

Shri K. C. Pant:

corrigendum to G.S.R. 898
dated the 10th June, 1967.

[Placed in Library. See No. LT-
1116/67].

12.30 hrs.

COMMITTEE ON PRIVATE MEM-
BERS' BILLS AND RESOLUTIONS
NINTH REPORT

Shri Khadilkar (Khed): I beg to
present the Ninth Report of the Com-
mittee on Private Members' Bills and
Resolutions.

डा० राम मनोहर लोहिया (कन्नौज) :
अध्यक्ष महोदय, मैं ने आपके सामने एक
विशेषाधिकार का प्रश्न उठाया था कि इस
सदन के सदस्यों की बाणी-स्वतंत्रता का हनन
प्रधान मंत्री जी ने किया है।

Mr. Speaker: I have disallowed it.

डा० राम मनोहर लोहिया : उसके बारे
में आप कब बात करेंगे ? मैं चाहता हू कि
आप जम पर पुनर्विचार करें।

कब आप उसके बारे में बात करेंगे।

Mr. Speaker: I have disallowed it.

डा० राम मनोहर लोहिया : ठीक है,
लेकिन पुनर्विचार तो करेंगे। आपके कमरे
में आकर.....

Mr. Speaker: I have not allowed it.

डा० राम मनोहर लोहिया : आप चाहें
तो आपको कितानों से बता सकता हू।

Mr. Speaker: I do not know; unless
some further light is thrown that it
deserves reconsideration, how can
that be done? As it stands, it is dis-
allowed. At every party meeting,
everybody has a right to discuss
things, whether it be the swatantra
Party or the Congress Party or the

SSP. How can we say that what is
discussed at a party meeting can be-
come a matter of privilege here?

डा० राम मनोहर लोहिया : परन्तु
अध्यक्ष महोदय, आप चाहे तो कितानों से मैं
आपको बता सकता हूँ.....

Mr. Speaker: It cannot be discussed
here.

12.31 hrs.

STATEMENT RE. KENNEDY ROUND
OF TARIFF NEGOTIATIONS
CONCLUDED AT GENEVA

The Minister of Commerce (Shri
Dinesh Singh): I beg to lay on the
Table a statement on the Kennedy
Round of Tariff Negotiations recently
concluded at Geneva [Placed in Lib-
rary. See No LT-1117/67].

12.31½ hrs.

*DEMANDS FOR GRANTS, 1967-68—
contd.

MINISTRY OF LABOUR, EMPLOYMENT
AND REHABILITATION—contd.

Mr. Speaker: The House will now
take up further discussion and voting
on the Demands for Grants under
the control of the Ministry of Lab-
our, Employment and Rehabilitation.

The hon Minister will now reply
to the debate

The Minister of Labour, Employ-
ment and Rehabilitation (Shri Hathi):
I have heard with great attention and
respect the speeches of hon. Members.
I thank them for their constructive
suggestions, and I would like to say
that I shall consider them.

*Moved with the recommendation
of the President.

[Mr. DEPUTY-SPEAKER in the Chair]

The Ministry has to deal with the rehabilitation of our brethren, the displaced persons who have come from Pakistan, from Burma, from Mozambique, those who are to come from Ceylon and the displaced persons from West Pakistan and East Pakistan who have been here and as some Members from West Bengal have said, the new migrants as they are called are in such a plight that the very sight of them moves one.

There have been some suggestions from Shri S. Kandappan, and I would first take up the rehabilitation aspect of my Ministry. At the outset, I must thank the Governments of Andhra Pradesh and Madras for the co-operation that they have given for resettling the repatriates from Burma. Out of a total number of about 1,50,000, Madras has helped nearly 82,000 persons. I must say that the Chief Minister of Madras has been taking personal interest in looking to the rehabilitation of our friends from Burma. Then comes the help rendered by Andhra Pradesh.

Shri S. Kandappan (Mettur). In the report supplied to us, the hon. Minister has stated that with regard to the Burmese repatriates, only 45,000 have been so far rehabilitated. What about the rest? I had raised this issue specifically.

Shri Hathi: I am coming to all that. I shall not leave any point unreplied to, if I am allowed to go on.

Shri S. Kandappan: We are not gheraoing him, but we are allowing him to go on.

Shri Hathi: 1,55,000 persons means nearly 45,000 families. Perhaps, the hon. Member is under the impression that the number of persons who have been assisted is only 32,000. When a person is given a loan, it is really to the head of the family. That means if we take that figure, it will come to 34,300 families who have been

given assistance. 10,000 still remain. Now, I need not go into the figures, because when a number of persons were given business loans or rehabilitation loans, that means to the head of the family. But if we look at the statement again, the number of persons employed or who got employment, is 9,000. I include in 34,000 only 900, because it might be that somebody might have got a loan and taken employment. So I take only 1/10th. That comes to 34,000. Now, out of these, the remaining will be 10,000 or 11,000 who have yet to be rehabilitated. I am sure that we shall be able either to give them employment or business loan. That is the next year's programme for the remaining 10,000.

Then he made the observation—I will not say complaint—that Rs. 213 crores were given as grants for the persons displaced from Pakistan, East and West, whereas here it is only Rs. 3 crores. When the question of relief or rehabilitation comes, I would not calculate it in rupees annas pias. If it is needed, more than Rs. 3 crores should be given. I am not, therefore, comparing the amount which is spent for the displaced persons from East and West Pakistan with that spent for our friends from Burma. That is not my intention at all. But when a comparison is made....

Shri S. Kandappan: My contention was that the money would have been better spent on rehabilitation instead of on grants.

Shri Hathi: The persons who have come from East and West Pakistan are about a crore and we have spent Rs. 213 crores. Here it is 1.5 lakhs and we have spent Rs. 3 crores. It comes to the same thing.

Shri S. Kandappan: According to the figures given it is only half a crore. Let him not mislead the House. These are figures supplied by Government.

An hon. Member: Have patience.

Shri S. Kandappan: I have enough patience.

Shri Hathi: I have more patience.

We have given Rs. 5,000 as loan per case; we have given land to agricultural families. . . But if there are person who want to rehabilitate themselves on agricultural land and do not like to go for trade or industry, certainly that could also be considered

The other suggestion he made was that in regard to the repatriates from Ceylon, instead of rehabilitating them all in pockets, they could be rehabilitated in the Andamans. We have actually a scheme to rehabilitate some of them in the Andamans, but we must remember that the number of people to come from Ceylon would be nearly 5 lakhs and every year we expect a few thousand to come. In the next year, January to March we might expect about 13,000 or so. Now to rehabilitate all the 5 lakh people in the Andamans may not be possible. We can accommodate there as many as we could. We have a plan for development of rubber plantations there. We have a plan for reclamation of land and rehabilitating them. That will go on, but it may not be possible to rehabilitate all of them in Andamans. We have learnt from the experience of East Bengal, and so would like to have a blueprint ready, so that by the time they come they are rehabilitated. For that purpose I have written to the Chief Ministers, and we are having a meeting at Madras next month, so that we can prepare a blueprint. The idea is that the first batch will be resettled on plantation. Later on, we shall see if more could be absorbed there. Some would certainly go to the Andamans, but I would like to see that when they come, they are given rehabilitation relief and they have not to wait for a longer period and feel that we have not been ready to receive them.

The first thing is the psychological treatment so to say. When they come here, they must feel that here is

warmth, here are people who are receiving them as their own men. They should not be left to feel that they are strangers or foreigners or unwelcome. So, with—that under consideration I am trying to have a blueprint ready.

Dr. Mahtayee Basu (Darjeeling): Gastronomy is more important.

Shri Hathi: Now I will deal with Mr. Dhillon who touched on Punjab. So far as Punjab is concerned, the farmers have been rehabilitated, and 17,000 acres of land have been set apart. They have been given sufficient loan for purchase of bullocks, implements and house construction. About Rs. 198 lakhs of grants and Rs 132 lakhs of loans have been given. For shops and traders loan has been sanctioned, about Rs 5,000, and for reconstruction of Khemkaran, to which he referred we have sanctioned Rs 35 lakhs which will mean reconstruction of this complex.

Then I come to the question which Dr. Ranen Sen and other members raised and that was with regard to West Bengal. Mr. Ranen Sen wanted me to go to some of these places and see. I may say I am a newcomer so to say to the Ministry of Rehabilitation, but from what have seen, heard in the House, learnt and followed, I know how deeply the members from West Bengal and the Government feel I have been to one to two places, for example to the Indralok Studio Colony I was the conditions and I felt that something has to be done. There are patterns of assistance, grants, which sometimes come in the way. Having seen the conditions in which they were living, I thought that it is much better to give them some other place where they can economically settle themselves. In the meantime certain arrangements should be made. I had requested the West Bengal minister to send me a scheme. He has sent me a scheme costing Rs. 6 lakhs for the colony, construction, repairs or whatever it is. But it can

make the place habitable. I may inform the House that the Government of India has sanctioned that amount for the colony.

Shri Samar Guha (Contai): There are hundreds of such projects.

Shri Nathi: That was exactly my next point; they are in hundreds. What should be done? I can only share my thoughts with the Members. Something has to be done. There is genuine distress. Bengal has four million displaced persons. Calcutta is the most densely populated part—74,000 per sq. mile. Of the West Bengal population, eleven per cent are DPs but in Calcutta the DPs form 18 per cent of the population. How are we to rehabilitate economically these friends from East Pakistan? Nearly 67 per cent of these migrants are agriculturists, the remainder belonging to trade and other professions. For 100 engineering jobs, the effect will be to have about 26 persons in trade and commerce and about 14 persons on transport. The population grows at 2.7 per cent while the employment opportunities grow at 2.3 per cent. The population growth thus exceeds the employment growth. More employment opportunities have to be created even to balance the population growth. The need becomes more obvious if we add these 40 lakhs of people. I was thinking whether it would not be better if we train these young friends say, of the ages of 18 to 25 or 30. It is not a question of giving them houses. Suppose we give them houses, build colonies for them, give them lodgings, water, drainage, etc. and we spend money on that. But having done that, what happens later on, after 10 to 15 years? What do they do? Unless they are economically rehabilitated, will merely good houses or good colonies serve the purpose? Out of Rs. 108 crores which we have spent on rehabilitation, 28 per cent or Rs. 29 crores have been spent on actual economic rehabilitation schemes, while Rs. 74 crores have been spent on other amenities. Now, I do not say that other amenities

are not needed; they are needed: housing, clothing and shelter. But more emphasis should be given or should have been given on economic schemes so that people could have been rehabilitated. Out of Rs. 108 crores, Rs. 29 crores have been spent on economic schemes and Rs. 74 crores or so on other schemes. Therefore, I was thinking, and I want to share this view with the House, that instead of spending all the money on the development of colonies and houses, it might be better that we may train young men in arts and technical crafts so that they become self-employed and are economically rehabilitated. We have about 350 industrial training institutes under the Ministry of Labour, and I would reserve 10 seats in each of the training institutes for all the displaced persons including those from Burma and Ceylon, so that every year we could have 8,500 young men of the age-group of 18—30, trained in these things, and I would even be prepared to pay them a stipend, a reasonable amount, so that they can maintain themselves. This would be really rehabilitating them. I am thinking, and I am prepared to reserve 10 seats in each of the institutes if sufficient number of our young friends come in. This is because I really feel that if we want to rehabilitate them, the rehabilitation does not mean merely giving them a house or a shelter. That does not mean rehabilitation. It would be a ramshackle, as was remarked by one of the hon. Members we had built houses 10 years back; but I have seen how those houses look today. Maybe today we may again build houses, but on having built them, if the owner or the occupier is not in a position to spend, what do we do? How long can that be done, and how long can you go on building? Will they continue building houses? Therefore, we must give them such employment so that they are actually rehabilitated economically. This is one idea which occurred to me.

Shri Lobe Prabhu (Udipi): On a

[Shri Lobo Prabhu]

point of information. Is the Minister aware that the economic tempo of this country is running down, that employment opportunities are shrinking, that many factories are closing down, and that consistently with this, if he adds to those who are trained it is increasing unemployment? Would it not be better for the Government, instead, to increase employment in the villages by housing programmes and by industrial development rather than by training people for whom there is no possibility of employment?

Shri S. Kundu (Balasore): He is speaking some sense, I think.

Shri Hathi: So far as employment is concerned, I know today there is recession. Today, the growth of industrial production is declining. When I come to the labour part of my Ministry, I will say what I have to, so far as the steps that we are taking. But because there is industrial recession now and technical men are not getting employed, shall we take a decision that we should no more train our young boys? Will it be all right?

Shri S. Kandappa: What about the Madras CM's suggestion of getting Burmese rice in lieu of cash compensation?

Shri Hathi: So far as Mr Lobo Prabhu's query is concerned, we can go even further and having trained them in some vocation in which they can be self-employed; for that we can give them loan and other assistance. This is one solution which strikes me.

I have been receiving a number of letters. Some of the friends want to settle outside West Bengal. But as Dr. Sen said, we have closed the camps. We are not now giving any relief or rehabilitation assistance even to the new migrants because we had given them sufficient time and to those who did not move, we were not giving any doles. Therefore, they are not entitled. But if we cannot give them employment in west Ben-

gal, if we do not allow them to go outside and if we do not pay them anything, where is the solution? Something has to be done. Therefore, I have thought of renewing the system of offering to new migrants to go to any part of the country outside West Bengal and if I get sufficient response to that and if the West Bengal Government is also keen, I am prepared to reopen camps in selected places for new migrants and give them assistance for rehabilitation and relief.

Shri Samar Guha: Out of 2 million refugees settled outside West Bengal, 1 million have come back and the money spent on them has been completely wasted. So, before sending them again outside, you have to think a hundred times.

Shri Hathi: I was very cautious before I said so. I know that persons who have come from East Pakistan would naturally like to live in West Bengal because of the climatic conditions.

Shri Samar Guha: In the case of UP, there has been good rehabilitation and perhaps not even 5 per cent have deserted. But they have deserted other places because they completely failed to rehabilitate them economically.

13 hrs.

Shri Hathi: The only precaution we have to take is this. We will have to see that the camps we open, the rehabilitation arrangements, the houses we build for them, are all proper and habitable and they may like it, so that the money is not wasted. That is a suggestion which everybody would welcome that every pie we spend should not be wasted and proper arrangements should be made. It may be that people may like to go out of West Bengal, but I do not want to be misunderstood when I make this offer that we want to drive them out of West Bengal. That is not so.

There are many people who want to go voluntarily. I am sure, once they feel that the new rehabilitation scheme of the places where they are going is attractive many will go. In fact, I went to Dandakaranya. I had heard about it. I went there, saw some of the villages, saw some of the houses. I asked the villagers whether they were happy. I asked them where they were staying. They had no name for the villages. They had named the villages NM-1, NM-2, NM-3 and so on. Nobody feels he is at home if he does not know even the name of his village.

Mr. Deputy-Speaker: May I remind the hon. Minister that we are pressed for time. Half-an-hour has been devoted to rehabilitation. We will have to adjourn now for lunch. May I take it that he will take another half-an-hour.

Shri Hathi: Yes.

Mr. Deputy-Speaker: Let us adjourn now for lunch and meet again at 14 00 hours.

13.02 hrs.

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

(The Lok Sabha re-assembled after Lunch at three minutes past Fourteen of the Clock.)

[SHRI S. M. JOSHI in the Chair]

DEMANDS FOR GRANTS—contd.

MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION—contd.

Shri Hathi: I was dealing with the rehabilitation programme and certain steps Government wanted to take. To that I add one more. As the House knows, we have included a provision whereby industries employing a cer-

tain proportion of the displaced persons will get benefit of tax. I hope this will lead to employment of more displaced persons. I also hope that these measures will go a long way in rehabilitating the displaced persons, for whom we have genuine sympathies, and we think it is our national duty to help them out to settle themselves in life.

Then I come to the question of labour, the other wing of the Ministry. Many hon. Members, including Shri-matj Sucheta Kripalani, Shri S. M. Banerjee and others, referred to the economic condition. I would not like to go into the details, because so many hon. Members have spoken on it. But a question was asked: what are we doing about it? It is a legitimate question.

As the House knows, the two industries mostly hit by the recession are textile and engineering industries. The Labour Ministry have taken up this question with the Commerce Ministry and it was at the meeting of the textile industry which the Labour Ministry held that a decision was taken to establish the Textile Corporation to take over all sick mills and also to start new mills so that the industry may not suffer. So far as the engineering industry is concerned, the area most hit is Calcutta. Wagon-building industry is one such industry. I have taken up the matter with the Railway Minister and the Industries Minister and I am happy to inform the House that the Railway Ministry have decided to place more orders for wagons. This will mean rehabilitation of industries in Calcutta. Moreover, we have taken up some units which will be given assistance as far as foreign exchange and raw materials are concerned and other export incentives thereby giving a kind of boost to the engineering industry which is today in state of recession. I would not like to go into the details now because the House is going to hear the reply of the Minister of Industrial Development, perhaps tomor-

[Shri Hathi]

row, on the Demands of that Ministry. I would not take the time of the House on this matter.

I would like to say, by way of reply to Shri Fernandes who said that the Labour Ministry is helpless, that it is not so. It is not only for the Ministry but it is also for the workers and it is in the interest of the country to boost up the national economy and to see that the worker is not retrenched and does not go unemployed. But even then, supposing there is a condition where a worker has to be retrenched, I am thinking of an unemployment insurance scheme which is meant to give them some wages during the period of unemployment. That will go a long way to help the worker.

Another question asked was about the various suggestions for amending the Industrial Disputes Act. What is it really that the worker wants? A worker wants, firstly, job security, that he should not be wrongly dismissed by the employer. The worker has a right to work and he has a right to continue in employment. It is not in the sweet will of the employer to dismiss a worker. There is a tribunal for that. The court is not authorised to look into all these matters to see whether it is fair or just or that a proper procedure has been followed. But we are amending the Act.

श्री हथि का बयान : (उज्जैन)
सरकारी और गैर सरकारी क्षेत्रों में तब तक स्ट्रिकों को जाये, जब तक कि मजदूरों को बिना पहले काम की व्यवस्था न कर दी जाये।

Shri Hathi: We are now making an amendment so that the court will have the power to go into these things.

Then, I am going to give subsistence allowance to workers during the period of suspension so that for the

period he is not on work, he will get subsistence allowance, 50 per cent or so. So, the unemployment insurance scheme, the subsistence allowance, the job security and the retrenchment benefit will all help the worker.

The learned lady Member, Dr. Basu, was asking what is the Labour Ministry doing for the workers in the mines. It is the Mines and the Metals Ministry that is looking after the industry. Today, if an iron ore mine is exhausted and a worker may have put in twenty years of service, he is not entitled to retrenchment benefit beyond a maximum of three months' wages, because it is considered that it is an unavoidable circumstance. We are now making an amendment so that even in these cases it will not be considered an unavoidable circumstance, the exhaustion of iron ore, because the worker has worked for 15 or 20 years, and the employer must look to his future and must pay the retrenchment benefit as is available to others.

Then comes the question of the payment of wages. That is one which was suggested by an hon. Member. Today, if a worker does not get his wages, he has to go to the labour court and God alone knows when he gets his wages. He has to wait for a long time. I am thinking of giving to the executive authority the power to recover by land revenue method the wages due from the employer to the worker. He will then get the wages without any delay.

These are some of the things. I do not say that these are the final things. There are so many things which are to be done. The main thing which we have to see is, as Shri Kachwal said, it is not the money only that is the capital but the human resources also are the capital. We have to instill a sense of

dignity in the worker that he is working not merely as a bread-earner or a wage-earner but he is doing something to build up the national economy, that he is a partner in the industry, that all that he does is not earning merely Rs. 4 or Rs. 5 a day but that he is doing a higher and nobler job.

There was the question of wage freeze and there again Mr. George Fernandes asked as to what for the Labour Minister was there, and that I had not made any statement. I am not accustomed to making statements like that; I am accustomed to work only I may only point out that we are now considering the question of the recommendations of the Coal Wage Board and I may say that we are increasing the wages as recommended by the Wage Board. That will mean an increase in wages. Where is the question of freezing the wages? When we see inequality all-around, in all directions, in every walk of life, the pressure upon the labour becomes still more, still greater, and at that time if you say, freeze the wages, what will he feel? I do not say that the labour will not do it. The labour may do it. But when? When he feels that what we ask of the labour, we demand of the others too and that he is treated equally with the others. They are patriotic. I know them, I have moved with them. During the last aggression, they worked for three shifts and kept the wheel of production moving; there was no strike, there was no dispute. They are not people who are not patriotic. They are the people who, in order to bear the brunt of the country's economy, would do it. They would bear it. But when? Only when they feel that they alone are not being singled out for hardship and that others also share it. They will bear the cut only when they find that what they bear is a part of the whole thing.

Then comes the question of provident fund. A suggestion was made

that on the death of a worker, it should be possible for the widow or the near relative to get the provident fund money merely on nomination and that there should be no delay. I may remind my hon. friend, Mr. Kundu, who, I think, raised this point, that there is a provision in para 81 of the Scheme which does provide for nomination and they can get it immediately. But still I feel that because the workers in many cases do not know this, nomination is not made and, therefore, all the difficulties arise. Otherwise, that is not impossible.

Then there came the question of contribution and arrears. I think, Mr. Kashi Nath Pandey raised this question. The arrears are not much. Out of a total of about Rs. 900 crores, they are only Rs. 5 crores. It is not much. But I am not looking at it from that point of view. The arrears may be Rs. 2 or 3 or 4 or 5 crores. But for the worker who does not get it, whether it is Rs. 1 crore or Re. 1, it is the same. To him, it does not matter whether the arrears are 0.5% or 20%. What he cares is for his own money and if he does not get it, whatever else you may have done, it does not help him; to him, it is nothing. Therefore, I am thinking that the reserve fund should be increased, even though the employer has not paid for some reason or the other. Firstly, stringent prosecution should be launched against those who make default, and I may inform the house that last year we have launched 748 prosecutions against those defaulting employers and there were 381 recovery proceedings by way of land revenue.

Shri S. Kundu: How many defaulters were there?

Shri Hathi: The defaulters were about 1,500. There were 381 recovery proceedings by way of land revenue. The prosecution has been

[Shri Hathi]
launched against more than half of the defaulters. The others are going on....

Shri S. Kundra: Unless you change the law, you cannot do it.

Shri Hathi: It is not a question of 'you cannot do it' Let us understand that the prosecution has to be done by the State Governments and not by the Central Government. Let us be clear about it. There is no use blaming the Central Government because the prosecution has to be done in the State and not at the Centre.

That position has got to be remembered.

Shri Tridib Kumar Chaudhuri (Berhampore). To that extent the law can be changed

Shri Hathi: I am prepared to change the law. A suggestion was made, and that is a very good suggestion, that the implementation of the industrial laws in the public sector should be administered by the Central Government and not by the State Government. I would welcome it if that is possible, but before I do so, I shall have to ask the States whether they would be agreeable or not. In the same way as before, the prosecution has got to be launched not by the Centre but by the State Government. I can request them to start proceedings....

Shri P. Ramamurti (Madurai): What is the use of all these prosecutions if the employer cannot be criminally prosecuted? He simply pays a fine of Rs. 100 or Rs 200 and nobody bothers about it. The law is such that the employers consider this more advantageously. We have seen that unless they are criminally prosecuted, it is of no use.

Shri Hathi: If my hon friend would have heard me patiently, I would also have said that a mere fine for keeping

such a decent amount with him does not harm an employer. Therefore, I agree with the hon. Member that the law has to be made more stringent.

Then comes the question raised by Shri George Fernandes. He had mentioned several points but on three of them at least I was wondering whether he was sure of his facts or not. The first thing that he suggested was that there was some central training institute or school for labour officers and it had been closed down after lakhs of rupees had been spent. I may say that the school has not been closed down.

श्री जार्ज फर्नेन्डिस (बम्बई-दक्षिण) : बन्द हो गया है—ऐना मने नरी का था। मने का था। क काम का नही है।

Shri Hathi: It is working, and only last month I had visited that school and I saw that students from different States were taking training there.

Then, he raised a point about the ILO conventions and said that India, a founder-member of the ILO had ratified very few conventions and that he had tried to look into the records of Parliament but he did not find anything in this connection. I think that is what he has said. I may say that the procedure is that after the convention is adopted by the ILO, within a period of 18 months it has to be reported to Parliament, which is being done invariably, and only last year we had laid on the Table of the House the conventions with the reasons for accepting them if we accept them and the reasons for not accepting them in case we have not accepted them. If we do not accept any convention, we do not do so arbitrarily. It is placed before a committee on Convention, which consists of workers, employers' representatives etc., and certain difficulties, if there are any, are pointed out to them. Further, it is reported back to the ILO and they also examine the whole

thing, and if they have anything adverse to say, they do criticise. But in the case of India, there has not been even one criticism where they have found that the reasons given were not sufficient. Moreover, I may say that in this part of the world, in Asia, India tops the list in regard to the number of conventions that have been ratified; India has ratified 30 conventions, Pakistan 28, and Japan 25. If there are any conventions which are not ratified, the reasons are given to them and explained to them, and they understand the reasons.

Then, my hon. friend had talked about prosecution for non-payment of provident fund and bonus. I have looked into this. During the last few months, we have started 16 prosecutions against people who have defaulted.

Then, a suggestion was made about the iron ore welfare cess. It was said that instead of having a committee here and dealing with the fund at the Centre, it would be better if local committees were given the power

It is a suggestion which I had already considered. Actually, we are now having advisory committees at local level so that they can do it without everytime having to come to the Centre.

The other important point made was about NCDC, workers' education and productivity. As regards productivity, it is generally thought that it is labour from whom greater productivity is expected. Productivity is not merely the exertion of a worker. There are so many other things. A worker may put in his best, but if there is no raw material or no proper planning or inadequate or no power supply or no marketing—it may be due to some defect in the management—productivity will suffer. Therefore, while we talk of productivity, that the country needs greater production and the worker must put in his best, at the same time we

have to see that the management also is progressive and there is a cadre of trained managers who are able to carry the workers with them and see that they are not merely work-exactors but are able to inspire in the workers a spirit of work and cooperation, a feeling that they are partners in the common endeavour.

One of the members of the Swatantra Party who said it was a consumers' party talked of capital, that capital must be safe so that he could make profit. It is not he that has to make profit; whenever there is profit, it is the industry which makes it. Where does the industry get the money from? From the consumer. So ultimately, it is neither the worker, nor the employer, nor the industry, but the consumer who has to pay. Therefore, we have to see that productivity increases in the industry so that the consumer has not more burden to bear, and secondly, that the products of industry are so firstclass that they command a market. Otherwise, what can industry do? The industry cannot pay the worker unless it flourishes. This sense of oneness, of partnership must be there among the workers and managements. Therefore, it is that any complaint that the worker has, any grievance he has, should be redressed as quickly as possible. If a grievance is not redressed, it becomes a demand; a demand not heeded becomes a dispute, a dispute not solved in time takes the form of an agitation. In order to avoid that agitation, it is necessary that the implementation machinery we have at the Centre and in the States be geared up. I have requested all the State Governments in this regard. I am glad that all the State Governments have agreed with me that they will assemble this implementation machinery as often as possible. The Labour Ministers are generally chairmen of these implementation committees.

So far as the Central machinery is concerned, we had received 100 cases where direct action was resorted

[Shri Hathi]

to or contemplated. In 80 cases, it was averted; in 10 cases, the Unions were advised to take recourse to the redressal of grievance procedure and in 13 cases, of course, they failed. But it is out of a total of 109 cases Therefore, it is that the better the line of communication between the worker and the employer, the better the understanding between the two the easier it will be possible to have a cordiality of relations which is necessary for any industry to prosper, a relation which is necessary for the workers and employers to feel that they are partners in a common effort.

Some of the members referred to gherao. I had occasion .

An hon. Member: To be gheraoed?

Shri Hathi: Not to be gheraoed, but to discuss this matter with almost all the State Governments, and most of them feel that this is really not a legitimate trade union method, it cannot be.

Shri R. K. Amin (Dhandhuka). Does it require discussion with others Do you not agree

Shri Hathi: I am talking of two months back. So far as we are concerned, the Labour Ministry had a full discussion, and the Standing Labour Committee had denounced, condemned gherao Secondly, it is a weapon, it is a means, somebody compared it to satyagraha, but it is wrong to compare it to satyagraha..

Shri S. Kanda: Satyagraha is different, I said, and gheraos' are not satyagraha.

Shri Hathi: It cannot be tolerated by any responsible government, and cannot be a trade union method, that is very clear.

Then, about understanding between the workers and employers, there are ways of meeting together. Take the

Coal Mines Wage Board for instance. I am thankful to Mr. Benerjee that he made an offer on behalf of Mr. Dange that he is prepared to talk and discuss with the employers. Other union leaders have also said that they are prepared to talk. That is the democratic way of dealing with the thing. If we do not do it, where is the question of talking, discussion, negotiation, persuasion. Then it will only mean that anybody who can intimidate will win. That is not what anybody can tolerate.

I have dealt with social security, but there also I feel that the benefits that should accrue to the worker should go to him as quickly as possible, and if there is delay in the benefits flowing to him, if the schemes like the provident fund and employees' state insurance, however good they may be, do not achieve the object with which they were evolved, I think they are no good. Therefore I feel that certain provisions of the Provident Fund Act require to be further amended. There was a meeting of the Board of Trustees, and there also the employers' and workers' representatives are there; they have taken a certain decision

So far as the other Acts are concerned, I think Mr. Kundu suggested that we should have a committee. Perhaps he know that we have already a tripartite body, where the workers and employers sit together and arrive at decisions as a result of discussions.

Shri S. Kundu: That is a kichidi.

Shri Hathi: It may be that we can immediately sit for some immediate things which require to be done, and there, as I said, I have already in mind the questions of job security which will mean benefit of provident fund, payment of wages immediately without going to a court of law etc. All this we can discuss.

Shri S. M. Benerjee (Kanpur): Automation also.

Shri Hathi: So far as automation is concerned, Mr. Banerjee has suggested that we might have tripartite discussion. That discussion I think once we had already. That was not with regard to LIC workers, that was with regard to the general question of automation. In a country where there is growing unemployment, we should take care to see that this is a selective one, so that we do not make any worker surplus by the introduction of this. That can be possible; it is not impossible. It is therefore that in the 15th Indian Labour Conference that we had taken a decision that this should be selective.

Shri S. M. Banerjee: The demand of the all India insurance employees association is that the LIC should rediscuss this *de novo*. The LIC wants to discuss the consequences of automation, not automation as such. I only want that the tripartite meet should discuss it *de novo*.

Shri Hathi: So far as the LIC is concerned, we have had a discussion with them and they assured us that there would not be any retrenchment for some years to come.

Shri S. M. Banerjee: It is wrong.

Shri Hathi: It may be wrong but this is what they have said.

Shri Jyotirmoy Basu (Diamond harbour): You accept that as a ruling.

Shri Hathi: It is not a question of accepting it as a ruling. It is a question of talking with them. If we are not satisfied with them we take it up again with them.

Shri P. Ramaswami: What happened to the Caltex company in Bengal? They said that there would not be any retrenchment but overnight the whole thing was done.

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Shri Hathi: Perhaps the hon. Member does not know that for Caltex and other oil companies we had a tripartite discussion. As a result of that a commission of enquiry has been appointed.

Shri Umanath (Pudukkottai): Meanwhile, 9000 are being retrenched.

Shri Hathi: The question is whether they are retrenched on account of automation or not. They say: no. So, the commission of enquiry will decide it. There should be further discussions with the workers and the employers. The other day there was the question of 24 persons being affected immediately in Calcutta. These are questions which are really live questions. It is not a question which can be brushed aside or solved by argument. When one loses his means of livelihood, his bread, what does it mean to him. Mere arguments, and yes or no conclusions, are not what are wanted in such cases. They are not technical or theoretical cases.

Shri Umanath: You admitted the other day that the present laws could not prevent retrenchment but that they could compel employers to pay compensation. When tripartite bodies give decisions and they are not implemented, will you kindly see through legislation that retrenchment is stopped at least during the pendency of such bodies?

Shri Hathi: Sir, I think I have taken more than an hour. I am sorry for this. I have tried to deal with some points and if I have left over any, I shall reply to them individually by writing to each Member. Thank you.

Shri Lalo Prasad: Sir, the country has a landless population of 45 million workers. The Minister was informed about the condition of landless labour by a Member of the Swatantra Party—its wages are 90 paise per day, it is unemployed for about 127 days in a year. You have

[Shri Lobo Prabhu]

minimum wages but they are not enforced. The employment opportunities for this class has received no attention at the hands of the Government. The hon. Labour Minister devoted his entire speech to the organised labour, 4.5 million workers in the factories. They have absorbed the attention of the Minister but not the 45 million agricultural labourers who are starving, who are without houses and without wages and without employment..

Shri Pileo Mody (Godhra):
without even the Minister's sympathy?

Shri Hathi: I am grateful to the hon. Member for reminding me. I had forgotten to deal with agricultural labour. As I said, there were a number of points left which I must have touched, but as more than an hour was taken by me, I thought I should close and therefore I did, but the hon. Member is quite right.

14.34 hrs.

[MR. DEPUTY-SPEAKER in the Chair]

According to the 1961 census, the number is 31.5 million in agricultural labour, and it is an unorganised sector which has not been properly looked into up to now. We had a seminar on agricultural labour in 1965 and they have made various recommendations. One important recommendation they made was that it is a subject which means raising the conditions and the standard of living of millions of people scattered throughout the country and under the care of different States and different Ministries. Now, during the third Plan, the various programmes like the small-scale and cottage industries, irrigation, flood control and so on have had some effect on them, but not much attention as the hon. Member had rightly pointed out, had been paid to them, and the labour force in the villages is not fully occupied. During certain periods, they may be employed but for the rest of

the year, they are unemployed. Therefore, it is necessary that there must be a co-ordinating agency in this, and on the recommendation of the Seminar which was held, a cell has been created in the Labour Ministry. It will have a co-ordinating, advising body consisting of the representatives of the Labour Ministry and the various other concerned Ministries, which would take up the follow-up action on the various schemes.

The fourth Plan has provided a number of programmes which will give about 450 million man-days work, as against 83 million in the third Plan. I agree that because it is an unorganised sector of labour, it requires greater attention. As I said we have started the work; we shall pursue it and see that this class of workers which has not been yet properly looked into, is taken care of.

Several hon. Members rose—

Mr. Deputy-Speaker: We have taken a long time I may remind hon. Members that yesterday, I extended the time, and the Minister has replied as exhaustively as possible, and the other Demands have also to come up now. If I start with one question, it will take at least another half-an-hour. I therefore request hon. Members not to press their points now.

श्री ठुकरन चन्द कच्छवाह : पुनर्वान मंत्रालय के कमचारियों के बारे में कुछ नहीं कहा है। उन ही छुट्टी ही रही है, इनके बारे में कुछ नहीं कहा गया उन को स्थायी निया जाए या नहीं निया जाएगा, इनके बारे में भी कुछ नहीं कहा है

Mr. Deputy-Speaker: Order, order. I will now put the cut motions to the vote of the House.

All the cut motions were then put and negatived.

Mr. Deputy-Speaker: Now, the question is:

"That the respective sums not exceeding the amounts shown in the fourth column of the order paper, be granted to the President, to complete the sums necessary to defray the charges that will come in course of payment during the year ending the 31st day of March, 1968, in respect of the heads of demands entered in the second column thereof against Demands Nos. 86 to 70 and 130 relating to the Ministry of Labour, Employment and Rehabilitation."

The motion was adopted.

{The Motions for Demands for grants which were adopted by the Lok Sabha, are reproduced below—Ed.]

DEMAND No. 66—MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION.

"That a sum not exceeding Rs. 52,53,000 be granted to the President to complete the sum necessary to defray the charges which will come in course of payment during the year ending the 31st day of March, 1968, in respect of 'Ministry of Labour, Employment and Rehabilitation'."

DEMAND No. 67—CHIEF INSPECTOR OF MINES.

"That a sum not exceeding Rs. 32,23,000 be granted to the President to complete the sum necessary to defray the charges which will come in course of payment during the year ending the 31st day of March, 1968, in respect of 'Chief Inspector of Mines'."

DEMAND No. 68—LABOUR AND EMPLOYMENT

"That a sum not exceeding Rs. 9,60,46,000 be granted to the President to complete the sum necessary to defray the charges

which will come in course of payment during the year ending the 31st day of March, 1968, in respect of 'Labour and Employment'."

DEMAND No. 69—EXPENDITURE ON DISPLACED PERSONS

"That a sum not exceeding Rs. 7,98,32,000 be granted to the President to complete the sum necessary to defray the charges which will come in course of payment during the year ending the 31st day of March, 1968, in respect of 'Expenditure on Displaced persons'."

DEMAND No. 70—OTHER REVENUE EXPENDITURE OF THE MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION

"That a sum not exceeding Rs. 22,53,000 be granted to the President to complete the sum necessary to defray the charges which will come in course of payment during the year ending the 31st day of March, 1968, in respect of 'Other Revenue Expenditure of Ministry of Labour, Employment and Rehabilitation'."

DEMAND No. 130—CAPITAL OUTLAY OF THE MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION

"That a sum not exceeding Rs. 5,24,53,000 be granted to the President to complete the sum necessary to defray the charges which will come in course of payment during the year ending the 31st day of March, 1968, in respect of 'Capital Outlay of the Ministry of Labour, Employment and Rehabilitation'."

14.39 hrs.

MINISTRY OF INDUSTRIAL DEVELOPMENT AND COMPANY AFFAIRS

Mr. Deputy-Speaker: The House will now take up discussion and voting on Demand Nos. 56 to 59, 98, 99 and 126 relating to the Ministry of Industrial Development and Company Affairs for which 3 hours have been allotted for which 3½ hours have been allotted.