? इस निचे हुई, कि एक सी नीति चारों तरफ होनी चाहिये लेबर के क्षेत्र में और काप्रस के जो प्रोड्यूसर हैं वे वहा चलने चाहिये। लेकिन अब क्या हो रहा है। इटक वालों का कहना है कि हम इटक को तो जलायेग लेकिन काप्रस से हमारा विश्वास नहीं है। उन्होंने गडबडिया करनी शुरू कर दी हैं। इसको आप सम्भालिये बर्ना कह दीजिये कि हम से नहीं सम्भलते हैं। इटक वाले भलग हो रहे हैं और उन्होंने स्वतन्त्र कांसेस बन कांसेस बना ली हैं, जन कांसेस में वे शामिल हो गए हैं। आप ये जो चीजें हैं इनको देखिये। आप

इसके के कच्चे में न जाये उसके प्रभाव से आप मत हो जाये, बल्कि उसको आप इम्प्लोयमेंट कीजिये, उसको आप गाईड कीजिये ताकि वह आप पर हावी न हो। इसको आप रोकिये। इससे बड़ी गड़बड़ी हो रही है। डिस्प्रोटेक्ट लोग हमारे सामने बैठे हुए हैं, ये बहुत गड़बड़ कर रहे हैं बहुत बोलते हैं, बहुत तग करते हैं

श्री गुजाल-श ठाहुर (सहरसा) :  
आप इधर आ जाइये।

श्री तायस्कर आप को हमें देवना है कि आप क्या कमाल करते हैं। फिर आयेगे। आप सब गड़बड़ ही गड़बड़ करते हैं। इस गड़बड़ का आप बन्द करे।

Shri S Kundu (Balasore) When I read this report which has been prepared by the Ministry of Labour and Employment I thought that the Ministry would take lessons from the present situation prevailing in the country and would give some hope as to how to meet the challenges we are facing from different directions. The country is passing through a deepening economic crisis there is recession production is falling, unemployment is increasing, in such a situation, what should be the policy of the labour department what would be the role of labour and Government? Some hope should have been given in this direction. But the report is full of all platitude and jargon. The Government say that their party is socialist, and believe in democratic socialism and all that

This might look nice on paper and speeches. But when you come to the brass-tasks and get into the business, the question before the entire country, more so before the labour department, who today say that they believe in socialism, democratic socialism and all that, is to decide the basic issue whether production should be used for profit or should be used for the development of larger interests of the nation. This basic issue will decide

the entire relationship of labour with management and labour with the Government. In all these 20 years of Congress rule, labour has been denied its rightful place in the entire social structure. Labour has not been trusted, labour has not been made partner in production. It has been a cog in the big wheels of those machines which make production. Is there any indication in this report that in the coming years they will be given a position of honour from where they will derive inspiration that production will not be achieved by sweat alone but by a free will of workers by making them real partners in production? No such hope has been given here

There is no labour policy indicated in this report as such. As I look into the report, I feel the entire Labour Department is like an inflated balloon. It has no weight it has no purpose, it has no direction and it swings in any direction the wind blows. The department itself is so much conscious of its administrative position of being an inflated balloon of its false sense of pride. If they go on like this, some day it will be pricked and will be burst.

Let them not talk that they believe in democratic socialism, social control of banks and all that. They must positively define what exactly they want to do so far as labour is concerned as an instrument of social change, and what steps are taken to make them partners in production. In the report there is no mention about it.

What has prevented this Ministry under this democratic set up in changing some of the basic laws which have been causing much anxiety and trouble to all of us? Somebody here said that the Congress Government have passed so many progressive legislations, but in all these legislations, there is the veiled hand of the Government or management which pulls it back. Time permitting, let me take one by one.

[Shri S Kundu]

I feel the Industrial Disputes Act needs thorough reorientation and reorganisation. Why should Government sit like an arbitrator to decide whether a dispute should be referred to a labour court or not. These labour courts, High Court and the Supreme Court have said that this power with the Government tilts the balance in favour of the employer or management due to delay. Many genuine cases have not been referred to the tribunal due to sheer political considerations. I would propose immediate amendment of section 12 of the Industrial Disputes Act so that all disputes should go to a tribunal or labour court. You may say it will become very unwieldy. There must be a provision in the Act giving power to the labour court or tribunal for scrutiny as to which cases should be admitted for further evidence and fuller enquiries and which be discarded. It should not be the exclusive jurisdiction of the Government to decide whether a dispute should be referred to a labour court or not.

Let us take the Minimum Wages Act. Minimum wages have not been fixed for all the industries. Some of the specialised industries have been picked, and through some struggle minimum wages have been fixed. I want the minimum wages to be fixed for all industries.

In spite of the Payment of Wages Act, wages are not paid for years together. How it is going to be implemented? Could you not think of any change in the legislation so that these wages due to the workers for his long work should be paid immediately. There has been some talk of some sort of an interim wage to be paid till the final wage is decided and paid. Why cannot you legislate for the payment of interim wage? If you look into the implementation provision of different labour legislations, one has to run from the SDM's court to the labour court, from the conciliation officer to the assistant labour commis-

sioners etc. In this process the worker is always the loser. Why cannot we think of some sort of a comprehensive procedure and find out one forum where there will be one labour court—district judge or some munsif who will decide all cases of labour. But we have no zeal to do these really good things. The Government always say that they have enacted many progressive labour laws. Many things that should be done are not done. I suggest that a committee consisting of labour employer and government representatives to go thoroughly into this matter and see what radical changes in labour laws are necessary. The Minister should take it up soon it can do good to the country.

About public undertakings the Government have been proudly saying that the indication of a socialist society and democratic socialism is the public undertakings employing about 92 lakhs of workers. But are they a model of labour employer? They are a model employer to crush labour welfare. I charge the Minister for not being a model employer. They could have experimented in these public undertakings how to become a model employer. But they have not done so. My friend from the DMK showed statistics in which survey discloses that in most of public undertakings industries labour laws are not implemented. It is horrible to think that practically no labour laws are implemented in the public undertakings. There is delay in implementation of laws.

It is because they do not want to grant the worker his status. We still think that the IAS and ICS people know everything from agriculture to horticulture and medicine to labour. That a retrenched worker should get compensation is a simple thing, it was not known to an ICS officer with long years of experience. This only proves their anti-labour attitude. They get that type of education in the British days. This psychology has erected a



wall between the workers and the employers in the public sector undertakings. You know all the production targets could be fixed and disputes resolved jointly by the workers and management sitting around a table. It is an attitude adopted not only to production but all things. You should give some hope that the different laws beginning from the payment of wages Act to the payment of compensation Act will be implemented within a time limit in the public sector undertakings.

**Shri P. K. Deo** (Kalahandi): They are bada sahibs.

**Shri S. Kundu**: After you, Maharajas, they are the big Maharajas. This is a tragedy through which we are passing. There must be an earnest attempt in the public undertakings. India is a democratic country which has embarked upon this experiment. The experiment will be fruitful if the Government become the model employer in the matter of labour relations in public undertakings. We have not done that.

Now, while I do not like to go into the complicated matters of gherao, I would like to say that it is our definite opinion that gherao, in the way in which it is being practised today, particularly in West Bengal, is against the trade union movement. What I say is, no attempt should be made to go out of the democratic structure, and no attempt should be made to subvert and wreck the democratic structure. The Industrial Disputes Act is there both in the Centre and in the States and it can be amended by the States also as they like. First, attempts should be made to amend these Acts so that the labourer could get a proper share that he desires. I can think of satyagraha where we forbid the officers to come out or get in and whenever the police comes we offer ourselves to get arrested. But we should not create such circumstances in which the entire administration cannot work.

I know there are so many things: the right things for the workers have been denied and denied for years. The workers' discontent comes out of frustration; it comes out of a sort of feeling of neglect and because the right and status which the workers have desired has been denied to them for years and years together. They have been laid off; their wages are not paid; they are retrenched mercilessly. The retrenchment compensation is not paid, and the factories close down, whimsically. Fair treatment is denied to them; we must make attempts to see that a fair treatment, a fair deal is given to the labourers. At the same time, we must create a climate in the entire country to see that gherao, where it hits at the democratic character of the Constitution, the democratic character of the trade union movement, is stopped. We must also raise our voice against it. But, at the same time, if we do not give the workers the right share quickly which is his due in society, I fear that such things may erupt in different ways; and then posterity will blame us; posterity will blame us because we did not use the democratic machinery to the betterment of this country.

16.42 hrs.

[SHRI MANOHARAN in the Chair.];

I would like to make one suggestion in this connection. I feel strongly that the interference of civil courts into industrial disputes cases should be barred. Its interference into wage awards and the implementation of the tribunal awards also should be barred. The courts should be barred from interfering with the working of the industrial tribunals. I know a case in Rourkela where a verification started, but the civil court which by an injunction has stopped this verification.

[Shri S Kundu]

The entire country is passing through such a huge unemployment. According to me, about 25 million people are unemployed, and the hon Minister at such time should not get into the mood of introducing automation and labour-saving machines. I would like to make a fervent appeal to the Minister and would like to suggest that he should prevail upon other Ministers who want to implement this automation and thereby want to cut off the employment potential in this country. He must firmly tell them not to introduce automation.

श्री काशी नाथ पाण्डेय (पदरौना)

सभापति महोदय घेराव के सबंध में बहुत से लोग बोल चुके हैं इसलिए मैं उसके सबंध में ज्यादा कुछ नहीं कहना चाहता। मैं यह जरूर कहना चाहता हूँ कि घेराव जिस अभिप्राय में आया है उसका मतलब यह है कि जो वैधानिक मशीनरी है उसे बिलकुल बेकार कर दिया जाय। इसी अभिप्राय से यह घेराव आया है। अब जरूरत इस बात की है कि लेबर डिपार्टमेंट ऐसे उपाय ढूँढे कि इस वैधानिक मशीनरी को वह ऐसी अवस्था में कैसे बना सकती है? मैंने डागे साहब की स्पीच सुनी और ईम्प्लॉयमेंट साहब ने जो स्पीच दी उससे ऐसा लगता था जैसे मजदूरों में बाहर बोल रहे हों। लेकिन मुझे डागे साहब की स्पीच सुनकर बहुत आश्चर्य हुआ। मैं उनसे कहना चाहता हूँ कि सन् 1947 के पहले यही हालत थी जब कर्सीलिफेशन बोर्ड नहीं था। जब रेकॉर्ड्स का कायदा नहीं था, जब कोई मशीनरी नहीं थी और उस समय स्ट्राइकें होती थी। दोनों पार्टियाँ ताकत की भाजमाइश करती थीं। उस समय दोनों पार्टियाँ एक गई और गवर्नमेंट से कहा कि आप बीच में पड़िए और कोई रास्ता निकालिए जिससे दोनों दलों के झन्डर आपस में जो भगभेद हों वह किसी तरह से दूर हो। फिर इंडस्ट्रियल डिस्प्यूट्स ऐक्ट बना कर्सीलिफेशन मशीनरी बनी और

दूसरी चीजें बनीं। फर्नेटिज साहब ने वेज बोर्ड की ऐसी तस्वीर खींची कि जिससे मासूम होता था कि वेज बोर्ड के फायदे मजदूरों तक पहुँचने में दस साल लग जाते हैं। मैं उनसे कहना चाहता हूँ कि टेक्नाइस वेज बोर्ड को सिर्फ तीन साल लगे थे, 8 रुपये मिले थे। सुपर वेज बोर्ड को सिर्फ दो साल लगे थे और उनमें वह डबल तनखाह भाज घीरे घीरे पा रहे हैं। मैं आपसे कहना चाहता हूँ कि 34 लाख आदमी सिर्फ वेज बोर्ड के जरिए लाभ उठा रहे हैं। फर्ज कीजिए कि यह वैधानिक मशीनरी टूट जाती है। आप घेराव करते हैं और जहाँ कहीं भी आप ताकतवार हैं वहाँ तो दबा ले जाते हैं। लेकिन यह भी आप न भूलिये कि जब 40 ऐंक्शन होता है तो उसकी प्रतिक्रिया होती है और उसका एक नतीजा यह होगा कि हिंसा की तयारी दोनों तरफ से होगी या नहीं तो गवर्नमेंट को अपना फर्ज भ्रंश करना होगा पुलिस के जरिए से। अगर मालिक भी अपनी फोर्स इकट्ठी करने लगे तो देश की हालत क्या होगी? मैं कहना चाहता हूँ कि घेराव मजदूर आन्दोलन का बहुत बड़ा दुश्मन है और आप कहते हैं कि हम इसको चलाएंगे मैं आपसे कहना चाहता हूँ कि पब्लिक विरोध करेगी और (व्यवधान)

एक माननीय सदस्य उत्तर प्रदेश में तो महिलाओं में घेरा डाला।

श्री काशी नाथ पाण्डेय महिलाएँ ही आपको घेरा डालेंगी और कौन डालेगा?

श्री हुकूम चन्द कछवाय महिलाओं के घेराव में तो पहले से ही हैं यह।

श्री काशी नाथ पाण्डेय दूसरी बात मैं कहना चाहता हूँ वेज फीज के सबंध में। मैंने अभी मित्र जी की बात सुनी और सिद्ध जी ने ठीक बात कही। उससे मुझे सम्बोध है।

नेबर डिपार्टमेंट इससे मुक्तफिक है कि बेज फीज तब तक सम्भव नहीं है जब तक कि प्राइस फीज न हों। यही हमारा विचार है। गवर्नमेंट से मैं कहना चाहता हूँ कि जब तक कि वह अपने को इतना मजबूत न समझे कि कीमत को वह बिलकुल एक जगह साकर ठहरा देगी तब तक वह बेज फीज करने के छतरे को मोल न लें। नहीं तो देश के भन्दर हड़तालें होंगी और उससे हमारे जैसे धादमी रोकने की कोशिश करेंगे तो वह चम्पच से नदी की धारा रोकने जैसा होगा।

धूमरी चीज मैं कहना चाहता हूँ कि कोई एक कोड प्राफ काण्ट्रैक्ट प्रापको निकालना चाहिए मजदूर संगठनों के लिए। हमारे भाई यह एस० एस० पी० वाले लोग हैं। इनकी एक यूनियन रतीबाड़ी एक कोलियरी है वहाँ पर भी। वहाँ पर किसी भी नेफ्ट कम्प्यूनिस्ट को कोई कोलियरी में यूनियन नहीं थी। आई० एन० टी० यू० सी० की भी यूनियन नहीं थी। (ब्यथधान) आज होगी। लेकिन आज भी यूनियन का फार्म नहीं लिया है। लेकिन मैं कहना चाहता हूँ कि लाठी के जोर से और डटे के जोर से यूनियन के दपतरो पर कब्जा करेंगे तो इस देश के भन्दर भराजकता होगी और किसी तरह से विधान की यह शकल नहीं चल सकती है। ट्रेड यूनियन जो हम बनाते हैं वह एक डेमोक्रेटिक, प्रजातांत्रिक बांचा है। प्राप भी भगर प्रजातंत्र में विश्वास करते हैं तो ट्रेड यूनियन बनाते हैं और उसको रजिस्टर भी कराते हैं। क्यों कराते हैं? प्राप तो बेराब में विश्वास करते हैं। प्रापतो कानून नहीं मानते, छोड़िए ट्रेड यूनियन। लेकिन प्राप बनाते हैं इसलिए कि कही धूर न फेंक दिए जायें। जहाँ तक प्राप का मतलब सघता है बहा तक तो प्राप विधान की शरण लेते हैं लेकिन मतलब निकल जाता है तो विधान को ठोकर धार देते हैं। यह बात उचित नहीं है। वहाँ पर भी धादमी धारा गया—

मि० शा—कौन उसके लिये जिम्मेदार है।

Shri Jyotirmoy Basu (Diamond Harbour): Sir, I rise on a point of order. This matter is sub judice. It is in a court of law and the hon Member should not bring in those things here. He should read the report of the DIG Police of that Range.

श्री काशी नाथ पाण्डेय : इससे प्वाइन्ट ऑफ़ ऑर्डर की कोई ज़रूरत नहीं है। प्राप मेरी बात सुनिये... ख्वामखाह दिक्कत ब्यो पैदा करते हैं।

Mr. Chaitman: He is not yielding The hon Member may kindly sit down

श्री काशी नाथ पाण्डेय : मैं प्राप से कहना चाहता हूँ वहा पर जिन लोगों ने भराजकता पैदा की, जो लोग बहा गये, उन्होंने भनाधिकार चेटा की, उनको बहा जाने का कोई अधिकार नहीं था। लाठी के बल प्राप उनकी भपनी तरफ नहीं ला सकते। वहा पर एस० एस० पी० की यूनियन थी— इस तरह से मजदूरों को अपने हक में नहीं लाया जा सकता। मैं तो यह कहना चाहता हूँ कि हम और प्राप मजदूरों के सामने जायें, हम दोनों भपनी बाते उनको समझाये, मजदूर जिसके साथ जाता है, जाये लेकिन लाठी के बल से नहीं।

श्री हुकम चन्द कक्काय : इसी लिये हम कहते हैं कि चुनाव करावाये।

श्री काशी नाथ पाण्डेय : चुनाव तो होता ही है। प्राप कोई यूनियन नहीं बनाते तो हम क्या करें।

एक चीज मैं यह कहना चाहता हूँ कि शाप्स में, रेस्टोरेट्स में, थियेटर्स में करीब-करीब साइँ पञ्चीस लाख धादमी काम करते हैं, लेकिन अभी तक इस तरह का कोई कदम नहीं उठाया गया है कि उनको भी प्राविडेंट फ़ंड स्कीम का फायदा हो। मैं यह समझता हूँ कि प्राप बचत धा गया है

[श्री काशी नाथ पाण्डेय]

जब इन लोगों को भी रिटायर होने के बाद या बूढ़े होने के बाद कोई सहायता मिल सके। इस बात पर आप विचार करें। और इस क्षेत्र में भी इस स्कीम को लागू करने की कोशिश करें।

दूसरी तरफ मैंने यह देखा है कि प्रॉविडेंट फंड में जो पांच करोड़ रुपया मालिकों के यहाँ बाकी है, यह ठीक नहीं है। मैं इस बात को मानता हूँ कि 900 या साठे नौ ली करोड़ रुपये के कर्लैबन में साठे पांच करोड़ की कोई बहुत बड़ी कीमत नहीं है, बहुत छोटी रकम है, लेकिन इसका असर क्या पड़ता है, उन लोगों पर, जिन्होंने अपना चन्दा दे दिया है। जब वे चन्दा देने के बाद रिटायर होते हैं तो जिन मालिकों ने उस चन्दा को सरकार के पास जमा नहीं किया है, उन्हें मजदूरों को प्रोविडेंट फंड का फायदा नहीं होता है। गवर्नमेंट का अपना एक फंड है, जिसमें कुछ लाख रुपया रखा गया था, लेकिन वह भी घटते-घटते आज 20 लाख रह गया है। गवर्नमेंट अब यह कहती है कि हम उनको इन्फ्रॉक्विट नहीं देंगे जिनका चन्दा नहीं जमा हुआ है। मैं यह कहना चाहता हूँ कि यह उन लोगों के साथ अन्याय है, क्योंकि इसमें मजदूरों का कोई कुचूर नहीं है। मजदूर ने अपना हिस्सा दे दिया है और वह अपनी तरफ से अपने खर्चाने में जमा नहीं कर सकता है क्योंकि उसकी एजेन्सी के बीच में मालिक है। अगर मालिकों ने उसको इन्फ्रॉक्विट किया है और फिर उसको वे खा गये हैं, तो वह आपकी बिम्बेवारी थी कि आप उस रुपये को खे जाकर सरकारी खजाने में जमा करते। लेकिन आपसे ऐसा नहीं किया और अब मजदूर फंड से प्रत्यक्ष होगा है जो खर्चा नुकसान उसको उठाना पड़ता है। इस तरह मजदूरों को बिम्बेवारी देना चाहिये।

डा० मैन्सफी बोस बीपी की भी बहुत फ़र करत हैं, वेरी बड़ी बहिन हैं। उन्होंने गोरखपुर लेबर के बारे में कहा।

मैं उनसे प्रार्थना करता हूँ कि इस सिंसिडिले में जो कमेटीज बन चुकी हैं—एक विष्णु सहाय कमेटी, श्री विष्णु सहाय, आई० सी०एस० उसके चेयरमैन के और दूसरी कमेटी श्री भारविद शर्मा साहब की चेयरमैनशिप में बनी थी, उनमें लेबर के रिप्रेजेंटेटिव भी थे। दोनों कमेटियों ने यह कहा है, उन कैम्प्ल को देखने के बाद, कि गोरखपुर का जो प्रॉव्-निजेशन है, वह बिल्कुल ठीक है, बल्कि इंडस्ट्री के लिये बहुत ही अच्छा है आप एक बात न भूलिये।

Dr. Maitreyee Basu: What has the INTUC said about it? What has the Indian National Mine Workers' Federation said about them?

श्री काशी नाथ पाण्डेय ठीक हैं, बीपी, इसमें हमारा और आपका थोड़ा सा फर्क है। अब सवाल यह है कि दोनों ने कहा कि गोरखपुर वाले ठीक हैं बल्कि हमने देखा कि और जो प्रॉव्नेट तरह से भरती होने वाले मजदूर थे, उन से ज्यादा तन्दरुस्ती उन गोरखपुर वालों की थी। इन गोरखपुर लेबर की बजह से दो करोड़ रुपया हर साल गोरखपुर जाता है। वह गरीब इलाका है, यदि यह रुपया बन्द कर दिया गया तो वहाँ के लोगों की क्या दशा होगी।

डा० मैन्सफी बोस सरकारों जेल में रख दो ठीक हो जायेंगा, वहाँ भी खड़ेगा।

श्री काशी नाथ पाण्डेय ऐसा क्यों बोलती हैं, आपके कसकले में भी यू० पी० और बिहार के पांच-छ लाख मजदूर गये हैं।

मिनीमम बेजोब के बारे में भी कुछ कहना चाहता हूँ। यह ठीक है कि बन्सान-कम्पन आप उसमें सुधार करते हैं। लेकिन मैं यह चेकना हूँ कि जो फ़ायदा मिनिमम बेजोब है, इन स्टेट में एक रुपये के प्रॉव्नेट ही नहीं मिलता है। आप के जवाब में यह कि इतनी खूनाई है—क्या आप मजदूरों के लिए 80 सेंट, 70 सेंट का बन्सान हूँ नहीं

आदमी गुजर कर सकता है लेकिन है आपका एक्ट ऐसा है कि उस से ज्यादा पाने के लिये मजदूर को कोई सहारा नहीं है। इसलिये मेरा सुझाव है कि आप इस पर जरूर विचार करें।

वर्कर्स की एजुकेशन के सम्बन्ध में भी मैं कुछ कहना चाहता हूँ। वर्कर्स एजुकेशन के सम्बन्ध में मेरा भी बहुत दिनों से सम्बन्ध रहा है। मुझे इसमें कोई सन्देह नहीं है कि स्कीम बहुत अच्छी है, इस स्कीम से काफी काम भी हुआ है, लेकिन इसका जो अभि-प्राय था, जो उद्देश्य था उस उद्देश्य की पूर्ति नहीं हुई। दरअसल इस स्कीम का उद्देश्य यह था कि धीरे-धीरे यूनियनों इस काम को अपने हाथ में लें, लेकिन जिस तरह से फाइनेन्सेज और दूसरी तरह की कड़ाइयाँ इसमें रखी गई हैं, कोई भी यूनियन आपसे श्रेष्ठ लेने के लिये आगे नहीं आती है। अगर कोई भी एजुकेशन के लिये ग्रान्ट लेने नहीं आता है, यूनियनों इस जिम्मेदारी को नहीं उठाती है, तो मैं यह कहना चाहता हूँ कि आप अपनी इस स्कीम को चलने दीजिये, बल्कि मैं तो यह चाहता हूँ कि आर ट्रेड यूनियन वर्कर्स की एजुकेशन के लिये किसी यूनियन-वॉर्मशी के साथ कोई अरेजमेन्ट कीजिये ताकि हमारे अच्छे-अच्छे वर्कर्स ट्रेड यूनियन सम्बन्धी उच्च एजुकेशन पा सकें।

एक बात मैं रिहैबिलिटेशन के बारे में कहना चाहता हूँ। इतिहास से यह मिनिस्ट्री नेबर के साथ साथ रिहैबिलिटेशन के काम को भी देखती है। जब पाकिस्तान बना और हिन्दुस्तान का बटवारा हुआ था, उस समय गंगा के खादर में करीब 1480 रिक्ल्यूजिड आये थे और वहाँ सैटिल हुए थे। हम अपनी रिहैबिलिटेशन स्कीमों पर करोड़ों रुपया खर्च करते हैं, लेकिन कुछ दिनों के बाद यह भी पता नहीं लगता है कि आया वे स्कीमों चले भी रही हैं या नहीं चल रही हैं, जिन आरामियों को किसी जगह सैटिल किया था, वे वहाँ सैटिल भी हुए या नहीं। मैं गंगा

के खादर की बात कर रहा था, वहाँ जो 1480 आदमी बसाये गये, उन में से 600 तो बहुत पहले ही भाग गये थे, बीच में 200 के लगभग और चले गये होंगे हमारा ख्याल है कि अब वहाँ पर थोड़े ही रह गये हैं। वहाँ पर शुगर फैक्ट्री खोलने के लिये जिस आदमी को लाइसेन्स दिया गया, उसके पास कोई पूंजी नहीं थी, उसके ऊपर 420 का मुकदमा चल रहा है, अगर इस तरह से स्कीम को चलायेंगे तो यह समस्या कैसे हल होगी। सूचेता जी ने जब वह वहाँ चीफ मिनिस्टर थीं, इनका काफी ख्याल किया, उनको काफी सहारा दिया, लेकिन मैं यह कहना चाहता हूँ कि आप अपनी मिनिस्ट्री की तरफ से एन्कवायरी करायें कि जिनको आपने वहाँ पर सैटिल किया था, आज उनकी हालत क्या है। आया वे ठीक से वहाँ पर चल रहे हैं या छोड़ कर चले गये हैं और यदि वहाँ पर हैं तो उनको नया तकलीफें हैं वे वहाँ पर रहेंगे या चले जायेंगे या उनकी जो तकलीफें हैं उनको किस हद तक मिटाया जा सकता है—इस पर आपको ख्याल करना चाहिये। ऐसा न हो कि हम आगे चलते जायें, और पीछे जो कुछ हो, उसका हमको पता न हो।

बस मैं इतना ही कहना चाहता था।

Shri V. Narasimha Rao (Parvathi-puram): Mr. Chairman, Sir, there is one section in our political profession which has been positively encouraging the gala of gherao, not so much to ameliorate the labour conditions as to achieve certain political ends. It is rather a pity that the Government has not been giving due attention to this problem which it ought to receive in the normal course of events.

17 hrs.

We have very well established procedural patterns to resolve the employer-employee differences and disputes. We have the machinery for

[Shri V Narasimha Rao]

arbitration and judicial settlements. No case has yet been made why recourse to gherao is to be made, why recourse to gherao is required in the absence of the proven failure of the existing machinery

I am for settling with the labour any grievances, if they can make out a genuine case for grievances and the real cause for redress. Short of this legitimate cause for grievance, I am against adoption of gherao, if oriented by extraneous political complexes. I, therefore, urge upon the Government that this new trend in industrial relations should be nipped in the bud itself.

During the year 1966, devaluation was resorted to by the Government of India, and the wholesale prices have risen by 16 per cent during 1966-67. The working class consumer price index went up from 174 in March 1966 to 198 in February 1967, an increase of over 14 per cent over the level of March, 1966. In the case of workers, the Central and State Governments had to raise the D.A. substantially and better other service conditions, etc.

Apart from the general monetary and fiscal measures, the Government had to stabilise prices. Efforts were to be made by the Ministry to cover a large number of workers and to see that they are benefited.

The Government had never thought of agricultural labourers who are very poor and who live in small huts in the villages. In the case of industrial labour, they have got rules and Acts and unions to protect themselves and to get their grievances redressed, but the agricultural labourers have no such organisation in India. So, the Government should pay a special attention to improve the conditions of agricultural labourers.

I am a tribal representative. I am justified in expressing my concern over the inadequate attention paid by the

Ministry of Labour and Rehabilitation to the tribal people. We achieved independence about two decades ago. The tribal people had been given all assurances by the Constitution to improve their lot. We have now before us a large number of public undertakings, which can easily absorb a sizeable section of the tribal people and thus let them have a glimpse of civilization either by employing them as skilled labour after training or by employing them as unskilled labour.

17 03 hrs.

[MR DEPUTY-SPEAKER in the Chair]

Until now, no appreciable attempt has been made in this direction. What is more, even through the tribals had been displaced from their usual homes by the setting up of big industrial plants like the Heavy Engineering Plant at Ranchi and because of collieries, and the spreading of industrialisation, no earnest endeavour has been made by the Government to absorb the tribal people in the industrial set up.

I, therefore, appeal to the Government that the only way to integrate the tribal people with the general stream of the national life is to induce them to leave their tribal habitations and adopt the life of the normal Indian standard. The best way to achieve this objective is by educating them and absorbing them in public services. The second way which the Government can effectively implement is that the tribal people should be commissioned in the largest numbers possible in the position of unskilled workers in all public undertakings.

The Ministry of Labour and Rehabilitation have not made adequate arrangements in the camps for providing educational, medical and other facilities to the migrants in Betapur, Andamans, Dandakaranya in Orissa, Chanda, Maharashtra, Lakhimpur Kheri in U.P. and also in other States. The new migrants in the camps, from

Pakistan, Burma and other countries, are about 30 per cent and they consist of non-agriculturist families, their profession is trade and business. They are fully assisted by the Government, who have provided financial assistance and granted small scale and medium scale industries and cottage industries units. I hope and trust Government will pay special attention to all these matters.

Shri G. S. Dhillon (Taran Taran) At the fag end of this debate, I would only speak on the rehabilitation of the people of the war hit areas. I have been listening to this debate since yesterday but I am sorry no reference has been made to the rehabilitation of the people of these unfortunate areas.

As you would recall, I had made a reference to this at the time of the general discussion on the general budget also. When I talk about war-hit areas, I mean the areas affected by the Indo-Pakistan war during 1965. The area can be divided into three parts, namely area occupied by Pakistan, area occupied by our Armed Forces while occupying at the time of war-preparedness, and the area at the back of that which was hit by bombs or other army action. When I talk about this, I include in this all the areas in Jammu and Kashmir and Punjab and Rajasthan also which have been war-hit. In Punjab, nearly two thousand persons got displaced in the districts of Gurdaspur, Amritsar and Ferozepur. So far, they were only added on to the camps. The position about these unfortunate refugees is entirely different from that of the older refugees who came in 1947 or the other persons who have come from overseas, to whom a reference was made by Shri S. Kandappan.

After their resettlement in rural areas, the only relief given to them was a couple of bullocks costing about Rs 800 which is not in keeping with the real prices in the market and a maximum amount of Rs 1000 for building a kutchra house where, however, the limit was actually kept up to Rs. 300 or Rs. 400, and Rs. 2000 for

pucca houses in rural areas, and so far as the Khem Karan area goes, the relief given is Rs 2000 for a house and Rs 4000 by way of loan.

Recently, was I told Shri Hathil when I led a deputation of certain refugees from Khem Karan, Government have been a kind enough to give some compensation to the farmers for the crops destroyed during the Pakistani occupation. That too in the few villages round about Khem Karan in Ferozpur district. The naturally corollary followed that if this ad hoc compensation for the crops destroyed during the operations was given to the rural areas the other part of the compensation immediately concerns the urban areas also. No compensation as given to the artisans or commercial establishments or shopkeepers in Khem Karan or other towns on the border which were hit. I spoke about it to the Minister that as a matter of principle if you compensate farmers for the destruction of their crops, you cannot deny it in so far as properties destroyed or looted from the shops of persons who were hit by the war were concerned. The refugees have represented to Shri Hathil to apply the same principle to these urban areas as in the rural areas.

Secondly a statement was issued sometime back here about the pace at which rehabilitation work was progressing. It was stated that it had almost been completed. But the recent statement I have been able to secure about the work done on the basis of the report given by the Punjab Government is that payment of maintenance allowance to the remaining 100 families has not been given so far. About 100 families are still on the roll. Payment of grants for reconstruction of houses in the remaining 880 cases is due. It is not a small figure. Then payment of grants for construction of shops. It was stated that only a few cases were there. But the people who came here comprising that deputation had said that a number of cases were there, which is a fact, which they gave in writing to the Minister.

[Shri G. S. Dhillon]

Then loan assistance to be given in 639 pending cases for reconstruction of houses. 639 people have not been given loans to reconstruct their houses. This statement was made only about three weeks ago. Loan assistance to be given in the remaining 106 cases for non-agricultural purposes. Then payment of compensation for loss of crops due to enemy action in Amritsar, Gurdaspur and Ferozpur. These things are pending.

Within the brief time given to me, I would only request the Minister to appoint a committee of a few members of this House or of his own officers to take an overall assessment of the question of resettlement of these war-hit areas. It is not a very big problem; a few villages occupied in the Fazilka sub-division, a few villages occupied round about Khem Karan and certain villages across the Ravi are all that are involved. When that committee goes there, it will find that actually the conditions prevailing there are not as happy as reported in the report here. I have read the report. There is no reference made therein to these war-hit areas. Reference has been made to the problems of refugees from Ceylon, Burma and so on.

So far as the rehabilitation problem of refugees from Pakistan who came in 1947 is concerned, it is almost 20 years now since the that department has been functioning and it should be wound up. There is no need for unnecessary work to be created to enable these people to find a pretext to continue in office for such a long period. It is purely a waste of time. The only important work of resettlement concerns uprooted persons or ousted persons from overseas, and even more important, persons uprooted from the war-hit areas. I hope you will look into it.

So much has already been said about other problems in this debate. I will not take time on them.

**Mr. Deputy-Speaker:** Dr. Ranen Sen. You have written to me regarding the refugee problem. You will confine your remarks to that.

**Dr. Ranen Sen (Barasat):** Thank you for giving me some time. I am going to speak exclusively on the question of refugees. I thought it was necessary somebody from West Bengal should speak.

**Shri Hathi:** I am happy, nobody has spoken.

**Dr. Ranen Sen:** Nearly 8 million people came from East Pakistan to India, and out of them nearly 4 million live in West Bengal; the next concentration is in Assam, then in Tripura, and then scattered all over India. The conditions of these refugees for the last few years have been horrible. I invite Mr. Hathi to go and visit some of these areas.

Just now a friend from DMK said that the refugees who were sent to Tamilnad had to quit that area within a couple of weeks. These refugees are taken somewhere outside West Bengal, they are told that agriculturists would be given land, all sorts of promises are made. For the last 20 years this has been the experience of the refugees that after having gone there, they have to come back after a few weeks, months or years.

Now the situation is so explosive in the whole area, Assam, Tripura, West Bengal and other parts of India, that the Central Government should take serious note of it.

Seven to eight years back the Government of India had a discussion with the then West Bengal Government, and both of them came to the conclusion that the refugee problem in West Bengal had been solved, the only problems that remained were some of the residuary problems, and after having taken this decision the



Government of India wanted the West Bengal Government to deal with the residuary problem.

But one year back, Mr Atulya Gosh, who was then the President of the West Bengal Pradesh Congress Committee, himself admitted that there were nearly 36 lakhs of refugees in West Bengal and half of them had not been properly resettled.

The new ministry has come in West Bengal. Mr. Hathi had a talk with the Minister from West Bengal, and he has been able at least to realise the enormity of the problem. As I said; I would ask him to go to some of these border areas, the areas under the police stations of Nadia, Barasat, Habra, Bargaon, Gaighate, etc., where lakhs of refugees live. In Nadia the original population was 7 lakhs, now it is more than 14 lakhs. This increase is due to the influx of refugees. In all these police stations the scheduled caste and non-scheduled caste refugees, agricultural and non-agricultural refugees live in camps in villages, in colonies. The colonies are not regularised, and they are eking out a miserable existence in the camps. There is terrible unemployment among the refugees particularly in these areas. If Mr Hathi or Mr Mishra goes to the area—I hope they have some human conscience—they will be moved

The West Bengal Government has submitted some schemes to the Centre. If the Centre takes them into consideration and gives some financial assistance, this huge manpower can be fully utilised in agriculture, industry and handicrafts. I have seen that in certain border areas like Bongaon, Bagda, etc vast lands are uncultivated. People do not get an proper recognition of their work. Land is not distributed to the refugees. These lands remain untilled for the last four or five years; in West Bengal where there is a chronic deficit in food production and rice production, these refugees could be fully utilised for tilling land and employment in industry. There is a corporation and there are certain industries in Bang Hooghly and in certain other areas. I do not

know what is happening. I have got a hunch that proper attention is not given to these industries. If the Central Government in co-operation with West Bengal Government pays some attention to these industrial centres, many more refugees could be utilised. Lastly, I want to mention one incident. Nearly 18 years back the Centre started a big colony for the East Bengal refugees: Asoka Nagar urban Scheme Houses had been constructed by the Central Government and refugees had been settled there. Till now the refugees do not know whether they are the owners of these small houses. Neither the Central Government nor the West Bengal government had taken any care to see that these refugees are properly settled and they get these houses and cottages constructed for them by the Central government. I request Mr Hathi to look into this matter seriously and sympathetically for these are the people who had been uprooted from East Bengal for no crime of theirs.

Shri Bhagavati (Tezpur): Mr Deputy Speaker, Sir, some hon. friends objected to the Minister of State then my hon friend Mr Mishra referred to the background of labour policy and also to the national objective. I feel that he did the right thing in saying so because it is necessary that we always keep in view the ideology for which all of us are pledged. Much of our difficulties will vanish if all of us accept the national objective and the principle underlying that objective. It is not enough that the Government accepts that objective sincerely; it is necessary that the employers also accept that objective sincerely. As trade union workers, we experience many difficulties in the field. We have to negotiate for months and years for solving a simple problem. Why is it so? There are laws. There is machinery to settle disputes. But employers, generally speaking, have not changed their outlook. I am constrained to say that the management in the public sector also has not changed its outlook very much. Industries in the public sector are

[Shri Bhagwati]

nationalised concerns; they are socialistic institutions. Even then, the old way of doing things prevail there. The outlook is the same as in the private sector. I do not know how we can change that. I think it is necessary that steps should be taken to change the mind of the people also. Of course, we have to implement the labour legislation and labour Acts properly and fully. But that can also be done only if we have general acceptance of the principles for which we speak.

Sir we are hearing about the wage freeze slogan, but I would only like to mention one thing. In the second Plan, the right of the workers to fair wage was recognised, but it is painful reading that in the draft outline of the fourth Plan, it has been stated that the criterion of a fair wage is long-term guiding principle only and in the current situation, the issue has been narrowed down to protecting the present living standards of the workers that means we have not gone ahead in the matter of fixing the wages. Even the nutritional requirements have not been implemented. That consideration also has been left over. That is why it is preposterous to talk of wage freeze under the present circumstances. I do not know of any country where the difference of wages or income is so wide as in this country. That we tolerate such differences shows that we have not sincerely taken the objective which we set before ourselves. If we are sincerely trying to achieve the national objective, this difference could not be tolerated by anybody any longer.

The workers are very much interested in industrialisation, more particularly in socialist industrialisation because they know that by industrialisation only they can have a better living. If the country is industrialised, then only there can be more wealth and then only the living standard can be raised. For industrialisation, there are mainly two conditions one, the application of new

method and tools for production. If in this country we need an intellectual revolution, if I may say so, for discovering indigenous methods and tools for production so that we can increase our production and compete in the world market with our own resources. Export and import or industrial policy alone cannot do any miracle. Miracle can only be done in the field of production, by new techniques and tools for production, and that is possible if our intellectuals and workers can apply their mind in that direction and discover new methods and tools of production.

Secondly, what is necessary for industrialisation is labour productivity. I agree that labour productivity must be increased. Productivity has many facets. Sometimes some people want to create an impression that the workers in this country are not very efficient and their productivity is very low. I would like to say that the workers in this country do not lag behind the workers in any other country. I met one Russian engineer in Bhilai and he told me that the Indian unskilled workers were quite good in picking up very difficult tasks. There are many other evidences to show that Indian workers can do well, but the conditions of service are not as it should be. That is why the cost of production is high and productivity is low. It is surprising that the cost of production in this country is high even though the wages are among the lowest. We should find out why it is so. For reducing the cost of production, it is absurd to think that we should reduce the already meagre wages of the workers. There are other aspects to which we have to give special attention.

I would like to say a few words about the plantation industry. The tea plantation industry was developed as a part of colonial economy. The high cost structure, having very costly managerial staff, managing houses, brokers, warehouses, high profit high dividend, low reserve and

low wages—these are the phenomena of the tea industry in this country. 13 agency houses control three-fourth of the production of tea in north India. Out of 6 brokers, 4 European brokers handle the purchase of tea. One single warehousing company controls warehousing. Almost the whole control of the industry is in the hands of a few people. Dr. Maitreyee Basu referred to it and I agree with her. In 1956, there was fall in export of tea from this country as we are facing today. How is it that when the tea consumption in UK has not come down, our export has come down?

Even in the Rege Committee report, it has been mentioned that in the tea industry in India, there were 10 lakh workers in 1944. How is it that after so many years, when the acreage under tea plantation has gone up and production has increased, the labour force is only 7 lakh workers in tea industry. It is very strange. One man committee was formed to go into this question and that committee has reported that natural vacancies in Tea Estates have not been filled up. I consider it a very serious problem. It is against the interests of the country to do something which increases the number of unemployed. Previously it was always considered that in the tea industry, the recruitment is on a family basis. If we take the percentage of dependants in relation to earning worker, we shall find that from 12 in 1952 it went up to 16 in 1954 in the case of male workers and from 16 in 1952 to 24 in 1954 in the case of females. It is a serious problem.

As regards housing programme very little has been done in these years. Government of Assam wanted to raise the standard of housing and a new specification was suggested. The employers did not accept it. According to the Plantation Act and rules, the employer was to build 8 per cent of houses every year. That has not been done for some years past. For a series of years, the tea industry has topped the list for profit-

making. Yet that industry is allowed to go on without building houses for the workers.

डा० लुई प्रकाश पुरी (नवावा) : श्रीमान, आज मजदूर और मजदूरी को लेकर कैसी परिस्थिति उत्पन्न हुई है इसे हमारे मंत्री महोदय झूठी तरह जानते हैं। वे मजदूर जो कि कारखानों में काम करते हैं उन को वे कर के बहुत बड़े बड़े संगठन हैं बहुत बड़ी बड़ी राजनीतिक पार्टियाँ हैं, उन के लोग उस में लगे हुए हैं। लेकिन वह मजदूर जो कि हमारे किसानों के साथ काम करते हैं खेतों में मैं उन को और ध्यान दिलाने हुए मंत्री महोदय से यह जानना चाहता हूँ कि क्या अब तक कोई ऐसे निर्णय लिए हैं कि उन के लिए भी कोई एक बेज फिक्स हो कि हा उन की मजदूरी कम से कम बननी होनी चाहिये? उपाध्यक्ष महोदय, यह हमारा व्यक्तिगत अनुभव है, हमने यह देखा है कि एक ही जिले में, एक ही सब-डिवीजन में, विभिन्न जगहों में कहीं किसी मजदूर को चार सेर मिलता है तो कहीं दूसरी जगह साठे छ सेर। क्योंकि बड़े किसान जो हैं वह दे पाते हैं। नतीजा यह होता है कि छोटे किसान मजदूरों को अपने यहाँ नहीं ला पाते हैं और वह अपनी खेती नहीं करवा पाते हैं।

श्री हुकूम चन्द कच्छबाब : महीने का या रोज का ?

डा० लुई प्रकाश पुरी : रोज का। आप ने खेती नहीं करवायी है क्या ?

तो उस भयावह स्थिति को ध्यान में रखते हुए उन मजदूरों की ओर क्या यह सरकार कभी नहीं देखेगी जिन के ऊपर आज की यह सारी स्थिति निर्भर करती है जिस की वजह से आज प्रायः विदेश से भीख मांग कर अपने लिए धन लाते हैं। कब तक हमारे लिए धन आयाये,

[श्री सुर्व प्रकाश पुरी]

हमें खिलाओगे। अगर उन मजदूरों की धोर इन का ध्यान जाय, अगर उन मजदूरों की मजदूरी को सही स्तर पर ला कर रखें तो वह उस उत्पादक धोर उस लगन से श्रमो में काम कर सकते हैं कि जिस से आप का उत्पादन बहुत अधिक बढ़ सकता है। आप के उत्पादन में कितनी उमने वृद्धि हो सकती है।

पुनर्वास की धोर ध्यान दिवाते हुए मैं मंत्री महोदय से यह जानना चाहूंगा कि उन जगहों में जहां आपने उन रिफ्यूजी लोगों को लाकर रखा जो कि बाहर से प्राये, उन की सामाजिक जो चेतना थी वह अभी तक वही ही थी, वह हम जैसे सामाजिक प्राणी हैं, समाज के साथ रहना चाहते हैं, लोगों के साथ रहना चाहते हैं, अच्छे घरों में रहना चाहते हैं, अपने को अगर नहीं खाने को अच्छा मिलता है तो कम से कम बच्चों को चाहते हैं कि उनका अच्छा खाना दे, लेकिन क्या आप ने उन घरों में जाकर देखा है जहां वह रहते हैं? क्या आप ने देखा है कि आज से दस साल पहले आप ने जो घर बनवाये हैं वह घर आज किस हालत में हैं और किस प्रकार में वह बहा रहते हैं? बरसात के दिना में क्या आप ने कभी देखा है कि कितनी दून्डे उस घर के अन्दर कमरों में जाकर पड़ती हैं और वह बहा रह नहीं पाते हैं। मंत्री महोदय, मंत्री होने के नाते से नहीं तो कम से कम मानवीय दृष्टिकोण से इस समस्या की धोर देखें, वह बहा जाकर देखे कि किस प्रकार वह लोग रह रहे हैं।

. . . (अवधान)

आप को उस धोर भी देखना होगा कि रेलवे प्लेटफार्म पर अचवा मदिरों के द्वार पर विडमर्गों की सख्या बढ़ती जा रही है। क्या आप ने कभी माजूस करने की कोशिश की है कि यह विडमर्गों

किस वर्ग के हैं? कहा से प्राये हैं और क्या आप उन्हें भीख माग्ने की स्थिति में हटाकर किसी ऐसी स्थिति में नहीं रख सकते जहां उन्हें अपने श्रम व शक्ति का सचमुच एहसास हो सके। मैं आप से निवेदन करूंगा कि आप इन की जांच करवाइए। इस का जो सही रास्ता निबन्धन सकता है उस को निकालने की भरसक जल्दी में जल्दी कोशिश करे। यदि आपकी सरकार ने भीख माग्ने की नीति अपनाई है तो सार दश को तो विडमर्ग न बनायी कम से कम इतना तो निश्चय करना ही चाहिये और सुनें आज्ञा है कि आप भी-2 ही इसकी तरफ कदम उठावेंगे।

Shri Sequiera (Goa, Daman and Diu) Mr Deputy-Speaker, Sir, the attitude of the Government on the labour question seems to be that some sort of a solution should be found for problems after they arise and precious little should be done in order to prevent these problems from arising. It is very easy to see why it happens. When I read this report it is clearly stated there that no comprehensive review of labour problems has been made since 1931 and that only a brief review was made in 1946.

I was happy to read that a National Commission has been appointed to go into this question, and that a report will come in next year. I would request the hon. Minister that once he has the report, the Ministry should not sleep on it, it should act on it, and it should also appoint a standing committee to see that what has happened, does not repeat itself. The labour problems, and the whole labour situation, should always be under continuous review.

It seems to me that the Government seems to have some sort of vested interest in having agitations all the

time perhaps to justify the Emergency powers they have. Otherwise how can they justify that for every wage board, there has to be an agitation. As my hon friend, Mr George Fernandes said, there has to be one agitation to constitute a wage board, another one to get the interim relief, the third one to get the final report and the fourth one to get the Minis try to do something

Shri Hathi. You did not hear the speech of Mr Pandey

Shri Sequeira. I heard him. What did he say about it? Agitations are going on. Instead of this, would it not be easier for each of the large industries to appoint a standing advisory group constituted the same way? What would happen is that these problems would be under constant review, and would be solved before any agitation arises. This group will also consider the problems without being under the pressure of any agitation.

Then one of the greatest difficulties is that once the labour problems arise, the present machinery, the Industrial Disputes Act machinery, is very slow in dealing with them. I submit that it is not enough that the aggrieved party should be able to get justice eventually but it is also necessary that it should be able to get it swiftly. My hon friend here mentioned some details as to how this could be done. I find that in this House there are many hon Members who have large experience in labour matters. I would suggest to the hon Minister that even before the National Commission's report is in he should constitute a Parliamentary Committee consisting of those Members, so that he could see what steps should be taken immediately to see that industrial disputes are solved quicker than at present, so that everybody knows where he stands soon after the dispute arises.

On the question of the Provident Fund Act, I notice that two-thirds of

the funds are invested in Government securities and that these draw a very small rate of interest. This is the people's money, the savings of the workers, not the revenue of the Government. If the Government is unable to offer attractive terms, I submit the trustees should be perfectly free to invest the money wherever they are able to get the best return for the workers, to whom the money belongs.

On the question of death relief, I may say that it is a good measure but I must draw your attention to the fact that when a worker dies, his widow normally finds it difficult to get the money. We had a case recently in which they started insisting on all kinds of certificates, all kinds of court clearances and all that. It will be a very simple matter if a nomination is made, and a simple death certificate could bring a cheque to the widow within a week. This is how the benefit should be given.

Shri Shiv Chandika Prasad (Jamshedpur). How a genuine widow is to be found?

Shri Sequeira. There will be a nomination made. It is not a question only of the widow. Whoever the nominee is should get the benefit.

The question of unemployment insurance and retirement/family pension is also a very welcome idea. This is a very far-reaching thing and it is a thing that, I believe, the Government should go about carefully, and may I suggest this to the Minister he has got his own scheme; try it out in a sector for one year, see what the bugs are, iron out the bugs, and then only extend it to the other industries. It will be easier, and there will be less trouble if it is done in this way.

There is one question of particular interest to my constituency and I would like to mention it. It is about the iron ore mines labour welfare

[Shri Sequeira]

cess. I believe Rs. 60 lakhs have been collected, but only Rs. 18 lakhs have been spent. Schemes have been drawn up for the rest of the money, and they are lying here pending for some permission or something. This money is collected from the place where the iron ore is produced. There is a local committee, and it should be completely autonomous. They should be able to use the money immediately, for the welfare of the people who produce iron ore.

I would like to say one thing in conclusion, and that is about national productivity. It is a question that interests the Government, the labour and the employers. Unless the Government can take an attitude that it is going to take all these three people together, and to foresee the problems, instead of trying to solve them haphazardly after they arise, you may have all the slogans like 'workers unite', 'finish the monopolies, (whether in public or in private sector,)' etc., but the labour is going to be in the same sorry plight in which it is today.

Mr. Deputy-Speaker: Mr. Shiv Chandika Prasad

श्री अचल सिंह (भागरा) उपाध्यक्ष महोदय, मुझे भी पांच मिनट का समय मिलना चाहिये ।

Mr. Deputy-Speaker: He will also get a few minutes. Two or three members can speak today.

Mr. Shiv Chandika Prasad may finish in five minutes.

Shri Shiv Chandika Prasad: It is not possible, Sir.

Mr. Deputy-Speaker: Then I will not allow him.

Shri P. Venkatasubbaiah (Nandyal): Mr. Achal Singh is a senior

member. He should be given a chance.

Mr. Deputy-Speaker: He will be given a chance.

Mr. Shiv Chandika Prasad

श्री हुकुम चन्द कन्नूबाय . उपाध्यक्ष महोदय, मंत्री जी का जवाब देने ?

उपाध्यक्ष महोदय : अपनी दो-तीन स्पीच शीर होने वाली है ।

श्री शिवचण्डिका प्रसाद (जमशेदपुर) उपाध्यक्ष महोदय, मैं अपने बहुत से उन बनारसों से सहमत नहीं हूँ, जिन्होंने यह कहा है कि आज 20 वर्षों के अन्दर मजदूरों के लिये सरकार ने कुछ नहीं किया है। भारत सरकार ने पिछले 20 वर्षों के अन्दर मजदूरों को बहुत सी श्रद्धालियतें दिलाई हैं और जहाँ तक कांग्रेस सरकार की बात है, कांग्रेस सरकार के चलते आज श्रम का महत्त्व बढ़ा है आज भारत में मजदूरों की इज्जत और मान है और मजदूर भी आज देश में अपनी इज्जत और मान को बनाये-रखने के लिये पूँजी-पतियों के साथ हर मामले में मुकाबला कर रहा है। जब कि हमारे देश में सूखा और बाढ़ होता है, जब कि हमारे देश पर बाहरी बुगमों का हमला होता है, हमारे मजदूर भाई अपना सब कुछ देश के लिये कुर्बान करने को तैयार रहते हैं, लाखों रुपया वान के रूप में देते हैं और कहीं कहीं तो मजदूर वर्ग ने पूँजीपतियों और मालिकों से भी ज्यादा सुरक्षा के लिये सूबा और बाढ़ प्रस्त बहनों और भाइयों के लिये दिया है, आज हम लोगों को अपने मजदूरों पर गर्व है।

मैं इस समय मजदूरों के हित के लिये सरकार को और क्या क्या करना चाहिये, इस के बारे में अपने सुझाव देता हूँ। आरे देश के लिये श्रम का एक कानून बनाना याच उसमें कोई बाफ कंटाक्ट और कोई बाफ

डिजिटल का भी उल्लेख किया जाना चाहिये वर्तमान समय में जो बहुत से कामों को करना और रिटर्न देना पड़ता है, इस व्यवस्था को दूर करना चाहिये। इस प्रथा से मासिकों और मजदूरों दोनों के लिये परेशानी पैदा होती है। कानून का पालन ठीक से होता है या नहीं, इस का भार सरकार अपने इन्स्पेक्शन स्टाफ और मजदूर यूनियनों के हाथ में छोड़ दे। जहाँ पर मासिक कानून की प्रवहेलना करते पाये जावे वहाँ पर उन को कड़ी से कड़ी सजा दिवाने की व्यवस्था होनी चाहिये। केस का निपटारा जल्दी में जल्दी होना चाहिये और मजदूरों को कम से कम पैसा मुकदमों में खर्च करना पड़े इस की सुविधा होनी चाहिये।

कंसल्टेशन आफिसर की पोस्ट उड़ानेनी चाहिये। मासिक और मजदूर दोनों पार्टीज में से जो चाहे इस के लिये लेबर आफिसर की सेवा ले सकता है। झारखंडेशन पैनल की लिस्ट तैयार करवानी चाहिये और मजदूरों को लेबर कोर्ट में जाने की छुट्टी देनी चाहिये। केवल ऐसी यूनियन को जो गैर कानूनन हड़ताल करती हों उन्हें लेबर कोर्ट में जाने से रोकना चाहिये। ऐसी यूनियन को मासिक के साथ बैठ करही आपस में समझौता करने के लिये विवश करना चाहिये। इस से मासिक और मजदूरों के बीच झण्डे रिस्ते कायम होंगे उन का प्रेम बढ़ेगा और प्रोब्लमन भी रहेगा।

ग्रहिक से ग्रहिक सेमिनार का आयोजन होना चाहिये ताकि मजदूर और मासिकों को उन के हकों का उन के कर्तव्यों को और झामिनेशंस को इस के माध्यम द्वारा बतलाया जा सके। अम हितसम्बन्धी फिल्नों के प्रदर्शन की व्यवस्था होनी चाहिये।

कारखानों की छुट्टी सभी लोगों के लिये एक ही होनी चाहिये। ग्रमी मन्वसी डेटेड और डेली डेटेड के लिए अलग अलग छुट्टी है यह भीच अलग करनी चाहिये इस के लिये अलग मन्वसी डेटेड की छुट्टी कुछ कम करने की

जरूरत पड़े तो उस को कम कर देना चाहिये। बहुत से मजदूरों को हफ्ते की छुट्टी सबैतन नहीं मिलती है। यह प्रथा भी बन्द होनी चाहिये और हफ्ते की छुट्टी पैसे के साथ मिले इस की व्यवस्था होनी चाहिये।

मजदूर क्षेत्र में और उस के आस पास ग्राम की बिक्री पर रोक लगानी चाहिये।

ग्रमी जो मजदूर कठिन काम करते हैं या कठिन परिस्थितियों में काम करते हैं, या हज़ाड़ु घस काम करते हैं, उन्हें और मजदूरों से अधिक पैसा मिले इस की व्यवस्था होनी चाहिये।

Mr. Deputy-Speaker: Now, the hon Member should conclude

Shri Shiv Chandika Prasad: I have still to say so many things, Sir.

Mr. Deputy-Speaker: I told him in the beginning itself that he would get only five minutes. I want to accommodate two more Members so, he should conclude now

Shri Shiv Chandika Prasad: At least give me five more minutes

Mr. Deputy-Speaker: It is not possible I had requested the hon Minister and I got some time from him

Shri Shiv Chandika Prasad: I have still many suggestions to make, Sir, in the interest of the workers and the nation

Mr. Deputy-Speaker: There is no time for it now He should resume his seat

Shri Shiv Chandika Prasad: At least, let me conclude my speech, Sir

Mr. Deputy-Speaker: Let him please resume his seat

Shri Shiv Chandika Prasad: All right, Sir, thank you

श्री अश्वल सिंह (भागद) : उपाध्यक्ष महोदय, उत्तर प्रदेश में भायल इंडस्ट्री सब से बड़ी इंडस्ट्री है और हम ने लाखों मन रैब बिहार अतम बगान और महाराष्ट्र को बाटा है। वहा के मजदूरों को मुश्किल से 50 या 55 स० मासिक मिलता है। मैं बिछले दो बरों में टेंड्रन मिनिस्टर ने और उत्तर प्रदेश के मि.नेस्टर ने क'ता र'हा हू और लिखता र'हा हू कि उन को इन मामरे की ठीक करना चाहिये। उन्होंने ना हा कर दिया लेकिन अब तक कुछ मही हुआ आज तक उनकी तन्वाह बड़ी नहीं है।

मेरा आप से निवेदन है कि उत्तर प्रदेश के अश्वल इंडस्ट्री के मजदूरों के वास्ते एक बेज बॉर्ड अवरशय बनाया जाये ताकि उन की तन्वाह ठीक हो सके। आज कल एक मजदूर की मद्गाई के अमाने म 10-55 र० महीना मिलने से क्या हो सकता है ?

श्री सिंह (पत्रिम) उपाध्यक्ष महोदय, बहा बहुत सी गाने कही गई हैं घेराव बेज क्रीण आदि गे-ारे में। मैं सिर्फ एक गत कहना चाहता हू जिम का शायद किसी ने रिफर नहीं किया है। हम लोगो ने दे रा है कि गोआ में जो सेक्टर काम करने आते है वह गोआ के बाहर से आते है। लेकिन उन के लिये कोई व्यवस्था नहीं की गई है कि ज। वह आये तब उन की स्थान पाक्स का रेविमनेशन दिया जाये या कालेरा का इनाकुलेशन दिया जाये। मैं समझता हू कि यह अत्यन्त महत्वपूर्ण बात है। उन के लिये हाउसिंग आदि की वारे बहुत कही जाती है लेकिन ज। बुनियादी

बात है, प्राइमरी बात है, जिस का सम्बन्ध उन की प्रकृत और जीवन से है उस की जीव कोई स्थान नहीं देता है। मैं समझता हू कि मजदूरों के वारे में केवल गोआ में नहीं अखिल भारत में ही यह बात जरूर की जानी चाहिये कि उन के लिये स्थान पाक्स का रेविमनेशन और कालेरा का इनाकुलेशन प्राक्लिगेटरी कर दिया जाये।

हम लोग पहले देखते थे कि जो मजदूर गोआ मे काम करने आते थे, वांछ पर ही उन को कालेरा का प्री" स्थान पाक्स का बेकरीन इजेक्शन दे दिये जाते थे। लेकिन अब ज। मजदूर आते है वह बिना किसी इजेक्शन के आते है और स्थान पाक्स और कालेरा से मरते है। गोआ के लोगों का भी खतरा निर्माण होता है। हम लिये इस की और जरूर ध्यान दिया जाना चाहिये। यह बड़ी इम्पोर्टेंट बात है और प्रत्येक कामगार के लिये महत्व की है। इस लिय स्टेट गवर्नमेंट और सेट्रल गवर्नमेंट दान। इस गत की व्यवस्था करे कि प्रत्येक मजदूर जा हा चाड वह किसी भी बल में काम करता हा और किनी भी राज् " काम करता हा उस के लिये यह बुनिगदी बात की जाये।

M. Deputy-Speaker: The Minister will reply tomorrow

The House stands adjourned till 11 A.M. tomorrow

17.57 hrs.

The Lok Sabha then adjourned till Eleven of the clock on Thursday, July 20, 1967/Asadha 29, 1889 (Sikha)