

**Mr. Speaker:** The question is:

"That the respective sums not 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 1964**, in respect of the heads of demands entered in the second column thereof against Demands No. 68, 69, 70, 133 and 134, relating to the Ministry of Irrigation and Power'.

*The motion was adopted.*

[The motions of Demands for Grants which were adopted by the Lok Sabha are reproduced below—Ed.]

**DEMAND No. 68—MINISTRY OF IRRIGATION AND POWER**

"That the sum not exceeding Rs. 24,94,000 be granted to the President to complete the sum necessary to defray the charges which will come in course of payment during the year ending the 31st day of March, 1964, in respect of 'Ministry of Irrigation and Power'."

**DEMAND No. 69—MULTI-PURPOSE RIVER SCHEMES**

"That the sum not exceeding Rs. 1,09,20,000 be granted to the President to complete the sum necessary to defray the charges which will come in course of payment during the year ending the 31st day of March, 1964, in respect of 'Multi-purpose River Schemes'."

**DEMAND No. 70—OTHER REVENUE EXPENDITURE OF THE MINISTRY OF IRRIGATION AND POWER**

"That the sum not exceeding Rs. 5,01,71,000 be granted to the President to complete the sum necessary to defray the charges which will come in course of payment during the year ending the 31st day of March, 1964, in

respect of 'Other Revenue Expenditure of the Ministry of Irrigation and Power'."

**DEMAND No. 133—CAPITAL OUTLAY ON MULTI-PURPOSE RIVER SCHEMES**

"That the sum not exceeding Rs. 9,42,93,000 be granted to the President to complete the sum necessary to defray the charges which will come in course of payment during the year ending the 31st day of March, 1964, in respect of 'Capital Outlay on Multi-purpose River Schemes'."

**DEMAND No. 134—OTHER CAPITAL OUTLAY OF THE MINISTRY OF IRRIGATION AND POWER**

"That the sum not exceeding Rs. 16,66,98,000 be granted to the President to complete the sum necessary to defray the charges which will come in course of payment during the year ending the 31st day of March, 1964, in respect of 'Other Capital Outlay of the Ministry of Irrigation and Power'."

**12.55 hrs.**

**MINISTRY OF LABOUR AND EMPLOYMENT**

**Mr. Speaker:** The House will now take up discussion and voting on Demand Nos. 71 to 74 and 135 relating to the Ministry of Labour and Employment for which 5 hours have been allotted.

Hon. Members desirous of moving their cut motions may send slips to the Table within 15 minutes indicating which of the cut motions they would like to move.

**DEMAND No. 71—MINISTRY OF LABOUR AND EMPLOYMENT**

**Mr. Speaker:** Motion moved:

"That the sum not exceeding Rs. 24,84,000 be granted to the President to complete the sum necessary to defray the charges which will come in course of pay-

ment during the year ending the the 31st day of March, 1964, in respect of 'Ministry of Labour and Employment'."

**DEMAND NO. 72—CHIEF INSPECTOR OF MINES**

**Mr. Speaker:** Motion moved:

"That a sum not exceeding Rs. 25,66,000 be granted to the President to complete the sum necessary to defray the charges which will come in course of payment during the year ending the the 31st day of March, 1964, in respect of 'Chief Inspector of Mines'."

**DEMAND NO. 73—LABOUR AND EMPLOYMENT**

**Mr. Speaker:** Motion moved:

"That the sum not exceeding Rs. 7,54,56,000 be granted to the President to complete the sum necessary to defray the charges which will come in course of payment during the year ending the 31st day of March, 1964, in respect of 'Labour and Employment'."

**DEMAND NO. 74—OTHER REVENUE EXPENDITURE OF THE MINISTRY OF LABOUR AND EMPLOYMENT**

**Mr. Speaker:** Motion moved:

"That the sum not exceeding Rs. 1,88,72,000 be granted to the President to complete the sum necessary to defray the charges which will come in course of payment during the year ending the the 31st day of March, 1964, in respect of 'Other Revenue Expenditure of the Ministry of Labour and Employment'."

**DEMAND NO. 135—CAPITAL OUTLAY OF THE MINISTRY OF LABOUR AND EMPLOYMENT**

**Mr. Speaker:** Motion moved:

"That the sum not exceeding Rs. 78,000 be granted to the 3187(Ai) LS—4.

President to complete the sum necessary to defray the charges which will come in course of payment during the year ending the the 31st day of March, 1964, in respect of 'Capital Outlay of the Ministry of Labour and Employment'."

These Demands are now before the House.

**Shri Indrajit Gupta** (Calcutta South West): May I crave your indulgence to make a submission? I find from the records that in past years the time allotted for the Demands of the Labour Ministry was always 6 hours. I do not know why this time it has been reduced to 5. This is within your discretion. I think 5 hours are inadequate

**Mr. Speaker:** Probably the hon. Member is also aware that representatives of various parties collected together first in the room of the hon. Minister of Parliamentary Affairs and agreed to this allotment of time. Then it was taken up in the Business Advisory Committee where also it was agreed to.

**Shri Indrajit Gupta:** I am appealing to you for the exercise of your discretion.

**Mr. Speaker:** All right.

**Dr. Melkote** (Hyderabad): More time should be allowed.

**Shri Mohammad Elias** (Howrah): We are discussing the Demands for Grants of the Ministry of Labour and Employment at a time when the working class of our country is completely bewildered at the heavy taxation, the repressive measures of employers and the callous attitude of our Government, despite its magnificent response to the call of the nation for saving for their motherland. The Labour Ministry has admitted that the response of the working class to the call of the nation has been magnificent. It is admitted that there have been numerous instances where workers have forgone

[Shri Mohammed Elias]

their daily wages or have worked extra hours often without extra wages; they have withdrawn disputes and have also contributed liberally to the NDF. In the note circulated by the Ministry to the members of the informal consultative committee, it is admitted that the contribution of workers to the defence effort in the form of donation, extra work and restraint on direct action has been commendable. The working people by their united effort have proved their *bona fides* and shown how they love their country. Many reactionary leaders and parties in the country had expressed a doubt before the Chinese attack on our soil as to whether the working people would respond properly to defend the motherland. Similarly the Chinese leaders also thought that when the Chinese army marched into Indian territory, the working people, disillusioned with the Government which had become an American stooge, would join with the Chinese army and welcome it as a 'liberation army'. The united effort of our working people has proved both these assumptions to be incorrect. They have done their best, and are doing their best, to defend our motherland by increasing production, by donating to the NDF and by giving blood to the blood bank for jawans fighting in the front.

But what is the attitude of the employers? The industrial truce resolution was unanimously adopted by employeres, employees and the Government. But what is their attitude to it? It is admitted in the Ministry's note that employers have not lived up to their obligations in regard to retrenchment, lay-off and discharge of workers. The large number of retrenchment and lay-off cases reported by State Governments is a matter of concern. It is clear that the restraint enjoined on employers under the resolution has not been strictly observed. In a very mild form the Ministry has criticised the employers' attitude towards the resolution which

the employers are not respecting at all. They have utilised, and are utilising, the resolution to break the 'militant' trade union movement of our country. They are taking revenge on the militant trade union leaders who were doing quite good welfare work among the working people. There are a lot of instances in the note circulated by the Ministry and I shall bring some concrete instances to your notice. I can cite innumerable examples how the employers are utilising the Industrial Truce Resolution to break the unions and how the Government machinery is completely callous towards the workers' complaints.

13 hrs.

In Maharashtra State in Bombay city alone 20,000 badli workers in textile mills had been thrown out of employment during this emergency. Nearly 20 mills in Ahmedabad closed their third shift causing unemployment to 7000 workers. When we need woollen coats for our jawans on the border, number of woollen mills in Amritsar has been closed down. A number of powerloom factories through out the country have been closed down causing unemployment to thousands of workers. In a textile mill at Amlaner, there has been bad management and it has been partially closed. Several representations had been made to the Government including the Congress Committee of that area to take over this mill by the Government. But it has not yet been done. The other day the hon. Minister admitted that nearly thirty mills had been closed down during this emergency. At another place, I can cite the example of BNC Mill which is still closed and 2000 workers are unemployed. In Calcutta one of the biggest employers of our country, the Birlas, have not implemented the award of the Supreme Court with regard to wage increments and other demands in Hind Motor. As soon as the Industrial Truce Resolution was signed, they dismissed the two lead-

ing workers, protected workers under the Industrial Disputes Act, they are joint secretary and vice president of the works committee and also the vice presidentes of the union. We had written to the labour department. The Keshoram cotton mill owned by Birla and which employs 10,000 workers, dismissed a number of leading workers or forced them to tender their resignations. Here the Oriya workers are more militant and so they are being victimised.

So far I have mentioned about the private sector. What about the public sector? In Durgapur Steel Plant, even before the truce in the 3rd week of October they held a general meeting and adopted a resolution to raise production inside the factory and contributed a large amount to the National Defence Fund. The management even recognised this in notices congratulating the workers for raising production; they are still raising production. In spite of that the men who took initiative to organise the workers for raising production are dismissed. Even protected workers under the Industrial Disputes Act are dismissed. What about the Garden Reach Factory which comes under the Defence Department? The workers worked on a number of Saturdays and Sundays without taking any overtime allowance. The whole amount has been deposited in the National Defence Fund. The works committee secretary, Mr. Nirmal Roy organised a group of workers to go in procession to the blood bank to give their blood. The same works committee secretary has been arrested as also the secretary of our union, under the Defence of India Rules on the same day.

**Mr. Speaker:** He has been making personal references to many individuals. Our rule is that if an hon. Member intends to bring up some personal cases or individual cases, he should give advance notice to the Minister.

**Shri Mohammad Elias:** These are not personal cases but some examples.

**Mr. Speaker:** The Minister may not be able to reply to each case. . . . .  
(Interruptions.) It would rather mean the advocacy on behalf of certain workers about whom we do not know the facts.

**Shri Mohammad Elias:** I am not placing individual cases. I am showing how the employers behave and these are illustrations.

**Mr. Speaker:** He pleads that such and such worker who did such an excellent work for the service of the country was arrested the same night without knowing for what reason he was arrested.

**Shri Mohammad Elias:** These are the cases circulated by the Labour Ministry. Indian cases are also there.

**Shri Indrajit Gupta:** We have a difficulty. If a complaint of a general nature is made without reference to individuals or persons that general complaint is brushed aside by saying: if you do not give individual and concrete facts, we cannot do anything. We have to illustrate this sometimes by way of examples.

**Mr. Speaker:** If it is a general complaint it can be taken up here. But about individual cases, a Member is required first to write to the Minister concerned. If he does not get a redress and if he wants to take up the instance in the debate, he should give advance notice to the Minister so that he may be ready with facts in order to reply to them. That is the point.

**Shri Mohammad Elias:** I am mentioning some individual cases to illustrate my point. I was saying that workers even in the public sector concern, in spite of their sincere and honest efforts to increase production and contribute to national defence, are victimised. Even protected workers have been thrown out of employment. They are kept under suspension and thrown into the prison. I am now pointing out how the machinery of the labour department has been functioning during te emergency.

[Shri Mohammed Elias]

13.08 hrs.

[MR. DEPUTY-SPEAKER *in the Chair*]

It is said in this report that five lakh copies of the Industrial Truce Resolution were circulated throughout the country. When? Two months after the passing of the resolution? The resolution was passed in November 1962 but circulation started in January. There are more delays than even normal time to send disputes to the tribunal for adjudication. I will give one or two examples. For instance, there was no judge or a tribunal in Rajasthan for more than 6 months and when this question was raised in Rajasthan assembly, only a few days ago a judge had been appointed for the tribunal. In Delhi alone more than 400 disputes are still pending with only one judge. How can one judge go through all these cases? In Punjab there was a case of 200 workers and the question of their retrenchment was referred to a tribunal. After months and months of consideration, when the time came to give an award, suddenly, I believe on the plea of the employers to the Government, the case was referred to another tribunal. That order was challenged by the union in the High Court and that High Court quashed the order. Still the case of these 200 workers is hanging fire. In West Bengal it is very difficult to get a reference to the tribunal, because the gentleman who is the Labour Minister in West Bengal does not know anything about the labour problems. He only sends a reference to the tribunal whenever any INTUC union pleads for a reference and if the AITUC union—the AITUC commands 95 per cent of the workers and has their confidence—makes a plea for any reference to the tribunal they do not get any reference. This is the way in which the Government machinery is functioning during this emergency. Regarding the Industrial Truce Resolution, the workers respect every word of it, and they are carrying out the decisions of the Industrial Truce Resolution. Only the employers and the Government do

not follow them. What is the Government's attitude? The Government themselves have admitted that production is increasing. In one month, production has shown an increase. In October, the index was 48.2 and in November, it has increased to 159.7. So, production has been increasing constantly. In one month, it has gone up by ten points. But what is the condition of prices? One of the main items of the industrial truce resolution is that every effort should be made to ensure that the prices of industrial goods and essential commodities are not allowed to increase. But what is happening? Some figures have been given. I cannot make any head or tail out of these things. I am not a statistician and I cannot go through all these statistics. But what is the experience of the people? The people are experiencing the fact that the prices are going up every day. Yesterday there was a big procession brought out by the Delhi trade unions, demanding the withdrawal of taxes which have been imposed on essential commodities. Due to the new taxes the workers are suffering very much. The prices are going up, and the real wages are going down. The employers are making huge profits. The profits are increasing. Production is increasing. The prices are increasing. But the real wages of workers are not increasing but decreasing. You want the workers to work for national defence. But you do not want to look after the workers. This is the attitude of the Government.

I want to bring out certain facts about the gold workers. Nearly 20 lakh workers are employed in this industry. I do not know the exact figures; sometimes they say that the number of unemployed gold workers is five lakhs; sometimes, 10 lakhs. Anyway, the demand has been made here several times that some relief should be given to these unemployed gold workers in the country. After the promulgation of the Gold Control Rules by this time, nearly 135 goldsmiths have committed suicide along with their families. If the Government cannot make legislation with

regard to this, at least they should give some relief to these unemployed goldsmiths. These are the things which are happening in our country. If things are going on in this way, we wonder how the industrial truce resolution will work properly.

I also want to bring out another thing, and that is about the discrimination towards the AITUC workers. The AITUC is the second largest trade union organisation in the country, and in every respect, the AITUC is discriminated against. The hon. Minister said only the day before yesterday that the trade unions have been consulted. I was not allowed to put an other supplementary question. But we find that the AITUC has not been consulted, and a representatives of the AITUC have not been taken in the emergency production council. If the AITUC is discriminated in this manner, I want to know how the AITUC will fulfil their responsibilities. I want to know it from the hon. Minister. That is why I want to make an appeal before the hon. Labour Minister. He always speaks very good and sympathetic words. I am quite sure that those sympathetic words will not bring any fruit, because I have been hearing these sympathetic words since the last six years. Whenever he speaks, he says some good words. I am completely disillusioned with his so-called sympathetic words. The employers cannot be allowed to treat the workers in the way they do now. The Minister does not take any action and has not taken any action so far. The trade union workers are, in spite of their serious effort to increase production, charged with false allegations. I can prove it. I can also prove that 99 cases out of 100 brought out by the employers against the workers are false. Even all the 100 cases can be proved to be false. The employers bring out false charges on the workers. If there is any little complaint or trouble, the employer picks up his telephone receiver and calls the police, and immediately the police comes in. Without going into the details of the facts of the case of the workers, the

workers are arrested under the Defence of India Rules.

Why are the mills kept closed, and why is production hampered in this way? The employers are engaged in anti-national activities; if they are not considered as being engaged in anti-national activities, I do not know what is anti-national activity. If it is considered that they are anti-national, why are not the employers thrown into prison under the Defence of India Rules? Why are the workers thrown into prison under the Defence of India Rules?

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

**Shri Mohammad Elias:** I shall finish in a minute. Something must be done to improve these matters, in regard to the working classes. The working class is the second front in the army for the defence of our country. The workers alone can defend our country. If they cannot keep up the supplies on the front, the armies which are fighting on the front cannot fight at all. That is why the workers should be looked after properly. What happened on the Assam border, when Bomdila fell to the Chinese army? All the employers ran away from Tezpur and from Assam, to Delhi, Bombay, Calcutta, etc. Whenever there will be any such danger, the employers will run away from Assam not only to Calcutta, Bombay or Delhi, but, if necessary, they will run away to America or Switzerland. The poor working classes will remain. In Tezpur, every newspaper accepted and the Government also accepted the fact that the workers not only kept the production going but they formed a defence committee and took up arms in their own hands to throw out the Chinese from our borders. Such is work of our heroic, brave working classes. Do not play with it. You must not only consider its problems sympathetically but also look after them properly. The Government should not act as the agents of the employers.

**Shri A. P. Sharma (Buxar):** Mr. Deputy-Speaker, Sir, at the very

[Shri A. P. Sharma]

outset, I would like to congratulate the Labour Minister, Shri Nanda, not merely as a Labour Minister but as a well-known, veteran Gandhian trade unionist who, in these difficult days of the country, has piloted the working of the Ministry of Labour and Employment so successfully. His job is very difficult because he has to deal essentially with the human problems and sometimes also with uncharitable friends. On account of his sympathetic consideration, as has been said by my hon. friend just now, he sometimes goes out of the way to displease or to give something less to the people who are the largest in number in this country as trade unions. But still he has to deal with them sympathetically. So, his job is very difficult. But, at the same time, he has to deal with all kinds of employers in the public and the private sectors, who sometimes feel that they are the wisest people on the earth. Therefore, at the outset, I would like to congratulate Shri Nanda and his Ministry for their successful performance during the difficult days in our country.

Before I take up actually the subject which I want to deal with, I want to express my disagreement with my hon. friend Shri Mohammad Elias who has spoken just now, and who alleged that a large number of trade union workers, because they are poor workers, have been arrested on account of their trade union activities. This is absolutely incorrect. If anybody in this country is arrested on account of his trade union activity, we will be the first people to go out of the way and ask the Government to see that they are dealt with sympathetically and are given their due rights. There is no question of poor and rich, where the national integrity and the safety of the freedom of the country are concerned. If on account of any poor or rich man's activities the freedom of the country is at stake, he should not only be arrested, but I think this Government is very liberal in dealing with such

people, they should be dealt with more severely, because their activities are inimical to the interests of the country. Therefore, time and again we should not try to confuse the issue.

I have started by saying that the Ministry deserves congratulation for its performance during the difficult days. I will be dealing with two points. First of all, I will deal with the labour policy of the Ministry and secondly with the industrial truce resolution which has been passed on the 3rd November, 1962. About the labour policy of the Government, the Government has accepted that there will be no distinction between the public and private sectors. So far as the private sector is concerned, no doubt the Government has been dealing with it very successfully, maintaining good labour relations. But this is not the case with the public sector particularly the employing Ministries like Railways P & T and Defence. I would like to quote the labour policy of the Government:

"Whereas there is no difference in the labour policy of the Government in these two sectors, the public sector undertakings do differ in many respects from those undertakings which are managed by private owners. For example, the motive and exploitation of workers for private gains have no place in State-owned enterprises. A worker in the public sector has to play the dual role of master and servant—a master as a citizen and a servant as a worker."

This is the well-defined policy of the Government regarding the public sector. The policy of the Government in the public sector is:

"To arouse the worker's enthusiasm for the success of public undertakings, the conditions of service should not be less favourable than those in private concerns. The working conditions and welfare arrangements should also serve as models."

We should examine these things, particularly in the light of the policy that is being followed while dealing with the trade unions. The Government policy says:

"Side by side, the trade unions should be asked to increase the scope of their work by devoting more time to welfare and cultural activities."

Here the intention of the Government is that the trade unions in the public sector should engage themselves in encouraging the welfare and cultural activities of the workers. But I would like to tell you that in the public sector, trade unions have not been able even to get the minimum trade union rights for the workers.

I would like to draw the attention of the House to the fact that in the public sector undertakings, particularly in the employing Ministries, the workers, instead of being treated as owners of the industry or servants of the nation, are merely treated as wage-earners. It will be interesting to note that the Government wanted to have the workers' participation in the management introduced in various industries. As the time at my disposal is short, I would just take the example of the Indian Railways. The Government sent out a team in 1956—the Vishnu Sahay Committee—to study the scheme of workers' participation in foreign countries. On the basis of their report, the railways appointed an officer on special duty. That officer submitted his report on the workers' participation scheme about three years ago. We do not know what has happened to that scheme. It has been placed in cold storage.

Speaking about the public sector employers and the trade unions, during the discussion on the demands of the Railway Ministry, I have said that there is no set procedure or no proper machinery to settle the grievances of the workers. If the negotiation fails under the grievance settlement machi-

nery, if the workers fail to settle the grievances with the employer, the only alternative with the workers is to go to arbitration. But arbitration is not available in the public sector undertakings, particularly under the employing Ministries. Then the only alternative for the workers is to raise a fight against such an employer. In any such fight, as this House knows and as everybody knows, apart from the workers being the losers, the country loses and the industry also loses. Therefore, is it not advisable now that the employing Ministries, being the biggest employers in the country, should set an example for the rest of the employers and accept the principle of arbitration and see that the grievances of the workers are settled through peaceful means to?

I want to say something about workers' education. I have seen from the report that there are 14 regional workers' education centres that have been functioning, 4 with residential centres, and two more are contemplated. I would request the Labour Minister to apply his mind and see if separate workers' education centres can be set up in the public undertakings in the employing Ministries. I say this because—I am quite sure that the Ministry will call for the figures also from the various employing Ministries—there is very little improvement in regard to this. The overall working of the scheme is very successful and this is one scheme which the workers very much appreciate in this country.

I want to say something about the industrial truce resolution. It has been already said by the previous speaker that the resolution has been successfully carried out by the workers in this country. I agree with him on this point that the workers in this country have done their best to implement this resolution. But the five conditions which have been laid down under that resolution have not been followed by the employers either in the private sector or in the public sector. The position is all the more

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worse in the public sector. According to the industrial truce resolution, we had to form production committees, and set up grievance settlement machinery if there was none. Wherever such machinery was not available, we had to take the help of the labour department to settle the grievances. None of these things has been done in the public sector undertakings. Over and above these, the most important thing which was accepted on account of this industrial truce resolution was the savings scheme for the workers. According to the resolution, every worker was expected to contribute Re. 1 to the Prime Minister's National Defence Fund per month and invest at least one day's wages in purchasing defence bonds. I complained the other day about the railways. The trade unions were to submit their lists to the employers and according to the lists, deductions were to be made from the salary of the employees. I do not know how much has been done in this connection. The unions affiliated to the INTUC have all along been complaining that the employers are not taking effective steps to effect these deductions, which would have been very much helpful in the defence preparation of the country.

Sir, in conclusion I would like once again, to congratulate the Ministry of Labour for the stewardship that it has under the leadership of Nandaji, and I want to say without any hesitation in this House that in spite of, as I said earlier, some uncharitable remarks from my hon. friends who do differ politically with him and in spite of complaints against the Labour Ministry, he always tries to accommodate these people by going out of the way, sometimes ignoring the claim of bigger unions.

My hon. friend was saying just now about discrimination against the AITUC. If at all anybody can complain of discrimination, it is we the INTUC who are the biggest trade union. All the other trade unions

taken together are not even equal to half the size of the INTUC. Under these circumstances, if at all anybody can accuse the Labour Ministry of discrimination, it is we who can do that. But as we have been trained to live and let live even though they are smaller in number, consideration is given to their points perhaps because they can create more difficulty and trouble. That is why though they are getting more and more concessions, they still go on complaining.

Our suggestion in this connection is that there should be only constructive trade unions, unions which consider the interest of the country to be the first and their interest the last. If the country's interest is served, the workers' interest will automatically be served. That kind of trade unions should only be encouraged. That is also, I think, the intention of the Government of India under its labour policy. But I only want to point out to the Labour Minister that an account of fear of accusations the rightful people, as a matter of fact, are not getting the right share that is due to them. This kind of treatment is going on, particularly, in the public sector undertakings where they always want to maintain the *status quo*. I would, therefore, request the Labour Ministry to use their good offices for educating the employing Ministries and the public sector employers to see that the constructive trade unions which are prepared to look after the interest of the country should be encouraged, and they should always deal very firmly with those people who try to jeopardise the interest of the country only in the name of trade unions.

**Mr. Deputy-Speaker:** According to intimation since received from Members, the following cut motions are desired to be moved to Demands for Grants relating to the Ministry of Labour and Employment. Hon. Members may move them subject to their being otherwise admissible.

Cut Motion Nos. 1 to 4, 6, 9, 11 and 12.

**Shri Mohammad Elias** (Howrah): I beg to move:

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

[(i) Failure to check violation of Industrial Truce resolution by the managements both in Public and Private sector, (ii) failure to guarantee need based minimum wage to the industrial workers both in Public and Private sector. (1)].

**Shri Priya Gupta** (Katihar): I beg to move:

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

[(i) Failure to compel Railway Ministry to set up permanent Tribunal as agreed Third Tier in Permanent Negotiating Machinery to resolve disputes of Railwaymen, (ii) Failure to intervene and stop flagrant violation of Provisions of Hours of Employment Regulations, Payment of Wages Act, Factories Act, Workmen's Compensation Act, (iii) failure to set up staff councils for the employees of Press Trust of India to resolve their grievances, and (iv) promotions in higher grades and transfer of employees of Press Trust of India organisation. (2)].

**Shri Mohammad Elias**: I beg to move:

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

[(i) Need to make adequate hospital arrangement for the workers who have been brought under E.S.I. Scheme in the State of West Bengal, (iii) need to introduce unemployment relief in all the States, (iv) need to decrease the share of workers' contribution to the E.S.I. Scheme, (v) need to introduce loan facilities on easy terms from the Provi-

dent Fund account of the workers, (vi) need to provide more powers to the Works Committee which constituted under the Industrial Disputes Act, (vii) need to introduce the system of recruitment to all vacancies both in the Private and Public sector through Employment Exchange and (viii) need to institute a Wage Board for the workers of engineering workers. (3)].

**Shri H. C. Soy** (Singhbhum): I beg to move:

(i) "That the demand under the head Chief Inspector of Mines be reduced by Rs. 100".

[Failure to look to the irregularities in Iron Ore mines, Limestone mines and Kyanite mines in Singhbhum (Bihar). (4)].

(ii) "That the demand under the head Labour and Employment be reduced by Rs. 100".

[Need to look to the working conditions of the labour in Iron Ores and Kyanite mines. (6)].

**Shri M. Muhammad Ismail** (Manjeri): I beg to move:

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

[Need for taking urgent and adequate steps for liquidating unemployment particularly educated unemployment and liquidating under-employment in Kerala. (9)].

**Shri Kishen Pattnayak** (Sambalpur): I beg to move:

(i) "That the demand under the head Labour and Employment be reduced to Re. 1".

[Failure in putting an end to unemployment (11)].

(ii) "That the demand under the head Labour and Employment be reduced by Rs. 100".

[(i) Rural unemployment (ii) need to maintain balance between the wages of workers and the rise in the prices (12)].

**Mr. Deputy Speaker:** These cut motions are now before the House.

**Shrimati Renuka Barkataki** (Bardhaman): Mr. Deputy-Speaker, Sir, while participating in the debate on the Demands for Grants under the control of the Ministry of Labour and Employment, I offer my thanks to the Ford Foundation for its kind assistance for the purpose of establishing a National Institute for Labour Research in India. It was a long-felt need in India. People of this country are eagerly waiting to see how this research institute functions under the Ministry of Labour and Employment.

This Ministry also deserves congratulations for a few significant developments in the year under review, and a few legislations amended or enacted under the same period. The upward trend in industrial production and substantial increase in the production of coal steel, aluminium, railway wagons, and machine tools are a happy sign. Among the important legislations which were amended or enacted during the period for which the Ministry deserves congratulations are: The Workmen's Compensation (Amendment) Act, 1962; The Working Journalists (Amendment) Act, 1962; The Personal Injuries (Emergency Provision) Act, 1962; The Payment of Wages Act, 1936 etc. Besides these, Sir, some very important legislative proposals are under consideration of the Government. The Industrial Disputes Act, 1947, is under consideration of the Government. To amend this Act for declaration of air transport service as a permanent public utility service is one of the most welcome features. Similarly, the proposals to amend the Personal Injuries (Emergency Provision) Act, 1962, the Industrial Employment (Standing Orders) Act, 1946, etc., are also welcomed generally.

Sir, the Industrial Tribunal (Bank Disputes) Awards were published and we hope the implementation of these awards will not leave any scope for criticism. The agreement recently concluded between the Life Insur-

ance Corporation and its employees over the questions of scales of pay, dearness allowance, provident fund, bonus etc., is also a landmark in the progress of trade union movement.

I am not going into the details of the labour problem in our country. I will deal with only a few problems so far as plantation labour is concerned, and in that also I will confine only to Assam. While the Government has kept a very careful eye so far as industrial labour are concerned, the Government has failed to bring at par the plantation labour. So far as plantation labour in Assam is concerned, which is about 13 to 15 lakhs in its population, they are neglected by the Central Government. The Plantation Labour Act which was passed in the year 1951 has not yet been implemented by the employers fully. I am giving you, Sir, a few examples of non-implementation of this Act in the tea gardens of Assam.

Under the Plantation Labour Act, 1951, the employers are under statutory obligation to provide housing facilities for workers. Under this Act, every employer is required to provide and maintain for every worker and his family residing in the plantation necessary housing accommodation. The State Governments are empowered to make rules in regard to the standards and specifications of such accommodation, the selection and preparation of sites for the construction of the houses and the size of each plot, constitution of tripartite advisory boards for consultation in regard to matters connected with housing, fixation of rent if any, and the access to the public to those parts of the plantation wherein the workers are housed. In the Third Session of the Industrial Committee of Plantation which was held on 4th and 5th November, 1950, under the chairmanship of Shri Kalipad Mukherjee, the Committee agreed that the housing standards of the Indian Tea Association, both for plain and hill gardens, be adopted throughout North

India. The representative of the India Tea Association informed the Committee that they hoped to carry out 5 per cent of the total programme of housing in 1950. If they could carry on at the present rate, they would have finished in 12 to 15 years the housing problem of the plantation labour. But I am sorry to inform you, and you will be surprised to know, that even after 12 years, today, even one-fourth or one-fifth of the housing requirement is not completed and even those houses constructed in some gardens for labourers are not according to the specification. The Government was kind enough to set up a working group on plantation labour housing in August 1962 after 12 years of the enactment of Plantation Labour Act, 1951. You will be glad to know the report that they have given. Here they have stated that the Committee has visited some of the very typical plantations in Assam and South India and met the representatives of so and so and held discussion with the Governments of Madras, Assam and West Bengal. This is not a report. Twelve or thirteen years after the passing of the Plantation Labour Act, a committee is set up, and the committee reports that it had held discussions with the Governments of Madras, Assam and West Bengal. Is this a report? What were the discussions, what were the decisions and what were the difficulties facing this committee, so far as the plantation labour housing scheme is concerned? I hope we may expect a better report from our Ministry, so far as the housing problem of the plantation labour is concerned.

So far as the daily necessities for over 15 lakhs of plantation labour are concerned, they have to depend entirely on the businessmen. I welcome the Government scheme of consumers' co-operatives of industrial workers, and a circular in this regard has been sent to the State Governments and central organisations of employers and workers. The suggestions are very significant. But

the financial assistance expected from the employers in Assam has not yet been decided by the planters. According to the suggestion of the Government, rather the Labour Conference suggestion, the share capital contribution, or contribution to reserve fund should be Rs. 2,500, working capital and loan Rs. 10,000 and managerial subsidy of Rs. 900 in the first year, Rs. 600 in the second year and Rs. 300 in the third year plus free accommodation. But, none of the tea gardens in Assam has implemented this suggestion up till now. As a result not a single consumers' co-operative society is functioning in Assam.

Assam is a State where the economy is mainly that of an agricultural economy. There is no accumulation of wealth or increasing trend of capitalism like other States. Since Shri Nandaji also happens to be the Minister for Planning, if he wants to experiment democratic decentralisation and democratic socialism, Assam is the place where he can experiment these things. Further, if co-operatives are to be experimented, for that also Assam is the place for experimentation. We have not seen any initiative or response, either from the side of the Government or from the side of the tea planters, in this direction up till now.

Moreover, the labour of Assam are well-organised. As Shri Mohammad Elias has stated in his speech, the tea garden labourers of Assam have proved how well-organised they were during the last crisis due to Chinese aggression. When most of the proprietors, managers and staff of most of the tea gardens left Assam, these labourers organised themselves into small administrative units, controlled the gardens and averted a major crisis, even though there was nobody to make them payments or issue them weekly rations. None of them left Assam during this period though most of their masters left them. They formed defence committees to face the Chinese aggression. All the business-

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men, who were exploiting these innocent labourers for generations, left them to their fate. Therefore, if consumer co-operatives are organised by Government, it will go a long way in averting a similar situation in the future, so far as the labourers of tea gardens in Assam are concerned.

It is a fact that wages have been increased in Assam and bonus is also being given to the labourers. But, I am sure, the Minister of Planning will agree with me when I say that the cost of living is the highest in Assam, and the tea garden labourers are exploited like anything by the middle men and businessmen. The prices of consumer goods increase on the day of payment of wages to the labourers by the employers. That increase is five or six times when they are paid their bonus. Nobody is there to stop this practice of the businessmen, nor is there any Act or rule to punish them. I hope the Minister will look into the matter and take necessary action.

**Mr. Deputy-Speaker:** The hon. Member should conclude.

**Shrimati Renuka Barkataki:** I will finish soon. I will not deal with amenities for workers for want of time. But I hope these innocent workers should get the minimum provided by the Act. I would like to say a few words about the employment exchanges. These exchanges have failed to provide employment to local youth and encourage them to seek their help. There are 21 exchanges in Assam. During the period under review 52,248 young men and women registered their names with the exchange and only 4,034 got employment. If we look at the figures for the previous years, it is still more disappointing. In 1958, the number in the live register was 18,674, registration 3,599 and average placement only 180. Similarly, in 1959 the average placement was only 248. In 1960 the average placement was only 293.

Though Government have proclaimed that in the private sector, as far as possible, local people shall be employed, can they say that this policy is being fulfilled? I am sure, Government cannot justify it when we look at the figures of employment of outsiders in Assam in the private sector. Even in the Government services, like posts and telegraphs and railways, local people are not given due consideration, so far as employment is concerned. I hope the hon. Minister will be kind enough to look into this matter so that in future we may not have to complain about this at least. With these words, I support the Demands of this Ministry.

**Shri P. K. Ghosh (Ranchi East):** Mr. Deputy-Speaker, before making any comments, I would like to place before the House the registration and placement figures of the employment exchanges for the years 1950 and 1962. In the year 1950 the total number of persons registered in the different employment exchanges in the country was 12,10,358 and the number of placements against this was 3,31,193. In the year 1962 the total number of registration was, 38,44,902 and the number of placements against this was 4,58,085. The figures clearly show that there is growing unemployment in the country. Whereas the figures of registration have increased by more than 200 per cent since 1950, the corresponding figure of placements has increased only by 35 per cent. While in the year 1950 about 27 per cent of the registered people were provided with employment, in 1962 only 11 per cent could get jobs.

The reason for this failure is the defective policy of the Government. The problem of employment cannot be solved only by opening more and more new departments of Government or by starting a few large-scale and heavy industries. The unemployment can be solved only by establishment of small-scale and

cottage industries on a large scale. But very little is being done in this respect.

How the establishment of cottage industries will solve the problem of unemployment will be evident from the figures which I am going to give. Whereas for one unit of capital outlay a heavy industry employs one person and a large-scale industry employs two persons, a small-scale industry employs ten persons and cottage industry 50 persons. Therefore, in a poor country like India, the growth of small-scale and cottage industries is the only panacea for unemployment. But very little is being done to encourage small-scale and cottage industries.

Of course, Government have arranged for loans being given at subsidised rates of interest but, owing to red-tapism and endless formalities in Government departments and corruption among Government employees, in most of the cases it becomes impossible to get advantage of those loans.

Moreover, only by advancing loans these industries cannot flourish. If the industries get a loan, they have to repay the loan. If the Government wants to encourage these industries, it should do so by giving them certain remissions in respect of income-tax and sales tax and in some cases some subsidy as is done in the case of export promotion. These small-scale and cottage industries have to face great competition from the large-scale industries, the cost of production being very low in the case of large-scale and heavy industries.

Then, I would like to mention about the restriction on industrial licences which the Government has imposed. I would request the Government to issue such licences very liberally to small-scale industries.

There is legislation to protect the labourers but unfortunately in some

cases these being defective give scope to employers for evading them. The minimum wage payable to a worker has been fixed in most of the States, but it has not been actually implemented.

The housing conditions of labourers in Bhilai, Durgapur, Rourkela and Jamshedpur are still very unsatisfactory.

I would also like to mention that while the policy of the Government is to give chance to local people in the public sector is laudable, unfortunately this is not being done. In this connection I will cite the case of the Heavy Engineering Corporation at Ranchi where I can say that the local people are not given enough scope which they should have been given according to Government's policy.

The menial workers are deprived of their legitimate salary in most of the Government undertakings. The private undertakings are also doing the same thing. For example, I may mention the case of a large number of gangmen employed by the Railways. These gangmen are employed by the Railways for the maintenance of the permanent railway track. To deprive them of their claim for getting the scale allowed by the Central Pay Commission the Railways have devised a very ingenious method. They have termed these people as casual labourers. On the completion of three months they are discharged and again employed after a day or two. I may mention that this is the state of affairs in most of the public undertakings. If the Government sets such an example of cheating the poor and ignorant labourers by devising methods to evade its own Act, one can well imagine what the private undertakings will do.

The ruling party advocates or rather promises to establish a socialistic pattern of society. I should say that this is simply hypocrisy and a great bluff. While the high-ranking officers are given all sorts of facilities, inasmuch

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as that the General Managers of the Railways are allowed to travel in a special train, we find that the poor and ignorant workers are being deprived even of their legitimate claims.

We have been following the policy that political parties ought not to organise separate labour unions or try to dominate them. I should say that political parties mostly do not serve the interests of the labourers; rather, they serve their own interests by exploiting them. We should help the workers organise themselves and achieve their protection and rights. We should certainly help them in a non-partisan manner.

**Shri V. B. Gandhi** (Bombay Central South): Mr. Deputy-Speaker, Sir, we have here before us this report of the Ministry of Labour and Employment. I will begin by saying that I rather liked the report because of its objectivity. It is not very often that we have reports which are characterised by such moderation and objectivity of statement.

The Labour Ministry, I think, is a difficult ministry for the reason that the material it has to deal with is human material and the problems it has to deal with are vital and are of millions of men. There are ministries which deal with trade and commerce, with money and finance and with building and construction. I do not want to suggest that these other ministries do not deal with men or that they function in a vacuum, independent of the human element. All I am trying to do is to emphasise the difference between the problems of the Labour Ministry and of the other ministries. This human material with which the Labour Ministry has constantly to deal with belongs to all classes and all categories of people ranging from the capitalists right down to the poor man who has nothing but two bare hands to work with and earn his living.

During the year under review, by far the most important development that has taken place is the adoption of the Industrial Truce Resolution of the 3rd November, 1962. Obviously, it will be seen that I am looking at it from the present national emergency point of view. The resolution on industrial peace deserves to be more fully understood. I am quite sure that in course of time the resolution and all that it implies is going to determine or is destined to determine the future shape of development in this country. It is certainly not a casual step but it is a step agreed to by both the sides with a full sense of responsibility. I shall briefly try to look at a few of the salient features of this resolution or agreement.

14 hrs.

In the course of this resolution, we find it is stated "no effort shall be spared to achieve maximum production and managements and workmen will strive in collaboration in all possible ways, to promote the defence effort of the country and reaffirms their pledge of unstinted loyalty and devotion". Further, it is affirmed that "there shall be no interruption in or slowing down of production of goods and services". A very important principle that is stated here in this resolution to which I would like to draw pointed attention of this House is where it says:

"In respect of their economic interests both workers and employers will exercise voluntary restraint (voluntary restraint are the words that I would like to emphasise) and accept the utmost sacrifice....."

Further on the resolution says among other things that there should be no idle capacity or waste anywhere and there should be maximum production. Then of course, it is stated that the aim will be to maximise

production and extra shifts and extra hours and work on Sundays will be accepted cheerfully. Lastly, I would draw attention to the last para in which after emphasizing the great need for savings in the present contingency, the resolution goes on to lay down:

"Workers may be persuaded to contribute to National Defence Fund and/or invest in Defence Bonds every month an amount equivalent to at least one day's earnings. Managements also agree to contribute liberally towards National Defence Fund.."

Here incidentally, may I say that I agree with my friend Shri A. P. Sharma that it has come to the notice of some of us that the way collections are being handled leaves much to be desired? At this stage, I won't say any more. It should be realised that this industrial truce is no casual step. It is not an ordinary statement of pious wishes. It is an agreement between two of the most responsible organisations in our country. It commits both sides to a policy, labour and capital both, to a course of action which is bound to affect favourably the future course of our development. The particularly important statement contained in this resolution is that in the economic interests, voluntary restraint will be accepted. It is a nation-wide spontaneous response to the Chinese challenge. No sector of the country has stood apart and we can see that with a great wave of enthusiasm this resolution has been accepted.

The Communists in this country claim that they have a following and they claim that their following consists of men who accept their ideology. That myth of their followers continuing to be their followers because of their accepting their ideology has been exposed if it was not exposed before. It is true that some leaders of the Communist party have given up pro-Chinese leanings and attitudes and have publicly denounced Chinese

aggression. That certainly is an act of extreme good sense.

**Shri P. Kunhan** (Palghat): Have you any evidence about this?

**Some Hon. Members:** Plenty.

**Shri V. B. Gandhi:** In my constituency which is predominantly an industrial constituency, a constituency in which 80 per cent of the textile mills of Bombay are situated, we have enough experience of these things. To a man, I know from experience, every industrial worker in this country today is upholding this Industrial truce resolution.

Reading this report of the Ministry, I was attracted to Chapter VII which deals with Education and training. In this Chapter, it came to me as an agreeable surprise to find the amount of valuable work, work of a very scientific value which is being done under the Chief Adviser of Factories. I am quite sure that this is work that needs promotion and proper support because it is of a fundamental basic character, something that is going to improve our productivity and our efficiency.

**Shri K. N. Pande** (Hata): Mr. Deputy-Speaker, before proceeding further, I want to express with confidence and with hope that, so long as Shri Nanda is there in charge of this Ministry, the interest of workers will remain safeguarded. Simply I want to bring something to his notice in order to find out a solution for the same. There is no doubt about it that as soon as the Chinese attacked our borders, there was a great enthusiasm among the workers to do everything, to sacrifice everything to defend the country. Sensing the mind of the workers, at the proper time, I must congratulate Shri Nanda that he has gained the confidence of all the parties, and as a result of that confidence, the resolution was passed. There is no doubt that the resolution has wholeheartedly been adopted by the workers. The em-

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ployers also have implemented the true resolution in a larger sense. But I can bring to the notice of the hon. Minister that there are employers who have taken undue advantage of emergency situation, especially in one industry which is the largest in India, namely the textile industry. One part of this resolution says that the service conditions of the workers will not be changed. But I think that several hundreds of looms have been closed down and the workers employed on weaving have been thrown out of employment. I think that this matter has come to the notice of Shri Nanda and he must find a solution for this, because, after all, this is not the time when we can afford to add to the strength of the unemployed people in this country. We have already got a great surplus of them. I may suggest, for instance, if he wants to find out a way, he must issue an order to the effect that retrenchment and discharge should be stopped as far as possible at least during this emergency time.

The other point which I want to bring to his notice is about the recommendations of the wage boards like the textiles and the sugar wage boards. Although most of the factories have implemented the recommendations, there are still factories which have not implemented the recommendations of the wage boards. Out of 410 units in the textile industry, 396 have implemented, and out of these 396, 27 have implemented only partly. Similarly, in the sugar industry, out of 173, 166 have implemented, and about 15 of them only partly. I know that in UP there is a factory which has not implemented the recommendations of the wage board for the sugar industry at all. This was brought by me to the notice of the State Government, but nothing has been done so far. It pains me that even though an appeal was made at the level of the Centre and in UP also an order was issued under the Industrial Dispute Act,

still the thing remains unimplemented. If this is the situation, then I do not know what else can be done.

When, there is the truce resolution where we have committed ourselves that we shall not go on strike. We cannot afford to lose our production. But this is what is happening from the side of employees. I do not know what will happen in the future.

In regard to the sugar industry, I want to bring to the notice of the hon. Minister that while we are badly in need of more sugar in the country, the sugar season in most of the States in North India has been shortened simply because of the policy of fixation cane-prices adopted by the Food and Agriculture Ministry. For example I may point out that while in 1960-61 in UP, 149.73 lakhs tons of cane was crushed, during 1962-63 only 90.74 lakhs tons have been crushed.

**An Hon. Member:** But there is no shortage of sugar in the country.

**Shri K. N. Pande:** How can my hon. friend say that? That may be his statement now. But a time may come when he will find that there is shortage of white sugar and there will be no doubt about it.

The reason for my mentioning these figures is this. Where the season used to be for four to five months, the people had to go back to their homes on the close of the factory after working there for two or three months. The employment figure has gone down and these people have lost almost half the wages which they could have earned during this season. This matter requires consideration, because apart from being the Labour Minister, Shri Nanda happens to be the Planning Minister also. He has to see what is wrong with the policy of fixation of cane prices which

affects the production of sugar in the sugar factories. If this policy continues still further I do not know what will happen during the next season. I hope the hon. Minister will consider this matter.

In regard to the true resolution fortunately, I was present on the 3rd of November, 1962, when that resolution was passed, and I know how it was passed. I think that there was a party there with which no other party was willing to sit and that condition still persists.

**An Hon. Member:** Which is that party?

**Shri K. N. Pande:** But after this resolution was passed, a situation has arisen in the country when the whole question of industrial relations is required to be reviewed. My suggestion to the Labour Minister is that if he finds it difficult to convene a tripartite conference again, he should consult the parties individually in order to find out the real position prevailing at the moment and also a solution to the same.

**An Hon. Member:** Which was that party?

**Shri K. N. Pande:** Why does my hon. friend insist? It was the Communist Party.

In the true resolution it was decided that the cases of dismissal, discharge and retrenchment would be referred to arbitration. But I want to know how far this portion has been implemented. I would give an example to show that the employers were not agreeable to accept arbitration. My suggestion in this regard is that taking the example of UP which was being followed previously if there is no agreement in a case is referred to the conciliation board, then the same conciliation board may be authorised to arbitrate on the issue. If an order is issued under the Defence of India Rules that in case the parties fail to come to any settle-

ment or fail to appoint an agreed arbitrator, then the conciliation officer or the assistant labour commissioner should be empowered to arbitrate on the issue then that will ease the situation.

About the minimum wage I want to say this. In the Central sphere also, there are some works like the construction and building works—where a minimum wage was fixed for the workers ten years before. But really it pained me to know that in spite of Shri Nanda being in charge of the labour portfolio, the wages of these construction workers have not been revised so far. It is now time that their wages are revised, and I demand that there should be a revision of the minimum wage for the those workers. This is about the Central sphere.

Then, there is also the case of the workers working in mines other than coal mines etc. I am very much thankful to Shri Nanda that recently, the Government have decided to appoint two more wage boards, one for the iron ore and the other for dolomite and lime-stone. I think that after the appointment of these boards the minimum wages of the workers will be fixed properly.

Another point which I want to bring to the notice of the hon. Minister is about the contract system. I am happy to know that on the basis of a bipartite agreement, in the coal mines it has been agreed that this contract system will go. But it is continuing elsewhere in other industries too. Why are the employers insisting on the contract system? It is because the workers are forced to accept less wages, because if they insist on more wages, their services would be dispensed with and they would be discharged. So, the poor people have to accept smaller wages and have to work for the full time.

Therefore, I want to suggest that let the Labour Ministry consider this matter and see that the contract system is abolished.

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About working journalists, I would make this appeal to Shri Nanda. Once a wage board was appointed for the working journalists. But that failed due to so many reasons and the big employers also did not want to implement those recommendations. It was turned into a Wage Committee. There was again a demand from journalists that there should be a Wage Board. The new taxation and compulsory saving will I think hit these people very hard in case their wages are cut. My suggestion is this. In case you are finding it difficult to appoint another Wage Board, let something be given to them so that the new imposts may not hit them so hard. I hope the Labour Ministry will give consideration to this.

**Shri Priya Gupta:** Sir, I have already moved my cut motions on the Demands for Grants of this Ministry.

First of all, I would like to express the feelings of my friends. These were very touching to me. When I was talking to them, they were just telling me what the Ministry of Labour and Employment and Planning was doing. They remarked that the Ministry of Labour was for belabouring the Ministry of Employment was for unemployment and the Ministry of Planning was for a planned cumulative fall in the national income! By 'belabouring' I do not mean physical belabouring but belabouring economically, and by snatching away the fundamental rights of workers either by relaxation of the Labour Acts or by amendment of the Industrial Disputes Act or by other things.

I would refer to another thing which I did not expect. In the Book of Demands for Grants on page 3, we find provision made for a top-heavy administration. Pay of officers accounts for Rs. 9,22,900 and for Establishment (Classes III & IV) Rs. 8,54,400. The number of additional officers is 48. In all other Ministries, barring a very few sections, nowhere is the expenditure of

officers so much more than that on the Class III and IV establishment. I do not know what is the reason for this in the case of this Ministry.

As I said in my speech last year, the Labour Ministry is the protector of the rights and privileges of the workers. It should exercise this obligation in respect of the fixation of wages and other service conditions of work of labour. But it is a sad thing to say that the difference between the minimum and maximum wage is so much. The demand of workers for wage boards in all industries has not yet been conceded. In respect of housing of labour, the subsidised industrial housing scheme, the progress is very poor, as will be evident from the State-wise figures right from 1957 to 1958, 1959, 1960 and 1961. It should be made compulsory for all private and public industries to provide houses for their workmen. The subsidised industrial housing scheme has not fulfilled the expectations entertained about it. Many of the State Governments which were offered assistance could not utilise it.

Then I would refer to the answer given to starred question No. 227 dated 4th March, 1963 put by Shri Kamath regarding relaxation of statutes governing working mines and factories. A statement was laid on the Table showing relaxation etc. There are many points which need comment, but I would refer to one thing. The Labour Minister was kind enough to say there that the labour unions were consulted. I do not know whether the labour union of that particular industry was consulted or the labour representatives as a whole were called in.

Secondly, there was power given to State Governments to relax provisions of labour laws, on the top of the relaxations here. Now the talk is—emergency, emergency, emergency. In the name of emergency, everything is being done, or shielded. If a typhoid or cholera patient requires

a certain costly dose of medicine, do you curtail it because there is an emergency? These labour laws were not a set of luxurious demands for protection. They were made at the instance of even a conservative organisation like ILO in which our Government, employers and employees are represented. They were made so that labour could serve their countries and contribute to its advancement, taking into account their vital interests. If you look at the statutes and constitutions of countries, west and east, they have made a fundamental provision that labourers must be protected. They are the first wheel to serve of society for industrialisation and advancement of a country's economic betterment. Therefore, I would request the Minister to revise the reply in respect of starred question No. 227 asked by Shri Kamath.

Regarding violations, as General Secretary of a particular Railway Union and Vice-President of the NE Railway Mazdoor Union, and Assistant General Secretary of the All India Railwaymen's Federation, I have contacted the Chief Labour Commissioner and Regional Labour Commissioner. Either they do not reply or if they do, it is just a nice reply without giving anything. I may mention any instance here. When our revered Minister, Shri Nanda, visited Gorakhpur—I do not know whether he did so as Labour Minister or in any other capacity—our Union there, the NE Railway Mazdoor Union sought an interview with him. They were kept waiting. Unfortunately, they could not get a hearing. Just when he was starting in his car, Shri Nanda was kind enough to take from them the copy of the memorandum. They had come to discuss PNM and other matters with him and clarify certain things in respect of the Memorandum I do not know but I believe he must have been very busy. But I am sure he will give deep consideration to the memorandum submitted by them.

The railways are the biggest government employers. But there also

Labour Laws and rules are being violated. I understand that if overtime payment is not made in time, it constitutes a violation of the provisions of the Payment of Wages Act. I understand Government and the Ministry of Labour are giving active consideration to issue a notification whereby non-payment of overtime wages will be taken out of the purview of the Payment of Wages Act. This should not be done.

Relaxations and amendments should not be made because particular officers are not following the rules; amendments if made, should be made only to see that they result in betterment of the conditions of work of workers, for whom originally the law was enacted. That is my request.

In respect of the recognition of the unions, I have got to submit to the Labour Minister that two of the major steel plant unions, the Bhilai Kamgar Sangh and the Rourkela Mazdoor Sabha, have been requesting time and again for recognition. I can make a mention here that the Rourkela Mazdoor Sabha comprises the biggest number of employees of that establishment as members of their organisation. Recently the Bhilai Steel Kamgar Sangh, in a "khulla chitthi", open letter, to the Prime Minister, have submitted something like a charter of demands; and I would request the Labour Minister to kindly go into that also.

Regarding industrial truce, one of my ablest comrade in trade union, Mr. Gandhi, who was member of the Central Pay Commission and many other organisations, and a member of this House has narrated many things. I have nothing further to add to what he has said. But I repeat that the General Secretary of the Hind Mazdoor Sabha, Mr. Bagaram Tulpule—Sir, I take the privilege of saying so because I have got his permission to refer to it—had a telephonic talk with Mr. Nanda in respect of the breach of the industrial truce provisions by the employers, and the normal machinery for the resolution

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of the grievances which has been kept inoperative. I would request the Labour Minister to look into it.

Then I would like to say that industrial courts should be set up for disposal of internal dispute of members our internal references of union which are now referred to the ordinary courts.

Regarding dearness allowance, what shall I say. It has become a *mantra* to this India Government. In no other country does the word dearness allowance continue for a series of years together. That means the failure of the Government to hold the price line or to improve the economic conditions.

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

**Shri Priya Gupta:** Is all the time over, or can I take two or three more minutes? I am the only spokesman of my party and I hope I will get some more time.

**Mr. Deputy-Speaker:** He can take two more minutes.

**Shri Priya Gupta:** I would request the Labour Ministry also to prescribe the age of superannuation for the working journalists as required by the Working Journalists (Conditions of Service) Act, 1955.

Secondly, the PTI organisation should be converted into a public corporation as suggested by the Press Commission. The hold of the monopoly press on the national news agency is having a very bad effect on the day-to-day functioning of the working journalists. Both the Federation of PTI Employees Unions and the Indian Federation of Working Journalists have been demanding this for several years, but the authorities both in the Government and the PTI seem to have turned a deaf ear to it.

Thirdly, the demand of the PTI employees is also that at least two,

or a few more, of the directors should be from their rank and file.

It is regrettable that the Salim Merchant award has not been implemented at all as yet. The employees have been requesting the management to sit with them and to come to an agreement on certain issues as suggested by the tribunal, but the management refuse to do so.

The wage board for newspaper employees should be set up. It is high time. And on this point I would like to say that for the permanent solution of the day-to-day grievances that committee should be set up immediately.

It is reported that in the PTI there is nepotism, favouritism and parochialism and such other things in respect of promotions and transfers of the staff concerned.

I would request the Labour Ministry to take note also of this. In regard to article 311(2) that is proposed to be amended by the Government of India, the Hind Mazdoor Sabha has demanded and urged on the Government—and all the workers organisations in the private and public sectors, including the Railwaymen's Federations of both the organisations, and all the Central Labour organisations, have demanded this—the HMS in its resolution has urged upon the Government to consider its proposals and withdraw the amendments, and, in the alternative, it calls upon Parliament to reject them and thus stand as the guardian of the civil and service rights of the employees of the Government of India. The proposals of the Government constitute a breach of the fundamental rights of the Central Government employees and will place the employees at the mercy of the officers since there will be no liability to establish an accord between the enquiry and the finding.

**Dr. Melkote:** Mr. Deputy-Speaker, Sir, it is five or six months after the

Chinese aggression on our frontiers that we are meeting here today to voice what the response has been by the working classes in India. May I say that the nation as a whole faced a very serious crisis, and in this crisis the working class as a whole supported the Government wholeheartedly? And since six months have now elapsed, may I say that the workers have written history during this period? It is an epoch-making event when they took a decision, about six months back, to support the nation in its travail, not to make any demand whatsoever on the management whether it be the private or the public sector undertakings to work more number of hours, to produce more, to work every minute of their lives, every hour and day, to work even on Sundays, to donate in money, in work, in blood, and to support the nation in every aspect of its life. So, today, if the jawan in the front is writing history in blood, behind the line of the jawans the worker has been doing his duty in sweat and labour. And all credit to them, because for every jawan there should be at least twenty workers in the industry to work and to produce.

The production has gone up everywhere and in every field of activity, from a 150 to 200 per cent, or even more, and they have been working round the clock. I find that the management say that the failure has not been of the human element but it is the machine which failed and which needed rest and repose. What a magnificent response the worker has given, particularly the industrial working class!

If all this has happened and we pay a tribute to the working class, may I say that all this has been in a great measure due to the solid efforts of the Government during these fifteen years. And all tribute to our Labour Minister who has led the working class in the right direction. Fortunately for me, Sir, he is not here when I am voicing my feelings here today.

**An. Hon. Member:** Otherwise you would not?

**Dr. Melkote:** Because it would not be correct for me to speak in his presence, eulogising him in this manner.

**An. Hon. Member:** You mean it would be delicate.

**Dr. Melkote:** He has been our guru and he has led us correctly throughout. It is we who have been criticising him all these years, saying that he is partial to the other section that has been letting down the Government and the country throughout treacherously. And it is that party again which is saying today that the Government is not behaving with them correctly. What a thing to happen that those people who year after year had been saying that there was not a better Minister than Nandaji should today say that he is acting in the wrong manner! It is we who have opposed him and who have been saying that those were the treacherous people, and hence not to be prey to these praises. And things are getting exposed. We know exactly, the nation knows where we stand. Today it is proper time that we should demand that the relative strength of the different unions and federations and the National organisations should be ascertained. But this is not the time when we should demand such a thing. Hence week quiet. And we keep quiet because we have to produce more. We keep silent because this is a national emergency when we have to put in every ounce of our energy, and it is an emergency where we have to support the Government solidly.

I pay a tribute therefore to the Minister for all that he has done. And while saying this I pay a tribute to the Labour Ministry also. Every one of them has been doing solid work and backing up the Minister, whether it is in the shape of bringing forth these reports of the wage boards or the bonus commissions, or the setting up

[Dr. Melkote]

of a board which has been demanded by the working journalists, and in all other respects, including the welfare activities, workers' education and so many other things. The working class has been built up by every one of these activities, and may I say that it is not merely by people at the top? The onus or the responsibility lay at the lowest level in the factory where the conciliation officers and the labour inspectors had to work with the sweat of their brow, who took up the responsibility. I understand that cases of their promotions and other things are held up, their welfare activities, their scales of pay, etc. need to be attended to. We are in this House demanding that those people who are working in the factories and also those behind the Government should be looked after and we should pay attention to them so that they may get their difficulties removed, especially on this occasion. It is not merely for the labour that we demand these things. We demand this kind of encouragement to every Government servant working in the offices also.

May I bring to the attention of the House that we entered into a truce resolution and that resolution has been very carefully examined on the 23rd February, 1963 by my national organisation, the Indian National Trade Union Congress, of which I happen to be a responsible member. It expressed the view that there was need to ensure full implementation of truce resolution by the employers—a very moderate wording. Though we could have condemned several things, we are supporting the Government in every aspect. The employers have failed us and when they have failed us, we feel that the Government too has failed. That is so in both the private and public sectors. This truce has got to be re-examined and it should be seen that no lock-out takes place. Lock-outs have taken place. A few workers have been dismissed. We came to an understanding that no

such dismissal should take place that there should be no wage-cut and so on. Several such things had happened, when labour has shed all its energy. A bad psychological atmosphere should not be created now. Government has got to ensure this and more than this in order that litigation may be minimised and the work may progress smoothly and production may go up. For all these reasons, we have asked for voluntary arbitration in the public and private sectors. In some cases, it is there and the Government should enforce the principle of voluntary arbitration both in the public and the private sectors.

As I said earlier, Sir, labour has written history in this short period of six months. We are too near the period to really appreciate what labour has done and I am sure historians will give a good record of this magnificent job. While saying so, I want to stress some fundamental points. A number of the Central Government factories, to mention only one, the Praga Tool factory at Hyderabad, has retrenched workers. There are several such cases. Government should look into the matter and rectify these things. This atmosphere should change. Defence workers told me at Calcutta that the Employees State Insurance Scheme has not been implemented in their factories. Ordinary patients in the defence ordnance factories suffering from T.B. are given leave for eighteen months but no pay is given to them. The scheme is not enforced in ordnance factories. It is being extended everywhere. In view of the importance of a worker in the ordnance factories, if this is not enforced it has got to be enforced immediately.

**Shri Kashi Ram Gupta (Alwar):** There is no quorum.

**Mr. Deputy-Speaker:** Let the Bell be rung—now there is quorum.

**Dr. Melkote:** I was speaking of the various lapses that were taking place.

**Mr. Deputy-Speaker:** Your time is up; you have already taken nine minutes.

**Dr. Melkote:** I thought I had taken only seven minutes and I have been looking at the clock. Anyway, there is one particular aspect of the question. Due to increased production, the price line had been held. People have been complaining about it. If the price line had been held, it is due to increased production by the workers themselves. Therefore, the workers have helped the country and the Government in no small a measure. They have been demanding an increase in the rate of contribution of the Provident Fund from 6½ to 8-1½ per cent. Today while they are contributing so much by all their activities in various fields and are producing more and are also not demanding overtime wages for working extra time, while all these things help the Government and the people, I feel Government and the managements should contribute an equal sum to their provident fund. Government should also come forward to create a proper climate to enthuse them. I hope Government will look into these things.

A word about the workers' education. This has had a splendid result on the psychology of the workers themselves. Today, thousands of these workers, about 50,000 workers and more than 3,000 teachers had been trained. The result has been that the workers understand better the legal aspect of the question. So far, outsiders used to give a lead and tell them how to fight out their cases, about the criminal procedure code and other things. Today the workers have become responsible and are prepared to shoulder more and more responsibilities and to participate in the management and to strike a better bargain. In all such matters the workers' education has had a splendid effect and I hope more money will be allotted. It started in 1957 and about Rs. 3 lakhs were spent. Last year, possibly Rs. 16 or 17 lakhs might have

been spent. More money ought to be allotted as thousands of workers are yet to be trained to the benefit of the workers and the industry.

Lastly, one word about the technical personnel that is needed for the country and trained by the labour department. In respect of many industries it is said that at the floor level we do not get the proper type of men. Many more have got to be trained. This will give them work while production will increase benefiting the nation.

In the end, may I say that I congratulate the Ministry for the splendid report they have given. They could have written volumes about these things. But for lack of paper and other economic measures on account of the emergency, it has not been done. I know that we can speak hours and hours on this subject and the Ministry could have produced a still better report. In the end, I congratulate the Ministry and the Minister and support the demand for grant.

**श्री कछवाय (देवास)** उपाध्यक्ष

महोदय, मैं श्रम और रोजगार तथा योजना मंत्री का ध्यान आप के द्वारा दो चार बातों की तरफ दिलाऊंगा।

भारत में सभी लोगों के लिए वेतन बोर्ड बनना चाहिये और वह सब पर लागू होना चाहिये चाहे, वह छोटा उद्योग हो या बड़ा उद्योग हो। प्रायः ऐसा देखा गया है कि अधिकांश उद्योग इस सिफारिश से वंचित हैं। पता नहीं वहाँ के मजदूरों को इस का लाभ क्यों नहीं मिलता है। हमारे केन्द्र में योजनायें तो अनेक बनती हैं परन्तु जिस गति से और जिस प्रकार से उन्हें सेक्टर पर लागू होना चाहिये, उस प्रकार से वह हो नहीं पाती। इस वेतन बोर्ड का लाभ देश में सभी प्रकार के मजदूरों को मिलना चाहिये चाहे वह दवाओं की दुकान पर काम

### [श्री कछवाय]

करते हों, चाहे हलवाई की दुकान पर काम करने वाले हों, चाहे होटलों में काम करने वाले हों या चाहे कपड़े की दुकान पर काम करने वाले हों। जो अनेकों प्रकार के छोटे उद्योग हैं उन पर और दुकानों पर भी यह लागू होना चाहिये।

**एक माननीय सदस्य :** खेती में काम करने वालों के बारे में भी कहिए।

**श्री कछवाय :** वह भी आएगा। इस में हमें कभी भी लापरवाही नहीं करनी चाहिए। यह वर्ग ऐसा है जिस के कंधे पर भारत का बड़ा भारी भार है और शासन की ओर से एक कानून है कि जहां पर बीस व्यक्ति काम करते हैं, वहां प्रावीडेंट फंड कटना चाहिये। परन्तु मेरे देखने में ऐसा आया है कि बीस तो क्या जिन कारखानों में पचास, सौ, दो सौ या चार सौ तक व्यक्ति काम करते हैं वहां यह बातें आज भी लागू नहीं हैं। उदाहरण के तौर पर शुगर मिल, आइल मिल, जिनिंग फेक्टरी ऐसे अनेकों कारखाने हैं जो सीजन में चलते हैं, उन पर यह बातें लागू नहीं होती हैं। मैं हमारे मंत्री महोदय का ध्यान इस ओर बड़ी नग्नता के साथ दिलाना चाहता हूं। क्या कारण है कि इन लोगों के साथ फेक्टरी मालिक इस प्रकार का अन्याय करते हैं।

पिछली बार हमारे श्रम तथा रोजगार मंत्री श्री जयसुख लाल हाथी से हमारे यहां के भारतीय मजदूर संघ का एक प्रतिनिधि मंडल मिला था और उन्होंने मुझसे वार्ड दिया था कि जिन फेक्टरियों में पांच आदमी काम करते हों वहां भी प्रावीडेंट फंड का नियम लागू होना चाहिये। उन्होंने ने इस प्रतिनिधि मंडल को आश्वासन दिया था कि हम आने वाली योजना में इस बात को लागू करेंगे। उस बात को साल भर से अधिक हो गया लेकिन वह आश्वासन, आश्वासन की जगह ही लटक रहा है।

आज दिल्ली में ही नहीं सारे भारत वर्ष में ऐसे अनेकों कारखाने हैं जहां पर मजदूर मजदूरी करता है और उस को स्थायी नहीं किया जाता, अस्थायी रहते रहते उसको दस दस साल, बारह बारह साल या आठ आठ साल हो जाते हैं लेकिन उस को स्थायी नहीं किया जाता। इस का क्या मतलब है। दिल्ली में जो बड़ी बड़ी कपड़ा मिलें हैं उन का उदाहरण मैं आप को देता हूं। उन में मजदूरों के साथ इस प्रकार का अन्याय होता है। मिल मालिक यह सोचता है कि अगर इस को परमानेंट कर दिया तो इस को प्रैच्युइटी का अधिकार हो जाएगा। इस लिए जब उन्हें काम करते करते तीन महीने समाप्त हो जाते हैं तो उनके काम का पास बदल दिया जाता है और उन को फिर से भरती किया जाता है। मैं माननीय मंत्री महोदय का ध्यान इस ओर बड़े जोर के साथ दिलाना चाहता हूं। आखिर उन्होंने ने क्या अपराध किया है कि उन के साथ यह अन्याय होता है। ऐसा नहीं होना चाहिए। यह सरकार डंके की चोट पर यह कहती है कि यह कल्याणकारी सरकार है। मैं इस कल्याणकारी सरकार का थोड़ा नमूना बताऊं। दिल्ली में जो ए क्लास की सहुलियतें दी गयी हैं वे किन लोगों को दी गई हैं? जो बाबू सरकारी दफ्तर में काम करता है, जो बाबू अच्छा पढ़ा लिखा है, जो बाबू अच्छे मकान में रहता है, उस को यह ए क्लास की सहुलियत दी गयी है। लेकिन गरीब मजदूरों को इस सुविधा से वंचित किया जाता है। क्या उन का यह दोष है कि उन्होंने गरीब परिवार में जन्म लिया है, क्या उनका यह अपराध है कि वे गन्दी बस्तियों में रहते हैं, क्या उनका यह गुनाह है कि वे मजदूर घरानों में पैदा हुए हैं कि उनको इन सुविधाओं से वंचित किया जाता है? मैं बड़ी नग्नता के साथ योजना मंत्री का ध्यान इस ओर

खींचना चाहता हूँ । उन्हें इस योजना में अगली बार यह तै करना चाहिए कि इन लोगों के साथ में जो इस प्रकार का अन्याय किया जाता है, यह बिल्कुल गलत है और नहीं होना चाहिए, और उनको भी ए क्लाम का लाभ मिलना चाहिए, उनको सस्ती दुकानों से सामान मिलना चाहिए । क्या इनके साथ अन्याय इस लिए किया जाता है कि यह दो दो आने में रिकशा चलाते हैं, क्या उनका यह दोष है कि वे गन्दी बस्तियों में रह कर अपनी नाक सड़ाते हैं, क्या यह उनका अपराध है जिस के कारण उनको इस लाभ से वंचित किया जाता है । यह गलत है । सवा नहीं होना चाहिये सरकार कहती है कि हम कल्याणकारी सरकार हैं । यह नमूना इस सरकार का है ।

मैं पिछली बार उन गन्दी बस्तियों में घूमा था । मैं योजना मन्त्री से नम्रता से प्रार्थना करता हूँ कि वे मेरे साथ चल कर देखें कि वहां लोगों को किन मुसीबतों का सामाना करना पड़ रहा है । उनके लिए न सड़क बनाने का इन्तिजाम है, न पानी का इन्तिजाम है, न ठीक से रहने का इन्तिजाम है और न उनको ठीक प्रकार से कमाई मिलती है ।

मैं योजना मन्त्री जी की एक बात की बड़ी तारीफ करता हूँ कि उन्होंने अपने परिश्रम से अनेक क्षेत्रों में मजदूर बस्तियों के अच्छे मकान बनवाए हैं । लेकिन उद्योग बढ़ रहे हैं और आबादी बढ़ रही है । जिस गति से ये दोनों चीजें बढ़ रही हैं उस गति से मजदूरों को ठीक प्रकार से मकान और रोजगार नहीं मिलता है ।

दूसरी बात मैं यह कहने जा रहा हूँ कि आज जो मजदूरों को उद्योग में शिक्षा दी जाती है, तो राजधानी में तो ऐसा है कि उस शिक्षा में सब वर्ग के मजदूरों को ले लिया जाता है । यह अच्छी बात है, क्योंकि दिल्ली राजधानी है । अगर राजधानी में ऐसा न हो तो सरकार

की बदनामी होगी सारे देश में । लेकिन देश के अन्य भागों में जहां इस प्रकार की शिक्षा दी जाती है वहां ऐसा नहीं होता । इस विषय में मैं माननीय मन्त्री जी का ध्यान मध्य प्रदेश की ओर खींचना चाहता हूँ । मध्य प्रदेश के अन्दर प्रायः यह देखा गया है कि जब शिक्षा सत्र चलता है तो उसमें उसी व्यक्ति को लिया जाता है जो इंटक का सदस्य होता है या कांग्रेस का सदस्य होता या इंटक द्वारा मान्यता प्राप्त यूनिवर्सिटी का नुमायन्दा होता है । उसी को यह लाभ मिलता है । यह जो पक्षपात होता है यह गलत है । ऐसा नहीं होना चाहिए । मैं मन्त्री जी से बड़ी नम्रता से प्रार्थना करता हूँ कि मध्य प्रदेश में जो पक्षपात शिक्षा के मामले में किया जाता है उसकी छानबीन करें और इस शिक्षा सत्र से सब मजदूरों को समान रूप से लाभ मिले ।

इसके अतिरिक्त एक अत्यन्त आवश्यक चीज है, आज हमारे देश पर संकट आया हुआ है । इसलिए मैं योजना मन्त्री जी से बड़ी नम्रता से प्रार्थना करूंगा कि जिस फ़ैक्टरी में सौ आदमी काम करते हों उस फ़ैक्टरी के मजदूरों को सैनिक शिक्षा दी जाए, उनको राइफल चलाना सिखाया जाए । समय आने पर ये मजदूर देश और रक्षा के बहुत बड़े काम आ सकेंगे । जिस कारखाने में ये काम करते हैं उसकी अच्छे ढंग से हिफाजत कर सकेंगे । मन्त्री महोदय को इस बारे में विचार करना चाहिए और इस योजना को तुरन्त सारे देश में लागू करना चाहिए । यह जो संकट हमारे ऊपर आया है इससे हम को अनुभव हुआ है कि ऐसे समय में ये मेहनतकश लोग ही हमारे काम आ सकते हैं । अगर यह योजना लागू कर दी जाएगी तो समय आने पर हमको बहुत से मजदूर सैनिक शिक्षा पाए हुए मिल जायेंगे जो देश को सैनिक सहायता दे सकेंगे और अपने कारखानों की रक्षा कर सकेंगे ।

इस समय मैं एक और बात कहता हूँ । एक और मजदूर को १२ आने मिलते हैं

आठ आने मिलते हैं या एक रुपया मिलता है और दूसरी ओर "हिन्दुस्तान" समाचार पत्र में एक समाचार आया है कि मध्य प्रदेश में आठ महीने में मन्त्रियों ने ५१ हजार का भत्ता लिया है।

**उपाध्यक्ष महोदय :** यह बात मध्य प्रदेश विधान सभा में बोली जा सकती है।

**श्री कछवाय :** जो मध्य प्रदेश के श्रम मन्त्री हैं उनकी ओर मैं आपका ध्यान दिलाना चाहता हूँ . . . जो मध्य प्रदेश के श्रम मन्त्री हैं, एक ओर तो मजदूर को १ रुपये और २ रुपये मजदूरी मिलती है . . . . .

15 hrs.

**Mr Deputy-Speaker:** Order, order. It has nothing to do with the Labour Ministry's demands.

**श्री कछवाय** अगर आप इसके लिए मना करते हैं तो मैं नहीं कहता हूँ लेकिन मेरा इतना अवश्य कहना है कि सरकार को इस सम्बन्ध में जागरूक रहना चाहिए, अपना उचित कण्ट्रोल रखना चाहिए ताकि मजदूरों के हितों का इस तरह उपेक्षा न हो।

अब इंटक के सम्बन्ध में मैं यह कहना चाहता हूँ कि वहाँ भी मजदूरों का मही मायनों में प्रतिनिधित्व नहीं हो रहा है। जो व्यक्ति इंटक के अध्यक्ष व मन्त्री बने हैं वे मजदूरों के प्रतिनिधि नहीं हैं। वह लोग तो लाख लाख रुपये की बिन्डिंग बना कर बैठे हुए हैं। योजना मन्त्री को इस बारे में खोज करनी चाहिए कि मध्य प्रदेश में इस तरह से जो मजदूरों के हितों को नजरअन्दाज किया जा रहा है और जो उनकी समस्याएँ हैं वे कैसे मन्तोषजनक तरीके से हल की जायें। आज उनके कारण मध्य प्रदेश के मजदूरों में भारी असन्तोष का भावना फैला हुआ है। इंटक के वे तथाकथित मजदूर प्रतिनिधि मिल मालिकों से मिल कर मजदूरों का माँगों पर आपसों

बातचीत करके समझौता कर लेते हैं और उनसे पैसा लेकर सीदेबाजी करते हैं और जिसके कि परिणामस्वरूप मजदूरों के हक को मारते हैं। मन्त्री महोदय को इन सब चीजों के बारे में ध्यान देना चाहिए और जल्दी खोजबीन करनी चाहिए।

**Shri Dinen Bhattacharya (Serampore):** Mr. Deputy-Speaker, Sir, the report which has been given to us by the Labour Ministry makes it appear that the situation in the industrial field is very rosy. But if any real and factual study is conducted in this sphere, it will be evident that the situation is fast deteriorating and if strong steps are not taken, whatever may be the desire of the Government or of all of us, the workers will take their own course of action. Before that, it is my humble suggestion that the hon. Labour Minister should personally look into the situation, so that the condition that is prevailing now may be improved.

Many instances of violation of industrial truce have been cited by other Members and by my friend, Mr. Elias and I do not want to go into the details. I will just reiterate one thing which has been mentioned by Mr. Elias. In West Bengal, there are certain factory owners like Birlas. Take, for example, the Hindustan Motors. Not to speak of the industrial truce resolution, they are not even implementing the awards of tribunals and even judgments of High Courts. In last October, there was a judgment of the Supreme Court which modified the judgment of the lower tribunal in respect of wages, dearness allowance, etc. of the workers. It was expected that the employers would implement it fully. But in spite of our repeated requests to the West Bengal Government and even to the Central Labour Ministry, nothing has been done and the workers have been deprived of their dearness allowance, increment in

wags, etc. There are so many cases, but I do not want to go into details.

In the last three or four years, so many wage boards have been set up. All over the country, the engineering workers are demanding a wage board for them. It is a very strategic industry and particularly in this emergent situation, when production is to be stepped up and the workers have to be enthused, I would request the hon. Minister to reconsider the matter. There are intricacies but they can be solved if proper attention is given. He will say that there are so many categories of workers in the engineering industry and it is difficult to set up a wage board. I may say that in West Bengal, sometime back for units employing 250 workers and more, one tribunal was set up and for those employing below 250 workers, another tribunal was set up. In this way, wage boards can be set up for the engineering workers for all States. This may be kindly looked into.

Regarding provident fund, the contribution of workers has been raised from 6½ per cent to 8-1½ per cent in four industries. That is a good gesture. But there is another difficulty faced by the workers. There is no system of payment of loan. If there is no provision for loan from the provident fund, the workers have to go to moneylenders and take loans at high rates of interest. So, I would request the Government to look into this matter, so that the workers may get loans from the provident fund account on easy terms.

Regarding unemployment, it is evident from the report that the figure is soaring up and the condition in West Bengal is more precarious. So, the Ministry must take some concrete steps so that the employment potentiality may increase.

There is another point to which I would draw the attention of the

Minister, about which there is a strong feeling in West Bengal. If you have a survey and take statistics in the industrial belt in West Bengal, you will find it. The people of West Bengal have a strong feeling that in many factories, the people of West Bengal are not given employment in spite of there being vacancies. That is a serious complaint. This was discussed many times in the West Bengal Assembly. When Mr. Sattar was the Labour Minister, he dealt with the matter and the people of West Bengal expected that the situation will improve. But up till now the condition has not taken a turn towards improvement. I will request the Minister to look into the situation.

**Shri Oza (Surendranagar):** Sir, whatever may be the objective situation, we are statutorily still under the period of emergency. We have been hearing in this House from all the trade union leaders that the working class has played its role properly during this emergency. The working class has helped in stepping up production. They have not raised any substantial disputes. Not only that; they have also contributed generously according to their means towards the National Defence Fund.

It has also been voiced on the floor of this House that the employers are not observing the terms of the industrial truce resolution in the true spirit. There is lot of substance in that contention. There is a lurking suspicion in the working class of this country that the employers are exploiting the situation for their own ends. To the working class, they turn round and say, "Look here, there is emergency; don't raise disputes. Step up production". To the Government, they turn round and say, "If you impose super-profits tax, industrial development will go down and we will not be able to achieve industrial progress, as we want to do." To the consumers they have always turned their back, because they are all sheltered industries and they are reaping

[Shri Oza]

high profits. I think this state of affairs, whether there is an emergency or no emergency, cannot be allowed to subsist any longer.

The resolution, to my mind, is a bit defective. In clause (v) of the Industrial Truce Resolution it has been stated:

"All complaints pertaining to dismissal, discharge, victimisation and retrenchment of individual workmen, not settled mutually should be settled through arbitration."

The word used is "should". Then, further, it says:

"For this purpose, the officers of the Conciliation Machinery may, if the parties agree, serve as arbitrators."

They will never agree to that. To my mind, entrusting the work of arbitration to the Conciliation Machinery, in principle, is not good and healthy, because then conciliation will not be possible at all. If Conciliation officers start behaving like arbitrators, I think conciliation will be difficult in times to come. But then, further on, the resolution says:

"Dismissals and discharges of workmen should however, be avoided as far as possible."

This is only a pious thinking. When the Government adopted this resolution that all complaints not mutually settled should be settled through arbitration, they should have also taken an agreement from the employers and employees of the various industrial centres with regard to the setting up of an arbitration machinery and settling the disputes then and there on the spot. Otherwise, I think, the situation will not endure long and we shall have to find out some other method for solving the disputes.

It is said that the real wages of workmen have not gone up. There is a feeling in this country that as compared to the agricultural labour the industrial labour is getting a more fair deal. Because of their strategic position and because they can exercise some pressure and influence, they have got better wages, better dearness allowance and all these things. But we cannot say that that is the whole truth. If we look at the figures we find that the real wages of the labourers have not been commensurate with the rise in the cost of living index and also the rise in production. After we have adopted this plan, we find that the real wages of the labourers have gone from 100 to 111—there is a rise of 11 points. The cost of living index has gone up from 100 to 120, while the production has gone up from, say, 100 to 178. So the wages have not been commensurate with the rise in production. And, there is some substance when they say that the real wages have not gone up. But we cannot lay the blame only at the doors of the Government. I am afraid the trade unionists are also partially responsible.

If we look at the family budget enquiry of the working class held some 15 or 20 years back, we find that in the centres where the trade union activities are very strong and the labour are in a better bargaining capacity, the wages are higher than what they are at the centres where the working class is, speaking from the trade union point of view, weak. For example, in the results of the working class family budget enquiry held in Ahmedabad, the average monthly income per family of the working class was found to be Rs. 134.35 while the average monthly expenditure per family at that time was Rs. 95. In Bombay the average monthly income per family was Rs. 97.14 while the average monthly expenditure per family was Rs. 86. In Calcutta it was Rs. 70.36 of average income per family per month whereas

the expenditure was Rs. 71.56. So there was a deficit of about Rs. 1.20 in Calcutta. Therefore, as compared to Ahmedabad and Bombay the trade union movement in Calcutta is not strong enough to take care of the workers, with the result that, as compared to other centres, where they are able to organise themselves more and more they have been able to achieve more and more results for the working class.

The plight of the agricultural labour is extremely bad. If we see the figures given by the Labour Bureau we find that unless we do something a time will come when it will not be possible for us to meet the situation at all. A survey was carried out with regard to the income and expenditure of agricultural labour families. We find that in the central zone the income was Rs. 358 per year while the expenditure was Rs. 589. How is it possible for these people to make their two ends meet. Sir, I would not take much time of the House by giving all the relevant figures, but, by and large, we find that the agricultural labour are the worst sufferers in this country so far as wages are concerned. Unless the State Governments and the Central Government put their heads together and find out some solution to ameliorate the conditions of agricultural labour, I am afraid in times to come a situation will develop in which it will not be possible for us to control it.

**Shri Deorao S. Patil (Yeotmal):** Thank you very much for pleading the cause of agricultural labour.

**Shri Oza:** Then, Sir, we know that in the matter of social security we must make as rapid a progress as possible. Unless the labourers have a sense of security, that when they are in trouble the State will take care of them, when they are sick they will be properly looked after and when they are old they will get something by way of pension, I do not think they will put their heart in stepping up production which we badly need.

In this connection, Sir, we have taken a step. We have established the Employees' State Insurance Corporation. It is only a minor step, I would say, that we have taken. We have still to go ahead. Therefore, I wish all god-speed to the activities of the Employees' State Insurance Corporation. Of course, it is doing very good work. But I have got one grouse. We know that medical administration is taken care of by the States and because of this dual responsibility so far as medical side is concerned this Corporation has not been able to achieve any results. We have launched upon a project in the Delhi Administration where the Corporation itself has taken up the work of giving medical relief to the employees. In this report there is only a precursory reference to this. I wish the Ministry could give us more details about how this project is working, because if it is working successfully. I am sure that the Director-General, enthusiastic as he is, will see that it meets with success—we can extend this experiment to other centres also.

I want to say a word about the Payment of Wages Act. We know that in every case the employee has to go to a court of law. It is impossible, particularly in the present circumstances, for an employee to go to a court of law and seek redress. Why does not Government launch prosecutions immediately? If we find that wages due under a particular standing order or under the contract between the employer and employees are not paid—according to the Act they must be paid within a week from the period they became due—immediately prosecutions should be launched. We have adopted this Industrial Truce Resolution. If even after that the employees are to be driven from pillar to post for whatever they have legitimately earned, I think it would be very sad particularly during the emergency. Therefore, Government should issue instructions to all States to see that once there is a breach of the Payment of Wages Act imme-

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diately prosecutions should be launched. That is the only way by which we can see that wages are paid in full.

About fixation of pay of labour inspectors, I am told by those who are active on the labour field that those inspectors are not paid what they should be paid. Even if an inspector of the Centre in the Labour Department has been in service for 9 to 10 years, he gets the same emoluments as an inspector who has been recently appointed. That would cause a lot of heart-burning. The Labour Department should look into the cases of such senior officers and find out whether they could be given proper emoluments.

**Shri A. N. Vidyalkar** (Hoshiarpur): Mr. Deputy-Speaker, Sir, within the short time allotted, it may be difficult for me to say all that I want to say, but I shall try to confine my remarks within the time allotted. First of all, the work and performance of the Labour Ministry ought not to be judged from stray instances, but it should be judged, firstly, in the light of the general policy that has been enunciated in our successive plans and which has been accepted by this House. Secondly, we have to look at it from a broader point of view of the technique, the wonderful technique, that has been employed by our present Labour Minister. The House knows that labour problem is an intricate problem of human relationships, beset with many difficulties. So, the House should congratulate the Labour Minister, Shri Nanda, for evolving a method and a technique with which he tries to solve the problem. What is that method? Instead of owning the responsibility himself on behalf of the Government for solving these problems, he brings together all the parties directly concerned and tries to persuade them to own the responsibility collectively, that is to say, a collective approach. That is

his method, and I think that is the secret of his success. I think Shri Nanda has splendidly succeeded in this matter. This was the policy originally enunciated by the INTUC, of course, under the able leadership of Shri Nanda, and this policy has, by and large, succeeded, and that is the reason why there is comparative peace in the industrial field. It goes to the credit of Shri Nanda, that he achieved this without provoking much opposition. He first persuades the parties to agree to certain principles. Once the parties agree to certain principles, it becomes very easy to fix responsibility as to who departed from that policy. I want this to be highlighted, because this is the aspect which this House should keep constantly in mind.

Secondly, what is more admirable in Shri Nanda is that he keeps his finger on the pulse of the whole situation. From time to time, the Labour Ministry tries to assess how far implementation has taken place. After all, we have got a big country, and this is a huge problem, a difficult problem, which cannot be solved in a day; we ought to know that fully well. But, by and large, the Government have been able to solve this problem under the able guidance of Shri Nanda. The most important thing is that he enjoys the confidence of both the parties—employers and employees. So, in this light at least, it is very uncharitable and wrong to say that the Labour Ministry is following a discriminatory policy of showing partiality to INTUC.

Then, I want to point out that the needs of the agricultural workers are not being properly attended to. I want to draw the attention of the House to this problem. The report of the Second Agricultural Labour Inquiry Committee shows a visible deterioration in the condition of the agricultural labour, as compared with their condition revealed in the first report. I think this should be taken note of, and I feel that the Labour Ministry

should do something in the matter. Although the industrial labour is sufficient in number, the bulk of the labour is engaged in agriculture. So, unless we solve the problem of agricultural labour, its indirect impact on the general labour problem will be great and our labour problem will not be solved properly.

The Government are committed to appoint a second wage board for the working journalists. I hope Shri Nanda will give some indication as to when this board will be formed and how this board will be formed. I am saying this because the working journalists are perturbed, as some gossip or under-current is going on to stop the appointment of the wage board.

Then I want to refer to the condition of the PTI employees. I think Government should use their good offices to have a negotiating machinery for solving disputes between the employees and employers. Also, there should be representation for the workers on the management board of the PTI.

In the P. & T. Department, at present the chowkidars have to work for fourteen hours at a stretch, as that is their prescribed period of work. I think it is not proper. This should be taken note of and some remedial measures taken. I am also glad that the consumers' co-operative societies are being formed. I want it to be expedited.

In the report motion has been made how the workers responded magnificently in the emergency. I would suggest that Government should collect data and statistics as to the exact contribution made by the workers, as that will give encouragement to the workers to still more.

We are spending about Rs. 22 lakhs on workers' education. The impact of education on those workers who have undergone this training is not yet clear. I would suggest that the

behaviour pattern of those workers before they went for education and afterwards should be watched. Then only we would be able to know whether the money that has been spent on their education has been useful or not.

With regard to the truce resolution much remains to be done. The employers, by and large, have not properly observed the terms of the truce resolution in letter and in spirit. Out of the 93 cases of industrial disputes during November 1962 to February 1963 in which conciliation failed, 43 were in respect of dismissal of individual workmen. I think these failures indicate that the employers have not properly responded.

Similarly, in the matter of voluntary arbitration, in Delhi, out of the 99 cases only in 16 cases voluntary arbitration was accepted; in other cases it was not accepted. In Punjab, out of 177 cases, only in one case voluntary arbitration was accepted. I think this is a matter in which Government should find some way of persuading the employers to accept arbitration when conciliation fails.

When workers have worked for extra hours and produced more, the employers have shown reluctance in contributing that extra production to Government, that is to say, the additional earnings that accrued to the industry as a result of extra work by workers. I feel this is a matter where the attitude of the employers should be changed.

The Truce resolution is an important resolution. In clause 3 of that resolution it is stated that all impediments in the way of better and fuller utilisation of man, machinery and material should be removed. There should be no idle plant capacity or manpower." But, all the same, closures are going on. Recently, in Amritsar we have heard of closures and retrenchment. The hon. Deputy Minister said that certain closures have taken place and Government were not informed of them beforehand. Why

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were the Government not informed of them? Why is it that there was infringement of the rules and regulations? What action has Government taken in those cases where previous intimation was not given to Government? This is a matter in which Government should take action very soon.

**Shri Mohsin (Dharwar South):** Sir, I rise to support the Demands of the Ministry of Labour and Employment. Labour plays a very important role in the matter of the country's economy and it is in the fitness of things that labour should be kept satisfied all the time. I am of opinion that under the supervision of Nandaji labour is always safe. It is not for the first time that I am hearing the appreciation of his excellent work by hon. Members of this House. When I saw the past proceedings of Parliament I found that this has been the case in all the years and regardless of parties every hon. Member has expressed appreciation for the hon. Minister's Labour policy. He has been doing a lot for ameliorating the condition of the working class.

It is seen from the Report that he has adopted a new procedure in implementing the Code of Discipline as a result of which in 80 per cent of the cases where there was a likelihood of stoppage of work it was averted. That means to say that out of 14 cases in which stoppage was threatened in 12 it was averted at the intervention of the hon. Labour Minister or of the officials of the Ministry. As regards threatened direct action out of 61 cases, in 58 cases the action was prevented. This really goes to the credit of the Ministry and it deserves to be congratulated.

But sometimes I see that some of the well-intentioned policies are not properly implemented. Perhaps it may be due to the fact that the hon. Minister is too busy with his planning programme. Maybe, he is more busy in planning and cannot think of imple-

mentation. It may apply even in the case of labour and employment where too he plans to do many things but sometimes forgets about their implementation.

From the Report it is seen that the number of mandays lost has certainly come down; but during the ten months, January to October, the Report says, 4.7 lakh mandays were lost each month. So, it comes to 47 lakh mandays lost in 10 months. It is in no way an improvement over the previous year when the number of mandays lost was 48 lakhs. Only as regards November and December the report about the mandays lost is encouraging; but it is not due to any efforts of the Ministry or of anybody else. It is on account of the Industrial Truce Resolution as also the emergency. The whole credit goes to Labour who have responded to the emergency in the atmosphere of which that Resolution was adopted. It is labour which has come down for a settlement in the interest of the national emergency. It is on account of that that there is less likelihood of any mandays being lost. But as regards other industries, in the textile industry as many as 17 textile mills were closed even in spite of this Industrial Truce Resolution. That is a clear indication that the management is not fully cooperative as per the Industrial Truce Resolution.

It is seen from the Report that the workers have been foregoing even their rest days and are working for extra hours without wages. Even when the workers are working extra time without taking rest and wages, the profit goes to the management sometimes. It should be seen by the Ministry that the profit of this extra working by the labour without wages does not go to the management. It should go to the National Defence Fund for which it was intended.

It is also seen from the very first page of the Report that industrial

output during the year 1962-63 has definitely gone up. It is 7.2 per cent higher than the corresponding period of 1961-62. It was only in six months. There has been a substantial increase in the production of coal, steel, aluminium, railway wagons and machine tools. All this goes to the credit of labour which is working very sincerely in view of the national emergency.

But it is very disappointing to see that the management does not come up in tune with the national emergency. They are not taking much care about labour. It is also seen that some managements have even not cared to implement the recommendations of the wage boards. In the textiles industry, as many as 14 units have not implemented the recommendations. Of course, four units have been closed but even the remaining ten have failed to implement the Wage Board's recommendations. In my District there is a textile mill, namely, the Co-operative Cotton Mills at Hubli in Mysore State. It has not yet implemented the Wage Board's recommendation. Of course, it is running in the co-operative sector, but that does not mean that it has got exemption from implementing the Wage Board's recommendations. So, it can be seen that even after one full month's working a worker cannot get even Rs. 40/- a month. In these days of very costly living, it is impossible to earn one's livelihood. I had asked a question regarding this previously and I would request the Ministry to inquire into the working of the textile mill. They say that there is always a deficit, but it is due to so many reasons. There is bad management. The labour union which is affiliated to INTUC has been appealing to the Government, both the Central and the State Governments, for setting all the matters right. But it has not been looked into so far.

About workers' participation in management it has been reported that only 16 units in the public sector and 37 in the private sector have adopted this principle whereas it was so in

11 public sector and 18 private sector units in the last year. Of course, there is a slight improvement but it is not a commendable improvement. It is seen that workers' participation in management helps a great deal. It will help better industrial relations and a more suitable labour force. There would be increased productivity and reduction in waste. There would be better profits also. Above all, there will be closer understanding between labour and management. With all these, workers' participation in management has not advanced appreciably. I can well understand this as regards the private sector but I do not see the reason why it should not be immediately implemented in the public sector.

As regards labour I have got a few words to say.

**Mr. Deputy-Speaker:** It is time to close now.

**Shri Mohsin:** I will take only two minutes.

**Mr. Deputy-Speaker:** No, not two minutes. He will be cutting into other hon. Members' time.

**Shri Mohsin:** Only one minute more. There is a report that in spite of the vast labour resources in the Country in some units it has been found that there is manpower shortage, specially of technical personnel. Of course, there are as many as 220 ITIs working and the present capacity is for training 61,080 persons every year. But in spite of this manpower is found to be short. So, it requires the opening of many more of these industrial training institutes and the training of a greater number of these people so that we may cater to these industrial units.

**Mr. Deputy-Speaker:** Now, Shri H. C. Soy.

**Shri Kashi Ram Gupta:** The quorum is wanting.

**Mr. Deputy-Speaker:** Does the hon. Member want me to take the count again?

**Shri Kashi Ram Gupta:** Certainly.

**Mr. Deputy-Speaker:** Within one hour after the count, quorum cannot be challenged again.

**Dr. M. S. Aney (Nagpur):** Once you have taken the quorum, for two hours thereafter no quorum can be taken.

**श्री ह० च० सौय :** उपाध्यक्ष महोदय, मुझ से पहले जो माननीय सदस्य बोले हैं उन्होंने इस बात की जरूरत बतायी है कि इण्डस्ट्रियल टूल्स पर फिर से विचार करना चाहिए और उन्होंने यह भी बतलाया कि कितने कारखाने इस तरह से बन्द किए गए। मैं सदन का अधिक समय नहीं लेना चाहता। हमारे इलाके में जहां सीमेंट कारखाने हैं वहां मैं जानता हूँ कि इण्डस्ट्रियल टूल्स का जो रिजोल्यूशन पास किया गया है उसका पालन नहीं किया जा रहा है। इतना ही नहीं, मैं तो यह भी कहूंगा कि हमारे इलाके में जो काइनाइट की क्वैरीज हैं वहां एम्प्लायर्स इस इमरजेंसी के समय में भी मजदूरों को दूसरी कम्पनियों के माल को रात में उठा लाने पर लगाए हुए हैं, अर्थात् उनको चोरी करने में लगाए हुए हैं। इस सम्बन्ध में हमने कोयला और खान मिनिस्ट्री को भी लिखा और लेबर मिनिस्ट्री का भी ध्यान खींचा, मगर अफसोस है कि अब तक इस सम्बन्ध में कोई विशेष कार्रवाई नहीं हो सकी। हमारे यहां इण्डस्ट्रियल टूल्स लागू है और साथ साथ डिफेंस इंडिया रूल्स को भी लागू किया गया है। इसी हाउस में एक नान आफिशियल बिल के जरिए बीड़ी मजदूरों की दशा सुधारने के बारे में बहस की गयी थी। इसमें हमको आशा जागी थी कि बीड़ी मजदूरों की हालत सुधारने में गवर्नमेंट नया कदम उठाएगी, मगर हमें पता नहीं कि इस सम्बन्ध में सरकार क्या कर रही है।

मैं अपने जिले की बात बताता हूँ। वहां

तीस हजार बीड़ी मजदूर काम करते हैं जिनका शोषण बीड़ी कम्पनी वाले करते हैं। हर सप्ताह जब वे लोग अपनी बीड़ी बना कर ले जाते हैं तो उसमें से करीब दस प्रतिशत बीड़ी की मजदूरी उनको यह कह कर नहीं दी जाती कि वे खराब हो गयी हैं। मगर उन १० फी सदी बीड़ियों को मालिक रद्दी की टोकरी में नहीं डाल देते पर उनको अच्छी बीड़ियों के साथ मिला कर बेच देते हैं। मैं चाहता हूँ कि इस सम्बन्ध में एक विशेष जांच की जाए।

यही नहीं हम लोग इस हाउस में हमेशा इस ओर सरकार का ध्यान खींचते आए हैं कि जो रेलवे में कैंजुअल मजदूर काम करते हैं—रेलवे मजदूरों की सबसे बड़ी एम्प्लायर है—उनकी साउथ ईस्टर्न रेलवे में यह प्रवस्था है कि उनकी हर महीने बहाली की जाती है और महीने के आखिर में उन्हें हटा दिया जाता है। और फिर पहली और दूसरी तारीख को उनको फिर बहाल कर लेते हैं और बहाली करते वक्त पांच दस रुपया हर मजदूर से ले लेते हैं। यह खुली चीज है। लेकिन पता नहीं कि फिर भी इसको डिफेंस आफ इंडिया रूल्स के मातहत क्यों नहीं लाया जाता। इस सम्बन्ध में हमने रेलवे मन्त्रालय को भी लिखा मगर कोई नतीजा नहीं निकला। तो मैं चाहता हूँ कि इन सब चीजों की, बीड़ी मजदूरों की और रेलवे के कैंजुअल मजदूरों से जो घूस ली जाती है उसकी तथा काइनाइट के मजदूरों से जो काम कराया जाता है उसकी डिफेंस आफ इण्डिया रूल्स के मातहत जांच करायी जाए और जो खराबी है उसको दूर किया जाए। यह मेरी विशेष प्रार्थना है।

हाल में हमारे अपने इलाके में किरिबुरु को लेकर एक झगड़ा पैदा हो गया है। सरकार के पास जो रिपोर्ट आयी है उसमें अदिवासियों को दोषी बताया गया है यह बात गलत है। मेरा निवेदन है कि सरकार को जांच करनी चाहिए कि इस झगड़े की तह में क्या चीज है।

हमारे सामने डेबर कमीशन की

रिपोर्ट है जो उस इलाके के औद्योगिक क्षेत्र के मजदूरों के बारे में है। उसमें साफ लिखा है ऐसे इलाकों में जहां कारखानों या खदानों के लिए आदिवासियों की जमीन ली गयी हो उनको कम्पेन्सेशन दे कर सरकार अपनी ब्यूटी पूरी न समझ ले। जब हमारा राज्य एक बैलफयर राज्य है तो सरकार को यह न समझना चाहिए कि हमने कम्पेन्सेशन दे दिया और हमारा कर्तव्य खत्म हो गया। इस सम्बन्ध में कर्मिष्ठान ने एक विशेष रिक्मेंडेशन दिया है जिसको केन्द्रीय सरकार ने और राज्य सरकार ने भी मान लिया है कि ऐसे डिस्प्लेस्ड लोगों का फिर से एम्प्लायमेंट हो और फिर से रिहैबिलिटेशन हो। इसके लिये यह होना चाहिए उस इलाके में जो कारखाने बनाए जाएं या जो खदानें हों उनमें उन आदिवासियों को रोजगार देने को विशेष कोशिश की जाए और उस प्रोजेक्ट या स्कीम का जो भी खर्च हो उसी के भीतर से उनके रिहैबिलिटेशन का और उनकी ट्रेनिंग का इन्तिजाम होना चाहिये। मैं माननीय मंत्री जी से इस सम्बन्ध में जानना चाहूंगा कि यह जो विशेष रिक्मेंडेशन है और जिसको केन्द्रीय सरकार ने तथा राज्य सरकारों के मुख्य मंत्रियों ने भी मान लिया है, इस सम्बन्ध में कितनी दूर तक कार्रवाई हुई है।

15-47 hrs.

[MR. SPEAKER in the Chair.]

एक चीज मैं यह कहना चाहता हूँ कि भारत में कांस्ट्रक्शन के लिए काम चल रहा है, चाहे वह रेलों में हो या कारखानों में हो। जो मजदूर रूरकेला में टेम्पोरेरी काम करते हैं उनका मुझे अनुभव है। इन मजदूरों को रहने के लिए कोई जगह नहीं दी जाती और जो यह लोग अपनी क्षीपरियां बना लेते हैं उनको रूरकेला के सीवयोरिटी विभाग वाले हटा देते हैं। ये लोग जो टेम्पोरेरी काम

करते हैं, इनको तनखाह कम मिलती है और उनको दूसरी सुविधाएं भी नहीं मिलती। इसलिये इतना प्रोजेक्ट की ओर से इन्तिजाम होना चाहिये कि उनको रहने के लिये जगह मिले और पानी मिले। यह स्थिति सिर्फ रूरकेला में ही नहीं है। वहां तो अब कांस्ट्रक्शन का काम खत्म हो गया है। अब हटिया में काम हो रहा है। उनको वहां जगह मिलनी चाहिये। प्रोजेक्ट से उनको जगह मिलने के बजाए उनको चूसा जाता है। यही बात रेलवे के कांस्ट्रक्शन वाले मजदूरों के लिए भी ठीक है। वहां जितने कजुआल बरकर काम करते हैं उन पर यह बात लागू होती है। उनको रहने की सुविधा और पानी की सुविधा अवश्य मिलनी चाहिए।

एक और चीज की ओर मैं सरकार का ध्यान खींचना चाहता हूँ। वह यह कि सेंटर के श्रम कानून के मुताबिक रात को श्रमियों को काम नहीं दिया जाता। लेकिन जमशेदपुर, हटिया और तमाम इलाके का यह तजरबा है कि इस कानून को पालन होने के बजाय इसका उल्लंघन ही ज्यादा हो रहा है। इस कारण जो उद्देश्य इस कानून के पीछे है कि श्रमियों को रात को काम न करने दिया जाय, वह पूरा नहीं हो पाता, बल्कि पालन न होने के कारण ही कीबुरू में अशान्ति हुई है।

अध्यक्ष महोदय, एक और चीज कहकर मैं अपनी बात खत्म करूंगा। वह यह कि हमारे यहां काइनाइट कम्पनियां हैं आई० सी० सी० की वह अपने एक यूनिट में मजदूर लोगों को ग्रेच्युटी देती है दूसरी यूनिट में वह ग्रेच्युटी नहीं देते हैं। अब दूसरी यूनिटों में काइनाइट खदानों में ग्रेच्युटी न देना मैं समझता हूँ कि यह

**अध्यक्ष महोदय :** माननीय सदस्य का समय समाप्त हो गया है।

**श्री ह० च० सोय :** आखिर में मैं श्री महादय से यही अनुरोध करूंगा कि इस इंडस्ट्रियल ट्रूस रेजोल्यूशन और डिफ्रेंस आफ डिंडिया क्लब के बावजूद जैती घोसखोरी चल रही है और मजदूरों का जो शोण हो रहा है और उसके लिए अपने लाक्रे की घेने क मिसाल भी है, उस की विशेष ध्यान हो और तुंत उचित कार्यवाही की जाये।

**Mr. Speaker:** If hon. Members confine themselves strictly to ten minutes each, probably there would be no difficulty. But every day I am experiencing difficulty. All the blame is thrown on the Chair because many Members do not get an opportunity. I do feel, that there is real difficulty. But I do try to distribute the time as far as is possible for me. But still I have to disappoint many Members every day. That is my unfortunate duty.

I will certainly see that next time when we fix up this time allotment it is done in such a manner that most Members can be accommodated, though we might have to discuss fewer Ministries every year. That probably is the only solution that we can have.

Shri Bhagwat Jha Azad.

**श्री भागवत जहा आजाद (भागलपुर):** अध्यक्ष महोदय, श्रम और रोजगार मंत्रालय की रिपोर्ट को पढ़ने से यह पता लगता है कि पिछले बारह महीनों में श्रम मंत्रालय में जो कार्य हुआ है वह बहुत ही संतोषप्रद रहा है। जब हम उत्पादन की प्रगति को देखते हैं तो ऐसा पता लगता है कि पिछले वर्ष की तुलना में इस वर्ष ७.२ प्रतिशत उत्पादन में वृद्धि हुई है। साथ ही कोयला,

इस्पात, अलमूनियम, रेलवे वैंग्स और मशीन टूल्स जैसे महत्वपूर्ण विषयों में उत्पादन में काफी वृद्धि हुई है। उत्पादन में वृद्धि के साथ ही साथ हम यह भी देखते हैं कि हमारे अखिल भारतीय एग्रेज बकिंग क्लास कंज्यूमर्स प्राइस इंडेक्स में भी काफी वृद्धि हुई है। हमें यह देख कर प्रसन्नता होती है कि जनवरी १९६२ से उसमें ४.७ प्रतिशत की वृद्धि हुई है। इस प्रकार हम यह संतोष प्रकट करते हैं कि इस मंत्रालय ने पिछले वर्ष में आशातित सफलता पाई है। लेकिन सब से महत्वपूर्ण बात जो इस मंत्रालय के सम्बन्ध में है वह यह है कि भारत पर चीनी आक्रमण के ऐसे संकटपूर्ण और अभूतपूर्व समय में इस मंत्रालय ने बहुत ही अच्छे तरीके से कार्य किया। इस का सब से बड़ा और ज्वलन्त उदाहरण यह है कि इन्होंने एक विशेष इंडस्ट्रियल ट्रूस रेजोल्यूशन वर्कर्स और एम्प्लायर्स दोनों के जरिए सर्वसम्मति से पास करवाया और इस देश को एक नई औद्योगिक शांति और उत्पादन की नीति दी। चीनी आक्रमण के फलस्वरूप यह और भी आवश्यक हो गया कि इस देश में उत्पादन को और अधिक तेजी के साथ बढ़ाया जाय। और इस के साथ ही साथ उद्योगपतियों और मजदूरों में जोकि बर्हा पर काम करते हैं उनमें अच्छे सम्बन्ध स्थापित हों और उनके पारस्परिक सम्बन्ध शांतिपूर्ण हों। इससे उत्पादन में और अधिक वृद्धि होगी। इसके कारण हम देखते हैं कि पिछले दस महीनों में यानी इस संकटकालीन स्थिति के पूर्व श्रम सम्बन्धी झगड़ों के कारण जितने मैन-डेज लीस्ट होते थे बर्बाद होते थे उनमें लगभग एक लाख की कमी हुई है अर्थात् जहां सन् १९६१ में मैन-डेज लीस्ट की संख्या ४९ लाख थी वहां उसकी तुलना में सन् १९६२ में लगभग ४८ लाख ही बरबाद हुए। लेकिन इस को अधिक महत्व तब हम देते हैं जब हम देखते हैं कि सन् १९६२ के प्रथम दस महीनों में जहां मैन-डेज लीस्ट पर मध्य का एग्रेज ४.७ लाख था वहां उसकी तुलना में नवम्बर में लगभग एक लाख

की उसमें कमी आई और दिसम्बर १९६२ में यह बर्बादी और भी कम रही। यह इस बात का प्रमाण है कि इस प्रस्ताव के फलस्वरूप जो आपस में औद्योगिक सुलह व शांति हुई उस से हमारे उत्पादन में काफी वृद्धि हुई। केवल उत्पादन में ही वृद्धि नहीं हुई बल्कि जो समय समय पर हड़ताल, काम रुकने, काम में रुकावट पड़ने तथा अन्य कारणों से जो हमारे उत्पादन में खलल पहुँचायी जाती थी उसमें भी कमी हुई है।

इस इंडस्ट्रियल ट्रूस के फलस्वरूप हम यह भी देखते हैं कि उत्पादन का जो खर्चा होता था उस खर्च में भी काफी कमी हुई है। यह समारे लिए एक बहुत महत्वपूर्ण प्रश्न बन गया है कि हमारे यहां जो भी उत्पादन हो उस उत्पादन का खर्च व लागत कम हो। इस संकटकालीन स्थिति में नन्दा जी के परिश्रम तथा उनके आवाहन पर इस देश में मिलमालिकों, उद्योगपतियों और काम करने वाले मजदूरों के बीच में जो आपस में एक सुलह समझौता हुआ उसके फलस्वरूप उद्योगपतियों और विशेष कर मजदूरों ने अपना क्रम बढ़ाया और ज्यादा काम करना शुरू कर दिया। उन्होंने रविवार को भी छुट्टी नहीं मनाई और अधिक घंटे काम करके उत्पादन को अधिक बढ़ाया है।

यह महत्वपूर्ण बात है कि हमारे देश में संकटकालीन स्थिति में देश की आजादी की रक्षा की लड़ाई केवल नेफा और लद्दाख की बर्फानी चोटियों और घाटियों में ही नहीं लड़ी जा रही है बल्कि उन के पीछे जो देश में कल, कारखानों में हज़ारों मजदूर काम कर रहे हैं वे भी आजादी की रक्षा के लिए लड़ते हैं। यह हर कोई जानता है कि हमारी भारतीय सीमाओं पर लड़ने वाले सिपाहियों को आवश्यक साज सामान, खाद्यान्न और हथियार व औजार आदि विभिन्न आवश्यक चीजों को सुलभ करने के लिए कम से कम एक सिपाही

के पीछे दो दर्जन मजदूर चाहिए। हमें इस बात की प्रसन्नता है कि माननीय श्रम मंत्री की इस वर्तमान सुन्दर नीति के कारण औद्योगिक क्षेत्र में बड़ा अच्छा प्रभाव पड़ा है और उससे एक स्वस्थ और अच्छे वातावरण का निर्माण सम्भव हुआ है और जिसके फलस्वरूप हमारा न केवल उत्पादन बढ़ा बल्कि उत्पादन पर जो लागत आती है वह कौस्त भी कम हो गयी। लेकिन इस सम्बन्ध में मैं एक बात जरूर निवेदन करना चाहता हूँ और वह यह कि जहाँ उनकी इस नीति और सलाह का मजदूरों ने स्वागत किया और उसके अनुसार उन्होंने अधिक घंटे काम करने और अपनी ओर से त्याग करने का निश्चय किया और जिसके फलस्वरूप हम उत्पादन में वृद्धि देखते हैं, क्या मिल मालिकों ने भी ऐसा ही किया? क्या यह बात सच नहीं है कि इस देश के मजदूरों ने यह फैसला किया कि वह अपने एक दिन की आमदनी, एक दिन की तनख्वाह देश के रक्षार्थ दे देंगे? मैं जानना चाहता हूँ कि क्या इस देश के मिल मालिकों ने भी जिनसे कि हमारे श्रम मंत्री ने यह अपील की कि वह भी अपनी एक दिन की आमदनी दें तो क्या उन्होंने भी ऐसा किया? मैं जानना चाहता हूँ कि क्या ऐसा हो पाया है? इसका उत्तर नहीं में है। हकीकत यह है कि इस देश के उद्योगपति अभी भी अपनी उसी मुनाफाखोरी की पुरानी नीति में विश्वास करते हैं और मजदूर जो कि अपनी एड़ी चोटी का पसीना एक करके उत्पादन बढ़ाते हैं उनको वे कम से कम मजदूरी देना चाहते हैं और खुद अधिक से अधिक लाभ और मुनाफा उन की मेहनत के ऊपर कमाना चाहते हैं। यही कारण है कि जहाँ इस देश के मजदूरों ने कोड आफ़ डिसिप्लिन, कोड आफ़ कंडक्ट के अन्दर रह कर और विशेष कर इस इंडस्ट्रियल ट्रूस रेजोलूशन के पास होने के बाद उन्होंने अधिक मेहनत और त्याग करने की भावना दिखलाई वहाँ उद्योगपतियों ने अपना पार्ट श्रदा नहीं किया। मैं सरकार से जानना चाहूँगा कि क्या इस देश के उद्योगपतियों ने भी कम से कम अपनी एक

## [श्री भागवत झा आजाद]

दिन की ग्रामदनी सुरक्षा कोष में दी? मैं समझता हूँ कि इस दिशा में हमारा श्रम मंत्रालय असफल रहा है और जो अधिक परिश्रम और त्याग व सहयोग की भावना आज के इस संकटकालीन युग में इस देश के मजदूर वर्ग ने प्रदर्शित की, मुझे खेद के साथ कहना पड़ता है कि वह चीज मजदूरों से काम लेने वाले एवं उद्योगपतियों में हम ने नहीं पाई। श्रम मंत्रालय, मुझे कहना पड़ता है कि इस विशेष कार्य में असफल रहा है लेकिन इसका मूल कारण यही है कि यह उद्योगपति और मिल मालिक कोई भी ऐसा वातावरण या ऐसी बात नहीं चाहते जिसमें उनके मुनाफे में कोई कमी हो।

हम जानते हैं कि अभी इस बीच में उन्होंने प्रोडक्टिविटी कौंसिल की स्थापना की। दो तीन दिन पहले श्रम मंत्रालय ने हमें यह कहा कि इस प्रोडक्टिविटी कौंसिल की स्थापना के कारण इस देश के उत्पादन में वृद्धि हुई है। मैं यह जानना चाहता हूँ कि प्रोडक्टिविटी कौंसिल की स्थापना के कारण जो उत्पादन में वृद्धि हुई और उसके फलस्वरूप जो फायदा हुआ उस का कितना प्रतिशत, कौन सा विशेष भाग मजदूरों को मिला और कौन सा उसमें सहयोग इन उद्योगपतियों का रहा? यह सारा इसीलिए संभव हुआ कि इस देश के मजदूरों ने ज्यादा मेहनत व त्याग किया और मंत्रालय के साथ पूरा सहयोग किया। और जो भी हो हम यह चाहते हैं कि हमारी जो यह नीति है कि प्रबन्ध में अधिक से अधिक भाग मजदूरों को काम करने वालों को दिया जाय, इस नीति को पूरी तरह और अधिक रफ्तार से अमल में लाया जाय। यह संतोषप्रद चीज है कि पिछले वर्षों की तुलना में अधिक यूनिट्स के मैनेजमेंट में अपेक्षाकृत अधिक अधिकार दिया गया है। ५३ ग्रैंडरटेकिंग में उजाएंट मैनेजमेंट कौंसिलें चल रही हैं। उन में राज्य नियंत्रित १६ हैं और व्यक्तिगत द्वारा संचालित ३५ हैं। लेकिन जितने यूनिट्स इस देश में

हैं उन की तुलना में यह बहुत कम है जहाँ कि मजदूरों को मैनेजमेंट में हिस्सा दिया गया है। यह तो अब स्वयंसिद्ध है और यह सर्वविदित है कि आज सांसार के देशों में इस को महसूस किया जा रहा है। कि अगर हम उत्पादन को बढ़ाना चाहते हैं, तो उद्योगों में काम करने वालों को मैनेजमेंट में अधिक से अधिक हिस्सा दिया जाये। उस नीति के अनुसार इस देश में भी काम किया जा रहा है, लेकिन इस सम्बन्ध में प्रगति इतनी अधिक नहीं है, जिसपर कि संतोष प्रकट किया जा सके।

अन्त में दो विशेष बातों की ओर मैं श्रम मंत्री का ध्यान आकृष्ट करना चाहता हूँ। पिछले वर्ष नये इस्पात मंत्री ने इस सदन में यह घोषणा की थी कि पब्लिक सैक्टर के उद्योगों में कोई भी श्रम नीति नहीं है। हम श्रम मंत्री से यह जानना चाहते हैं कि यह बात कहां तक सच है और पिछले बारह महीनों में इस बारे में कहां तक उन्नति हुई है।

16 hrs.

इस के बाद मैं एक महत्वपूर्ण प्रश्न की ओर जिस को मैं महत्वपूर्ण समझता हूँ—माननीय मंत्री का ध्यान दिलाना चाहता हूँ। मेरे माननीय मित्र, श्री विद्यालंकार, ने उस का उल्लेख किया है। सरकार ने स्वयं जो कानून बनाया है, उस की अवज्ञा करते हुए श्रमजीवी पत्रकारों के लिए आज तक दूसरा वेज बोर्ड नहीं बनाया गया है। यह कोई कृपा की बात नहीं है। वे लोग कोई कृपा नहीं मांगते। जो कानून सरकार ने बनाया है, उस कानून के अनुसार उन लोगों का यह अधिकार है कि वे तीन वर्ष में द्वितीय वेज बोर्ड की मांग करें। इस सदन में आज से कई महीनों पूर्व कई मेम्बरों ने माननीय मंत्री जी से इस बारे में प्रश्न पूछे थे और उन का उत्तर बहुत महत्वपूर्ण था। उन्होंने कहा था कि उन के लिए वेज बोर्ड की स्थापना की जायगी, लेकिन ऐसा मालूम होता है कि इस देश के बड़े बड़े मानोपली प्रेस

के मालिकों का असर उन पर छाया जा रहा है और इस के फलस्वरूप वह श्रमजीवी पत्रकारों के लिए दूसरा वेज बोर्ड नहीं बनाना चाहते हैं। इसलिए माननीय मंत्री जी से मेरा निवेदन है कि वह इस बात पर विचार करें और शीघ्रातिशीघ्र अविजम्ब दूसरे वेज बोर्ड की स्थापना की जाये। यदि सम्भव हो, तो इस सदन में आज ही उस के बारे में घोषणा की जाये।

**श्री देवराव शि० पाटिल:** अध्यक्ष महोदय, माननीय श्रम मंत्री ने श्रम और रोजगार मंत्रालय के बारे में जो मांग की है, मैं उस का समर्थन करता हूँ। आपातकालीन स्थिति को ध्यान में रखते हुए औद्योगिक क्षेत्र में मजदूर लोगों ने जो काम किया, शान्ति बनाए रखी और उत्पादन में वृद्धि की, उस के लिए मैं उन को हार्दिक धन्यवाद देता हूँ।

मंत्रालय की तरफ से जो दो तीन रिपोर्टें दी गई हैं, उन में खास कर के इंडस्ट्री में काम करने वाले मजदूरों के बारे में लिखा गया है। उन के सम्बन्ध में कुछ काम भी किया गया है। मैं इस बात से सहमत नहीं हूँ कि इंडस्ट्री और खेती कोई अलग अलग हैं। मैं यह भी नहीं मानता हूँ कि इंडस्ट्री से खेती का महत्व कुछ कम है। मैं माननीय मंत्री जी का ध्यान खेत-मजदूरों की तरफ दिलाना चाहता हूँ। प्लानिंग कमीशन ने अपनी रिपोर्ट में बताया है :

“Industry and agriculture are closely connected and on the development of one depends the development of the other.”

मैं इस को ज्यादा नहीं पढ़ना चाहता हूँ। मैं केवल यह सबूत देना चाहता हूँ कि इंडस्ट्री और एग्रीकल्चर दोनों का महत्व समान है और उन में काम करने वाले मजदूरों का भी महत्व एक सरीखा है। इस लिए मैं इस मंत्रालय से अनुरोध करना चाहता हूँ कि प्लानिंग कमीशन ने जो आदेश दिया है, अगले साल उस का ज्यादा खयाल रखा जाना चाहिए।

मैं यह भी निवेदन करना चाहता हूँ कि उत्पादन कोई स्कीम्ब बनाने से नहीं बढ़ेगा। उत्पादन जल और खाद देने से भी नहीं बढ़ेगा। खेत में काम करने वाले मजदूर का जो पसीना मिट्टी में गिरता है, उस से उत्पादन में वृद्धि होती है। यह ठीक है कि शहरों में रहने वाले या कारखानों में काम करने वाले मजदूर की आर्थिक परिस्थिति अच्छी नहीं है, लेकिन अगर संसार में कोई सबसे दुखी होगा, तो वह देहाती मजदूर होगा। उस के लिए शिक्षा, स्वास्थ्य आदि किसी भी बात की सुविधा नहीं है।

“एग्रीकल्चरल लेबर इन इंडिया, रिपोर्ट आन दि सैकंड एन्क्वायरी” में बताया गया है कि खेत मजदूरों की संख्या बहुत ज्यादा है। उस में बताया गया है कि देश की कुल जनसंख्या में एग्रीकल्चरल लेबर और उन के डिपेंडेंट्स का परसेंटेज ४२.९४१ है, टोटल रूरल पापुलेशन में उन का परसेंटेज १४.६ और एग्रीकल्चरल पापुलेशन में उन का परसेंटेज १७.८ है।

ग्रामीण लोगों के परिवार से सम्बन्धित ग्रामदानी और खर्च की सूचना आज तक इस विभाग ने प्रकाशित नहीं की है। “एग्रीकल्चरल लेबर इन इंडिया” में बताया गया है कि एग्रीकल्चरल लेबर हाउसहोल्ड की एवरेज एनुअल इनकम १९५०-५१ में ४४७ रुपए थी और १९५६-५७ में वह ४३७ रुपए हो गई, जिस का अर्थ यह है कि उस की इनकम में १० रुपए की कमी हुई—उस की इनकम बढ़ी नहीं, कम हो गई। जहां तक एनुअल पर कैपिटा इनकम का प्रश्न है, इस रिपोर्ट में बताया गया है कि एग्रीकल्चरल हाउसहोल्ड का एवरेज साइज १९५०-५१ में ४.३ था और १९५६-५७ में वह बढ़ कर ४.४ हो गया, लेकिन उस की पर कैपिटा इनकम १९५०-५१ में १०४ से १९५६-५७ में घट कर ९७.४ रुपए हो गई, जिस का अर्थ यह है कि उस में ४.६ रुपए की कमी हो गई। एग्रीकल्चरल लेबर हाउसहोल्ड

[श्री देवराव शि० पाटिल]

के ऐवरेज इनकम और एक्सपेंडिचर के बारे में मुझ से पहले बोलने वाले एक माननीय सदस्य ने थोड़ा सा प्रकाश डाला है। It is evident from the statement that at the all-India level, the average annual expenditure of agricultural labour household was considerably higher than their income, the deficit being Rs. 180.

इन फिगरज से प्रकट है कि दूसरी पंच-वर्षीय योजना और तीसरी पंच-वर्षीय योजना के दौरान खेत-मजदूरों की इनकम तो कम हो गई और उन का खर्च बढ़ रहा है। इस रिपोर्ट में यह कहा गया है :

A large number of people in India, especially those living in the rural areas and those who are landless, have at present an income which is even below the average per capita income of India, low as that is. This class should deserve particular attention where land is available, this should be provided to them, preferably on a co-operative basis; employment in some form or other should be encouraged for them, and certain essential amenities should be provided.

खेत मजदूरों की आर्थिक स्थिति के बारे में मैंने जो खयाल आप के सामने रखा है, उस की पुष्टि के लिए मैंने प्लानिंग कमीशन की रिपोर्ट और 'एग््रीकल्चरल लेबर इन इंडिया' में दिए गए आंकड़े पेश किये हैं। मेरे कहने का तात्पर्य यह है कि तृतीय योजना के दौरान में प्लानिंग कमीशन ने यह डायरेक्टिव दिया था कि सब को रोजगार देना भारत में, आयोजकों का एक मुख्य उद्देश्य है। ग्रामीण क्षेत्रों में बेरोजगारी और अर्द्ध रोजगारी की समस्याएँ विद्यमान हैं। गांवों में बेरोजगारी सामान्यतः अर्द्धरोजगारी का स्वरूप ग्रहण कर लेती है। वर्ष के एक बड़े भाग में खेतिहर श्रमिक को और सम्बन्धित क्षेत्र में काम करने वाले को लगातार काम नहीं मिलता है। फलस्वरूप श्रमिक गांवों से शहरों की ओर

जाने लगता है। यह इस बात का द्योतक है कि ग्रामीण क्षेत्रों में रोजगार के अवसर बहुत कम हैं। प्राप्त आंकड़ों के अनुसार देश की बेरोजगारी की समस्या बहुत तेजी से जटिलतर होती जा रही है। इसका क्या उपाय किया जाना है, यह भी एक बहुत बड़ा सवाल है। आगे चल कर यह समस्या और भी जटिल होने वाली है। कम से कम १ करोड़ ७० लाख बेरोजगार आगे चल कर हो जायेंगे। चूंकि मेरे पास समय नहीं है, इस वास्ते मैं और अधिक आंकड़े आपको नहीं दे सकता हूँ और केवल मात्र दो तीन मुद्दाव ही आपको देना चाहूँगा।

इनके शिक्षण की, इनके आवास की तथा इनकी जो गरीबी की समस्याएँ हैं, उनकी ओर सब से पहले ध्यान दिया जाना चाहिये। बहुत ही कम व्यवस्था उनकी अभी तक हो पाई है। खास तौर पर शिक्षण के सम्बन्ध में अगर देखा जाए तो आपको पता चलेगा कि जो सुविधायें उनको अब तक प्राप्त थीं वे भी धीरे धीरे हटाई जा रही हैं। बैंकवर्ड क्लासिस के नए होस्टलों के लिए भारत सरकार ने ग्रांट देना बन्द कर दिया है। किसी भी स्टेट में, किसी भी देहात में अब बैंकवर्ड क्लासिस के लिए नए होस्टल नहीं खोले जा सकते हैं। इस तरह से उनके शिक्षण पर एक प्रकार से पाबन्दी लग गई है। यह कहा जाता है कि अगर कोई गरीब है तो उसकी गरीबी अगर वह शिक्षण प्राप्त करना चाहता है, आड़े नहीं आनी चाहिये। अगर आप नए होस्टल खोलने के लिए ग्रांट नहीं देते तो इसका नतीजा यह होगा कि कई लोग एजुकेशन हासिल करने से वंचित रह जायेंगे। मैं चाहता हूँ कि इस पर हम फिर से विचार करें और ग्रांट इस काम के लिए देते रहें। इन में शैड्यूल्ड कास्ट, शैड्यूल्ड ट्राइब्स और बैंकवर्ड क्लासिस के लोग ही अधिक होते हैं और उनको ही अधिकतर लाभ पहुंचता है।

अब मैं आपको बतलाना चाहता हूँ कि

वेलफेयर आफ-वैकवर्ड क्लासेज पर जो रुपया रखा जाता है, वह पूरा खर्च नहीं किया जाता है। अग्रेस्ट फाइव यीअर आउटले आफ ११४ करोड़, १९६१-६२ और १९६२-६३ में केवल ३६ करोड़ रुपये खर्च हुए हैं और १९६३-६४ के लिए १९ करोड़ प्रावाइड किया गया है। यह जो रखा जाता है यह भी पूरा खर्च नहीं किया जाता है। वेलफेयर आफ दी बैकवर्ड क्लासिस के लिए जो रकम रखी जाती है, वह खर्च नहीं होती है। मेरा सुझाव यह है कि ज्यादा से ज्यादा खर्च किया जाना चाहिये और ज्यादा से ज्यादा रुपया प्रोवाइड किया जाना चाहिये।

**श्री किशन पटनायक :** अध्यक्ष महोदय, भ्रम और रोजगार मंत्रालय के काम के बारे में जो रिपोर्ट हमें मिली है, उसको देखने से श्री नन्दा जी के बारे में जो हमारे दिलों में गलतफहमियां थीं, वे दूर हो जाती हैं। उनके बारे में यह बार बार कहा जाता है कि आप गांधीवादी हैं, आप समाजवादी हैं। इस काम की रिपोर्ट को पढ़ने पर, यह बिल्कुल एक भ्रमवाह है, यह प्रमाणित हो जाता है। न आप गांधीवादी हैं और न ही समाजवादी हैं। इन रिपोर्टों में वही घिसी पिटी पुरानी चीजों जो छोड़ कर और कुछ भी देखने को नहीं मिलता है। मजदूरों के कल्याण के लिए, मजदूरों के जीवन का विकास करने के लिए, उनकी अर्ध-बेरोजगारी को दूर करने के लिए या उसको घटाने के लिए बेरोजगारी की समस्या को हल करने के लिए, कोई भी साहसिक या सृजनात्मक कदम इस मंत्रालय की ओर से अभी तक उठाया नहीं गया है। मैं कुछ उदाहरण दे कर इस बात को सिद्ध करना चाहता हूँ।

पहली बात तो यह है कि हिन्दुस्तान मजदूरों की नौकरी की शर्तों में कोई अच्छी बात नहीं की गई है, उनके सामाजिक तथा आर्थिक जीवन का विकास नहीं किया गया है, उनका प्रमोशन होता ही नहीं है सारे जीवन भर। दूसरे देशों में चाहे वे पूंजीवादी हों या

साम्यवादी हों, उनका प्रमोशन होता है। साम्यवादी देशों में बहुत तादाद में हजारों और सैकड़ों की तादाद में लेबरर्ज मनेजर बन जाते हैं, मजदूर मनेजर बन जाते हैं, डायरेक्टर बन जाते हैं, बोर्ड आफ डायरेक्टर्ज के मेम्बर बन जाते हैं पूंजीवादी देशों में मनेजर नहीं भी बन सकते हैं तो कम से कम एडवाइजरी बोर्ड जैसे बड़े बोर्डों में मेम्बर तो बन ही जाते हैं। लेकिन इस ढंग की किसी किस्म की तरक्की हिन्दुस्तान के मजदूर के जीवन में होती ही नहीं है। इसके कारणों की जांच होनी चाहिये, इसका सर्व होना चाहिये। हिन्दुस्तान के मजदूर की जिन्दगी में कैसे इस ढंग का विकास हो सकता है, उसका तरीका माननीय मंत्री जी को अपनाना चाहिए, कोई उपाय निकालना चाहिये और वह ऐसा करेंगे, ऐसी मैं आशा करता हूँ।

लेकिन उनको क्यों ऐसी तरक्की नहीं मिलती है, उसका कारण भी हम लोगों को ठीक ढंग से जान लेना चाहिये। दूसरे देशों के मजदूरों के पास जहां उन्नति करने के साधन होते हैं, जैसे पढ़ाई के साधन होते हैं, किताबों को लेने के साधन होते हैं, शिक्षा की सुविधायें होती हैं वे सब हमारे देश के मजदूरों के पास नहीं होती हैं और उनको बड़ी असुविधाओं का सामना करना पड़ता है। अगर हमारे देश के मजदूर लोग कोशिश भी करें अपनी जिन्दगी में तरक्की लाने की, प्रमोशन लाने की, तो भी उनको सफलता नहीं मिलती है क्योंकि उनके पास न तो पढ़ने की किताबें होती हैं और न ही बाजार में किताबें पढ़ने के लिए मिलती हैं। जो मजदूर होता है वह छोटे परिवार का होता है, वह गरीब होता है ज्यादातर अशिक्षित होता है और अगर पढ़ा लिखा होता भी है तो भी वह अपनी ही भाषा को जानता है। लेकिन किताबें सिर्फ विदेशी भाषा में बनती हैं, शिक्षा का माध्यम विदेशी है और औद्योगीकरण का माध्यम भी विदेशी है। यह एक सब से बड़ा कारण है जिस की वजह से इस देश का मजदूर अपनी निज की कोशिशों के बावजूद भी कभी बड़े

## [श्री किशन पटनायक]

महोदयों पर नहीं पहुँच सकता है, मजदूर से मैनेजर बन नहीं सकता है। अगर मजदूर से मैनेजर बनने का रास्ता माननीय मंत्री महोदय नहीं बना सकते हैं तो, न तो वह कभी गांधीवादी कहला सकते हैं और न ही समाजवादी कहला सकते हैं।

दूसरी जो सब से बड़ी बात है, वह आमदनियों के फर्क की है। उसको मिटाने के लिए भी कोई कदम अभी तक नहीं उठाया गया है। दूसरी पंचवर्षीय योजना का यह उद्देश्य था कि आमदनियों में जो गैर-बराबरी है, उसको कम किया जाये, उसको घटाया जाये। यह लक्ष्य भी उलट ढंग से पूरा हुआ है और बिल्कुल इसके विपरीत बात हुई है, यह अब प्रमाणित हो चुका है। जहाँ तक गरीब लोगों का सम्बन्ध है, उनकी आमदनियों में कोई वृद्धि नहीं हुई है और जहाँ तक ऊपर के दस परसेंट लोगों की बात है, उनकी आमदनियों में अवश्य वृद्धि हुई है। जो गैर-बराबरी योजना शुरू होने से पहले थी, उस गैर-बराबरी में वृद्धि ही हुई है। कोई ट्रांस नहीं हुआ है। निजी क्षेत्र की बात भी यही रही है और सरकारी क्षेत्र की बात भी यही रही है। सरकारी क्षेत्र में कम से कम माननीय मंत्री महोदय अगर चाहते तो जरूर कुछ कर सकते थे। आमदनी की गैर-बराबरी में ट्रांस लाने के लिए, उसको घटाने के लिए कुछ न कुछ किया ही जा सकता था। तनख्वाहों की बात है, वेतनों की बात है और उसको ही आप लें। वेतनों में जो फर्क है, जो गैर-बराबरी है, उसको कम करना, उसको घटाना, यह तो माननीय मंत्री जी के हाथ में था। अगर आप गैर-बराबरी को मिटाना चाहते तो वेतन आप इस ढंग से बनाते जिससे इन की गैर-बराबरी घटती। लेकिन आप इतना भी नहीं करते हैं, तो आपका जो उद्देश्य है, उस के बारे में शक होने लगता है। इस पर सन्देह होने लगता है कि सचमुच में मंत्री महोदय तथा सरकार आमदनियों की गैर-बराबरी में ट्रांस लाने के

लिए, उसको मिटाने के लिए इच्छा-शक्ति रखती है, इस पर भी शक होने लगता है।

निजी क्षेत्र में मैनेजर लोगों की जितनी तनख्वाह है, जितने वेतन हैं, वे सरकारी क्षेत्र से ज्यादा ही हैं, कम नहीं हैं। जो सरकारी क्षेत्र के मैनेजर लोग होते हैं उनको वेतन के सिवा बाकी जो सहायता होती है वे निजी क्षेत्रों की अपेक्षा बहुत ज्यादा होती है। इसको रोकने के लिये, इसको खत्म करने के लिये मंत्री महोदय ने अभी तक क्या कदम उठाया है ?

मेरी दूसरी बात यह है कि योजना में कोई समन्वय नहीं है, कोई सन्तुलन नहीं है। अभी सभी कुछ योजना के नाम पर चल रहा है, लेकिन जितने विभाग हैं, जितने मंत्रालय हैं, उन मंत्रालयों में कोई आपसी सम्बन्ध है या नहीं, कोई समन्वय है या नहीं, इस प्रश्न का जवाब देना मुश्किल है। क्योंकि इधर एक मंत्रालय है जिस का काम है बेरोजगारी को घटाना, बेरोजगारी को खत्म करना, अर्द्ध रोजगारी को पूर्ण रोजगारी में परिणत करना, लेकिन दूसरी तरफ जो विभाग हैं वे ऐसे हैं कि बेरोजगारी को बढ़ाते चले जा रहे हैं। एक तो हाल का ही उदाहरण है स्वर्णकारों का, गोल्ड स्मिथ लोगों का। यह जो गोल्ड कंट्रोल नियम बना है, उसके औचित्य के बारे में मुझे कुछ कहना नहीं है। सोने के लिये या सोने के अलंकारों के लिये हमारे देश में जो मोह है उसको हमें छोड़ना चाहिये, इसमें दो रायें नहीं हो सकतीं, लेकिन जब एक कदम उठाया जा रहा है सोने के ऊपर नियंत्रण लगाने के लिये तब यह भी देखना चाहिये कि उस का नतीजा दूसरे मंत्रालयों पर क्या होगा। दूसरी समस्याओं पर इस का क्या प्रभाव होगा। लाखों आदमी बेरोजगार हो गये और बेरोजगारी की समस्या बढ़ गई। उस नियम को लागू करने के पहले जो हमारे वित्त मंत्री हैं उनको जो हमारे श्रम मंत्री और रोजगार मंत्री हैं उनसे कम से कम सलाह तो ले लेनी चाहिये

थी कि जो समस्या वे खड़ी करने जा रहे हैं उस के लिये कोई योजना तैयार कर के हमारे रोजगार मंत्री रखें ताकि उन के काम से जो बेरोजगारी बढ़ेगी दूसरे के काम से वह बेरोजगारी की समस्या हल भी हो जाय। इस ढंग से समन्वय करना चाहिये था। अभी तक सरकार के विभागों में कुछ हुआ नहीं है, उन में कोई आपसी सम्बन्ध नहीं है, कोई आपसी समन्वय नहीं है।

इसी तरह से दूसरा उदाहरण भी हो सकता है, इस ढंग से कि ग्रामीण क्षेत्रों में बहुत किस्म के ऐसे घन्वे हैं जो कि समय के परिवर्तन के मुताबिक खत्म होते जा रहे हैं, वे आउट आफ डेट होते जा रहे हैं और लोग बेरोजगार बनते जा रहे हैं। लेकिन वैसे लोगों के लिये, जो कि घन्वे के खत्म हो जाने के फलस्वरूप बेरोजगार होते जा रहे हैं, नया रास्ता दिखाने के लिये, उन को रोजगार देने के लिये, किसी किस्म की कोई योजना नहीं है। जो छोटे उद्योगों को चलाने की बात चल रही थी वह बिल्कुल असफल रही। छोटे उद्योगों से यह फायदा जरूर मिलता कि ग्रामीण क्षेत्रों में जो लोग बेरोजगार होते जा रहे हैं समय के परिवर्तन के अनुसार या आबादी बढ़ने के फलस्वरूप, उन लोगों को कुछ रोजगार मिल जाता। लेकिन स्माल स्केल इंडस्ट्रीज के क्षेत्र में, छोटे उद्योगों के क्षेत्र में, अभी तक सरकार की नीति असफल रही है। करीब २१२ इंडस्ट्रियल एस्टेट्स बनी हैं, उन में से ६० या ७० को छोड़ कर कोई इंडस्ट्रियल स्टेट काम नहीं कर रही है। यह जो ६०, ७० काम कर भी रही हैं, उन में से आधी से ज्यादा अपनी कैपेसिटी का २० या ३० प्रतिशत ही फंक्शन कर रही हैं। इस से ज्यादा नहीं।

इस ढंग से जो गलतियाँ मैंने दिखाई हैं उन के बारे में मुझे आशा है कि मंत्री महोदय साचेंगे।

**श्री बूटा सिंह (मोगा) :** अध्यक्ष महोदय,

आज इस हाउस के सामने मजदूरों और रोजगार मामलों से सम्बन्धित वजारत जो है उस की िंमें पेश हैं। इस को रोजगार कहना शायद ठीक नहीं। बेरोजगारी कहना बहुत अच्छा होगा क्योंकि अगर आज किसी को उस के काम का जायजा लेना हो और देखना हो कि इस कांग्रेस हुकूमत के पिछले पन्द्रह वर्षों में, कांग्रेस के राज्य में, इस देश ने कितनी तरक्की की है या इस देश ने कितनी उन्नति की है, तो उस को हाल ही में हुई सरहदों पर की बेइज्जती को देखने की जरूरत नहीं है, खेतों में, सड़कों के ऊपर, शहरों के बाहर और शहरों के उन हिस्सों में, जहाँ कि इन्सान जाना भी पसन्द नहीं करता, रहते हुए लाखों भारतीय मजदूरों को देखने से ही यह पता चल जायेगा कि हमारी सरकार ने गरीबों और मजदूरों की बेहतरी के लिये क्या कुछ किया है। अभी अभी हमारे दोस्त ने कहा कि हमारे मंत्री महोदय जो हैं वह समाजवादी भी नहीं हैं और गांधीवादी भी नहीं हैं। उन्होंने शायद इन्साफ नहीं किया। नन्दा जी की दयानतदारी और उन की तनदेही के ऊपर शक करना ठीक नहीं है। मगर एक बात मैं कह देना चाहता हूँ कि अगर महात्मा जी हमारे सौभाग्य से हमारे बीच में होते तो जरूर कहते कि वजारत की कुर्सी को छोड़ कर हमारे मंत्री महोदय हिन्दुस्तान के कोने कोने में जा कर जो हजारों और लाखों मजदूर रोजाना उद्योगों में काम करने के लिये जाते हैं उन को देखें, उन हरिजनों वगैरह को देखें जिन को अभी तक यह भी पता नहीं चला कि हिन्दुस्तान के ऊपर आजादी का सूरज चढ़ चुका है या नहीं।

मैंने इस मंत्रालय की रिपोर्ट को पढ़ने के बाद कुछ नतीजे निकाले हैं, जो कि मैं आपकी इजाजत से मंत्री महोदय के ध्यान में लाना चाहता हूँ। हमारी सरकार ने अपने इंडस्ट्रियल पालिसी रेजोल्यूशन में सन १९५६ में एक फैसला किया था। उस रेजोल्यूशन के लफज कुछ इस तरह के थे।

## [श्री बूटा सिंह]

"In a Socialist Democracy, Labour is a partner in common task of Development and should participate in it with enthusiasm.....There should be Joint consultation, and workers and technicians should, wherever possible, be associated progressively with management."

इसी बात को ध्यान में रख कर हमारे प्लेनिंग कमिशन ने देश की दूसरी पंचवर्षीय योजना में यह शब्द अंकित किये थे :

"It is necessary that the worker should be made to feel that he is helping to build a progressive State. The creation of Industrial democracy is a pre-requisite to the establishment of a socialist society".

जब मैं ऐसे पवित्र शब्द पढ़ता हूँ तो यह शक पड़ जाता है कि शायद सचमुच ही यह हमारी दृढ़मत, यह हमारी सरकार, देश की भलाई के लिये, गरीबों की भलाई के लिये कुछ करना चाहती है। लेकिन जब उनकी अपनी दी हुई रिपोर्ट पढ़ता हूँ तो पता चलता है कि "आल देट ग्लिटर्स इज नाट गॉल्ड। जो कुछ उन्होंने लिखा है वह सब अच्छा नहीं है।

**अध्यक्ष महोदय :** जब १४ केरेट का है तो ग्लिटर कैसे करेगा ?

**श्री बूटा सिंह :** वही तो मैं अर्ज कर रहा हूँ कि इस सरकार ने जो कुछ कहा है वह सब अच्छा नहीं है। जैसा कि जो उनके कानून लागू किये गये हैं उनसे जाहिर है और जिनके बारे में उनकी अपनी रिपोर्टों लिखा मैं हुआ है। जब हम आज सरकारी नौकरों की माली

हालत को देखते हैं तो दुःख होता है। सरकार की रिपोर्ट में लिखा हुआ है :

According to the 1960 Census, the total number of Central Government employees as on 31st March 1960 was 20.25 lakhs. Of the 19.46 lakhs of regular employees, 79.6 per cent were drawing a basic pay less than Rs 101 per month.

स्पीकर साहब, इस महंगाई के समय में जब कि चीजों की कीमत इतनी ज्यादा बढ़ चुकी है कि हजार रुपया तनखाह लेने वाले हमारे अफसर चिह्ला रहे हैं कि हम अपने रोजाना जीवन की जरूरियात को पूरा नहीं कर सकते, तो १०१ रुपया महीना लेने वाला वह मजदूर, जो कि सरकार के कारखानों में काम करता है, जो सरकार यह कहती है कि हम समाजवाद के पुजारी हैं, मैं आपकी इजाजत से पूछना चाहता हूँ कि वह १०१ रुपए महीने लेने वाला मजदूर, जिसके पीछे बच्चे भी हैं और जिसने उन अपने बच्चों के लिए मकान का, कपड़े का, खाने पीने का और पढ़ाई का इन्तिजाम करना है, वह कैसे यह सब इन्तिजाम कर सकता है। यह पाप है, यह गुनाह है कि उसको इतना कम वेतन दिया जाता है, और इसको किसी भी शर्त पर माफ नहीं किया जा सकता।

**एक माननीय सदस्य :** और जो खेती का मजदूर चार आने रोज पाता है उसकी तो कहिए।

**श्री बूटा सिंह :** मैं उस तरफ आ रहा हूँ। गांवों में जो मजदूर खेती बाड़ी का काम करते हैं, जिनको सलेरी के हिसाब से नहीं दिया जाता, वह जिन्स में मजदूरी लेते हैं। इसका भी हमको तजरबा है। अभी पंजाब सरकार ने शूगर मिलों के कुछ इलाकों में गुड़ और

खंडसारी बनाना बन्द कर दिया है। उसका क्या नतीजा निकला है? किसान के साथ जो गन्ना पेलने का काम करते हैं वे अक्षर हरिजन मजदूर होते हैं। सारा दिन किसान के साथ काम करते हैं और शाम को उनको जिन्स की शक्त्त में गुड़ या खंडसारी मिल जाती है जिससे वे अपने बच्चों का पालन करते हैं। आज गुड़ और खंडसारी की पैदावार बन्द कर दी गयी है। किसान तो मिल को गन्ना बेच कर पैसा ले लेगा और अपने बच्चों का पालन कर लेगा, लेकिन मैं पूछना चाहता हूँ कि उस हरिजन मजदूर का क्या होगा क्योंकि उसका काम ही बन्द हो गया।

मैं आपको इजाजत से एक और सवाल पूछना चाहता हूँ मंत्री महोदय से। मुझे उम्मीद है कि वह इन मांगों को बहस का जवाब देते वक़्त इसके बारे में कुछ बताएंगे। आपने रिपोर्ट में लिखा है कि जो एम्पलाईज प्रावीडेंट फंड है वह इस वर्ष नौ और इंडस्ट्रीज में लागू किया गया है जिससे केवल चार लाख मजदूरों को फायदा हुआ है। यह कानून है और उस हानत में कानून है जब देश पर आपत्ति आयी हुई है जबकि हिन्द सरकार के पास डिफेंस आफ इंडिया रूल है जिससे कि वह आज इस कानून को अंडर कम्प्लेशन भी लागू कर सकती है। यह एक ऐसी चीज है जिससे कि नीचे से लेकर ऊपर तक के तमाम मजदूरों को सहूलियत मिलनी है। मैं मंत्री महोदय से दरखास्त करूंगा कि यह जो एम्पलाईज प्रावीडेंट फंड है यह कानून तमाम मिलों में, कारखानों में और फैक्टोरियों में, चाहे वे सरकारी हों या प्राइवेट हों, जल्दी से जल्दी लागू कर दिया जाना चाहिए।

इसके बाद एक और बात कह कर मैं बैठ जाऊंगा। वह है कांट्रैक्ट सिस्टम आफ नेबर के बारे में। आपने रिपोर्ट में फरमाया

है कि आप इस कांट्रैक्ट नेबर सिस्टम को जल्दी से जल्दी बंद कर रहे हैं। मगर देखने में आता है कि—रोज हम देखते हैं और रोज अखबारों में शिकायत छपती है—कि कांट्रैक्टर हजारों मजदूरों को बगैर किसी वजह के राजी से अलग कर देते हैं। मैं मंत्री महोदय से पूछना चाहता हूँ कि इस सिस्टम को बंद करने में, जो कि न सिर्फ नाकामयाब है बल्कि जिसको जल्दत सरकार महसूस नहीं करती, क्या कानूनी दिक्कत है। मेरा सरकार से निवेदन है कि डिफेंस आफ इंडिया रूल के मातहत इस सिस्टम को जल्द से जल्द खत्म कर दें।

**Shri Balkrishna Wasnik (Gondia):**

I rise to place on record my warm appreciation of the working class of this country for their magnificent response and great contribution to meet the Chinese challenge. Something has been said about this in this report, but I very much feel that something more should have been said and the tributes to workers should have been paid in this report more eloquently. But I feel that except for a sentence or two that feeling is not reflected in this report.

The working class of this country are doing their best to increase production in all fields wherever they are working. Production is increasing, but as one of my colleagues has mentioned, though because of this increased production we will be in a better position to defend the country, the employers will, because of the increased production, be getting more profit; we do not know whether that profit will go towards building up of national defence. Though that profit will be coming to the employers, the wages of workers will not be increased in any way. You know—and Members have been mentioning this—that workers have contributed a day's wage to the NDF. On days when workers have worked extra and contributed their wages to NDF, the profit of that day has not been given by the employers to the NDF. This

[Shri Balkrishna Wasnik]

has a sickening effect on the minds of workers. They feel, 'We donate our labour and our wages for the defence of this country, but the employer who takes work from us has not given a single pie from his profit of that day for the defence of this country'. I wish Government does something in this matter so that confidence is created in the minds of the workers and they are assured that the employers also give their corresponding share for the defence of the country.

As you know, the emergency has provided an extra chance to employers to add to their fat profits. I do not want to say much on this. For the last six years, I have been not only writing to the Labour Minister but have also had one or two interviews with him—I have also mentioned it several times in this House—that there is urgent need for setting up some machinery to bring about uniformity in the wages and other conditions of work of bidi labour in the country. There are lakhs of bidi workers spread all over the country in most of the States. Particularly in my constituency which forms part of Maharashtra, there are more than two lakh workers. We have been finding that if the wages or other conditions of service of these workers are improved there, there is a tendency for the bidi industry to shift from there to some other State where the conditions of work are less favourable to the workers. I have mentioned about this several times. The Labour Minister has been kind enough to look into this matter. He has also put this before the State Labour Ministers. He has told me once or twice that he has taken up the issue with the State Labour Ministers and that but for one or two, the rest of the States are ready for uniformity in wages of bidi labour. It is a year or two now and I do not know what further had been done to convince these one or two States. I

wish the Labour Minister stated the position today. What is the difficulty for the Labour Ministers of the States to accept that there should be similar conditions and uniform wages for the bidi workers. Because of this the bidi workers are put to a great loss. The bidi manufacturers try to evade the provisions of the factory law and the Payment of Wages Act by bringing in intermediaries who engage the bidi workers and then they say that the bidi workers are not their employees. Thus they escape the provisions of all the Acts applicable to the workers in general.

There is then a Supreme Court ruling that if the domestic enquiry held by employer against the employee is complete, it is final. If an employer wants to do away with some employees he finds some cause and tries to remove him. He holds some enquiry. The conditions are in favour of the employer; his legal adviser is very well versed and comes to his support and they create such conditions as if the enquiry is fair and complete. The Supreme Court has held that if such an enquiry is held, the worker cannot raise that issue in the court or reopen. He cannot say that the enquiry has been unfair or something is missing. Therefore, it is necessary that the Government should come forward with some amendments in the Industrial Disputes Act so that the enquiry, even if it is held, could be re-opened in a court of law and the worker can get his grievances redressed.

**Shri Muthu Gounder (Tirupattur):**  
Sir, to give employment to the millions of unemployed or to give full employment for the millions of under employed and to provide them with full wages is not an easy task. We too realise the difficulty of the Government. There is a very huge population in our country and we are daily adding something to the existing population in spite of family planning and other things. Young man and women

coming out from colleges after taking their degrees or certificates go direct to the employment exchange office and they want Government jobs or appointments in any other office. We are thus adding something to the unemployed. The latest contribution has now come from the Finance Minister. On account of the gold control order lakhs of goldsmiths are thrown out of employment. Our Finance Minister perhaps wanted to shoot the tiger—the smuggler. He missed his aim, and he shot the poor goldsmith—the goat. His aim was missed. It was only a misfortune but caused a lot of misery to a good lot of goldsmiths.

**Mr. Speaker:** Were they not very near each other?

**Shri Muthu Gounder:** Now, Sir, the number of educated unemployed persons is daily increasing. According to the figures given by the Government, we find that more than 7 lakhs of educated men are seeking employment as per the live register. What has the Government done in this respect? Was the Government doing all its best to give employment for all these unemployed men or, has the Government failed to do anything? We have to analyse this. No doubt the Government also was doing something. The Government perhaps thought that by industrialising the country they could easily solve this unemployment problem. That is why they have allotted very huge amounts in the first and second five Year Plans. By starting big and small industries and other kinds of industries they have done something. Not only that. They have begun to construct many office buildings at a very huge cost, and they gave employment to lakhs and lakhs of young educated men too. By introducing the block development schemes the Government was able to give employment for an army of officers and young men. In my part of the country and also in every part of India, in every village, there is an army of officers who are working under the block development schemes, and perhaps the ruling party

wanted to oblige those who were loyal to their party in the elections. They have provided employment to almost all their followers under the block development schemes. Not only that. They have shown every concession to them.

But as regards the problem of the goldsmiths, though the goldsmiths have begun to solve the problem of their own accord by committing suicide daily, I think still the Government have to interfere, or else we will be seeing in the daily papers pictures showing scenes of these people committing suicide. They are also finding out novel methods as to how to commit suicide. This is the picture that we are able to see before us.

What has the Government done? Only, they have started some new offices and they have given some appointments. No doubt, under a democratic set-up we cannot expect any remedy immediately. Perhaps it might be possible in a totalitarian system to give a remedy immediately, but the remedy which is possible immediately in other systems will be permanent. Under a democratic system, if a remedy is given for such things, though it will be slow, it would be permanent. So, we wish and request the Government to see that some remedies are given to solve this unemployment problem; though slow, it should be a perpetual and a permanent remedy.

Not only there are unemployed persons but there are also over-employed people. At the same time, we see that there are quite a lot of people, millions of people amongst us, who do not turn out any work at all. They simply eat, simply sleep and simply enjoy, because they say they are wealthy. It is a national waste to have them in such a condition, because we cannot afford to keep any one or any considerable portion of our population lazy. It is a waste. They not only do not work but they eat away the nutritive food which is

[Shri Muthu Gounder]

sorely needed by workers doing hard labour, labourers and farmers.

While criticising the policies of the Government as far as employment is concerned, we are also bound to give some suggestions. I think by making India more industrial alone, we cannot give employment to all. Even now the percentage of employees in industries is only about 5 or 10 per cent of the total employees in the agricultural and other sectors combined together. So, we have to find means for giving employment to a good number of people in agriculture and farming. So, the problem is how to give employment in agriculture.

We find that the educated young men and women who are residing in rural areas, after getting their education, directly come to the towns. They want town life; they do not find any attraction in the villages. Unless we make the village life more attractive, they would not go to the villages. For instance, I want to quote from this book *Agricultural Labour in India*:

"Wages in agriculture lag behind those of industry. It is evidently due to low-earning power of agriculture. This has been brought out in the following statement:

It is a fact of the greatest significance that agricultural wage rates seldom attain much more than one-half, are often only one-half and occasionally even only one-third of an average industrial wage".

So, the agricultural labour get only one-third of what industrial unskilled labour get. So, we have to find out ways and means of making agriculture more paying and attractive.

Coming to industries, we were celebrating the Freedom From Hunger week from 17th onwards. While our President was inaugurating this week and making a speech over the All India Radio, he requested all of us—the labourers and management and the

people—to see that it is a success. But at this same time, the B&C management in Madras was kind enough to celebrate this week by retrenching about 600 workers from their staff on the plea that it is rationalisation, I do not know; it is still a fact to be considered whether it is proper rationalisation or not. Those workers were thrown out of employment. The policy is that rationalisation should be without tears. But this was with tears. The Government's policies are sweet-coated, more or less democratic-designed and of a socialistic type, but we see that they are all capitalist-made. If Government pursues its own declared policies, then we will find that many of our problems will be solved.

श्री श्रीकार लाल बेरवा (कोटा) :  
अध्यक्ष महोदय, मैं श्रम तथा रोजगार मंत्रालय के बारे में अपने कुछ विचार प्रकट करना चाहता हूँ ।

इस संकट-कालीन स्थिति में जितना पैसा मजदूरों ने दिया है, उतना पैसा किसी मिल-मालिक या किसी सेठ साहूकार ने नहीं दिया होगा । मिल-मालिकों ने जो स्वर्ण बांड वगैरह खरीदे हैं, वे उन्हीं ने अपने पैसे को बढ़ाने के लालच से खरीदे हैं, लेकिन गरीब मजदूरों ने जो पैसा दिया है, वह उन्हीं ने देशभक्ति की भावना से प्रेरित हो कर दिया है । उन को ऐसा कोई लोभ नहीं है कि हमारा पैसा दुगना या तिगुना हो जायेगा । उन्हीं ने अपने देश की रक्षा के लिए यह पैसा दे कर अपनी देश भक्ति का परिचय दिया है । इसलिए हमारे मंत्री महोदय को उन मजदूरों की तरफ ध्यान देना चाहिए ।

जो मजदूर मिलों में काम करते हैं, वैसे तो उन का आठ घंटे का दिन माना जाता है, लेकिन ओवरटाइम देने के सम्बन्ध

में बारह घंटे का दिन माना जाता है, जिस का परिणाम यह है कि उन को कम पैसा मिलता है, जबकि वास्तव में उन को ज्यादा पैसा मिलना चाहिए। इस तरफ़ ज़रूर ध्यान दिया जाना चाहिए।

लेबर आफ़िसर्ज़ मिल-मालिकों और बड़ी बड़ी कम्पनियों से मिले हुए होते हैं। आज तक किसी भी लेबर आफ़िसर ने मजदूरों के हक़ में अपना फ़ैसला नहीं दिया होगा। वे हमेशा मालिकों के हक़ में अपना फ़ैसला देते हैं।

हमारे यहां महाराणा प्रताप सागर डैम का काम चल रहा है। अगर आप वहां के मजदूरों की हालत को देखें, तो आप को पता चलेगा कि उन कम्पनियों ने उन की ज़िन्दगी को बर्बाद कर रखा है और उन के जीवन को बिल्कुल व्यर्थ बना रखा है। वहां पर कोई किसी तरह का इन्तज़ाम नहीं है। इस बारे में कई दफ़ा प्रदर्शन किए गए, लेकिन उन का कोई नतीजा नहीं निकला। लेबर आफ़िसर को भी कई दफ़ा रिपोर्ट की गई, लेकिन उस का भी कोई नतीजा नहीं निकला। मैं माननीय मंत्री जी से कहूंगा कि उन को ज़रूर वहां की स्थिति को देखना चाहिए और उन मजदूरों की हालत को सुधारने का प्रयत्न करना चाहिए।

मिल मजदूरों या सीमेंट फ़ैक्ट्री के मजदूरों को जो बोनस दिया जाता है, वह उन को मिलने वाली तन्ख्वाह पर दिया जाता है। उस में महंगाई बर्गरह न मिला कर खाली तन्ख्वाह का बोनस दिया जाता है। अगर महंगाई को उन की तन्ख्वाह के साथ जोड़ कर उन को बोनस दिया जाये, तो सब से अच्छा होगा।

यह अक्सर देखा गया है कि जब जब बजट में टैक्स लगाए जाते थे, उस से पहले ही मजदूरों की तन्ख्वाह बढ़ा दी जाती थी और उस से उन को संतोष हो जाता था।

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मजदूरों के लिए दस बारह साल पहले जो शिड्यूल बनाए गए थे, जैसे बेलदार को दो रुपये, कारीगर को चार रुपये, औरत-कुली को डेढ़ रुपये, वे अभी तक जारी हैं। यद्यपि महंगाई हर साल बढ़ती जा रही है, लेकिन उन के शिड्यूल में कोई परिवर्तन नहीं किया गया है। वर्तमान महंगाई को दृष्टि में रखते हुए इस शिड्यूल में परिवर्तन करना चाहिए।

जब मिल-मजदूर या सीमेंट फ़ैक्ट्री के मजदूर या रेलवे-कर्मचारी अपनी सर्विस से अलाहिदा होते हैं, तो कम से कम तीन महीने का पैसा, प्राविडेंट फंड बर्गरह का पैसा, उन को जल्दी ही मिलना चाहिए ताकि और धंधा कर सकें।

अगर किसी मिल या सीमेंट फ़ैक्ट्री में या रेलवेज में किसी कर्मचारी के साथ कोई हाथ-पैरों का एक्सिडेंट हो जाता है, तो उस को उसी महक़मे में कहीं चौकीदारी या ऐसे ही किसी दूसरे काम पर लगा दिया जाना चाहिए, ताकि उस का जीवन-निर्वाह हो जाय।

सवाई माधोपुर में मैं ने देखा है कि सीमेंट फ़ैक्ट्री में जब सीमेंट बोरियों में भरा जाता है, तो उस की खाक मजदूरों के पेट में जाती है, जिस से वे बीमार हो जाते हैं। वहां पर डिस्पेंसरी की कोई व्यवस्था नहीं है। एक छोटे से कमरे में एक छोटी सी डिस्पेंसरी बनी हुई है। अगर कोई बड़ा एक्सिडेंट होता है, तो कह दिया जाता है कि जयपुर ले जाओ और जयपुर ले जाते जाते एक्सिडेंट में घायल व्यक्ति की मृत्यु हो जाती है। इसलिए यह आवश्यक है कि वहां पर एक डिस्पेंसरी का अच्छा इन्तज़ाम किया जाये, ताकि उन मजदूरों के इलाज बर्गरह की ठीक व्यवस्था की जा सके।

रेलवेज में जितने छोटे कर्मचारी कँजुअल लेबर पर काम करते हैं और जिन को काम करते हुए पांच छः साल हो जाते हैं, उन को

[श्री श्रीकार लाल बेरवा]

टेम्पोरेरी बना कर बाद में पर्मानेंट कर दिया जाये। रेलवेज के कर्मचारियों की तरफ ज़रूर ज्यादा ध्यान दिया जाये। उन के लिए केवल कालोनीज बनाने से ही काम नहीं चलेगा। उन कालोनीज में सफाई, लाइट और अस्पताल डाकखाने का अच्छा इन्तजाम होना चाहिए।

मिलों में अक्सर देखा गया है कि अगर किसी मजदूर की धोती या साफ़ा मशीन के पट्टे में उलझ जाता है तो एक्सिडेंट हो जाता है। इस लिए मिल-मालिकों की तरफ से या सीमेंट फ़ैक्ट्री के मालिकों की तरफ से प्रत्येक मजदूर को नेकर और बनियान की एक यूनिफ़ॉर्म दी जानी चाहिए, ताकि वे लोग एक्सिडेंट से बच सकें, चाहे उस का पैसा काट लिया जाये। लेकिन अच्छा यह हो कि मालिक लोग मेहरबानी करें और पैसा न काटें तो अच्छा है।

अगर कोई मजदूर सीमेंट फ़ैक्ट्री में सीमेंट की ख़क से, या किसी मिल में किसी अन्य कारण से, बीमार हो जाए, तो नौकरी से हटने के बाद उस का इलाज फ़्री होना चाहिए।

मैं यह भी कहना चाहता हूँ कि मजदूरों की जहाँ जहाँ कालोनीज हैं, वहाँ वहाँ नाइट स्कूल ज़रूर खोले जाने चाहिये और उनको पढ़ाई का प्रबन्ध किया जाना चाहिये। जहाँ तक स्त्रियों की शिक्षा का सम्बन्ध है उनके लिए मशीनों इत्यादि की व्यवस्था ज़रूर होनी चाहिये। ये लोग दिन में पढ़ नहीं सकते हैं और रात में पढ़ने के लिए ही उनके पास समय होता है। इसलिए अगर जगह जगह इस तरह के नाइट स्कूल खोल दिये जायें तथा औरतों के लिए भी प्रशिक्षण केन्द्र खोल दिये जायें और उनको सिलाई वगैरह सिखाना शुरू कर दिया जाए, तो बहुत अच्छा होगा। इस तरह से औरतें सिलाई वगैरह कर सकेंगी और उनके पास दो पैसे कमाने का साधन हो जाएगा।

17 hrs.

जितने भी कानून बनते हैं, वे मजदूरों की भलाई के नाम से ही बनाये जाते हैं। लेकिन भ्रमल नहीं होते। जहाँ तक लेबर आफिसर्स का सम्बन्ध है, वे हमेशा मजदूरों को कुचलना ही चाहते हैं और मालिकों से मिल जाते हैं। वे मजदूरों के हक में नहीं बोलते हैं। इस तरह की जो स्थिति है इसका अन्त होना चाहिये।

अन्त में मैं यही कहना चाहूँगा : मालिकों से लेबर अफसर मिले कर कर लंबे हाथ नंदा जी गरीब मजदूरों की कोई न पूछे बात।

श्री रा० शि० पाण्डेय (गुना) : अध्यक्ष महोदय श्री काशी नाथ पाण्डेय तथा डा० मेलकोटे से मैं इस बात में सहमत हूँ जो उन्होंने श्री नन्दा जी के सम्बन्ध में कही है कि जब तक वह है, तब तक इस देश के मजदूरों के हक, उनके अधिकार सुरक्षित हैं। उनके नेतृत्व में न केवल श्रमजीवी वर्ग के आन्दोलन में तीव्रता ही आई वरन् एक ऐसा वातावरण भी इस देश में उत्पन्न हुआ कि हम एहसास कर सकते हैं कि चाहे परस्पर समझौते से, चाहे लैजिस्लेशन से, चाहे ट्रिब्यूनल के जरिये से और चाहे किसी भी प्रकार से अन्ततोगत्वा इस देश के श्रमशील मजदूर को लाभ ही पहुंचा है और आगे भी लाभ ही पहुंचेगा।

जितना भी प्राडकशन एपेरेटस है, आदमी हो, घन हो, रा मँटीरियल हो, मशीन हो, इस सब के सब का अगर समन्वय करके एक चित्र उपस्थित किया जाए तो आपको अनुभव होगा कि अन्ततोगत्वा श्रेष्ठता और गरिमा व्यक्ति की ही हो सकती है क्योंकि उसके द्वारा, उसके श्रम से, उसी के दिमाग से, उसी के व्यवसाय से हम उत्पादन वृद्धि और दौलत वृद्धि की तरफ बढ़ते हैं। ऐसा लगता है कि उसी के लिए, उसी के लाभ के लिए यह सारा एपेरेटस है। अगर इस सब का अच्छी तरह से समन्वय किया जाए और एक दूसरे को म्यूचुअल ग्रंडरस्टैंडिंग के लेवल पर लाया

जाए तो अच्छे परिणाम निकल सकते हैं। नन्दा जी श्रम मंत्री होने के साथ साथ योजना मंत्री भी हैं और इस देश में समाजवादी व्यवस्था लाना चाहते हैं। इसका हम ने जनता से वादा भी किया है और यह हमारा मैनिफेस्टो भी रहा है। हमने कहा है कि इस पैटर्न के द्वारा हम अपने देश में समाजवाद लायेंगे। जितनी भी उत्पादन बढ़ाने वाली चीजें हैं और जितने भी साधन हैं, अगर उनका ठीक ठीक समन्वय किया जाए तो हम समझते हैं कि समाजवाद की स्थापना के साथ साथ हम मजदूरों की भी लाभ पहुंचा सकते हैं। इस प्रकार से अनुशासन आ सकता है, श्रमिक की गरिमा हो सकती है, अच्छे वेतन उनको दिये जा सकते हैं और औद्योगीकरण तेजी से हो सकता है।

श्रीमन् मैं आपका ध्यान पाटिसिपेशन आफ लेबर इन मनेजमेंट की तरफ दिलाना चाहता हूँ। दुनिया के अनेक देशों में, ग्रेट ब्रिटेन में, फ्रांस में, अमरीका में, स्वीडन में तथा दूसरे देशों में इस ओर कदम बढ़ाये गये हैं। वे सब अन्ततोगत्वा इस निर्णय पर पहुंचे हैं कि देश की सर्वतोमुखी उन्नति करने की दिशा में जब तक श्रमशील समाज श्रमिक को अपने साथ नहीं लेता है, उसकी प्रतिष्ठा और गरिमा को स्वीकार नहीं करता है तब तक देश आगे बढ़ नहीं सकता है। १९१७ में ब्रिटिश कमेटी की रिपोर्ट प्रकाशित हुई थी ग्रेट ब्रिटेन में। उसने यह सिफारिश की थी कि जब तक हम लेबरर को, मजदूर को अपने साथ उस लेवल तक नहीं लेते हैं जहां पर कि हम डिपार्टमेंट डिसिंशज लेते हैं, और उसको कार्फिडेंस में नहीं लेते हैं, तब तक हमारे जो निर्णय हैं, वे अधूरे ही होंगे, हमारी एफिशेंसी में बृद्धि नहीं होगी, हमारा प्राफिट अधिक नहीं होगा और अन्ततोगत्वा अच्छे बोनस की जो प्रक्रिया है, अच्छी वैजिज की जो प्रक्रिया है, उसकी ओर हम आगे नहीं बढ़ सकेंगे और उत्पादन बढ़ाने तथा देश की दौलत बढ़ाने का जो काम है, उसको नहीं कर सकेंगे।

उन्होंने डिपार्टमेंटल कार्फिसिज तथा ज्वायंट यानी संयुक्त समितियां बनाने की सिफारिश की। उसके बाद युद्ध आया और अधिक प्रगति नहीं हो सकी। लेकिन १९४९ में जब अर्नेस्ट बीवन, लेबर मिनिस्टर हुए तक उनके नेतृत्व में पाटिसिपेशन आफ लेबर इन मनेजमेंट को आगे बढ़ाया गया और उसका परिणाम यह हुआ कि वहां पर इस क्षेत्र में बड़ी अच्छी प्रगति हुई और प्रगति के साथ साथ देश की हालत भी बड़ी और उत्पादन भी। इससे अच्छा वातावरण मजदूरों और उद्योगों के बीच में पैदा हुआ।

अब मैं स्वीडन और फ्रांस में जो कुछ हुआ उसकी ओर आपका ध्यान दिलाना चाहता हूँ। फ्रांस में १९४६ और १९४७ में एक लैजिस्लेशन के द्वारा इसको लीगल सैंकशन दी गई और कहा गया कि देश में जितने भी उद्योग हैं, चाहे वे प्राइवेट रीक्टर में हों या पब्लिक सैक्टर में हों, उनकी ज्वायंट कंसल्टेटिव कमेटीज बननी चाहियें, एडवाइजरी कमेटीज बननी चाहियें, एडमिनिस्ट्रेटिव कमेटीज बननी चाहियें। यह सब किया गया और फ्रांस और स्वीडन में १९४६ और १९४७ के बाद सभी उद्योगों में जो परिणाम निकले वे बड़े उत्साहवर्द्धक निकले और दूसरे स्वतंत्र देशों में जो इसका एक्सपेरिमेंट किया गया, उसके परिणाम भी हमारे सामने हैं और वे बहुत अच्छे रहे हैं। जब यह सब कुछ है तो कोई कारण नहीं है कि हमारे देश में भी इस प्रकार का समन्वय उद्योगों और मजदूरों के बीच में न लाया जाए। जब तक आप मजदूर को कार्फिडेंस में नहीं लेंगे, तब तक अच्छे परिणाम निकलने की सम्भावना नहीं है। हमारे यहां बहुत सी मिलें हैं। उन में लेबरजों को केवल इतना ही मालूम है कि उन्हें आठ घंटे तक काम करना है और एक पटिकुलर जाब जो कि उसको इसाइन किया जाता है बही उसको करना है। इसके अलावा उनका और कोई अवसर नहीं मिलता है, कोई ट्रेनिंग का अवसर नहीं मिलता है, न निर्णय

[श्री श्रीकार लाल बेरवा]

देने में उसका हाथ होता है,। उस मिल की फाइनेंशल कंडीशन क्या है, बकिंग कंडीशन क्या है, टैक्निकल पीजीजेशन क्या है, प्रोडक्शन क्या है, इसका उसको कुछ पता नहीं होता है। इस प्रकार की जो मालुमात हैं, इनका उसको ज्ञान न होने के कारण वह एक्टिव नहीं हो पाता और न ही वह कोई सलाह देने की स्थिति में हो सकता है। इसलिए मैं निवेदन करना चाहता हूँ कि पार्टिसिपेशन के आइडिया को स्वीकार किया जाए।

जितनी भी आपके यहां सर्विसिस हैं, उन सब को यूनियन पब्लिक सर्विस कमिशन रेग्युलेट करता है। मेरी राय यह है कि चार सौ रुपये से अधिक पाबे वाली जितनी नियुक्तियां हैं, वे सब एक सैमीगवर्नमेंट एजेंसी के हाथ में होनी चाहियें। पब्लिक सर्विस कमीशन जैसी कोई संस्था के द्वारा वे होनी चाहियें। चाहे उद्योगों के दो या तीन आदमी उस में हों, चाहे बराबर का उस में रिप्रिजेंटेशन हो लेकिन कोई न कोई इस प्रकार की एजेंसी को आपको इंट्रोड्यूस अवश्य करना चाहिये ताकि सर्विसिस में जोकि चार सौ रुपये से ऊपर की है, उनकी नियुक्तियों के सम्बन्ध में कोई फेवरिटिज्म न बरती जा सके और मेरिट पर एक्वाइंटमेंट्स हो सकें। जब फेवरिटिज्म चलता है तो एक प्रकार से वेल्य का कमेट्रेशन होता है, जिस की इंडस्ट्री, उसी का प्राफिट, उसी के सर्विस में आदमी, उसी के सुपीरियर हेड्स की एक्वाइंटमेंट्स। यह सब बन्द हो जाना चाहिये और मेरिट पर एक्वाइंटमेंट्स होनी चाहिये। आप अगर इस प्रकार का कोई सिलसिला बनायें तो औद्योगीकरण की दिशा में, समाजवाद की दिशा में इसको एक बहुत बड़ा क्रान्तिकारी कदम कहा जाएगा।

Nanda deserves our congratulations because he has so admirably handled the labour problems so far. He is instrumental in bringing about this Industrial truce which is the need of the hour to meet the challenge that has been thrown out by the Chinese to us.

Labour has magnificently responded to the call and they are putting in their labour day in and day out to meet this challenge. But, it is a sad thing that the mill magnates have not realised their duties full well. They are not honouring the pledge that they have taken along with the workers. Many hon. Members have dealt at length about labour problems of other undertakings. I would, therefore, like to confine myself to the labour problems of the sugar industry only.

Labour of the sugar industry is also engaged in doing its best to meet this challenge. But, the mill magnates, as I stated a little earlier, are not doing their best to honour their pledge. They are somehow seeking chances when they can exploit them to their best advantage. In these days also, in the sugar industry, contract labour is employed. You may call it as daily-wage labour. They are exploited to the worst degree. I think this is not only undesirable but also improper and unjust. Labour that should receive at least Rs. 72 per month are made to get only Rs. 45 at the rate of Rs. 1.25. Their names find a place on their registers. They manipulate figures in such a way that actually the labour does not get its due and they are made to realise that they are only casual labourers and that they entirely depend on the mercy of the contractor. They also pay something to the contractor, because he is the intermediary in that loot. He gets Rs. 1 or 2 per labourer per month, and the rest of the amount is pocketed by the mill-owners. This can be proved when the time comes.

Their living conditions are not only obnoxious, but they are abominable as

Shri Balgovind Verma (Kheri): Sir, I rise to support the Demands for Grants of the Ministry of Labour and Employment. Shri Gulzari Lal

well. I do not hesitate to tell you that they are made to live in dungeons unfit for human habitation. I have seen their standard of living. One is pained to see that they are made to live in these hovels. Not only one, but 4 or 5 persons live together in a very small room where, actually, you may not find even proper ventilation. This is the right, or rather the fundamental right which the mill magnate is bound to provide for. But, they do not do so because they know that they have got approaches; they are resourceful and therefore, they can utilise this to their best advantage. In the sugar factories, the condition of labour becomes all the more miserable when it is summer season. They are all perspiring and sweating all over the body but they do not get the bare necessities which they should get otherwise such as cold water and other facilities. They are denied of these things. When the attention of the mill magnates is drawn to this matter they say that they always try to provide these things, and it may be that in just some stray instances they may not have been there.

Then, victimisation of labour on flimsy pretexts is the order of the day. I know of cases where labourers while going back to their houses by chance attended some meeting which was being addressed by some persons, and if the persons were not liked by the management, then those labourers were victimised on that very score. That is most unjust and improper, and I submit that the labour Ministry should look into that matter.

Then, there is the labour which is under direct employment of the sugar industry, but this labour too is not allowed to cross the period prescribed for their confirmation. As soon as the prescribed period is over, the employers dispense with their services, and again after a few days they employ them. This is something which is very unreasonable, because by doing so, the employers not only deprive them of the wages for some time but

they also deprive them of the bonus that they should get from the industry.

There are also no recreation facilities, and the welfare funds which are there for the sake of labour are not utilised for the labour and they are mostly utilised by the senior staff of the mills. If such things continue, I am afraid labour stands no chances of getting their sons educated or getting something otherwise from the mills.

As regards the labour colony quarters to which I referred earlier, they are the worst. They have been constructed at those places where there is filthy air or filthy odour emanating from the filthy water that accumulates nearby, which is most injurious to their health. Our Government should see that this kind of thing is removed, because they have to work in the factory where also there is the filthy odour and when they come back to their houses that odour does not leave them. Labour is an important factor. Nothing is possible without the co-operation of labour, and we all know that it is just like a perishable commodity. When the labour is doing its best it is our duty to see that their interests do not suffer at the hands of the mill-owner.

I would like to say a few words now regarding the cane co-operatives. I wanted to speak on this point at some length, but since I do not have enough time, I shall only summarise the whole thing. In the cane co-operatives the people who work are denied certain facilities which they should otherwise get. In all other undertakings, the people who constitute the real labour have got a right to appeal to the courts, but this has been denied to the labour employed in the cane co-operatives. You know, Sir, that the people have to put in labour for two or three or four months hardly in the year and for the rest of the year they remain without work. In the mill, the labour gets what is

[Shri Balgovind Verma].

called retainer allowance, but that retainer allowance is not given to the people who work in these cane co-operatives. I think that the Labour Ministry should make some provision in this regard because these labourers too deserve it. If the labourers in the sugar factories can get the retainer allowance for the rest of the year, why should the labourers employed in the cane co-operatives not get this benefit? If they raise this question they are penalised there. And they cannot appeal to the courts also if they are punished.

Therefore, it is up to the Labour Ministry to see that such things are done away with, and an honourable way of life is guaranteed to all those who are engaged in this industry.

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#### RELEASE OF MEMBERS ON PAROLE

**Mr. Speaker:** I have to inform the House that I have received the following letter dated the 22nd March 1963, from the Superintendent, Central Prison, Hyderabad:

"I have the honour to inform you that Shri Kolla Venkaiah, Member, Lok Sabha, who was detained in te Central Prison, Hyderabad, under Defence of India Rules, 1962, was released from this jail on 15 days' parole on the 21st March 1963 at 5.20 P.M. on entering a bond for Rs. 2,000 with two sureties, each for a like amount to the satisfaction of the Inspector General of Police.

"He shall surrender to the jail on the 6th April 1963, before 12.00 noon after the expiry of this parole period".

17.21 hrs.

#### DEMANDS FOR GRANTS—contd.

##### MINISTRY OF LOBOUR AND EMPLOY- MENT—contd.

**The Minister of Planning and Labour and Employment (Shri Nanda):** Mr. Speaker, it is appropriate that the industrial truce resolution which was a very early product of the emergency came to be discussed here. It figured very prominently in the discussion. Member after Member who spoke paid their tributes to the workers for their magnificent contribution in various ways and their splendid response to the challenge with which the nation was confronted because of the Chinese aggression. These tributes were well-deserved. All those engaged in industry in the country who have given such a good account of themselves deserve well of us.

At the same time, I heard here and also outside that there is a certain amount of feeling of discontent that there were violations of this resolution. These complaints arose largely from the side of the workers; the employers also have indicated in a few places something from their side too. I do not think that any great change has occurred, but it is also true that there are visible signs of some cases of bad relations. I therefore feel very much concerned about it. Hence I lay stress on one aspect of whatever has to be done in the field of labour relations. If anybody has even the remotest kind of impression that the emergency is somehow over and the stress of the emergency is not there and therefore our enthusiasm, if it wanes, does not matter, he is very much in the wrong. The emergency is very much with us now. It has not receded at all. Therefore, I have to emphasise this that it is not possible to go back to the old ways at all; I am speaking of the whole nation, workers particularly. There is no going back. We have to move forward still further with the things that have been achieved. We have to enlarge