

in seven more items, viz., Sodium Bichromate, White/Yellow Phosphorous, Potassium Chlorate; Angroa Hair, Aniline/Amline oil; Beta Nephthol and Stamping Foil

The scheme for export houses has been replaced by a new scheme which is broad-based and more export-oriented. The minimum qualifying export performance for becoming an export house has been raised from Rs 25 lakhs to Rs 50 lakhs in respect of certain specified products categorised as select list of export products or Rs 3 crores in respect of other products for a manufacturer exporter in the scale sector and for consortium of small scale units applying for Export House Certificate the minimum export performance will however be lower at Rs 25 lakhs and Rs 2 crores respectively. The export houses will continue to be under an obligation to export products manufactured in the small scale sector to the extent of 5 per cent of their total exports or Rs 25 lakhs whichever is lower. Along with this obligation certain incentives have also been provided for those export houses who promote exports of products made in the small scale sector.

We have been constantly engaged in simplification and streamlining of procedures in order to cut down delays in imports and also to minimise opportunities for malpractices. The new import policy contains several further measures for simplification of procedures, particularly in the matter of spare parts by actual users and exporters; import of samples by exporters and for distribution of export benefits. The scheme for the exemption of customs duty on imports of raw materials required for export production has also been put into operation with this policy.

The new import policy marks a bold step in the liberalisation of imports and simplification of procedures. It is hoped that the entrepreneurs will take full advantage of the facilities available in the import policy and contribute to the growth of industrial production and increase in exports.

12.16 hrs.

DEMANDS FOR GRANTS—Contd

MINISTRY OF LABOUR—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 Labour as also further discussion on the cut motions moved on the 8th April, 1976.

Shri S M Banerjee may now continue his speech.

SHRI S M BANERJEE (Kanpur) Sir, I would like to know when the Minister will reply.

MR SPEAKER At what time.

THE MINISTER OF LABOUR (SHRI RAGHUNATHA REDDY) I would take about 45 minutes. I would start at about 3.00 PM.

SHRI S M BANERJEE Sir I was mentioning about the condition of the Textile Mills. The lay-off retrenchments and closures are still continuing in the country in spite of the recommendations of the Apex Body both at the National level and at the State level and the assurance of the Government which was given to us during the time when we were passing the Bill in this House. Sir, the Honble Minister mentioned in this House that nearly 2½ lakhs of workers in various States have been laid-off. Today we are discussing the Demands for grants of the Ministry of Labour. Nearly 12 textile mills in the country are closed since last six months to one year. I would like to know from the hon Minister why a decision has not been taken so far by the Government to either take over those mills or ask the employees to restart the mill. Here, I should refer specially to two mills in Kanpur—Laxmi Ratan Cotton Textile Mills and Atherton West Cotton Mills—which are facing closure since last one year to 14 months.

[Shri S. M. Banerjee]

Nearly 8000 to 10000 workers are facing starvation since last one year and the Government took a firm decision at the instance of the Prime Minister which was supported by the Minister of Commerce and the Minister of Labour and all others. A decision was taken to take over these two mills. When I asked the Commerce Minister recently, he told me that a Bill had to be introduced in this House to enable Government to take over these two textile mills in Kanpur under the National Textile Corporation. The reason was that the Schedule had to be amended. With the Bill which we have passed, there is a Schedule which includes only 103 textile mills, and if the number has to be increased, the Schedule has to be amended. I would request the hon. Minister to kindly let me know why this has not been considered. Since a final decision has been taken by the Government at the request of the State Government, at the request of the Workers' Organisation and at the request of the Apex Body, both at the national level and at the State level, I would like to know when the Bill is likely to be introduced. Any delay in this matter would mean further starvation of 8000 to 10000 workers. I would request you to inform this House, in consultation with the Commerce Minister, of what has happened to that Bill. A Bill needs to be brought before this House without giving proper notice. The Bill which is likely to be introduced is taking so much time. I would also like to know what has happened to the Kaveri Spinning and Weaving Mill in Tamil Nadu. This is also closed since the last one year. We have been told that all the formalities have been completed and only the Central Government has to react. The DMK government was not interested in taking over this mill. Now that there is no DMK government and there is President's rule in Tamil Nadu, I request the Government of India to

take over this mill and relieve the miseries of the 1300 workers there.

Coming to the other apex body recommendations, it is surprising that though these apex bodies were formed to see that there is no confrontation between the workers and the management, its recommendations have not been implemented. We were assured that although the recommendations will be recommendatory in nature, they will be properly looked into by the Government and respected by the employers. I know several cases where both sides in the apex bodies—employers and employees—have unanimously recommended certain things, but still they have not been accepted. I am sure Shrimati Roza Deshpande has in her mind the recommendation of the apex body in Maharashtra about which no action has been taken. How is it that the government does not react and those closed units have not been taken over?

Why should we remain in the apex body when the recommendations have no sanctity and when it has no statutory powers? For the successful implementation of the 20 point programme the recommendations of the apex bodies should be made mandatory. Otherwise, layoffs, closures and retrenchment will continue. I would like to know the total number of workers who are still facing layoff, closure and retrenchment.

Another big industry—Jaipur Udyog cement factory in Sawai Madhopur—is closed for many months and the workers have not got their salary. The minister gave a patient hearing to the workers' representatives. He must have recommended to the State Government to take some action. The question was one of giving money to the employers. I want to know whether the money has been paid or is being paid to the employers and whether the government will see that this money is properly utilised and not being squandered away again.

in building palatial buildings or purchasing imported cars.

Kanpur Jute Udyog is another unit under Shri Alok Jain who is the proprietor of Jaipur Udyog cement factory in Sawai Madhopur. The State Labour Minister, Shrimati Bajpai and the State Government have recommended that this should be taken over by the government. But it has not been taken over. I would like to know what has happened to it.

Coming to the LIC agreement of 1974, it roused a big controversy in this House and all members irrespective of their party affiliation criticised the government's action in trying to annul the agreement entered into between the LIC workers and the management in 1974 and registered under the Industrial Disputes Act. Clause 12 of the agreement says:

"Period of settlement:

(1) This settlement shall be effective from 1st April, 1973 and shall be for a period of four years, i.e. from 1st April, 1975 to 31st March, 1977.

(2) The terms of this settlement shall be subject to the approval of the Board of the Corporation and the Central Government.

(3) This settlement disposes of all the demands raised by the workmen for revision of terms and conditions of their service."

This was the agreement in which the hon. Labour Minister played a very vital role. We have to congratulate him for that. We had many sleepless nights with us and ultimately, this agreement was signed by five organisations. These organisations are: All India Insurance Employees Association of which Shri N. K. Bhatt is the President, All India National Life Insurance Employees Federation, All India LIC

Employees Federation, or which fortunately, I am the President, All India Life Insurance Employees Association and National Organisation of Insurance Workers. It was signed by Shri R. B. Pradhan on behalf of the Corporation. Today, he is the Chairman of the Corporation. This agreement was registered under the Industrial Disputes Act. I would like to know whether the hon. Minister was consulted before bringing forward this legislation to annul this particular agreement and if so, what was his opinion? When I asked a pointed question, whether the insurance employee come within the ambit of the Bonus Ordinance, he was honest enough to say: That they did not come within the ambit of the Act. I would request the hon. Members not to be guided by political affiliations. The agreement was a bilateral agreement which was reached after two months of strenuous work. Now, is it proper to annul it like this? Should the Parliament, this august House, be utilised for annulling a particular agreement which affects 40,000 insurance employees of this country? Will this not be regarded as misuse by the Government of the parliamentary forum because of their majority? I am really indebted to Shri Kulkarni, Shri Stephen and Shri Sathe because they stood like one man in opposing this legislation. The question is whether this Parliament should be involved in a particular case where they are not concerned at all? The agreement was not ratified by the Parliament. Then, why should this agreement be annulled by bringing forward this Ordinance in a mischievous manner? I would request the hon. Labour Minister to advise the Prime Minister and her Cabinet colleagues to leave the insurance employees. As the President of the All India Life Insurance Employees Federation, I assure the hon. Minister and his colleague Shri Pranab Kumar Mukherjee, who has been assigned this job, my whole-hearted support in

[Shri S. M. Banerjee]
reaching an agreement which is acceptable to both sides. I am prepared to sit at the negotiating table. Let this Bill not be passed. Nothing is going to happen, otherwise, this will be dangerous to insurance employees.

My hon. friend, Shri Kulkarni was able to get 18 per cent for ONGC employees even after the Emergency. This means, that the Government is not rigid to limit this bonus. After all, the LIC has been giving 15 per cent. Is it not a fact that the business of the LIC has gone up by ten times? Is it not a fact that after the agreement, the business has gone up and there is no agitation at all? What did he say? He says that if there is any dispute, we shall refer it to the Tribunal. Now, I would beg of the hon. Minister not to annul this particular agreement. If that is done, it will not be the end of it, it will be followed by the annulment of so many agreements. All the good agreements which the workers have been able to achieve by struggle after struggle by great persuasion, everything will be washed away, everything will be annulled. It will be a sad day when this Parliament will be used to deprive the workers of their legitimate dues, which they achieved after struggle, after negotiated settlement. I am giving this suggestion. The representatives of the unions are in Delhi. I have called all the office-bearers to Delhi. In the absence of the Finance Minister, we are prepared to sit with Shri Mukherjee, because he is the Minister in Charge. He can tolerate a lot and so, he is a fit man for negotiations. He should sit with us and discuss all the matters; we should put forward our point of view and let the Government's viewpoint be put by him. In that case, I am sure this Bill would not be necessary and Parliament would be saved from passing a legislation, which is dangerous in nature, and which every trade union in this country has vigorously opposed, be it INTUC, AITUC, CITU or HMS.

I will not make any more mention about this agreement. I hope my words, my request, my appeal, to the hon. Minister will not go in vain and that it will be conveyed to the proper quarter. I know that this Bill can be passed very easily. I am sure they will be able to do it. Within one hour it could be done. With all our protests, with all our shouting, with all our appeals, I know that it will be passed. What will be the net gain? The net gain will be that 40 000 insurance employees will be deprived of an agreement, which was reached with the goodwill of the then Finance Minister, Shri Y. B. Chavan, with the goodwill of Shri K. Raghunatha Reddy and also with the blessing of the Prime Minister. So, it will be a sad day for this Parliament to be asked to vote for a Bill which will deprive the workers of their legitimate dues.

Then I come to the question of interim relief for working and non-working journalists. Since it took at least two years to set up a wage board for the working and non-working journalists, now the time has come when they want some relief. They have demanded interim relief of Rs. 125, I believe I would request the hon. Minister that he should ask the wage board to pass orders for the payment of interim relief to the working and non-working journalists, because their wages have not been revised for quite some time. So, they deserve this interim relief at the earliest possible opportunity.

Then I come to the condition of the textile workers in Kanpur, about 8 000 in number in two textile mills, Lakshmi Rattan Mills and Atherton West Mills. They have consumed their part of the provident fund. It is high time that from the employers' contribution they should be paid another instalment to keep their body and soul together so that when the mills are taken over, at least some workers will be alive

and not dead. This is a request which the hon. Minister can concede and pass on to the Provident Fund Commissioner to see that these workers are given another instalment of provident fund from the contribution of the employers.

When we talk of the provident fund dues, I would like to know how many employers have been convicted so far. The hon. Deputy Minister, Shri Balgovind Verma, said that the arrears have been reduced from Rs 22 crores to Rs 13 crores. It is a very healthy sign. But even Rs 13 crores of arrears is not a small amount. And these arrears are from employers who are still alive and available in India. Why could you not realise it from them? In the same way as blackmoney was unearthed, let there be raids on their houses and the money which is collected from their houses, which is in the No. 2 account, should be deposited in the provident fund. The famous Ram Ratan Gupta of Kanpur has not paid, after independence, any government revenue. Non-payment of government revenue is his capital, and he is still surviving. I would like to know whether his portion, the employer's portion, of the provident fund has been paid or not, and what will happen to the two mills of Kanpur whose employers have made them into a junk and have not paid sales-tax, income-tax or anything. I do not want Government to pay that amount but these employers have got assets. I can tell you honestly that a man like Ram Ratan Gupta, who says that he has no assets, is trying to start a factory in Nepal. So, that money should be collected and paid to the workers, i.e. the employer's share of the provident fund.

Thousands and lakhs of workers will observe May Day on 1st May which is fast approaching. I do not say that trade union rights are not there, but the

rights are being taken away in certain defence establishments. So, I would request the hon. Minister to kindly tell us whether the presence of a trade union in a defence or any other establishment is helpful or not. Instead of that, they have been asked to hold darbars. All the non-combatant and un-enrolled persons in the training centres, officers' messes, G. T. companies etc, have been told that they cannot become members of any union. The worthy Commandant sits like a King or a Nawab and holds his darbar.

बढ़ पूछते हैं कि बोलो, तुम को क्या तकलीफ है। होता यह है कि जो बोलेगा वह जायेगा। इस लिए वे कहते हैं कि हम को कोई तकलीफ नहीं है, हम ठीक हैं।

This is not fair. That age is gone now.

So, trade union rights have to be guaranteed whether in defence or in any other Central Government undertaking. That is necessary.

With these words, I request him to throw some light on the points raised by me and definitely tell us what has happened to the taking over of the two textile mills in Kanpur because the suffering of those workers has reached a stage where there may be even starvation deaths and suicides.

SHRI RAJA KULKARNI (Bombay-North-East): Taking a comprehensive view of the situation during the last one year, I would pay a compliment to the Labour Minister for the best effort that he has put in the task of transforming industrial relations into an instrument of economic growth and progress.

So far, industrial relations were measured in terms of their utility or dis-utility for industrial peace, but during the last one year, peace outside industry has brought peace inside

[Shri Raja Kulkarni]

industry, and, therefore, industrial relations were more or less transformed into an instrument of higher production and productivity, among other things.

These efforts, as I can see, were in three directions first, on the legislative side. Secondly, implementation of the 20-point economic programme. Thirdly, towards understanding, grappling with and controlling the complexities of the employment situation, wage policies and structural aspects of industrial relations.

So far as the legislative efforts are concerned, probably the present Labour Minister has brought a larger number of legal measures in a period of one year than any other previous Minister.

We are aware of the number of amendments to the number of Labour Legislations that have been brought before the House. There is an amendment to the Payment of Wages Act and the Workmen's Compensation Act raising the limit upto Rs. 1000. That is a work in the interest of the workers. It not only gave a wider coverage but under the Workmen's Compensation Act, the benefits have been enhanced. We are also aware of the legislation on "Equal Remuneration Act" which has been passed by this House. The women workers from plantation will send compliments to the Labour Ministry for passing this legislation. We are also aware of the Minimum Wages Act, The bidi workers have sent greetings to the Labour Ministry for extending the Act to the bidi workers. We are also aware of the amendment to the Mines Welfare Act. Under this Act, the Manganese workers who were not covered are now covered under the Mines Welfare Act. We are also aware of

the amendment to the Employees State Insurance Act. Here the wage limit has been raised to Rs. 1000, and the Act has been extended to other industries, commercial shops, establishments, hotels, restaurants. Now, about 51 lakh workers are covered under this Act.

Similarly, there is the Provident Fund Act. Now, 73-74 lakh workers have been covered under this Act during the last one year. With this kind of wider coverage for statutory protection, there is no doubt, that a good record has been registered on the legislative front. We are also aware of the recent National Service Act. For four years, the doctors and the engineers will have to work in rural areas. Implementation of this Act is given to the Labour Ministry. We have been assured now of another legislation called the "Deposit Linked Insurance Scheme".

All these legislations by themselves are no doubt in the interest of the working class as a whole. In addition to these amendments, there are two amendments to the Industrial Dispute Act. One is about the sales-employees of the Pharmaceutical Industry and the other is about lay-offs and retrenchment to which a reference has been made by other speakers. I do agree that after the emergency, there have been more lay-offs and retrenchments. But after this amendment to the Act last month, there have been some kind of restrictions which made it more costly for the employers to send the workers on lay-offs; it has had some salutary effect though the problem has not been completely eliminated. I would like the Government to find out some remedy for complete elimination of lay-offs and retrenchments with the help of some other statutory measures.

We know that there is one legislation which was a controversial one. He has brought an amendment to the

Bonus Act. We hope, irrespective of merits or demerits of the amendments, Government's commitment that workers would not lose in their earnings, whether by way of any link with the productivity or not or with profits stands. We want the Labour Minister to reiterate this commitment and see that workers would not lose. These are the various achievements of the Labour Ministry on the legislative side.

So far as the efforts on the implementation of the 20-point economic programme are concerned, there have been both statutory and non-statutory steps taken. Two Conferences have been held, one in July and the other in January. Apex bodies have been appointed. There were some meetings of the national apex body. In five or six industries, they have appointed industrial apex bodies. Some work is being done. We have been demanding an apex body for the Petroleum Ministry. I do not know why the Labour Ministry has failed to have an industrial apex body for the Petroleum Ministry in spite of the demand made by all the unions in the industry.

Apart from these apex bodies and the non-statutory steps taken by the Labour Ministry the four issues which have been discussed on the implementation of the 20-point economic programme are very relevant

Recently, this House has passed the Apprentices Amendment Act of 1961, bringing in more industries under it, increasing the number of industries from 201 to 216. Fifteen more industries have been brought under this Act. Also, more trades have been brought under the Act. They have raised the number of trades from 60 to 103. This is a very good measure. It has not only given a wider coverage, but at the same time, the stipends to be given to the apprentices of various categories have been raised within a range of Rs. 130 to Rs 280. This is a statutory action which has

been taken. It is no doubt commendable.

With respect to the question of bonded labour, the work that has been done is no doubt commendable. But the work that remains to be done is so vast that we would like the Labour Ministry to put in more efforts on implementing it. This House has recently passed a measure for the abolition of the bonded labour system. But, at the same time, there is no clear and specific information as to how many people have been liberated and what are the rehabilitation measures that have been taken. A number of State Governments have said that they do not have the bonded labour system. And yet there is a huge ruler-labour system with heavy debt burden. After all, this is a kind of agricultural debt-bonded labour. No definition is given. Many State Governments have not understood what exactly is the bonded labour system. Even in respect of Maharashtra, the Maharashtra Government has informed the Central Labour Ministry that this system does not exist. But there is a ruler-labour system. It is nothing else but bonded labour. It is not distinct from bonded labour. Thousands and thousands of labourers are working under that system in various districts of Maharashtra. I have heard similar stories from West Bengal. The State Government say that there is no bonded labour system. But the bonded labour system in agriculture is there. An investigation must be made into it and relief must be given. I am told, 27,000 labourers have been liberated in Karnataka. In Tamil Nadu, I am told, about 3,500 have been liberated. What about other States? Even in these States, there are so many other types of bonded labour systems which have not been investigated. It should be done.

As regards the minimum wages of agricultural labour, though the bulk of agricultural labour comes under the

[Shri Raja Kulkarni]

State Governments, yet it is the duty of the Central Government also to see that after amending the Minimum Wages Act, bringing the question of revision of wages from five-year to two-year period, three-year period...., proper implementation is made.

SHRI B. V. NAIK (Kanara): How do you intend to enforce the Minimum Wages Act unless you enforce unionisation of agricultural workers?

SHRI RAJA KULKARNI: It is a Concurrent Subject. If the Labour Ministry could control the minimum wages in other industries, it is not impossible for them to implement the Minimum Wages Act in the agricultural field also. There is a lot of work that needs to be done on the Minimum Wages Act so far as agricultural, rural areas are concerned.

So far as labour participation in industries is concerned, it has been said that, in 47 public sector units, the scheme has come up. But the correct assessment and evaluation, with the basic idea that the workers are partners, needs to be done.

MR. SPEAKER: Please conclude.

SHRI RAJA KULKARNI: Implementation of economic programme being important, I have to make this point....

MR. SPEAKER: Then you will bar your other colleagues.

SHRI RAJA KULKARNI: I am not going into the details

MR. SPEAKER: The Minister has to speak at 3.00 p.m., and I have a list of eleven Members from the Congress Party who want to participate in the debate.

SHRI RAJA KULKARNI: I would request the Labour Ministry to take a correct view of the working of the scheme in the 47 units where the la-

bour participation scheme has come up. It has, no doubt, given a good effect by way of higher production, but even with higher production, we have seen that many of these units have gone from profit into loss. It has created a danger to the working of the scheme. I am particularly referring to fertiliser industry, and I would like to know the reasons why, with all co-operation and successful implementation of labour participation scheme, the fertiliser industry has gone into losses.

Now I come to the employment service. We know that they have got Employment Exchanges. But it is not a satisfactory service. They are only taking on record the job-seekers. Their number has gone up. I am not going into the details of it, but in view of the present situation, there is a necessity to have a Committee to enlarge the functioning and scope of the employment service and to make it more effective than at present. Whereas the Employment Exchanges are only registering the names of job-seekers and are trying to find placements for those people; it is necessary that they do something more than this. The Planning Commission have announced 52 new projects and 29 expansions of existing projects in the Fifth Five-Year Plan. The employment service should be made a watch-dog to translate all these new projects and expansions in term of new employment and to ensure that in each year of the Fifth Plan, the employment level is maintained and to look into the reasons for the delay, if there is delay. Such new functions should also be undertaken by it. It should serve as a watch-dog so far as the potential employment is concerned—the potential employment linked up with the sanctioning of new projects. The Committee should also find out why the two special employment programmes—the half-a-million project/plan for special employment of 1973-74 and the programme for the educated unemployed

of 1974-75—have failed. I would like the Ministry to undertake this programme and satisfy this House.

SHRI THA KIRUTTINAN (Sivaganja): Mr. Speaker, Sir, I am very glad that I have the opportunity to take part in the discussion on the Demands for Grants in respect of the Ministry of Labour. I am very happy, we have got a very good Labour Minister, but I do not know whether he is able to take all the steps necessary to improve the labour situation in this country at this critical moment.

The Industrial Policy Resolution of 1956 clearly mentions that in the process of rapid industrial development, labour assumes a vital role to help establish a socialistic pattern of society. The main problem facing the working class are of getting adequate wages, essential commodities at prices they can afford, some sort of shelter and cloth. The Government's minimum needs programme has hardly reached the working class. The vast majority of labourers are unable to make both ends meet.

The Government has dithered endlessly on the question of evolving a national wage policy or an integrated wages, incomes-prices policy.

In the Labour Ministers' conference, some time back, it was suggested that steps should be taken to enforce the minimum wages in the different industries. It was also suggested that non-implementation of minimum wages should be declared as a cognizable offence and the offenders should be arrested. However, it had been agreed at the Conference that more deterrent punishment should be given to the offenders and that the Act should be amended suitably. Necessary changes should have been made in the Central legislation by this time. The Industrial Dispute Act had become outdated and it should be completely overhauled.

It has been claimed that the Emergency has brought discipline among labourers and the production has been increased. Yes, it is a fact, but the labourers are forced to work and they are forced not to take part in the trade union activities. The trade union rights have been completely taken away from the labour. But, Sir, I want to impress upon the Minister that motivations for work should not be imposed from outside but it should come from within. A contented labour force is an asset to the development of industries.

You have taken away the permitted bonus. Some time back, this Parliament passed an Act to fix the minimum bonus at 8.33 per cent. But the same Act was adversely amended by the same Parliament some time ago. Bonus was accepted by this Government as a deferred wage, but the same Government, the present Government, has reversed the conception of bonus and this Government says that bonus is not a deferred wage, but it is connected with production and productivity.

12.59 hrs.

[MR DEPUTY-SPEAKER in the Chair]

But what about the owners of industries? What about their layoffs, retrenchments and closures? Do you know, how much have they reduced in the dearness allowance of the workers now-a-days? Not only that, a number of companies have been held guilty for failure to deposit the provident fund monies and also for mishandling the amount due to employees. Every year nearly two lakh employees come under the purview of the scheme. The total number of employees covered by the scheme in the year 1973-74 was 61 lakhs and it was 75 lakhs in the year 1975-76. The gross contribution to the fund was expected to reach Rs 588 crores in 1975-76 from Rs 514 crore in 1974-75, whereas the average refunds amount to Rs. 100-125 crores. The arrears in default in payment by the

[Sari: The Kirattimen]

employers on an average over a period of five years is Rs. 10—12 crores. Naturally, such a situation calls for stringent regulation and control over the operation and administration of the funds.

13 hrs.

If the administration of the P.F. Scheme at various levels has to be really advantageous to the employees, there should naturally be regional offices which could directly deal with the members of the fund who go in for advances, loans, etc. The present situation has offered an opportunity for the Government to make necessary meaningful changes in a number of legislative measures which seek to protect and regulate the rights and working conditions of industrial workers and other employees. In fact several clauses of the legislative measures, such as Payment of Wages Act, Industrial Disputes Act, Gratuity Act etc. have little relevance to the present-day conditions

One of the points in the 20-point programme announced by the Prime Minister relates to labour participation in the management of industries in the Indian economy. It is time that this will add a new dimension to the concept of industrial relations. So, with a view to ensure increased productivity through greater mutual understanding, labour's participation in management has to be increasingly emphasized

Regarding the Apprenticeship Act, once our Prime Minister said in the State Labour Ministers' Conference that the Apprenticeship Act had not been implemented vigorously. It had not been given a trial. Utilisation of apprenticeship opportunities or filling such vacancies has not been uniform in all the States. Creation of skilled man-power has lagged behind the limits of possibilities. So, the more important point is: what is to be done with the trained man-power if it

cannot be found jobs? What is even more important is that there is a new sense of "urgency" and a will to get things done. With regard to this, the basic problem relates neither to the number of apprentices nor to the value of their stipends. The crucial issue is that they should be given permanent jobs on successful completion of their training. This valuable trained man-power should not be wasted. It will be criminal to waste their skill acquired through four years of apprenticeship. If after training they are found to be unfit for employment, the fault is not theirs. Something must be wrong with the system of training itself. In India there is a vast section of workers who have not been able to organize themselves because of their employment on a temporary basis. This unorganized labour is, by and large, engaged as contract labour, construction workers, casual labourers, handloom and powerloom workers, bidi and cigar workers, employees in shops and commercial establishments, sweepers, workers in tanneries, tribal labour and labour in other forms.

According to the estimates made by the National Labour Commission, the total number of non-agricultural wage-earners was about 24 million. Out of this, about 14 million workers are engaged in the organized sector. The unorganized sector has been providing employment to about 10 million workers.

It is regrettable that the government has paid inadequate attention to these workers. They constitute a sizeable number of our working population and they produce goods and render valuable services to the nation. Even in the organized sector, a vast number of the total labour force has to be left out of the purview of labour legislation, because some of the establishments employ fewer workers than the minimum covered by the law. To redress legitimate grievances and to secure proper

working conditions for these employees, suitable provisions should be made in our labour laws.

The bargaining power of unorganised labour is exceedingly weak and consequently they are deprived of reasonable wages and working conditions. Therefore, adequate provisions should be made in the Factories Act 1948, and the Industrial Disputes Act 1947, to safeguard the interests of the unorganised labour. In India, in spite of planned development, the problem of surplus labour has magnified since one of the main defects in our planning has been that the plight of the working force has been left to the programme of development rather than any specific labour policies and programmes.

Even the Fourth Five Year Plan, although it mentions in its approach that "a major objective of plan is to create more employment opportunities in the rural and urban sectors on an increasing scale", has not been able to give the desired directions to absorb the working force. But this plan approach lacks policy measures when the plan document further declares that "job opportunities will increase as the development programme visualised in the plan get implemented." The result is that it has not been possible to absorb the manpower available in the country.

The ESI scheme has not been implemented as expected. I know the State Governments are responsible for this. Some States have done well but some have miserably failed. While funds are allotted for the purpose, the Centre does not provide adequate funds to the successful State Governments under the theory of developed and backward state. Tamil Nadu is one of the States which have implemented this ESI scheme successfully. But it has been refused more funds. The reason is nothing but that the scheme has been implemented successfully.

With these words, I conclude.

श्री वाजीपति वार्ड (इजारीबाग) :
 मैं श्रम मंत्रालय की ओरों का सर्वेक्षण करता हूँ। साथ साथ मैं समझता हूँ कि जितना काम इन के जिम्मे है, इस मंत्रालय के सामने है उस काम को पूरा करने के लिये जितने रुपये की आवश्यकता थी उस में बहुत कमी ही थी है बहुत कमी थी है। मेरा बाल है इस में और अधिक पैसा रखने की गुंजाइश थी और वह हमलिये कि कम इन के जिम्मे बहुत कुछ करने की बाकी है।

कुछ माननीय सदस्यों ने इन पत्रालय की नुकताचीनी की है। जिन तरह से क्विटी को पीलिया हो जाये तो उन को सारा संसार पीला ही पीला नजर आता है वही हाल इन नुकताचीनी करने वालों का है। जो रबीन चकले से देखने वाले लोग हैं उन को अच्छे काम में भी बुरा नजर आता है और वे बुरी निष्कृति से ही उसको देखते हैं। यह कहा गया है कि बोनस एक्ट में जो सुधार हुआ है उस से ओरों का बोनस खत्म हो गया है। शायद वे भूल गये कि जो नया विधान बना है बोनस एक्ट के सम्बन्ध में उस में इसकी प्रोविसन और प्रोडक्टिविटी के साथ जोड़ा गया है। इस सुधार से एक बहुत बड़ा कदम बोनस एक्ट में सुधार करके किया गया है। इस चीज को उन्होंने नजरदाज कर दिया है, इस पर ध्यान नहीं दिया है। मैं समझता हूँ कि नई चीज और नया कंसेप्ट, नया विचार जो बोनस फार्मुले के रूप में हमारे सामने आया है यह हमारे लिये एक स्वागत योग्य कदम है और इस सम्बन्ध में बहुत नुकताचीनी करने की गुंजाइश नहीं है।

एक और बात शायद वे भूल गये। पिछले वर्ष में श्रम मंत्रालय के माध्यम

[श्री-शंकरजी महाराज]

ते जितने भी मजदूर उठाये गये हैं, मैं समझता हूँ कि पिछले सत्रकों के मुकाबले में धीर इतने कम समय में इतने अच्छे काम नहीं उठाये गये हैं। जितने सरकारी प्रोजेक्ट्स यहाँ आये गये हैं चाहे कैम्पलेशन एक्ट में हुए हैं या मजदूरों की दशा सुधारने कीड़ी कर्मचारी खदान में काम करने वाले मजदूरों के बैकवेयरस के लिये जो भी बिल पेश किये गये हैं, जितने भी काम इस प्लास में हुए हैं उतने पिछले बहुत सालों में नहीं हुए हैं। इसीलिये मैं चाहता हूँ कि इसके लिये मैं श्रम मंत्री जी को सम्मयाद धीर बघाई दूँ।

उपाध्यक्ष महोदय, यह अच्छे काम तो हुए लेकिन इसका मतलब यह नहीं है कि धीर अच्छे काम करने की गुंजाइश नहीं है। धकी बहुत से काम बाकी हैं। इनको अधिक पैसा मिलना चाहिए या जिससे धीर भी अच्छे काम होते। अगर उनका मैं जिक्र न करूँ तो उचित नहीं होगा।

श्रम मंत्रालय के जिसे एक सबसे बड़ा काम है खदान मजदूरों की दशा, नौकरी की स्थिति धीर सुरक्षा की स्थिति में सुधार करना। उनकी कितनी दर्दनाक स्थिति है इस बारे में कुछ बयान करना लाजमी है। धीरे दिन इस तरह की बातें प्रखबारों में पढ़ने को मिलती हैं। जब भी सवेरे प्रखबार खोलते हैं तो यही डर लगा रहता है कि कहीं एम्सीडेंट तो नहीं हो गया है। पहलें यह शंका जाये कि यह खबर कहाँ छपी है। शायद ही ऐसा कोई दिन जाता हो जब एम्सीडेंट न होता हो। कहा जाता है कि शांति काल का सबसे खतरनाक काम यही है जो कि खदान मजदूर करते हैं। वह समाज के लिये वृद्धि के बिन्दु दीलत पैदा करते हैं जिससे समाज खाने बड़े धीर उसकी स्थिति में सुधार तो धीर उसके लिये वह अपनी जान की कुर्बानी देते हैं। उनकी हालत में सुधार धीर

सुर्खा के दिवसों में सुधार के लिये कितना कुछ करना बाकी है यह हमें छिना नहीं है। जब रैस्क्यू स्टेशन के लिये इन्विपमेंट की बात आती है तो एक ही खवाल उठता है कि पैसा नहीं है। इनके पास जितने पैसे की गुंजाइश है उसमें रैस्क्यू स्टेशन के लिये इन्विपमेंट का प्रकल्प नहीं हो सकता है।

डायरेक्टर, सिपटी माइन्स का धार्म-नाइजेसन नहीं काफी बड़ा समझा जाता था, लेकिन इस बात की ये भूल गये हैं कि खदान की एक्टिविटी में कितनी तरक्की हुई है। दो भाग पश्चि करीब 74 मिलियन टन कोयला पैदा होता था लेकिन धाज करीब 98 मिलियन टन कोयला पैदा हुआ है। तो मात्र पैदा होने की एक्टिविटी में तरक्की हुई है लेकिन इनकी एक्टिविटी में कमी हो गई है। वहाँ कितनी दर्दनाक स्थिति है, इसका धन्दावा इमी से लग सकता है कि वहाँ पर 16 गैजेटेड आफिसर्स की जगह खाली हैं। इन 16 भादमियों को काम पर लगा होना चाहिए था लेकिन मौजूदा स्थिति में वह वहाँ पर नहीं हैं। इनको कैसे अच्छे लॉग मिल सकते हैं। जो अच्छा काम करने वाला इंजीनियर है जो दूधरी जगहों पर अच्छा काम करता है, उसको इनके डिपार्टमेंट से दूधरी जगह अच्छी नौकरी मिलनी है और वह वहाँ चला जाता है। हम डिपार्टमेंट से अब जगह अच्छी तनक्वाहें मिलनी है। इनके डिपार्टमेंट में बहू दिया जाता है कि डायरेक्टर जनरल है, डिप्टी डायरेक्टर जनरल है, बड़ा नाम जोड़ दिया जाता है लेकिन नाम बड़े धीर दर्शन छोटे। इनको तनक्वाह 1600 या 1800 रुपये मिलनी है 2000 से नीचे ही इनकी तनक्वाह होती है। लेकिन अब ये लोग अपने काउन्टर-पार्ट से बात करने जाते हैं जिनको इन्होंने भिखाया है वे 3000 रुपये तनक्वाह दूधरी जगहों पर भेते हैं तो वे इनकी बातों को नहीं मानते हैं। इसलिए इनकी शक्ति कबीरान्त में सुधार की गुंजाइश है इसे मजदूरवाक नहीं किया जा

सफल है। यह संभव है जब कि इस तरह विचार होना चाहिए क्योंकि खदानों में एकत्रीकरण का जोर बढ़ गया है।

मैं खननाला की बात नहीं कर रहा हूँ, क्योंकि उसकी इन्व्हायरी हो रही है और वह इन्व्हायरी में खुद कर रहा हूँ। इसलिये उसकी बात में यहाँ नहीं कर रहा हूँ। लेकिन खननाला के अलावा भी पिछले साल जितनी दुर्घटनाएँ हुई हैं यदि प्रति दिन का हिसाब लगाया जाये तो करीब-करीब हरेक वर्किंग-डे पर एक आदमी मरा है। इतनी खराब स्थिति है। इसको सुधारने के बारे में जितना काम होना चाहिए था वह नगण्य रहा है। उत्तम किस्तनी गिरावट आई है, यह हमसे पता लगता है कि वहाँ 16 गैजेटेड आफिसर्स जिन्हें इस्पेक्टिंग आफिसर्स कहा जाता है, की पोस्टें खाली पड़ी है। ऐसी स्थिति में क्या इस्पेक्शन होगा।

अहा तब उन लोगों की ट्रेनिंग या भ्रमण है बड़े-बड़े माइनिंग इंजीनियर नये नये टेकनीक इंजिनर कर रहे हैं काम करने के नये नये तरीके निकल रहे हैं। लेकिन डाय-रेक्ट्रेट यानों का बभी मौका नहीं मिलना है कि वे उन काम को देखे जब कि उम्मीद यह की जाती है कि वे न सिर्फ उन काम को देखे बल्कि उनके बारे में अपनी राय भी दें क्योंकि उनके एग्जुवेल से काम चलता है। वे किसी बात को जान भी न जानें वे भयंते या न भयंते कि कोई बात खतरनाक है या नहीं मगर हमारे की जजमेत के आधार पर उनको अपनी राय देनी पड़ेगी और जिम्मेदारी उनकी ही भमझी जायेगी।

नेशनल लेबर कमिशन ने कहा था कि सभी खदानों में काम करने वाले मजदूरों के लिए एक काम्प्रिहेन्सिव वेल्फेयर स्कीम होनी चाहिए। आज स्थिति यह है कि कोल्साइन्ड माइका आयरन और डोलोमाइट और लाइमस्टोन आदि खानों में काम

करने वाले मजदूरों के लिए धूल-बलम वेल्फेयर स्कीम बनाई जा रही है। मेरा खयाल है कि कहीं कुछ लोगों को नीकरी देने के लिए तो इन प्रकार अलग-अलग स्कीम नहीं बनाई जा रही हैं। विचार यह था कि हर खदान में काम करने वाले मजदूरों के वेल्फेयर के लिए उनके लिए मकान बनाने उनके लिए दवा-दारू और पीने के पानी की व्यवस्था करने आदि के लिए एक काम्प्रिहेन्सिव स्कीम बनाई जाये। काम तो एक ही तरह का है लेकिन इनके इतने अलग-अलग डिक्जिन्ड हो गये हैं कि कोई ठोस काम नहीं हो पा रहा है।

आज कोल-माइन्स में 6 लाख मजदूर काम करते हैं और दूसरी खदानों में 2 लाख मजदूर काम करते हैं। इस प्रकार कुल मिला कर 8 लाख मजदूर खदानों में काम करने हैं। पिछले पच्चीस सालों में कोयला खदानों में काम करने वाले मजदूरों के लिए केवल 72,000 मकान बन पाये हैं। अगर इसी रफ्तार से काम चलता रहा तो 6 लाख मजदूरों के लिए मकान बनाने के लिए न आने कितने बीम भाल और लगेगे।

भारत के लिए एक मुनीबन धर्म है कि अगर वह भय बडानी है तो लोग कहते हैं कि कोयले का दाम बढ़ गया है। लोग तो यह कहते में भी नहीं हिचकते हैं कि कोयले का दाम तीन सौ गुना बढ़ गया है। इस देश में इन प्रकार का झूठा प्रचार किया जाता है। तथ्य यह है कि नेशनलाइजेशन से पहले कोयले की एवेरेज प्राइस 45 रुपये थी जब कि आज एवेरेज प्राइस 65 रुपये है। अगर 20 रुपये दाम बढ़ भी गये तो यह कोई हाथ-तोका करने लायक बात नहीं है। इसके कारण कोई कल-कारखाने बन्द नहीं हुए हैं रेल बन्द नहीं हुई है। लेकिन मजदूरों की दशा में सुधार के लिए पालियामेंट ने जो एक रुपये का सेल एप्रूव किया है, उससे में भी केवल 75 पैसे लिये जाते हैं। मेरा सुझाव है

[श्री दामोदर पांडे]

कि पार्लियामेंट ने जो एक रूपया सेस सेंकशन किया है, कम से कम वह सेस तो इकट्ठा किया जाये।

एडवाइजरी कमेटी का यह मुनेनिमस डिभिजन है कि वेलफेयर सेस 5 रुपये होना चाहिए। वर्तमान सेस से ढाई करोड़ रूपया हाउसिंग बोर्ड में आता है। कोयला कम्पनियों ने यह एप्रीमेंट किया है कि वे हर साल 5 करोड़ रूपया मजदूरों के लिए मकान बनाने के लिए इकट्ठा करेंगी। अगर साढ़े सात करोड़ रुपये का भी हिस्सा ले लिया जाये, तो सभी मजदूरों को मकान देने के लिए पचास साल लग जायेंगे। मेरा सुझाव है कि सेस में बढ़ौतरी करने का जो प्रस्ताव है; उसको अमल में लाने के लिए सरकार एक बिल लाये। और बिल लाने के पहले कम से कम जो पार्लियामेंट ने एप्रूव कर दिया है कि एक रुपये तक यह जा सकते हैं, उससे कम करने की तो कोई गुंजाइश ही नहीं है। उसके बारे में इनको पता नहीं क्यों झिझक है? इसके बारे में उनको सोचना चाहिए।

इसी तरह से स्वास्थ्य के बारे में जो इन का तौर तरीका है वह पहले तो ठीक था जब अलग अलग आठ सौ कोलियरीज के आठ सौ मालिक थे। उन के मालिकों को यह चिन्ता नहीं होती थी कि उन के मजदूर किस तरह से रहते हैं, किस तरह से उन के दवा-दारू की व्यवस्था है। लेकिन आज जब कोल माइन्स का राष्ट्रीयकरण कर दिया गया है तो एक बात तो है, काम की दिशा में काफी सुधार हुआ है और एक प्रयास चल रहा है। मेरा एक सुझाव है कि जो पहले इन का सिलसिला चलता था। डिस्पेंसरीज रखने का और फिर रीजनल हास्पिटल रखने का वह आज आउट-डेटेड हो गया है। उस का अब कोई विजेय महत्व नहीं रह गया है। उस को वह

सप्लीमेंट नहीं कर रहे हैं। जो वहाँ आलरेडी हेल्थ सर्विसेज एग्जिस्ट करती हैं उस को सप्लीमेंट करने में वह हिस्सा नहीं बंटा रहे हैं। तो एक इंटीग्रेटेड स्कीम जो नेशनलाइज्ड सेक्टर है उस से मिलकर बनाई जाय और उस के लिए प्रयास हो। दोनों मिल कर सोचें कि मजदूरों की हेल्थ सर्विसेज के अन्दर क्या उपाय और सुधार किए जाने चाहिए।

एक दो प्वाइंट मैं और रख देना चाहता हूँ। एक तो यह है कि प्राविडेंट फंड का पैसा निकालने में आज लोगों की जो दुईशा होती है उस के बारे में भी इन को सोचना चाहिए। एक तो सब से बड़ा भयानक काम जो इन्होंने दिया है वह यह कि स्टेट क्लीअरेंस सर्टिफिकेट लाओ। मजदूर बेचारे ने जिन्दगी भर कोयला खदान में काम किया। उस के मरने के बाद आप उस के बाल बच्चों से कहें कि स्टेट क्लीअरेंस सर्टिफिकेट तो आप समझ सकते हैं उस में उन को कितनी कठिनाई पड़ेगी। मेरा यह सुझाव है कि स्टेट क्लीअरेंस सर्टिफिकेट के प्राविजन को बन्द करना चाहिए।

दूसरा एक छोटा सा प्रश्न है वेरिफिकेशन का 1968 के आधार पर जो वेरिफिकेशन हुआ था ट्रेडयूनियन की मेम्बरशिप का उस के मुताबिक अब सब जगह रेरेजेन्टेशन चल रहा है। तो डेनोमाइंट और लाइमस्टोन का जो वेलफेयर है उस में आज तक कमेटी क्यों नहीं बनी? जब सब जगह कमेटी बन ही रही है, सब जगह रेरेजेन्टेशन चल रहा है तो लाइम स्टोन और डेनोमाइंट का ही एक्सपेंशन नहीं होना चाहिए। उस का भी वही हथ होना चाहिए जो सब का हुआ।

SHRI P. M. MEHTA (Bhavnagar):
Mr. Deputy Speaker, Sir, this Ministry headed by hon. Raghunatha Reddy has totally and miserably failed to protect the interests of the working

Chowdhury 240 LS, No. 14, 22-5-76 class, especially the industrial workers of this country. Sir, leaving aside the matter about promoting and furtherance of the interests of the workers, I will be brief and touch upon only basic issues and matters of urgent importance. In this regard I will give two instances. The first example I will cite is about the Bonus Act. Emergency was imposed on 25th June, 1975. Thereafter in September, an Ordinance, the Bonus Ordinance, was promulgated. It was regularised by an Amendment Bill is subsequently brought here. The amended Act destroyed the hard-earned concept of bonus. The reduction of the quantum of bonus is not as objectionable as the fact that it destroyed the hard-earned concept of bonus. As the House is aware, the quantum has been reduced from 8.33 per cent to 4 per cent. Previously the workers of a losing concern or industry were entitled to a bonus whereas under this new Act they are deprived of it. Not only that. The formula given in the Act of available surplus will deprive most of the workers in the coming years from the present year onwards of bonus. They will not get bonus at all. This retrograde step has been brought forward unfortunately by this Labour Minister.

This concept of bonus was won by long struggles and sacrifices on the part of the working class of this country. It was not got overnight, nor was it given as a matter of grace. It was not an ex-gratia payment. It was earned as a result of the struggles and sacrifices of the working class. The Textile Labour Association of Ahmedabad with its scientific, correct and righteous approach to labour problems entered into a bonus pact 20 years ago. According to that pact, workers of a losing concern or textile mill would also get a bonus on the set-off-set on principle at the rate of 4 per cent. This trade union is more than a federation and is working on the Gandhian principle of trade

unionism. This Association got this pact 20 years ago. It was a voluntary pact. The workers had not to go on strike. The management was never threatened. It was literally a mutual agreement between the employers, the Ahmedabad textile mills, and the Textile Labour Association and the workers under—which 4 per cent bonus was agreed upon on the set-off-set-on principle. This pattern was followed in the different industrial zones of the country. Ultimately this concept to give bonus to workers of a losing concern was also upheld by various courts including the Supreme Court. It was brought before Parliament as a legislation, and it was passed. Thus the concept of bonus emerged and it created a good deal of industrial peace.

Now all of a sudden, one day at a stroke of the pen this whole concept of bonus has been destroyed by the authorities. Now they have given a formula of 'available surplus'. I am afraid the workers will henceforth never get bonus according to the available surplus formula. Thus they have failed to protect the interests of the workers.

I will give other examples. Take the annulling of a bilateral agreement by bringing here a Bill.

MR. DEPUTY-SPEAKER: Shri Ramavtar Shastri must be happy with this

SHRI P. M. MEHTA: The Life Insurance Corporation (Modification of Settlement) Bill 1976 was introduced on 1st April, the April Fools day. That Bill not only nullifies the benefits which have accrued through bilateral agreement but also causes great injury to the peaceful and constitutional approach in trade union activity. This agreement was reached after protracted correspondence and dialogue and ultimately the hon. Labour Minister Shri Raghunatha Reddy and the then Finance Minister Shri Y. B. Chavan intervened and helped them to come an amicable set-

[Shri P. M. Mehta]

tlement. Unfortunately the same Labour Minister Shri Raghunatha Reddy is now compelled to come with a Bill to annul the bilateral agreement. That amounts to a negation of the sanctity of bilateral agreements and commitments. Therefore I say that this ministry headed by Shri Raghunatha Reddy has failed to protect the interest of the workers.

There is the most important and urgent matter of retrenchment and lay off in the country. I begin with my home town. Two factories, namely, Polysteel and Bhavanagar Vegetable Products have been closed down throwing off nearly 5000 workers and nearly 25000 persons have been affected adversely, besides the impact on the general economy of a medium-sized city like Bhavanagar. The state government demanded the appointment of an investigation committee for taking over the Bhavnagar Vegetable Products

MR. DEPUTY-SPEAKER. You have mentioned the problem; you may write the details to the hon. Minister. Your time is over.

SHRI P. M. MEHTA: Kindly allow me to say a few words about this because the State Government time and again wrote to the various ministries of the Government of India but none of them paid any heed to that request. Their bonafides are doubtful; they do not want to take over the closed units. I mentioned about the Bhavnagar Vegetable Products. Similarly, with regard to Priyalakshmi Mills in Baroda and Subalakshmi Mills at Khambat they asked the government to appoint an investigation Act but no action has been taken by the central government and the workers are passing through untold misery. Therefore, I request the hon. Minister to discuss this problem about closed mills and factories in Gujarat and other states with the concerned

ministries and find out some solution to restart the closed units.

MR. DEPUTY-SPEAKER: Your time is over.

SHRI P. M. MEHTA: My time is over?

MR. DEPUTY-SPEAKER: You had eight minutes but you had, I think, taken about 11 minutes.

SHRI P. M. MEHTA: I have only one small point to make. As the House is aware, the Government is freezing the wages in a way..... (Interruptions). Dearness allowance is part of the wage.

Now, I would like to draw the attention of the hon. Minister to the fact that again an upward trend in various commodities has started.

MR. DEPUTY-SPEAKER: Now you have started referring to this point. Mr. Ramavatar Shastri would have mentioned this point. Now, please conclude.

SHRI P. M. MEHTA: Therefore, Sir, I say that now the upward trend has started and the hon'ble Minister should also deal with this problem with the concerned Ministry.

श्री रामरनाथ विद्यार्थी (चंडीगढ़):
उपाध्यक्ष जी, मैं अपने पूर्व बक्ता से इस बात से सहमत नहीं हूँ कि श्री रघुनाथ रेड्डी लेबर मिस्ट्रिज के तौर पर अनकम हुए हैं। बल्कि मैं तो समझता हूँ कि आपातकालीन स्थिति में लेबर से इतना सहयोग प्राप्त करना जो कि उन्होंने प्राप्त किया है, और जिन के स्थिति में वर्कर्स को बहुत ज्यादा मुबारकबाद देता हूँ, यह थम संवी का ही काम था कि उन्होंने वर्कर्स में इस तरह की भावना पैदा की कि उन्होंने इस स्थिति में सरकार को पूरा सहयोग दिया। मैं वर्कर्स से काम करता हूँ और जानता हूँ कि वह थमसंवी जी को कितना पसन्द

करते हैं और चाहते हैं। इन्होंने मैं इस बात से सहमत नहीं हूँ। बल्कि उन्होंने बोनस के सम्बन्ध में कोई प्रस्ताव रखा या कुछ परिवर्तन किया बोनस में या कुछ और ऐसी बातें की जो मेरे पूर्व वक्ता को परन्व नहीं आती, तो उस की वजह से यह कहे कि श्री रघुनाथ रेड्डी फेल हुए, इस से मैं सहमत नहीं हूँ। अगर आप फेडरिस्ट देखें जो पुराने कानून से, और जिन में चाहते थे कि परिवर्तन हो, उन तमाम में मौलिक परिवर्तन उन्होंने कराये हैं और बर्कन की स्वति को सुधारने की जगह से ज्यादा कोशिश की है। मैं उन तमाम ऐक्टों की तकनीक में नहीं आऊंगा क्यों कि समय कम है लेकिन अगर आप फेडरिस्ट देखेंगे तो और श्री रघुनाथ रेड्डी के कहने पर और उन के नेतृत्व में हम ने लेकर के किये जो कुछ काम किया उस को अगर आप देखेंगे तो मालूम होगा कि हम ने काफी काम किया है।

मैं चाहता था कि जो उन का विभाग है वह भी उन के साथ पूरा सहयोग करे, कुछ ज्यादा ऐक्टिविटी दिखाये। मैं उदाहरण के तौर पर रिपोर्ट के पेज 6, 7 से बताता हूँ कि जो इन्वेस्टिगेशन है या डिन्सप्टम है उन का करीबरेषन है सरकार के लेबिल पर इन से कार्क समय सरकार के लेबिल पर खर्चता है। करीबन 73 से 77 प्रतिशत केसेज सरकार के करीबरेषन के तौर पर डे हुए है। 87 परसेट इन्वेस्टिगेशन के अन्दर है। यह काम अच्छी होना चाहिए। कुछ मैं ऐसा महसूस करता हूँ कि इन के विभाग के काम के जरा ज्यादा चुस्त की जरूरत है और तैज से काम करना चाहिये जब कि इन्वेस्टिगेशन का समय है। हम आशा करते हैं कि विभागीय अधिकारी और बर्कन भी ज्यादा तैज से साथ काम करे।

वह नये बोनस के सम्बन्ध से बात हो रही थी उस में और दूसरे बर्कन के काम से भी मैं मुझ महसूस करता हूँ कि समय आ

गया है जब कि हम कुछ नई दिशा में सोचें। पुराने तरीके से सोचने से खतरा हम एक ही रट में रहते हैं। आज हमें कुछ नई दिशा में सोचना है। ट्रेड यूनियन के काम में नई दिशा में सोचना है। बोनस की चर्चा हो रही थी। बोनस के सम्बन्ध में परिवर्तन इसलिए किया कि हम आंच मीच कर कहें कि हम एक को बोनस दे दो, यह काफी नहीं है। हमें देखना है कि जो बर्कर पाता है उस में कितना वह समाज को देता है। समाजवाद का मुख्य आधार यह है कि :

From each one according to his capacity and to each one according to his labour.

हर एक आदर्श, जितनी उस की शक्ति है, वह धन-पूर काम करे और जो वह काम करे उस के मुताबिक उस को वेतन दी जाय। काम कम हुआ, प्रोडक्शन कम हुई या जिन बेल्यू का भागान बर्कर ने उत्पन्न किया है वह कम है लेकिन वह ज्यादा डिमांड करता है तो यह एक तरह से एक्सप्लायटेशन हो जाता है और मैं भयत्रना हूँ कि हमारी ट्रेड यूनियन को भी इन नई दिशा में सोचना चाहिए। ट्रेड यूनियन का जो काम है वह अभी तक यही सोचा गया है कि हम ने डिमांड बर्कन की रख दी है, हम ने उन की मांगें रख दी हैं और हमारा काम समाप्त हो गया लेकिन मैं भयत्रना हूँ कि उन को हम बारे में भी सोचना चाहिए कि हमें पैदावार बढ़ानी है या हमारे जिम्मे और भी काम हैं। हमारी प्रश्न मंत्री जो ने बार बार कहा है कि जहा अधिकार है, उन के साथ साथ जिम्मेदारियों को भी सोचना है। तो हमारी ट्रेड यूनियन को अपनी जिम्मेदारियों को सोचना चाहिए और यह भी देखना चाहिए कि कितना प्रोडक्शन करना चाहिए और कितनी हमारी प्रोडक्टिविटी बढ़नी है और कितनी बेल्यू का माल प्रोड्यूस होता है और ऐ।। तो नहीं है कि वे लेने ज्यादा है और उन से इन्वेस्टिगेशन बढ़ा जाता है और

[श्री जगन्नाथ विश्वामंदार]

प्रोत्पन्न कर्म होती है। इन तथान चीजों की जिम्मेदारी समाजवादी देशों में ट्रेड यूनियन होती है। उन को यह भी देखना चाहिए कि इतना तुम्हारा टार्वेट है और उस को हमें पूरा करना है और उनको वर्कों के सम्बन्ध अनुशासन को रखना है और वर्कों की एटेंशन को देना है। साथ इन तथान चीजों को ट्रेड यूनियन को देना चाहिए। साथ हम एक जिम्मेदार ट्रेड यूनियन चाहते हैं और ऐसी नहीं चाहते हैं किता कि कुछ-किरोबी बला को तरफ से कह दिया जाता है कि पुराना तरीका ठीक है। साथ हम उस पुराने तरीके को बदलना चाहते हैं और चाहते हैं कि ट्रेड यूनियन ज्यादा जिम्मेदारी के काम करें।

एक बड़ा प्रश्न वर्कों के पार्टिसिपेशन का है और मैं समझता हूँ कि इन में हम बहुत पीछे रहे हैं और गवर्नमेंट भी पीछे रही है। हम चाहते हैं कि वर्कों का मैनेजमेंट में हाथ हो। जो प्रबन्ध है, उस में उनका पार्टिसिपेशन होना चाहिए और उस में उन को मौका देना चाहिए लेकिन अभी तक वह तरीका नहीं ढूँढ पाए हैं जिस से उन का उस में एक्टिव पार्टिसिपेशन हो। न तो एम्प्लॉयर्स ही कोई तरीका ढूँढ पाए हैं और न गवर्नमेंट ही ऐसा कोई तरीका ढूँढ पाई है जिस से वर्कों को पार्टिसिपेशन का मौका दिया जाए। यह समझना कि छोटे में यूनियन का एक रेप्रेजेंटेटिव रख लिया और वह काफी है मेरी समझ में इतना कर देना काफी नहीं है। हम वर्कों का जितना शरीर कर रहे और जितनी जिम्मेदारी के काम उन को मैनेजमेंट में शरीक करेंगे, उतना ही अच्छा है। मान लीजिए कि क्वालिटी की बात है। साथ साथ क्वालिटी को बढ़ाना चाहते हैं। तो साथ

ट्रेड यूनियन के ऊपर जिम्मेदारी डालिये कि वह बताए कि किस प्रकार के क्वालिटी अच्छी हो सकती है। जो क्वालिटी के सम्बन्ध कम्प्लेक्स है उन के बारे में ट्रेड यूनियन से, वर्कों से सलाह ले सकते हैं। साथ जो कच्चा माल खरीदते हैं और जो साथ के स्टोर्स हैं उन में जो साथ वर्कों से सलाह बलिगता से सकते हैं। मेरा यह बुद्ध का संवर्धन है कि जो स्वेयर पार्टस खरीदते करते हैं उन में कमीशन बढ़ाए बनना है और दूसरी बात होती है जिससे उनमें घाटा होता है और काफी महंगी चीजें खरीदी जाती है और बीच में कुछ लोग इनमें बचना का भाव है। अगर साथ वर्कों को शरीक करेंगे तो वे साथ को बताएंगे कि किस प्रकार के स्वेयर पार्टस साथ खरीदें और कौन से बेहतर स्वेयर पार्टस हैं।

इसी प्रकार से मशीनरी के मेन्टेनेन्स की बात है। साथ उन के मेन्टेनेन्स की जिम्मेदारी उन के ऊपर डालिये। उन के ऊपर जिम्मेदारी डालिये कि मशीनें अच्छी चलाई है या बुरी चलाई है। वे इस के बारे में बताए। मैनेजमेंट में प्रबन्ध में सिर्फ यूनियन का एक व्यक्ति बोर्ड में रखना काफी नहीं है। साथ जो डेट डे वर्क की चीजें हैं, जो रोजाना काम में आने वाली चीजें हैं उन में वर्कों की छोटी छोटी कमेटिया बना कर उन पर जिम्मेदारी डालिये। मैंने देखा है कि समाजवादी देशों में पुराने वर्कों काम करते कर्म मैनेजर बन गये और जिस वरत उनको बोर्ड की ट्रेनिंग दे कर उनको मैनेजर बना दिया गया, तो उन्होंने कारखाने को बहुत अच्छा कर दिया। उन्होंने कारखाने का खर्चा बटा दिया और प्रोत्पन्न बहुत बढ़ा दिया जिस से प्रोफिट बहुत ज्यादा हो गया। इसलिए मेरा कहना है कि साथ उन पर जिम्मेदारी डालिये क्योंकि काम के विषय में वे बहुत ज्यादा जानते हैं। मैं समझता हूँ कि पार्टिसिपेशन के बारे में ज्यादा गहराई से बिचार

होना चाहिए और हर की सम्भावना की और सम्भवतः ही धिम्मेदारी है। यह वर्कर्स की जिम्मेदारी नहीं है कि ट्रेड यूनियन इस के बारे में सुझाव कि पार्टिसिपेटिव का क्या तरीका हो। आप सुझाए क्योंकि अधिकार आप के हाथ में है, मैनजमेंट आप के हाथ में है। आप सुझाए कि किस प्रकार से प्रोग्राम वर्कर्स का श्रेष्ठोप प्राप्त करना चाहते हैं। इस विषय में बहुत कम काम हुआ है।

अवनी जी जो मैं कहना चाहता हूँ वह यह है कि बेकारी बहुत बढ़ गई है। इसमें कोई शक नहीं है कि आज हमारी आबादी बहुत बढ़ गई है और आबादी के बढ़ने के कारण बेकारी बढ़ी है और पेटे-सिबे लोगों की बेकारी बहुत है। यह समस्या जितना सम्भार रूप धारण कर रही है, उस को देखते हुए जितनी चर्चा होनी चाहिए और जितना उस के बारे में प्रयत्न होना चाहिए वह बहुत कम है। अगर आप एम्प्लायमेंट एक्सपेंजेज के रजिस्ट्रों को देखें तो पाएंगे कि वे बहुत कम लोगों को रजिस्टर दे पाई हैं। मैं यह समझना हूँ कि एम्प्लायमेंट एक्सपेंजेज का जो तरीका है, उस को बदलने की बहुत आवश्यकता है। वह बहुत पुराना तरीका है और आज से 20 साल पहले का तरीका चला आ रहा है। वही रजिस्टर है और वही रूटीन बन गया है। मेरा बयान यह है कि इनका बदलने के लिए कुछ लोगों को बैठना चाहिए कुछ ट्रेड यूनियनों के लोग और आफिसरों बैठें और एम्प्लायमेंट एक्सपेंजेज के तरीके और प्रोसीजर को बदलें। और उत्तम लोबे कि एम्प्लायमेंट एक्सपेंजेज किस तरह से बेकारी लोगों को ट्रेनिंग दे सकते हैं, किस तरह से नये नये रास्ते तलाश कर सकते हैं और किस तरह से वे उनके रोजगार का इंतजाम कर सकते हैं वे एम्प्लायमेंट एक्सपेंजेज कहीं में काम कर रहे हैं, देहाता में उनका काम नहीं है। देहाता में भी बेकारी की

समस्या है। उसकी भी वे सम्भारता से मैं और हर बहुत बर महारई से विचार करें। यही मेरा निवेदन है।

SHRIMATI T. LAKSHMIKAN, THAMMA (Khammam); Mr. Deputy-Speaker, Sir, I will be failing in my duty if I do not congratulate the Minister for the good legislation which he has brought for women. I being a firm believer in socialism, believe in equality and equal rights for men and women. The other day, somebody from this side quoted Lenin but he was snubbed. Lenin did believe in many great things. He believed in equality for both men and women. Our great Gandhi and Pandit Jawaharlal Nehru believed in it. These great men have liberated women to a great extent and helped in the economic and political emancipation of women. They command our great respect and gratitude for this

The Minister during this session had brought forward two legislations, one was about equal wages for equal work and the other was about bidi workers legislation which would also, to some extent, help the women as he had explained in his reply. I request the Minister that the legislation on equal wages for equal work should not merely be on the statute book, but it should be implemented. The efforts of the Minister will be successful only when he implements it in right earnest. There are certain legislations which are on the statute book but are not being implemented. Certain procedures have to be evolved for getting it implemented. There are certain areas where women do more work than men, like plantation. Certain fine jobs in agriculture are done by women. Even some lower jobs are done by women but these are not recognised. Men are supposed to do hard work. Under these circumstances, how will you implement this act?

[Shrimati T. Lakshmikanthamma]

The World has celebrated International Women Year only last year. This was the outcome of so many international conventions. In the Geneva Conference, it was decided that women should be treated as equal citizens along with men. It was proclaimed in this International Convention that equal wages for equal work would go a long way in enhancing the status of women.

There are a large number of volumes which the Labour Ministry has brought out on the status of women in industry wherein many details have been given. So, I do not doubt the sincerity of the Ministry, as far as the implementation of statutes is concerned. But, so far as equal wage for equal work is concerned, that part of the legislation seems to have been forgotten. So, I would request the hon. Minister to clarify the various measures they are taking towards the implementation of the statute and whether any progress has been achieved and whether any fruits have accrued to women labour as a result of it.

Then I come to the bidi workers. A large number of women are employed in the bidi industry. Merely because they are women, they get less wages. The health of the bidi workers is affected because of the nicotine which they inhale. I want to know what measures have been taken to alleviate their suffering and whether any family benefit will be given to the affected people.

Another big problem for women workers is looking after their children. In some cases the children are put under drug so that the women can go and work in the industry. In all socialist countries several measures have been taken for the welfare of children of women who are working in industry or agriculture. What have we done in the matter of providing creches? What measures

are they taking for the welfare of women who are working in industry?

It looks as if the Government is taking away all the rights of the middle classes by taking away the right to property.

So far as the Dowry Bill is concerned, it will certainly get the support of all women because it will certainly improve their lot.

What is the alternative to economic freedom of women? Panditji has tried to give them some economic freedom. But he himself felt that much more has to be given to them. The only alternative can be to provide them employment. In socialist countries more and more women take part in politics. Also, if you take the statistics of women in employment, there are more employed women in advanced countries and in fact in those countries the women feel proud that they are employed.

I would say that the Minister should in all sincerity try to help the women employed in industry. I hope he will get the co-operation of the Government and that he will not meet with the same fate as that of Shri Ganesh, who tried to do a lot for them.

As I come from a coal-mining area, I want to say that we are perturbed by the news about a number of deaths in accidents in coalmines. I hope the Government will seriously consider how to prevent accidents in mines and thereby save precious lives of workers.

श्री श्रीकिशन बोसो (सीकर) : जग-
द्वय महोदय, मैं श्रम मन्त्री के सम्बन्ध की,
उनके परिषद की, उनके हाई स्कूल की, उनकी
ईमानदारी की बहुत प्रशंसा करता हूँ।
इनके तथा इनके छात्रों के द्वारा कृषि तुल्य
कार्यवाई की गई इस बातसे हमें से काम पांच
की से अधिक दायित्वों को वहाँ से छिड़ा करा

पाया है। मेरी समस्या यह है कि राजस्थान के एक लाख मजदूर दिल्ली में, हरियाणा में, पंजाब में काम करते हैं और वे लोग निर्माण का काम करते हैं, उनको जमादारों की आर्जन लाया जाता है, एक एक हजार रुपया उनको पेशवा दिया जाता है और यह पेशवा रुपया उनका पूरा हो नहीं पाया है और बन्धकों की तरह से उनको काम करते रहना पड़ता है। उनके बायसे कोई प्रॉब्लेम फंड का, बोनस का, तनखाह का एमट नहीं है। बारिश के दिनों में जब निर्माण का काम बन्द हो जाता है उस समय उन सब मजदूरों को राजस्थान भेज दिया जाता है उनकी श्रौतों और बन्धे जमानत के तौर पर यहाँ पर रख लिये जाते हैं, उनको नाजायज शराब बनाना और दूसरे बुरे काम सिखाये जाते हैं। उनको यहाँ के एरिया को न छोड़ने का प्रलोभन दिया जाता है। यह एक बड़ी समस्या है, इस पर पहले भी मैंने बात की थी। मैं मन्त्री जो से निवेदन करूंगा कि वह पंजाब, हरियाणा, दिल्ली और राजस्थान के श्रम मन्त्रियों की एक संयुक्त बैठक बुलायें और विचार करके इस समस्या का कोई हल निकालें जिनमें उनको कांड सिस्टम दिया जाये और उनका रिकार्ड रखा जाये। इस तरह की व्यवस्था की जानी चाहिये।

माइन्स लेबर के वेलफेयर के बारे में मैं आपसे निवेदन करना चाहता हू कि इसमें बहुत झगड़े हैं। आप एक छोटी सी कमेटी बनाइये और उनको जांच करने दीजिये ताकि वह लेबर वेलफेयर के बारे में आपको एक रिपोर्ट पेश कर सके और आप उस पर कार्यवाही कर सकें।

मैं भी दामोदर पंडे का इस मामले में समर्थन करता हू कि सेफ्टी माइन्स का महकमा बहुत छोटा है, वहाँ स्ट्राक बहुत मोडा है। जबकि माइन्स में प्रोडक्शन बड़ रहा है, माइन्स बड़ रही हैं तो उसके मुताबिक स्ट्राक भी बढ़ना चाहिये ताकि सही देख रेख हो सके

और माइन्स का काब डीक हासल में बंध सके। उसकी तरफ भी ध्यान देना चाहिये।

राजस्थान की सीमेंट फ़ैक्टरी सवाई माधोपुर और जाम्बर लैंक के हजारों मजदूर बेकार हैं। मैं उनकी तरफ आपका ध्यान दिखाना चाहता हूँ। आप अन्य मन्त्रालयों से सम्पर्क कीजिये और कुछ ऐसा तालमेल बँटाइये जिससे इन मजदूरों की यह समस्या का हल निकले।

खेतियर मजदूर घरों में एक-एक और दो-दो घंटे काम करते हैं। उनके लिये कई तरह के कायदे कानून हैं। मेरा निवेदन है कि जल्दी में कोई कानून न बनाया जाये बल्कि उनकी सब बातों की यथावत देखकर ऐसा कानून बनाया जाये ताकि बड़ा प्रभाव न पड़े। ट्रेड यूनियनों को खेतियर मजदूरों में न बुलाने दिया जाये, बरना वहाँ पर झगड़े हो जायेंगे, हिन्दू मुस्लिम, एक तरह की पार्टी बन जायेगी, और बड़ा फिन्नाच होंगे। उनकी रोकने के लिये एक तरह का सस्ता और सीधा कानून बनाइये जिससे बड़ा सही रूपरेखा हो सके।

ये और काम के मामले में मैं यह निवेदन करना चाहता हू कि आप पे कितनी भी बढ़ाइये लेकिन उसके साथ काम जरूर फ़िन्सल कीजिये। अगर यह नहीं कर पाये तो मजदूरों को इन्सैटिव नहीं मिलेगा और प्रोडक्शन नहीं बढ़ पायेगा। इसलिये जिस मजदूर की मजदूरी बढ़ा रहे हैं, उसके साथ काम भी जोड़िये, चाहे 8 घंटे काम करने वाले मजदूरों को 10 परसेंट कटौती करके काम दीजिये लेकिन उसके साथ काम जरूर जोड़िये।

हिन्दुस्तान में बिर्लिंग इंडस्ट्री सबसे बड़ी इंडस्ट्री है, इसमें गारे, बूने से लेकर पत्थर और सीमेंट तक प्रयोग होता है। इसमें करोड़ों मजदूर काम करते हैं। हिन्दुस्तान में किन्हीं कारणों से निर्माण का काम बन्द हो गया है, बल्कि ठप हो गया है। मेरा निवेदन

[श्री श्रीकमल मोदी]

है कि दूसरे मन्त्रालयों से विचार करके इस निर्माण के काम को शायद बालू करवाएँ, बरना कुछ दिनों के बाद बड़ी अजीब समस्या होने वाली है। मजदूरों की स्थिति अर्थकर रूप से खराब होने वाली है, क्योंकि बेकारी बढ़ रही है। एमरजेंसी के कारण जो समस्या है वह नजर नहीं आ रही है लेकिन बहुत मजदूर बेकार हो चके हैं। मेरा निवेदन है कि शायद दूसरे मन्त्रालयों से ताल मेल बैठक कर इस समस्या का हल निकालिये।

14 hrs.

सरकार ने पड़े लिखे नवयुवकों और युवक इजीनियरों को कल कारखाने लगाने के लिए प्रोत्साहन दिया। उसने उन लोगों को आर्थिक सहायता भी दी और अन्य कई सुविधाएँ भी दीं, जिसके कारण उन लोगों ने कारखाने लगाने। लेकिन आज यह देखा जा रहा है कि उन कारखानों की क्या हालत है। श्री शास्त्री ने कहा कि अगर ऐसे कारखानों अपने मजदूरों को बाहर निकालें, तो उनको भीसा में बन्द कर दिया जाये। आखिर सरकार कितने लोगों को भीसा में बन्द करेगी? मेरा सुझाव है कि सरकार कोई बोर्ड या कमेटी बनाये, जो स्माल स्केल इंडस्ट्री के इन कारखानों की समस्याओं का अध्ययन करे, उन समस्याओं को हल करने का प्रयत्न करे और उनको सब सुविधाओं दें। अगर सब भी वे कारखाने किसी कारण न चल सकें, तो उसे उन लोगों को सीधे तौर पर कहना चाहिए कि वे अपने कारखाने बन्द कर सकते हैं और अपने मजदूरों को छुड़ती कर सकते हैं। यह सरकार की जिम्मेदारी है, और उसको अपनी यह जिम्मेदारी निभानी चाहिए।

सरकार को नेशनल बेजिब का कोई एक स्केल बनाना चाहिए।। आज कहीं तो मजदूरों की एक परिभाषा है और कहीं कोई दूसरी परिभाषा है। किसी कारखाने में 20

सपने तय किये चके हैं और किसी में 25 सपने कोई निम्नम और मैक्सिमम बेज तय करनी चाहिए, और ऐसा सभी सम्बन्धित बातों को ध्यान में रख कर करना चाहिए। सीमेंट फेक्टरियों के लिए बहुत अधिक मजदूरों तब की गई हैं। बीस पच्चीस टन का एक मिनी सीमेंट प्लांट इतना पैसा नहीं दे सकता है। इसलिए स्माल स्केल इंडस्ट्रीज की सब बातों को ध्यान में रख कर, अलग अलग कारखानों के लिए अलग अलग बेजिब तय न करके, नेशनल लेवल पर एक ही बेजिब निश्चित करनी चाहिए, ताकि कहीं अक्षान्त न हो।

श्री श्रीकार लाल बैरवा (कोटा)

उपाध्यक्ष महोदय, अभी माननीय सदस्य ने कहा कि हरियाणा, पंजाब और दिल्ली में राजस्थान के एक लाख आदमी काम कर रहे हैं। लेकिन मैं समझता हू कि इन तीनों प्रान्तों में 8 लाख मजदूर ऐसे हैं, जो पूरा राजस्थान खाली करके यहाँ आ गये हैं। उन लोगों के परिवारों के बड़े व्यक्ति और छोटे बच्चे ही राजस्थान में हैं, जो थोड़ी-बहुत खेती की जमीन पर काम करके अपना गुजारा करने हैं। बाकी सब जवान औरन और लड़किया यहाँ मजदूरी कर रही हैं।

उन लोगों को यहाँ कोई राजन कार्ड नहीं दिया गया है, जिससे वे अपना आदि प्राप्त कर सकें। न उनके रहने के लिए कोई मकान हैं। वे लोग झुग्गी-झोंपड़ियों में रहते हैं। जब यहाँ पार्लियामेंट की बिल्डिंग बनती है, तो वे अपनी झुग्गी-झोंपड़ियाँ यहाँ डाल देते हैं। यहाँ काम कम होने पर चार साल के बाद वे उठ कर फ़रीदाबाद चले जाते हैं। वहाँ से उठ कर वे रामकृष्णपुरम् चले आते हैं। इसी तरह वे लोग एक जगह से दूसरी जगह जाते रहते हैं। उनका कोई ठिकाना नहीं है।

सरकार यह हुजियारी खर करती है कि चुनाव के समय वह उन लोगों के नाम

बोटबं लिस्ट में दर्ज कर देती है, और फिर उन का हाथ पकड़ कर उन्हें कांवेस के लिए बोट डालने के लिए ले जाती है। लेकिन उन लोगों को कोई फीसिलिटी नहीं दी जाती है। उन लोगों में से 90 परसेंट लोग शिड्यूल्ड कास्ट्स के हैं। कोई वानया-ब्राह्मण यह काम नहीं कर सकते हैं। हमारे जैसे शिड्यूल्ड कास्ट्स के लोग ही यह काम करते हैं।

मेरा सुझाव है कि उन लोगों को भ्रमण भ्रमण यूनिटों में बसा कर उनके लिए रहने का प्रबन्ध किया जाये, उनके लिए हास्पिटल और पार्क आदि की व्यवस्था की जाये। उन को तो पीने का पानी भी नसीब नहीं होता है। मेरा निवेदन है कि उन लोगों की तरफ थोड़ा ध्यान दिया जाये।

सवाई माधोपुर फँटरी में पाच हजार मजदूर काम करते हैं। उनके अनावा उनके परिवार वाले, और इकानदार, कपडे वाले तथा साइकल वाले आदि अन्य सम्बन्धित लोग भी हैं। पाच हजार बे समझ लें। वह सवाई माधोपुर जिनना नया बसा हुआ है वह सारा का सारा बरबाद हो गया है। आज उसको बन्द हुए 11 महीने हो गए और कुछ भी नहीं हुआ। अभी पाच पाच सौ रुपया बड़ी मुश्किल से दिया है। उनका बोनस वीरह भी सब खा गए बीच में। उसको रजिस्ट्रारों में नहीं चढ़ाया। तो उनको क्यों नहीं पकड़ कर बन्द करने? उनसे कोनसी रिश्तेदारी है आप को है? वह जो भाग कर अमेरिका और इंग्लैण्ड में बैठे हुए हैं उनको क्यों नहीं वहा से पकड़ कर मंगाने? आज ही मेरे पास राजस्थान के मुख्य मन्त्री हरदेव जोशी जी का लैटर आया है जिसमें उन्होंने लिखा है कि बहुत जल्दी से जल्दी उस फँटरी को बन्द कर रहे हैं। तो वह जल्दी से जल्दी कब तक होगा। आज से तीन महीने पहले वह एक ओवर बिज का उद्घाटन करने गए थे तब उन्होंने कहा था कि जल्दी से जल्दी बन्द कर रहे हैं। बीच में

उनको तीन लेटर लिखे तो कहा जल्दी से जल्दी कर रहे हैं। प्रधान मन्त्री को लिखा, उन्होंने कहा कि जोशी जी को लेटर लिख दिया है, वह बहुत जल्दी से जल्दी करेंगे। तो वह जल्दी से जल्दी कितना सम्बा होता है? मेरा निवेदन है कि उस फँटरी को अपने हाथ में लेकर जल्दी से जल्दी बन्द किया जाय। अपने हाथ में नहीं ले सकते तो राजस्थान सरकार के मन्त्रे डालिए, लेकिन उसको चालू करिए। एक तरफ तो आप मजदूरों को काम दे रहे हैं दूसरी तरफ उनको मार रहे हैं। एक खुनी हुई फँटरी जो एशिया के अन्दर सबसे बड़ी सीमेट की फँटरी है जिसमें करोड़ों रुपये का घाटा है उस पर ध्यान नहीं जाता। ध्यान किस पर है? आज चाय की फँटरी का उद्घाटन करने, आज ी-बिस्कुट की फँटरी का उद्घाटन करेंगे, आज मूर्गे मूर्गी के दरबे का उद्घाटन करेंगे। यह क्या है? ये फँट्रिया हैं? उद्घाटन करने चलो तो इधर चलो जहा दस हजार पन्द्रह हजार आदमी काम करते हो।

दूसरी बात—खान में दब कर आदमी मर जाय तो उसको पाच हजार या दो हजार रुपया देकर पीछा छोड़ा नेग क्योंकि वह छोटा है आप से लड़ नहीं सकता है। पर हवाई जहाज में आदमी मर जाय तो उसको एक लाख रुपया देगे। उसकी जान में और उसकी जान में कितना अन्तर है? क्या उसका खून नहीं निकलता काटने से? पानी निकलना है? उसका थोडा सा हिस्सा तो सोचना चाहिए। यह क्या कि एक आदमी 20 हजार का? लाखों बीस बीस हजार के में खरीदना है कितने खरीदवाते हो? ये अफसर बैठे हुए हैं। इन में से बताओ किनी को तनख्वाह लाखों में खरीदता है दस बीस। लेकिन नहीं, उनकी जान में जान ही नहीं समझने हैं। ऐमा समझने हैं जैसे मर्गे मर्गी को पकड़ कर काट दिया। अगर रेलवे वालों को पचास हजार और हवाई जहाज वालों को 1 लाख देते हो तो एक वकंर को भी एक लाख देना

[श्री श्रीधर लाल शर्मा]

पक्षों जो काम में सब कर भर जात है या बचती सारते हुए पानी में डूब कर भर जात है। वह भी तो मजदूर है। हमने कितने मछियारों के लिए मकान बना दिए? कितने मीठी के कर्मचारियों के लिए मकान बना दिए? किसी के लिए बनाने का सवाल ही नहीं है। आपकी खुद की मिश्रीटी नहीं सम्भालती, दूसरे की क्या सम्भालेंगे? मेरा निवेदन है कि आप कुछ न कुछ इन मजदूरों के लिए करें।

आपने एम्प्लायमेंट एक्सेज आफिसों को बोल रखे हैं—मूटने वाले के अड्डे जो तब काम निकालते हैं जब दो सौ रुपये, पांच सौ रुपये उनको दे दो। ऐसे ऐसे अधिकारी बैठे हुए हैं। आप चल कर चैक करें। दस दस बारह बारह साल के आदमी रजिस्टर किए हुए बैठे हैं लेकिन नये जिनहोंने अपना वे दिया उनका कांड निकाल कर भर्ती करा बिना फैक्ट्री में। पुरानों को कह दिया कि तीन महीने बाद आओ 6 महीने बाद आओ। आप इन चोरों और डाकुओं को मीसा में पकाड़िये। हमारे जैसों को पकड़ने से क्या होगा आप उनको पकड़ने का नाम नहीं लेते। चैक ही नहीं करते हैं।

फिर परिवार नियोजन कार्यक्रमों तब मजदूरी पर लगायेंगे। वह भी करवा लिया। फिर क्या हुआ? तीन महीने के लिए लगा बिना और फिर फैक्ट्री से अगा दिया। क्यों साहब? कहते हैं कि हमारे यहाँ यही तरीका है कि परमानेंट नहीं करते किसी को। कैम्पुशल लेबर भी काम करो। तीन तीन पांच पांच साल के आदमी पड़े हुए हैं और कैम्पुशल रखे जाते हैं। आप क्यों नहीं चुनते हैं। उनको परमानेंट क्यों नहीं करते। कई सारों से हम चुन रहे थे कि बोनस तय हो रहा है। हमारे कोटा में इतनी फैक्ट्रियां हैं इन्ड्रिमेंटेशन भादि की वे सारे के साथे

पूछते के कि सब सब हो रहा है। हम कहते थे सब हो रहा है, सब हो रहा है फिर सब तय हुआ तो बोधा पड़ा, निकली बुद्धिया—सिर्फ चार परसेंट। यह क्या बात हुई? जो महाजन है, जो फैक्टरी का मालिक है वह देना चाहता था लेकिन आपने हाथ पकड़ लिया। आपने उधर अपनी जब से निकाल कर चार भागे दे दिये और उसके बारह भागे बना दिये। वह बारह भागे क्या चुनाव के लिये हैं। तो वह बारह भागे मजदूर को मिलने चाहिये। बीस परसेन्ट अगर आप लागू करते हैं तो बीस परसेन्ट अपनी जब से भी निकालिए। एक सा कानून होना चाहिये।

इसी तरह से प्रशिक्षण काल में आप 60 रुपये दे रहे हैं। आज की इन महगाई में 60 रुपये से क्या बनता है? यहाँ पर इनकी तनख्वाह 5 सौ से हजार हो गई लेकिन उनको जो रात दिन फाइले मिल रहे हैं लोह पर उनको सिर्फ 60 रुपया। फिर ट्रेनिंग के बाद मजदूरी का ठिकाना भी नहीं। वे कहते हैं कि हम तो प्रशिक्षण देते हैं, मजदूरी का हमने ठेका नहीं लिया है। तो यह ठेका क्या हमारे ऊपर छोड़ दिया है? आप मिनिस्टर हैं, आप कानून पास करवा दें कि ट्रेनिंग वाले को तुरन्त काम मिलेगा। जहा भी बैकवर्सी हो वहा पर उसको जगह दी जाएगी। अगर नहीं देते हैं तो डी० आर० और मीसा में बन्द करे।

श्री मूल सचिव शरण (पाली) उपाध्यक्ष महोदय, वस मिनिट जो मिले हैं उसमें मैं खास खास बातें कहना चाहूँगा।

होममिनिस्ट्री की रिपोर्ट में लिखा है .

"The foremost gain of the Emergency is that the industrial labour has generally reacted to the emergency measures with a sense of

understanding and cooperation. Production has increased all round. The number of man-days lost owing to strikes, etc., have come down substantially."

बहुत अच्छी बात कही गई है। लेकिन मैं समझता हूँ कि हिन्दुस्तान की सरकार या प्रदेश की सरकारों ने अगर मजदूरों के साथ खिलवाड़ किया है तो वह मजदूर ही हैं। अगर भाषण देना हो मजदूरों के लिये तो कहा जाता है कि मजदूर देश के प्राण हैं, मजदूर देश के निर्माणकर्ता हैं। हम लोग मजदूरों के लिये बहुत अच्छा भाषण देते हैं। खुशी की बात है, मिनिस्टर साहब भी यहाँ पर आ गये हैं। तो मैं कह रहा था जो हम लोग हैं, नेता लोग जो हैं उनको एक बड़ा कामान हासिल है वह यह कि मजदूरों को भाषण बड़ा जोर का देते हैं। एक जगह कहते हैं

"Labour is the backbone of the nation's economy."

"...labour was far superior to capital. Without labour, gold, silver and copper were a useless burden. It was labour which extracted the precious ore from the bowels of the earth"

"He could quite conceive labour existing without capital, but not capital without labour. To him labour was 'not gold but priceless'."

तो हम लोग बातें बहुत अच्छी करते हैं। लेकिन हम लोग ऐसी बातें करते हैं कि हमें कभी बर्द भी होता है या नहीं? जो सहन करने वाले हैं जो अपना खून पसीना बहाते हैं वह सिर्फ जिन्दा रह रहे हैं। लेकिन जो कुछ भी काम नहीं करता है, उसने अपनी तिकोरियों में सिक्के भर लिये। शायद हम लोगों को कभी ज्ञान आती हो, हमारी नीतिका कितनी ही अच्छी हों, लेकिन ईमानदारी और निष्ठा से उनका पालन न किया

जाय, तो हम कहा रहेंगे, इसके क्या परिणाम निकलेगे। शायद मासिक कौन बन रहा है? काम करने वाला नहीं, बीगन वाला मासिक बन रहा है और इनमें हमारा श्रम विभाग एक कसौटी है। श्रम मंत्री जी के दिमाग में जो बात है, वह मैं जानता हूँ चाहे डिप्लोम की वजह से वह न कहें, लेकिन आप के दिल की पढ़ कर मैं एक बात कहना चाहता हूँ— आपके अनगिनत कानून हैं, लेकिन इन 28 सालों में अगर हमने किसी के साथ अन्याय किया है तो वह "मजदूर" है, मजदूर की हालत गिरी है और चन्द लोग ऊपर उठे हैं, जो ऊपर उठे हैं वह मजदूर की हड्डियों पर ऊपर उठे हैं। मजदूर को क्या मिला—हुड्डिया, गरीबी, खराब मकान, एजीपनियों को क्या मिला—अच्छे मकान, ऐश-व-आराम, घन दीलत, का प्रदर्शन। मेरे दिमाग में अक्सर यह बात पैदा होती है—जितने कानून हम बनाते हैं, जितनी बातें हम अपने मुँह से निकालते हैं, वे कब पूरी होंगी? हम ऐसी बातें मुँह से क्यों निकालते हैं जिनको हम पूरा नहीं कर सकते। हमने एक तरह से मजदूरों के साथ बहुत बड़ा पाप किया है। हमलिये कौन जिम्मेदार है—बड़े लेबर नेता जिम्मेदार हैं, सब जगह नेता ही नेता आते हैं, मजदूर नहीं आता है। पब्लिक ग्रन्डरटेक्चर कमेटी ने एक जगह कहा है —

"The Committee are strongly in favour of participation of workers and their representatives in management of Public Undertakings. By worker's participation in management, the Committee understand that (i) workers through their duly elected representatives, must physically participate in actual decision-making, (ii) this participation should be at all levels beginning from the shop level to the Board of Directors and (iii) the participation means that workers and their representatives should not be consulted, but should also feel that they are actual partners in management."

[श्री मूल कन्व गण।]

The purpose of workers' participation in management is to arouse among the workers a sense of identity, belongingness and participation with a view to promote industrial harmony and maximise production."

न नेशनल वेज पालिसी बनी न मजदूरों को हिस्सेदार बनाया और न इण्डस्ट्रियल डिस्प्यूट्स ऐक्ट के अन्दर मजदूर खुली अदालत में बोल सकता है। वर्षों के बाद उसको जजमेंट मिलता है। एक तरफ पढ़ा-लिखा बैरिस्टर मालिक के पक्ष में वकालत करता है और दूसरी तरफ एक टूटा-फूटा आदमी मजदूरों की तरफ से वकील बन कर खड़ा होता है। इंडस्ट्रियल डिस्प्यूट्स ऐक्ट में कब सशोधन आया ? कम्पेन्सेशन ऐक्ट में अब कुछ हुआ है, लेकिन जो बातें हम कह रहे हैं उनको कब पूरा करेंगे।

आज 20 प्वाइन्ट प्रोग्राम की बहुत चर्चा है, लेकिन आप ईमानदारी से देखें तो इस तरह से एक प्वाइन्ट भी पूरा नहीं हो सकता। आप अपने उस चैप्टर को देखें, जो 20 प्वाइन्ट प्रोग्राम के बारे में आपने लिखा है। मुझे बहुत दुख है—कम से कम मजदूरों से तो झूठ न बोलें। एवालीशन आफ बाण्डेड लेबर को लीजिये—मैं जानता हूँ, अम मंत्री जी कभी भी बात को ज्यादा बना कर नहीं कहते, इसके लिये मैं उनकी तारीफ करता हूँ—उन्होंने कहा कि बाण्डेड लेबर के बारे में किमी स्टेट ने जवाब नहीं दिया, तब फिर यह कैसे इम्प्लीमेंट होगा। फिर इनके सैक्रेटैरिएट ने इसके लिए तीन बेज भर दिए—ऐसे होगा, वैसे होगा, वर्कर्स पार्टिसिपेशन होगा, सबको मिनिमम वेज मिलेगा। मैं कहता हूँ कुछ नहीं होगा, आपका मिनिमम वेज ऐक्ट ही लागू नहीं होगा। मैं अभी अभी 60 बाबों में देख कर आया हूँ कि न वहाँ पर कोई

5 वषर देने वाला है और न कोई मर्ब और औरत का बराबर तनकाह देने वाला है। न वहाँ पर पार्टिसिपेशन का सवाल है, न बाण्डेड लेबर का सवाल है और न मजदूर हिस्सेदार बन सकता है—अब कि ये सब बातें आपके 20 प्वाइन्ट प्रोग्राम की साइट्स हैं। आपने कहा है कि हमने ऐप्रेन्टिस-शिप के लिये काफी काम किया है—आप कहते हैं—

"New Apprenticeship Scheme to Enlarge Employment and Training Especially for Weaker Sections: The progress relating to the provision of training facilities under the Apprenticeship Act, 1961 both in regard to the number of seats located as well as utilised, had not been satisfactory; moreover as on the 31st March, 1975, out of 1.10 lakhs located seats, only 0.69 lakhs seats had been utilised."

अतः आप ने 1 लाख 10 हजार लिखा है। और वहाँ पर हुआ क्या है ? यह आप के आंकड़े हैं, आप की किताब है। कोई हम धोखे में न रह जाय कि 20 सूची कार्यक्रम के अन्तर्गत हम काफी काम कर रहे हैं। मजदूरों ने उत्पादन बढ़ाया, देश आगे बढ़ा, लेकिन उन के लिये 20 पाइन्ट प्रोग्राम के अन्दर क्या काम हो गया ? बाण्डेड लेबर क्या खत्म हो गया ? मिनिमम वेज ऐक्ट को किसने लागू कर दिया ? यह बाने अर्बों तक नहीं हुई। मैं अपने निर्वाचन क्षेत्र की बात कहना चाहता हूँ। जो आप ने अर्थिकों के लिए मकान बनाये हैं, कई सालों से मजदूर उन में रह रहे हैं 20 साल से रह रहे हैं। क्या आप उन को मालिकाना हक देंगे ? सारे अर्थिकों की हालत खराब हो गई, फिर भी मजदूर उन में रह रहे हैं। आप किस्तों पर मजदूरों को अर्थिकों का मालिक बना दीजिए। पाली में 700 मकान हैं, उन की कोई मरम्मत नहीं होती, पुतई नहीं होती।

मेरी भांग है कि मजदूरों को मालिक बना दिया जाये और किस्ती में पैसा ले लिया जाये।

आप ने क्या कहा

"The Board continued to provide training for three months at various regional centres...."

मुझे आज भी मानूम नहीं हुआ कि मजदूरों पर कितना रुपया खर्च किया है। क्या कोई मजदूर दो महीने में ट्रेड हो जाता है? क्या ट्रेनिंग देते हैं? क्यों रुपया बरबाद करते हैं। बैलफेयर मेजर्स का भ्रसफर लोग ही फायदा उठाते हैं, मजदूर नहीं। यह सारी बकवास है। कोई मजदूर का बेटा अभी तक वकील नहीं बना। आप मजदूरों को पूरी ट्रेनिंग दीजिए। तीन महीने में आप क्या मजदूर को वकील बना देंगे? और उसमें भी जो मिल मालिक के चमचे होते हैं वही ट्रेनिंग में जाते हैं। जैसा हमारे श्रम मंत्री का दिल है मैं उन से कहूंगा कि मजदूर की नीति में पूरा परिवर्तन होना चाहिए। और राज्य सरकारों पर भ्रमल को न छोड़िये। कानून तो यहाँ हम बनाये और लागू करे राज्य सरकारें। फिर हमारे श्रम मंत्री उन को बुलाते हैं, उन से पूछते हैं। मैं जानना चाहता हूँ कि आप के पास क्या तरीका है जिस से आप उन को सजा दे सकें जो राज्य आप के कानूनों को लागू न करे?

मजदूरों के साथ अगर कोई न्याय हम चाहते हैं तो हमें परिवर्तन करना होगा नीति में और पूँजीवाद को खत्म कर के दोलत की इज्जत खत्म करनी होगी तथा श्रम की प्रतिष्ठा बढ़ानी होगी। यह तभी हो सकता है जब श्रमिकों को हम महत्व देंगे।

श्री राजू हुँडाक (रामटेक) : उपाध्यक्ष जी, बैठक में श्रमिक मजदूरों की दुर्दशा देख कर सख्तार की कथनी और करनी में अन्तर का

अनुभव होता है। पूँजी प्रधान धर्म-व्यवस्था में पूँजीपति और मालिक हमेशा प्रोटेक्ट होता है और मजदूरों का शोषण जारी रहता है। इस देश के कपड़ा उद्योग में मिलों पर जो टैक्सेज लगते हैं उन को बचाने के लिये पावरलूम इंडस्ट्री का जन्म हुआ। और पावरलूम इंडस्ट्री में मजदूरों का किस ढंग से शोषण होता है और पावरलूम इंडस्ट्री के मालिक सरकार को भी कैसे गुमराह करते हैं, यह मैं बताना चाहता हूँ। पावरलूम इंडस्ट्री में 75 प्रतिशत पावरलूम बेनामी और अन-रजिस्टर्ड है, जिन का कोई सही रिकार्ड आज तक शासन के पास नहीं है और न मालिक ही कोई रिकार्ड रखता है। सभी प्रकार की करों की चोरी, अपवचन मालिकों द्वारा किया जाता है। एक्साइज ड्यूटी वे नहीं भरते हैं, इन्वम टैक्स नहीं भरते हैं, आक्टराय भी नहीं भरते हैं और लेबर एक्ट का पालन नहीं करते हैं और शासन के आदेशों के विरुद्ध काम करते हैं। हम देखते हैं कि रगीन साडी पावरलूम पर बनाने के आदेश नहीं हैं, फिर भी रगीन साडी पावरलूम पर निकाली जा रही है।

मजदूरों की हालत यह है कि 12, 12 घंटे तक पावरलूम पर मजदूरों से काम लिया जाता है लेकिन उन को सिर्फ़ ढाई और तीन रुपये तक ही मजदूरी दी जाती है। जिस दिन काम नहीं किया उस दिन की उन को मजदूरी नहीं दी जाती और मजदूरों से दो दो, चार चार यत्र कर्घे जैसे मिला म चलते हैं, उन से चलवाते हैं और इस का परिणाम यह हो गया है कि पावरलूम पर काम करने वाले 80 प्रतिशत मजदूर टी० बी० के शिकार हैं। इन मजदूरों को काम की गारन्टी नहीं है और न ही इन को बोनस मिलता है और न प्रोविडेंट फंड और जब चाहे काम पर से उन्हें भगा देते हैं। आज उनकी इतनी बुरी दशा है कि बेचारा मजदूर आधा पेट भूखा रह कर जानवरों की तरह काम करता है और एक गुलामी की जिन्दगी बसर कर रहा है। पावरलूम में

[जीसल हड्ड]

काम करने वाले मजदूरों की सही जानकारी अथवा सरकार हासिल करना चाहती है, तो मैं यह अनुरोध करूँगा कि पावरलूम में काम करने वाले कर्मचारियों के लिए एक कमेटी का गठन किया जाए और उस कमेटी में मजदूरों के प्रतिनिधि रहें। मैं यह भी कहना चाहता हूँ कि सरकार को गुमराह करने वाले यंत्रकरबा मालिकों ने अनगिनत धन जोड़ा है। महाराष्ट्र में सिर्फ माखेगांव और शिवडी में यंत्रकरबा मालिकों पर यदि छापा मारा गया, तो मुझे विश्वास है कि सिर्फ इन दो शहरों में ही 50 करोड़ रुपये का काला धन सरकार हस्तगत कर सकेगी। इसलिए मैं यह चाहता हूँ कि इस इंडस्ट्री में काम करने वाले मजदूरों की समस्याओं की ओर सरकार ध्यान दे और सरकार को गुमराह कर काल कारनामे करने वाले मालिकों की तरफ भी सरकार नजर रखे।

इन शब्दों के साथ मैं समाप्त करता हूँ।

SARDAR SWARAN SINGH SOKHI (Jamshedpur): Though I raise to support the demands of the Ministry of Labour I would like to point out a few things. I think the Labour Minister will kindly make a note of them.

We achieved independence 27 or 28 years back. But the condition of labour in the country is still very very poor. The most essential requirements such as housing, hospitals, schools, and other facilities like Welfare Centres in both the public and private sectors have not been provided, in spite of the fact that the Act is there.

A large number of people are engaged in the Railways. The Railways are also lagging behind in this regard. Government should implement the provisions of the Act, and if necessary, amend the Labour Act in the interest of labour. Sir, the production automatically goes up if the worker is happy and the worker feel happy if the

production goes up. This you can notice in every field. But the Labour Ministry has to take proper care of the welfare of the labour class in the country because the overall charge is that of the Ministry of Labour. Whichever may be the plant, the Ministry of Labour is responsible for labour conditions. I quote a few figures from the statistics given in this book supplied to us a few days back. The total population in the country is to the tune of 60 crores or near about it. The percentage of workers to the total population is, 32.9 per cent. Of this 31 per cent of labour is in Bihar itself. Regarding employment in the public sector, it is Rs. 1.24 crores. Regarding pay-range, 13.45 lakhs are getting between Rs. 100 to Rs. 150 only. This is shown in this Statistics Book which has been supplied to us. I am telling all these things to you to show how poor the labour conditions are.

Coming to employment in mines, in coal, copper chromite, diamond, gold, gypsum, iron ore, limestone, magnesite, manganese ore, mica, stone and others, only 7.19 lakh labour is employed. This is very low, considering the whole population of the country. Now, Sir, in Bihar itself, the employment in mines is to the tune of 28.7 lakhs whereas the total number in the country is 7.19 lakhs. Bihar has got more than one-third labour working in mines.

There are many applications pending with the Employment Exchanges. The number of Scheduled Castes/Scheduled Tribes applications on the live registers of employment exchanges upto 1975 had been to the tune of 9.14 lakhs. Now, the average weekly rate per labour in the mines areas is Rs. 76.14 per week. It comes to near about Rs. 306 per month, for the worker who works below the ground in these mines. The workers working in these mica mines in Bihar gets only Rs. 26.06 per week. It comes to Rs. 104 per month. This is what is being paid to the labour there. For the labourer in the open-cast mine, the rate is Rs. 96 only per month.

I now come to the subject of Minimum Wage. I do not know what is wrong with the Minimum Wages Act, in regard to clay mines and china-clay mines in these areas. No notification in this regard has yet been issued. This is the statistics given in this Book and this is the position even in 1973. This book is not up to date but it shows the prevailing position there and if this is revised you will know the exact position. This shows how the poor labourers there are not getting their minimum wage. For one male worker in Bihar, the minimum wage is Rs. 1.19 per day. In Punjab it is Rs 3.15 per day, according to this Report.

Regarding the growth of trade unions, there are about 21,757 trade unions in the country 1930 workers unions are filing the returns. 19,820 labour unions are bogus unions. Why are you allowing them to function?

I am now coming to my area Jamshedpur. The Tata Steel Company has retrenched about 3,000 labourers. On various frivolous grounds they are being dismissed. Some of the workers are being compulsorily retired. I do not know why no action is taken against these big steel plant owners.

There is lot of corruption in the Employment Exchanges. I know about Bihar and the rampant corrupt in which is prevailing there. Unless you bribe, not a single paper will move. No one will get any chance of interview unless he bribes the officer. Whenever anybody goes to the Employment Exchange, he is told that unless you pay so much you will not get the chance. This is still continuing even during the emergency. I request you to go and enquire about the situation in Jamshedpur and you will be able to see the position yourself.

I come now to Chasnala Mines. This accident took place on 27-12-73. After 3 months there was another accident. I want to know what has the Department been doing? If the Management

has not been listening to you, you should have taken action against them, and if your officers are not working properly you should take action against them, but nothing appears to have been done.

Now, Sir, when I went to the Chasnala mine myself, I was not satisfied with the progress of work at the second horizon. When I told the Minister of Steel as to why their staff is giving wrong information as to when the mine would be commissioned, he said that in future they will not give such information. Sir, we want that we should be given a clear-cut reply as to when the mine would be commissioned.

Sir, some of the hon Members said that officers of the Labour Ministry are running away to Coal India Ltd. Coal India Ltd. is also a Government Undertaking. The Labour Ministry should not allow the officers to go to Coal India Ltd. Why should one department of the Government of India suffer at the cost of the other? They should not be given permission.

Lastly, Sir, I will suggest that you should have labour inspectors at the block level because if you want to check the minimum wages in the remote areas you must have inspectors at the block level.

श्री मोहनदास इत्याइल (बीरकपुर) :
उपाध्यक्ष महोदय, मुझे सिबर मिनिस्ट्री की प्रान्ट्स के बारे में सिके दो-तीन बातें कहनी हैं, इससे पहिले मेरे और साथी बोल चुके हैं।

सिबर मिनिस्ट्री की कंसल्टेटिव कमेटी में 9, 10 बरस से काम करते हुए मेरा तजुर्बा हो गया है, मैंने देखा है कि जिस तरह से यह सिबर मिनिस्ट्री हैल्पलैस और इन-इफेक्टिव है, वैसी और कोई मिनिस्ट्री इन-इफेक्टिव नहीं है। इसको इसी हालत में रखा गया है। इस मिनिस्ट्री का कोई कैबिनेट का स्टेटस भी

[श्री मोहम्मद इस्माइल]

नहीं है। एम्प्लायर्स इनकी रिकमेंडेन्स को मानते नहीं हैं, स्टेट गवर्नमेंट्स जो चाहती हैं, वैसे ही करती हैं, वह इनकी बातें नहीं सुनती हैं। पब्लिक सेक्टर वाले सेक्टर के बारे में जो चाहते हैं, करते हैं, इनसे कोई ओपिनियन भी नहीं लेते हैं। मैंने इसके बारे में कंग्लेटिव कमेटी में बार-बार सवाल उठाया लेकिन इसका कोई जवाब नहीं मिला।

स्टेट गवर्नमेंट्स के बारे में बार-बार यहां सवाल उठाता हूँ लेकिन यही बात सामने आती है कि जवाब नहीं आया है, आने पर दिया जायेगा। बहुत कम स्टेट गवर्नमेंट्स ने जवाब दिया है, जो कि गैर-कानूनी तौर से काम कर रही है। इस सिलसिले में मैं दो-एक एग्जम्पल्स देना चाहता हूँ। जब मैं कमेटी में सवाल उठाता हूँ, तो मिनिस्टर हेल्पर्स होते हैं, कहते हैं कि जवाब नहीं आया है, क्या करें। ये किसी चीज का साफ जवाब नहीं दे पाते हैं।

हमारे यहां के जूट मिल में बदली वालों के बारे में इनको आर्बिट्रेटर बनाया गया। इन्होंने अपना अर्वाइड भी दिया, लेकिन उसे भी नहीं माना गया। स्टेट गवर्नमेंट को चाहिये था कि एम्प्लायर को परसू कर के इस अर्वाइड को मनवाते, क्योंकि यह रीजनल था। लेकिन एक छोटे एम्प्लायर ने हाई-कोर्ट में केस कर दिया, जो कि वैडिंग है। अभी तक कुछ नहीं हुआ है। अगर स्टेट गवर्नमेंट को-आपरेट करती तो वह आसानी से हो सकता था। हजारों आदमी रिट्रैक्ट हो चुके हैं और हजारों को टैम्पोरेरी बना दिया गया है। जूट इंडस्ट्री में यह हालत है। जो सैट्रल सब्सिड है, उसमें भी इनका इफेक्टिव इंटरवेंशन नहीं है।

अब जूट मिल में वर्कर्स को बोवस कर दिया गया। वर्कर्स ने डिमांड किया कि

मैनेजमेंट को टेक-ओवर किया जाये। 29 लाख का प्राफिट है और 7 हजार नजदूर वर्कर पड़े हैं। लेकिन कोई इफेक्टिव इंटरवेंशन नहीं हुआ, न स्टेट गवर्नमेंट का और न कोई और। मिल मालिक भागा-भागा फिरता है दिल्ली में और कहता है कि कर लो मेरा क्या करोने। इस मिनिस्ट्री के काम पर तरस आता है।

बहुत से लोग कहते हैं कि श्री रघुनाथ रेड्डी बड़े एक्टिव मिनिस्टर हैं। मैं समझता हूँ कि वह बड़े बेचारे हैं। उन पर तरस आता है। कौन सुनता है उन की? उन की बगल में शिपिंग मिनिस्टर बैठे हैं। अगर वह कुछ कहते हैं, तो कहा जाता है कि तुम क्यों इन्टरवीन करते हो। पब्लिक सेक्टर भी उन की नहीं सुनता है। प्राविडेंट फंड के करोड़ों रुपये मार लिये गये हैं, लेकिन सैट्रल और स्टेट गवर्नमेंट्स के द्वारा उन के रियलाइजेशन के लिए कोई इफेक्टिव स्टेप नहीं लिया गया है। सजा को बढ़ाने के लिए कानून को अमेड किया गया है लेकिन फिर भी कोई असर नहीं हुआ है। स्टेट गवर्नमेंट, रिजलस डायरेक्टर और इम्प्लायर दगैरह के बीच में रहने से सब मामले पैडिंग पड़े हुए हैं।

हर जगह ई० एस० आई० से वर्कर्स का हेरालमेंट होता है। डाक्टर जो दवाओं प्रेशक्राइब करते हैं, वे नहीं मिलती हैं। उन को सिर्फ लाल पानी दिया जाता है। इसी तरह महीनों तक उन का पैमेंट नहीं होता है। ई० एस० आई० के बारे में डाक्टर, नर्स, और पेशन्ट्स सब कम्प्लेंट करते हैं, लेकिन उस की कोई रेस्पोंडी नहीं है। अगर पार्लियामेंट के सेन्चर कुछ लिख कर भेजते हैं, तो उस को फावर्ड कर दिया जाता है और रिपोर्ट मंगाई जाती है। लेकिन इन सब के बावजूद कोई इम्प्रूवमेंट नहीं होता है।

यहाँ पर एल० आई० सी० के बारे में एमेंडमेंट लाया गया, लेकिन लेबर मिनिस्ट्री से कोई राय नहीं ली गई। उस एमेंडमेंट के द्वारा बोनस को कम कर दिया गया है। आखिर लेबर मिनिस्ट्री का क्या फकशन है? उस ने इस बारे में इन्टरवीन नहीं किया है। मैं मिनिटर साहब से साफ जवाब चाहता हूँ कि इस बारे में उन की क्या राय है। बार्डि-पार्टीट एग्रीमेंट के एक आइटम में तब्दीली कर दी गई है। अब प्राइवेट एम्प्लायर कहेंगे कि जब गवर्नमेंट ऐसा करती है तो हम क्यों न करें। आज क्या हो रहा है? एम्प्लायर एग्रीमेंट को नहीं मान रहे हैं। वे नई यूनियन खड़ी करा कर उससे के एग्रीमेंट कर लेते हैं। स्टेट गवर्नमेंट भी उस एग्रीमेंटस को मान लेती है और सेंट्रल गवर्नमेंट भी उस में इन्टरवीन नहीं करती है। अगर वर्कर चिल्लाते हैं, तो उन पर डी० आई० आर० लगा दिया जाता है। मैं ने इस बारे में चिट्ठिया लिखी हैं और एडवाइजरी कमेटी में मवाल उठाये हैं लेकिन उस का कोई असर नहीं होता है।

लाक-ग्राउट, क्लोजर रोजाना हो रहे हैं। रिट्रेचमेंट हो रहा है। उन के बारे में इन्फोरेटिव इन्टरवेन्शन होना चाहिए, लेकिन एक मामले में भी ऐसा नहीं हुआ है। बाटा में एग्रीमेंट तोड़ने के सवाल पर 38 दिन तक स्ट्राइक चली। लेबर मिनिस्टर ने उन में इन्टरवीन नहीं किया। वह बहा गये भी, लेकिन फिर भी कुछ नहीं हुआ। 38 दिन तक वहा प्राइवकशन वका रहा। बारह हजार वर्करों ने स्ट्राइक में हिस्सा लिया। आखिर में एम्प्लायर 4 परसेंट की जगह 10 परसेंट पर राजी हो गये हैं। जहा तक एपेक्स बाडी का सवाल है आज ऐसा काम्प्लीकेशन फ्रियट कर दिया है, जहा पहले बर्क कमेटी थी, लेबर एडवाइजरी कमेटी थी, सब कमेटियों को एनएफेटिक्व कर दिया है और बीच में एक एपेक्स बाडी ले आए किन्तु कोई स्टेट्यूटरी राइट नहीं है। वह

जो डेसीशन करती है अगर यह एम्प्लायर के फेवर में है तो मानता है, नहीं है तो नहीं मानता है। बिल्कुल बेकार बीच में पड़ी हुई है। यह एपेक्स बाडी बना कर तमाम जितनी बर्क कमेटियां बनैरह थी उनको सब को इनएफेटिक्व बना दिया है। इसके बारे में आपको जवाब देना पड़ेगा।

ट्रेड यूनियन राइट्स का सवाल उठाया गया। यह तो पहले की बात है, एमजैमी के बाद ट्रेड यूनियन राइट्स कम्प्लीटली खत्म कर दिए गए। जो उनकी बर्क कमेटी बैठती थी गवर्नमेंट की कमलेंटिव मशीनरी जो फकशन करती थी वह सब खत्म हो गई है। हमारा भी आई टी यू आल इंडिया आर्गेनाइजेशन है। हम तो सोशनी बायकाटेड हैं। कोई लीगली गजिस्टर्ड यूनियन है तो उसका रेप्रेजेंटेशन भी नहीं लिया जाता है। कोई उस पर डेसीशन नहीं होता है। अगर हमारी यूनियन में ताल्लुक है तो लेबर मिनिस्ट्री तक उसका डेसीशन नहीं लेते है। ट्रिब्यूनल में भी नहीं भेजा जाता। यह आज हालत है। ट्रेड यूनियन राइट्स बिल्कुल नहीं है। एन्युअल मीटिंग करेंगे तो परमीशन उसके लिए नहीं मिलेगी। एलेक्शन होगा, उसकी परमिशन नहीं है। यह सब इन्टरवैशन आज हो रहा है।

फिर डी आई आर लगा देते है। डी आई आर में पकड़ जाने के बाद फिर जब वह रिबीज होकर आता है तो उसको काम पर नहीं लेते। स्टेट गवर्नमेंट नहीं लेती, सेंट्रल गवर्नमेंट नहीं लेती, कोई फैक्ट्री नहीं लेती। आज हजारों की तादाद में इस तरह के लोग हर फैक्ट्री के पड़े हुए है। जो अरेस्ट हुए एम्प्लायर ने उनको डिसमिस कर दिया क्योंकि वे अरेस्ट हो गए थे। अभी जेल में है उनका डेसीशन नहीं हुआ और डिसमिस कर दिया। यह हालत है।

मैनेजमेंट कमेटी के बारे में मैं कहना चाहता हूँ। तमाम कमेटिया बनी हुई हैं बहुत सारे डिपार्टमेंट्स में लेकिन एटीट्यूड क्या है।

[श्री श्रीमद इत्याहल]

मैनेजर धाकर बोलता है कि हम जो बोलते हैं यही करना होगा। कहते हैं स्टाफ सेबेन कमेटी में डिस्कस करो क्या प्लान है तुम्हारा तो कहते हैं हमारा क्या प्लान है? जो प्लान था पहले यही है। यही बलिया। कोई प्लान नहीं देते, कोई एजीडा नहीं देते। इस तरह से हालत स्टाफ सेबेन कमेटी की है। मैनेजमेंट में स्टाफ का रेजिस्ट्रेशन कैसे आएगा? वह अपने से जिसको चाहें उसको देंगे? उसी का पार्टिसिपेशन होगा। मैनेजमेंट में पार्टिसिपेशन की जो बात है वह बिल्कुल बोगस बात है। वह ही नहीं सकता है। यह इम्प्रीविटेबल है। जब प्राय वर्क कमेटी को फंक्शन नहीं करा सकते, लेबर स्टैंडिंग कमेटी को जो धाल इंडिया सेबेन पर भी उसको खत्म कर दिया, वर्क कमेटी को खत्म कर दिया जिसके लिए आई एल धो की रेकमेंडेशन थी है, तो और साथ क्या करेंगे?

साइन्स के बारे में मैं यही कहना चाहता हूँ कि उनके बेलफेयर के लिए लेबर का एक कामग्रीहोसिब ऐक्ट होना चाहिए। नेशन-लाइज्ड होने के बाद मनेजमेंट की जिम्मेदारी है कि उसके अन्दर एक यूनिफाइड स्कीम होनी चाहिए। इस का भी मैं समर्थन करता हूँ। मैंने समय ज्यादा लिया उसके लिए माफ कीजिएगा।

श्री अण्णादय विद्य (मधुबनी) :
उपाध्यक्ष महोदय, धन और पूँजी, श्रमिक और पूँजीपति में हमेशा झगडा होता आया है। यह कोई नई चीज नहीं है और यह भी कोई नई चीज नहीं है कि हर झगडे में धन और श्रमिक ही शोषित होते रहे हैं। इन संबंध में मैं अठारहवीं सताब्दी की एक दर्दनाक कहानी सुनाना चाहता हूँ जिस को सुन कर धन तो सर्वाधिक होने ही स्वयं अन्ध को भी

समझ आए किश नहीं रहिनी। एक व्यापक कर कथाए था। उस की एक ऐसी कथा थी कि वह कान करने वाले मजदूरों की अकारण ही पीटा करता था। ऊर्हीं मजदूरों में एक मजदूर था जिस का नाम था मे सारे सतार में फल था, वह था राकिन्सन क्रूतो। पूरे चार वर्ष उस को काम करने पडे और कोड़े भी सहने पडे। लेकिन बीतर ही बीतर वह बडा बलांत रहता था और हमेशा सोचता रहता था कि कब मैं बिड्रोह करूँ? आखिर एक दिन उस को बुलवा गया और किसी को कहा गया कि उस को कोड़े लगाए। उस ने बिड्रोह कर दिया और कहा कि मैं काम नहीं चाहता हूँ, मुझे किनारे पर उतारदिया जाय। उस को उतार दिया गया और फिर चार वर्ष तक वह बिलकुल एकान्त में रहा। चार वर्ष बाद जा कर फिर कप्तान को किस तरह से सुबुद्धि आई। यह बालून नहीं, वह बहा गया और जहाज पर उन को ले कर किस तरह प्रागे बडा इस की चर्चा करने की आवश्यकता नहीं है। मैं यह कहना चाहता हूँ कि यह शोषण धाज का नहीं है, बहुत पुराना है। मुझे खुशी इस चीज की है कि हमारी सरकार का ध्यान इन ओर गया है।

श्रीमन्, मैं आया साहब की तरह निराशावादी नहीं हूँ। श्रमिकों को ज्यादा से ज्यादा सुविधाय मिलनी चाहिए। श्रमिकों को सुविधायें नहीं मिली हैं, इसका मुझे दुख है।

श्री बून चन्द अथा मैं निराशावादी नहीं हूँ, मैं पूरा आशावादी हूँ।

श्री अण्णादय विद्य - हमने श्रमिकों के हित में सभी सेशन में जो कानून बनाये हैं उनको तदाजु हर तीनमं सभी के उर्होने मुक कर दिया है। हमने

कांवेव लेबर की सम्पत्ति के लिए कानून बनाया, हमने सभ्यता के लिए सभ्यता वतन की बात कही है, नैटलिटी बेनिफिट का कानून बनाया है। इन कानूनों को बने हुए अभी दस दिन भी नहीं हुए हैं। इसके लिए हमें उचित समय देना होगा। जो बातें इतने वर्षों से चली आ रही हैं उनको ठीक करने में समय लगेगा। इसके लिए यहाँ पर सिर्फ कानून बना देना ही पर्याप्त नहीं है। कोई स्वीच या बटन दबाने से ही सारा काम हो जायेगा, ऐसा हमें नहीं सोचना चाहिए। इसके लिए समय चाहिए। और अभी इतना समय नहीं हुआ है कि सरकार को कोसा जाये। लेकिन हमका मतलब यह हीगज नहीं है कि मैं मजदूरों का उद्धार नहीं चाहता हूँ। यदि कोई लोग हैं जो मजदूरों का उद्धार चाहते हैं तो मैं भी उनमें से एक हूँ। मैं सरकार से आग्रह करता हूँ कि मजदूरों को सारी सुविधायें दी जाय क्योंकि बिना मजदूरों की सहायता किए, बिना उनको खुश किए हमारा काम चल नहीं सकता है, हमारे उद्योग-धंधे नहीं चल सकते हैं। सरकार ने श्रमिकों के हित के लिए जो कानून बनाए हैं वह आशाप्रद हैं। इसके लिए मैं सरकार को धन्यवाद देता हूँ लेकिन साथ ही मैं आग्रह करूंगा कि इन कानूनों का प्रसरण पालन किया जाये ताकि श्रमिकों को और सारे देश को विश्वास हो कि हमारी सरकार श्रमिकों की कितनी हमदर्द है और उनके लिए क्या क्या काम कर रही है।

इसके साथ ही मैं चाहूंगा एम्प्लायर और एम्प्लॉय में मधुर सम्बन्ध हों। यह सभी सम्भव है जबकि श्रमिकों को बेतम समय पर मिले, उनके सरलता से प्राक्टिसेट फंड मिले, वीथ्युटी मिले, बीनस मिले और साथ ही रहने के लिए मकान मिले। केवल नाम के लिए ही नहीं, उनको रहने योग्य मकान मिलें। उनकी

दवा दार के लिए प्रत्यक्षकों की व्यवस्था की जाये। केवल नाम के लिए ही प्रस्पताल न हों बल्कि ऐसे प्रस्पताल हों जिनमें दवाइया और डाक्टर भी हों। जैसा कि मैं ने पाश्चात्य देशों में देखा है, उन्होंने इस समस्या को बड़ी खूबी से सम्भाला लिया है। वहाँ पर श्रमिकों के लिए बहुत अच्छे काम किए गए हैं। वे श्रमिकों से अच्छा काम लेते हैं लेकिन साथ ही जितनी सुविधायें दी जानी चाहिए वह सब देते हैं। मैं चाहूंगा सरकार ने कि श्रमिकों से सात दिन काम लिया जाये तो एक दिन की उनकी छुट्टी हो। साथ ही उनके मनोरजन के पूरे साधन होने चाहिए ताकि एक दिन की छुट्टी के बाद अगले मन्ताह में वे पूरे जोश के साथ काम कर सकें। साथ ही उनके बच्चों के पढ़ने की सुविधा होनी चाहिए। इस प्रकार से आप उनको साधन-सम्पन्न कर दें कि उनके मन में विश्वास हो जाये कि जिस कारखाने में वे काम करते हैं वह कारखाना किसी और का नहीं बल्कि उनका अपना ही है, वे उस कारखाने के एक भग हैं। हमने बहुत से कारखानों का राष्ट्रीयकरण किया है इसलिए वहाँ पर विशेष रूप से सरकार की जवाबदेही होती है। जिन कारखानों का राष्ट्रीयकरण नहीं हुआ है उनके सम्बन्ध में भी सरकार के नाते आपका कर्तव्य है कि इस तरह का नियंत्रण रखें कि वहाँ पर श्रमिकों का शोषण न होने पाये। इस तरह से मैं सम्भवता हूँ इस मंत्रालय की जिम्मेदारी और उसका काम बड़ा उत्तरदायित्वपूर्ण हो जाता है।

इसी प्रसंग में मैं कहना चाहूंगा कि जो खदानों में काम करने वाले मजदूर हैं, जो जोखिम का काम करते हैं उनकी अनेक प्रकार की कठिनाइयाँ हैं। उन बातों का हमारे दामोदर पांडे जी ने विस्तार से उल्लेख किया है। इसलिए मैं

[श्री जनशक्त मिश्र]

उन बातों को दोहरा कर सदन का समय नष्ट नहीं करना चाहता लेकिन मैं कहूंगा कि वहाँ पर जो मजदूर काम करते हैं उनकी देख-भाल के लिए जो कर्मचारी और अफसर नियुक्त हों वे चुस्त और दुस्त तो हों ही साथ ही विशेषज्ञ भी होने चाहिए ताकि चासनाला जैनी दुर्घटनाएं न हों। अभी चासनाला की जो दुर्घटना हुई वह आपसे छिपी हुई नहीं है। वहाँ पर पानी निकासी जा रहा था, पूरा पानी निकला भी नहीं कि दूसरी दुर्घटना हो गई और उसमें पाच आदमी मर गए। ऐसी हालत में वे विशेषज्ञ किस बात के हैं? इस तरह से काम चलने वाला नहीं है। सरकार ने मृतकों के परिवारों को यथासमय सहायता पहुंचाने का मराहतीय कार्य किया है। उनके बाल बच्चों में यदि कोई नौकरी करने के काबिल है तो उनको नौकरी देने का बचन दिया गया है। इस मौके पर सरकार ने अच्छा काम किया है लेकिन साथ ही दूसरी घटना घट गई। इसलिए सरकार को चाहिए कि वहाँ पर जो एक्सपर्ट रखे जायें वे वास्तव में एक्सपर्ट हों। भाई श्रीजैनाद के आशय पर नियुक्तियां नहीं होनी चाहिए। जो रखे जायें वे वास्तव में एक्सपर्ट हों और डिजर्व करते हों। उनको खदान के सम्बन्ध में पूरी जानकारी होनी चाहिए ताकि वे अपनी क्षमता और योग्यता के बल पर इस प्रकार की दुर्घटनाओं के मजदूरों की रक्षा कर सकें—यह मेरा सरकार से अनुरोध है।

आपातस्थिति और बीस सूत्री कार्यक्रम लागू होने से मालिकों और मजदूरों के सम्बन्ध सुधरे हैं। हड़ताल, चेराब, बंद तथा इन के अलावा जो अन्य बहुत ही चीजें हम सुनते रहते थे, अब वे सुनने को नहीं

मिलती हैं। सभी जगह लोग सन्तोष के साथ काम कर रहे हैं, उत्पादन बढ़ रहा है।

हमारी प्रधान मंत्री जी कहती हैं— हमारे देश से बाहर भी कुछ ऐसे राष्ट्र हैं जो हम से बिगड़ रहे हैं, हम पर किसी न किसी तरह का खतरा उत्पन्न करना चाहते हैं। हम उन का सामना तभी कर सकते हैं, जब हम अनुशासन, निष्ठा और लगन से अपना काम करें, देश का उत्पादन बढ़ायें। उत्पादन दो तरह का होता है—खेती का उत्पादन और फैक्टरी का उत्पादन। फैक्टरी का उत्पादन तभी सम्भव हो सकता है जब मजदूर और मालिकों के बीच अच्छे सम्बन्ध हों और इस दिशा में पिछले दिनों काफी काम हुआ है, जिस से उत्पादन में वृद्धि हुई है।

जब से सरकार ने "ईक्वल पे फार ईक्वल वर्क" के आशय पर नया कानून बनाया, जिस में पुरुषों और महिलाओं को बराबर मजदूरी मिलेगी तब से कुछ मालिकों ने महिलाओं के साथ भ्रष्टाचार करना शुरू कर दिया। मुझे जो जानकारी मिली है, उस के आशय पर मैं यह कह सकता हूँ कि महिलाओं की बहुत बड़ी मजदूरी में छटनी हो गई है या उन को पूरा वेतन नहीं मिलता है। इस की रोकथाम करना सरकार की जिम्मेदारी है, सरकार को देखना चाहिये कि महिलाओं के साथ इस तरह की गैर-इन्स्पाफी न हो।

जब हम ने निश्चय किया कि हम मिलावट को बंद नहीं होने देंगे, छटनी नहीं होने देंगे, तब मैं पूछना चाहता हूँ—यह कैसे सम्भव हुआ कि अकेले पश्चिमी बंगाल में लाखों लोगों को काम से निकाल दिया गया। आज वहाँ पर पटसन के कारखानों में काम करने वाले मजदूरों

के साथ बहुत ज्यादा ही रही है। मुझे भावुक नहीं कि सरकार को इस की जानकारी है या नहीं। लेकिन मैं ऐसा समझता हूँ कि जब मुझे कोई बात मालूम हुई है तो सरकार को तो इस की जानकारी पहले से ही होनी चाहिये, हमारे यहाँ कहने पर सरकार को जानकारी नहीं होनी चाहिये। मैं चाहता हूँ कि मंत्री महोदय जब इन डिमाण्ड पर हुई बहस का जवाब दें तो हमें बतलायें कि उन्हें इस की जानकारी पहले से है या नहीं? यदि जानकारी है तो उन्होंने इस सम्बन्ध में क्या कार्यवाही की है?

श्रीमन्, हमारे क्षेत्र में एक सकरी (दरभंगा) चीनी मिल है, उस के मालिकों ने अकारण ही उस मिल को बन्द कर दिया, जिस से तमाम मजदूर बेकार हो गये तथा किसानों को बहुत नुकसान हुआ। उन की ईंट उन के खेत में लगी रह गई, मिल के बन्द हो जाने से मिल में नहीं पहुँचाई जा सकी। वहाँ के मजदूरों का एक डेलीगेशन मंत्री महोदय से आ कर मिला था तथा मंत्री महोदय ने उन को आश्वसन दिया था कि वे इस सम्बन्ध में कुछ कार्यवाही करेंगे? मैं मंत्री महोदय से पूछना चाहता हूँ कि उन्होंने इस सम्बन्ध में क्या कार्यवाही की है?

राष्ट्रीयकरण के बाद मजदूरों का करीब 26 करोड़ रुपया बकाया था, सरकार ने उस की अदायगी करा दी है— यह बड़ी उत्साहवर्धक बात है। मेरा सरकार से अनुरोध है कि श्रमिकों की सुरक्षा के लिये तथा कारखानों की कारगर व्यवस्था के लिये मजदूरों को मैनजमेंट में शामिल किया जाय। मैं यह भी चाहता हूँ कि हर तरह के मजदूरों के कल्याण के लिये एक सामान्य कोष बनाया

जाय और उस कोष का संभालन लेबर मिनिस्ट्री के द्वारा हो।

हमारे कृषि मजदूरों की अवस्था आज बड़ी दुखद है। यह सही है कि उन के लिये पारिश्रमिक निर्धारित कर दिया गया है, लेकिन यह काम राज्य सरकारों पर छोड़ दिया गया है। आप का यह कर्तव्य है कि आप देखें कि कौन स्टेट इस को ठीक से लागू कर रहा है, कौन नहीं कर रहा है, इस को सब राज्यों में ठीक से लागू कराना आप का काम है।

मालिक-मजदूरों के अनेकों झगड़े बहुत काल से चले आ रहे हैं, उन के फसले नहीं हो पा रहे हैं। इन विलम्बित झगड़ों का शीघ्र में शीघ्र निपटारा कराये और ऐसी व्यवस्था करें जिस से भागे लगड़े न हो सके।

इन शब्दों के माध्य में इन भागों का समर्थन करता हूँ।

SHRIMATI PARVATHI KRISHNAN (Coimbatore): Mr. Deputy-Speaker, Sir, many compliments have been paid to the Labour Minister. I think he is worthy of some of them because he has shown a certain dynamism in bringing forward some new legislation, but I would like to say that implementation is negligible. When is an ordinance normally brought? It is brought when Parliament is not in session and the government claims there is a certain urgency for bringing it. But we find that those ordinances is regard to labour which have now become enactments are yet to be fully implemented. How is it that during the emergency we bring in a number of ordinances on bonded labour, equal remuneration and so many other issues and yet nearly a year after the emergency has been declared, they are yet to be fully imple-

[Srinasti Parvathi Krishnan]

mented and distortions are coming up? Your implementation machinery is not being set up any where. When questions are asked, the minister says, "I will have a discussion with the Labour Ministers of States. They are coming and we shall see what can be done!" And nothing is done: Take for instance, the Equal Remuneration Act. In tea plantation in Assam, West Bengal and Tamil Nadu this is not being implemented. Distortions are coming up. At the same time, in other industries the employees claim that the Act can apply any time within three years after the date of the commencement of the Act, as and when the Central Government may notify the industry or establishment there it will come into force. So, if an industry or establishment is not notified, that industry and establishment says to the workers, "Wait for three years." Are they going to come to the Government and say, "notify it". No. Therefore, if the principle of equal pay has been accepted, then surely, there should be a built in provision to see that there is immediate implementation and the act becomes a reality. Otherwise, the long list of achievements which Mr Kulkarni and a host of other read out, remain mere pieces of paper

15 hrs.

Similarly, with regard to retrenchment and lay-offs, you have your own enactments, you have your own legislations, you have your own Government decisions but in practice what is happening? If I may be allowed to point out to the Minister, I would say that sometimes he is being led up the garden path by his own officers and his own colleagues at the State level. For instance the figures that he gives are good figures. They help us to understand the position to some extent. But they are far from complete. Therefore, I would like an assurance from the Minister when he replies that he will lose no time in seeing that the implementation machinery is set up.

Why is it that these deficiencies and distortions are coming up? Why has no Special Officer been appointed for instance, by the State Governments to deal with matters arising out of the Equal Remuneration Act? In Tamil Nadu, what is happening in the building industry? Nearly 6000 women workers of the FWD are being thrown out of their jobs due to the demand for implementation of the Act. This is one of the distortions coming out of the implementation of this Act. The workers have no departmental officer to go to for solution of their problems. There is no Advisory Committee as provided under the Act, to go into the fact whether certain work can or cannot be done by women and, therefore, they cannot be moved from one work to another. This is the idea behind setting up the advisory committee. So, they are told, either do this work or that work or get out. Is this the principle underlying this Bill? Is this the idea with which you brought it with such a fanfare in the International Women Year? While we do compliment the Minister for bringing this legislation, we would appeal to him to pay equally urgent attention to the question of implementation of these legislations that he has been bringing in during this time.

There is another point. He will say that it is not strictly within his purview but after all, the Labour Ministry is the watchdog of the interests of labour or so do we hope. After the Emergency, there is one particular situation that has arisen—that is that the rights to hold meetings, gate meetings, public meetings etc by the Trade Unions, have been severely restricted. Throughout the country—may be there are some exceptional States—this is the report we keep on getting. This is the matter which the Working Committee of the All India Trade Union Congress which met just three days ago, discussed in detail that if workers' trade unions are not allowed to hold their gate meetings and their public meetings, how are they going to carry their policies to labour and involve them in the national policy and the political

tasks of the Emergency. You want labour to come forward and increase productivity. You want the trade unions to play their role in mobilising the workers for the national tasks that are ahead of them. But, how are we to do this when there are no gate meetings, no public meetings to explain to the workers the policies of the union, the politics behind the Emergency and the politics behind those reactionary forces who are trying to under-mine our economy? How are we to do it without public meetings? Every time you ask for permission, you are not allowed. Some selectiveness is there in this regard but I do not know why? Our demand is that this fundamental right for the functioning of the trade unions should be ensured. And it is for the Labour Ministry—which is the watch-dog on behalf of labour and which claims to look to the interests of labour—to take it up with the concerned authorities and the Home Ministry and say: "Let the trade unions be allowed to function in a manner that will enable them to fulfil their tasks". Because the working class movement and the major part of the trade union movement has come forward to support the Emergency and the measures taken against the reactionary forces. But what is the good of that support, unless you allow trade unions to continue their work and translate that support into real action by mobilizing the workers to enable them to understand the philosophy and politics of the Emergency and the need and necessity to increase production and raise the standard of our national economy? Sir, within the little time that you have given to me, I would like to add one word more; and I think the Minister will also be patient. Mr. Ismail had pointed out certain things about the money from the provident fund and the ESI not being paid in by the employers; and how much of it is not being paid in. I would tell the Minister that the Government should be very vigilant about the monies relating to compulsory deposit schemes and the

additional emoluments deposit schemes, because there also, the same danger is present. There are one or two concerns which have been shut down recently; for example, the Madhu Spinning Mills in Coimbatore, where the monies relating to ESI, provident fund and the CDS have all gone down the drain. Therefore, when you are taking 50 per cent. of the dearness allowance—or when you have deducted earlier, the increase in wages—and these have not been deposited—the worker is going to ask as to where the money is. This is going to lead to a great deal of trouble; so, the Minister of Labour should be extremely vigilant on this, because this is a matter concerning the savings of the workers, just as much as in the case of the provident fund and the ESI dues.

Mr. DEPUTY-SPEAKER: I was told that earlier, the Speaker had announced that the Minister would be asked to reply at 3 p.m. We are past that time. There are still 2 more Members from the Opposition; and 4 more Members from the Congress Party. I do not know what is the sense of the House. Should the Minister reply now? Do you have anything to say, Mr. Raghu Ramaiah?

THE MINISTER OF WORKS AND HOUSING AND PARLIAMENTARY AFFAIRS (SHRI K. RAGHU RAMAIAH): I am in the hands of the House. If the Members say that it can be at 4 O'clock and if the Deputy Speaker agrees, it is all right.

MR. DEPUTY-SPEAKER: very well; the Minister will be called upon to reply at 4 p.m. or earlier. I am not going to add any more name to the list; and the Members will be given their opportunity; but they should also understand their responsibility. (Interruptions) Now, Mr. N. K. Sanghi.

SHRI N. K. SANGHI (Jalore): I rise to support the Demands under the

[Shri N. K. Sanghi]

Ministry of Labour. Much has already been said about the Ministry's fruitful working. Industrial relations in the country have taken a turn for the better, after the imposition of the Emergency; and many new legislations providing for the grant of socio-economic benefits for the industrial labour have been brought in by this Ministry. It has also been said that though many new legislations have been brought in, not much has been done in regard to implementation. I am sure my friends would realize that when new legislations are introduced, it would take time for them to be implemented. It is only the rising sun now; but when the sun rises, I am sure that the good effect of these legislations would be seen.

15.08 hrs.

[SHRI VASANT SATHE in the Chair]

I would like to confine my remarks to some of the schemes under the Labour Ministry, which are worked for the benefit of industrial labour but which are not doing the job in the way it is expected to be done

I invite the Minister's attention to the Provident Fund Scheme. When the Provident Fund Scheme was first implemented in 1952, it was for the benefit of the labourers who would contribute, to which the employers would also contribute, and this amount would be utilized at the retirement of the employee for the benefit of his children or, on his death, for the benefit of his family. But what we now see is that when the employee is dead, there is inordinate delay in the payment of the provident fund money by the Provident Fund Department and its officials.

When an employee dies, it is usually said that the nomination form has not been received and hence the payment cannot be made. I think it is one of the prime objects of any labour welfare scheme that the benefit

goes to the children or family of the employee at the earliest, without any delay. For the default of the departmental officials in not getting the nomination forms, or not holding the forms properly in their files, delaying the payment of the provident fund amount to the dependents is a matter of serious consideration.

If the nomination forms are not properly kept by the department before the death of a person, it creates a peculiar situation. The heirs may be elderly ladies who are illiterate and they are really put into difficulties in getting this payment from the Provident Fund Commissioner. This is a matter which should be looked into. I have personally requested the Labour Minister to issue instructions to the officers that these forms should be taken in duplicate and one form should be sent to the employee through the employer. I am sorry to say that these new instructions have not been carried out so far. If the duplicate copy of the nomination is sent to the labourer, he would know whether the nomination form has been received by the Provident Fund Commissioner or not.

One of the other difficulties faced by the labour is the production of the estate duty certificate and succession certificate. In many cases the payment is delayed on account of the non-production of these certificates. The Estate Duty Act is a self-contained Act which provides for all the steps for the recovery of the duties. Now to link up the payment of the provident fund amount with the production of the estate duty certificate is highly improper, because the Estate Duty Act does not come into operation till six months after a person is dead. Further, the estate duty proceedings will take a very long time. So if you insist on such a certificate, I am sure the poor family or legal heir would never be able to get the money at least for one or two years. Here I want to draw the attention of the hon. Minister to a recent Supreme

Court judgment, given on 22nd March, 1976, reported in all the newspapers, which says:

The Supreme Court today ruled that attachment of provident fund assets or pensionary dues of a Government servant, held in trust by the State, are totally prohibited, even against a court decree under Sections 3 and 4 read with section 2(A) of the Provident Fund Act, 1925.

It will be a gross violation of legal mandates involving 'public interest' if, in the teeth of such injunction, an attachment of provident fund and pensionary dues of a Government servant should still be ordered by a court, the court held."

So, even if a court decree is there, you cannot attach the provident fund amount. Then, how does the Labour Department hold up the payment of the Provident Fund to the legal heirs by merely saying that you must produce the estate duty certificate. It is highly wrong. So far as estate duty is concerned, there is a separate law which provides for the recovery of that duty, and making conditional the payment of the provident fund on the payment of the estate duty, especially in view of this Supreme Court decision, completely falls to the ground. The Ministry would do well to examine this matter and issue instructions so that this certificate is not insisted upon by the Government.

In the provident fund scheme we have got more and more people in its coverage, more and more people of different categories have been brought under its coverage and people with higher salaries have been brought under its purview. But what we find is that the account slips that the department is supposed to give do not come for years together. There should be a machinery by which the Government should take care to ensure whether these account slips are received by the employees or not, because the

failure of the department to issue account slips creates a feeling among the employees that perhaps the employees have not deposited the amount, and thus creates a peculiar situation.

This is a matter which requires streamlining the entire provident fund department. Possibly, you may also think of installing computers. If human labour is not able to work in the manner they are expected, or if they cannot bring in efficiency to make the payment in time, or issue the account slips in time, perhaps we can think of a central system of computers by which the Ministry may be able to work more efficiently.

Recently we introduced the Additional Emoluments Compulsory Deposit Scheme. This is also supposed to be under the control of the Provident Fund Commissioner, but the amounts are being deposited in the banks and the Commissioner does not keep any accounts. When the money is to be refunded, I do not know how your department is going to deal with it. Further, when income-tax dues can now be deposited in 250 branches of the nationalised banks in the country, C.D. deductions can be deposited only in the State Bank of India, Jaipur, in case of Rajasthan. The employer has to send the cheque by registered post, acknowledgement due, only to Jaipur. This is a situation which cannot be understood. I think more branches should be authorised to receive this amount, and the matter simplified and diversified.

Today, the crediting of interest on the deposits in the provident fund of the employees is also creating an anomaly. Clause 60(2)(a) says:

"Interest for the period of currency of the card shall be allowed on the balance standing to the credit of the member on the first day of April falling within the period of currency."

[Shri N. K. Sanghi]

It means that after the close of the year, the interest accrued on the total amount in a member's account, i.e., as on 1st April, is to be credited to his account. But in practice, interest is calculated on the amount lying to the credit at the end of the last year which means that the member does not get the benefit of the interest accrued on the contributions made during the whole year. Why should he be denied the very small amount of interest that he is entitled to? The situation should be remedied and some *via media* should be found.

Presently, the Employees Provident Fund scheme and the Additional Emoluments Compulsory Deposit Scheme are not working in the manner in which they should. Though the ESI has been extended to cover employees drawing upto Rs. 1,000 and also more categories than before, the medical benefits given under it require looking into. For instance, an employee is entitled to medical benefits from the day he joins service, but his family members start getting the same benefits only after 13 weeks. Why should the family members be debarred for this period? It is an archaic idea that they should get the benefits only after a certain period. Either we do not give the employee himself the benefits for some time, to start with, or, if we give him the benefits, then the members of his family should also get the benefits from the same time. There is no rationale behind the present arrangement.

The method of collecting the ESI contribution, which was introduced during the British period, is also archaic. You have to spend a lot of money in printing tickets. It should be simplified. The employers can be asked to deposit the money for periods of six months or twelve months at a time, so that clerical work is reduced, there is no waste of labour in unnecessary administrative checking up. During the emergency, the entire

taxation system has been simplified, national transport permits have been introduced. So, why should not the Labour Ministry also think of simplifying legislative measures and the administration of the ESI scheme?

These are the matters of simplification. If we simplify them, I am sure, we can bring to book derelicts much more easily and quickly and see that the socio-economic benefit that we want to give to the worker's is given to them easily and quickly. I hope, the hon Minister will take into consideration all these points. With these words, I support the demands for grants relating to the Ministry of Labour.

SHRI K MAYATHEVAR (Dindigul).
Mr. Chairman, Sir, I support the demands for grants relating to the Ministry of Labour.

First of all, I congratulate the hon Labour Minister for taking effective action regarding the bonded labour system in Tamil Nadu. Sometime ago, we all know that the then Government led by Mr. Karunanidhi issued a statement that there was no bonded labour system prevailing in Tamil Nadu. Mr. Kathamuthu on behalf of the Communist Party of India and myself on behalf of my party challenged the then Tamil Nadu Government regarding the prevalence of the bonded labour system in Tamil Nadu. Our pleadings before this House were taken into consideration by the hon Minister and the Government of India immediately collected data from Tamil Nadu about the prevalence of bonded labour system in Tamil Nadu. They have now taken very good action. But still I request the Government of India to provide proper facilities for the labour who are freed from bondage under the bonded labour system. They are freed but they are sometimes left unemployed. Therefore, my suggestion is that they must be not only freed but they must

be given some employment. Of course, the primary objective is to see that they must be freed. The secondary objective of the Government of India and the community must be to see that we provide them with employment or provide them with land. If land is not available, if employment is not readily available, you must give them some financial assistance, thereby safeguarding their interests. The Government is implementing the policy but it is not to the expectation of the people at large.

There are so many requirements to be satisfied to meet the needs of freed bonded labour in Tamil Nadu I appreciate the hon. Minister's concern for labour and for looking into the matter specially in regard to Tamil Nadu. The then Government led by Mr. Karunanidhi was an anti-labour Government. The labour was most exploited by the then Government in Tamil Nadu. There were so many strikes; there were so many murders; there were so many industrial disputes. But today the labour, to some extent, is very happy and calm.

Regarding agricultural labour, the Labour Department of the West Bengal Government has gone into the problem of agricultural labour and their conditions. They have found out that there are 510 agricultural labourers in three districts of West Bengal. In all these three districts, the minimum wages fixed by the Government are @ Rs 6.36 p for men and women as equal wages and, for minors, it is Rs 4.70 p. I quote from their data:

"90 per cent of the total number of people interviewed are not aware of the minimum rates of wages fixed by the Government. Further, for effective enforcement of the minimum rates of wages, an all-embracing implementing machinery.

has been constituted upto the block level."

What does it mean? We are having a very good objective, we are having a very good plan; we are having a very good thinking for the betterment of the people of India. But we must implement it. This is not what I am saying. This is what the Labour Department of West Bengal is saying. So far as agricultural workers are concerned, we are all aware that there is no union to fight for them. There are no political parties to fight for their cause in Parliament. There are only a little bit small unions, not like industrial unions, organised unions, in urban areas I would request the Government a thousand times repeatedly to look into the welfare of the agricultural labourers who are forming 72 to 80 per cent of the total number of labourers in the country.

Regarding Beedi workers, we have passed certain legislations, but nothing has been implemented so far. The people and Beedi workers in Tamil Nadu do not even know about this legislation I would request the Government as well as the hon. Minister, who is very active in implementing the policies relating to labourers to look into the matter relating to welfare of the Beedi workers in Tamil Nadu. As I said they do not know about the legislation passed by you; you must make proper propaganda and see that the measures are implemented effectively.

Now coming to the compulsory deposit scheme, the total amount to be deposited would come to 450 crores. We have pleaded many times that this is not sufficient to curtail or contain the inflation. You had the voluntary disclosure scheme of income and which yielded very good income to the Government. I would request the Government not to give all the liberty to the tax payers to disclose voluntarily. The voluntary disclo-

[Shri K. Mayathevar]

sure scheme has, of course, brought 1500 crores income to the Government. If you enforce the recommendations made by so many committees to unearth black money through proper and competent authorities, we can unearth more black money, but those recommendations are not implemented. I would request the Government that they should take into consideration the various recommendations of the committees and implement them in order to unearth black money. The black money alone in circulation in the country is about 15,000 crores. It is right time and suitable time for the Government to set the machinery in motion to arrest all the black marketeers and take measures to unearth black money. Only then you can curtail the inflation, not by taking away the small amount of 450 crores which would actually amount to taking away the bread of the employees, labourers and working class who are already lack in so many essential facilities. They are not self-sufficient, they are fighting for their life; they are fighting for their bread. Under the compulsory deposit scheme, by reducing their dearness allowance, the Government would get about 450 crores. That is not sufficient and big amount for the Government. I would, therefore, request the Government to reconsider this. Instead, you should take immediate measures to unearth black money. I would go to the extent of suggesting that even 100-rupee currency notes can be declared invalid and you can dig out most of the black money and meet out your aims and objectives of containing the inflation.

There is no doubt that the labourers and the workers are the backbone of the country. The hon. Prime Minister in her public speech last month accepted that the workers are a part of the nation. We also accept it. But their backbone should not be

broken to pieces. This is what we want. Your policies and objectives are, of course, good for the welfare of workers, but kindly implement them.

I once again pay my respects to the hon. Minister for his effective steps to do away with bonded labour in Tamil Nadu. I look forward for his sagacious mind for further well-being of the bonded labourers who are freed from bondage in Tamil Nadu.

" SHRI VAYALAR RAVI (Chirayinkil): I feel that the Labour Ministry deserves congratulations more than ever. The Labour Ministry has to create a new orientation, a new thinking and a new life into the entire labour movement in the country, especially, in this era of discipline.

The hon. Members on the other side are very angry and sometimes abusive that the so-called rights of the labour class have been lost. Sir, the labour class never lost their rights. They have been only asked to give up the abuse of their rights. Is the right of the labour only to go on strike? Is it only to demand more and more, forgetting the entire fact of their national consciousness and duty to the country and society? That is why I said a new orientation and a new line of thinking which is more responsible than ever has to be given to the labour movement in the country to-day.

I get occasions to meet the workers in our trade union meetings. I do discuss the matters with them and I feel they feel happier at the present situation than they were ever before, as the prices have gone down and stabilised and life has become comfortable. For example, before emergency, in my State of Kerala we had to pay Rs. 5.80 per kg. of rice. We are rice-eaters unlike the hon. Member who preceded me. What happens? To-day, our worker gets rice

at Rs. 2.60 as against Rs. 3.80 he was previously paying. Naturally, the worker is happy that he could save Rs. 3 on one kg. of rice alone. And naturally, in proportion, the prices of other essential commodities also have come down. We discuss these matters with our workers and we explain the whole economic situation in the country. We ask them whether they would like to demand more and add to the inflationary situation in the country or they would like the prices go down and stabilise. They always agree that they are happy with the present situation more than ever. This is the impact which has been created by the emergency. The workers understand their responsibility and they feel their responsibility. They are willing to make sacrifice for the national growth and improvement of the economic conditions in the country. In this respect, I believe the Labour Ministry has given a new direction and dynamism in the country. We have to curb the abuse of the right which somebody said is inherent to the working class.

Some hon. Members were very vocal about the LIC deal which has been brought here. It was some kind of a bonus agreement. The hon. Deputy Finance Minister very ably explained the agreement and every member was convinced that it was inevitable and necessary to bring such a legislation.

The whole problem of the working class to-day is to cope up with the national consciousness and the national spirit with all their energy and spirit for nation-building. In this direction the workers think that the whole abuse of right will go away

Secondly, I am very happy to learn—the hon Minister himself has stated in the House—that the problem of agricultural workers— is being tackled in right earnest Sir,

the rural workers are spread all over the country and these people are the worst sufferers. Their condition is worse than bonded labour. Now, Kerala has passed an Agricultural Workers' Bill which has been acclaimed even by the international organisation like ILO. I am glad to learn that the Labour Ministry has circulated the copy of the Kerala Bill to the States calling for their comments and I hope when the comments are received, the Ministry will make a model Bill for all the States.

Regarding bonded labour, I am glad that the Labour Ministry is quite vigilant. You will remember only a few days ago this matter was raised on the floor of this House and that was based on a report of an official of the Labour Ministry itself. I am very glad that the Ministry is very conscious of this problem and I would request the Minister to see that all efforts are made not only by the central government but also by the States to see that it does not exist anywhere. In this connection, I would even suggest that you must have a cell in your Ministry which should have its counterpart in the States also to look into the problem because merely by passing the law you cannot wipe out bonded labour from the entire country overnight. Deep in the forests it may exist. On that day we raised one such instance in Tamil Nadu. From the Chief Secretary to the Collector and other officials of the State Government have shown callous indifference in this matter. The Minister also could not explain whether any prosecution was launched against the so-called masters. In this connection, stringent action should be taken against the concerned officials for their indifference. So far as provident fund organisation is concerned, I would like to say a word of praise. I have associated with their Federation and I am associated with the Union of Provident Fund Employees. I am

[Shri Vayalar Ravi]
 were the situation which prevailed once upon a time in the provident fund organisations is no longer there. The Hon. Minister was good enough to convene a Conference of the employees as well as of the Regional Commissioners to discuss matters as to how to clear the arrears. West Bengal topped the list then. The position in West Bengal was the worst I discussed with the Kerala Union people. I am proud to say that Kerala stands first in clearing the arrears. During my last visit I asked the Commissioner too about the arrears and I was informed that there were no arrears at all.

Government started an incentive scheme in this regard—payment of Rs. 1/- for each case in West Bengal to clear arrears. I would request the Minister to give encouragement to the employees and to the administration so that they may go ahead with the work.

In this forum, many times, we have taken up the matter of making Provident Fund organisation an autonomous body and to give more powers to the Regional Commissioners. It has not been done yet. Even though they are not autonomous, they are functioning well.

I would request the Minister to see that he must maintain a good spirited feeling in the minds of the people working in the Provident Fund Organisations that they can rise up to the level of the Commissioner through their promotion.

In regard to complaints, I may mention that the fault does not necessarily lie with the employees working there. In many cases, they are helpless, 20 per cent. of the cases go out of the hands of the employees or the Commissioner.

So far as prosecutions are concerned, you must launch prosecutions vigorously. I must congratulate the Minister on having got Rs. 30 crores from the Nationalised Core Sector, laying as arrears of employees for the last many years. There was a newspaper report that you have realised that money.

I do not want to take much time to deal with the other problems, but I would request the hon. Minister to give advice to his counterparts in the States. The workers understood the problem of emergency for evolving a national spirit and to evolve nation building activities. But some of the capitalists, monopolist groups or industrialists, resorted to harm the interests of the workers in different States. The matter may not come within the purview of the Centre, but it may concern the States. The State Ministers may have to take more interest as it is a State matter. Even in West Bengal, the answer had come in Parliament, that 177 factories have been closed or partially closed. Even though the working class is co-operating with the Government, with the call of the Prime Minister to implement the 20-point programme and also the call of the Prime Minister for their effort at national discipline and nation-building, unfortunately, some of the people, employers, monopolist groups, industrialists are misbehaving in the sense that they are resorting to profit motive. They are not interested in the economic growth or nation-building; they are interested in their profits. I would request the hon. Minister to take note of this matter, see the co-operation coming from the working class, how they are trying to implement the 20-point programme, how they are evolving the ethos of the Prime Minister's clarion call of nation building. The misbehaviour being shown by the industrialists should be curbed. He should advise the State Ministers to see that the

workers should not be harmed by their action. With these words I congratulate the hon. Minister for bringing an important legislation in the same Parliament and in the same Session to bring more benefit to the workers and I hope he will maintain the spirit and he will continue the new orientation to the labour movement in this country which can be more responsible for nation building.

श्री० एल० एल० लक्ष्मणा (महाराजगंज)
 चेन्नई में महीदय, 6 दिसम्बर, 1973 को वायदा किया गया था कि मुम्बई लेबर की टिपार्टीइट कार्गेंस बुलाई, जायगी, लेकिन तीन साल हो गये, वह कार्गेंस अभी तक नहीं बुलाई गई। सन 1920 में मैंने बानपुर मजदूर सभा का निर्माण किया था, तब मैंने मुम्बई इण्डस्ट्री के मजदूरों के बीच में काम करता आ रहा हूँ उस समय इस इण्डस्ट्री में केवल 4 रुपये मासिक मिनिमम वेज था और कुल चार महीने मिले चला करती थी। बीमियाँ हड़तालें और अनशन के बाद वे तनखा बढ़ी, लेकिन अभी भी मुम्बई इण्डस्ट्री के मजदूरों ने साब न्याय नहीं हुआ है। आज भी मेरे सूबे में मिनिमम वेज 110 रुपये हैं, डी० ए० मिला कर कुल 301 रुपये मिलता है। मैं अभी हाल में करकेना गया था, वहाँ एक करोड़ टन का उत्पादन होने की खुशी में समारोह किया गया था। मुझे बड़ा आनन्द हुआ कि एक स्वीपर को 450 रुपये तनखा मिलती है, 150 रुपये डी० ए० मिलता है और 100 रुपये बोनस मिलता है इस तरह से एक स्वीपर की तनखा 700 रुपये है। 20 जून से पहले वहाँ कुल 70 फीसदी कॅपेसिटी में काम होता था, लेकिन एक कॅपेसिटी के 110 फीसदी में काम होता है—इस तरह से वहाँ की हालत बदली है। मुझे इससे बड़ी खुशी है और वहाँ की लेबर भी बहुत बहुत खुश है। मैं चाहता कि जिस तरह मैं आप ने उन इण्डस्ट्रीज में मिनिमम वेज बढ़ाया है, उसी तरह से मुम्बई इण्डस्ट्री में भी बढ़ाये। मुम्बई इण्डस्ट्री के वर्कर को साल में कुल 4 महीने तनखा मिलती है, बाकी समय बेकार

रहता है। इस लिये जैसा आप ने वायदा किया था टिपार्टीइट कार्गेंस भी बुलाईये और उनके लिये मिनिमम वेज फिक्स कीजिये।

इस समय इन मजदूरों का जो 301 रुपये मिल रहा है। इसके बारे में भी एक बात बतलाना चाहता हूँ—यह कैसे हुआ। हमारे लेबर मिनिस्टर साहब ने मीमेन्ट इण्डस्ट्री के लिये एक एवार्ड दिया था, जिस में उनका मिनिमम वेज 300 रुपये तय किया था मुम्बई मिल के मानिकों ने सोचा अगर हमारे लिये भी इसी तरह से एवार्ड आया तो यह 300 से 400 रुपये तय होगा। उस समय हमारे यू० पी० में एक रीएक्शनरी मिनिस्टर थे, उन्होंने उन 70 बात चीत को और कहा कि आप 301 रुपये तय कर दे ताकि यह फामला यहीं खत्म हो जाय और मेट्रल गवर्नमेंट के फाम न जाय। उन्होंने उन की बात को मान लिया जिस का नतीजा यह हुआ कि हमारी मूवमेंट खत्म हो गई, जो चीज मेट्रल गवर्नमेंट को करना थी वह स्टेट गवर्नमेंट के एग्जीमेट से खत्म हो गई। वही मिनिमम वेज अभी तक चला आ रहा है। मैं चाहता कि उस फेमले को रद्द किया जाये और जो मिनिमम वेज हिन्दुस्तान की दूसरी इण्डस्ट्रीज में दिया जा रहा है, वही मुम्बई इण्डस्ट्री की लेबर को भी मिले। मुम्बई हमारे देश की एक बहुत महत्वपूर्ण इण्डस्ट्री है, यह देश के लिये फोरेन एक्सचेंज अर्नर है, इस लिये इस की तरफ विशेष ध्यान दिया जाना चाहिये।

मुम्बई इण्डस्ट्री का अभी तक नेशनलाइजेशन नहीं हुआ है, हालांकि पांच छ साल हुए आपने वायदा किया था। मैं चाहता हूँ कि इस इण्डस्ट्री का शीघ्र नेशनलाइजेशन किया जाय।

गोरखपुर जिले में एक घुबली मुम्बई फैक्ट्री है, जहाँ लेबर को तीन तीन महीने तनखा नहीं मिलती है। बैंक भी इन काम में को

[श्री विजयन नाथ लक्ष्मीन]

मजदूरी नहीं करते। बैंक बिल बिलों को तनख्वाह बांटने के लिये क्रेडिट दे सकते हैं, सैन्ट्रल बैंक के बेयरलैन पट्टा साहब हैं, वे मजदूरों की तनख्वाह बांटने के लिये कोई पैसा देने को तैयार नहीं है। मजदूरों का साल-साल भर का वेतन बाकी है, करीब 28 लाख रुपये का एरियर है—इस तरह सरकार को सुरत ध्यान देना चाहिये।

बाण्डेड लेबर बिल, मैसेजमेन्ट में मजदूरों का पार्टिसिपेशन हो, इसके लिये जो बिल प्राप लाये हैं, पुर्वों और महिलाओं को बराबर मजदूरी मिले—इस सम्बन्ध में प्राप जो बिल लाये—इन सब के लिये प्राप को बधाई देता हूँ। प्राप ने इस सम्बन्ध में जो काम किया है, वह ऐतिहासिक है और हमेशा या रहेगा।

हमारे यहाँ एक गोरखपुर लेबर डीपो था। जब कोन का नेशनलाइजेशन हुआ, उस समय मैंने स्वर्गीय कुमारमल्लम साहब से कहा था कि नेशनलाइजेशन से वहाँ जो सी० आर० डी० की आफिस है वह बन्द हो जायगा। उन्होंने वायदा किया था कि वह बन्द नहीं होगा, हम उस का इन्तजाम करेंगे। तो मेरा कहना सही निकला। आज गोरखपुर लेबर डीपो की यह हालत हो रही है कि वह खाली पड़ा हुआ है और बहा के जितने कमरे हैं वह भी खाली पड़े हुए हैं, उन में कोई काम नहीं होता है। यहाँ पहले बहुत से लोग भर्ती होने के लिये आते थे। गोरखपुर जिला जो एक लेबर सप्लाय करने का सेन्टर था, वह खरम हो गया है। और वहाँ के मजदूर परेशान हैं। मुझे ताज्जुब हुआ यह जान कर कि वहाँ का जो डिप्टी डायरेक्टर उस इमरत के चार कमरों में रहता था सरकार की इजाजत से, उसको आर्डर हुआ है कि वह कमरों को खाली कर दे। मेरी समझ में नहीं आता कि अगर उन कमरों का इस्तेमाल कोई कर रहा है तो उन को क्यों खाली कराया जाय। फिर भी

आर्डर ही था। गोरखपुर में लोगों को मकान नहीं मिलता है रहने के लिये कुछ मुक्त को नहीं मिलता जबकि मैं एम० सी० हूँ। जिले में एक एम० एल० एच० और प्राधिकारी हैं वह तो मकान पा जाते हैं, लेकिन केन्द्र सरकार के प्राधिकारी मकान नहीं पाते हैं। जब मकान खाली पड़ा हुआ है तो उसको वहाँ से क्यों हटाया जा रहा है। मैंने जब सामग्रीय बाल गीबिन्द वर्मा से कहा तब आ करतीन महीने का डिप्टी डायरेक्टर को ऐक्सटेंशन मिला है। मैं चाहूँगा कि जब उन कमरों का उपयोग हो रहा है तो उसको खाली न कराया जाय।

मजदूरों की जी प्रोब्लैम्स वैज्ञेज पडी हुई हैं 9 लाख 80 के करीब उस की लेबर बैलेंसियर फंड के लिये खर्च करने की योजना है। मैं भी उस लेबर बैलेंसियर फंड कमेटी का सदस्य हूँ। हम ने कुछ ऐसे लेबरर्स के लिये काम शुरू किये हैं, खासतौर से कोल-माइन्स लेबरर्स के लिये जो कि हमारे यहाँ से 90 परसेंट कोलमाइन्स में जाते हैं ऐसे एरियाज में—बेहरो और बिसोबोर में दो प्रस्पताल खोले जायें। वहाँ पर हर सप्ताह करीब 300, 400 मजदूर आते हैं। मैंने कहा कि यहाँ कम्पाउन्डर से काम नहीं चलैगा तो हम ने एक प्लान बनायी है कि वहाँ इमारत बनाई जाय और एक छोटा सा प्रस्पताल कायम किया जाय जिम से लॉग फयदा उठा सके। श्री डा० एम० गुप्ता, जो कि एन० ई० रेलवे के रिटायर्ड डॉ० एम० श्री० हैं उन से बहा देखने को हम लोगों ने बहा और बहुतैयार हो गये हैं कि वहाँ जाकर मजदूरों को देख लिया करेने जिस के लिये उन को 100 80 प्रति सप्ताह दिया जायगा। लेकिन 6 महीने से उस स्कीम का ऐप्रूवल नहीं हुआ है जिस की बजट में डाक्टर साहब को कुछ नहीं मिल रहा है। मैं चाहूँगा कि उस स्कीम की सेंशन जल्दी भेजी जाय जिम से उस फंड का इस्तेमाल उन मजदूरों के लिये, या उन के रिस्तेदारों के लिये किये

जब। जो मजदूर 30 साल कीलगाइस
में काम करके भाये हैं उन को वा उन के
रिश्तेदारों को इन अस्पतालों से दवा
मिला सके, इन की व्यवस्था होना बहुत
जरूरी है। इसलिए हम चाहते कि इन
दो स्त्रानों पर अस्पताल सीधे कायम
किये जायें। इस योजना को कई महीने
हो गये हैं, लेकिन ऐम्बल न मिलने की
वजह से हम को काफी परेशानी हो रही है कि
कहाँ से पैमेंट करे। इसी तरह से मैं चाहता
हूँ कि उन एरियाज में शिक्षा के, और
हैल्थ सेंटर खोले जायें जिस से उन मजदूरों
को सुविधायें मिलें और जो ४० अम.के ड
वैजेंड का पड़ा हुआ है वह उन की भलाई
पर खर्च किया जाय। मेरी मांग है कि
इस बारे में जरा जल्दी से काम किया
जाय।

पार्टिसिपेशन इन मैनेजमेंट के बारे
में मेरा कहना है कि अभी तक तो यह फ्रं
मानुस होता है। हमारे शोरङपुर जिले
में किसी इन्स्टी में ऐसा नहीं है कि लोग
चुने गये हों और भेजे गये हों। आप
मजदूरों की मीटिंग करा कर उन के
नुमाइन्नों का चुनाव करायें ताकि वह
काम कर सकें और वह नुमाइन्दे इन
लायक हों कि वह मैनेजमेंट में काम कर
सकें जिस से यह स्कीम सफल हों। इस
से बहुत फायदा होगा। मैंने रशिया,
आइना, यूगोस्लाविया, बल्गेरिया, रूमानिया,
और हुगरी आदि देशों में देखा है लेबर के
संजेशन से बड़ा फायदा होता है, वह जब
मैनेजमन्ट के काम करते हैं तो उद्योग
को बहुत फायदा होता है। मैं चाहता
हूँ कि हमारे देश में भी इस स्कीम को
लागू किया जाय।

मुझे खुशी है कि आप ने वाण्डेड लेबर
को खत्म कर दिया, और बीड़ी वर्कर्स
के लाभ का बिल लाये। इस की बहुत

ही जरूरत थी। ऐसा कर के भ्रम मंजी
ने लाखों बीड़ी वर्कर्स का मार्चवाँद पाया
है। मैं उन को बधाई देता हूँ और आशा
करता हूँ कि मेरे सुझावों पर वह ध्यान
देने।

SHRI B. V. NAIK (Kanara): I rise
to support these Demands. We have
got some labour statistics which
show that the largest labour force in
this country is in the sphere of agri-
culture—agricultural labour. That is
one sector of the labour movement in
this country which, unfortunately,
does not seem to get adequate atten-
tion either from the trade union
movement or even from the Govern-
ment.

I went through this entire budget
of the Ministry of Labour presented
by the hon. Minister, Shri Ragu-
natha Reddy, for Rs. 44.82 crores.
The total amount earmarked for the
purpose of agricultural labour under
minor heads etc. etc., as I have been
able to go through the detailed
demands, is Rs. 4 lakhs for the
Second Rural Labour Enquiry—this
is a repetition of the first enquiry—
and Rs. 50,000 for an agricultural
labour cell. Out of a total of Rs. 44.82
crores, it comes to Rs. 4.50 lakhs,
that is, out of a rupee, a hundredth
part of a naya paisa is given for the
purpose of agricultural labour, to
study it, and for a cell, only for that
purpose. The rest Rs. 44.78 crores
is entirely for the other urban sector.
I hope the hon. Minister would kind-
ly enlighten me on this sort of dis-
parity and why it is so; because, as
you very well know as a famous
trade unionist, the rural agricultural
labour trade union movement in this
country is not yet born. We do not
know when it will be born. The
conventionals, even the activists, in
the trade union movement would not
touch rural agricultural labour even
with a barge-pole.

[Shri. B. V. Nair]

I have got figures here to show the fantastic disparities that we have in our labour force. I hope that the figures given in this important brochure pocket Book of Labour Statistics are justified on the basis of the facts existing in our country. In this table population and labour force, we find State by State figures. I was really shocked to know that the highest labour force employed in our country is in the State of Arunachal Pradesh 57.7 per cent. I was trying to make out a point that in regard to the labour force employed in our country, Arunachal Pradesh, the old NEFA, considered to be the most backward area lying to the north-eastern portion has 57.5 per cent of its population as labour force, whilst the much-published justifiably much-published State of Haryana has the lowest percentage of labour force in this country. It is, according to the statistics given here, 26.4 per cent. Are we to even it with one of the most advanced States where there is an industrial take-off and advancement has the lowest percentage of work force and the country's average goes to 32.9 per cent? It may be a sort of cooked up figure or wrong reporting or the mistake of the Census Commissioner

We come next to agricultural labour. The people engaged in working on agriculture, that is, the cultivators and the agricultural labourers—for the benefit of our friends from the CPI (M) party—that is, out of 12.5 crores of people

SHRI DINEN BHATTACHARYYA (Serampore): 12.5 crores of people in Haryana?

SHRI B. V. NAIK: You are not listening to me. You have become senile.

SHRI DINEN BHATTACHARYYA: I am giving a very patient hearing to you.

SHRI B. V. NAIK: On page 8 of the Labour Statistics Book, the number of cultivating people and those engaged

in agricultural labour has been given. Those engaged in agricultural work today account for more than 22 per cent of the total working population in this country. And for 12.5 crores of people engaged in agricultural labour and agricultural vocations we are providing 1/100th part of Budget Demands 67-68 of the Ministry of Labour. This works out to a greater amount of disparity.

Coming to our International Women's Decade, of all the professions in this country, labour profession, cultivating, agricultural, live-stock, forestry, mining, quarry, household, construction, trade etc the highest number of females employed in agricultural labour. They are even greater than the number of the cultivators' wives working and the figure is 15 crores or 16 crores. The females in this country are working in the fields as agricultural labourers as a beast of burden and still the Labour Ministry has thrown its blind eye towards them. It is because the Labour Ministry, in spite of the great erudition of our Hon'ble Minister whom I hold a great regard, is going on conventional lines with Western concepts of Marxism. From the Peking Review I will quote. Western concept in our country is applied when dealing with Indian labour and Indian agriculture. (*Interruptions*).

So much, why is it like that irrespective of the brave attempt that has been made in the field of releasing all the bonded-labour, compliments to you, and then minimum wages for agricultural workers? We have no illusions about it. But, time and again we have been told when it comes to the implementation of agricultural labour legislation and minimum wages to be given to the workers, that this is after all a State subject. I have gone through the Seventh Schedule and I find that adequate powers under the Concurrent Subjects exist in Entry Nos 22, 23 and 2—Welfare of Labour including conditions of work etc.—and therefore shifting of onus and the responsibility to the State Governments in

respect of agricultural labour would be very very unfair indeed. Kindly refer to the Concurrent List-3, Seventh Schedule of the Constitution of India where the responsibility is with the Centre as well as the States. Till now we have been told that it is for the State Governments to implement it. Now, from rural labour, I will come to the problem of urban labour.

16 hrs.

Every year the number of people who enter the live registers of employment exchanges, which do not give a very clear-cut picture of our unemployment problem, is very large. It runs to a crore of people in 1975. The number of people who get jobs is always less than the additional force which joins the unemployed. From 1st January 75 to 31st December 75, 4 lakhs people and odd were fixed in jobs. It will mean that somebody joining the employment register in 1976 will have to wait for 25 years to get a job after completing this backlog of one crore. He will get his job in the 21st century and certainly not earlier at the rate at which you are progressing. The number of people who were on the live registers on 31st December 75 was 84 lakhs. The number of people to whom you gave jobs in 1975 was 4 lakhs. The number of additional people who came in, after plus and minus, was 93 lakhs. When are you going to solve our urban unemployment problem? Secondly, 56 per cent of the people who appear on the registers are educated. According to the ministry's own report, out of the 93 lakhs, as many as 43 lakhs are matriculates, undergraduates and graduates. Somebody studies for his whole lifetime in the hope of getting a job and then he comes to know that he has to wait for the dawn of the 21st century. It is a matter of scheme. I speak out of conviction. I was unemployed for one full year after being a first class first in the university and I know the pangs of unemployment. I would urge on the Minister to tackle it on a war basis.

What I am going to suggest would look too radical, but I hope the minister takes it seriously. Now everybody wants a babu's job in this bank or that bank. For three years, suspend all recruitment. It will look negative but let me complete. In order to inculcate in our young people a sense of dignity of labour and employment under any circumstances, give them a job like digging open a pit and then filling it up—a sort of Keynesian method of creating work and employment—and give Rs. 90 to a matriculate, Rs. 120 for an undergraduate and Rs. 150 for a graduate. Keep them employed like this for a period of two or three years and after this work experience, pick up the brightest ones, the ones working hardest and then offer them the other jobs. Nothing will happen if there is a gap in regard to employment in respect of the various services in the governmental and non-governmental agencies. This work experience is a must if you want to solve the explosive problem of unemployment. Whether it is Kerala, West Bengal or any other place, we have seen that at the root of the words form of Naxalite activities was the disillusionment of the educated and gifted men who found that the system operating in the country was full of deficiencies. So, I hope you do take serious cognizance of the unemployment problem and try to see that the situation does not go out of hand.

About brain drain, I think we can afford a separate approach but let me not confuse it.

MR CHAIRMAN: Please conclude now.

SHRI B V NAIK: We have an Industrial Policy Resolution since 1956 but we do not have a personnel policy and we do not have a price policy. Either a man will be a worker or a producer or a consumer. So, we must have these two things.

In the end, I would like to quote Karl Marx for the benefit of the Labour Minister. Unfortunately, this is a

[Shri B. V. Naik]

Peking Review from which I am quoting and Shri Dinen Bhattacharyya will be happy to know that:

"Where there is oppression, there is resistance and where there is exploitation, there is struggle. With the growing poverty of the working class and its daily awakening, the imperialists and social imperialists sitting on a volcano about to erupt at any time are doomed to destruction."

But I would request the hon. Labour Minister to frame the national labour policy taking into consideration the situation prevailing here.

SHRI D K. PANDA (Bhanjanagar): Mr. Chairman, Sir, while handsome concessions have been given to big landlords and big industrialists, absolutely no arrangement or allocation of funds has been made to agricultural labour. I am one with my friend, Mr Naik about it. But I want to remind him that within the framework of a capitalist development, the hon. Labour Minister has really brought so many progressive legislations and the apex body really deserves congratulations for it. In the form of investment alone 25 per cent excise rebate has been given to export oriented industries but last year only Rs 7 lakhs have been spent on agricultural labour. 90 per cent of our population is connected with agriculture. So, for their education and for recognising their Unions, something more should be spent by the Government. The Labour Ministry should be given more powers to spend more money on agricultural labour.

As far as State Electricity Boards are concerned, that is one item of the 20-Point Programme. I again congratulate our hon. Labour Minister that it is because of him that on 14/8/75 an agreement between the management and the electricity workers was signed. But that agreement of 14/8/75 could not be implemented and the management is taking action against those who want this agreement to be imple-

mented. Therefore, I request the hon. Labour Minister to take immediate action against those officers who want to disrupt the unity among the working class in the Electricity Department. As far as the LIC is concerned, Mr. Sathé had pointed out certain things. I want to quote something:

"That All India Annual Business figure which was stagnant at 800 crores for three years, jumped upto 2,000 crores in a short period of four years. Average per capita production rose from 6 to 20 lakhs. This grand harvest was reaped out of the efforts of a static field force which remained about 8,000 throughout."

Now we demand that the agreement of 1971 regarding the work norms has to be continued. Negotiations should be resumed; and then you can introduce some other thing. But without them, the new code of norms should not be there. (Interruptions). This is with regard to the Development Officers of the LIC.

Now as far as the inter-State movement of contract labour is concerned, it is not being controlled. Even though there is an Act, it is mostly sterile. I demand that more attention should be given to this. From Orissa, lakhs of people are going outside. From my district itself, 20 lakhs of persons are going out.

Regarding the Industrial Policy Resolution of 1956, I would like to say something. I would like to draw the Minister's attention to the need for bringing about certain important changes. Though labour is assigned a vital role in that Resolution, the loopholes in regard to giving concessions, should be plugged; and more and more concessions should be given to the labourers. Productivity and production have increased. So many vacancies have now arisen; specially in the tea plantations, one thousand vacancies have arisen. In the Railways also, thousands of vacancies have arisen. But those vacancies are not being filled up. As a result, the work-

load on the existing workers is increasing. This has to be looked into, and something has to be done.

THE MINISTER OF LABOUR (SHRI RAGHUNATHA REDDY) Sir, I am extremely grateful to all the Members of the House who have participated in this debate with great interest and for their valuable suggestions—and no less I can assure them, for their criticism. I am also grateful to them for the words of encouragement and praise that some of them have chosen to bestow on the Labour Ministry, particularly, on the legislative programmes during the year as well as for the improvement in the state of industrial relations in the country. It may not be possible for me to reply specifically to each of the observations that the hon Members have made during the debate for want of time. So, I may respectfully submit that if on the number of points that have been made by the speakers I have to reply elaborately i.e. to reply to every point, I am afraid I may take two days which Mr Chairman, Sir you will not permit me to do. My colleague Shri Balgovind Vermaji had in his intervention covered extensively the ground relating to labour welfare, social security, employment and training including apprenticeship training. Though certain points have been raised further, my colleague had already replied to most of the points that had been raised. I can assure the hon Members that respectful note has been taken of all the points mentioned by them and it should be our endeavour to examine these with the utmost care and to see how far these suggestions can be taken up for implementation.

Sir, there can be no disagreement if I say that the most significant event in the year 1975-76 had been the promulgation by the President of the internal emergency in June 1975. The grave threat posed by the reactionary and fascist forces to the stability and orderly progress of the nation has been halted by the timely action of the Prime Minister. Their attempt to wreck the democratic institutions has been foiled

These forces are no doubt in retreat but they are not routed. Eternal vigilance and discipline alone would prevent them from regrouping and reappearing. The emergency has marked the beginning of the new era of discipline and an era of self-regulation. This is the only way to effectively counter the designs of desperate advocates of disruption.

The 20-Point Economic Programme, to which reference had been made by many hon Members, was announced by the Prime Minister on the 1st July 1975 and it constitutes a charter of economic transformation in terms of social dynamics. This programme is an historic watershed in the socio-economic history of India. It is a matter of pride to all of us particularly to us of the Labour Ministry that four out of the 20-points come within our purview, and offer an immense challenge and an opportunity to all of us to contribute positively to the fulfilment of the 20 Point Programme. At the same time it places on all of us a heavy responsibility and I am sure the House would agree that we have not been found wanting in meeting this challenge.

The abolition of bonded labour to which the hon Members have made very notable references is one of the important items of the 20-Point Programme. The necessary legislation, preceded by an Ordinance promulgated by the President has been passed by Parliament. We have laid down the guidelines for the rehabilitation of the freed bonded labour. The State Government are preparing schemes to endow the freed labour with some independent means of livelihood. Surveys are being organised to identify the different forms of debt-bondage that still exist in the guise of ostensible legal systems. A Central Committee has also been set up to coordinate and oversee the work relating to this socio economic programme.

It is a matter of particular satisfaction to us that the hon Speaker had an occasion to visit one of the camps

[Shri Raghunatha Reddy]

organised by the National Labour Institute under our Ministry for the freed bonded labour in Palamoo district in Bihar—I am sure my good friend, Shri Ramavatar Shastri must be quite aware of that—and that the hon. Speaker was quite satisfied with the functioning of the camps. I might recall that the Speaker was pleased to mention that it was a very good camp. Therefore you would kindly appreciate that we are not only trying to liberate the bonded labour, but also giving them the necessary training, so that they can stand on their own feet, develop into an organisation and help other fellow-bonded labour to liberate themselves with their help. It is, therefore, a new social force to help their development by way of training the bonded labour themselves.

Some hon. Members said that certain action had not been taken by some of the State Governments with respect to bonded labour. This matter had been discussed in the Labour Ministers' Conference, and also references had been made in the Chief Ministers' Conference and a Central Committee, an experts committee of officers, headed by the Labour Secretary, is going into the problem, and the Labour Ministers have been requested specially to look into this problem and help the liberation process of the bonded labour.

Notwithstanding the fact that some State Governments did not realise that bonded labour existed in their own States, now they are also coming forward in identifying the bonded labour and in taking the necessary steps in this direction, for instance, Tamil Nadu.

Another point of the 20-Point Programme is regarding the minimum wage for agricultural workers. This aspect has also been discussed in *extenso*. Sometimes very angry references to have been made to the problem of agricultural labour and their conditions of living. As a result of special attention being given to this work, I

am glad to say that several State Governments have revised upward the minimum rates of wages of agricultural workers. They have also taken steps to gear up the administrative machinery so that the implementation of the revised rates of wages is effective and timely. We also have separately under consideration proposals for amending the Minimum Wages Act in several respects to make this Act a more effective instrument of social justice. For these amendments, I hope I would be able to come forward in this House with a proper Bill and I hope, if it is possible during the present session of the Parliament itself, I may be able to introduce the Bill.

While I am on this subject of minimum wages, I would also like to inform the House that we are likely to issue a notification very soon fixing and revising the rates of minimum wages in the Central sphere for workers in agriculture and some of the mining industries like manganese, mica, bauxite, chromite, china clay, white clay, copper, gypsum and barytes. This aspect has been referred to by some of the hon. Members. I thought I could come to the House today with the notification, but unfortunately due to some technical reasons, I could not do so.

I would also like to inform the House that as a result of our persistent efforts over the last few years, we have been able to achieve a certain measure of uniformity in the rates of minimum wages paid to the bonded worker, and these rates which were appallingly low about a few years back have been raised progressively during this period. This is a matter of common knowledge, and I need not stress this point.

The third item of the 20-point programme relating to us is the scheme of workers' participation in industry at the shop floor level and at the plant level. As hon. Members are fully aware, the scheme is a flexible one so that it can be adapted to local condi-

tions Participation in decision-making at the appropriate level makes the worker feel that he is not merely a mute instrument of production, but a conscious controller of the economic apparatus. Participation, therefore makes him develop a stake in the production process; it helps him transcend his alienation. I may be permitted to state that alienation in the context of the production process is a socio-historical concept. The concept is dynamic and it is a process, but unfortunately the high priests who believe only in the doctrine of human relations but not in any liberation of workers from alienation consider it as an anthropological conception bearing the mark of resignation and despair. There is a distinction between the socio-historical concept and the anthropological concept because the latter believe in the doctrine of human relations, only for the purpose of exploitation and better production and productivity and not in the liberation of the worker from the feeling of alienation itself. The tremendous improvement in the otherwise deteriorating industrial relations in the Durgapur steel plant for example and the consequent phenomenal increase in production is in no small measure due to the adoption of the system of participative endeavour.

The Prime Minister was pleased to say

Especially in a public enterprise there should be no castes, no barriers between workers and executives, engineers, technicians and supervisory staff. All should work for the common goal of increasing production, of improving the quality of the goods produced and of serving the country."

This is the essence of the concept of participation.

The progress achieved has been encouraging. Most of the Central public undertakings have initiated steps to implement the scheme. The recent progress made in this in the private

340 S-11

sector establishments is also appreciable. Some of the State Governments have extended the scheme even to units employing less than 500 workmen. Therefore its flexibility is writ large on the face of the scheme. I have no hesitation in saying that the scheme of workers participation holds the key to continued improvement in industrial relations and to sustained increases in both production and productivity.

The last of the items included in the 20 point programme relating to the Labour Ministry deals with the Apprentices Act. As a result of vigorous steps taken by us and the State Governments the performance in the utilization of seats under the Apprentices Act has reached almost 100 per cent in the country as a whole and in some States it has even exceeded this. Special attention has also been given to the recruitment of apprentices from among the scheduled castes, scheduled tribes, the minorities and the physically handicapped persons. We have also within this year revised the rates of stipend paid to the apprentices. One of the points frequently urged is that the apprentices under the Act must be provided with employment in the establishments in which they undergo apprenticeship training. This matter is under our consideration. Meanwhile the House will be glad to know that my suggestion made to the Chief Ministers at the recently held Conference of Chief Ministers to take up this matter with the employers at the meeting of the State Apex Bodies has also found a ready response. I hope within the shortest possible time the Chief Ministers and the leaders of the State Apex Bodies will meet and see that this matter is discussed and offer suggestions with regard to the implementation of this matter too.

We in the Labour Ministry are fully aware of the responsibilities and opportunities that these programmes impose on us and it is a matter of

[Shri Raghunatha Reddy]

satisfaction to me that we have done all that is possible within the given human and financial resources to implement the programmes promptly and efficiently.

Apart from the action taken by us on the four points included in the 20-point economic programme which I have just now mentioned, I would also like to interm the House of the other results arising out of the declaration of the Emergency. The industrial relations climate has improved beyond all recognition and there is a great sense of discipline and production has improved.

One of the indices, or, perhaps, the only index which is usually considered for assessing the state of industrial relations has been the loss of mandays as a result of industrial action in any given period. I am glad to inform the House that as against the total of over 40 million mandays lost in 1974, the number of mandays lost during 1975 has come down by 50 per cent to about 20 million. It is also significant that during the seven month period after the Emergency, i.e. from July, 1975 to January, 1976, the total number of mandays lost has come down to 5.4 million as against 10.9 million for the same period in the previous year, i.e. from July, 1974 to January, 1975. Also, if we take the 7 months immediately prior to the promulgation of Emergency, the number of mandays lost was 18.1 millions as against 5.4 millions during the first 7 months of Emergency. This is, indeed, a very encouraging state of affairs. If we consider the loss of mandays as between the private sector and the public sector, the performance in the public sector has been extremely gratifying. In the first seven months of Emergency, out of 5.4 million mandays lost, as much as 5.3 million mandays lost were accounted for by the private sector, the public sector

accounting for only 0.15 million mandays. Compared to the figure for the seven months immediately prior to the Emergency or for the seven corresponding months of the earlier year, i.e. December, 1974 to June, 1975, the improvement in industrial relations in the public sector is even more revealing. As against 0.15 million mandays lost in the public sector, during the first seven months of the Emergency, the figures of loss of mandays in the public sector for the preceding seven months, i.e. December, 1974 to June, 1975 was 3.2 millions and for July, 1974 to, January, 1975, 1.6 million mandays.

Again the Prime Minister in this context was pleased to observe yesterday:

"Industrial labour has responded magnificently to the nation's invitation. Labour conflicts have abated. The number of mandays lost show a big decrease and I have received some impressive figures of the progress of the scheme of workers' participation in management. But I don't think that this progress is even. Each one of you must ask yourself whether you have done your best in this direction."

We have to ask this question to ourselves.

Now, I am particularly referring to this performance of the public sector to emphasise the increasing faith that the workers continue to place on the role of the public sector in the economy of the country. The public sector was conceived as an instrument for developing a socialist society by capturing the commanding heights of the economy, and this hope has been vindicated by its performance regarding which I would like to give some details. In 1974-75, the public sector had an investment of over Rs. 7,200 crores. This is 16 per cent more than the investment in the

preceding year. The working results for 1974-75 in respect of 120 operating public sector enterprises show a net profit before tax of Rs. 312.48 crores and net profit after tax of Rs. 183.55 crores as against Rs. 148.88 crores and Rs. 64.42 crores respectively during the preceding year. The turn over as percentage of capital employed was 154.2 per cent in 1974-75 as against 128.9 per cent during 1973-74. The gross profit as percentage on capital was 8.4 per cent in 1974-75 as against 5.2 per cent in 1973-74. Similarly, net profit after tax as percentage on equity was 4.9 per cent during 1974-75 as against 1.9 per cent in 1973-74. The sales turn-over in 1974-75 amount to over Rs. 10,000 crores registering a 51 per cent increase over the figures for 1973-74. The value of the inventory as on 31st March, 1975 amounted to 3.9 months cost of production turn-over as against 4.3 months in the previous year. Foreign exchange earnings through exports of goods and trading amounted to Rs. 1091 crores in 1974-75 as against 675 crores in 1973-74. Similarly, there has been substantial improvement in the performance of the public sector in 1974-75 in the matter of resource mobilization to the extent of Rs. 1130 crores and also of capacity utilisation. The employment in the public sector also has gone up to 14.03 lakhs in 1974-75 as against 13.44 lakhs in 1973-74. The total outgo in 1974-75 on account of salary and wages and other benefits for the employees was Rs. 1053 crores, registering a 40 per cent increase over the previous year.

With regard to employment growth, it is worth noting that like the preceding years, the public sector continued to do better than the private sector. In the case of public sector, the growth rate was 3.20 per cent, whereas it was .1 per cent in respect of private sector. This is the performance of the public sector.

It should be a matter of particular satisfaction to every one of us that the performance of the public sector has shown steady improvement over the years and has justified the faith that the nation has placed in it. I would on this occasion like to refresh the memory of the hon. Members as to what was said in this context in the First Five Year Plan document. I quote—

“Whether one thinks of the problems of capital formation or of the introduction of new techniques or the extension of social services or the overall realignment of the productive forces and class relationship within society, one comes inevitably to the conclusion that a rapid expansion of the economy and social responsibilities of the State alone be capable of satisfying the legitimate expectations of the people. It does mean, however, a progressive widening of the public sector and the re-orientation of the private sector to the needs of the planned economy.”

Yesterday, the Prime Minister was pleased to say and I quote:

“No country in today's world can progress, or even effectively retain its freedom without a strong industrial base. And such a base cannot be built in a newly free country without State initiative. Our public sector is an essential feature and dynamic instrument of socialism. This is precisely why it has been under so much attack.”

To ensure that the private sector also plays its assigned role and to develop a system of bipartite consultation between the organizations of employers and workers, the National Apex Body was set up. Based on the deliberations of this body, Bipartite Industrial Committees at the national level for some of the major industries like textiles, cement, engineering, plantations, chemicals, banking, paper

[Shri Raghunatha Reddy]

etc. have also been set up. In addition, the State Governments have also been requested to set up Apex Bodies at the State level. A few States are still to set up these Apx Bodies and we are pursuing the matter vigorously with those State Governments.

Despite the decision of the National Apex Body at one of its earlier meetings that there should not be any unilateral, lay-off, retrenchment or closure, it was found that the incidence of lay-off, retrenchment and closures had not abated. This, in the context of considerable under-utilization of existing capacity is a cause for concern. It was, therefore, found necessary that the matter should be legislated for and as the House is aware, we have amended the Industrial Disputes Act for the regulation of lay-off, retrenchment and closures. The Act has been brought into force a little over a month ago. Rules have been promulgated and the prescribed authorities notified by the Central Government. Some of the State Governments have also done likewise. It is too early to assess the working of these legislative provisions but I hope that the existence of this legislation itself will result in the improvement of the situation as far as these matters are concerned.

SHRI S. M. BANERJEE What about the recommendation of the Apex Body with regard to taking over?

SHRI RAGHUNATHA REDDY: I am coming to that. Another significant development during the year contributed both by the Emergency and the earlier steps taken by the Government is the arresting of price increase and the actual fall in prices to which hon. friend, Sri Ravi made a reference and the manner in which it has benefited the workers themselves and the way in which the workers got full benefit out of their wages and in fact their real wages have gone up.

The All India Consumer price Index Numbers of the working class have steadily come down after the Emergency. The index which was 328 (1960=100) in June, 1975 has come down to 290 in February, 1976. This is not an easy achievement. This is a matter for which one should feel proud. On the subject of Consumer Price Index Numbers, some of the hon. Members referred to the report of the Bhattacharya Committee set up by the West Bengal Government. I need only say on this that as far as the Labour Bureau at Simla is concerned, there is nothing in the report which is critical of its functioning. The Consumer Price Index Numbers are compiled on the basis of well-established procedures and its compilation is based on the advice of a competent Technical Advisory Committee. A Family Budget enquiry has also been completed and we propose the introduction of the new series of consumer price index numbers with base 1971=100. It is our hope that all wage settlements in future particularly in the matter of payment of DA would be on the basis of the new series.

May I now, Sir, with your permission, refer to certain other aspects of our work? We have, as the hon. Members would agree, put through a very impressive list of legislations within the last few months. I am grateful to the House for having passed them. The year 1975 was celebrated as the International Women's Year and it was only appropriate that during that year the Equal Remuneration Ordinance was promulgated and enacted subsequently as the Equal Remuneration Act. Apart from the provision for equality of wages for men and women workers doing the same or similar nature of work, the law also has certain other features relating to employment opportunities for women. An apprehension was voiced about the applicability of the law to agriculture. The House may recall that earlier when it was considering the Equal Remuneration Bill the same point was raised, and I had assured the House that the provisions of the Bill would be made ap-

plicable to agriculture and if there is any legal difficulty that may arise, certainly steps would be taken to remedy it. We are proposing to apply the law to agriculture also early. We have so far applied the law to employment in plantations, employment in the Central and State Governments, in local bodies in banks, insurance and other financial institutions, in hospitals, nursing homes and dispensaries, and educational, teaching, training and research institutions.

When I refer to this matter, I do not want the two distinguished lady members to feel that I have not answered some of their specific questions . . .

SHRI M RAM GOPAL REDDY (Nizamabad) You can answer all of them We will patiently listen to you

SHRI RAGHUNATHA REDDY I can assure them that all necessary steps would be taken under this enactment for the purpose of ensuring that proper employment potential is created for women and no hardship would be caused to them. That is the purpose for which the Advisory Committees are contemplated under that legislation and I do hope that necessary steps will be taken by the concerned governments because the Centre can only deal with matter which falls under its jurisdiction and this matter was also discussed with the Labour Ministers and we have requested the State Governments to send us their suggestions for the purpose of extending the provisions of this law in respect of various items mentioned in the Schedule to the Minimum Wages Act. As soon as we receive their suggestions this law would be made applicable to such occupations also

I have already referred to the legislation about the abolition of the bonded labour system as also the amending legislation for the regulation of lay-off, retrenchment and closures-

A separate law for regulating the conditions of service of the employees

engaged in sales promotion has also been enacted. The Employees' State Insurance Act and the Maternity Benefit Act have also been amended. Similarly, amendments to the Payment of Wages Act and the Payment of Bonus Act have also been passed. Only a few days ago the House had passed legislations levying a cess and for the setting up of Welfare Funds for the welfare of beedi workers and of the workers in the iron ore and manganese mines. The legislation for amending the Workmen's Compensation Act both for extending the coverage and increasing the scales of compensation has been passed by the Rajya Sabha and is now pending before this House.

We have on the anvil proposals for the amendment of certain other laws like the Factories Act I had earlier referred to proposals for amending the Minimum Wages Act. We are also taking steps to expedite the further stages of the Mines Amendment Bill and the Plantations Labour Amendment Bill. We are also proposing to prepare a model legislation—to which a reference has been made by one of the hon. Members—based on the Kerala Act for the welfare of agricultural labour. The comments of certain State Governments are still awaited and it is our desire to complete this exercise also as early as possible.

In addition to these legislative efforts, we have also been trying to deal with the problems and programmes of labour through voluntary arrangements also. The National Apex Body, the National Industrial Committees and the State Apex Bodies to which I had earlier referred as also the scheme of workers' participation in industry at the shop-floor level and at plant level are examples of this approach. In addition we are also laying increased emphasis on the scheme of workers' education, and subject to the availability of funds we would like that scheme to be extended so that it could play an increasingly useful role in a larger measure.

[Shri Raghunatha Reddy]

While on the subject of education, I would like to refer to the setting up of the National Labour Institute as a registered Society. This Institute which started functioning less than two years ago, has made outstanding contribution even during this short period. We are fortunate in having as the Chairman of the Executive Council of the Institute, Shri P. N. Haksar, Deputy Chairman of the Planning Commission and his direction, guidance and support has enabled the Institute to launch a large number of projects and programmes during the year. A major breakthrough has been in the matter of organising landless rural labour, for which purpose over the last one year the Institute has organised eight Rural Labour Camps in out-of-the-way and remote villages of Bihar, Orissa, Rajasthan, Andhra Pradesh, West Bengal and Kerala. In all, 376 persons participated in these camps. The last camp held in March 1976 was in the Palamu district of Bihar. This camp, as I have mentioned earlier, was for the freed bonded labour. The objective of the camps is to raise the level of consciousness of the rural labour so that they can organise themselves for reaping the benefit of the various schemes and to make them aware of their rights and opportunities and most importantly to make them aware of the need to organise themselves by identifying the social and cultural barriers standing in the way of their unification. I am glad to say that some Members of the State Legislatures as well as of Parliament had also taken keen interest in these camps as resource persons. As already indicated by me, we also had the privilege of our Hon. Speaker visiting the last Camp in Bihar.

The Institute has also held three programmes for trade union leaders at the enterprise level, two in Delhi and one at Talchar, Orissa. In all 327 participants attended these programmes. Besides, 7 educational programmes were also held for 194 industrial managers and government officials to

develop a democratic leadership style among them. Apart from these, high priority has also been given to action research, an activity primarily meant for converting uncongenial work environment to a more healthy one. Participative management in various work situations, particularly, in Post Offices, Hospitals, Banks, Insurance and industrial undertakings have been taken up. Further, the Institute has also undertaken on a selective basis. Consultancy Projects for public enterprises and even Government Departments/Ministries. In all, in a short period, I am proud to say, the Institute has been able to develop along non-conventional lines with a high degree of commitment to the most neglected sectors of the population.

One of the Cut Motions, in fact the first Cut Motion, refers to the need to improve the working of the Labour Ministry. Nobody is more conscious than I of the need to maintain the efficiency of the Labour Ministry at a peak level of performance to discharge the varying and onerous obligations that are entrusted to us. Shri R. N. Sharma had, during his speech, referred to a certain fall in the performance of the Central Industrial Relations Machinery with particular reference to the number of Industrial Disputes handled, number of settlements effected etc. It must be recognised that the improvement in the industrial relations has also, to a certain extent, resulted in the number of disputes coming down. While the officers of the CIRM continue to devote a major portion of their attention to industrial disputes and their resolution, the other aspect of their work, particularly implementation of labour laws, has been receiving increasing attention. The work relating to the implementation of the Contract Labour (Regulation and Abolition) Act, payment of Gratuity Act, Payment of Wages Act, Minimum Wages Act, etc. is now being more vigorously tackled. While on this subject, I would like to refer to a point made by Shri Ham Singh Bhai Verma, referring to a recent judgment of the

Andhra Pradesh High Court on the Payment of Gratuity Act; we are already considering proposals for amendment of the Payment of Gratuity Act in the light of experience so far gained and we shall most certainly give our serious consideration to the position which has arisen from the Judgment of the Andhra Pradesh High Court.

Sir, you are a distinguished lawyer and you will appreciate the position. It is very difficult for us to agree to the reasoning of the High Court. There cannot be any harmonious construction in violation of the specific provision of 15 days. The doctrine of beneficial construction must be applied in such cases and not the doctrine of harmonious construction. If the doctrine of harmonious construction is to be applied, the doctrine of harmonious construction must be harmonised with the doctrine of beneficial construction. Then only proper consideration of law can be had and this is what is missed by the reasoning of the Andhra Pradesh High Court, which I am sorry to say. We have also been emphasising on the Industrial Tribunals the need for expeditious disposal of adjudication references made to them. In fact, for the first time, I held a meeting of the Presiding Officers of the Industrial Tribunals only last month to review the progress and to impress upon them the need for speedy disposal of business. While I am satisfied that the Tribunals have been sparing no pains to speed up the disposal, I am told, consequent on frequent adjournments sought for by the parties as well as consequent stay orders that parties sometimes obtain from the higher courts, the progress could not be as satisfactory as expected.

Sir, you are fully aware how Article 226 can be utilised and can be invoked for the purpose of getting stay orders and delaying the resolving of various matters of disputes between the parties. This is a matter of common experience. I do not wish to offer any more comments on this as it is well known. We are also taking steps to

de-centralise the offices of the Employees' Provident Fund Organisation by the opening of sub-regional offices, one of which at Nagpur has already been set up; proposal for opening some regional offices at a few other centres are also being considered. Perhaps in Maharashtra itself there would be one office at Poona, and in U.P. we are thinking of places like Gorakhpur, Meerut etc. We try to increase the efficiency of the organisation of the Provident Fund Commissioner by increasing the number of offices so that the turnover of work can be more easily done than what would be the case if this is concentrated at one place.

A point was raised by Mr. Sanghi regarding instructions for simplifying the forms and also in regard to duplicate forms. I wish to bring to his notice that instructions have been issued. In some places if this is not issued, I do not exactly know the position. I would discuss this with him and I will see in which manner the remedies can be found. As a matter of fact, these instructions have been issued a long time back. But unfortunately this could not be extended to all those who have already sent their forms. But, for the new comers this is applicable and this form has come into existence. But if there are any other difficulties, I would discuss with Mr. Sanghi and see in what manner this can be resolved.

We have also done some exercise on the simplification of forms and returns to be submitted under various labour laws, particularly by the small establishments who find it difficult to fulfil all the requirements of the rules and procedures. Regarding the suggestion made by Mr. Sanghi, we have made certain alterations with regard to the certificate to be provided upto a certain amount. The Provident Fund Commissioner has got the necessary authority to deal with it. He will agree with me that this cannot be easily dealt with, unless there is suffi-

[Shri Raghunatha Reddy]

cient authority to do so and one is fully satisfied about it.

Some hon. Members have already referred to the problems of safety in mines and the need to strengthen the organisation of the Directorate-General of Mines Safety. Proposals for reorganisation of the DGMS are on hand. I hope it will be possible for us to take early decisions in consultation with the Ministry of Finance. We have an ambitious plan for strengthening and expanding the Coal Mines Rescue Stations. Hon. Members would have noticed that in the detailed budget proposals, provision of Rs. 98 lakhs has been made for this purpose. We are also proposing to amend some of the Coal Mines Regulations under the Mines Act. The Chasnala disaster would no doubt remain a grim reminder.

In this context, Sir, you would kindly permit me to say a few words with regard to the duties of the Director General of Mines Safety. The high-sounding designation like Director General of Mines Safety seems to create an impression in the minds of some hon. Members that Director General of Mines Safety is absolutely responsible for every accident that takes place and he must be held responsible for the entire safety. Sir, as far as this matter is concerned the Director General of Mines Safety and his organisation is only a regulatory organisation or policing organisation and the primary responsibility as far as the safety is concerned rests with the management. As far as the Director General of Mines Safety is concerned it is only an authority for purposes of regulation or policing.

Sir, I do not want to trouble the House by quoting various authorities on the subject. It has been well-laid by International Labour Organisation Report 1956 on safety in coal mines and also by the Royal Commission on safety itself and also Chief Inspector of Factories in its 1969 report and also

by the Enquiry Report on Jitpur accident. While I do not want to minimise the responsibility, the caution and the precautions that the Director General of Mines Safety will have to take in respect of mine safety, it must be accepted without any further doubt about it that the primary responsibility as far as the safety is concerned is that of the management and if the Director General of Mines Safety is entrusted with every responsibility for the mines safety then you will have to post an officer from the organisation of the Director General of Mines Safety for all the twenty-four hours in the mine itself which is a physically impossible feat to be carried out. Therefore, as far as this aspect is concerned, though the Director General of Mines Safety is expected to regulate, police and take necessary steps and use every precaution and caution to see that accidents are averted he is also an enquiring authority rather an investigating authority. Therefore, to lay the responsibility on the Director General of Mines Safety who is an investigating authority, would be a contradiction in terms. As such, the primary responsibility is that of the management. I don't wish to labour further on this aspect.

Sir, you were pleased to make some points and referred to the need for a clear policy on housing for industrial workers. While we have made some progress in this field as far as the mine workers are concerned under the various Labour Welfare Fund Acts and also while we continue to impress upon the State Governments the need for speedy provision of housing to the plantation workers under the Plantations Labour Act and while the public sector enterprises have a creditable record having spent Rs. 357.9 crores and adding 3.07 lakh of houses to their total number of houses in the new areas still I must admit that a lot remains to be done in this respect of the workers in the factories and other establishments. I do hope we will be able to march in this direction and provide necessary housing facili-

ties for the workers but it is a long process.

As I submitted earlier, Sir, it would take a considerable time if I refer to all the points raised by the hon. Members. There was one point referred to by Shri S. M. Banerjee. It is a favourite subject for him. I have got some recollection about this case when I was in the Department of Company Affairs. It has become almost a classic for Shri Banerjee. It is the case of Shri Ramrattan Gupta and Company. I can assure Shri Banerjee that all possible steps have been taken for the purpose of taking action under various laws. Action under section 8 of the Provident Fund Act has been taken. Recovery proceedings had been initiated. Prosecution proceedings have also been initiated. Complaints under sections 406 and 409 IPC have been lodged by the police authorities. This is what the Provident Fund Commissioner can do. He is not gifted with greater powers or greater capacity than what he can do under the Act. The law of the land is there.

SHRI S. M. BANERJEE: What about taking over the two mills, the Lakshmirattan Cotton Mills and Ather-ton West Mills?

SHRI RAGHUNATHA REDDY: This question falls within the province of the Ministry of Commerce.

SHRI S. M. BANERJEE: I ask all the Ministers including the Minister of Commerce.

SHRI RAGHUNATHA REDDY: Though it would be rather hazardous on my part to make any statement on behalf of the Ministry of Commerce, which is the proper Ministry to make a statement in this regard, I understand that necessary steps are being taken. I hope Shri Banerjee will not be disappointed for long.

SHRI S. M. BANERJEE: I asked a pertinent question and I was assured by the hon. Minister of Commerce that legislation would be introduced including these mills in the Schedule.

Now the Schedule contains only 103 mills. Will this Bill be introduced or not and is it a fact or not?

SHRI P. M. MEHTA: I had mentioned the Priyalakshmi Mills of Baroda and the Subbalakshmi Mills of Khambat and had said that they should be taken over. I had also demanded that the Bhavanagar Vegetable Products be taken over. He has not mentioned anything in reply.

SHRI RAGHUNATHA REDDY: My friend, Shri Banerjee, is a very experienced parliamentarian. I hope he would be able to understand the implication of what I have said. I do not want to elaborate it further.

SHRI SOMNATH CHATTERJEE (Burdwan): By giving him a certificate, he has evaded the question.

SHRI P. M. MEHTA: What about my point? I would request him through you to answer it.

SHRI RAGHUNATHA REDDY: Thanks to the good offices of Shri P. M. Mehta. I have become familiar with these two names, Subbalakshmi and Priyalakshmi. These two mills the Subbalakshmi Mills and the Priyalakshmi Mills, are being taken care of by the Ministry of Commerce and not by the Labour Ministry.

17 hrs.

I have almost come to the end of my reply. At this stage I would like to refer to the historic role of the working class in the development of our country. Why does man toil? One should ask this question. Other creatures any totally conditioned by their instincts and reflexes. They exist only in the biological sense. Man transcends natural reflexes and this defines human existence, and by doing so we create the 'Kingdom of the Mind'. Human labour, therefore, is our means of surmounting the limit imposed by nature.

[Shri Raghunatha Reddy]

ture. It is our springboard to the 'Kingdom of Man'. That is the purpose of all toil. Labour is not a commodity sold in the market. It is an activity by which the human species defines its ontological essence. It is this realisation of its role that should inform all the actions and programmes of the working class, and for achieving this higher purpose, the unity of the working class and realisation of its responsibilities beyond mere economism are of the essence. I have no hesitation in saying that the Indian working class would achieve this higher purpose and would be a bulwark against fissiparous and fascist tendencies and would act in support of the Parliamentary institutions and democratic values. We are at a very crucial and challenging period of India's history and we have to look to the working class for achieving all our cherished goals and maintaining our abiding values. It is in this context that I cherish the philosophy of democratic socialism and can do no better than quote Pandit Jawaharlal Nehru on this point. I quote:

"I am convinced that the only key to the solution of world problems and India's problems lies in socialism and when I use his word, I do so not in a vague humanitarian way but in the scientific economic sense. Socialism is, however, something even more than the economic doctrine. It is a philosophy of life and as such also it appeals to me. I see no way of ending poverty, the vast unemployment, the degradation and the subjection of the Indian people excepting through socialism."

These words spoken by Panditji 40 years ago at Lucknow are still relevant.

It is therefore with a sense of some satisfaction and purpose that I commend to the House its approval of the demands and would also request that all cut motions be withdrawn. Before I sit down, Sir, let me quote again the words of Pandit Jawaharlal Nehru spoken 40 years back:

"Socialism is thus for me not merely an economic doctrine which I favour; it is a vital creed which I hold with all my head and heart."

In the faithful implementation of social and economic philosophy of Pandit Jawaharlal Nehru and in fighting the forces of fascism and reaction under the leadership of our illustrious Prime Minister, I may say in all humility that the Labour Ministry, its officers and staff have done their humble best. In the end, let me quote the words of Swami Vivekananda in his letter to Sister Nivedita, eighty years ago:

"Who will give the world light? Sacrifice in the past has been the Law, it will be alas, for ages to come. The earth's bravest and best will have to sacrifice themselves for the good of many for the welfare the all. Buddhas by the hundred are necessary with eternal love and pity."

Sister Nivedita also said:

"The Selfless Man is the Thunder-bolt."

SHRI B. V. NAIK: Sir, the Minister has not mentioned a word about the unemployment in the country. Even the report says . . .

MR. CHAIRMAN: You quoted Marxist. He has quoted Swami Vivekananda. Now what more do you want?

SHRI B. V. NAIK: No quotations any more.

SHRI S. M. BANERJEE: Sir, in this regard, I only want to quote one thing, that is, from the cut motion:

"Failure in respecting the bilateral bonus agreement, reached by the management and employees of the LIC (86)."

I am quoting this from the list of Demands for Grants. Now, since the Minister of State in-charge of the Department of Revenue and Banking, Shri Pranab Kumar Mukherjee, has assured this House that he will have

some sort of negotiations with the Members of the Parliament and the employees, now all the Members are present here, I would like to know whether the Labour Minister will convey our feelings to the Hon'ble Minister of Finance so that negotiation could start immediately.

SHRI RAGHUNATHA REDDY: As you are fully aware, this is a matter of policy concerning the Finance Ministry and you will kindly not expect me to answer this.

MR. CHAIRMAN: He only wants you to convey the feelings.

SHRI RAGHUNATHA REDDY: I will take the extracts of the proceedings and forward the same to the Finance Ministry.

MR. CHAIRMAN: There are cut motions moved by Sarvashri Bhogendra Jha, Muruganantham, Ramavtar Shastri, Chandrappan and Dinen Bhat-tacharyya. Shall I put them altogether?

HON. MEMBERS: Yes.

MR. CHAIRMAN: I shall now put all the cut motions.

All the cut motions were put and negatived.

MR. CHAIRMAN: The question is:

"That the respective sums not exceeding the amounts on Revenue Account and Capital Account 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, 1977, in respect of the heads of demands entered in the second column thereof against Demands Nos. 67 and 68 relating to Ministry of Labour."

The motion was adopted.

[The Demands for Grants, 1976-77 in respect of the Ministry of Labour which were voted by the Lok Sabha, are shown below—Ed.]

No. of Demand	Name of Demand	Amount of Demand for Grant on account voted by the House on 23-3-1976		Amount of Demand for Grant voted by the House	
		Revenue Rs.	Capital Rs.	Revenue Rs.	Capital Rs.
67.	Ministry of Labour	12,00,000	—	60,00,000	—
68.	Labour & Employment	7,33,46,000	1,65,000	36,67,31,000	8,23,000