

MR. SPEAKER : 426—Shri Mohan Lal Patel, Shri Santosh Mohan Dev 427—Shri R.L.P. Verma

माननीय सदस्य हाउस में नहीं हैं। मेरे खयाल में सब थक गए हैं।

PROF. MADHU DANDAVATE : Sir, I suggest let the adjournment-motion be taken straight.

Modifications in the Scheme of Workers' Participation in Management

*429. SHRI SUNIL MAITRA :

SHRI S.A. DORAI SEBASTIAN : Will the Minister of LABOUR AND REHABILITATION be pleased to state :

(a) whether the trade unions in the country have demanded several modifications in the scheme of workers' participation in management that was notified by Government recently;

(b) if so, the major areas of differences pointed out by trade unions;

(c) whether there will be discussion with the trade unions on these points;

(d) if so, when; and

(e) if not, the reasons therefor ?

THE MINISTER OF LABOUR AND REHABILITATION (SHRI VEERENDRA PATIL) : (a) to (e) The Government had called a meeting of the Trade Union representatives on the 20th February, 1984 to discuss the implementation of the Scheme for Employees' Participation in Management, notified by the Government vide Resolution No. L. 56011/1/83-Disk-I (B) of the Ministry of Labour and Rehabilitation, published in the Gazette of India (Extraordinary) Part I, Section 1 on 30th December, 1983. During the course of discussions, certain points were raised by some of the Trade Union representatives with regard to the new Scheme. The discussions could not be

completed in this meeting and it was decided to continue these discussions in the next meeting on the 7th April, 1984.

SHRI SUNIL MAITRA : Sir, we are supposed to be Hon. Members. But the dishonourable way in which the Ministers treat us is really despicable. I will not ask any supplementaries unless and until the replies are forthcoming.

I bring your attention to the question :

(a) "whether the trade unions in the country have demanded several modifications in the scheme of workers' participation in management..."

You have not replied to that. Further, I have asked :

(b) "if so, the major areas of differences pointed out by trade unions;"

You have not replied to that also. First, you must reply to these questions. Then I will ask supplementaries.

PROF. MADHU DANDAVATE : Sir, there is ruling given by the Speaker that, as far as possible, every part of the question should be separately replied to.

SHRI VEERENDRA PATIL : Sir, I want to clarify the position. The hon. Member wanted to know whether the trade unions had demanded several modifications in the scheme of workers' participation in management. If they had demanded modifications, I would have given the details. If they have not demanded modifications, what is that I can give? That is why I have said that they have not demanded modifications but they have raised certain points and certain clarifications. If he wants to know what clarifications they have asked and what points they have raised, then I am in a position to give the details.

SHRI SUNIL MAITRA : Why in reply to (a) and (b), you did not say that they have not demanded modifications ?

What prevented you from saying that? That way, the Minister cannot evade answering questions.

MR. SPEAKER : We will not let him evade the questions. You ask the supplementaries.

SHRI SUNIL MAITRA : In the present scheme of things, actually what has been stated are paltry things. In the first 20-point programme, there was a provision of workers' management and in the revised 20-points programme, somehow or other, it was omitted. Somehow or other, when the Calcutta Congress session was going on, they suddenly remembered that there was a need for workers' participation in management and they issued a notification and, in the notification, they stated that production facilities, storage facilities in a shop, material economy, operational problems, wastage control prevention of hazards, safety problems, etc., etc. would be the areas in which the workers' participation will be operative.

If the workers, participation is taken in the effective management, will the workers have any voice in shaping the policy, such as, when the Government accepts the IMF conditionalities, what impact these conditionalities will have on the production of a particular concern, on the marketing of the production and also, in regard to import liberalisation scheme, for example, when you import steel, there is a stockpile of steel affecting the workers themselves. On these policy matters, will the workers' representatives have any effective voice?

SHRI VEERENDRA PATIL : The comprehensive scheme has been published in the Government Gazette. The hon. Member can go through the Gazette and find out what are the details. The workers' participation is at three levels. One is at the shop level, another is at the plant level and the third is at the board level. In the scheme, it is stated that, to begin with, in all public sector undertakings, within a period of one year, the workers' parti-

cipation scheme should be executed at the shop floor level and at the plant level, and we have already asked all public sector undertakings and also the administrative Ministries to prepare a list of such public undertakings where it would be possible to introduce this Scheme at the Board level also.

This is a Scheme at different levels. This Scheme has been worked out and it has been spelt out in detail and our Ministry wanted to know the views of the trade union leaders. Therefore, we had called the trade unions for a discussion. One discussion has taken place. They wanted to have certain clarifications on certain points. They agreed to meet again in the month of April. Further discussions would take place and it would be finally decided in consultation with the trade union leaders.

SUNIL MAITRA : (a) How is it that now in the Scheme of things, the Government has excluded departmental undertakings?

(b) May I know whether the Government is going to accept the suggestion of the trade unions that all such representatives who will be in the Board of management will be elected by the workers through secret ballot?

SHRI VEERENDRA PATIL : As far as exclusion of departmental undertakings is concerned, this matter was discussed with the trade union leaders who asked why the departmental undertakings were excluded from the new Scheme. The Chairman of the Committee is our Secretary, who explained to them that departmental undertakings were excluded because the joint consultative machinery is supposed to exist in all Governmental undertakings which contained proper mechanism of employees participation in these undertakings.

With regard to the selection of representatives from the trade unions, in the Scheme itself it has been mentioned that the management will also consult the concerned trade union leaders and

evolve through consensus the mode for representation of workers at all levels in which the Scheme would be implemented. It is, therefore, left to the management in consultation with the trade union leaders to evolve the mode of representation.

SHRI S.A. DORAI SEBASTIAN :
In reply to the specific question the Hon. Minister has said that discussions took place between the trade union representatives and the management.

I would like to know the percentage of the workers' participation in the management that has been asked for.

Secondly, I would like to know whether the workers' participation in the management exists in public limited companies and in the public sector undertakings also.

SHRI VEERENDRA PATIL :
Workers participation is meant for public sector undertakings and it is exclusive.

So far as departmental undertakings are concerned, they have been excluded.

This Scheme is meant for all public sector undertakings and with regard to representation in this Scheme, I have to say that it has been spelt out that equal representation would be there for management and also the workers' representatives.

PROF. MADHU DANDAVATE :
One of the features of the workers' participation has been that there would be workers' and officers' representatives on the Board of Directors. In appointing the representatives of the workers and the officers on the Board of Directors, has the Government decided about the definite norm to be followed?

I would also like to know whether they would choose the representatives from the majority officers' Association and the majority union of the employees or, irrespective of the majority and

minority unions and officers Association they would arbitrarily try to decide, without reference to this principle.

Is it not a fact that this issue in the case of the banks has already been taken to the court of law and, if that is the position, what is the approach that Government would like to adopt in relation to the norm to be decided.

SHRI VEERENDRA PATIL : So far as this Scheme is concerned, the policy of the Government is to straightaway execute the Scheme at two levels, that is shopfloor level and plant level.

I have made it clear that so far as the Board level participation is concerned, we have to evolve details and we have asked all the administrative Ministries to prepare the list of such public undertakings where it would be possible for them to execute the Scheme at Board levels.

At that stage, all these factors should be taken into consideration.

PROF. MADHU DANDAVATE :
Since you are already seized with that issue in the banks and other concerns, will you expedite the matter?

MR. SPEAKER : Next Question...

PROF. MADHU DANDAVATE :
Sir, before you proceed to the next question, the Minister is nodding his head. Let him say something by mouth.

SHRI VEERENDRA PATIL : I know only that in the banks there is representation to workers at the Board level. But I am told that that is not under this scheme; there is a separate provision in their Act. According to that, they are giving representation at the Board level. Since I do not know the details about that, I am not in a position to say anything.

SHRI R.R. BHOLE : Thirteen textile mills have been taken over in

Bombay. I want to ask the hon. Minister whether this scheme of participation by workers will apply to those taken-over mills in Bombay.

SHRI VEERENDRA PATIL : Yes; it will apply to all public sector undertakings; I have said that. And I can tell the hon. Member that the Commerce Ministry is very enthusiastic about this scheme.

Winding up of Dandakaranya Project

*432. **SHRI K. PRADHANI :** Will the Minister of LABOUR AND REHABILITATION be pleased to state :

(a) whether Government have taken a final decision to wind up the Dandakaranya Rehabilitation Project;

(b) if so, its broad outlines and when it is likely to be wound up finally and the role, if any, stipulated for the State Government of Orissa and any finances to be made available to it;

(c) whether the people of Umerkote Zone of the Dandakaranya represented to him not to hand over the Hospital at Umerkote to the State Government; if so, the decision taken by him in the matter; and

(d) the position regarding the working of the Hospital at Paralkote and its financial and administrative control ?

THE MINISTER OF LABOUR AND REHABILITATION

(**SHRI VEERENDRA PATIL :**) :

(a) and (b) No final decision to wind up the Dandakaranya Development Authority has so far been taken.

(c) A request was received on behalf of the people of the Umerkote Zone that the Hospital at Umerkote may be retained by the Government of India for management instead of handing it over to the State Government. This Hospital is linked with other medical institutions like dispensaries, primary aid centres

and health sub centres, which may have to be transferred eventually to the Government of Orissa along with other assets/institutions of the Dandakaranya Project. Accordingly, the Hospital at Umerkote may also have to be transferred to the State Government in the event of normalization of the Umerkote Zone.

(d) The Hospital at Paralkote is working satisfactorily and will continue to function under the Dandakaranya Development Authority till the normalization of the Paralkote Zone.

SHRI K. PRADHANI : I congratulate the hon. Minister because the Government have not taken any final decision to wind up the Dandakaranya Project. The duty of the Dandakaranya Project is not only to rehabilitate the East Pakistan refugees but also to do some area development work. During the implementation of these rehabilitation programmes, the Government seriously committed to some area development projects; (1) completion of the Bhaskel Dam Project; (2) one maize factory at Umerkote; and (3) a college building at Malkangerc. Recently they have given up these proposals saying that they are winding up the Project. May I know from the hon. Minister whether the Government will again take up these works as early as possible ?

SHRI VEERENDRA PATIL : Whatever works have been started will be continued and completed. So far as normalisation is concerned, although Government had taken a decision, some representatives from West Bengal and some representatives from Parliament also approached the Government and approached the Prime Minister with the result that a high level meeting is going to be held shortly with the Chief Ministers of West Bengal, Orissa and Madhya Pradesh under the Chairmanship of the Home Minister. That meeting, unfortunately, although it was fixed twice, could not be held. So, in that meeting it will be decided; the question