

12.29 hrs.

DEMANDS FOR GRANTS*—*contd.*

MINISTRY OF LABOUR AND EMPLOYMENT

Mr. Speaker: The House will now take up discussion and voting on the Demands for Grants under the control of the Ministry of Labour and Employment. 6 hours are allotted for these Demands. If the hon. Minister wants to initiate the debate, he can do so.

DEMAND No. 67—MINISTRY OF LABOUR AND EMPLOYMENT

Mr. Speaker: Motion moved:

"That a sum not exceeding Rs. 23,26,000 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, 1962, in respect of 'Ministry of Labour and Employment'."

DEMAND No. 68—CHIEF INSPECTOR OF MINES

Mr. Speaker: Motion moved:

"That a sum not exceeding Rs. 21,18,000 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, 1962, in respect of 'Chief Inspector of Mines'."

DEMAND No. 69—LABOUR AND EMPLOYMENT

Mr. Speaker: Motion moved:

"That a sum not exceeding Rs. 5,32,15,000 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, 1962, in respect of 'Labour and Employment'."

DEMAND No. 70—MISCELLANEOUS DEPARTMENTS AND OTHER EXPENDITURE UNDER THE MINISTRY OF LABOUR AND EMPLOYMENT

Mr. Speaker: Motion moved:

"That a sum not exceeding Rs. 96,000 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, 1962, in respect of 'Miscellaneous Departments and Other Expenditure under the Ministry of Labour and Employment'."

DEMAND No. 129—CAPITAL OUTLAY OF THE MINISTRY OF LABOUR AND EMPLOYMENT

Mr. Speaker: Motion moved:

"That a sum not exceeding Rs. 7,22,000 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, 1962, in respect of 'Capital Outlay of the Ministry of Labour and Employment'."

The Minister of Labour and Employment and Planning (Shri Nanda): I am grateful to you for permitting me to initiate the discussion on the Demands for Grants relating to the Ministry of Labour and Employment. I shall make a few observations at this stage to present some significant features of labour policy and labour administration, so that it might serve as a background for the discussion on the subject.

I shall take up first the question of employment. There is a great deal of anxiety in the House, and in the minds of the Members of Parliament and our countrymen outside about the question of employment and the problem of unemployment. The provision of adequate opportunities for

*Moved with the recommendation of the President.

employment is a major objective of our Plans, and it is being felt that the performance of our economy has not been quite satisfactory in this respect. I may submit that we should not lose sight of the fact that there is a steady expansion in the volume of employment in the country from year to year. I also acknowledge that the number of those who are not able to obtain jobs has been increasing. It is necessary that we appreciate the implications of this parallel phenomenon.

The provision of employment opportunity is bound up with the scale and tempo of economic development. That has many facets and the question, therefore, has to be considered in the broader context. So far as the Ministry is concerned, it has some well-defined tasks in this field. It has, in the first instance, one specific function: to render service and provide facilities for those who register themselves with the employment exchanges so that they are able to get whatever jobs are available. There is the allied work of giving advice to those who come for jobs to the exchanges. The department is trying to develop trade tests. But a most vital activity of the Ministry in this context is to arrange for training of technical personnel, a large number of craftsmen, who are required by all sorts of industries. This activity of the Ministry has been increasing rapidly.

I may give some figures. At the beginning of the Second Plan, there were 10,000 seats for this purpose; at the end of it, the number has risen to 48,532 against the target of 30,000. For the end of the Third Plan, the target is over 1,00,000 seats. The expenditure in the Second Plan was Rs. 13 crores and the provision for the Third Plan is nearly Rs. 45 crores. What is engaging our attention at the moment is the question of improvement of the quality of instruction and for this purpose, both in respect of equipment and the quality of instructors, steps are being taken in that direction.

A connected matter is the question of apprenticeship. It is not sufficient that we provide for instruction in the institutions. In order that the craftsmen and the trained personnel may prove effective in the discharge their functions in industry to enable industry to realise its targets and to improve quality, it is very essential that there should be adequate arrangements in undertakings and in industrial establishments for apprenticeship training. So far it has existed on a voluntary basis, but I have to express a sense of regret that this has not at all proved to be a very encouraging experience. There was a target of 7,000 for the Second Plan. Only 1,250 apprentices could be trained. Therefore, the decision has been taken that this matter of training on of apprentices should be placed on a compulsory footing and legislation therefor will be undertaken on this account. A statutory basis will be created for regulating the system of apprenticeship and various steps in this connection will be taken.

12.35 hrs.

[SHRI MULCHAND DUBE *in the Chair*]

I come to another aspect of the work of the Ministry. We have been aware of the fact that the information available to us in respect of employment and unemployment is not at all adequate and, therefore it is not possible to make a very proper assessment of the situation. Steps have been taken in recent years, more so very recently, to evolve a system with the help of which it should be possible to us to obtain regular, precise information, as far as possible, about the condition of the employment market. Therefore, employment market information centres have been set up. So far as the public sector is concerned, the coverage is practically complete. In the private sector, about 152 centres have been set up. It is intended to extend them practically to all the areas by the end of the Third Plan.

[Shri Nanda]

Out of this—the information that has been collected through this system—we are able to have some idea of the extent to which employment has been increasing in certain sectors. This information which is thrown up through the surveys made by the employment market information centres will make it possible for us now to size up the situation and to have an idea of the trends—what kinds of requirements are arising, what is the relation between demand and supply and what types of persons are more in demand. Therefore, it is now possible for us to utilise this information in relation to our training centres, that is, the kinds of arrangements to be made for training of craftsmen; also this will at least place us in a position to be able to take some action to remedy any unsatisfactory situation which might be developing.

The facts as revealed are as follows. In the public sector, the increase in employment has been at the average annual rate of 6·8 per cent. That is between these four years, 1956—60, the number in employment rose from 52·35 lakhs to 66·58 lakhs. In the private sector, in the limited coverage that has so far been achieved, the increase is of the order of 4·8 per cent. This is only for one quarter, but the trend is of that character.

Of course, the performance of the different sectors varies. In manufacturing, it is 8·1 per cent, in trade and commerce it is 0·4 per cent and in others 1·4 per cent. This is the special information we have been able to obtain on account of the new system that has been introduced. But there are the usual sources of information about employment in respect of organised sectors, industry etc. and from 1951 to 1959, the position, as we are now able to see, is that there has been an increase of 2·38 per cent annually during this period. In the public sector, the annual increase has been of the order of 3·75 per cent

I have given these figures just to cite them as evidence of the observation that I made at the start that employment has been expanding from year to year during the last few years. It is natural because of the fact that our activities have also been enlarged from one Plan to another. The Second Plan was nearly double of the First and the Third Plan is equal to the First and the Second together. This is the position so far as employment is concerned.

But, as I said at the very outset, this does not entirely exhaust the whole content of the problem. There is the other situation regarding unemployment. Our direct sources of information are chiefly the employment exchanges and the National Sample Surveys. So far as employment exchanges are concerned, the information they throw up from month to month is that the number in the live register has been increasing. Actually, the rate of increase has been 22 per cent nearly and the reason is quite obvious. Because every month the number who register is much larger than the vacancies that are notified and, ultimately, the placements that are made. Although from year to year the number of persons placed in employment is increasing, yet the discrepancy or the gulf between the registrations and the placements remains all through.

This is the situation in respect of both employment and unemployment. Therefore, the question arises, how do we deal with the situation? As I pointed out earlier, the whole problem revolves round the scale and tempo of development in the country. We found that in the case of the Second Plan, we could not afford employment to all the new entrants in the market and that there was an addition to the backlog because of that. And, in the case of the Third Plan, the position is that in place of the 15 million new entrants which we have thought of on the basis of the earlier estimation of the population rate increase, the investment

which we had visualised would enable us to give employment to about 14 million. But, we had hoped that by intensifying our activities, by also undertaking some special programmes to utilise idle man-power in respect of which some pilot projects have been started, we will be able to reach to that level of 15 million. 1

There is also the other intention that we might closely watch the pattern of production so that whatever it is possible, without in any way causing any detriment to the efficiency of our investments, to make them more labour intensive; we should try to do so. This was the position so far. Now, we have got the new figures arising out of the census enumeration which will, I am afraid, make the task somewhat more difficult. We have not yet been able to fully work out all the implications; but the implications, in general terms, are clear that the task has become more difficult on this account.

I shall deal with one or two special aspects of the question of employment. And that is, the persons who are, at the moment, engaged in some work, are rendered unemployed or thrown out of employment because, in one case construction of big projects is completed and they are not required any further, and in the second case, closures occur of the existing establishments and hardships arise on this account.

We have set up a special machinery in the Ministry for the purpose of helping these people. So far as those who were engaged in the projects at one time are concerned, a special machinery for employment of surplus personnel has been at work for some years now and it has produced good results. The position is that practically most of those who were offering themselves for alternative employment elsewhere have been provided for and the expectation is that in the cases of other projects where a similar situation may arise, something of that kind may also happen.

About closures, the situation is now slightly better in some directions but

the problem does remain and maybe it is a continuous problem in the sense that in some industry some units may be reduced to a position that they cannot continue to function. If it is a temporary difficulty, other ways may be found by taking them over and running them or by other means helping them in one way or the other. But it may be that nothing can be done.

That problem was before us in one of the sessions of the Indian Labour Conference. The idea was broached that we might have some fund for the purpose of helping the industries to tide over those difficult periods and also to help the workers who have been thrown out of employment and are in distress. This has been discussed for a considerable time now and all sorts of objections and difficulties are confronting us so far as that is concerned.

My intention now is that in view of the urgency of the matter, this may be isolated from the larger problem and something should be done at least to relieve the distress of those employees who are thrown out of employment on account of closures. As has happened in a number of cases, even their wages due are not paid, and the unit is not in a position to make payment of the terminal benefits, retrenchment, compensation etc. One can imagine the hardships to which the workers are subjected because of that. So, the idea now is that we should restrict this scheme, for the present, just to some emergency help to the workers who are placed in that situation. If they have certain dues, we can at least give them some loan facilities during the period and we might also do something more effective about retaining these people, taking them to other places where jobs may be available. This is the kind of programme that we have now in this connection.

I shall now come to another very important question, and that is wages. It is the natural concern of the working classes as to how their standard of living is being affected by the

[Shri Nanda]

developments in the country. Last year I found myself under the compulsion of combating some current mis-conceptions about the workers' claims for wage increases, and the role of Wage Boards, I had tried to remove them. (*Interruptions*). I am also thinking of a certain type of agitation which was set afoot then that there should be a wage freeze. And, when we mentioned even the setting up of a Wage Board, there was a hue and cry that this is something unpatriotic. I believe that this is not the situation now. It is not necessary for me to enter into an elaborate plea now and it is now practically accepted that a Wage Board is the normal feature of the industrial scene and a proper method for the settlement of claims of the workers.

There is still in certain quarters a lurking, not just suspicion but a fear that the industrial worker is being treated as a privileged class and he is being dealt with too generously. On the other hand, representatives of the working classes feel that the worker is not having a fair deal. What is the fact of the situation? I have tried, for my own sake, to see how exactly things stand and to see the situation in its correct perspective. In 1959, the latest year for which statistics are available, there was an increase in money earnings of an order of three per cent and the rise in the cost of living was a little less than four per cent. . . . (*An Hon Member*: over the previous year)? This is 1959 compared with 1958. We are of course more concerned with 1960 now and I am confident that the year 1960 will be able to present some amount of improvement for the working class—material improvement—because of the wage boards. I have got some calculations made here. The increase in wages in various centres on account of Cotton Textile Board has actually ranged from 8.6 per cent to 21 per cent. There are about eight lakh of

workers. In respect of cement, in one region the corresponding figures are 19 and 26 per cent; elsewhere, 7 and 100 per cent. This affects in all five lakhs of workers. In respect of sugar the figure for the northern region is 20.6 and 38 per cent; for the central region 10 and 43.4 per cent; southern region 8 and 70.2 percent; Maharashtra region 22.5 and 117.5 per cent. These variations are there because conditions differ. This affects 1.9 lakhs of workers. In the case of jute, there is an interim relief which may be reckoned at about 5 per cent of the wage there are 2.5 lakh workers. We shall have a report in respect of the plantation industry soon. While I am on this I may also mention about the wage boards, about the demand on the workers' side which was put forward in the Labour Conference and in other places in connection with the question of wage boards for the other industries. If the hon. Members who have participated in this Conference look at the list of industries for which they had asked for wage boards, they will find that by and large the demand had been met. There are two or three industries which still remain and I am now in a position to say that one important industry—iron and steel—will be dealt with in the same way. There will be a wage board for the iron and steel industry. We are also taking up for consideration engineering and other industries as to how best we can proceed in respect of the Hon. Members will not forget that it is not very simple thing to have a Wage Board. We have to find a suitable personnel for a Board. That is one thing. Then, when the report comes, there is the struggle that ensues, as it did in the past. I hope that things will be better now, though the sugar board recommendations have not yet been implemented inspite of the resolution adopted by the Government.

I have given some information about the wages. It is not that they

are confined to the recommendations and reports of the wage boards. All the time such questions are going before the adjudicators and awards are being given. During the year 1960, there were 3578 awards and matters about wages represent about forty per cent of the cases and I may say that practically in every case some little gain has been made by the workers. Possibly the hon. Members have also seen those tables as we have been publishing them over a period of years. I have very carefully looked into the whole position; between 1951 and 1959, the position is as follows, in respect of the different sectors such as mining, manufacturing, coal, tea plantations (for which I have figures for Assam at the moment). The money earnings in this period increased by 46 per cent and the real earnings by 27 per cent over this period. You may be surprised if I tell you that in the case of manufacturing industries money earnings increased by 22 per cent and the real earnings by 6 per cent.

Shri Braj Raj Singh (Ferozabad): Over what base?

Shri Nanda: I have given the years—1951—59. Coal industry is there for instance. They started very low. In terms of increase the wage is 110 per cent more and the increase in terms of real earnings is 83 per cent more. I do not want to burden the House with more figures but this gives a fairly clear idea of what the situation is. But during the last few years, there have been two or three years when there had been a reduction in the real earnings inspite of the fact that money earnings have increased. Now, what does it signify? Certain issues arise out of that and they will have to be faced. It is quite true that the worker has to attain a living wage or the need based minimum adopted by the Indian Labour Conference, agreed to by all parties and not repudiated by any....

Shri Anthony Pillai (Madras North):....nor endorsed by the Government.

Shri Nanda: Not repudiated to all; I have said it several times. So, we have to make progress towards that. How will we be able to do that? If the price level increases, the worker lose ground as we have seen inspite of the money earnings having gone up. It has happened in the period that we are dealing with now. In 1956—59 money earnings increased by about 6 per cent but the real earnings fell because of the high cost of living. Whereas, it will be seen, in an earlier period, 53-55, money earnings rose only five per cent and real earnings rose by fifteen per cent because the cost of living had come down by nine per cent. Now, how are we going to achieve a rise in their standard of living? It is not by giving a little more money. One fact which is common to every problem is the level of productivity. If in a certain industry, wages have to be raised, and if every rise has to be reflected in the price of the commodity, then the goal of a living wage will recede. Then, where is the money to come from? How long can that process be repeated? If you add something to the wages, then the prices go up. That will mean that one class of workers are getting more wages and are trying to improve their standard of living probably at the cost of a set of consumers or another class of workers or it may be that it will be at the cost of further development itself—that is, capital formation. Because, let us not forget that the workers are interested in raising their standard of living and their wages but they are also interested in having a larger volume of employment available to them; it is not only for the existing workers but to a larger number of new persons also who have to be found employment. So, only we see things in this light, we will understand the problem is not simple. In its simplest form we may say the solution lies in raising productivity. It is true that productivity has been rising at the rate of about three per cent annually. But, that is not enough. Therefore, in order to do anything much more,

[Shri Nanda]

ways will have to be found of improving productivity in all branches of economic life. We have particularly to keep in mind the unorganised sector of the employment market. There, comparatively the conditions will not be quite good at all. Take, for example, agricultural labour. We are hearing so often as to what is happening to agricultural labour. I shall take up the question of agricultural labour at a later stage. In order that we may have really the means for sustaining the movement for raising real wages, several things have to be done, special action has to be taken on the front of export industries because there employment as well as earnings will depend upon that. In this case it is not just a question of inflicting higher prices on internal consumers.

13.00 hrs.

Now, I shall say a few words about industrial relations. This aspect figures prominently in any discussion of labour situation. It is a recognised test of sound industrial relations as to what degree of peace prevails in industrial relations and it is also an accepted indicator of the state of industrial relations as to what is the number of man-days lost. Here, I would like to reproduce some figures though the hon. Members may have got them already. It is an important matter. As compared to 1959 the number of man-days lost came down from 56 to 48 lakhs that is, a fall of 14 per cent. This figure of 48 lakhs also includes 4.26 lakhs on account of the strike of Central Government employees. If we take 1959, then the figure was 78 lakhs that is, there is a fall of 38 per cent. If we take half-yearly figures, this trend becomes much more prominent. What is this due to? No single factor can be held entirely responsible for that. There is a combination of circumstances. But, one new element which came into the situation was the code of discipline and there is the evidence that the most potent influence in

favour of a better industrial situation was the code of discipline. The hon. Members are aware of it. What does it do? It tries to spell out the obligations of the workers and the employers and also the Government so that there are conditions created which are favourable for the prevention of strikes. Here the progress has been considerable as is evident from the figures available. Although in the beginning there was some kind of hesitation on the part of the people concerned gradually the code of discipline has been receiving more and more acceptance and today the coverage is practically complete so far as the public sector is concerned. Railways is a special case. So far as the private sector is concerned, at the moment there are just two or three cases which are still out of it—they are the Banks, general insurance, P.T.I. and I.E.N.S. Apart from the Central organisations, even independent employers and employees unions have also accepted the code of discipline in large numbers. This code is being utilised more and more by the parties. Complaints are being received by the machinery set up for this purpose and they are being dealt with and the results are fairly satisfactory. In a fairly large number of cases, either the parties themselves mutually settle the disputes or the machinery set up for this purpose is able to bring them round to a proper recognition of what their responsibility in the matter is. That is, those things are brought home to the parties.

In the matter of preventing strikes, it will be interesting to know that in about 24 cases where strikes were going to occur, earlier intervention by the machinery set up for this purpose prevented those strikes. Out-of-court settlements have been arrived at in 21 cases and the parties have set up screening machinery for the purpose of preventing cases going to courts. These are several aspects of the code of discipline which have been progressively, I believe, creating

a kind of a new climate in the country. It is only a beginning. I believe, in course of time, it will yield even more striking results. This new approach is going to make a very radical change in the industrial situation.

While I speak on industrial relations, I may mention that this is really an extension of the whole structure of tripartite relations between employers, employees and the Government. That has yielded very good fruit. Some very significant and important decisions have been arrived at, through this machinery. The whole question of rationalisation which vexed all of us for years and years has been tackled successfully. The wage boards are also on tripartite basis. We have decided to have a Bonus Commission which faced very rough weather for some time, but, I may inform the hon. Members that, I believe, those objections will not now persist.

Now, Sir, in the matter of industrial relations, there are one or two things which are very important. Recently, some new departures were made. One was a scheme for workers' participation in industry and I attach a great deal of importance to that because, I think, in a country which is aiming at a socialistic pattern of society—and to the extent the private sector remains and even the public sector—the worker must have a new status, he must assume new responsibilities and he must make a higher contribution. That can only be done if he is more intimately associated with the functioning of industries. We have set up 23 units where this experiment has been initiated. The reports are very encouraging. The employers' representatives, the workers' representatives and the Government have reported that this experiment has yielded good results all round—increase in production, more peaceful relations and improvement in many other ways. Therefore, we feel that we should try to

go forward in this direction in a more vigorous way. The whole structure of industrial relations, workers' participation and the code of discipline has to be strengthened. There has to be a higher consciousness among the workers of their responsibilities. For that purpose, our programme of workers' education is crucial. It has been growing. We had 1200 trained workers. That was in the beginning. Now in the Third Plan, our aim is to have 10 lakhs of workers trained in this programme. In the last year, the expenditure was to the tune of Rs. 20 lakhs. It is going to be Rs. 2 crores in the Third Plan.

This education is not going to be only for the workers. The idea is that the management also requires some education and we hope to be able to extend this system to them also. In relation with the joint management councils and works committees, this programme will prove to be very useful.

I have covered three big aspects of labour situation: employment, wages and industrialisation. I would now proceed to mention just one or two small points. One is in connection with the question of safety which, I am sure, will be discussed here. I see there are several cut motions about it. I feel very much concerned, as much as anybody here, that those who expose themselves to risk in our factories and mines should receive the utmost protection. So far as the mines go, I think the position has been improved by slow degrees. There has been over the years a decline in the rate of fatal accidents particularly. In the case of factories—of course we are not directly dealing with them—the rate of accidents has been practically stable for years, and it has not gone down as it should have gone down.

There is one other aspect. It is about the activity of the Labour Ministry in the field of labour research. Of course we have got some statistics and information being

[Shri Nanda]

thrown up or produced by Government departments and so on. As industrialisation progresses, a complex problem has to be faced in this field. They cannot be satisfactorily dealt with without a much bigger and closer and much more serious study of industrial relations and the problems affecting labour. For that purpose, we had a tripartite meeting. The intention is to set up an independent body, a fairly strong institution for doing independent research in labour matters, where the representatives of Government, the employers, the unions and other institutions may come in and collaborate.

I thought I should acquaint hon. Members with some salient facts which will enable them to make a correct view about the situation. I hope that in the course of the discussion, there will be many things dealt with, things small and things bigger, but my only request is that all these things should be considered in the light of our bigger aims.

Shri Anthony Pillai (Madras North): Mr. Chairman, Sir, the hon. Minister has explained, at some length, that according to the figures that have been furnished to his Ministry, the attempts to preserve real wages have to some extent succeeded. I beg to differ from this very comforting impression, which the Minister has sought to give to this House. Let us take the biggest sector of employment, namely, the public sector. Let us take the employees working in the railways in Madras city. In 1955, the unskilled employees there was in receipt of Rs. 80. The cost of living index, according to the Government's own cost of living index figures, has gone up by 25 per cent. since then. Consequently, this worker, if the real wages of 1955 were to be preserved, should at least get Rs. 100 now. But he will get now, according to the recommendations of the second Pay Commission, Rs. 90 only.

Let us now take a Class III employee in Madras city who was earning a minimum of Rs. 125 in 1955. Now, under the award of the second Pay Commission, he will get an increase of Rs. 10, whereas, if the real wages were to be preserved, his earnings should have gone up by Rs. 32. Therefore, in the big sector of employment, the real wages have gone down even at the lowest point. If I take the figures at the maximum of the scales, the fall in real wages should be much more.

Let us take another big sector of employment, namely, the textile industry. In the textile industry, the wage increase, recommended by the Wage Board, after all, was only Rs. 8 in some regions and Rs. 6 in other regions. Excepting in the city of Ahmedabad, where the cost of living was being neutralised upto 100 per cent.—and that was of the minimum wage—in all other centres of the textile industry, right from 1947, the rate of neutralisation was much less. It was 90 per cent. in Bombay, 66 per cent. in Madras and still lower in Kanpur and other places. This increase of Rs. 8 in the wages, with the deteriorating neutralisation of the increased cost of living over the last 13 years, has not restored the real wages of a worker as fixed by the tribunals in 1947. Therefore, my humble submission is that even this increase of Rs. 8 does not in anyway restore the real wages of the industrial workers in the textile industry.

The hon. Minister referred to the Sugar Wage Board in the matter of real wages. Taking the most important sugar factories in the Madras State, the entire unskilled group or the entire semi-skilled group of workers will not get one naya paisa increase as a result of the report of the Sugar Wage Board. That is the position. If we take into account also the cancellation of house rent allowance that has been recommended by the Sugar Wage Board, I doubt very much whether the real wages

will be restored in other States in any big way even in the sugar industry.

My humble submission is that this particular impression that the Minister has got, namely, that real wages have improved in a significant way for the industrial workers, is a very wrong impression. What is still more tragic is, not only is it falling, but the fact that no steps are taken to prevent a further deterioration. Not one single Wage Board has recommended a full neutralisation of any increase in the cost of living in the future. If at least that step is taken, that would be something. We have been brought down to a lower level of standard of living due to an increase of prices in the last few years, but what about the future? Why do not the Ministry of Labour at least take some positive steps, in the sense of bringing in legislation, namely, that at least the Wage Boards must recommend that there should be a full neutralisation of the increased cost of living from whatever level it recommends? Why should not the Government see to it that in future at least the existing standard of living should be preserved? When unfortunately the Government is a big employer and when the Government itself does not accept the principle, and will not increase the dearness allowance corresponding to the rise in price, and refuses to grant an increase in the dearness allowance, unless there is a ten per cent. increase in price, what are we to do? Even the Labour Ministry in price, what we cannot solve this problem, and consequently the cardinal aim expressed in the Second Five Year Plan, namely, that there shall be a rise in the level of real wages, is a receding phenomenon.

I am very deeply concerned over the soothing philosophy that the Minister always professes in the ability of tripartite bodies to come to unanimous conclusions. I am glad that there have been agreements, but

let us see what has been the cost of this philosophy in respect of Wage Boards. Moral blackmail is exerted against the labour representatives—that unless the Wage Board comes to unanimous conclusions, all their efforts would be fruitless. The net result is that the workers' representatives are compelled to accede to very minimal concessions made by the employers, in order to reach unanimity. This particular process of timing at achieving unanimity even at the level of the Wage Board gets watered down to a lower level at the stage of implementation because there are no legislations.

Let us take the manner in which the Textile Wage Board's report has been implemented. Except for one of two centres like Bombay and Ahmedabad, which are the centres which have accepted the recommendations in full, the workers' organisations, after serving the strike notice and going out on strike, are compelled to enter into five-year agreements on terms lower than those recommended by the Wage Board. That is the phenomenon we are seeing in the cement industry also, and we are likely to see also in the sugar industry. Therefore, this question of absence of Wage Board legislation works to the detriment of the principle of preservation of the real wages and of improving them, because the workers' representatives are compelled to agree to minimal concessions. What is the strategy employed by the employers? They agree to the minimal concession and after agreeing to them, a threat is held out to the Government that "unless you agree to revise the prices, we would not implement the minimal concessions". It has happened in the coal industry. It is now happening in the sugar industry. On the estimated existing profits, an award of a minimum wage of Rs. 70 was given to the sugar workers. But the demand is now put by the employers that "we must have an increase in the sugar price". It has happened in the textile industry. After all, assuming that

[Shri Anthony Pillai]

everything that was recommended by the wage board was passed on to the consumer, only 1 naya paisa per yard would have been the total increase in the price of cloth. But what did we see last time? There was nearly a rise of 25 per cent. in the prices, and not all of it was accounted for by increase in the cost of raw material viz., cotton. Therefore, first of all the Wage Boards give a minimal increase which is utilise by the employers to get an increase in prices to get bigger profits. That is the tragedy that is happening.

The tragedy of it is that though we have promised under the second Five Year Plan that there shall be a rise in the level of real wages, there has been a continuous erosion of real wages, in the context of rising national income, rising productivity of labour, rising production and rising profits. This widening of the scissors of the real wages versus profits and productivity cannot last for ever. It may be possible to defeat a particular strike like the Central Government employees' strike and one or two strikes of that nature, but you will not solve the discontent. Discontent will be there and it will manifest itself, as it has manifested itself in the recent election to the Lok Sabha from the New Delhi constituency, reactionary political parties will get the support of frustrated Central Government employees. Perhaps that phenomenon may be repeated elsewhere on a bigger scale.

I would, therefore, very earnestly plead that there should be wage board legislation. Secondly, I plead that the existing recommendations made by the wage boards already constituted should be put forward in the form of some legislation, so that all units will be compelled to implement them. Thirdly, I would request and urge that in such a legislation, there should be incorporated the principle that there should be a cent-per cent. neutralisation of every scale

and rate of pay. The Supreme Court has held that about Rs. 275 would constitute the lower level of fair wages at present prices. Therefore, to provide for full neutralisation of wages upto Rs. 275 is the most elementary piece of industrial justice.

With regard to new wage boards, I am glad that the Ministry has decided to set up a wage board for the heavy engineering industry—the steel industry. I hope it will include not only steel industry, but also heavy engineering industry, and I will also make a special plea on behalf of certain types of light engineering industries like the bicycle industry and allied engineering industries including the automobile industry. There are certain units where the production is high, the profits are high and more or less the work is uniform. So, there is no reason why there should not be a uniform wage.

The hon. Minister referred to the fact that according to his own figures, productivity of labour has gone up roughly by 3 per cent.

Shri Nanda: 3 per cent annually.

Shri Anthony Pillai: The rate of increase in productivity varies from industry to industry and from unit to unit. Normally this question of alleged low productivity of the Indian worker is one of the pleas held out against a rise in the level of wage. I would like to point that where productivity has risen, fairly high, wages have not gone up. Even when they have been phenomenal have they gone up? Let us take the Hindustan Machine Tools. Our Government boast about the rising level of productivity there. The HMT workers can compare very well with Western workers in the matter of productivity, but is the wage equal to that of a Western worker? Is the wage equal even to a need-based minimum wage? In the Integral Coach Factory, where the Government boasts that they can now export wagons to

any part of the world at competitive prices, is the wage anywhere near a minimum wage? Has even the real wage been protected in the Integral Coach Factory? Therefore, I dare say that in regard to relating real wages to productivity, nothing has been done. Where productivity has risen, what have the Government done?

I will give another concrete example. Let us take the bicycle industry in the south. It is admitted by the employers that the productivity of the worker in Madras is better than the productivity of a comparable worker in the West. But have the Government helped in trying to resolve a dispute with regard to the wages there? The workers pleaded for arbitration; they begged of the Government for referring it to a tribunal for adjudication, but the Government refused. The workers had to go on strike for 45 days to get a small wage increase through a compromise. In the T.I. Cycles of Madras, where it is admitted that productivity is higher than elsewhere, no effort was made by the Government of Madras or the Government of India when a reference was made to it that the real wages should keep pace with rising productivity.

This question of relating wages to productivity finds a very peculiar response on the part of Government. More than a year ago, I raised the question of incentives; at least through incentive and production bonus, let the wage increase. I have seen some phenomenal rise in productivity as a result of installation of incentive schemes, particularly in the port transport industry and some of the engineering industries. More than a year has gone by and the little factual information that was asked for, as to what types of incentive schemes are now in operation in India, what is the success they have achieved etc. has not been compiled and published. That is the rate at which the Government works, even in a matter where it is

generally accepted that productivity should rise, to raise real wages. Even when that is accepted, it has taken more than one year for this little information, as to what are the schemes of incentive, how they are operated, what is their success in India...

Shri Nanda: I may inform the hon. Member that we have done the utmost that was possible and made all kinds of efforts. The organisations of the employers and various unions have not yet, in all cases, supplied the desired information. We have been trying hard to get it.

Shri Anthony Pillai: The Government should be earnest about it. If the employer does not send any reply, send a man and get the information.

Shri Nanda: That has been done also.

Shri Anthony Pillai: I will give another concrete example where the Ministry of Labour is directly responsible, where productivity and wages could have gone up considerably. Crocodile tears are being shed about the non-utilisation of the Calcutta port capacity in full. But 2½ years ago, a scheme was prepared for introducing an incentive scheme on the same basis as the scheme obtaining in Bombay and Madras. I place the responsibility directly on the shoulders of the Labour Ministry in the matter of preparing stevedores and certain labour organisations affiliated to the INTUC which made the implementation of such a scheme impossible. Narrow considerations like what kind of union should control stevedore labour, etc. came in the way. The main stumbling block with regard to the full utilisation of the Calcutta port is this. In fact, of all ports in India, it is the Calcutta port which needs an incentive scheme most, because we want quicker loading and unloading of ships in Calcutta. We find that ships are sent to Vizag and Madras merely to unload cargo, because there is siltation in Calcutta port and heavily loaded ships cannot enter the Hooghly.

[Shri Anthony Pillai]

Minimum wages according to the law must be revised from time to time. But no such revision has taken place. Wages fixed in 1952 at the rate of Rs. 2 per day for Madras port workers have not been revised. The cost of living has gone up. It is admitted on every side. But has the minimum wage been revised, where the minimum wages have been fixed at the rock-bottom level of Rs. 1¼, Rs. 1½ and Rs. 2?

Then, Sir, I would like to draw the attention of the hon. Minister to this question of growing disparity in wages in different areas. The Government, on account of the Secound Pay Commission's Report and its refusal to liberalise wages, at least to keep pace with rise in prices is creating foci of discontentment, particularly in the urban centres, because, on the one side, in industries where wages are linked with the cost of living index the wages tend to rise, whereas, on the other hand, in central Government workshops like Parel in Bombay and the workshops in Calcutta, Madras and Delhi the wages are pegged down. The net result is, disparity grows.

Now, Sir, the compensatory city allowance and rent allowance were supposed to be linked with the higher cost of living in some of these urban centres. Now that the census has revealed the extent of population explosion in cities like Delhi, Calcutta, Madras and Bombay, the whole question of compensatory city and house allowances may be reviewed. Apart from the question of review, the factors that should be taken into account are not only the population but also disparity in the level of prices and wages.

Shri Nanda: What is the hon. Member's suggestion. Does he mean to say that some people have to be rewarded for increase in population.

Shri Anthony Pillai: Not that they should be rewarded, but it should

be recognised. I do not think we should penalise the people for that.

Shri Tangamani (Madurai): Then why do you have A & B categories?

Shri Anthony Pillai: I have heard that in some countries bonuses have been given to parents having a large number of children. I have heard of children allowance being in other countries. But I have not heard of any State, where people are penalised for even the light luxury of procreation. Are the Central Government servants to be penalised for what everyone else does? So I would earnestly plead that there should be a review of the city compensatory and house rent allowances, taking into consideration the increase in population since the last census as also the increase in disparities in the wage levels and cost of living at these various centres.

Dr. Melkote (Raichur): Mr. Chairman, Sir, before I take up the Demands of the Labour Ministry, may I bring to the notice of the hon. Minister a very serious incident of which I came to learn while I was at Poona just two days back? I learnt with concern that though on the eve of the demise of our *pujya* Pantji on the 7th of last month all the government departments closed down immediately, the Defence Department in Poona, particularly the Ordnance Factories had no information till about 4 o' clock and hence none of the factories closed down. If this is a fact then I think something has gone wrong somewhere. The information should have reached the Defence Department at the very earliest. The reflection of that on the public mind at Poona has been very serious. I hope Government will take cognizance of this, enquire into it and if necessary punish those who are culpable of dereliction of duty.

Sir, we are discussing today the Demands of the Labour Ministry. We are aware that we are on the eve of the Third Five Year Plan. Therefore,

what we say today has much to do with what has been achieved during the past five years in the Second Five Year Plan and its reflection on the future Third Five Year Plan. As such a small appraisal of what has been achieved is necessary.

I should say that on going through the report we have personally felt that the Labour Ministry has taken care to advance the cause of the workers in many directions. This is so particularly in the field of the code of discipline which has been mainly responsible for bringing down the man-days lost due to stoppage of work on account of strikes in a large number of industries. Its reflection, as could be seen from the statistical data that has been made available to us, is really very good, and it should be hoped that in the years to come its reflection would be even better than what it is today.

Apart from this the Ministry has implemented a number of other schemes. I would like to mention particularly the scheme for workers' education. Many people are taking advantage of this and many more people are anxious to get such training. We feel that in course of time a situation will crop up when workers themselves will represent the workers and no outsiders would be necessary. This is a move in the right direction and, Sir, I feel that the Ministry ought to be congratulated for taking this bold move and a very welcome move.

The Ministry has also ushered in a number of wage boards. Many of these wage boards have given their verdict already and they have to be implemented. I would request the Ministry to consider the setting up of a wage board for the coal mines as well. Apart from the engineering wage board that the Ministry itself may set up at present it is necessary that a wage board for coal mines be set up and, if possible, the question

of nationalisation of all the coal mines may be considered by this Ministry.

Again, the question of participation by the workers in the management has taken deep roots. It has made considerable headway, and I feel more and more establishments should see this kind of participation in management by the workers. We had also legislative measures, when this House and the Upper House considered the enactment of laws for the motor transport workers and for improving the Maternity Benefit Act. The Maternity Benefit Act is to come up before this House shortly for consideration.

Sir, all these and many more are things for which the Labour Ministry could naturally take pride. But, Sir, just now we had occasion to hear the Labour Minister mention with a certain amount of concern about the unemployment potential that is stalking us in the land. There is already a back-log of unemployment, and it is felt that between 1951 and 1959 the actual census would reveal that the back-log of people who should have been employed was nearly 20 million as against which the Ministry has been able to offer employment only for 8.5 million people. In addition to this, the present census also reveals a considerable increase in the population as also the factor that into the labour field many other sections of our population, particularly women, are also coming in. All this would add to the numbers that would need to be employed, and what is being done by Government today is absolutely insufficient to meet the situation.

This brings to the fore the point that while on the one side the country is progressing, on the other side due to the planned development the increase in the cost of living is steadily going up. And, in such a situation the lot of the unemployed could well be imagined.

It is a fact that many of these people are finding it extremely difficult to subsist with the wages they receive.

[Dr. Melkote]

The number of people that could be employed in the agricultural sector during the Third Five Year Plan is supposed to be about 3.5 million. But even then the landless labour and the agricultural labour there would go without any substantial improvement in their standard of living. It is therefore felt necessary to stress in this House the absolute necessity of undertaking large-scale measures for creating institutions which will give employment on a wide scale. So, small-scale industries and other industries which are labour-intensive have got to be taken up so that the people will gladly enlist. I hope the Labour Minister, who is also the Minister of Planning will consider this question.

As the labour Minister has mentioned, it is a fact that the real increase in wages has not been commensurate with the increase in the cost of living. This House has voiced its feelings so many times that mere monetary increase is not sufficient. It is a fact that the effects of inflation, as he has just now stated, are going to fall very much on those who are unemployed, much more than on those who are partly employed. Therefore, it becomes all the more necessary that Government should take measures to control the prices. Unless this is done, the amount of suffering that the people have to undergo, those who are employed and those who are unemployed, will be very great. So far as the measures that have been taken are concerned, in spite of the fact that a mention was made that stricter control would be exercised by the Government in controlling the prices, we do not see very much of its effects. So, it is very necessary to usher in proper and affective price control so that the workers will get some kind of betterment in their present standard of life.

My predecessor was just now referring to bigger cities like Delhi, Calcutta, Madras, Bombay, Kanpur, Bangalore, Hyderabad etc. He was

right in mentioning that it is necessary that the Government should take cognisance of this growth of big cities and the neutralisation with regard to the cost of living and dearness allowance in these big cities. That has got to be compensated adequately so that the real wages do not further go down.

During the Second Plan, the Ministry itself has stated and the Finance Minister made it very clear, the industrial production in the country has gone up considerably. If one analyses the tax structure, one could see that the people who are bearing this burden of taxation have been those on whom the indirect taxes have been levied, particularly the sales tax as well as the excise duties. The money that the Government has been making from year to year has been increasing. The income that has been derived by Government during the First Plan was somewhere about Rs. 350 crores. Now it would be somewhere about Rs. 1,100 crores. If in this context one analyses the amount of money that the private sector has been contributing or the revenue that is derived from the customs, on import one could clearly see that the revenues from customs have largely dwindled. The amount of money that the private sector is offering to the Government has also almost remained stationary. From this one could clearly gauge that the burden of this taxation has fallen on the common man. He has been tightening his belt, he has increased the production, the country is marching forward and still, in spite of all these factors, on one side, the people are facing the question of unemployment and, on the other side, the question of real wages have come down. This is the situation which the Government should take care of and they should take effective measures to curb these tendencies.

It is in the face of this situation that the general strike of last year came off. Some of our INTUC leaders urged the leaders belonging to other parties

that this strike should not be called as that would result in the deterioration of the condition of the working classes, in case it actually took place. Now that has actually happened. Today we find that, apart from the private sector, in the Government sector, whether in the industrial or administrative sector of the Government, the officers seem to be absolutely callous with regard to the needs of the workers. On the one side they say the unions that have been formed have been de-recognized and some of them have ever been dismissed. The parties that gave the call for the strike have been fighting for it and possibly saying that they have not heard the reasons for such dismissals and other actions that the Government have taken. The other aspect of the question is this, that those people who did not participate in the strike but who, because of compulsion, could not attend office, or because the officers did not like them, they are being victimised, though they had nothing to do with the strike. I had occasion to meet many of the higher officials, and they have only stated that unless they receive instructions from the Government, they would not be able to help in any manner. They say that since the associations or unions have been de-recognized, therefore, they would not even be in talking terms with them. This is certainly a very serious situation.

I hope the Government will tell the House what measures they would adopt to remedy the lot of these workers. Then, regarding the question of the implementation of the Whitley Council, I do not think much has been done. Meanwhile, a large body of workers who did not associate themselves with the strike, who only carried on their activities in the normal manner, they are being implicated and being victimised. I hope Government will take cognisance of this and remedy the situation as soon as possible.

It is in the wake of this that I have to mention another thing. I find that

the Labour Department is the Department that has got to advise the various departments of the Government on the various labour activities of the different departments, mainly the Posts and Telegraphs, Railways or Defence. We find that each one of them is going in its round way, without observing the labour laws prevalent in the country. I do not understand how the Labour Department can simply watch the situation and keep quiet. This does not enhance its prestige and, at the same time, it is doing havoc to the workers themselves. If I had enough time at my disposal, I would have said much more on this point but I will leave it to the Minister to take cognisance of this and take the necessary steps.

Then I would like to bring to the notice of the Minister again that though the Second Pay Commission has announced its award long ago, it has not yet been fully implemented. Even today one hears that the recommendations of even the First Pay Commission are yet to be implemented. Why is it so, I cannot understand. I thought after the general strike at least they would come forward and rectify the position; but it has not taken place.

Then again, I want to bring to the notice of the Minister that the number of industries are going to be increased both in the private and public sector. We had occasion to go into the working conditions of the Government employees, more so of those who are working in the labour field, like labour welfare officers and others at the time of the Indian Labour Conference in September, 1960. The Tripartite Labour Conference made a recommendation that there should be an increase in their number and more officers were to be recruited. The Central Government conciliation officers, as well as welfare officers, should be given adequate training and, if necessary, there should be a refresher course. Again, it is these very officers, one cannot understand why, that have not been benefited by the recommendations of

[Dr. Melkote]

the Pay Commission. They were drawing some kind of emoluments in 1946 and they have not been revised up to this time. These welfare officers are needed everywhere. The Home Ministry chooses its own welfare officers. The Labour Ministry has its own welfare officers and, possibly, there is a surplus of them. The Commerce and Industry Ministry chooses its own welfare officers. This is the type of thing that is going on in the different departments of the Government. I cannot understand why there is no co-ordination in this matter. I hope all this would be rectified so that those people, who have got to work, work with zeal and earnestness and by an increase in their emoluments they would also get recognition.

I do not know whether I can go on for another couple of minutes.

Mr. Chairman: He can have one or two minutes more.

Dr. Melkote: I should again mention here in this context that while it is easy for us to make ourselves felt in the public sector it is essentially in the public undertakings that things do not go the way they ought to. I have felt that the Government and the corporate undertakings of the Government should be model employers, but instead of that in every sphere of its activity there are lapses and the Government and the Labour Department do not seem to care for what is happening. I am aware that recently an implementation committee has been set up and it appears to be doing very good work. But much more work and effective work has got to be done if the workers in these industries should get confidence in the management of the Government.

The last point that I would like to make is that the people who are the most affected by these rises in the cost of living are the middle-class people, specially the white-collared people. One cannot understand why in the

private as well as in the public sector—this is much more so in the private sector; I have had occasion to know this—there are many employees who derive incomes as much as Rs. 15,000 per month, sometimes even more, and the Company Law permits it, whereas in the public sector the emoluments are not so high. But even so it is high enough. At the cost of the consumer and at the cost of other people these high-scale salaries are being given to some of these officers. It is particularly the middle-class families that are suffering very much. I hope the Labour Ministry will advise the other departments of the Government to see that this is rectified.

There are many more points, but I would write to the Ministry about them.

Shri S. M. Banerjee (Kanpur): Mr. Chairman, Sir.

Shri Muhammed Elias (Howrah): Sir, may I ask you one thing? It is the practice that whenever any debate is opened, it is opened by the spokesman of the biggest Opposition group. The name of our spokesman has already been sent. Shri Indrajit Gupta was to speak. Why is he not being called and one after another other hon. Members are being called?

Mr. Chairman: I am not aware of any such convention. That is my trouble.

Shri Vasudevan Nair (Thiruvella): This convention was being followed throughout this Budget debate.

Shri Tangamani (Maudurai): Yesterday Acharya Kripalani was called first. Today something else is happening. We would like to know why it is so.

Mr. Chairman: He will be called in due course.... (Interruption). He will get a chance.

Shri S. M. Banerjee: Mr. Chairman, Sir.... (Interruption).

Shri Vasudevan Nair: We are not begging for a chance.

Shri Tangamani: We are not begging for the generosity of the Congress.

Mr. Chairman: There is no question of any generosity or of any priority.

Shri Muhammed Elias: It has been the practice....

Shri Tangamani: It has been the practice all these days when the Demands were discussed.

Mr. Chairman: May I point out that there is absolutely no question of any priority? Now, Shri Banerjee.

Shri S. M. Banerjee: Mr. Chairman, Sir, I would like to confine my speech to the various cut motions of which I have given notice. While I fully associate myself with certain points which the hon. Minister had expressed and I am sure that this Ministry and the hon. Minister are doing something good for the working class of this country.....

Shri Braj Raj Singh: What about his deputy?

Shri S. M. Banerjee:at the time of discussing certain Demands for Grants I must say that during the July, 1960 strike the hon. Labour Minister or his Ministry unfortunately has failed to do their duty. Had the hon. Labour Minister asserted himself or had the Labour Ministry machinery been geared up properly, I feel that that strike would not have taken place. But I am sorry to say that the hon. Minister whose heart actually bleeds for the working class of this country was bound by limitations. He could not possibly cross the line which was drawn by the Cabinet decision.

I still feel that certain demands which were high lighted at the time of the Central Government employees strike should be conceded even today. What were the demands? The

main demand was either to hold the price line or to give the employees more dearness allowance. At this hour when the country is facing some economic trouble or when the economic structure may be affected by some wage increase, the Central Government employees or any employees do not want to burden the Government. But if they see that a particular government, or the present Government, is unable to hold the price line and, if I may be permitted to say so, has miserably failed to do so, the demand arises, namely 'Either hold the price line or give us more dearness allowance'. With this additional taxation of Rs. 60,80,00,000 the prices of certain essential commodities have gone up. Is it not high time that the demand of the Central Government employees that the dearness allowance should be raised is considered now? I would request the hon. Minister kindly to consider this demand and see that dearness allowance is properly reviewed.

My second point is about the awards. Much has been said about the Wage Board awards or the Wage Boards. I am happy that more Wage Boards are likely to be appointed for various industries. But what is happening? I come from a place in Uttar Pradesh, Kanpur, which is notoriously known for the non-implementation of awards. I may be excused if I say that all the textile mill owners have flouted the awards. How many awards have they flouted? They have not implemented the Nimbkar Committee's award and the Bindyabasini Committee's award. They have not implemented in full even the Textile Wage Board award. They have not implemented the interim relief recommended by the Jute Wage Board and there are only two jute factories in Kanpur—the JK Jute Mills and the Maheshwardevi Jute Mills Limited. They have not implemented that award. It is still to be seen as to how long we can possibly wait. Does this Ministry move only when the workers will start working in a direction which

[Shri S. M. Banerjee]

may not be in the interest of the Labour Ministry? I would pose only this question before the Labour Ministry? Why should it be an unconcerned spectator of the sorrow, pain and anguish of the working class of this country? Why should it not move?

A tripartite meeting of the implementation committee was held on the 29th of last month in Lucknow. Shrimati Sucheta Kripalani who is the present Labour Minister in UP wanted to impress upon the jute employers to implement this report in Kanpur. But unfortunately this has not been done. The Swadeshi Cotton Mills Limited is very well known for not paying any of the Government dues. You will be surprised to learn that the outstanding Government dues is the only capital on which our textile and other mills work in Kanpur. They do not pay either the income-tax or the Wealth Tax, the Gift Tax, Sales Tax or any tax which may be there. They only pay a handful of donation to the ruling party at the time of elections. They know that by paying that amount they can possibly suppress any other payment, whether it is indirect taxation or direct taxation in the form of Wealth Tax, Gift Tax and so on.

Dr. Melkote: What facts have you to prove this?

Shri S. M. Banerjee: There are balance sheets. If you come to Kanpur, I will show this. It is an open fact. Now this payment has been legalised. In the name of charity or something they pay to the Congress Party... (*Interruption*). They do not pay me at all. I can assure you about that.

In 1952 in Kanpur there was a strike for 52 days. This strike was called off. A settlement was reached by the timely intervention of our present Rashtrapati, Dr. Rajendra

Prasad, and the late lamented Home Minister, Pandit Govind Ballabh Pant. One of the points of the agreement reached was that there would be no working on Sunday. This was accepted. Dr. Rajendra Prasad was appointed the Adjudicator and his award said that there would be no working on Sunday. The Swadeshi Cotton Mills, headed by Mr. Jaipuria and other big persons, have recently forced the workers of the Mills to work extra four hours. In 1953 there was a unilateral agreement, or permission obtained from Government for working more hours. It was resisted by the workers at that time. Government then appointed a sub-committee with Messrs Arjun Arora, who is now a Member of the Rajya Sabha, Mr. Ehsan, the Assistant Labour Commissioner and one of the employers' representatives, Mr. Bagla. This Committee was appointed in 1953 and the job of this committee was to see whether the working hours should be raised or not. In 1952 and 1953 a bogey was raised by the employers that there was a crisis in the textile industry. So for three months only Government permitted the increased working hours. Even that was resisted by the employees and their representatives. Now seven years have passed. This particular sub-committee which was formed for a specific purpose has never submitted its report.

14 hrs.

A question was put in the State Assembly by my friend Mr. Shukla, a Member of the ruling party, why this committee had not submitted its report and the reply was that this committee had never met for seven years. I am surprised that even after this the employers of the Swadeshi Cotton Mills and its management force the workers to accept more working hours. A strike has been going on in Kanpur for the last ten days. I would only say that when the award given by Dr. Rajendra Prasad had been accepted by the

employers they had no business to increase the working hours.

This particular mill is working on an eight-hour shift. There cannot be more than twenty-four hours in a day. If you want to make the working hours more than eight hours in one shift you have correspondingly to reduce the working hours of the next shift, unless of course, you can increase the number of hours in a day from 24 to 26 which perhaps this Government is capable of doing by passing a measure. So long as the day remains 24 hours and the number of shifts three, the shift hours cannot be increased from 8 to 9. I would draw the attention of the hon. Minister and his Deputy to the fact that a decision against the award of the adjudicator is being forced on the workers. Very serious trouble is anticipated in Kanpur.

I would now like to say a few words about the jute mills. These jute mills have not implemented the interim relief. I would request the hon. Minister to see that this is implemented without any delay. The Textile Wage Board recommendation was implemented throughout the country, though there are certain units in Andhra and other places where it has not been done. But what has happened in Kanpur? About five hundred to six hundred clerks, who can type and write drafts have been suddenly declared as semi-clerical. I do not know what is the definition of "semi-clerical". Do they not know all the letter of the alphabet or know only thirteen or fourteen of them? Or do they work only half a day? It is ridiculous that these five hundred clerks, who have got all the qualifications for doing their job, are still being termed as "semi-clerical" only to deprive them of the advantages given to them by the Wage Board. This matter was referred to the State Government and I also spoke to the hon. Minister in the Consultative Committee. This is a serious matter where the clerks have been deprived of this advantage.

I now come to the condition of the

leather workers in Kanpur. The hon. Minister of Labour, when he visited the Government tanneries in Kanpur along with the Deputy Minister, was horrified by the condition of these workers. He said that the living conditions of these workers excited horror and pity. But what happened? There was some enquiry from this end. The Labour Commissioner of UP who was asked to go into this question has not submitted his report still and the condition of the tannery workers whose minimum wage is hardly Rs. 30 per mensem and whose living conditions excite horror and pity, are the same and nothing has been done so far. I would request the Government to appoint either a Committee of this House or a senior official from the Labour Ministry, of the Secretary or Joint Secretary's rank, to go to Kanpur and see the conditions under which these people work, and not leave the fate of these thousands of tannery workers in the hands of the Labour Commissioner, who has got many other jobs than this. That is why he did not care to go into their condition.

Then there is the question of recognition of trade unions. At the Eighteenth Labour Conference our respected Labour Minister, Shri Nanda, said that he would do something to see that the grievances of the Central Government employees are properly discussed and that they also got a forum for it. We were also told that Whitley Councils would be formed; we were told that there would be compulsory adjudication; many more things were promised. But nothing has come out so far, and all the unions and federations which lost their recognition stand where they were. There is no forum where they could discuss these matters.

There were serious anomalies in the report of the Pay Commission. The hon. the Prime Minister said before the strike that he was ready to discuss and do what was possible within the four corners of the recommendations of the Pay Commission. But Central Government employees, whe-

[Shri S. M. Banerjee]

ther in Defence, or in the Post and Telegraphs, are unable to discuss this question with the employers either at the local level or at the regional or Central level. My submission is that recognition should be restored provisionally at least, and there should be a law governing this. The Government Servants' Conduct rules say that no employee can become a member of a union which does not get recognition within six months of its registration. Unfortunately, there is no law in this country under which recognition of trade union is made statutory. I am sure the hon. Labour Minister will make a note of it and request the Home Ministry to move in the matter.

My next point is about works committees in steel plants.

Mr. Chairman: The hon. Member must now conclude.

Shri S. M. Banerjee: I would like to take three or four more minutes. This is the only subject on which I speak.

Questions after questions have been asked in this House as to what is happening about the implementation of labour laws in Rourkela and what is happening to the formation of works committees in Durgapur and Bhilai. All labour laws have been flouted by those who are in power in Rourkela while answers are being given that they are being implemented. The hon. Minister for Steel said that because production is not in full swing, there are no works committees. I never demanded a Production Committee, or Safety Committee. What I was demanding was a Works Committee, a forum where men and management relations or production matters can be discussed. So, it is high time that Works Committees are formed, unions are recognised and negotiating machinery at various levels is formed. In regard to wages, there should be uniform wages in all the plants under the Ministry of Iron and Steel.

Much has been said about unemployment. It is most unfortunate that whenever we have demanded some unemployment dole, we are told that it is not possible. Employment opportunities are less in this country. All promises and tall talks about giving more employment have proved to be futile and it is no consolation to hungry people to be told that unemployment dole is not necessary. This country may or may not be moving towards socialism, but in certain sections there is a feeling that we are surely moving towards starvation.

I would also like to bring to the notice of the hon. Minister the condition of the press workers. The All-India Newspapers Workers Association here in Delhi have requested the hon. Minister to have a Wage Board for press industry. It is high time their demand is fulfilled. The PTI is one of biggest agencies in this country and abroad. But what is the condition of the P.T.I. employees. They are denied their rightful wages. The wage boards are the accepted order of the day. The Committee's recommendations are not being accepted and the benefits are being denied in various ways. It was first challenged in the Supreme Court. Committee's recommendations were disputed. It was then referred to a National Tribunal. The Tribunal's award is not accepted by the PTI Board. A powerful group in the Board led by Shri Jain is opposing this award tooth and nail. The management-employees relations in PTI, the working conditions there should be looked into and the employees' demands should be conceded.

One more point and I have done. About the 400 workers who lost their jobs during the 1958 strike in Jamshedpur, I would request the hon. Minister to kindly consider their case, now that I have known that some assurance has been given by the Chief Minister of Bihar about taking back those 400 employees. I do not know what sort of assurance it is. But I

would humbly submit that, the 400 people should not remain out of employment and the hon. the Labour Minister should see that something is done in this regard.

With these words I would request the hon. Minister to kindly throw some light on the points I have made. And one thing which I again wish to emphasise is about the recognition of trade unions. This is very necessary. You know yesterday the results were announced in the by-election to the parliamentary seat from New Delhi. Do you think that all the Central Government employees have become Jan Sanghis? They were basically against the Government's policy. When they were dissatisfied with the Government, they left every progressive element and have even chosen to vote for a communal organisation like the Jan Sangh. It should be an eye-opener to the Government that when they try to place a ban on progressive trade union activities, their own employees will go even in favour of a communal organisation. This should actually be a lesson to this Government, and I hope that the results of this by-election will open their eyes and that they will think of doing justice to the employees.

Mr. Chairman: I have to make an announcement.

All the 142 cut motions included in the Consolidated List No. 11 relating to the Demands under the Ministry of Labour and Employment have been selected by hon. Members to be moved. They may be moved subject to their being otherwise admissible.

Need to provide alteranative employment to the mill workers of Sayaji Jubilee Cotton Mills, Sidhpur

Shri M. B. Thakore: I beg to move:

"That the Demand under the Head Ministry of Labour and Employment be reduced by Rs. 100." (278)

Failure to provide employment to a large number of Journalists

Shri M. B. Thakore: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (279)

Failure to reduce growing un-employment

Shri M. B. Thakore: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (280)

Failure to abolish contract labour system

Shri M. B. Thakore: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (281)

Failure to improve the living conditions of mill workers at Ahmedabad and other places.

Shri M. B. Thakore: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (282)

Need to recommend to the private enterprise to construct houses for their workmen

Shri M. B. Thakore: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (283)

Need to ameliorate the condition of farm labourers

Shri M. B. Thakore: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (284)

Need to restrict work-load after rationalisation

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (710)

Need for investigation as to the deterioration in the vitality of workers after rationalisation.

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (711)

Need for modernisation of industrial establishments without retrenchment of staff.

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (712)

Need to fix a national minimum wage

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (713)

Need to supply necessities of the workers at controlled prices

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (714)

Need to introduce cooperatives in all factories for supplying the necessities to the workers at controlled prices

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Ministry of Labour and

Employment be reduced by Rs. 100." (715)

Need to give more powers to the Works Committee

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (716)

Need to regularise the procedure of granting leave to the employees of Durgapur Steel Factory.

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (768)

Need for speedy decisions by the management of the Durgapur Steel Factory in the Industrial disputes

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (769)

Need to bring up-to-date the cost of living index of the working figure of the middle class

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (770)

Need for an up-to-date cost of living index of the working classes

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (771)

Need to fix minimum wages of a worker at Rs. 125 per month

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (772)

Need to link D.A. with the rise in the index of prices on point to point basis.

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (773)

Need to set up a price stabilisation board for employees

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (774)

Need to link wages with productivity

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (775)

Need to increase penalties for the violation of the provisions of the Factories Act

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (779)

Need to abolish the contract work system

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Ministry of Labour and

Employment be reduced by Rs. 100." (800)

Need to introduce gratuity as a service condition

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (801)

Need to increase the employer's contribution to Provident Fund from 6 per cent to 8½ percent.

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (802)

Need to raise the employer's contribution from 1½ per cent to 3½ per cent under the Employees' State Insurance Act.

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (803)

Need for proper implementation of the provisions of the Employee's State Insurance Act

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (804)

Need to abolish the court fee and security money for filing industrial appeals in Supreme Court.

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (805)

Need to create a Special Bench of the Supreme Court for industrial disputes

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (806)

Need to increase the powers of the Labour Commissioners

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (807)

Need for a joint board of all registered trade unions of the steel factories in the public sector for improving smooth working and determining productivity

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (839)

Need to compel the tea-garden employers to utilise the amount granted for workers' housing scheme

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (843)

Need for legislation for a mandatory fixed period of suspension

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (844)

Need to increase compensation for lay-off

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (845)

Need to expedite the decision of the Bonus Commission

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (846)

Need to form Wage Boards for the industries still left out

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (847)

Need to prohibit retrenchment without prior permission of the Government

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (848)

Need to recruit workers from the Employment Exchanges both in the public and private sector.

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (849)

Need for severe punishment for the non-implementation of the awards and agreements.

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and

Employment be reduced by Rs. 100." (876)

Need for recruiting trade union leaders for the scheme of workers' education

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (877)

Need to give allowance to the unemployed registered with the Employment Exchanges till the employment is given to them.

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (878)

Need for categorisation of skilled workers registered with the Employment Exchanges as per age, education, physique and training

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (879)

Need to expedite the decisions of the Wage Board on Plantation

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (880)

Need to expedite the decisions of the Wage Board on Jute

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (881)

Categorisation of the operatives as skilled workers of 'A' grade in Durgapur Steel factory

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (882)

Need to improve the service conditions of trade apprentices of Rourkela and Durgapur Steel factories

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (883)

Need to standardise the scales of pay in all the steel under-takings in the public sector

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 10." (884)

Need to standardise the allowances of all the employees of the steel undertakings in the public sector

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (885)

Need to set up a machinery for settling industrial disputes in the public sector

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (886)

Need for workers' participation in management in the private sector

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (902)

Need for recognition of all registered trade unions

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (903)

Need for absorption of skilled and semi-skilled workers of the construction side in permanent jobs in steel factories.

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (904)

Need to abolish stevedoring labour system in Docks

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (905)

Need to abolish contract system in the Chipping and Painting Section of the Docks

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (906)

Need for impartial representation of the Indian Central Trade Union Organisations to I.L.O.

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (923)

Need for participation of the workers in the short term social work course of Calcutta University

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (924)

Need to take steps on the basis of the report of the Agricultural Labour Enquiry Committee

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (925)

Need to improve trade-union relations in the public undertakings

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (926)

Need to improve trade-union relations in steel factories in the public sectors

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (927)

Need for a scheme of short course training for matriculates registered with Employment Exchanges

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(978)

Delay in referring the industrial disputes for adjudication

Shri T. B. Vittal Rao: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1251)

Question of constitution of a Wage Board for coal industry

Shri T. B. Vittal Rao: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1252)

Fall in the real earnings of workers consequent upon rise in the prices

Shri T. B. Vittal Rao: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1253)

Failure to take action against the Indian Jute Mill Association for violating the code of discipline

Shri T. B. Vittal Rao: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1254)

Need to appoint Labour Welfare Officers of the private undertakings by the Government

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(973)

Need to restore the normal working hours in the jute mills

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(974)

Need for co-ordination among different Ministries on trade-union matters

Shri Aurobindo Ghosal I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(975)

Need to liquidate the Gorakhpur Labour Organisation

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(976)

Need to set up Special Employment Exchanges for domestic servants in all big cities

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(977)

Delay in the constitution of Wage Board for coffee and rubber plantations

Shri T. B. Vittal Rao: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1255)

Need to constitute a Wage Board for paper industry

Shri T. B. Vittal Rao: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1256)

Need to increase the rate of Provident Fund contribution from 6½ to 8-1/3 per cent.

Shri T. B. Vittal Rao: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1257)

Delay in conducting the All India Working Class Family Budget Survey

Shri T. B. Vittal Rao: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1268)

Selection of workers' delegates for the International Labour Organisation

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1274)

Failure to ratify International Labour Organisation Convention regarding rights of Government employees

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1275)

Delay in constructing separate hospitals for workers under the Employees' State Insurance Scheme

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1276)

Delay in extending medical benefits to families of insured workers under Employees' State Insurance Scheme

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1277)

Need to implement Mudaliar Commission's recommendation regarding polyclinics under the Employees' State Insurance Scheme

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1278)

Need for immediate reduction by 50% in workers' contribution under Employees' State Insurance Scheme statutory limit

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1279)

Need for immediate increase in the employers contributory rate under Employees' State Insurance Scheme up to the statutory maximum limit

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1280)

Procedure for verification of Trade Union Membership

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1281)

Need for introducing a Retiring Gratuity and/or Pension Scheme for all workers through legislation

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1282)

Failure to secure implementation by employers of the Model Agreement of 1957 on Rationalisation

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1283)

Delay in referring disputes for adjudication in the coal mining industry in Ranigunj

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1284)

Failure to enforce recruitment of workers through the Employment Exchanges

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1285)

Failure to set up elected Works Committees at the Steel Plants in the public and private sectors

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1286)

Need to increase powers of elected Works Committee

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1287)

Need to amend rules governing procedure of Works Committee elections

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1288)

Failure of scheme for voluntary recognition of trade unions by employers under the Code of Discipline

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1289)

Need for legislation for compulsory recognition of the majority Union in each establishment

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1290)

Need for legislation to enforce implementation of Wage Board recommendations

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1291)

Failure of Joint Management Councils, due to the attitude of managements

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1292)

Suppression of the Joint Management Council at the Hindustan Machine Tools Ltd., Bangalore

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1293)

Suppression of trade union rights of the employees of the Hindustan Machine Tools Ltd., Bangalore

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100."
(1294)

Failure to take action for violation of the Code of Discipline by the Indian Jute Mills Association

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (1295)

Need to restore normal working hours in the West Bengal Jute Mills

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (1296)

Failure to ensure permanency of service to Jute Mill workers

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (1297)

Failure to ensure the need-based minimum wage for workers as defined by the Fifteenth Indian Labour Conference

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (1299)

Delay in setting up Wage Boards for various industries recommended by the Fifteenth Indian Labour Conference

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (1300)

Need to set up a Wage Board for the Iron and Steel Industry

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (1301)

Need to set up a Wage Board for the Engineering Industry

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (1302)

Need for linking Dearness Allowance with the cost of living indices so as to ensure cent per cent neutralisation

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (1303)

Failure to implement Second Pay Commission's recommendations in the case of Port and Dock workers

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (1304)

Failure to protect workers' real wages from erosion by rising prices

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (1305)

Delay in completing the All-India Family Budget Survey for the Working Class

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (1306)

Method of computing cost of living index figures

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (1307)

Delay in the work of the Bonus Commission

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (1308)

Delay in increasing rate of Provident Fund contribution from 6¼ to 8 1/3 per cent.

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (1309)

Failure to take effective penal measures against defaulting employers under the Provident Fund Act.

Shri Indrajit Gupta: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (1310)

Need to constitute wage Boards in metal, engineering, chemical and leather industries

Shri S. M. Banerjee: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (1406)

Question of bringing legislation regarding statutory recognition of Trade Unions

Shri S. M. Banerjee: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (1407)

Need to raise employer's contribution to Provident Fund from 6¼ to 8 1/3 per cent

Shri S. M. Banerjee: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (1408)

Need to bring forward legislation for the implementation of Wage Board awards

Shri S. M. Banerjee: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (1409)

Need to restore recognition of those Unions and Federations of Central Government employees that lost recognition as a result of participation in July, 1960 strike

Shri S. M. Banerjee: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (1410)

Need to have one Union in one industry

Shri S. M. Banerjee: I beg to move:

"That the demand under the head Ministry of Labour and Employment be reduced by Rs. 100." (1411)

Negligence in respect of increasing accidents in mines

Shri Aurobindo Ghosal: I beg to move:

"That the Demand under the head Chief Inspector of Mines be reduced by Rs. 100." (717)

Failure in the proper inspection of mines

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Chief Inspector of Mines be reduced by Rs. 100." (718)

Need to increase the number of Inspector of Mines

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Chief Inspector of Mines be reduced by Rs. 100." (719)

Need to abolish the system of raising contracts in mines

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Chief Inspector of Mines be reduced by Rs. 100." (720)

Need for strict observance of safety provisions in mines

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Chief Inspector of Mines be reduced by Rs. 100." (721)

Need to appoint worker-inspectors to look after the safety in mines

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Chief Inspector of Mines be reduced by Rs. 100." (734)

Need for increasing the number of rescue stations in coal mines areas

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Chief Inspector of Mines be reduced by Rs. 100." (735)

Need to modernise the equipment of the coal mines rescue stations

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Chief Inspector of Mines be reduced by Rs. 100." (736)

Need for road connection between mines rescue stations and collieries

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Chief Inspector of Mines be reduced by Rs. 100." (737)

Need to increase the penalties for the violations of the provisions of the Mines Act

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Chief Inspector of Mines be reduced by Rs. 100." (738)

Need for decasualisation in manganese mines

Shri Aurobindo Ghosal: I beg to move:

"That the demand under the head Chief Inspector of Mines be reduced by Rs. 100." (739)

Increase in the serious accidents in the coal mines

Shri T. B. Vittal Rao: Sir, I beg to move:

"That the demand under the head Chief Inspector of Mines be reduced by Rs. 100." (1258)

Need to conduct the Overman's examination of competency at Kothagudem, Andhra Pradesh

Shri T. B. Vittal Rao: Sir, I beg to move:

"That the demand under the head Chief Inspector of Mines be reduced by Rs. 100." (1259)

Unsatisfactory and inadequate inspections carried out in the coal mines

Shri T. B. Vittal Rao: Sir, I beg to move:

"That the demand under the head Chief Inspector of Mines be reduced by Rs. 100." (1260).

Failure to improve the working conditions in mica mines, Gudur, Andhra Pradesh.

Shri T. B. Vittal Rao: I beg to move:

"That the demand under the head Chief Inspector of Mines be reduced by Rs. 100." (1261).

Delay in the publication of the annual report of the Chief Inspector of Mines

Shri T. B. Vittal Rao: I beg to move:

"That the demand under the head Chief Inspector of Mines be reduced by Rs. 100." (1262)

Delay and inefficiency in launching prosecutions against mine owners violating mines regulations and rules

Shri T. B. Vittal Rao: I beg to move:

"That the demand under the head Chief Inspector of Mines be reduced by Rs. 100." (1263)

Delay in the publication of the Indian Coal Statistics, 1959

Shri T. B. Vittal Rao: I beg to move:

"That the demand under the head Chief Inspector of Mines be reduced by Rs. 100." (1264)

Working conditions of mica mine workers

Shri T. B. Vittal Rao: I beg to move:

"That the demand under the head Miscellaneous Departments and other expenditure under the Ministry of Labour and Employment be reduced by Rs. 100." (1269)

Slow pace of construction of residential quarters for coal miners

Shri T. B. Vittal Rao: I beg to move:

"That the demand under the head miscellaneous departments and other expenditure under the Ministry of Labour and Employment be reduced by Rs. 100." (1270)

Delay in the construction of regional hospital at Ramagundam, Andhra Pradesh

Shri T. B. Vittal Rao: I beg to move:

"That the demand under the head miscellaneous departments and other expenditure under the Ministry of Labour and Employment be reduced by Rs. 100." (1271)

Delay in the construction of Mahatma Gandhi Memorial Hospital at Bombay by the Employees' State Insurance Corporation.

Shri T. B. Vittal Rao: I beg to move:

"That the demand under the head miscellaneous departments and other expenditure under the Ministry of Labour and Employment be reduced by Rs. 100." (1272)

Delay in the construction of the hospital in 24 Parganas, West Bengal by the Employees' State Insurance Corporation.

Shri T. B. Vittal Rao: I beg to move:

"That the demand under the head miscellaneous departments and other expenditure under the Ministry of Labour and Employment be reduced by Rs. 100." (1273)

Question of increasing the employees' contribution under the Employees' State Insurance Scheme to the statutory maximum.

Shri T. B. Vittal Rao: I beg to move:

"That the demand under the head miscellaneous departments and other expenditure under the Ministry of Labour and Employment be reduced by Rs. 100." (1265)

Question of exempting the workers drawing Rs. 100 or less from the payment of contribution to the Employees' State Insurance Corporation.

Shri T. B. Vittal Rao: I beg to move:

"That the demand under the head miscellaneous departments

and other Expenditure under the Ministry of Labour and Employment be reduced by Rs. 100." (1266)

Question of extension of medical benefits to the families of workers covered by Employees' State Insurance Scheme.

Shri T. B. Vittal Rao: I beg to move:

"That the demand under the head miscellaneous Departments and other Expenditure under the Ministry of Labour and Employment be reduced by Rs. 100." (1267)

Mr. Chairman: All the cut motions are now before the House.

Shri K. N. Pande (Hata): Mr. Chairman, I am very much thankful to you for giving me an opportunity to express my views about the affairs of the Labour Ministry.

Before I go to my main points I want to say something about what Shri Anthony Pillai said in regard to the recommendation of the Sugar Wage Board in the South with respect to a particular factory. It is not true that in the factory in the South which he mentioned and which belongs to Parrys, not a single pie has been increased in the wages of the workers. This is not a fact. The workers there were already getting Rs. 85. The group consists of so many units, and profitable units and their wages are governed, taking into consideration all the factors there.

14.14 hrs.

[**DR. SUHSILA NAIR** in the Chair]

They are not paid from the earnings of the sugar factory but the whole earning is combined there, and therefore they get a higher salary. And after the recommendation of the Sugar Wage Board they will get one rupee increment reaching Rs. 86 at the end. They will get one rupee increment, and it will go up to Rs. 91.

Then I want to say something about what Shri S. M. Banerjee has said just now. If it is a fact that because the Central Government employees were dissatisfied with the Government they went to the Jan Sangh, this is a very surprising and pitiable thing. If they are dissatisfied with the Government or the Congress they should choose some other progressive party, instead of going to the Jan Sangh, a party which will drag them back and not ahead. So this is a matter to which thought should be bestowed by those people.

I am very much thankful to the Ministry for having formed so many wage boards, taking into consideration the recent cost of living and also the increase in the national income. As a result of this, wage boards for four major industries have been formed, namely, for textiles, cement, sugar, tea and coffee, etc. As the hon. Minister has said, naturally, their wages have also increased. In the sugar industry, all the four zones have benefited by the recommendation of the Sugar Wage Board, and they will get it in future also, for five years. And the only limiting factor of that recommendation is the five-year period. But after five years they can demand the appointment of a fresh wage board.

The only thing which causes some anxiety in the minds of the workers is that there is no effective machinery to get these recommendations implemented. I understand that the purpose of the Ministry in adopting a policy of persuasion is, and they are right also, that the people should not be compelled by force to do a thing. Let us leave this thing to their determination, but when the people fail to implement it, naturally, some force is required. I therefore think that the Ministry should think over this matter so that some suitable enactment is made here to see that the recommendations of the different wage boards are implemented fully.

The other thing that I want to urge before the House in this connection is this. Only giving a wage increase to the workers in four industries cannot satisfy the workers in the other industries. Because, if the cost of living is rising, it is not only for these four industries only, but it is rising for all the workers working in any kind of factory. I therefore submit that if Government is convinced that national income has increased, before any wage board is set up for the remaining industries, some increment should be given to all the workers employed, wherever or in whatever industry they may be working. This is my suggestion. And I think the workers should not be expected to wait till a wage board is set up. This is a very crucial problem and it should be faced and tackled by the Ministry efficiently.

The other thing I want to refer to is this. Every section of the workers has welcomed the idea of appointment of the Bonus Commission. The only thing I want to bring to the notice of the Ministry is this. Some time back, after a question was put to the hon. Minister, he said that the Bonus Commission may also go into this aspect whether bonus should be paid to workers or not. If this is the purpose of appointing the Bonus Commission, I think the workers will only be disappointed by it. The Bonus Commission, I think, has been formed to evolve a common principle as to what should be the principle to determine the quantum of bonus. There was no purpose in appointing a Bonus Commission to decide whether bonus should be paid or not. So long as workers have not reached the living wage they are entitled to demand a bonus. Therefore, this Bonus Commission should be asked only to suggest some principles in this regard so that the determination of the quantum of bonus might be easy.

Then I want to say something about some sections of employees working under the Labour Ministry. The eighteenth session of the Stand-

ing Labour Committee held in New Delhi on the 10th and 11th of March last recommended that in order to improve the calibre of Conciliation Officers there should be provision for training for the job as well as a refresher course of training for the Conciliation Officers and other officers of the Central industrial relations machinery. I do not know what progress has been made in this regard. I think these people have not been trained before they entered service. Therefore, as the ideas as well as conditions are changing, every officer who has to deal with workers requires some training. The idea was very good, and I hope some action will be taken by the Ministry to see that this decision is implemented.

The other thing I want to mention is about the pay scale of labour inspectors working under the Central Government. I was really surprised to find that the labour inspectors working under the provident fund scheme and the Employees' State Insurance Scheme have got higher scales than these labour inspectors. Before 1946, these people had lesser responsibility, because the Acts were very few in number. Now, the number of Acts have increased, and they have to look to the implementation of so many Acts, their salaries have not increased. In some cases, I am told that even the labour inspectors under the UP Government have got better salary scales than these labour inspectors. I asked a question on the subject here on the 13th March, and the reply was given that their interests were being considered by the Labour Ministry. I would only urge and request the Ministry to see that something is done to these people, because, if we expect more work from them, then they also have a right to expect something from the Ministry. I hope the Ministry will do something in this matter.

In regard to the Provident Fund Act, the workers were very jubilant

[Shri K. N. Pande]

that it has been modified so as to enable those workers who are in a company which employs upto 20 persons will also get the benefit. But what benefits have been given to the workers employed in the glass factories? Take, for instance, the Balawali glass factory in U.P. They employ about a thousand workers, but, still, the workers are not entitled to the benefits of provident fund, simply because the provident fund scheme has been linked with production in glass factories. Unless they have got 600 tons of production, the workers cannot have the benefit of the provident fund scheme. I would request that this anomaly should be removed, and if the Act needs to be amended, I suggest that it should be amended in such a way as to enable the workers employed in glass factories, in the leather industries and the safety match factories also to enjoy the benefits of the provident fund scheme.

I think we should be really proud of the fact that our Deputy Labour Minister has once worked in a leather factory and therefore, knows the conditions well. A hell-like condition is prevailing in the tanneries; there is such a bad smell there that I do not know how the workers work in those tanneries. It is a matter of great surprise to me that although the workers employed in leather industry are more than a lakh in number, they have not got the benefit of this scheme. I made a request last year also that the tanneries and the leather industries should also be covered by this scheme. I do not know what step has been taken by the Ministry to have those workers also covered under this scheme. I hope action will be taken soon in this regard.

I would like to draw the attention of the Ministry also to the fact that under the industrial Disputes Act, workmen getting pay up to Rs. 500 are covered by it. But the same worker, when it is a question of pay-

ment to him, is not covered under the Payment of Wages Act; that Act covers only those persons who get pay up to Rs. 400. My suggestion is that all these Acts should be so amended as to cover persons getting pay up to Rs., 500, so that there may be some uniformity in the different Acts.

I would like to point out also that the Ministry should take steps to check the mushroom growth of trade unions. What is happening today in our country? If a new industry comes into being, and if some union is formed there, there is no objection, and that union can be registered. But when one union is already existing or there are already two unions existing, we find that a third, a fourth and a fifth union is coming up every day. The stand that the Ministry has taken is that if seven persons apply for registration, then their union has to be registered. In some cases, in U.P. I have found that though the number of industries has not increased, yet the number of unions has increased from 600 to 1,100. What is the use of think kind of mushroom growth of trade unions? These unions create unnecessary trouble in the factory, because, some of them, in order to exist, put up fantastic demands, and if they are not met, they call for a strike, and thus they disturb the whole industrial peace there. Therefore, I would suggest that the Act should be amended in such a way that this mushroom growth of trade unions should be stopped.

I would like to say a word also about the training scheme. It is a matter of great satisfaction that Government are taking steps to train a large number of craftsmen. I think they have created several training institutes for giving training to craftsmen. But the difficulty in this connection is that after the people get the training, there is no machinery to follow up and see whether they get employment. What is the use of

training so many persons, if they are not able to get employment? My suggestion in this regard is that the Ministry should create a machinery to have a follow-up so that that machinery may see whether the persons who are trained get some employment anywhere or not. Unless they get employment, these trained persons will create a lot of dissatisfaction among the people and start talking against the scheme. I would, therefore, submit that steps may be taken to see that some follow-up machinery is set up.

In regard to the definition of the term 'employer' in the Industrial Disputes Act, I want that some amendment should be made in this behalf. The definition of the term 'employer' in section 2 of the Industrial Disputes Act should be so amended as to include a successor to the interest or a successor to business as employer in an industry in order to ensure continuity of services of workman. This difficulty has occurred in the case of the Padrauna and Katkuian sugar factory. The factory was auctioned, and it was taken over by some other employer, and the moment he took over charge, he gave notice terminating the services of all the people employed in that factory.

The Deputy Minister of Labour (Shri Abid Ali): They were not given any compensation, or gratuity or retirement benefit? Did not the old employer give them anything?

Shri K. N. Pande: No compensation was paid. The new employer only gave notice to discontinue their services. The former employer was in such a condition that the factory was auctioned, and he did not do anything. Similarly, there is another case. I do not know whether the Ministry knows this or not. In the case of the Bulandshahar sugar factory, the High Court has observed that watchmen and peons are not covered by the definition of the term 'workman'. I do not know how far

they are correct, but it is a decision of the High Court, and I hope that the Ministry will take steps to see that this anomaly is also removed, because the intention of the Ministry to amend the definition of the term 'workman' so as to cover all those people getting pay up to rupees five hundred per month, including peons and watchmen. I do not know how the High Court gave this decision, but we cannot ignore the judgment of the High Court, and the Ministry is also helpless in this regard. I hope that since the judgment has now been delivered, the Ministry may take steps to see that these people also are included and their rights also are safeguarded.

This is all that I have to say. I am very much thankful to you for giving me an opportunity and for giving me also a patient hearing.

श्री प्र० न० सिंह (चन्वीली) : सभापति महोदया, श्रम मंत्रालय की खर्च की मांगों पर चल रही इस बहस के अवसर पर एक बात की तरफ हमारा ध्यान जाना बहुत ही जरूरी है और वह यह कि इस समय देश में ऐम्प्लायमेंट की पीजीशन क्या है। हम इस बात को देख रहे हैं कि द्वितीय पंचसाला योजना के काम होने पर लगभग ८ मिलियन अर्थात् ८० लाख व्यक्ति मजदूर क्षेत्र में बेकार रहने वाले हैं। इसी के साथ साथ हम इस बात को देखते हैं कि तृतीय पंचसाला योजना की जिस तरीके की बनावट है उसमें कुल १४ मिलियन लोगों को ही काम मिल पायेगा जबकि तृतीय पंचसाला योजना में ही जो पहले के प्रांकों से उन के मुताबिक १५ मिलियन लोगों का काम देना जरूरी होगा। लेकिन जो प्रांकों जनसंख्या के हिसाब निकले हैं और जिनके कि मुताबिक अब जनसंख्या ४३ और ८४ करोड़ ही गई है उससे ऐसा लगता है कि १७-१८ मिलियन लोग ऐसे होंगे जिनको कि काम देने की जरूरत पड़ेगी। तृतीय पंचसाला योजना की जो दस्ता है उसको देखते हुए ऐसा लगता है कि लगभग १२ से १४ मिलियन के

[श्री प्र० ना० सिंह]

बीच में मजदूर इस तृतीय पंचसाला योजना के अन्त में बेकार रहेंगे। इस सम्बन्ध में श्रम मंत्रालय क्या कदम उठा रहा है? इस सम्बन्ध में श्रम मंत्री महोदय को भी सोच विचार करना चाहिए। बेकारी का यह एक अहम प्रश्न आज हमारे सामने खड़ा है और खास तौर पर मजदूर क्षेत्र में बेकारी उन के जीवन की और उन के समय को खराब कर रही है।

इसी के साथ साथ इस बात को देखना जरूरी है कि श्रम मंत्रालय की तरफ से जो वेज बोर्ड से बिठाये गये उन वेज बोर्ड्स का फंसला किन किन जगहों पर लागू हुआ और किन किन जगहों पर नहीं लागू हुआ। यह सही है कि जो वेज बोर्ड बने, उन के बनने से कुछ खास सैक्टरों, शूगर और सीमेंट आदि के मजदूरों की मजदूरी बढ़ी। लेकिन दुख के साथ यह कहना पड़ता है कि जो वेज बोर्ड सरकार के द्वारा बिठाया गया, उस का फंसला सरकारी फ़ैक्ट्रियों में लागू नहीं किया गया। चूक सीमेंट फ़ैक्ट्री एकमात्र गवर्नमेंट की सीमेंट फ़ैक्ट्री है। हम देखते हैं कि वेज बोर्ड का फंसला प्राइवेट सेक्टर के इंडस्ट्रियलिस्ट्स ने लागू कर दिया है, लेकिन उत्तर प्रदेश की सरकार ने पब्लिक सैक्टर की इस इंडस्ट्री में उस को लागू नहीं किया है। मैं श्रम मंत्रालय से यह अनुरोध करना चाहता हूँ कि जो वेज बोर्ड बैठें, उन के फंसले कम से कम उन फ़ैक्ट्रियों पर अवश्य लागू हों, जो कि पब्लिक सैक्टर में हैं, जहाँ गवर्नमेंट एक माडल एम्पलायर के रूप में हमारे सामने दिखाई देती है। पब्लिक सैक्टर के बढ़ने के साथ साथ अब श्रम मंत्रालय का ध्यान इस और जाना चाहिए कि पब्लिक सैक्टर की इंडस्ट्रीज में वर्कर्स और एम्पलाईज कच्चा हालत है और उस को उन की हालत में सुधार करने की और पग उठाना चाहिए। मेरी अपनी निश्चित राय है कि यदि पब्लिक सैक्टर की इंडस्ट्रीज में, जो कि अब बढ़ती जा रही हैं, मजदूरों को न्याय नहीं मिलेगा, तो उस का लाजिमी नतीजा यह होगा कि प्राइवेट सैक्टर की

इंडस्ट्रीज में मजदूरों पर अन्याय बढ़ेगा।

मेरे दोस्त, श्री काशी नाथ पांडे, चूक सीमेंट फ़ैक्ट्री के मजदूरों के नेता हैं। वे जानते हैं कि वह फ़ैक्ट्री १९५४ से पब्लिक सैक्टर में चल रही है, लेकिन १९५४ से १९६० के बीच में केवल पचास फ़ीसदी लोग ही वहाँ पर परमानेंट हो पाये हैं और पचास फ़ीसदी लोग अभी टेम्पोरेरी हैं। यदि पब्लिक सैक्टर में यह स्थिति हो कि मजदूरों को स्थायी कार्य करने के बावजूद परमानेंट न बनाया जा सके, तो फिर प्राइवेट सैक्टर में काम करने वाले मजदूरों की दशा का अनुमान सहज ही किया जा सकता है। जिन सरकारी कानूनों को मान्यता दिलाने की जिम्मेदारी सरकार की है, अगर वे कानून सरकारी फ़ैक्ट्रियों में भी लागू नहीं होते हैं, तो उस का लाजिमी नतीजा यह होगा प्राइवेट सैक्टर के इंडस्ट्रियलिस्ट्स अपने मजदूरों के साथ अन्याय करने रहेंगे और सरकार उस को रोक नहीं सकेगी इस लिये सरकार और श्रम मंत्रालय को चाहिए कि पब्लिक सैक्टर की इंडस्ट्रीज के सम्बन्ध में श्रम मंत्रालय की ओर से एक कमेटी बिठाई जाय, जो उन इंडस्ट्रीज में वेज बोर्ड के फ़ैक्ट्रियों को लागू करने, टेम्पोरेरी मजदूरों को परमानेंट करने और अन्य आवश्यक बातों के सम्बन्ध में जांच करे, ताकि मजदूरों के साथ होने वाली ज्यादतियाँ और अन्याय कम रोशनी में आयें और उन लोगों को कुछ राहत मिल सके। मैं यह भी निवेदन करना चाहता हूँ कि जैसे जैसे पब्लिक सैक्टर बढ़ेगा, उस में काम करने वाले मजदूरों की तादाद भी बढ़ेगी। इसलिये वहाँ पर इंडस्ट्रियल पीस कायम रखने के लिये और अपनी पंच-वर्षीय योजनाओं को ठीक तरह से चलाने के लिये यह लाजिमी है कि पब्लिक सैक्टर के मजदूरों को न्याय मिले। यदि ऐसा नहीं होता और वहाँ हड़ताल आदि की नीबत आती है, तो इस का परिणाम यह होगा कि उत्पादन को क्षति पहुँचेगी। मैं

श्रम मंत्रालय से अनुरोध करूंगा कि पब्लिक सैक्टर की तरफ उस का ध्यान जाना चाहिए ।

हम महसूस करते हैं और देख रहे हैं कि कई सैक्टरों में लेबर की हालत ठीक नहीं है और श्रम मंत्रालय की कोशिश के बावजूद, उस की तरफ से ध्यान दिये जाने के बावजूद उन लोगों को वह न्याय नहीं मिल रहा है, जो कि उन को मिलना चाहिए । कोल माइन्स के मजदूरों की हालत आज भी इतनी अबतर है कि कोई ठिकाना नहीं है, हालांकि उस में कुछ तरक्की जरूर हुई । झरिया और धनबाद में कंट्रैक्ट लेबर कंट्रैक्टर के माध्यम से काम करते हैं । वहां स्थिति यह है कि कंट्रैक्टर आधा पैसा स्वयं ले लेते हैं और सिर्फ आधा पैसा मजदूर को मिलता है । जब रिजनल कमिश्नरियेशन आफ्रिकर और श्रम विभाग के लोगों का ध्यान इस ओर दिलाया जाता है, तो वे कहते हैं कि इस स्थिति में हम असहाय हैं । मैं निवेदन करना चाहता हूँ कि कपल माइन्स में कंट्रैक्ट लेबर की अवस्था की ओर श्रम मंत्रालय का ध्यान जाना चाहिए । उन के साथ बड़ा अन्याय और जुल्म हो रहा है और उस में कोई कमी नहीं हो रही है ।

आज जो चार सैक्टरों की फैक्ट्रियों में वेज बोर्ड बने हैं, इस से तमाम हिन्दुस्तान के उन मजदूरों की स्थिति में कोई विशेष सुधार नहीं हुआ है, जिन पर कि वेज बोर्ड के फ्रैमले लागू नहीं होते हैं । आज महंगाई बढ़ रही है, कास्ट आफ लिविंग इंडेक्स बढ़ रहा है और रीयल वेजिज दिनों-दिन गिर रहे हैं । श्रम मंत्रालय के सामने ऐसा दृष्टिकोण आना चाहिए कि हिन्दुस्तान के उन मजदूरों के सम्बन्ध में, जो कि वेज बोर्ड के तहत नहीं आते हैं, ऐसी कार्यवाही की जानी चाहिए कि वर्तमान स्थिति में उन की मजदूरी में बढ़ोतरी हो और उन की हासत सुधरे ।

मेरे मित्र, श्री काशीनाथ पांडे, ने इस प्रश्न को उठाया कि ट्रेड यूनियन्स का जो रजिस्ट्रेशन दिन-प्रति-दिन होता जा रहा है उस को चैक करना चाहिए । हम लोगों को इस में कोई एतराज नहीं हो सकता है, लेकिन यदि किसी फ़ैक्ट्री में ट्रेड यूनियन ठीक तरह से काम न करती हो, वहां के मजदूरों को न्याय न मिलता हो और इस के बावजूद किसी दूसरी यूनियन को बनने का मौका न मिले, तो इस का परिणाम यह होगा कि हिन्दुस्तान की ट्रेड यूनियन मूवमेंट लकवे की स्थिति में हो जायगा, उस की स्थिति एक मूक दर्शक की सी हो जायगी और मजदूरों का अन्याय मिट नहीं सकेगा । हमें ऐसी व्यवस्था करनी चाहिए कि जो यूनियन मजबूत रहे, उस को रेकगनीशन मिले और उस की जांच करने का तरीका यह हो कि बैलट के द्वारा फ्रैमला करा लिया जाय कि कौन सी यूनियन रिप्रजेन्टेटिव है और कौन सी रिप्रजेन्टेटिव नहीं है । लेकिन यदि ट्रेड यूनियन्स के रजिस्ट्रेशन में रूकावट डाली जाने लगे, उस को चैक किया जाने लगे, तो ट्रेड यूनियन मूवमेंट में कुछ लोगन के वैसेट डेन्ट्रेस्ट्स हो जायेंगे और उस में एक प्रकार का स्टैग्नेशन हो जायगा । यह ठीक है कि परस्पर प्रतिस्पर्धा के कारण कुछ दिक्कतें होती हैं, लेकिन उन के बावजूद हम अपने देश की ट्रेड यूनियन मूवमेंट को एक स्टैग्नेशन की हालत में डालने के लिये तैयार नहीं हैं । मैं निवेदन करना चाहता हूँ कि कौन रिप्रजेन्टेटिव यूनियन है, किस के साथ आफ्रिकलर बानचीन करें, मान दो साल में बैलट के द्वारा इस बात का निश्चय हो जाया करे— इस बात का फ्रैमला हो जाया करे कि कौन सी रेकगनाइज्ड यूनियन रहे । इस में किसी को एतराज नहीं होगा । ऐसा करने से जेनरल ट्रेड यूनियन्स का प्रोत्साहन होगा । मैं फिर कहना चाहता हूँ कि इस सम्बन्ध में रजिस्ट्रेशन रोकना मुनासिब नहीं होगा और बैलट के द्वारा इस का फ़ैसला होना चाहिए ।

[श्री प्र० ना० सिंह]

रेफरेंस के मामले में आज जो स्थिति है, उस के कारण कई जगहों पर मजदूरों को दिक्कत का सामना करना पड़ता है। कनसिलियेशन के बाद कम्पलसरी एडजुडिकेशन के समय स्थिति यह थी कि मजदूर पर जब चोट पड़ती थी, या उस के साथ अन्याय होता था तो कम्पलसरी एडजुडिकेशन होने के बाद कम से कम उस को इस बात का संतोष होता था कि उस के पक्ष या विपक्ष में फ़ैसला हो गया। आज रेफरेंस की हालत यह है कि करीब करीब साठ फीसदी रिफरेंस नहीं होते हैं और सिर्फ ४०, ४५ फीसदी रिफरेंस हो पा रहे हैं। जो रिफरेंस होते भी हैं, उन में भी श्रम मंत्रालय ने एक तरह का रिफ़ता सरकारी पार्टी की यूनियनों से बढ़ा रखा है, जिसका परिणाम यह है कि दूसरी यूनियन्ज के रिफरेंस तो हक जाते हैं और सरकारी पार्टी की यूनियनों के मामले अधिक रिफर हो पाते हैं। कनसिलियेशन और कनसिलियेशन के बाद कम्पलसरी एडजुडिकेशन या सिद्धान्त चालू करने के लिये . . .

श्री भन्वा : कहां का जिक्र कर रहे हैं ?

श्री प्र० ना० सिंह : उत्तर प्रदेश का। उत्तर प्रदेश की स्थिति यह है कि रिफरेंस के लिये कितने ही केसिज होते हैं, लेकिन रिफरेंस नहीं होता है। इंडिविडुअल केसिज की बात तो छोड़ दीजिये, जो केस जेनरल डिमांड्ज, डीयरनेस एनाउंस और दूसरे सवालियों के बारे में होते हैं, उनके भी रिफरेंस नहीं हो पाते हैं। इस सम्बन्ध में यह बात देखनी जरूरी है कि चाहे कोई भी यूनियन किसी भी फ़ैक्ट्री में काम करती हो, यदि वह मजदूरों की नुमायंदगी करती हो, तो मजदूरों को न्याय मिलना चाहिए। ऐसा नहीं होना चाहिए कि सरकारी पार्टी की यूनियन के रिफरेंस तो हो जायें और दूसरी यूनियनों के रिफरेंस न हो सकें।

श्री काशी नाथ पांडे : यह बात बिल्कुल गलत है और वहां पर जांच हो चुकी है। हमारा खयाल है कि और पार्टीज के ज्यादा केसिस रेफर हुए हैं बनिस्बत आई० एन० टी० यू० सी० के। ये यू० पी० गवर्नमेंट के पास जो फ़ैक्ट्स हैं, उन से पता चलता है।

श्री प्र० ना० सिंह : यू० पी० गवर्नमेंट के पास जो फ़ैक्ट्स हैं, वे सभी को मालूम हैं और वे रोज दिखाई देते हैं और साथ ही साथ जो औरों पर बीतती रहती हैं, वह भी सभी को रोज दिखाई देती रहती हैं। इस बात को काशीनाथ पांडे जी अच्छी तरह से जानते हैं और हम भी अच्छी तरह से जानते हैं।

श्री रामसिंह भाई बर्मा (निमाड़) : सरकारी पार्टी की यूनियन कहीं दिखाई नहीं देती है।

श्री प्र० ना० सिंह : दिखाई क्यों नहीं पड़ती है, दिखाई पड़ती है। चूँकि वह आपको पाकेट में है, इसलिए आपको दिखाई नहीं पड़ती है।

तो मैं कह रहा था कि पहले कंसिलियेशन हो और उसके बाद कम्पलसरी एडजुडिकेशन के सिद्धान्त को यदि लागू किया जाय तो किसी को भी किसी तरह को शिकायत करने का मौका नहीं मिलेगा। आज जो स्थिति है उसमें लोगों को शिकायत है। इस सदन के अन्दर भी लोगों को शिकायत करने का मौका मिल जाता है। अगर शिकायत करने की गूंजाइश नहीं होती तो किसी को भी शिकायत करने की आवश्यकता ही महसूस न होती। पार्लियमेंटरी-डिमोक्रेसी के अन्दर इस बात को समझ लिया जाना चाहिये कि ट्रेड यूनियन भूवमेंट में कहां कहां क्या हो रहा है। हमारे

रामसिंह भाई वर्मा साहब तो पुराने ट्रेड यूनियनिस्ट हैं, इसलिए वह सारी बात को अच्छी तरह से जानते हैं। मैं सभी बातों को कहना नहीं चाहता हूँ क्योंकि इस समय कहने का वक्त नहीं है और न ही समय है।

पी० टी० आई० के जो एम्प्लायीज हैं, उनके सम्बन्ध में अब मैं कुछ कहना चाहता हूँ। नेशनल ट्रीब्यूनल जो बैठा था और उसके बाद जो उसने एवार्ड दिया, उसके इम्प्लेमेंटेशन के मिलसिले में मुप्रीम कोर्ट में जाने की बात आज मैनेजमेंट की तरफ से की जा रही है। मु श्रम मंत्रालय से अनुरोध करना चाहता हूँ कि सरकारी प्रभाव को इस्तेमाल करके इस बात की कोशिश की जानी चाहिये कि जो नेशनल ट्रीब्यूनल के फैसले हों या वज बोर्ड्स के फैसले हों, उनको लागू करवाया जाय। ट्रिपारटाइट कांफ्रेमिस जो होती रहती है और जो लोग मिलते रहते हैं, उनमें भी इनको मान्यता दिलाई जानी चाहिये। इसके साथ ही साथ दबाव भी सरकार की तरफ से डाला जाना चाहिये। कभी कभी ऐसा भी होता है कि जनतंत्र के अन्दर दबाव डालना मुश्किल हो जाता है लेकिन जहाँ पर न्याय की रक्षा की खातिर दबाव डालना जरूरी हो, वहाँ दबाव भी डाला जाना चाहिये। हम देखते हैं कि बहुत से फैसले इसलिए लागू नहीं हो पाते हैं कि जिस प्रकार का श्रम मंत्रालय की तरफ से प्रभाव डाला जाना चाहिये या दबाव डाला जाना चाहिये, उस प्रकार का प्रभाव या दबाव नहीं डाला जाता है। इसलिए मैं अनुरोध करना चाहता हूँ कि पी० टी० आई० के एम्प्लायीज के सम्बन्ध में गवर्नमेंट इस बात को देखे कि वे लागू हों और सरकार नेशनल ट्रीब्यूनल के फैसलों को जल्दी से जल्दी लागू कराने का प्रयत्न करे।

पछले तीस मास से डाक के जो मजदूर हैं, उनकी हाजिरी, भत्ता और न्यूनतम मजदूरी के सिलसिले में कलकत्ता, में, कुछ कटीतियां चल

रही हैं। मैं चाहता हूँ कि श्रम मंत्रालय इस बात की व्यवस्था करे कि वे कटीतियां बन्द हों, और वहाँ के मजदूरों की जो मांगें हैं बहुत दिनों से चली आ रही हैं, और वे लोग परेशानी में पड़े हुए हैं, उन के संपंध में उचित फैसला हो और उनका निपटारा हो।

कलकत्ता में चिपिंग और पेंटिंग के मजदूरों की हड़ताल ५० दिनों से चली आ रही थी। बम्बई में जो उन के बेटन के सिलसिले में नियम और कानून हैं, उनको कम से कम कलकत्ता में लागू कराने का प्रयत्न हमारे श्रम मंत्रालय की तरफ से प्रवर्ध होना चाहिये।

आज जो देश की स्थिति है, उसको देखते हुए तथा साथ ही साथ पंचवर्षीय योजनाओं को देखते हुए यह आवश्यक है कि एम्प्लायीज और एम्प्लायीज के रिलेशंस अच्छे हों और एक ऐसा रास्ता निकाला जाना चाहिये कि जिस से मजदूरों को हड़ताल करने का मौका ही न मिले। जब कभी भी हड़ताल पर जाने का फैसला लेना होता है तो उस में मन बुझता है और बुझता इस लिए है कि उत्पादन में बढोतरी होती है। लेकिन जब न्याय नहीं मिल पाता है तो लाजिमी तौर पर हड़ताल तर जाने का फैसला मजदूरों को करना पड़ता है जहाँ पर भी हड़ताल की बात हो, वहाँ पर केन्द्रीय श्रम मंत्रालय को और उस के साथ ही साथ स्टेट्स में जो श्रम मंत्रालय है उनको इस बात का प्रयत्न करना चाहिये कि हड़तालों न होने पायें और जो शिकायतें हैं, वे दूर हो जायें।

हमारे मिर्जापुर में सैप्टन मिल में गैर कानूनी तौर पर लाक आउट चल रहा है। यह फैक्ट्री विर्कस फोसिस को कम्बल सप्लाय करती है। इस मिल के संबंध में कई बार शिकायतें की गई

[श्री प्र० ना० सिंह]

श्रीर डिफेंस मिनिस्ट्री से भी लोगों ने बात चीत की है। वहाँ पर गैर कानूनी तौर पर लाक आउट चल रहा है। लाक आउट को इलीगल करार दिया जाना चाहिये और कानूनी तौर पर वह लाक आउट इलीगल है भी लेकिन इतना होने पर भी श्रम मंत्रालय की तरफ से तथा उस के अधिकारियों की तरफ से जो कार्य होना चाहिये था वह नहीं हो पाया है। एक महीना हो गया है, इस इलीगल लाक आउट को हटाए। इसलिए मैं श्रम मंत्री जी से कहना चाहता हूँ कि वह और प्रान्तों में जो श्रम मंत्री हैं वे देखें कि मालिकों और मजदूरों के मन्दर अच्छा रिश्ता कायम हो तथा जो कार्य वे करते हैं उस में थोड़ी चुस्ती, थोड़ी मुस्तैदी, आनी चाहिये और जब कभी भी मजदूरों के खिलाफ कोई कार्य होने की बात हो, उस को न होन दिया जाए।

श्री रामसिंह भाई बर्मा : सभापति महोदया, श्रम मंत्रालय के ऊपर जब चर्चा हो रही है, तो उस में मैं भी अपना हिस्सा भ्रदा करना चाहता हूँ। जहाँ तक श्रम विभाग का संबंध है, या मजदूरों का संबंध है, वे देश की आर्थिक स्थिति से ज्यादा सम्बन्धित हैं और आज ३१ मार्च १९६१ समाप्त हो जाने पर जब बजट पर चर्चा हो रही है तो यह स्वाभाविक है कि हम देखें कि पिछले साल में तथा पिछली जो दो योजनायें समाप्त हो चुकी हैं, उन के दौरान में क्या कुछ हुआ है। आज हमें पिछले वर्ष के एकाउंट को तथा उस के बिलेंस शीट को सामने रखना है और उस को सामने रख कर ही हम इस विषय पर अच्छी तरह से विचार कर सकते हैं। तीसरी योजना की शुरुआत हो रही है और दो योजनायें समाप्त हो चुकी हैं। इसलिए लेबर के बारे में जब हम चर्चा करें तो आर्थिक दृष्टिकोण को भी हमें अपने सामने रखना

चाहिये। प्रथम पंच वर्षीय योजना, द्वितीय पंच वर्षीय योजना में श्रमिकों से शासन क्या चाहता था, जनता क्या चाहती थी, इंडस्ट्री क्या चाहती थी, इस को हमें देखना है। इस के साथ ही साथ मजदूरों को भी यह कहने का हक हासिल है कि वे शासन से, जनता से तथा इंडस्ट्री से क्या चाहते हैं। पिछले दस वर्षों के एकाउंट और साथ ही साथ पिछले वर्ष के एकाउंट के बिलेंस शीट को जब हम सामने रखते हैं तो हमें लगता है और मैं समझता हूँ कि गवर्नमेंट को भी यह लगना चाहिये और देश को भी लगना चाहिये, कि श्रमिकों ने एक शानदार हिस्सा भ्रदा किया है। उत्पादन बढ़ाने में, डिमिप्लिन बढ़ाने में, प्रोडक्टिविटी बढ़ाने में, प्रोडक्शन बढ़ाने में, देश की इनकम बढ़ाने में, सभी दिशाओं में मैं समझता हूँ कि जो पार्ट मजदूरों ने प्ले किया है, उस पर हमारे श्रम मंत्री जी का पूरा संतोष होना चाहिये और उस में कोई शंका की गुंजाइश नहीं रहनी चाहिये।

अगर हम फिगरज को देखें और इन मारी बातों को देखें तो पता चलेगा कि पिछले दस बरसों में ३१ मार्च, १९६१ तक ७० परसेंट के करीब हमारा प्रोडक्शन बढ़ा है। देश की राष्ट्रीय आय भी इन पिछले दस बरसों में लगभग ४० परसेंट बढ़ी है। अगर हम टैक्सेशन को लें, उत्पादन के ऊपर सरकार ने जो टैक्सेशन लगाया है, एक्साइज ड्यूटी लगाई है, मैल्ट टैक्स लगाया है, तो हमें पता चलेगा कि उस में टैक्स की इनकम इन पिछले १० बरसों में ७०० करोड़ से बढ़ कर १३०० करोड़ तक पहुँच गई है यानी डबल के करीब तब टैक्सेशन की रकम पहुँच गई है। जितना ज्यादा उत्पादन हुआ है, उतना ही अधिक रुपया हमको एक्साइज ड्यूटी से प्राप्त हुआ है, जितना ज्यादा

व्यापार हुआ है, बेचान हुआ है, उतना ही ज्यादा हमको सेल्ज टैक्स वगैरह से पैसा मिला है। अगर हम देश की हालत को देखें तो हमको पता चलेगा कि श्रमिकों ने उस को सुधारने में शानदार हिस्सा भ्रदा किया है। इस में सन्देह की कोई गुंजाइश नहीं है।

अब हमें देखना है कि श्रमिकों को क्या मिला है। जब हम देश की बढ़ती हुई जन संख्या को देखते हैं तो हम पाते हैं कि १९५१ से ले कर १९६१ तक लगभग २२ परसेंट के करीब हमारी जनसंख्या बढ़ी है लेकिन देश के अन्दर जो एम्प्लायमेंट है, चाहे जितना हमारा औद्योगिक विकास हुआ हो, वह उम परिणाम में नहीं बढ़ा है, जिस परिणाम में कि जनसंख्या बढ़ा है। उत्पादन बढ़ा है, प्राइव्तिव्ति बढ़ा है, प्राफिट बढ़ा है, लेकिन उम के परिणाम में देश के अन्दर जो रोजगार के अवसर मुलभ होने चाहिये थे, वे मुलभ नहीं हुए हैं। पढ़े लिखे लोगों का तो बहुत ही बुरा हाल है। उन को एम्प्लायमेंट नहीं मिल रहा है। यही एक समस्या जो है यह छोटी समस्या नहीं है, बहुत जबरदस्त समस्या है और आवश्यकता इस बात का है कि श्रम विभाग इस का और ध्यान दे।

दूसरी तरफ भाव बढ़ने से कास्ट ग्राक लिविंग इन्डेक्स कितना बढ़ा है। पिछले दस वर्षों में लगभग २५ परसेंट बढ़ गया है। कहने का मतलब यह है कि देश की एकानामी के साथ जब यह विचार करते हैं तो हमारी नेशनल इनकम ४० प्रतिशत बढ़ी है। पिछले दस वर्षों में उम में से श्रमिकों को कितना हिस्सा मिला? कहा गया है कि इस की जांच की जायेगी। ठीक है, जांच की जाय, बहुत अच्छी बात है, लेकिन जितना नहीं मिला है उतना क्या वहाँ से मिलेगा? हमारे सामने यह एक बहुत जबरदस्त सवाल है। फिर भी कहना पड़ेगा कि पिछले दस वर्षों में और पिछले श्रम विभाग के श्रमिकों के हित में एक बहुत शानदार हिस्सा भ्रदा किया है।

और मैं मानता हूँ कि जितनी बिलभर कट पालिसी लेबर की रही है, उसी का यह परिणाम है कि श्रमिक अपना पूरा पूरा हिस्सा भ्रदा कर सकें, और आज कबिनेट के अन्दर श्रम मंत्री जी अपना सिर ऊंचा कर के बैठ सकते हैं कि उन के विभाग ने कितना सुन्दर काम किया है। इसी वर्ष के अन्दर कई बिल भ्राये और उन में से दो या तीन पास भी हुए। और एक मेटिन्टी बेनिफिट बिल हमारे सामने विचाराधीन है। तो पिछले वर्ष में जो काम हमने किया है, श्रम विभाग ने क्या इस के लिये मैं श्रम विभाग को मुबारकबाद देता हूँ।

दूसरी तरफ मैं एक रिबेदन भी करना चाहता हूँ कि श्रम विभाग की तरफ से जो योजनायें गुरू की गई हैं, और जिन पर श्रमल काराया जा रहा है, उन के ऊपर प्रैक्टिकल तौर से अनुभव के आधार पर विचार कर के उन में परिवर्तन करने की जरूरत है। वर्कर्स एजुकेशन की इतनी शानदार सकीम लागू की गई, और उम स्कीम का मुझे बहुत आदर है, और मैं मानता हूँ कि अगर ट्रेड यूनियनों का सहयोग उम में मिले, तो बड़ा काम हो सकता है। मेरा ऐसा मानना है कि जब हम लेबर की बात करते हैं तो सारी जिम्मेदारी गवर्नमेंट को सौंप देने हैं। प्रासेप और आरोप लगाने के लिये ऐसा होता है। मैं मानता हूँ कि सब से ज्यादा बि मेदारी ट्रेड यूनियन्स की है कि अगर कोई कानून या कोई भी योजना श्रमिकों के लिये बनाई जाती है तो उमका फायदा पूरी तरह से उन को मिल सके। यह देखने का काम गवर्नमेंट का नहीं है बल्कि ट्रेड यूनियन्स का है। ट्रेड यूनियनें जितनी ऐक्टिव होंगी, जितनी ज्यादा दिलचस्पी वे लेंगी, उतने ही ज्यादा मजबूर आगृत होंगे, उन का लिबिंग स्टैंडर्ड बढ़ेगा और उन को उमाम योजनाओं का फायदा मिलेगा। लेकिन वर्कर्स एजुकेशन के बारे में कम से कम मैं अपने क्षेत्र के सम्बन्ध में कह सकता हूँ, मुझे बहुत संतोष है, और

[श्री राकसिंह भाई वर्मा]

वर्कर्स एजुकेशन के बाद जो श्रमिक निकल कर आते हैं वे जिस उद्योग में जाते हैं, उनका रेजल्ट भी मैंने मंगाया कि वे पहले जितना काम करते थे तीन महीने की ट्रेनिंग लेने के बाद अगर वे उभी जगह पर फिर काम करने गये तो पहले और अब में कोई फर्क दिखाई देता है या नहीं। हमारे पास जो रिपोर्ट्स आई हैं वे बहुत ही नग्नोषजनक है। मैं मानता हूँ कि हर एक स्टेट के अन्दर जहाँ भी यह योजना लागू हुई है, वहाँ पर ट्रेनिंग लेने के बाद जो वर्कर्स इंडस्ट्री में काम करने हैं, उन में पहले प्रोर अब में बहुत फर्क है। लेकिन केवल तीन महीने की ट्रेनिंग से काम नहीं चल सकता। इस ट्रेनिंग पीरियड को और बढ़ाना होगा।

अभी रेजिडेंशल स्कीम इन्दौर में शुरू की गई है। मैं मानता हूँ कि यह रेजिडेंशल श्रमिक श्रमिकों के लिये बड़ा उपयोगी है, वह उन के लिये बहुत ज्यादा लाभदायक होती है। वह इसलिये लाभदायक होती है कि जगह जगह के श्रमिक एक जगह पर आ कर रहते हैं, वे दीगर दीगर पार्टियों के होते हैं, कोई कम्युनिस्ट पार्टी से सम्बन्धित होता है कोई हिन्दू मजदूर सभा से सम्बन्धित होता है, कोई दूसरी यूनियन से सम्बन्धित होता है। कोई आई० एन० टी० यू० सी० से संबन्धित होता है। जो इंडस्ट्री में काम करते हैं उन्हें वहाँ ट्रेनिंग दी जाती है साथ साथ उठना, साथ साथ बैठना, साथ साथ खाना और साथ साथ काम करना। इस से श्रमिकों के अन्दर एक बड़ा भारी भाई चारा पैदा होता है, प्रेम पैदा होता है, और इस तरह से ट्रेड यूनियनों की विचारों के आदान प्रदान का सीका मिलता है, यह चीज मजदूर संगठन को मजबूत बनाती है। हम लोग पार्लियामेंट में आ कर बैठते हैं और राजनीति के आधार पर बात करते हैं और मजदूरों की दशा को, जिन का हम प्रतिनिधित्व करते हैं, भूल जाते हैं। यहाँ पर राजनीति की बात होती है

कि किस को ज्यादा से ज्यादा बुरा कहा जा सके, किस पार्टी को अधिक से अधिक कोसा जा सके। यह दृष्टिकोण ज्यादा होता है बनिस्बत इस के कि मजदूरों की क्या आवश्यकता है। हम इस बात को सामने नहीं रखते जिस से कि श्रमिकों का लिविंग स्टैण्डर्ड ऊंचा उठे और हमारे देश की राष्ट्रीय आय बढ़े। इसलिये वर्कर्स एजुकेशन की जो रेजिडेंशल योजना है उस का मैं स्वागत करता हूँ। लेकिन उस में भी डिफेन्ट है। जो लोग आ कर रहते हैं उन से खाने का खर्च १५ रु० लिया जाता है और २२ रु० गवर्नमेंट से मिलता है। मैं मानता हूँ कि यह पूरी तरह से ठीक नहीं है। उन का खाने पीने का खर्च गवर्नमेंट को उठाना चाहिये। आप जो शिक्षा देने हैं, इसलिये देने हैं कि वे जांग वहाँ से जा कर वर्कर्स की ट्रेड यूनियन्स को सही दिशा में चलायें, प्रोडक्टिविटी बढ़ायें, प्रोडक्शन बढ़ायें और बेकारी कम करें। वे अपने बाल बच्चों को छोड़ कर आयें, उन के ऊपर उन को खर्च करना ही पड़ेगा, उन के ऊपर अगर उन को ट्रेनिंग के समय का भी खाने पीने का खर्च उठाने के लिये कहा जाय, यह ठीक नहीं होगा। मैं समझता हूँ कि वर्कर्स एजुकेशन रेजिडेंशल योजना को खाने का सारा खर्च गवर्नमेंट को उठाना चाहिये।

इस के साथ साथ जो मेरा दूसरा निवेदन है वह ज्वॉयेंट मनेजमेंट कॉमिशन के बारे में है। उद्योगों के अन्दर आप ने मनेजमेंट में मजदूरों की भागीदारी का विचार किया और कहीं कहीं इन बात को आप ने लागू भी किया। त्रिदलीय सम्मेलन ने निश्चय किया कि कितनी इंडस्ट्रीज में लागू होना चाहिये। आप ने पहले ५० यूनिटों को चुन लिया, लेकिन यह बात बहुत पुरानी हो गई। तीन चार साल हो गये, फिर भी ५० यूनिटों में हम इस पीरियड में इस को लागू नहीं कर पाये। गवर्नमेंट के कारखानों

में, पब्लिक सेक्टर में भी यह नहीं हो पाया। उसी तरह से प्राइवेट सेक्टर में नहीं हो रहा है। यानी इस मामले में हमको जो तेजी करनी चाहिये थी, वह नहीं हो पा रही है। क्यों नहीं हो पा रही है, यह मेरी समझ में नहीं आता। मेरे साथी बहुत बड़ी-बड़ी बातें करते हैं, लेकिन एक मजदूर मालिक के साथ कारखाने के अन्दर बराबरी पर बैठे और कारखाने के मैनेजमेंट को सही दिशा में कैसे चलाये, इस बात के लिये ट्रेड यूनियन्स अपना कितना हिस्सा अदा कर रही हैं और गवर्नमेंट हमको इस मामले में कितना प्रोत्साहन देती है। मैं अपने यहां की बात कहता हूँ। हमारे यहां गवर्नमेंट ने एक यूनिट में लागू करने का तय किया था, जब उमने देग में ५० यूनिट में लागू करने का ठहराया था उभ समय केवल एक यूनिट था इन्दौर के लिये जिसके अन्दर मजदूर मैनेजमेंट में भागीदार होंगे। लेकिन मैं निवेदन करना चाहता हूँ कि मैंने एक दूसरे मैनेजमेंट को साजया और उनमें स्वयम् लेबर मिनिस्टर नाहब उन के मिल में ज्वाइन्ट मैनेजमेंट कॉमिल बनाने को डिक्लेअर कराया। तीसरा एक और ऐसा कारखाना था जो लगभग दस या बारह सालों से नुकसान करता जा रहा था, और पिछले साल तो ऐसा हुआ कि तीन महीनों का बेलन मजदूरों को नहीं दिया गया। गवर्नमेंट की लगभग २० लाख रु० की प्राबिडेंट फंड की रकम तक उमने जमा नहीं कराई। यह सारी की सारी चीजें हो रही हैं। इस कारखाने को चलाने की प्रब्लम पैदा हो गई। कारखाने-दार का जहां तक सवाल है, वह तो उसकी टूटीफूटी बिल्डिंग को ही बेच कर जितनी रकम हो सकेगी वसूल लेगा, लेकिन जो ३००० मजदूर बेकार होंगे उनका क्या होगा? गवर्नमेंट आफ इंडिया और हमारे इंडस्ट्रीज डिपार्टमेंट ने उसे काफी रियायतें दीं, किन्तु आखिर में मालिक असफल रहे। अन्त में सारा मैनेजमेंट बदला और हमारी ज्वाइन्ट मैनेजमेंट कॉमिल बनाई। मुझे कहते हुए बड़ा आनन्द

होता है कि जब हम ने मैनेजमेंट बदला तो दूसरे महीने में उस कारखाने ने लगभग ४०,००० रु० का प्राफिट किया, उसके बाद २ लाख रुपये का प्राफिट किया, मजदूरों का रिट्टेचमेंट किये बिना। कहने का मतलब यह है कि मजदूर और एम्प्लायर्स साथ बैठते हैं और इस बात पर विचार करते हैं कि किस तरह से इस काम को आगे बढ़ाना चाहिये। तो उसका परिणाम अच्छा आता है। मैं समझता हूँ कि अगर इस तरह से सारी चीजें सामने आती हैं तो मजदूरों को ज्ञान मिलता है। इस मामले में हमारे जैसे लीडरों से मजदूर बहुत आगे हैं। लेकिन हो यह रहा है कि हम लोग उन्हें पीछे रखते हैं और खुद आगे चलने की कोशिश करते हैं जिसमें मजदूर आगे नहीं बढ़ पाते हैं। इसलिये मैं निवेदन करना चाहता हूँ कि वरकर्स का एजुकेशन होना चाहिये और जहां तक ज्वाइन्ट मैनेजमेंट का सवाल उस के बारे में जहां स्ट्रॉंग यूनियन्स हैं वहां इस चीज को प्रोत्साहन देने की जरूरत है और अगर जरूरत हो तो आप इसके लिये कानून भी बनायें।

दूसरे वेज बोर्ड का सवाल है। दूसरी पंचवर्षीय योजना शुरू होने के पहले हमारी यह मांग थी कि प्रथम पंचवर्षीय योजना में आपने जितना प्रोडक्शन का टारजेट रखा था श्रमिकों ने उससे ज्यादा करके दिखा दिया। इसलिये दूसरी योजना शुरू होने पर उनकी उसका लाभ मिलना चाहिये। इसके लिये हमने वेज बोर्ड की मांग की थी। लेकिन दूसरी पंचवर्षीय योजना समाप्त होने जा रही है, पर जो वेज बोर्ड की मिफारिशें थीं कुछ पर तो बहुत से कारखानों में अमल ही नहीं हुआ और कुछ जगह वेज बोर्ड ही कायम नहीं हुए। तो आखिर श्रमिक किस पर विश्वास करें, वे किस आधार पर चलें। मैं निवेदन करना चाहता हूँ कि आपने डिस्प्लन चाहा तो श्रमिक डिस्प्लन कायम करते रहे। आपकी प्रोडक्शन चाहिये तो वे उस दिशा में भी अपना हिस्सा अदा कर रहे हैं। लेकिन उन्हें

[श्री रामसिंह भाई वर्मा]

क्या मिल रहा है। उन्हें यह मिल रहा है कि भाव बढ़ने से कास्ट आफ़ लिविंग इंडेक्स बढ़ता जा रहा है और जो उनको मिलता है उसमें वे अपना काम नहीं चला पा रहे हैं। इसलिए सरकार को भावों पर नियंत्रण लगाने की जरूरत है ताकि जो श्रमिकों को मिलता है उसमें वे अपना काम चला सकें।

सम.पति महोदय : टारम लिमिटेड १४ मिनट की रही गई है, और १७ मिनट के चक्के हैं। क्या आप कह सकते हैं कि आप कितने मिनट और लेंगे ?

श्री रामसिंह भाई वर्मा : मैं १७ मिनट और लूंगा।

Mr. Chairman: That will not be possible. I can give him 7 minutes more.

श्री रामसिंह भाई वर्मा : इसी प्रकार मे यह कोड आफ़ डिमिप्शन की बात है। कोड आफ़ डिमिप्शन हमने माना है और उसके अनुसार चल रहे हैं। लेकिन मुझे यह जान कर बड़ा आश्चर्य हुआ कि बोनस कमीशन के बारे में मालिकों की तरफ से यह कहा गया कि बोनस कमीशन का चेयरमैन अमुक आदमी नहीं होना चाहिये मुझे बड़ा आश्चर्य इस बात पर हुआ कि मालिकों के इस विरोध के कारण यह मामला दिनाई में भी पड़ा। श्रमिक भी यह एट्रीट्यूड ले सकते थे और कह सकते थे कि हममें से एक आदमी चेयरमैन होना चाहिये लेकिन उन्होंने ऐसा नहीं किया। इसलिए मेरा निवेदन है कि ऐसी बातों पर गवर्नमेंट को कोई ध्यान नहीं देना चाहिये। और गवर्नमेंट ने जो तय किया है उसी के अनुसार काम करना चाहिये। जो लोग इसमें सहयोग देना चाहते हैं उनसे सहयोग लेना चाहिये और जो असहयोग करते हैं उनको कानून द्वारा ठीक करना चाहिये। सीधा तरीका कोड आफ़ डिमिप्शन को मनवाने का यही है।

अभी मेरे साथी ने सरकारी यूनियन्स के बारे में कहा। मैंने तो कम्युनिस्ट कंट्रीज

के अलावा संसार के किसी देश में सरकारी यूनियन्स की बात नहीं सुनी। इस देश के अन्दर तो इस चीज का सवाल ही नहीं उठता। अगर कोई वास्तव में अध्ययन करके कुछ कहे तब तो सही बात कही जा सकती है, लेकिन उनका लक्ष्य तो आई०एन०टी०यू०सी० की तरफ था क्योंकि पांडेय जी को सम्बोधित करते हुए उन्होंने कहा था। मैं निवेदन करना चाहता हूँ कि इस सरकार ने जितना आई०एन०टी०यू०सी० को कमजोर किया है उतना ही फायदा विरोधी यूनियन्स को पहुंचाया है। और अगर आप इसका प्रमाण चाहते हैं तो मेरे पास चार जजमेंट मौजूद हैं उनको मैं पेश कर सकता हूँ। एक जजमेंट हाईकोर्ट का है और तीन डिस्ट्रिक्ट कोर्ट के हैं और चारों के चारों केसेज में आई०एन०टी०यू०सी० के वर्कर्स पर सरकार द्वारा

एक माननीय स.स्य : उनमें आप भी शामिल हैं।

श्री रामसिंह भाई वर्मा : जो हूँ, मैं भी शामिल हूँ। आपके सिवा सब शामिल हैं। मैं निवेदन करना चाहता हूँ कि हमारे विरोधी कम्युनिस्ट लोगों के निवेदन पर उनकी प्रार्थना पर और उनकी धमकी के आधार पर गवर्नमेंट ने ये केसेज हमारे लोगों के ऊपर किए और चारों केसेज के अन्दर अदालतों ने कहा है कि यह विरोधी ट्रेड यूनियन्स में आपस में राइबेलरी के कारण केस चलाए गए हैं और ये बनाबटी केसेज हैं। और इन चारों केसेज में हमारे विरोधी कम्युनिस्ट बुरी तरह से हारे। मैं आपसे निवेदन करना चाहता हूँ कि क्या यह सम्भव है कि अगर यह सरकार की यूनियन ही तो सरकार विरोधी लोगों के कहने पर इस यूनियन के लोगों पर केस करे। मैं माननीय धर्म मंत्री महोदय से निवेदन करना चाहता हूँ कि इस प्रकार से तो देश में सही ट्रेड यूनियन्स का चलना कठिन हो जाएगा। इसलिए आपको विदेशीय सम्मेलन में या किसी भी प्रकार से

यह विचार करना होगा। कि इस प्रकार के मामलों में क्या कार्रवाई की जाए। अगर किसी कारखाने में किसी का किसी के साथ झगड़ा हुआ है तो जमके साथ झगड़ा हुआ है उसका यह फर्ज है कि पहले मैनेजमेंट को जाकर शिकायत करे, लेबर आफिसर को जाकर शिकायत करे, डिपार्टमेंट के आफिसर से शिकायत करे कि मुझे फलां आदमी ने यह किया है। लेकिन ऐसा न करके वे लोग जब फाटक से बाहर जाते हैं तो शिकायत लेकर पुलिस स्टेशन जाते हैं और कहते हैं कि मुझे फलां-फलां आदमियों ने मारा है और पांच आदमियों का नाम ले लेते हैं ताकि हमले का केस बन सके। पुलिस की रिपोर्ट में आई० एन० टी० यू० सी० के लोगों के नाम लिखा देते हैं। पुलिस उन विरोधी लोगों में डरती है कि हमारी नहीं। आलोचना न करने लगे और इसलिए केस दायर कर देती है और फिर जब केमज अदालत के सामने जाते हैं तो वह आदमियों के नाम बतलाने हैं कि फलां फलां ने मारा। और ऐसा भी देखा गया है कि जो आदमी बीमा योजना के अन्तर्गत या दूसरी छुट्टियों में आठ दिन से बाहर हैं और काम पर हाजिर नहीं हैं उनका नाम भी ले लिया जाता है। तो मैं आपसे यह निवेदन करना चाहता हूँ कि सेंट्रल गवर्नमेंट स्टेट गवर्नमेंटस को डाइरेक्शन दे कि मजदूरों के मामलों में इस प्रकार की दखलान्दाजी न करें।

दूसरी बात यह है कि मान लीजिए कोई ट्रेड यूनियन चल रही है और उसमें आपस में कुछ झगड़ा है। उसके कोई भी दस या पांच आदमी बाहर इकट्ठा होकर एक मीटिंग कर लेते हैं और कहते हैं कि हमने पदाधिकारियों का चुनाव किया है, हमने अमूक प्रेसीडेंट चुनाव है और अमूक सेक्रेटरी चुनाव है और जो पहले पदाधिकारी हैं उनके ऊपर अविश्वास का प्रस्ताव पास किया है। इस मामले को वे लोग कोर्ट में ले जाते हैं और कोर्ट पहले वाले पदाधिकारियों के विरुद्ध स्टेट आर्डर जारी कर देती है। और साल-साल भर और छ :-ब :

महीने यह स्टेट आर्डर कायम रहता है। और जो पदाधिकारी हैं वे फंक्शन नहीं कर पाते। उस दशा में मैनेजमेंट के साथ भी कोई एग्रीमेंट कैसे हो सकता है। तो यह भी बड़ा भारी सवाल है। अगर ऐसा हुआ तो सारा ट्रेड यूनियन्स का फंक्शन ही खत्म हो जाएगा। तो मेरा निवेदन है कि इन बातों को भी देखने की जरूरत है।

दूसरी पंचवर्षीय योजना में आपने एक बात पर जोर दिया कि ट्रेड यूनियन्स की इनकम बढ़नी चाहिए, उसकी आर्थिक स्थिति सुधरनी चाहिए। लेकिन जैसा हमारे माननीय विरोधी साधियों ने अभी सरकारी यूनियन्स की बात की

एक माननीय सदस्य : सारे साधियों ने नहीं कही एक आदमी ने कहा है।

श्री रामसिंह भाई बर्मा : आप उनमें अपने को न समझिए।

तो मैं निवेदन करना चाहता हूँ कि पिछले समय एक में बढ़ाकर कम से कम चंदा प्रति चार आने महीना रक्खा गया था और जो ट्रेड यूनियन मजदूरों का अच्छा काम करेगी और उनका ज्यादा भला करेगी उसको मजदूर ज्यादा से ज्यादा चंदा देने के लिए भी तैयार हैं मेरे यहां कोई मजदूर प्रति मास आठ आने से कम नहीं देता लेकिन आप कोड की बात कहते हैं और इंटर राइबेलरी की बात कहते हैं जिसकी चर्चा नैनीताल में हुई थी। हमारी एक कम्युनिस्ट यूनियन का जो मुख्य पत्र है वह लिखता है :

इंटुकी चंदा वृद्धि

“इंटक द्वारा इस वर्ष भी मजदूरों से उगाये जाने वाले चंदा में वृद्धि कर दी गई है। सरकार ने टैक्स बढ़ाये व्यापारियों ने आब बढ़ाये तो इंटकी भी चंदा दर बढ़ा कर अमिकों को मूटने से बाज नहीं आई गत वर्ष रिग खाते में १ रुपया वार्षिक प्रति मजदूर चंदा लेते थे वह अब १ रुपया लिया जावेगा इसी प्रकार साल खाते से १ की बजाय १२ रुपया चंदा वसूल होगा।

[श्री रामसिंह भाई वर्मा]

भारत सरकार की त्रिदलीय कमेटी ने प्रति मजदूर प्रति माह ४ आने चंदा लेने का फैसला किया है फिर भी इंटुको लोग तिगुना चौगुनी रकम चंदा में वसूल कर रहे हैं

मजदूर यूनियन ने इस चंदा वृद्धि नीति की आलोचना की है

इस तरह से कम्युनिस्ट पत्र ने मजदूरों से लिये जाने वाले चंदा में वृद्धि की आलोचना की है और इस तरह से लिखा है त्रिदलीय सम्मेलन में यह सिद्धान्त सबने स्वीकार किया था कि मजदूरों की आर्थिक हालत सुधारी जाये और चंदा में बड़होत्री की जाये इसलिए हमारे उन भाइयों का श्रमिकों को इस तरह से बहकाना कि ट्रेड यूनियनों का चंदा बढ़ने नहीं देना चाहिए उचित बात नहीं है चंदा वृद्धि की इस तरह की आलोचनाएं उचित नहीं हैं और मैं अपने उधर के विरोधी साधियों की कहना चाहता हूँ कि आप ट्रेड यूनियन का विरोध क्यों करते हैं? आप श्रमिकों का विरोध क्यों करते हैं? भले ही आपका जो राजनीतिक दृष्टिकोण है उसका लेकर आप राजनीतिक पार्टियों से लड़े झगड़ें लेकिन आई० एन० यू० टी० सी०, ऐटक या हिन्द मजदूर संघ आदि ट्रेड यूनियनों के बीच में विरोध नहीं होना चाहिए इन के बीच में एक संयोजक दृष्टिकोण होना चाहिए न कि विरोधात्मक बस इतना ही मैं दिवेदन करना चाहता था।

श्रीमती लक्ष्मीबाई (विकाराबाद) : सभानति महोदयों, मुझे भी इस पर बोलने के लिए पांच मिनट का समय दिया जाये। लेबर वेलफेयर में बहनों की भी चीस देना चाहिए।

Mr. Chairman: Shri Sarju Pandey.

Shri Sarju Pandey (Rasra): Shri Indrajit Gupta is to speak from our side.

Shri Indrajit Gupta (Calcutta—South West): The debate this year on the Demands for Grants under the

Labour Ministry assumes some special importance, I think, in view of the fact that they form part of the first budget of the third Five Year Plan. Therefore, I should have thought that more speakers among those who participated in the debate—from whichever side of the House they may have spoken—would have taken this opportunity for reviewing in more broad terms how far these grants which have been asked for reflect the execution of the general policies and purposes which will really serve the interests of labour and the working classes in this country.

The hon. Minister of Labour,—for whom I have the greatest respect—in his speech last year on the occasion of these Demands for Grants and this year also, when he initiated the debate, gave one the impression that there are two equally balanced—though not exactly equally balanced—forces in this arena of industrial relations, namely, the capitalist or the employers and the workers, and that the Labour Ministry is doing its best to evolve a policy and implement the policy which will be holding the balance between the two, not exactly in the special interests of either one side or the other. Last year he made it even more clear that it was the policy of the Government of India and therefore the national policy and not a policy in the special interests of labour or any other side. That is all right. But I would request the hon. Minister to consider this aspect against the background of the development that have taken place, which he himself has admitted,—as regards the movement of prices and wages and so on. It is a wrong theory, in my opinion, to pose it in this way—that the two forces of labour and capital in this country are more or less equally balanced and that the Government have to play a kind of middle or balancing role between the two. This, in our view, is not and cannot be the function of the Labour Ministry in this country, because for historical, tradi-

tional and economic reasons, labour is not on the same footing as capital in this country. It is a weaker party. There is no doubt about it. We find many reasons for it. One of the reasons for the weakness is found in the trade union movement itself. That is an internal affair and it is for them to try and get rid of that weakness. But facts are facts. The fact is that labour is the weaker party of the two. Therefore, I submit that the Ministry's policy—which of course is also the policy of the Government of India—should be a policy of providing the minimum rights to labour, which is deprived of those rights, and which rights are overdue. I do not say that the policy should be one of providing special rights to labour at the cost of others. But the Ministry should evolve a policy of implementing those rights which are overdue, which will guarantee that those overdue rights are established. If that is not the case, if the rate of development shows that the opposite is happening, that the weaker party is getting still weaker in the pull between the two, that it is the strong party that is managing to advance at the cost of the other, then I am constrained to say that we can pronounce the verdict—I have no doubt about the good intentions of the Minister—that the policy has by and large failed, despite everything.

I do not wish to deal with the problems in any great detail, because many speakers who had the chance to speak before me have dealt with the problems of prices and wages and so on. I know that the hon. Minister himself is largely in agreement with those facts because they are the facts and statistics produced by his own Ministry which cannot be denied by anybody. The report of the Ministry of Commerce and Industry which has been given to us shows that the plan targets of production in many of the sectors of industry have been exceeded. It is a good thing. It shows that the index of production for the 11 months of 1960 has gone up to 108, whereas during the corresponding period of last year, it was 100. So,

there has been a rise of 18 points in industrial production, and according to the Ministry, practically all industries have contributed to this increase. Productivity has also increased at the rate of three per cent nearly as the Minister of Labour himself stated a little while ago. As far as index figures for the profits are concerned, taking 100 as the base figure in 1950, the index figure has gone up to 170 now. As far as prices are concerned, enough has been said about it and there is enough material in the Ministry by way of statistics. But the real wages, because of the rise in prices, have been falling. The hon. Minister said in the morning—and he is correct—that compared to 1951 or 1952, there has been an increase in real earnings. But if we look at the overall development, what do we find? I am also reminded in this connection of an article which I read a little while ago published in one of the newspapers, written by one of the Deputy Minister sitting behind the Minister. That is very helpful, because that shows that if we take 100 as the base in 1939—the pre-war base being taken as 100—in 1958 the real wages earned by workers had come down to 98.2 which means that they were actually earning in 1958 less than what they were earning before the war. So, that is the position.

Another point is about the value added to production by the workers. It is also a very complicated question. The official statistics at our disposal show that in 1958 the value which was added to the workers' wages, through production, stood at 239. It means that the worker, for every rupee which was paid in wages, was returning by way of production not only that one rupee but also Rs. 2.39 more. So, nobody can complain. Though somebody may quarrel with the figures here and there, by and large, nobody can complain that the workers have not been contributing to production or increase in production or productivity and so on.

I am also reminded of one thing in this connection. The hon. Minister

[Shri Indrajit Gupta]

was talking about employment and unemployment and he mentioned a fact which is a valuable admission on his part. It is not merely a question of the people not finding job opportunities, but also the workers in employment being thrown out sometimes due to closure or ending of work on construction projects and so on. He did not mention the other factor which I feel is also contributing to the fact that the existing volume of employment cannot be maintained; that is the question of rationalisation. I was rather surprised to hear him say in a slightly different context that as regards rationalisation, the agreement which was made at the XV Labour Conference is by and large working well and we are having something which we did not have before. But it is my contention that this tripartite agreement—the model agreement of 1957 on rationalisation—is by and large being violated by the employers.

I shall give one example, and you can see the implication for yourself. In the most highly developed State, West Bengal, from where I come, in spite of all the industrial development that is taking place—expansion of factories, growth of new factories, etc.—you will find from your own figures that the total number of workers employed in registered factories in West Bengal last year was lower than what it was 10 years ago. How is it happening? Is it only due to closure? Some closures have taken place undoubtedly, but how do you explain this? The only explanation is that simultaneously with industrial development, rationalisation is being carried out by the employers by methods which are a contradiction and contravention of all the safeguards proposed in the model agreement on rationalisation. That factor must be taken into account.

The Planning Commission has given us an interesting survey—a preliminary note on the incidence of indirect taxes on the cost of living. Of course,

it has admitted that it is only a tentative conclusion that the indirect taxes perhaps account for an increase of 5 per cent a year and not more than that. The Labour Minister in his speech last year stated very strongly,

“It is in the national interest that prices should not be allowed to rise. Any rise in prices is going to make difficult the progress of the nation” etc.

In the draft of the third Plan, at page 50, you will find something very different. The Minister says that the rise in prices is going to be a calamity for the nation, but the Planning Commission says, the result of indirect taxes is not a calamity, but it is a tool or instrument of planning. I am quoting from the draft Plan:

“Indirect taxes have the effect of mopping up the surplus purchasing power in the hands of the of the community. Indirect taxation works off the inflation potential by raising prices. An important function of taxation in a developing economy is to keep down the minimum.”

Shri Nanda: I think both can be reconciled. I shall explain it.

Shri Indrajit Gupta: In the background of the latest budget proposals of indirect taxation, it seems there is a deliberate policy behind it and that policy is to limit consumption and work off what is called here the surplus purchasing capacity in the hands of the common man. Therefore, what is the use of the Labour Minister saying that rise in prices would be a calamity, because this seems to be the accepted policy of the Government.

By and large, the relative impoverishment of the working class is continuing because of this fall in the real wages. We are not able to maintain either their existing level of wages or the existing level of employment and therefore impoverishment is continuing. In the face of this continued relative impoverishment, how can we be expected to say that the

labour policy of the Government of India is succeeding?

I am not concerned with what the private employers are doing, because I am one of those who believe that the employers in the private sector will certainly continue, whenever they can, to obstruct and sabotage the implementation of the policies which the Labour Ministry from time to time expounds. Theoretically they are very good. We are also trying our best to co-operate through the tripartite machinery and all that, but I do not expect the private employers to co-operate in this matter. But my concern is, if Government as an employer also takes up an equivocal stand or a stand which at times is patently against its own professions and against the interest of the workers, with what face will Government go to the private employers and compel them to abide by all these conventions and agreements? It is self-contradictory.

Many hon. Members have referred to the stand taken by Government on the question of wages and compensation for rise in cost of living during the Central Government employees' strike. The only people who supported that stand whole heartedly—not the question of strike, but the stand of Government on the demands regarding wage increase and compensation for the rise in cost of living—were the private sector employers. Nobody supported that stand of the Government more vehemently than the private sector employers, because they saw that this was good for them. They thought, "After this, you will not be able to come and say anything to us". There is a certain policy running through the various sectors of Government, which is going against the workers' interests.

I do not know whether the Labour Minister knows it, but I have information at disposal that on 13th December last the Governor of the Reserve Bank, Mr. Iengar, met the heads of the banks in Bombay in a secret meeting where he is reported to have told them that in view of the

increasing demands of the employees, the banks should build up their secret reserves. They have not got adequate secret reserves, and they should be built up so that smaller profits can be shown. I wish to know whether Government approves of this kind of thing.

We have always supported the idea of the wage board. But the time has come when the whole country sees that even in regard to unanimous decisions of the wage board, employers try by direct and indirect methods to sabotage the successful implementation of those agreements. Many friends on this side have referred to it and I am not going into any details except to mention that in the case of the cement wage board, the workers of Probunder Cement Factory have been on strike since 3rd March, or 9th March, because of the non-implementation of the wage board recommendations in this factory. Strike notices have also been served in two other cement factories for the same reasons—Badalpur factory in Mysore and Krishna Cement Works in Andhra.

In regard to jute, as a member of the wage board—member sitting opposite—I am not divulging any secret if I say that in order to get a unanimous agreement, which is very rare in the history of industrial relations in jute industry, everybody tried his hardest to come to a compromise to reduce differences to a minimum, so that something may come out. But those mills which are members of the IJMA refused to implement it. As far as the IJMA mills are concerned, of course, they paid the money. They are very clear people. By another method they saw to it that Rs. 3.42 nP granted to the workers was nullified by the fact that by reducing the working hours, the wages of the workers were cut by more than Rs. 5 so that in the balance, there was a reduction of about Rs. 2. This reduction of hours of work was carried out in flagrant disregard of the code of discipline. The workers were not consulted; the unions were not

[Shri Indrajit Gupta]

consulted at any stage; yet they have been allowed to get away with it.

If that is the labour policy of the whole Government, then I think the Labour Ministry will have to struggle much harder, with our co-operation of course, to see that the proper spirit of these things is accepted. Many references have already been made to the way the Finance Ministry regarded the minimum wage norm recommendations of the XV Labour Conference. Though the Labour Minister goes on saying there is no difference, what we have got on record shows that there is a difference. In the question of implementation of existing labour legislation in the public sector steel plants, the Ministry of Steel comes in. We do not know to whom we shall go—the Ministry of Labour or the Ministry of Steel.

In regard to ports and docks, the Ministry of Transport comes in. On the workers in the ports depends the entire handling of the cargo for our valuable export markets for the successful implementation of the Five Year Plan. But these workers have not been given up till now the benefits of the second Pay Commission. Even the minimum increase of Rs. 5 granted to others has not been yet to the port workers.

Shri Anthony Pillai: Rs. 5 was given.

Shri Indrajit Gupta: The interim increase was given, but not the subsequent Rs. 5.

Then there is the example of the Commerce and Industry Ministry coming in. In regard to this unilateral reduction of working hours by the jute mills, I am sure the Labour Ministry did not give its prior approval. They by-passed the Labour Ministry and went to the Commerce and Industry Ministry, got their approval and carried out the unilateral reduction ignoring the workers and the unions.

So, who is going to deal with these inter-Ministry contradictions, if they

are contradictions at all? The Labour Minister has a knack explaining away these contradictions as if they are all imaginary. But I would like to know, because these are concrete difficulties we are facing. There is also another question, but as my time is running short I would not go into that. But my conclusions on this section are that legislation in order to enforce the agreed recommendations of wage boards must be now seriously considered and brought into force and, secondly, apart from the question of basic wages it is our submission that legislation to enforce dearness allowance on a sliding scale for all organised industries must be brought in so that cent. per cent. neutralisation for rise in the cost of living is at least guaranteed, so that at least the existing level of wages can be maintained. These things must be brought in.

Another point I wish to deal with is about the field of industrial relation and the question of trade union rights. I am afraid that we have to complain again that efforts are being made—not without the knowledge of the Ministry, though I do not say that it is with their approval; but sometimes we do feel that some colleagues of the Labour Minister are sometimes involved in this—in many places to see that unions which do not belong to the INTUC are not allowed to function properly, are suppressed in some cases and INTUC unions are hoisted on the shoulders of unwilling workers. I can mention only two cases within the time at my disposal. One is about the Hindustan Machine Tools Factory which has been already referred to. It is a first class factory, one of the best factories in our public sector. Well, I am sure the Labour Minister knows well that representations have been made times without number of the systematic attempts that were made. There was a union which was part of the Joint Council of Management. They had very cordial relations. But it was never given formal recognition. Five times they were asked to

produce the records for verification. Five times verification was carried out. But, the result of those verifications were never declared. Now, due to the likes and dislikes of the Personnel Manager in that factory an open attack has commenced on that union. They were asked to vacate the office. Their office has been occupied. The secretary of that union has been transferred from Bangalore to Calcutta. The President of the union has been forbidden access to the union office. In this way that union is being suppressed. A new union has suddenly appeared on the scene claiming to be affiliated to the INTUC, and the management says that they are recognising that union. That is the end of the Joint Council of Management in one of the best factories where it was working well.

Then there is the question of mines. Every now and then there is this question about violence in the mines. This House knows very well the case about the famous Satgram Colliery which is mentioned here with monotonous regularity once or twice a month. It is said that people belonging to my party or any other party except the ruling party are trying to create all sorts of physical violence in the mines. I would request the Labour Ministry to draw some line somewhere. If somewhere the forces of the Home Ministry or the police in the name of law and order begin to impinge upon the normal employer-labour relations and the rights of trade unions, should not the Labour Ministry take it up? What better proof can be given here about the way things are done than the case of the Gua mines. There a case of murder and conspiracy was started against so many people including the leader of the workers of Gua, Shri Mazumdar. After three years of long litigation he has been acquitted by the High Court. A charge of murder was raised so that the union could be suppressed. In East Nimcha which is near Satgram, the same thing was done. 88 workers including the secretary of the union

were arrested on charges of attempted murder and arson in the colliery. Now on 15th March the judgment of the Sessions Court has come acquitting all of them and strictures have been passed against the police by the Sessions Judge saying that in a case of alleged murder the police is capable of producing a false corpse in order to frame up the case. They are capable of doing anything. I would request the Labour Minister to read that judgment.

Shri Nanda: Which case is the hon. Member referring to?

Shri Indrajit Gupta: East Nimcha. The same sort of attempt is being made at Barbil. I am sure in the end the same thing will result, but in the meantime the normal functioning of the trade union will be suppressed through intimidation and other means.

In the end, Sir, since somebody may get up and say that this is what the Communists always say, I would like to make a present to the Labour Minister and to the House—this is the thing with which I am going to end—the remarks on the subject, not by any Communist but by a very anti-communist organisation, to which the INTUC is affiliated, called the International Confederation of Free Trade Unions. I am reading a certain passage from the report of the ICFTU delegation to the recent 17th Session of the ECAFE held in New Delhi last march. They say:

“In some of the Asian countries which have achieved political emancipation, and which have accepted democratic planning as the goal of economic development we have discovered to our regret that inalienable basic rights of workers are abridged, denied or infringed by the private employers and the governments. The workers in these areas are denied the right to organise, bargain collectively and strike.”

In their conference held at Manila last year the ICFTU had protested against the victimisation of Central Government employees after their

[Shri Indrajit Gupta]

strike and had urged upon the Government to take a lenient view. This is what they say:

"The representatives of the free trade unions assembled there expressed their deep dissatisfaction, indignation and advocated for the reinstatement of these rights of workers in accordance with the principles of ILO charter by its member governments and the employers in the Asian region. Our earlier protests, however, in this regard have not been heeded by the employers. Therefore we raise our voice once again to say that flagrant violation of trade union rights in these countries amounts to denial of basic rights of democracy."

This is what the ICFTU say, which is a most virulent anti-Communist organisation. Therefore, I would request the Labour Ministry to pay a little more attention to this matter, because simply by suppressing workers and their trade union rights nothing is going to succeed.

Shri M. R. Krishna (Karimnagar—Reserved-Sch. Castes): Mr. Chairman, Sir, the Labour Ministry has adopted many measures to help the industrial labour. Measures for labour participation in the management, to set up the bonus commission and wage boards and various measures have been taken by the Labour Ministry. They surely indicate the good intentions of the Labour Ministry. Many of the hon. Members from the Opposition have also spoken about the various attempts made by this Ministry. Therefore, there will be very few people in this country, more particularly in this House, who would suspect the good intentions of the Labour Ministry from the way in which it has been functioning. Every year,

more than any other Ministry, the Labour Ministry is congratulated almost by all hon. Members representing the various trade unions.

Madam, in this House during the debate many hon. Members have advocated the cause of industrial labour. Even the Labour Minister in his introductory speech referred to many things concerned with the industrial labour, and finally he said that he would also deal with the agricultural labour. But in his speech he has not mentioned anything about the agricultural labour.

Shri Nanda: I said I would deal with it in the course of the discussion.

Shri M. R. Krishna: Therefore, I think it would be better if I point out certain things connected with this very important section of the Indian labour population. Every year when the Demands of the Labour Ministry are discussed here the Labour Minister has been giving an assurance to this House that he would concentrate on the agricultural labour also. There are certain surveys conducted to find out how far the agricultural labour is suffering in this country. The first enquiry was conducted in 1950-51, and afterwards during 1956-57 there was a second enquiry conducted. I was rather surprised and also pained to see in the report of the Labour Ministry that the Labour Ministry is intending to conduct one more survey in order to find out the difference between the first enquiry and the second enquiry. I do not know what the real purpose of this enquiry which the Labour Ministry is keen to conduct is and how it is going to help the agricultural labour. If the Labour Ministry were to say that after knowing the enquiry committee's report of 1950-51 certain steps have been taken, which are not enough and so in 1956-57 they wanted to conduct further enquiries, one can understand. But no efforts have been made to remedy the evils which have

been brought to our notice by the first enquiry, the second enquiry was conducted and now the third enquiry is likely to be conducted. Before the third enquiry is conducted, it is better that the Labour Ministry informs this House what steps have actually been taken to help this section of the Indian population.

The second enquiry committee on agricultural labour brought out very glaring instances but, to our great disappointment, that committee's report has not yet been made available to this House or to the country at large. In the second enquiry it has been pointed out that during the two Plans the agricultural labour has not been benefited to any extent. Indebtedness, which is a chronic disease for this community, has increased instead of decreasing. Unemployment and under-employment among agricultural labour has also increased. The number of women and children employed as agricultural labour is said to be to the tune of 12 million and 3 million respectively. They have not received any attention, either from the Central Government or the State Governments. If the Labour Ministry thinks that it is a very gigantic problem, because the number involved is so huge and the Government have no scheme or plan to help them, it should be at least considerate enough to concentrate on the women and children who are employed as agricultural labour.

The Education Ministry and various institutions have put forward various schemes to help the children. I want to know how the Labour Ministry is going to give these advantages to the three million children who are employed as agricultural labour. Compulsory education is there, but if it is just going to divert children from the field to the educational institutions, it is not going to solve the problem, because the very reason for which the children are employed by their parents is to get additional income to the parents or to clear off the debts which have been incurred

by their parents or grand parents. Therefore, unless something definite is being done, it will be difficult for the Labour Ministry to help these three million children, who are employed as agricultural labour, to take advantage of these and other benefits.

It may be true that the condition of the agricultural labour is somewhat better in the irrigated areas where agricultural facilities are available; but their condition is very pitiable in areas which are not very well irrigated by perennial resources. In my own State, in some of the areas which have got perennial water supply, the condition of the agricultural labour is somewhat better, as compared to their counterparts in Telengana. Only last year, due to the failure of the monsoons there, the agricultural labour was very much affected. Last year they did not feel the great havoc of the failure of monsoons, but definitely this year almost everybody in this region is experiencing a lot of difficulties due to the failure of monsoon last year. The prices of ordinary commodities are increasing day by day and unless the Government makes up its mind to help these people, it will be rather difficult for them to survive.

The Labour Minister should not forget that even organisations like the United Nations have sponsored worldwide campaign entitled "Freedom from Hunger". So, we will not be doing justice to them unless we think of freedom from hunger for the Indian agricultural labour. In some places where the industrial labour are concentrated, more attention is paid to them, but because the agricultural labour is segregated, very disorganised and hardly educated, it should not be the duty of the Government to neglect them. To some extent, of course, you can neglect them and for some time. But you cannot neglect them for all the time.

Shri D. C. Sharma (Gurdaspur):
No, no. You can never neglect them.

Shri M. R. Krishna: If the agricultural labour is a little bit organised and careful at the time of the elections, I think they would be making every Member of this House, including Professor Sharma, to commit something and see the Hon'ble Member then honour the commitment. But our agricultural labour are not so powerful, they are not very well organised and, therefore, we are left scot free.

An Hon. Member: They will vote for Nehruji.

Shri M. R. Krishna: After speaking about the agricultural labour, I will now come to the employment exchanges, which have to play a very important role in finding employment for millions of people who are already unemployed and those who are going to be declared unemployed after some time. The employment exchanges, at the moment, are only to find out from the Government departments and from the private sector industries the number of vacancies available there. Even if the private sector industries recruit their people through the employment exchanges, it is not going to solve the unemployment problem. They will only be appointing the people who would even otherwise be employed by them, from the point of view of number of people employed. More than finding employment for these people, the employment exchanges have to play a very vital role. In many foreign countries, the employment exchanges are very much respected, unlike our employment exchanges, which are often being attacked by a battalion of unemployed people. In other countries, their popularity may be due to the fact that unemployment doll is being distributed through the employment exchanges. In this country we are not able to do that. Still, if this country could also adopt what other countries are doing in the matter of training these people. I think the employment exchanges will be performing a very important function.

I know the Labour Ministry has introduced the industrial training institute scheme, which is working very well. There are a number of young men trained in every State. But the procedure that is being followed by the Labour Ministry in extending these industrial training institutes is rather peculiar, and it will not help the Ministry to extend its scheme to a wider area. What is being done today? If there is any party which has already started some industrial training institute, Government comes forward to help or assist that party. In other words, some people who have got the means to start these institutions are assisted for their expansion. Only such institutes are being assisted by Government today. I do not think the Labour Ministry has got any plan to assist people to start industrial training institutes afresh.

If this is done, I think the Labour Ministry will be able to establish more industrial training institutes than have only a few today. I know in the Third Five-Year Plan they have got a big scheme for starting more training institutes. But I think the Labour Ministry will definitely be faced with the problem of finding craft instructors for these industrial training institutes. Already in the States whenever any private body wants to start this industrial training institute it finds it difficult to get trained people to work as instructors. When it approaches the Labour Department in the States, the States also express the same difficulty of not being able to find trained people. So, before the Ministry thinks of starting the institutes they must have training centres for craft instructors.

There is another point about which I would like to say a few words. The trade union movement in any country plays a very important role. Trade unions in various other countries, like Britain, New Zealand, Australia and countries like that, are said to be functioning in a very responsible manner. We have seen the general strike in this country. After that we

are also seeing the trade unions in the various industries. We have got the bitter experience of some of the happenings in Hyderabad where some people have been beaten and one man was actually killed. It has been pointed out in the report of the Labour Ministry. It is necessary for the Labour Ministry and the Government to encourage trade unions which have really got a very constructive programme before them. Just because a trade union has got a numerical strength it should not be recognised. That should not become the criterion for recognising trade unions. The trade unions must function in a more responsible manner.

I have got some unions. Of course, they are connected with the Defence Department. Trade unions connected with Defence Department have to function in a very responsible manner unlike trade unions in other industries. When I say that trade unions should function in a very responsible manner and when I also said that the Government should not just go by the numerical strength—I still maintain that—I would like to stress further that the trade union leader and the trade union, while trying to help the labour, can also help the nation if they could think of very healthy things. In many places I know and I have seen that trade union leaders do things to suit the workers at a particular moment and when they get into trouble, either they leave the workers in lurch or they go to the Government to help them in overcoming their difficulty. These kinds of things happen because the trade union leaders and the trade union workers are not properly trained and educated. Therefore I would go even to the extent of suggesting to the Labour Ministry that, just as we have got the various kinds of awards for meritorious services, there should also be a scheme for awarding certificates or even medals to those people who function in a very responsible manner and to those trade union leaders who conduct themselves in a responsible manner

and who discipline their unions in order to save this country from strikes and various other things.

It has been pointed out in this House that in this country we have lost too many working hours. Next to America perhaps this is the only country which is distinguished enough for losing a lot of man-hours. For a developing and an underdeveloped country like India this is not a healthy sign. The Labour Ministry has definitely brought about many measures to put a check on the private industrialists who are also trying to interfere with the labour unions. All these attempts are definitely directed towards curbing the unnecessary interference by the industrialists. From the actions and utterances made by the hon. Labour Minister it is clear that they are definitely in the interest of labour. They have never been supporting the industrialists. But when the country is having various kinds of plans and when the country has to develop in various spheres with the assistance of the private sector, the Government will have to be more cautious and careful in trying to implement their labour policies however noble and laudable they may be.

Many hon. Members have suggested that there should not be a difference between the treatment that the labour gets from the industrialists and from the Government. The Government as the main employer should set an example so that it becomes compulsory for the private industrialists to adopt the measures which have been adopted in the public sector industries.

Mr. Chairman: The hon. Member's time is up.

Shri M. R. Krishna: How many minutes can I have?

Mr. Chairman: He has taken 10 minutes, four minutes more than what he could get. He should please finish within the next minute.

Shri M. R. Krishna: There are various unions connected with the Defence Ministry. Though all those unions function in a very responsible manner, they are generally not recognised by the Defence Department. There are very many people who are connected with various kinds of jobs, not the people who are employed in the ordnance factories or in the ordnance depots but in the unit formations, and who are doing not only important work but who are most useful to the Defence units. Those people had been suffering a lot in the former days. For some time when the Government was keen to help these people, the Defence Ministry and the other Ministries were a little considerate. The unit formations had been accepting most of their demands and their difficulties had been redressed. But ever since the Defence Ministry has issued instructions to the various union formations saying that small unions in the Defence units should not be recognised, most of these people whose number is really enormous are suffering. Therefore I would urge upon the Labour Ministry to take up this matter with the Defence Ministry and to see that the civilians employed under the Defence Department are given all protection by recognising their unions

Shri Oza (Zalawad): Madam Chairman, the hon. Minister while initiating the debate on his Demands referred to the question of unemployment and rightly so. He said that this question was causing a lot of anxiety to people. All of us know that there cannot be a greater calamity than to have the head of the family unemployed. For historical reasons all of us know that there is a lot of unemployment in this country. Therefore we have adopted a certain technique to create possibilities of full employment in this country. In the First Five Year Plan and in the Second Five-Year Plan we have laid the foundation for rapid industrialisation of this country because we think that that is the only way by which we can change the occupational pattern of this country and remove unemployment. As we

all know today larger sections of the working population rely upon our primary sector of production, that is agriculture, and a very low percentage depends upon secondary sector, that is industry and tertiary sector like social services. Like more advanced countries that ratio is going down and less and less people now depend upon agriculture for sustenance and more and more people are shifted to the secondary and tertiary sectors. We have adopted the same technique and I entirely agree with it. But as was pointed out by a previous speaker, I was wondering whether this secondary sector is providing employment to our factory workers to the extent we contemplated or assessed.

16 hrs.

I was looking to the figures supplied to us by the Indian Labour Statistics 1961, and I was also surprised and a bit dismayed to find that while the number of working factories is going up from year to year—in 1956 it was 37,162; in 1957 it was 39,138; in 1958 it was 41,569 and in 1959 it was 44,109—the number of persons employed is going down. For example in 1956 it was 56,34,01,599; in 1957 it was 34,79,745; (then the curve goes down) in 1958 it was 34,12,947, while in 1959 it was 34,75,914. In factories employing more than twenty workers and in some cases less, where power is used, the number of people employed seems to be going down. It has been pointed out in this report that the measure of employment is based on attendance and not on the physical number of persons enrolled. So, it may be that in certain sections there were strikes or due to some other reasons the number had gone down. I particularly refer to the year 1957-58 when there were not large or major strikes. In 1959-60 there were some strikes. The Ministry will have to reconcile these figures. If it is a fact that employment in factories is going down, it is a matter which should cause worry to all of us.

It is true that larger sections of people are getting employment in small scale industries and cottage industries also. But in factories the employment should go up. As was pointed out surreptitiously the process of rationalisation is going on and more persons are being thrown out. Thus the employment potential is going down or is remaining static. In spite of the number of factories going up the potential is static. I think the Ministry should go into this question and find out the reason. I am eagerly awaiting the Census report and all the details that will be forthcoming. Only then shall we have a correct idea as to how far we have been able to provide employment in this country by the technique that we have adopted.

I next come to the question of employment exchanges. There also we find, Madam that the number of employment exchanges opened has gone up. In 1957 it was 126; in 1959-60 it was 296. On the other hand, we find that the number of placements effected in 1951 was 4,16,000, while in 1960 it was only 3,05,000..

16:16 hrs.

[SHRI MULCHAND DUBE in the Chair]

In spite of many persons having easy access to employment exchange officers the number of placements has gone down to 3,05,000. In 1952 it was 3,57,000. It has gone down gradually and in 1960 it rests at 3,05,000. In spite of so many employment exchanges having been opened in the country and their being made easily accessible for registration, this number is not going up. This is a very sad observation.

I am afraid the government offices and departments themselves are not co-operating. They are very reluctant to utilise this agency for recruitment and placements—what to talk of autonomous bodies. I think the Government should be very vigilant to see that these employment ex-

changes are made effective. Otherwise it is no use spending so much money on these offices. I have also heard officers making remarks that proper persons are not available through these exchanges, that persons who are not desirable, or have not the necessary qualifications, are being foisted on them and they do not find proper recruits coming through the exchanges. This is not a proper excuse. It is not one name alone that is sent. When they want to fill a vacancy they are given ten or fifteen names from which to select. But they do not select, so long as a man they have in view is not suggested. I think the Ministry of Labour should take up this question strongly with other Departments and autonomous bodies.

Under the new legislation that we have passed, we are asking the private entrepreneurs to notify all the vacancies, though we have not made it compulsory that all recruitment should be through employment exchanges. But we are asking for information even from the private employers. I think if the employment exchanges are to be made more effective and a sense of justice and impartiality is brought into the question of recruitment, we should be more vigilant about the efficacious running of the exchanges and see that all the Government Departments, and agencies, corporations and autonomous bodies, utilise this agency. Otherwise there is no fun in running these exchanges. We hear all sorts of criticism passed against these exchanges. It is time that we look into this matter very carefully and very closely.

The other point that was referred to by the hon. Minister was the question of prices and wages. On an earlier occasion I submitted very humbly that where inflationary tendencies are generated by reasons other than higher wages the labourers are perfectly entitled to ask that there must be a rise in their wages. We know that for other reasons also for example, because of deficit financing and having started projects having

[Shri Oza]

long gestation periods inflation is bound to come up. When such inflation occurs, inspite of the labourers remaining quite and doing their jobs they would be perfectly entitled to ask for a rise in their wages. Other things being equal, if they go on asking for higher and higher wages, it may be that these wages may have inflationary tendencies in the price structure. But where for other reasons these things take place, we cannot say that the labourers are not justified in asking for higher wages.

As a matter of fact, I once read a report in which I found that real earnings of non-agricultural employees in the United States rose sevenfold between 1840 to 1940, while whole-sale prices were more or less stable. In spite of wages having gone up in the ninety years by seven times, the prices remained stable. So, we cannot link up the rise in wages necessarily with prices. So many factors have to be taken into consideration,—whether there is full employment, what percentage of the population is employed in industrial employment, what percentage of the population is relying upon other means of sustenance, etc. All these factors have to be looked into. We cannot blankly say that if you have a rise in wages, there will be an inflationary tendency in prices. I do not subscribe to that view at all, and as I have been saying, I have been supported by this fact that in U.S.A. in spite of the wages having gone up seven times, the prices have remained stable. We have to look to other quarters to find out whether inflation is generated by rise in wages or other reasons.

Reference was made to the Bonus Commission. I am glad that the Government has come forward with this proposal to appoint a high-level bonus commission, and I am also glad that the Government have withstood all the attacks from certain sections against a particular person in the

Commission. It was not a dignified attack and I am glad that the Government has stood firm and has not given way. At the same time I was a bit perturbed to hear that now in the Bonus Commission there will be representatives of the employers and also the representatives of the employees. I have no objection to that. It is very good in a way because all view-points must be considered and a formula evolved. But to say that only a unanimous verdict will be acceptable and other formulae will not be acceptable will, I think, be as good as giving a right of veto either to the employers or to the employees. Government should consider the report as it emerges from the Bonus Commission, and if there is a dissenting note, it does not matter. If it is unanimous it is very welcome. But suppose there is no unanimity achieved. We should not say, simply because there is no unanimity so far as the findings are concerned, that we will not accept the Commission's report. I think that right of veto should not be given to any party, much less to the employers. That would be indirectly giving way to what they have been saying, namely, "don't keep this fellow as Chairman, bring another man". By yielding to this aspect of the whole thing, I think we will not be doing justice to the cause for which we have appointed this Bonus Commission.

Then, reference was made as regards trade unions and their activities and to some favouritism being shown. I completely subscribe to the view expressed by my hon. friend Shri Ramsingh Bhai Varma, and as a field worker I also know that it is not always the case that the Government takes a certain view because a certain proposal emanates from a certain type of union. On the contrary, the INTUC are today experiencing some handicaps. It is much more easy to get work done by the opposite parties than those parties which are alleged to be favoured. Government is not

functioning that way but is non-partisan when it comes to administration.

An Hon. Member: Management.

Shri Oza: Yes, management also, because I have certain instances in view where the managements have propped up unions which are not INTUC unions. It may be that where the AITUC is powerful they are interested in having an INTUC union. I have also seen that where the INTUC are powerful they are interested in putting up an AITUC or any other union. The employers believe in this policy of divide and rule. Let us not fall a prey to that policy. Let us close our ranks. I have been seeing that simply because trade union leaders are divided and the ranks of trade unions are divided, the employers are taking advantage of it. Shri Indrajit Gupta was referring to the jute workers. I know and I told him of the whole way in which they are divided among themselves. I said "There must be unity amongst you and you must put your demands in a more unified manner. Only then will you to be able to protect the legitimate rights of the labourers". So, instead of throwing mud at each other and saying that the INTUC is favoured, we should try to close our ranks. Actually, it is the other way about, as was pointed out by Shri Ramsingh Bhaj Varma. In most of the cases we find that the other unions are favoured both by the administrative services and by people higher up.

Shri Braj Raj Singh: Some more favours are required to be given by the Government?

Shri Oza: We do not get favours at all, but my friends somehow manage to get favours. That is the position. And they fall a prey to that policy of divide and rule and do not look entirely to the interests of the labourers. After all, politics does creep in. You must accept that.

This was the point that I wanted to make. That is all.

65(A1) LS-8.

Shri Nath Pai (Rajapur): Mr. Chairman, there are certain things to the credit of this Ministry with which I should like to begin. A reference has been made, and rightly enough, and the Minister himself has claimed credit for some good things his Ministry has been attempting to do—not that it has succeeded in achieving them. One good feature perhaps which I would like to mention is its readiness to extend the wage boards to a larger sector of our economy. Another good thing is the setting up of a Bonus Commission. And perhaps it is not inappropriate to mention a word of appreciation of the way his Ministry tried to behave during the strike, when every one was determined to use every possible weapon to crush the strike, all sense of propriety was lost, a matter of prestige was raised, and it was thought the main thing was not to see the reasonableness or justice of the demand but to inflict a crushing defeat on those who were there to raise their voice for the implementation of some of the promises, great promises enshrined in our manifestos and plans. Though the Ministry could not, of course, prevent the big stick being used, we remember that by and large it tried to behave in a restrained manner.

Having said this, I should like to take my cudgels about certain points the Minister has tried to raise today here. A very important point which touches the whole gamut, the whole metrics of the policy of the Ministry is what fair deal we are giving to the working class, to the wage earner?

He has cited certain figures and claimed that the real wages of a large sector of those who work in factories have gone higher. I am afraid that this is a very tenuous thing which cannot be sustained if we subject it to a strict economy.

First I will speak generally. Let us take the living cost index, not the consumer but the working class living cost index. Here I would like to draw attention to a criticism which was earlier made by Mr. Gregory

[Shri Nath Pai]

when he was here. What are the weights we give in the construction of the living cost index? Have we given thought to this that this living cost index is an artificial one which does not take realities into consideration, that the present factors which are given weight in the formulation and construction of this living cost index are far from being realistic and being a reflection of the realities of the economic life?

I would like to draw the Minister's attention to page 27 of a publication of his own Ministry. *A Guide to Consumer Price Index Numbers*. This is Labour Bureau Pamphlet—Series 2. Now, Sir, what are the things that are given weight in reaching this living cost index? Item No. 2, Paddy, 1831—38'9. Now, so far as factory workers are concerned, in what part of India, in which metropolis, in what leading city does paddy enter into their living cost index? This is one item.

Take another. And this is the kind of imbalanced picture that the living cost picture gives. Government is always interested, any Government would be interested in showing that the living cost index is steady, by and large, and as a result of this, because the wages have been allowed to go higher, there is a real benefit to the employees. But here this is a factor often ignored that the living cost index for the working class does not give a true picture. Because, the weights that are included in reaching it are not real ones, in the sense that they do not reflect the real picture of life of the working classes in this country.

Again, kerosene oil is given here, in column 6, a weight of 60, which is absolute unreal; because the worker in India in the factory uses not kerosene but electricity.

These are some of the matters, and I would like to point out that Mr. Gregory himself has made some criti-

cism about the constituents of the living cost index in India.

Having said this, I would now like to ask him, are we really serious in maintaining the claim that the working class in this country is receiving a fairer deal as a result of the development and expansion of the economy of this country. I shall cite a very conservative authority. After listening to him I went to the Library, having read an article by a gentleman is not likely to be casting his weight on the side of the employees, namely, Dr. N. Das, I.C.S. And for your information I shall mention that the article is contained in the Jubilee Issue of the *Commerce*, not again a pamphlet of any leftist organisation in the country. And here is the standard-bearer of steady economy, conservative economy, Mr. H. V. R. Iengar, who says this about this fair deal to the working class and to the people in general. May I read that with you permission?

"It is conceivable that while the per capita income is going up, the standard of living of large sectors of the population might be stationary or might even be going down. In fact, one of the criticisms sometimes made of our economic programme is precisely this that the figures showing a rise in per capita income disguise the fact of economic stagnation for the bulk of our people."

The working class, the labourer, the toiler and the factory workers form a big segment, a big sector of this bulk of the people. Here is the evidence. I shall not be trying to use the few minutes that you have been kind enough to give me in taking these statistics, but I shall be just referring to another aspect of it.

How do you say that the policy of giving a fairer deal is lessening the inequality or removing the disparity? What is the thing? What are measures? And what is the evidence of it? I fully grant that the Minister is

sincere about it. But is the Government as a whole strengthening his hands? Are there any concrete measures which are being adopted by his Government which reflect this policy of giving a fairer share so that he is a partner in the increased prosperity of the country? All the evidence is to the contrary.

There is another article by, I think, another retired civil servant, Mr. Rangachari, entitled 'Reducing inequality of incomes in India'. Now, I would say this thing with regard to this tall claim of Government. I concede to him that there are certain factories and certain industries where the increased has been noticeable in terms of money wages and partially also in terms of real wages, but, by and large, I think he does not speak only for an industry or for a factory but he speaks, I think, for labour as a whole, and when he wants to make a claim that as a result of the policy of this Government, the real earnings of the worker have gone up, the claim must be substantiated not with reference to a factory or an industry but by taking into consideration the whole gamut, the whole picture of labour as such. Here again, I can quote some figures which will not substantiate this claim of Government. I am not iconoclast by nature, but here are some facts which will remove the bottom of the claim of Government.

The index of real earnings of salaried employees in India has been as follows. I hope the hon. Minister does not mind my citing them again. Here they are. I am quoting from the same authority. And he quotes this from the statistical supplement to the Report of the Second Pay Commission. They are here. I think on a previous occasion I had cited these, but I am referring to them again for the ready reference of the hon. Minister when he tries to convince us how the worker, how the toiler, how those who are principally bearing the burdens of the additional taxation for the implementation of the Plan are faring, and what share they are being given in this economy.

From 1948 to 1958 there has been a steady decline in the real earnings. From 1948 to 1958, we go on seeing this; there were only two years when nature helped when monsoons helped, and there was good crop, and there was real increase. Barring these, again, there has been a decline. I shall be the first to extend our congratulations and our felicitations to the Minister when he comes and says that this claim which he made on behalf of certain industries reflects the true picture for industry as a whole and for labour as a whole. This is one aspect. I think he is concerned not only with...

Shri Nanda: May I just interrupt for a moment? I do not know whether the hon. Member will be in his seat, when I am going to make my reply.

Shri Nath Pal: Yes, I shall be there. It is a pleasure to hear the hon. Minister.

Shri Nanda: The figures which I gave were for several sectors of the manufacturing industries, mining, plantations; there were several of them together.

Shri Nath Pal: Yes, I had to make this qualification, and in fact, I have started with it, that there are certain sectors of the economy where a money wage increase has been there and perhaps a partial increase for two or three years in the real wages. But I am talking of the wage-earner, of the labourer, of the toiler, of those who are living by the sweat of their brow.

May I here again point out to you something very interesting? I think he is the custodian for this class, also, namely the agricultural labourer. It has been stated in that article that:

"The average daily wage rate of adult male workers decreased from 109 nP. in 1950-51 to 96 nP. in 1956-57, and the average daily wage rate of adult women also fell from 68 nP in 1950-51 to 59 nP in 1956-57. Child labour received

[Shri Nath Pai]

an average wage of 70 nP in 1950-51 and 53 nP in 1956-57."

Mr. Chairman, this is an incontestable evidence that I am citing to say that these things are not evenly distributed, but there is a bulk, perhaps, of those who toil, who work and who labour, who have not been given any share. On the contrary, the truth is this. If I may quote Mrs. Barbara Ward's recent article on Indian economy, a large number of the people of India must run very fast to be able to stand where they are, and to be able to maintain and to be able to keep what they have. In 1947, they had to wage a major struggle, and the Government employees' strike was one organised manifestation of that struggle.

Having said this, I would now like to turn to another matter, hoping that the hon. Minister will give us a satisfactory reply that the worker—I include in this category the agricultural labourer also—has been the beneficiary of fourteen years of planned development in this country. I would now turn to certain mundane matters. One very disturbing feature has been that the increased rate of accidents in this country. I had on a previous occasion tried to draw the attention of the Minister to this. I shall be quoting now the figures from the *Indian Labour Statistics for 1961* to show how fatal accidents have been increasing, how accidents where machinery is employed are increasing, and how accidents in mines have been increasing in this country, and how such accidents can be prevented, if these laws—and our laws in many respects, I think, are good—are rigidly enforced and a strict compliance is procured from the employers.

I would like, in this connection, to draw the attention of the Labour Minister to the recent accident at Jalgaon where a solvent extraction plant exploded, claiming a toll of 23 lives. We want to know whether in

these industries the law makes the provision that certain elementary precautions should be taken not only for the protection of the machinery but for the for greater and more important factor of protecting human life, of protecting the limbs of those who operate those machines. If these precautions are taken, the number of accidents—we have found by the experience of other countries—can be very systematically brought down.

Today, the number in India is alarmingly high, I am afraid, though I would not like to exaggerate. I would like to draw his attention to the recommendations which were made to the Government of India in 1960, I think, by the Labour Ministers' Conference. I want to know whether, as is the fate of all good recommendations, this also will be given the comfort of the could storage of a ministerial pigeon-hole or whether we shall be acting upon that? Normally, one of the very interesting things of political life in this country is that we produce first-class documents, and reports and recommendations, and we are perhaps the only country which has won benefit for them by adorning the shelves of our libraries and putting them in some pigeonhole for future students of research. I hope this will not be the fate of these recommendations of the Labour Ministers' Conference.

Shri Nanda: Is the hon. Member referring to the Safety Conference?

Shri Nath Pai: I am referring to the Labour Ministers' Conference which made a recommendation in this respect. That is what I have in mind. Whereas the per-thousand number of accidents number is about 20, in other countries, the comparable figure in India is almost double. Whereas the percentage of machinery accidents in India is 21 to 23 per cent of the total number of accidents, in other countries, it is only 15 per cent. In the mines, the accident rate has increased from 3.56 to 6.1 per thousand. These are eloquent figures. These are a

comment on the way the factory laws are being enforced. May I make a suggestion to the Minister in the light of the figures? This give a gruesome picture, which speaks of a great tragedy. At page 128, Table 71, are given statistics regarding the number of injuries in factories classified by 'fatal' and 'non-fatal' accidents. It begins with 1941. Here is a total increasing year by year. In 1947, it is 214, and it goes on rising. In 1956, it is 270. In 1957, 346 and in 1958, it is 357. Only in 1959, it has slightly gone down.

But if we take this steep rise in the number of fatal accidents and compare them with accidents in identical industries in other countries, we see how much has got to be done—how much remains to be done—in this country. I will leave this factor here and turn to one small point before I conclude since you have rung the bell.

There are some very good things which this Ministry tries to do. But it is their tardy implementation that is the tragedy of this Ministry. For example, in the First Five Year Plan, we had a provision of nearly Rs. 3 million for setting up the Central Institute of Labour. I want to know what has happened to it. I raise this issue. We have, I think, a team of devoted people in his Ministry, people with imagination who would like to do good things. But I do not know who pulls the strings or ties their hands, because these things remain only on paper.

Take another example. Take the case of the Employees' State Insurance Corporation. Why is the progress in the building of hospitals, why is the progress in extension of beds, so slow, so tardy and so meagre? Would he look into it and see what is happening? Why is the number of hospitals and dispensaries so small as is shown in his own Report for this year?

Another point I want to make is this. I do not want to go into the political aspect of our trade unionism

which is a very disturbing feature. If Shri Nanda, the present Labour Minister, cannot bring about a healthy spirit in the whole realm of our trade unionism, one wonders about the future, because in him we have a man of honesty, whatever the political differences may be that he has with us. He will have to make a determined effort and see that the trade unions movement does not become a victim of the political power game. He may make the same charge against us. I do not want to go into details. He is aware that if we do not have a powerful trade union movement, a united major trade union movement, we undermine and take away one of the pillars of democracy. Democracy will not be built wholly and solely by having orators in Parliament. Ultimately, we will have to have sanctions, the infra-structure, the foundations and pillars of our democracy, and one of the major pillars of it will be a healthy, independent trade union movement.

I am afraid the record of the Government in this is far from satisfactory, the main witness of that policy being a partisan attitude. This may bring temporary gains to his Party, but inasmuch as it weakens the movement as a whole, I submit in all humility to him that the country as a whole suffers.

Before I conclude, I would also like to draw his attention to one thing. It is about the employees' provident fund. He should give serious thought to it to see if it cannot be extended to commercial enterprises in the country. I do not wish to tire your patience any longer.

Dr. Sushila Nayar (Jhansi): Mr. Chairman, much has been said already, but there are a few points I would like to mention in connection with the debate we are having on the Demands for Grants of the Labour Ministry. I associate myself with several other speakers who have paid a compliment to the Labour Minister for several outstanding achievements. But this is not the time to enumerate...

[Dr. Sushila Nayar]

those achievements, because they are well-known. We are all interested in concentrating our attention on things that have to be done and therefore, need our attention rather than on those that have been achieved.

One of the things that I wish to bring to the notice of the hon. Minister is the fact that in spite of the fact that there are increasing opportunities for employment—though they may not be commensurate with the increase in population, yet no one can deny that the opportunities for employment are increasing—somehow or other these increasing opportunities for employment have resulted in a decrease of employment for women. If one looks at the percentage of women in employment, one will see that it is steadily going down, which is a matter for concern, particularly in today's society when the cost of living is such that it is necessary for women to come forward and earn and add to the family income in order to make both ends meet.

Then there are a large number of women in this country who may be widows and who may for one reason or the other have to support families. The avenues of employment for them have to be safeguarded. Special attention has to be given to them which, I am sure, will be agreed to by the hon. Labour Minister himself is one of the most important things for the healthy growth of our society.

The third point in the same connection is that in spite of the various assurances and in spite of the various labour conventions, even today in this country we do not find equal wages for equal work. Wages for women in many places even today are less, although the output of their work may be the same or even better in certain cases. This too needs to be looked into. I bring these points to the notice of the hon. Minister because I have heard it being openly said that the proposed Maternity Bill and certain other legislation are going to decrease the employment opportunities for

women still further. The Labour Ministry will have to do something about it to see to it that things are not allowed to take that course and the difficulties that have been created so far are also overcome and opportunities for employment for women are improved with the growth of our economy and increasing industrialisation.

Mention has been made about employment exchanges and the difficulties that some of the employers have experienced with regard to the suitability of the names sent by these exchanges. I have had a little experience of employment exchanges myself when I was in the Delhi State Government, and very often we were in difficulty because the names sent by the employment exchange were not certainly not suitable names. It is necessary in order to make the employment exchanges function properly that they should give trade tests to the people who come to them. Trade tests may be combined with training, where necessary. Unless these trade tests are given and the names in the employment exchange registers are categorised, it will not be possible for the exchanges to fulfil the function that is expected of them.

Secondly, at the employment exchanges, certain special categories should be provided with special facilities, as for instance, the employment of the handicapped. The Education Ministry has created two or three or four—I forget the exact number—employment exchanges in certain places for the employment of handicapped persons. Now, it may be possible for an able-bodied person to go a long distance to seek employment but for a handicapped person, whether he is blind or a cripple, to go a long way off to find employment is extremely difficult. It is necessary to have in the employment exchange in each district or each place a cell, a section, where the employment opportunities for the handicapped are listed and where they can be helped to find suitable employment.

In all industrialised countries, certain obs are selected by the Labour Ministry as being suitable for certain types of handicapped persons. For instance, a man without legs may be able to do a number of industrial jobs with his hands very well; a man who is deaf may be able to do a number of jobs even though he has no hearing; similarly the blind can be given certain jobs, as also other types of the handicapped. They can quite well do certain selected types of jobs.

In most of the industrialised countries the Government have made a list of those jobs which are suitable for the handicapped persons and the Governments also make the industries reserve a certain percentage of jobs for the handicapped. A question may be raised that in a country where the able-bodied are not getting enough employment, to think of keeping jobs for the handicapped is rather unrealistic. I wish to say that these handicapped persons will not be able to look after themselves whereas the able-bodied may be able to do so in some way or the other. In a country which aims at a socialistic pattern of society and also aims at having a Welfare State, unless Government provides facilities for the employment of the handicapped people, they are going to be a drag on society and they are going to be, perhaps, beggars and take to other anti-social activities which are going to cost much more to society to counteract and to remedy than to find employment opportunities for them.

Mention was also made of the Employees State Insurance. I wish to say with as much emphasis as I can that the Employees State Insurance, at the present moment, cannot make the progress that it should make because of the dual control under which it is functioning, the control of the Central Government on the one hand and the control of the State Governments on the other.

The whole thing in the Employees State Insurance hinges upon medical

facilities; Whether it is unemployment benefit, whether it is leave of one form or another, whether it is any type of benefit that is to be given under the Employees State Insurance, it is the medical authorities that have got to certify, that have got to examine a person and enable him to get benefits. Medical care and facilities are necessary to give him certificate for getting other types of benefits.

Now, there are a large number of places in practically all the States where these medical facilities have not started functioning in spite of the fact that the Government of India, the Labour Ministry, has declared it necessary that the Employees State Insurance be introduced in these particular places because of the large number of industrial workers there. When we question the officers of the Employees State Insurance they say, 'What can we do? We have got the money; there are so many crores of rupees lying surplus; but the State Governments are not setting up the hospitals, they are not setting up the dispensaries and it is not possible for us to do anything about it'.

It seems to be a very strange situation, in which the money is there, the resources are available, but facilities are not being created. The time has come that the Labour Ministry made up its mind and set up hospitals and dispensaries of its own. After all, the Railways are running a large number of hospitals and dispensaries. The Defence Services are running a larger number of hospitals and dispensaries. They are not looking to the State Governments to undertake the setting up of hospitals and dispensaries for their employees. There is no reason why the Employees State Insurance Corporation, to which contributions are being paid by the labourers as much as by anybody else should not do the same. Why should the labourers be denied the benefits which are their legitimate due, year after year? In

[Dr. Sushila Nayar]

some places for several years they have been denied these benefits, for which they have made payments.

There is another point. In expanding the Employees State Insurance, in certain places Government have set up dispensaries; in certain places the panel system has been introduced. Some people have criticised the panel system; some people have criticised the Government dispensaries. Much will depend upon the personality of the people who are running these dispensaries. But one thing I would like to bring to the notice of the hon. Minister is this, that in the panel system there is the advantage that the patient can choose the doctor, but, if a particular doctor is found unsuitable, action should be taken to throw that doctor off from the panel. Then only the doctors will do their work properly.

I was told by very responsible people that in a number of instances in Bombay, the special committee that has been set up to supervise the working of the panel system, has indicated that certain individuals are not functioning properly. But they say, 'What can we do? The names are not struck off from the panel because it is no for us to do so; it is for the State Government to take action.' There seems to be something wrong in this whole business. And, I wish the hon. Minister will look into it and rectify the situation so that the Employees State Insurance that collects the contributions from the workers will see to it that the benefits promised to them in exchange for their contributions are forthcoming. In order to have those benefits extended to the labourers it is necessary for them to set up their own health facilities, hospitals and dispensaries etc. and, similarly, manage the panels of doctors and strike off those names that have proved unsuitable and unworthy of being retained because of the poor performance that they have given.

Lastly, one word regarding the various training schemes that have been instituted by the Labour Ministry. They are very valuable and can be made much more valuable if they are taken up in a planned manner. I have seen a number of boys who have been trained in these training institutions but are still unemployed. Why are they unemployed? For one thing, they have not been trained for the jobs for which there is a demand. For another thing, they have been half-trained so that they have not got the finish. They are not able to do really well when they are put on a job. I wish the Labour Ministry gets into some kind of relationship with the various industrialists in the country and finds out what are the demands of industry, and what are the types of artisans that they require. All the time we have a hue and cry from the industrialists that they are not getting trained workers. Why should not these training institutions be put to the special job of training the boys for the jobs for which there is a demand so that they can be immediately absorbed in the various types of industries that have been started or are being started in the country at the present moment?

For those types of jobs in which the individual, after training, is expected to set up a workshop independently and work on his own, it is necessary to give them sufficient training so that they will acquire the type of proficiency that will enable them to make a success of themselves when they set up their own workshops, or their own places where they are going to manufacture things or do the types of jobs for which they are trained. For that it is necessary to have a scheme of production centres along with the training centres. The accounts of the production centres and the training centres may be kept separate, if necessary; but, it is necessary that these boys, after they receive theoretical training and a little bit of practical training, are actually put to

work in these production centres for some time—3 months or 6 months or one year, whatever the period may be—so that the products they produce are marketable and they can make a success of themselves. They can earn wages for this and the wages may be determined on the piece work basis or on any basis that is considered proper so that the boys learn to produce goods which will be accepted in the market and will be of proper quality. Thus they will acquire the necessary proficiency to give a finish to the goods which would be readily acceptable to society.

With these words I support the Demands of the Ministry.

Shri Aurobindo Ghosal (Uluberia): Mr. Chairman, almost all the aspects of the problems of the working classes have been discussed by the hon. Members who have spoken before me. I would like to touch only upon the condition of the workers of the public sector. I have already referred to it in the Consultative Committee and I would like to emphasise again that some standardisation of the pay grades and scales and other amenities of the workers of the public sector should be made. The private sector workers are getting more on all accounts, whether it is in pay or dearness allowance, pension or other allowances but there are differences among even different units of the public sector. Take, for instance, the Hindustan Steel. There are differences. In Bhilai construction allowance is given but in Durgapur that is not being given. The skilled workers of Durgapur are termed as operatives in either units of the Hindustan Steel and in Bhilai they are not getting more salaries. So, also there are differences regarding the procedure of giving leave. The other amenities differ from factory to factory. Take the question of amenities like hospitals. The Durgapur employees are given medical treatment but their families are deprived of it. I do not know where they will send their families for treatment. Natu-

rally, I would ask the hon. Minister to see that the amenities and other allowances of the employees of the public sector are standardised.

We are told that the code of discipline is sometime observed. But my point is that unless you impose some responsibility on the workers, it may not be possible to enforce the code of discipline. You must recognise all the registered trade unions either on the industry basis or on unit basis. All decisions should be taken in the joint meeting. What ever might be the strength of the trade union, it should be recognised by the employers and decisions should be taken jointly in the meeting. Then, there is the question of the participation of the workers in the management. If we can implement these two things, it will go a long way to enforce the code of discipline, than merely giving training and sending instructions to the unions. The trade unions which are controlling the workers affiliated to the central trade union organisations no doubt and the code of discipline is going to be enforced through the joint meeting of the central trade union organisations. But these are affiliating organisations only and their control is remote over these affiliated units. Another thing is that now-a-days most of the important trade unions or federations are outside the central trade union organisation. Naturally, in order to impose responsibility on the unions, I would request the hon. Minister to consider my suggestion about the recognition of the unions irrespective of their strength and also allowing them to participate in the administration of the management.

It is good that the Bonus Commission has been appointed but I would like to suggest that Government should review their bonus policy because in some factories for the last many years they are giving bonus equal to eleven months' salary. The factories which can give bonus continuously for such a long time at such rates, why should not the real earnings of the workers be increased?

[Shri Aurobindo Ghosal]

After all they are giving this bonus from their profits. Bonus may be given if there is profit in one year or in alternate years. But in view of the bouns being given continuously, why should not the real earnings be increased?

Now, Sir, I would like to refer to the condition of the working class in my State of West Bengal.

About the general condition of agricultural labour in West Bengal, it has already been discussed and the report that has been published by the Government shows how deplorable the condition of agricultural labour is. Now, I would request the hon. Minister to look into their difficulties. The number of agricultural labourers in West Bengal is about 30 lakhs and their condition is very deplorable. The Minimum Wages Act has not been implemented in their case. It may be due to the reason that there is no strong organisation of peasants who should make an attempt to see that these agricultural labourers are being properly treated, that they are not being deprived of their dues.

Now, regarding two important industries in West Bengal—jute and tea—about 5 lakh workers are employed in these two industries. But the condition of the workers of these two industries is really deplorable. Out of 2 lakh workers who are employed in the jute industry, about 1,20,000 workers are still temporary and only 80,000 workers are permanent. My hon. friend Shri Gupta has already said about this. The I.J.M.A. control the majority of these jute mills and we know how the I.J.M.A. has taken away the money which they had to give by way of implementing the interim decision of the Jute Wage Board. Recently, the Wage Board for the jute industry has been set up and, I think, the decision of the Wage Board would be expedited.

As regards the cotton textile workers in West Bengal, the decision of the Wage Board has not been fully

implemented. The employers were too adamant. Anyhow, both the workers and the employers came to a compromise resulting in a loss to the workers, and the compromise formula had to be agreed upon by both the parties.

Now, regarding the implementation of the Working Journalists Act, there also I may say that it has failed. There are 23 daily newspapers of different categories which are published in West Bengal. But, so far only in 13 cases the Working Journalists Act has been implemented.

Another important point that I would like to mention is that numerous small industries are being set up in West Bengal and the industrial belt of Calcutta and Howrah is humming with small industries. Last year, about 413 factories were registered employing about 20,00 workers. But the safety provisions are very much neglected. My hon. friend, Shri Nath Pai has already given a percentage. In West Bengal, the number of accidents increased from 32,295 in 1959 to 34,000 in 1960. Besides this, innumerable small factories have also been set up which do not require registration under the Factories Act. So, I would request the hon. Minister to advise the State Government to declare these small industries as factories which can be done by the special provision of the Factories Act so that the workers may not be deprived of their dues which they can get through labour legislation.

Now, regarding unemployment, the hon. Minister has given statistics. According to the Draft Plan, unemployment which stood at 5.3 millions in 1955-56, stands now at 7.3 millions and will stand at 8.5 millions in 1965-66. But the actual facts indicate that the situation is more grave. The above calculation is based on the assumption that there has been an additional employment of 1.5 million persons in agriculture during the Second Plan period and that another 3.5 million

persons will find employment during the next five years. It is meaningless to say that a substantial number of persons will get employment opportunities in agriculture, when our effort is to divert the surplus labour from agricultural sector. So, if additional employment in agriculture is to be nil, we will have a changed picture. Unemployment in 1960-61 stood at 8.8 million and will stand at 13.5 million in 1965-66.

17 hrs.

In West Bengal, there has been a law which has been enacted compelling the employer to recruit workers from the employment exchanges only. But the Labour Minister of West Bengal himself has complained that no factory is observing the laws, and the result has been disastrous; a tendency has grown in the factories in West Bengal, because of the trade union mentality of the workers, to recruit workers from other States. According to the statistics of 1958, the percentage of Bengali workers in cotton mills is 34 per cent; in Jute mills, 21 per cent; in paper mills, 26 per cent; in rubber factories, 42 per cent; and in the engineering factories, 81 per cent. The total percentage comes only to 34. Among the educated section of the people, 70 out of every 100 Bengalis in West Bengal is unemployed. I would request the hon. Minister to deal with this problem effectively. Otherwise, the whole edifice of Planning will crumble to pieces and no section of the people will get its due in the coming third Five Year Plan.

Shri Keshava (Bangalore City): Mr. Chairman, Sir, I rise to welcome the report of the Ministry of Labour, Employment and Planning in the way in which it has been placed before us today. I am happy that the Ministry has accepted the suggestions given by the Estimates Committee, and has given the activities of the Directorate General of Employment and Training in a different, separate volume. In

fact it is an interesting material for us to go through. I am happy to see that the Minister is amply justified in taking credit for the several good things that have been done and incorporated in these reports.

I have been carefully listening to the speeches that have been delivered in this House throughout this day and I have been noticing a tone of appreciation all through from all sections of the House.

I would like to bring one thing to the notice of the hon. Minister and I would beg him not to plead in any manner any helplessness on his part in regard to that matter. I would request him to try and see how best the matter could be remedied. I am referring to the serious sense of degeneration in respect of the safety for the workers. I may mention about the rival unions. Serious acts of violence have cropped up, and these acts have been committed by the rival unions, particularly, the unions belonging to the Communist Party. You know that Hindustan Machine Tools is one of the biggest public sector projects in the country; it is almost a sort of prize factory of the Government.

Shri Tangamani: Who has been organising violence and goondalism in Hindustan Machine Tools?

Shri Keshava: I can prove that now.

An Hon. Member: Who has been playing goondalism?

Shri Palaniyandy (Perambalur): Only the Communists have been playing goondalism in Gua.

Shri Keshava: In that area, the recognition of the rival union was pending for a long time. There was a Communist union—the Hindustan Machine Tools Employees' Association—the president of which was one Mr. M. S. Krishna, a reputed Communist leader of the city of Bangalore. Recently, in the first week of March, the question of recognition was decided by the Board, and it was afforded to the

[Shri Keshava]

other union which was led by the INTUC. Soon after that, meetings have been held by the active workers of the Communist union, and they even held secret meetings in the BEL labour association office. The Bharat Electronics Limited is also another concern of the Government of India. The president of the employees' union there also is Mr. Krishna. They held secret meetings and they took out processions, but in spite of the processions, the police did not take any action. On the 7th and 9th March, there have been attacks on the workers of the INTUC by the Communist union, and still, when reports are being made to the police, the police refuse to act. Finally, on the 20th March, the efforts on the part of the other union have resulted in the brutal murder of a loyal worker of the INTUC by name Krishnappa. This is the state of affairs, and I think the State seems to pay callous attention to the complaints that are being made to the police by the INTUC union. I wonder when many friends say that it is the favourite union of the Government. I am really surprised. This is not happening only in Bangalore. Even in other parts of India, in Gua iron ore mines, the communist union members got up to the top of the roof, removed the roof, got into the office, removed and dislodged the photos of our national leaders, and burnt them. In that way, they do all sorts of havoc.

Last time I was myself surprised at the special references made with regard to the Satgram colliery in Bengal and immediately after the last session was over, I happened to be in Calcutta and I took the opportunity to visit that colliery. I found the Regional Labour Commissioner there. Both of us went round several collieries. I found a systematic, deliberate, designed attempt at violence being made. One after another, nine collieries were attacked in 10 months. All those collieries have had a programme of increased production in pursuit of our Plan. This being the case, I feel there is a sort of designed, deliberate

attempt at violence to sabotage all the efforts by the other counter-unions to implement the Plan.

I cannot for a moment take it for granted in any way that Government is favouring us. On the other hand, we are suffering on account of the callous indifference of the Government; even with regard to the important fact of security of life of the worker. If only anything was done to a communist worker in HMT, HMT would have been closed by this time, and all sorts of actions would have been taken. But what happened today? Today INTUC is in full command of the union of workers and nothing has happened to counter the violence. Production is going on in the usual pace and things are as they should be. I do not want this god behaviour on the part of INTUC should be penalised and punished in any way by the callous indifference of the State Government. I do not want the Labour Minister to plead helplessness and tell me that law and order is a State matter. I submit that we must evolve some sort of system to ensure the safety and security of life for the workers in the various undertakings.

In page 17 of this report, in the last para it is said:

"The proposals under Government's consideration include setting up of suitable negotiating machinery at various levels on the model of Whitley Councils with provision for arbitration of disputes not settled mutually."

I think frustration is already coming into the minds of the Government employees. As some friends were pleased to refer, the recent by-election to Lok Sabha in Delhi is a pointer in that direction. I do not want to say anything more about that matter. I do not want matters to be left uncared for. The present standing machinery for redressal of grievances is not put into use and there is a stalemate. Even

if it is put into use, there are the officers like Joint Secretary, Deputy-Secretary, etc. and a few representatives are not able to make any representations effectively made, in this manner. It is rather hard on the employees. Regarding the Whitley Councils, it looks as though it appears to be whittling down the strength of labour. Something must be done. The legislative measure contemplated in this report must be immediately placed before the House at least in this session itself.

I want to say a few words about other matters connected with training programme, etc. I have been mentioning about the welfare officers almost every year, but the hon. Minister has not been able to give me any satisfaction that any attention is being paid in this regard.

We have a pool of welfare officers, well trained welfare officers in the Labour Department. But, unfortunately, they are not put to the best use. It looks as though the Government Secretariat has got its own way of doing things. There is no co-ordination between this Ministry and the other Ministries, and we are unable to allot our trained welfare officers to the other Central Government ministries. In those ministries you find welfare officers but, unfortunately, they are untrained men and they do not bother at all about the welfare of the residents under their charge. Therefore, some sort of co-ordination must be brought about and the work of distribution of welfare officers must be properly done.

So far as training is concerned, I would like to throw a suggestion. A net-work of institutions for training is very necessary all over the country. If for any reason the State Government is not coming forward to start such institutions in sufficient numbers, even private endeavour could also be utilised. In that way, grant-in-aid institutions for training can also be

established all over the country so that young men can be diverted to take training and they can have the facility of keeping themselves engaged which will enable them to live their lives in a proper way.

About amenities, Sir, I do not think workers are very particular about some increase in wages. It was said that the dearness allowance must be enhanced. I think an enhancement by a few rupees in the dearness allowance or salary is not very material for a worker. I would suggest subsidised sale of essential articles of food for the workers wherever it is possible. In that way, there is the question of housing facilities. I learn that next to Vinay Nagar in a village called Munarka about 4000 houses have been built for the lower paid employees who get less than Rs. 500. They are lying absolutely vacant. Rs. 2 crores to Rs. 3 crores have been spent and 4000 houses have been built. They have not been allotted to anybody. I do not know why that has not been done. Even though those houses are under the charge of the W. H. & S. Ministry, I think this Ministry can get at them and see that something is done.

श्रीमती लक्ष्मी बाई (विकाराबाद) :
सभापति महोदय, मैं लेबर और एम्प्लायमेंट मिनिस्ट्री को उन कामों के लिए धन्यवाद देती हूँ जो उसने पिछले साल किए हैं और जो वह इस साल करना चाहती है। लेकिन मैं एक दो बातों की तरफ आपका ध्यान दिलाना चाहती हूँ।

आप कोल माइंस से बेलफेयर फंड के लिए काफी रुपया वसूल कर रहे हैं। आप वहाँ से दो करोड़ के करीब वसूलते हैं। श्री हमारे माननीय सदस्य श्री केशव कह रहे थे कि सरकार की तरफ से मकान बनाये जाते हैं मगर उन घरों से कोई जाता नहीं है। लेकिन मैं कहना चाहती हूँ कि बेलफेयर फंड का मतलब केवल यही नहीं है कि पैसे को खर्च कर दिया जाए बल्कि यह है कि

[श्रीमती लक्ष्मी बाई]

उसका ठीक तौर पर इस्तेमाल हो और सही तरीके से मजदूरों का वेतनफेयर हो। मैं देखती हूँ कि आप घरों के ऊपर १६१ लाख रुपया खर्च कर रहे हैं और दूसरे जो भलाई के काम हैं उन पर सिर्फ २१ लाख ही खर्च कर रहे हैं। यह बात मेरी समझ में नहीं आई है। यह तो वैसी ही बात हुई जैसे कोई आदमी बाजार में जाकर दो रुपये का तो आटा ले आए और दो मन शक्कर या नमक उठा कर ले आए। अगर किसी के पास घर न हो तो वह झोंपड़ी में भी रह सकता है, झाड़ी के नीचे भी रह सकता है लेकिन जो उसकी दूसरी जरूरियाँ जिन्दगी हैं या दूसरी वेतनफेयर एक्टिविटीज हैं, भलाई की स्क्रीमें हैं, वे बहुत जरूरी हैं। जो लोग माइंज में काम करते हैं, उनकी गिजा बहुत ताकतवर होनी चाहिये और अगर ऐसा नहीं होता है तो वे काम नहीं कर सकते हैं। हम देखते हैं कि माइंज में कितने ही एक्सीडेंट हो जाते हैं, किसी का हाथ कट जाता है, किसी का पैर कट जाता है। इनको कम करने की ओर भी आपका ध्यान जाना चाहिये। जो माइंज इत्यादि में लोग काम करते हैं, व टी०बी० के भी बहुत जल्दी पेशेंट बन जाते हैं और अगर आप चाहते हैं कि वे इस बीमारी से बचे रहें तो इसका एक उपाय यह हो सकता है कि उनकी गिजा अच्छी हो। पैसा वसूल करना कोई बुरी बात नहीं है, वह अच्छी बात है लेकिन उसको खर्च करने की जहाँ तक बात है, वह एक प्लान्ड बंग से होना चाहिये। आज ऐसा नहीं हो रहा है। इस ओर आप ध्यान दें।

मैं आपको बतलाना चाहती हूँ कि किसी को भी दौलत से इतना प्यार नहीं होता है जितना कि उसको अपने बच्चों के साथ होता है। चाहे कोई धनवान हो या गरीब बच्चों को वह जान से ज्यादा प्यार करता है। जब हम बच्चों को देखते हैं कारखानों में जाकर या माइंज में जाकर तो

उनको मुर्दा सा पाते हैं। उनकी जिन्दगी कुत्तों से भी बदतर होती है। उनके वेतनफेयर के लिए कम्युनिटी और मल्टीपरपज इंस्टीट्यूशंस होती हैं, लेकिन वहाँ क्या होता है किसी को कुछ मालूम नहीं है। अच्छे ट्रेंड लोग वहाँ नहीं होते हैं। दूध उनको नहीं मिलता है। मैं एस्टीमेट्स कमेटी को बघाई देती हूँ कि उसने बहुत ही अच्छी रिपोर्ट पेश की है। जिस तरह से मैं महसूस कर रही थी ठीक उसी प्रकार की रिपोर्ट उसने दी है। ८३वीं रिपोर्ट में बच्चों के बारे में जो रिपोर्ट एस्टीमेट्स कमेटी ने दी है, उसको पढ़ने से मैं महसूस करती हूँ कि वह बिल्कुल उसी किस्म की है जिस किस्म की मैं चाहती थी। इसके लिए मैं उसके मेम्बरज को बघाई देती हूँ और माननीय मंत्री जी से अपील करती हूँ कि वह इसको इम्प्लेमेंट करें। बच्चों को गिजा नहीं मिलती है। सेंट्रज में दूध नहीं पहुँचता है और जब पूछा जाता है तो बसा दिया जाता है कि दस महीने से कोटा नहीं आया है। यह क्यों नहीं आता है, इसकी ओर आपका ध्यान नहीं जाता है।

बच्चों की पढ़ाई का भी अच्छा इंतजाम नहीं होता है। इससे बड़े खतरनाक नतीजे निकल रहे हैं। मैं एक मेम्बर हूँ और मैं एक सटिफाइड जूनियर स्कूल की मेम्बर हूँ। मेरे प्रान्त में माइंज के जो एरियाज हैं, या जो फैक्ट्री एरियाज हैं, उनमें बच्चों की तादाद ११०० के करीब है। वे तमाम बहुत गुंडागर्दी करते हैं और बुरी आदतों में फँस जाते हैं। जब कोई इस तरह की हरकत करता है तो उसको पकड़ कर हम जेल में डाल देते हैं। एम्प्लायमेंट के बारे में अभी एक भाई ने बहुत अच्छी स्पीच दी। मैं उसके एक्शन को स्टडी कर रही थी। कितनी अच्छी बातें उनके दिल में हैं और कितने अच्छे मुझाव उन्होंने दिए हैं। लेकिन मेरे सामने इन बच्चों की समस्या है, प्राइमरी स्कूलों के और मिडल स्कूलों के। वहाँ

पर उन स्कूलों में अच्छे टीचर नहीं हैं। कहीं कहीं पर तो प्राइमरी और मिडिल एजुकेशन का इतिजाम नहीं है। अब वहां के बच्चे क्या करें? वे गुंडागर्दी करने लग जाते हैं। एक सर्टिफाइड स्कूल में मैं गई थी। मैं सच्चे दिल से कहती हूँ कि मैं चाहे मेम्बर हूँ लेकिन मैं भी गुनहगार हूँ। इन ११०० बच्चों को जेल में हमने रखा हुआ है। मैं दूसरों को गुनहगार नहीं कहती, मैं खुद गुनहगार हूँ। आठ आठ साल के बच्चे को हम जेल में बन्द कर देते हैं। हम एसी हालत में क्या लीडरी कर रहे हैं या कुछ और कर रहे हैं। आपको चाहिए कि उनकी तालीम का आप ठीक से प्रबन्ध करें।

आप घर बनाते जा रहे हैं लेकिन घर बनाने से क्या होता है? लोगों को खाने के लिये गिजा मिलनी चाहिये। पिछले साल मैंने इसके बारे में एक मुझाव दिया था और उसको मैं फिर दोहराती हूँ। आप दो करोड़ रुपया वसूल करते हैं। उसमें से ५० लाख या २५ लाख गोदामों के लिए आप रखें और उन एरियाज के लिए रखें जहां पर फूँट्रीज हैं और जो फूँट्री एरियाज हैं। वहां पर जो साहूकार होता है, वह लोगों को एकस्प्लायट करता है, लोगों का खून चूसता है, जो सामान है, उसको बहुत मंहगे भाव पर बेचता है। लोगों को घर की उतनी जरूरत नहीं है जितनी कि गिजा की है। दो तीन प्लांज तक के लिए आप घर बनाना बन्द कर दें, लोग झोंपड़ी में रह लेंगे, लेकिन उनको जो प्राविजन लेना पड़ता है, उसको आपको उन्हें सबसिडाइज करके देना चाहिये। अगर आपने ऐसा किया तो बेजिज बढ़ाने की बात भी इतनी ज्यादा नहीं उठेगी। आप मेहरबानी करके वहां पर डिपोज खोलें, साहूकार को खत्म करें और उनको शोषण से बचायें। सरकारी वहां डिपोज होने चाहिये जिस तरह के रेलवे वालों के होते हैं और जिस तरह से रेलवे

वालों को सामान मिलता है, उसी तरह से उनको सस्ते भाव पर मिलना चाहिये।

माइन एरियाज में जो बहनें रहती हैं, उनको करने के लिए कोई काम नहीं होता है और वहां गड़बड़ी मची रहती है। उन बहनों के लिए, मैं आपको बधाई देती हूँ कि आपने ईवनिंग स्कूल रखे हैं, ट्रेनिंग सेंटर रखे हैं। यह बहुत अच्छी चीज है। मैं चाहती हूँ कि वहां पर काबिल और अच्छे टीचर्स आप रखें। जहां पर इनको अभी न खोला गया है वहां पर खोलने की भी आप व्यवस्था करें। अगर आपने ऐसा किया तो गड़बड़ी नहीं होगी।

आपने गवर्नमेंट सर्वेट्स पर यह एकावट लगाई है कि वे पोलिटिकल कामों में हिस्सा नहीं ले सकते हैं, पोलिटिकल पार्टीज के मेम्बर नहीं बन सकते हैं। हमारे जो लेबरर्स हैं उन्हीं के हाथों से, उन्हीं के कर कमलों से, उन्हीं की सैक्रिफाइसिस से जो हमारी सम्पत्ति है, जो हमारा उत्पादन है, वह बढ़ता है और उन लोगों को भी मैं चाहती हूँ कि पोलिटिकल कंट्रोवर्सीज से पाक रखा जाए। फूँट्रीज में काम करने वाले लेबरर्स के बीच पोलिटिकल पार्टीज को नहीं जाना चाहिये। ऐसा मुझाव होना चाहिये कि वहां पर देश के रक्षक बनने और गरीबी, पावर्टी को कम करने वाले लोग हों। किसी पोलिटिकल पार्टी के लोगों को वहां नहीं जाना चाहिये। जिस तरह से आप गवर्नमेंट सर्वेट्स के लिये करते हैं उसी तरह से उनके लिये भी करना चाहिये। इसके लिये आप कोई कानून बनाइयें, हम सब आपको सपोर्ट करेंगे।

Shri Palaniyandy: Sir, at the outset I would like to congratulate our hon. Labour Minister and the Ministry for their successful approach to the problems of labour in the two Five-Year Plans. Not only from this side but from the other side also several hon. Members have spoken highly of our hon. Labour Minister's approach.

[Shri Palaniyandy]

During the two Five-Year Plan periods by passing many pieces of legislation for the betterment of workers, like the Insurance Act and the Provident Fund Act, we have enabled the workers to have a better living, and thereby we are in a position to minimise the stoppage of working days.

You know, Sir, about the Central Government employees' strike. Still, several workers are without employment. Many workers were suspended and also some were dismissed. Even though our Labour Ministry has a conciliatory attitude in this matter, other Ministries are not in a position to take back those workers. If there are workers who went against the rules and regulations and indulged in violence, they may not be reinstated. But other workers should be reinstated.

About the recognition of unions in the past ten months we have not passed any legislation even though we were told that the Government were going to bring a measure like the Whitley Council. I would like to request the hon. Minister to bring legislation at least before the end of this session for recognition of those unions. Then only it is possible, because if the trade union is not dabbling into these, it is very difficult for the workers to have negotiations properly and have their grievances redressed.

About legislative measures, I want to bring to the notice of the Ministry that the Compensation Act was passed some time ago. That is still there on the statute book without any change. What we are paying as compensation in case of accidents is a very normal sum. It is not adequate for the workers in view of the rising prices.

With regard to the Wage Board recommendations, I want to bring to the notice of the hon. Minister that some factories have implemented some recommendations because of negotiations and the conciliatory attitude of the workers. Take, for instance Dalmiapuram, from where I come. They have

implemented the Wage Board recommendations by negotiations. But for some factories, like the cement factories, it was not implemented. There are disturbances going on everywhere. So, Government should bring legislation for this. It was said that they were going to bring some legislation. They should bring it as soon as possible for implementing the Wage Board recommendations.

Moreover, more wage boards have been constituted. This morning our hon. Minister told us that he is willing to have a wage board for the steel industry. It is very good. I have seen the three steel projects in the public sector. There are so many differences in their salaries and all those things. So a uniform thing has to be brought about for the workers of the steel industry for which a wage board is wanted.

The hon. Labour Minister is not only the Labour Minister but he is also the Planning Minister. We are thinking of the employment potential of the country. We have to keep in mind the rising prices which affect not only the working class but also the poor agriculturists who are the biggest consumers. What we are giving to the employees by way of wage board awards as well as by the Pay Commission's recommendations is nullified by the rising prices. That is what has taken place.

The hon. Finance Minister has said that taxation has not raised the prices. But what I came to know from the south is that the price of every commodity from rice onwards has gone up. The price of kerosene, coffee, everything has gone up, thereby the budget of the ordinary working class has gone up by very much. Yesterday the hon. Deputy Minister said in reply to a question that the price index has gone to 129 points. After the taxation measures, it has gone up like anything. If we take the statistics of employment, we find that out of 27 lakhs of people registered, we are in a position to provide employment only

to 3 lakhs, which comes to hardly 10 or 11 per cent. In regard to educated unemployed, out of 7,76,000 persons registered we were in a position to give employment to only 1 lakh persons. The hon. Minister has to give serious thought to the question of finding employment to all our people.

There is another major group of unemployed. They are the landless labourers who are not in a position to go to these employment exchanges or fit in anywhere into them. Even at the district level, it is very difficult for an ordinary unemployed labourer to go and register himself in an employment exchange. I, therefore, suggest that the Ministry should come forward with proposals for establishment of vocational institutions not only at the district levels, but also at tahsil levels. We should not only have big industries, but also small scale as well as cottage industries spread all over the country, with a view to raising the common man's standard of living.

I would in this connection like to draw the particular attention of the hon. Minister who happens to be the arbiter of the destinies of millions of unemployed, under-employed and to-be employed persons of this country to one fact. After all, the essence of all our planning is employment, wages, consumption and increased production.

I, however, beg to submit that this cardinal point has not been taken into consideration in the budget proposals. The excise duties on various items have directly affected the employment potential in many of the decentralised sectors of our economy. Many workers are unnecessarily being sent out of jobs because of the taxation measures. Daily we are receiving letters that art silk weavers in Tamilnad, Gujarat and Amritsar in Punjab and workers in non-ferrous fabrication works in Ludhiana are being thrown out of employment and many well-organised industries are facing very difficult days. This is all because of excise levies. What is the point in collecting a meagre few crores of rupees after

throwing out so many lakhs and lakhs of workers out of employment? The Minister for Labour, who is also in charge of Planning should come to the rescue of the working classes, as well as agricultural classes, by going into the details of the taxation measures and doing something for them.

श्री सरजू पाण्डेय (रसड़ा) : सभापित महोदय, बहुत सी चर्चा इस सदन में इस मिनिस्ट्री के सम्बन्ध में हो चुकी है, मैं सिर्फ दो तीन बातों की तरफ़ माननीय मंत्री जी का ध्यान दिलाना चाहता हूँ। मेरे पास इतना वक्त नहीं है कि मैं इस मिनिस्ट्री का कोई शास्त्रीय विवेचन कर सकूँ। फिर भी इस समय जो हमारे मजदूर वर्ग की दशा है, उस को देखते हुए मैं यह नहीं समझता कि माननीय मंत्री जी को किस बात के लिए धन्यवाद दिया जाय। इस में कोई शक नहीं कि बेज बोर्ड बनाया गया, एक कमीशन अप्वाइंट हो गया, लेकिन सही बात यही है कि हमारे मुल्क में मजदूरों की जो दशा है, खास तौर से खेतों में काम करने वाले मजदूरों की दशा, वह बिल्कुल भ्रादरियों जैसी नहीं है, न उन के साथ भ्रादरियों जैसा व्यवहार हो रहा है। इस मंत्रालय ने उन के लिए कुछ किया ही नहीं। मुझे तो ऐसा मालूम होता है कि सरकार के लोग एक खास विचार के हैं। मेरी समझ में तो स्वतंत्रता का अर्थ यह है कि जिस के पास कुछ नहीं है पहले उसे मिलना चाहिये, पहले उनके ऊपर ध्यान देना चाहिये। बहुत से लोगों ने इस सदन में यह भी कहा कि कम्युनिस्टों द्वारा संगठित ट्रेड यूनियन बढ़ा झगड़ा करती है और हिंसा मचाती है। लेकिन मैं जानता हूँ कि उन के द्वारा जो यूनियन संगठित की गई हैं उन का एक मात्र पेशा है मिल मालिकों की दलानी करना और लड़ने वाले मजदूरों का गला काटना। इस के फलवा उन का कोई दूसरा काम नहीं है।

एक माननीय सदस्य : किस का ?

श्री सरजू पाण्डेय : जो हमारे दूसरे भाई हैं नेशनल ट्रेड यूनियन वाले। मुझे इस बात का तजुर्बा है। वे ट्रेड यूनियन का काम नहीं करते हैं मैं कह रहा था।

श्री काशीनाथ पाण्डेय : गलत बात कहते हैं।

श्री सरजू पाण्डेय : गलत बात नहीं कहता हूँ, आपकी करनी बयान कर रहा हूँ।

अभी पिछले साल मुझे हिन्दुस्तान कंस्ट्रक्शन कम्पनी के मजदूरों की अवस्था देखने का मौका हुआ। वह कम्पनी मिर्जापुर जिले में रिहंड डैम पर काम करा रही है। मैं नहीं समझता कि वहां के मजदूरों के लिए कोई कानून है। उस कम्पनी में जो सारे मजदूर रखे गए हैं उनकी डेली वेजेज पर हाकिमी लगा दी जाती है ताकि उन पर फैक्टरी ऐक्ट लागू न हो और जब पिछले साल मजदूरों ने इसके लिए मांग उठायी तो उनके ऊपर गोलियां चलायी गयीं और उनको मारा गया और हजारों आदिमियों को जो कि हैदराबाद से और साउथ से आकर काम कर रहे थे और जो अच्छे कारीगर थे उनको जेलों में बन्द कर दिया गया और कितनों को मार-मार कर निकाल दिया।

हमारे जिले में एशिया की सबसे बड़ी ओपियम फैक्टरी है। वहां लगभग दो हजार मजदूर काम करते हैं लेकिन उनकी दशा अच्छी नहीं है। पिछले दिनों उनके बारे में मैं ने प्रश्न भी किया था। वहां कोई कानून लागू नहीं है। जो अधिकारी चाहते हैं करते हैं, न रहने के लिए मकान हैं, न मजदूरी का कोई तरीका है, न तनख्वाह का ठीक प्रबन्ध है, न उनके लिए दवाबों का प्रबन्ध है। यहां तक कि जो बीमा की स्कीम और कारखानों में लागू है वहां वह भी नहीं है।

आज भी हमारे यहां एग्नीचल्वुरल लेबरर एक आने रोज पर काम करता है और कहीं तो वह भी नहीं दिया जाता और मुफ्त में काम लिया जाता है।

श्री रामसिंह भाई बर्मा : यह त्याग है।

श्री सरजू पाण्डेय : अगर कुछ त्याग आप की तरफ से हो तो समझूँ। आप आए दिन मजदूरों को त्याग करने का उपदेश देते रहते हैं, मजदूरों को देश की तरक्की के लिए त्याग करने को कहते हैं। मजदूर अपने पेट पर पत्थर बांधने को तैयार है लेकिन आप भी तो अपने पेट पर कम से कम रोड़ी ही रखें। लेकिन केवल मजदूर वर्ग से त्याग की बात कही जाती है, उनको गालियां दी जाती हैं, उनको बदनाम किया जाता है कि काम नहीं करते, शराब पीते हैं। तो लाजिमी तौर से इस तरह से मजदूरों का कोई लाभ नहीं हो सकता। मिनिमम वेजेज ऐक्ट का फायदा तो दूर उनको अपने घरों के लिए मिट्टी तक नहीं मिलती। तो मेरा निवेदन है कि जो मजदूर हमारे देश की रीढ़ की हड्डी के समान हैं और जो कि देश को बनाने वाले हैं, अगर उनकी दशा नहीं सुधारी जाती तो फिर आप चाहे जितनी बड़ी बड़ी बातें करें उनसे कोई काम नहीं होने वाला।

इसलिए मैं दो तीन बातें कहना चाहता हूँ, पहली तो यह कि हिन्दुस्तान कंस्ट्रक्शन कम्पनी जो कि सारे देश में कंस्ट्रक्शन का काम करता है उसमें काम करने वाले मजदूरों को पर्याप्त सुविधाएं दी जाएं। यह कम्पनी लाखों करोड़ों रूपयों का मुनाफ़ा कर रही है। लेकिन आज वहां न फ़ैक्टरी ऐक्ट लागू है और न मजदूरों को वे सुविधाएं प्राप्त हैं जो कि दूसरी जगह हैं। मिनिमम वेजेज ऐक्ट भी उनके ऊपर लागू नहीं है। वह भी लागू होना चाहिये।

दूसरे जो गाजीपुर में ओपियम फैक्टरी है और जिसमें लगभग दो हजार मजदूर काम करते हैं वहां भी कोई व्यवस्था नहीं है। वहां भी उचित व्यवस्था होनी चाहिये। यह सरकारी कारखाना है। वहां के मजदूरों को तो पूरी सुविधाएं मिलनी चाहिए। अगर आप ऐसा नहीं करेंगे तो अन्य लोगों से आप कैसे उम्मीद कर सकते हैं कि वे अपने कारखानों के मजदूरों को वे सुविधाएं दें।

तीसरी बात मैं यह कहना चाहता हूँ कि एग्जीक्यूटिव लैबर के लिए कोई कानून बनाया जाए। वे लोग आपस में संगठित नहीं हो सकते। अगर वे संगठित होने का प्रयास करते हैं तो उन पर जुल्म ढाए जाते हैं। इसलिए उनके लिए कोई व्यवस्था अन्वय की जाए ताकि देश का मजदूरवर्ग सुखी हो सके और जब मजदूर सुखी होंगे तभी आप धन्यवाद के पात्र हो सकते हैं।

Shri Nanda: Mr. Chairman, I rise after having listened with great attention to the observations and comments made by several Members of the House, and I do not find myself in any mood to endeavour to take up for its own sake any defence of any position that has been held by the Government in its reports or in my initial observations. It is quite natural that a Government should highlight its achievements. It is also equally legitimate that Members of the Opposition point out sharply the deficiencies, the imperfections on the side of the Government. I have at least consciously tried not to hide from myself whatever blemishes there may be in our works or whatever lack of success or achievement we may have had to encounter. But it is not always possible for one to see oneself as others see. And it may be that pointed criticism sometimes helps also to bring a greater awareness....

Shri M. B. Thakore (Patan): Not always, but sometimes.

Shri Nanda: It all depends on who it is that is listening.

Shri M. B. Thakore: The Opposition Members?

Shri Nanda: Immediately, I shall take up some observations or some remarks made by the hon. Member Shri Nath Pai about the trade unions, and the role of the trade unions. There are some matters which transcend narrow party interests; they are at the level of national interest. There are certain national objectives to be realised, but as I see more and more, I find that in the way in which this country is developing, with the tempo of industrialisation accelerating from year to year, and with industry coming to a position of very vital importance, and with the aims that we have regarding the social and economic structure and organisation of the country, I do not see any instrument at all which could be as powerful, which could be expected to generate a force on the side of bringing about that radical change which is called for in this country; I do not see any. Therefore, it is always my regret that that force is not there, the force of the worker, and when I say the worker, I do not mean only a few lakhs of workers in the factories, but I am thinking of the workers all over the country; including the small self-employed worker who is just able to eke out a living, a precarious kind of living. Although the organisation which has developed in this country helps to an extent that limited section of the working classes, and Government can also reach out easily only to them. Large sections, including agricultural labour, to which reference was made, and others possibly remain neglected. Special means have to be found to cater to their needs and to help them. Even in that limited area which is the more

[Shri Nanda]

dynamic area, the large industry, transport, power etc. the situation could be very much better than what it is, if the working class, its representatives and its leaders had taken thought of both the real genuine good of the workers and the good of the country and industry more than they have done; it is not that they are deliberately doing anything, but some of them are placed in a situation where they are helplessly and hopelessly entangled.

Now, we think of a united trade union movement. Unity can arise only out of some kind of a common basis or common outlook. First of all, I should at once dispose of any suspicion or any kind of insinuation that there is any partisan outlook on the part of Government or any partisan treatment, so far as the trade unions of one complexion or another are concerned. I can say that with hundred per cent. confidence, I challenge anybody to show a single instance where any departure has been made from that impartial stand in dealing with all unions. It may be said, as some INTUC friends have said, that 'we are placed at a disadvantage'. I do not consider that advantage or disadvantage. But impartial treatment does not mean succumbing to, or allowing latitude to grow for, things which are neither good for the country nor for the workers nor for anybody else.

Take the question of violence. I have studied the whole of the situation, the facts, the history and the course of industrial relations in the country in the last few years particularly, and I have pointed out to the friends who intentionally or otherwise have let themselves drift into that course, that they have not helped either their own organisations or the workers who have reposed confidence in them. The workers have suffered.

I may, however, acknowledge the fact that during those years, as the

Code of Discipline also grew, other things have also happened. There are not many acts of violence. When something happens, it is just played up. Of course, it is not simply a question of playing it up. Any act of violence is bad. But the total number of such cases is not large; it has been going down. Even in the mining area where there was a lot of this kind of incidents taking place, the situation is better. That is as we see the situation as a whole. Gossip cases are not very frequent now. They happen, but much fewer complaints are being received.

So, although the situation has improved, still as long as there is no common basis of thinking and action regarding the methods that we employ, it will be very difficult really to have any basic agreement. I wish that in the light of the experience, in the light of the objective conditions in this country, the trade union movement in all sections should come to some kind of understanding about these things.

I am very glad to pay my tribute to the workers' organisations, the central organisations, all organisations. They have collaborated genuinely and sincerely in the implementation of the agreement. There may be a case here or there of some violation; but it may be due to their own helplessness in the face of their constituents. This is true not only of one section, but of all the sections, that they are somehow helpless in the face of their constituents. Even the employers are not better organised. There are so many of breaches occurring, at the unit level but at the higher level there is a better attitude of co-operation and implementation.

This was the idea uppermost in my mind when I got up because I remembered the words which my hon. friend, Shri Nath Pai, uttered at the time of concluding his speech.

We are thinking of workers' participation. In a democratic system, it

is not a question of violent seizure of these places. How there is the socialist pattern going to develop in a democratic, peaceful manner? It has to be through such democratic devices and through such arrangements. But workers' participation will be a futile notion, an illusory thing, if the workers do not have that level of intelligence and understanding that is required. What are the trade unions doing about it? They are doing very little. They are not in a position to do it. I can see the number of workers increasing, but the number of members per unions is decreasing. What are the resources per union? What is the position? I do not want to take too much time on this point.

Adjudication is not being denied. I cannot vouch for everything that has occurred in all the States. Sometimes the State Ministers are angry with me for my not doing something in the way they would like. I sometimes do not like the way certain things are being done there. But I am speaking for the administration for which I am responsible here. There has been absolutely no partiality in this.

Regarding adjudication too we have arrived at a certain basis in the Indian Labour Conference for the acceptance or rejection of an adjudication demand, so that there should be a standardised procedure. Anybody can see how these norms will be applied. This is the practice and is also the whole approach in all cases whether regarding adjudication or representation of the various groups on committees etc. so that they can never have any ground for complaint that there has been some preference shown to somebody. These things have been reduced to a formula that lay down that seats will be allotted according to the ratio of the union members of different organisations.

Some hon. Member, I think Shri Gupta, said something about a murder case. My information is that all the people were not acquitted and, therefore, it is not possible for one to give any details at the moment.

Shri Palaniandy: Except one, all of them have been committed to jail.

Shri Nanda: It is being urged again and again that a trade union should be recognised on the strength of a secret ballot taken from time to time. We have dealt with this in several conferences; and I am sure that if any hon. Member who wants trade unionism to grow has looked into the pros and cons of that proposal, he will not ask for a ballot because trade unionism is already in a very weak position. It is the voice of the worker who is attached to a union which should decide actual strength of a union should be the basis for deciding as to who is the more representative spokesman of the worker. There is at least some guarantee that there will be some membership. The ballots can be swayed by the passions of the moment in the conditions of the country today and it is the best thing for trade unions that recognition is regulated, as at present.

There was some question whether the provision regarding recognition can be implemented. The machinery for which we are responsible has tried to secure recognition at the hands of the employers for unions irrespective of their colour and complexion. In some cases success may not have been achieved; but in most cases, it has been successful. There are some INTUC unions; there are some AITUC union and there are some HMS unions which have obtained recognition on the strength of the Code of Discipline. Otherwise, it would not have been possible. If the employers fail to carry out this obligation, I can say that recognition does not depend on their wish, or upon their preference but it has to be governed and regulated by those conditions which are here in this Code of Discipline. Any union can ask for recognition if it has conformed to certain conditions. If the employers do not abide by this, then it would be time to come to this House and make it obligatory by law. But, I do not think that that situation has arisen.

[Shri Nanda]

The other point which was stressed very much by Shri Nath Pai—and others referred to it also—was, where do we stand in the matter of implementation? We have done some good things; we want to do some more good things. Each one of us, when he examines the performance will find some things not done which he would have liked to have been done. But one thing is there. If anything is not being done, it is not for lack of trying. That is the first thing. We are conscious of our obligations and also the fact that implementation has improved from year to year, in some directions in a very conspicuous way and in some other directions too, we are trying. The hon. Member, Shri Nath Pai, if he happens by some transformation to become employer some day either as Minister of an employing Ministry or in some other way, he would try to look at things from a certain angle. The Minister for iron and steel production and coal production would look at problems more from the point of view of production. But I believe that we have come to a position when the employing Ministries have fallen in line regarding practically everything. For instance, every department of the Government and every establishment run by the public sector has agreed to the code of discipline. I had only a few days ago met all the Ministers connected with these Ministries and there was agreement regarding the workers' participation; it was felt that we should go ahead vigorously in the undertakings in the public sector. Several recommendations were made as to how to do it and about the establishment of a cell to be set up in the Ministry here and about the type of work to be done.

Shri Palaniandy: What is the difficulty with the Railway Ministry?

Shri Nanda: You want an answer now? Well, the Railway Ministry, as I said in the morning, was a special case. The Railway Minister has said that in his case there was a superior

code to the code of discipline that we had. Now, I have to take it as it is, unless the workers say that it was not so. I cannot interfere between the employer and the employee, just as in the private sector too. If the employees do not want this, I cannot force it on the employer. Neither the National Federation, nor the other Federation wanted us to look into this matter.

There is another matter regarding implementation. There was some reference to the wage board. I think in a day or two you will be having a Bill for the Textile Wage Board. It is not that the textile wage board recommendations have not been implemented in a large scale. I am bringing in legislation because they have been already implemented in a large scale. Why? I deliberately refrained from doing so earlier because I wanted the largest numbers to agree voluntarily; thus the voluntary character and the essence of tripartite arrangement is kept in that.

Shri P. N. Singh: What about public sector?

Shri Nanda: I do not think Government has any textile mills.

Shri P. N. Singh: What about cement?

Shri Nanda: I shall take up one after another. Now, if more than 80 per cent are agreeable, it will be an unfair advantage to those who do not agree if they are not bound by legislation. So, there has to be legislation. In the case of cement, there has been agreement. The hon. Member mentioned Churk Cement factory; they did not question it; they have agreed to do it. Some time is being taken regarding fitments, etc. That is my information at the moment.

Shri K. N. Pande: They are going to implement it.

Shri P. N. Singh: They are very late....

Shri Nanda: Sometimes....

Shri P. N. Singh:because they are the model employers.

Ch. Ranbir Singh (Rohtak): They also require some time.

Shri Nanda: We are all models in a certain way. We have passed a resolution in respect of the Wage Board for the sugar industry, but the sugar factories are asking for a price rise. It is wrong for them to do so. Not that it is wrong for them to ask for a price rise but it is wrong for them to link it up with the recommendations and implementation. If the adjudicator gives an award, it has to be carried out. The price may be raised if it becomes inevitable.

Shri K. N. Pande: They say, let the Government satisfy themselves through some independent machinery, about the existence of any incidence, if any, and if the Sugar Wage Board says that there is an incidence, they should be compensated. That is what they say.

Shri S. M. Banerjee: All these aspects are there.

Shri Nanda: I think so. But still it is open to them to make a demand and go through the proper channel for this purpose.

Shri Braj Raj Singh: It seems that Shri K. N. Pande is representing the sugar factory owners.

Shri K. N. Pande: I represent both: I represent the country, (*Interruption*).

Shri Nanda: I mentioned this morning the number of man-days lost. In this figure there occurs an element of token strikes. I do not like token strikes. Some token strikes may be fully justified and some other strikes also may be fully justified. Where there is a decision of a Wage Board,

which is unanimous and the employers and the employees' representatives, the economist, an independent person, a judicial person,—everybody says it is all right, and then it is to take them months to carry out the recommendation, the workers would certainly be fully justified if they do not remain quiet. Let it, however, not be taken as a provocation for them to go on strike in the sugar factories! I request them not to do so. I request them to give time to everybody to see that the necessary measures are taken.

Shri S. M. Banerjee: Why not bring legislation?

Shri Nanda: We may have to come to that. Now, there was the question of the public sector. But before that, I should like to mention about a small thing, namely, the Central Institute. It is a matter of keen regret to me. When the site was chosen, I was in Bombay as the Minister of Labour there. I was very keen that the Central Institute should be there. After some time—some years I think—it was found that the building that had been erected had to be demolished on account of some requirements by the Aviation Department. It was found that that was not the suitable place for a building and a new building is being constructed now. The work has not stopped. The work is being carried on in a rented building. It is not as good, of course, as it should be otherwise. But there it is. So, it is not that the work was not being continuously done. We were trying to promote the construction at the earlier possible moment. But sometimes unfortunate developments take place.

Shri Basappa (Tiptur): Was there not the necessary co-ordination between the Civil Aviation Department and the others on this matter?

Shri Nanda: Later on, an accident took place. They had to clear this building which was on a hill.

An Hon. Member: The Boeings were coming there.

Shri Nanda: So, with the coming of the Boeings, they found that a building in that place would be risky to the aeroplanes.

About the public sector, there was mention about Rourkela to the effect that they were flouting the laws and there is no standardisation of wages. I do not deny that at a certain stage, in the period of construction of this concern, there was not enough attention paid to all these things. We have been very much concerned about it. It is not deliberate. I have been trying to pursue this matter, and I have now got a full statement of facts about the standing orders, minimum wages, the Factories Act and so on. Even though there were delays in some matters in the earlier stages, I now find that there has been a full rectification, and things now seem to be normal. I would welcome any information which shows that these are not so.

Shri S. M. Banerjee: What about works committees?

Shri Nanda: The information is that no works committees have been constituted. One reason was that in Bhilai, for example, there was a separate law, and there was some difficulty about the application of that law. The Industrial Relations Act provides for the formation of a joint committee or something like that. Certainly, committees have to be formed. I want to assure hon. Members about one thing: it is not in the interests of the workers alone but it is important for the reputation of the public sector. So much is at stake in the success of the public sector, for the future of this country, that we would like to have as good a name as possible in our public sector industrial relations. That is one thing. A public sector industry ceases to have any meaning if just some officers are running it and we make a little profit. That is not the real sense of it.

16 hrs.

With regard to implementation, the case of employees' state insurance was cited by Dr. Sushila Nayar and some other hon. Members. It is true; I have been attending the meetings of the Employees' State Insurance Corporation and I have gone very closely into these matters. Construction of hospitals has been delayed. I had charts made in respect of the programmes, and schedules worked out, purchases of land and other things done. That effort has fructified to an extent. In the matter of administration of medical care, it has been pointed out by some Members that there is dual control. It is there. I made a suggestion to some hon. Members in the Labour Consultative Committee here that we may give it up wholly to the States. That is one way of ending dual control, but nobody favoured that idea at all.

I see that in some matters difficulties do arise and we are trying to overcome them. Hospital construction has been delayed. Acquisition of land and a number of questions arise, but today a programme has been made which will exhaust the whole of the amount of Rs. 15 crores or whatever it is, in the course of the next three or four years.

I will now take up the question of accidents. I do not think I need say anything in justification of a single accident that takes place. Whether it is due to negligence on the part of anybody, precautions not being taken, measures not having been adopted, etc., I myself have been horrified that the accident rate in factories should be as high as it is. But over a period of years, it does not appear that so far as fatal injuries are concerned, even in factories....

Shri Mohammed Imam (Chitaldrug): May I know up to how long we are sitting?

Mr. Chairman: Till the hon. Minister finishes. 6.30 is the limit.

Shri Mohammed Imam: He may continue tomorrow.

Shri Nanda: The question of accidents is an important subject. As the hon. Member pointed out himself, we had a conference of State Ministers specially for this purpose. I must admit that I had not devoted much attention to factory accidents till it was brought home in a very pointed manner. Immediately we started moving, had a conference of labour ministers and the matter is again coming up before the Standing Labour Committee and the Indian Labour Conference. This is one of the important items on the agenda. Various steps have been suggested and some of the suggestions have been carried out.

The rate of fatal injuries per thousand workers has been .10 and this rate has been continued. It was .09 last year, .12 before that and so on. This rate is practically stable. But it is not good that it is steady; it should have gone down. In regard to other non-fatal injuries, over a period of the last 6 or 7 years, they have stayed put. In much earlier years, it was a lower figure. Whether there is better reporting or whether it is worsening of administration, I cannot immediately say. But over the last eight years or so there has not been any marked decrease. This is about the factories. About the mines the position is certainly much better. Barring some years when there has been a big calamity or a big tragedy when the rate has risen, we find that in the case of the mines the position has been showing a steady downward trend, taking periods of over three or four years. It was .81 at one stage in 1953. After that it was .72, then .64, then .53, .40 and in 1958 because of the Chinakuri disaster it rose up and in 1959 it was .47. Same is the position with regard to other serious injuries. There has been no upward trend. On the other hand, taking a certain period there has been some decline in the rate of accidents. There was a safety conference after the

Chinakuri tragedy and some of the committees appointed have submitted their reports. Some action is being taken, and we have to pursue this matter very vigorously.

Shri Nath Pai: Sir, since the hon. Minister has referred to that point I am sorry to interrupt him. It would be far from me to suggest that he is trying to mislead. I had taken 1947 as the starting year and pointed out that the figure was per 1000 employees in mines 3.56, and today in 1959 the latest figure which you give us in your book of labour statistics is 6.61. Therefore, I say that this is double. In between there might have been ups and downs, but we take the year beginning with 1947.

Shri Nanda: I agree when they take that earlier point of time.

Shri Nath Pai: As given in this.

Shri Nanda: That is right. There it is printed. Now, let me compare this with whatever record we have been able to obtain about other countries—their record in the matter of incidence of accidents. Now, the latest year for which figures are available for a number of countries is 1957. The rate in India that year was 0.49. There is not a single country where the rate was lower. In practically all these countries the rate was much higher. In U.S.A. it was 2.86, in Japan 1.71, in France 0.97, in U.K. it was 0.68 and so on.

Shri Nath Pai: We should remember the depth at which the mines are operated. I had compared the figures for machine-employing factories and said that it was double the rate.

Shri Nanda: That is a fact which we should keep in mind for the future because we are going to mechanise our mines and we will be coming up against more gassy mines. Therefore,—I am not just saying that this is good enough—at least this much emerges that making even allowances

[Shri Nanda]

for that this rate is not too high compared to the experience in other countries. But we should try to bring it down.

Shri Basappa: May I know whether Government is aware of a lot of cases of fire in the coal mines; if so, what has been done to prevent such cases of fire?

Shri Nanda: When once it starts it goes on.

An Hon. Member: It is a Question Hour, Sir?

Shri Nanda: Then, wages and prices, the standard of living of the workers, the wage policy, the level of profits etc. were all encompassed in the various speeches made by hon. Members. Whatever figures I have are before you in print. They are based on a close study of whatever information we had. There is no glossing over any weak point in the situation. I said myself that, so far as the manufacturing industries were concerned, the figures shows only a rise of 6 per cent. In other industries it is very much more and the average comes to 27 per cent. Now, during this period of the two Plans, which is one year more than those covered in these figures, there will be a 40 per cent increase in national income and a little less than 20 per cent increase in *per capita* income.

Shri M. B. Thakore (Patan): Sir, I like to raise a point of order. There is no quorum. There are only 37 Hon'ble Members in the House.

Shri S. M. Banerjee: We have developed a convention that the question of quorum should not be raised after the normal working hours. When this is the attitude of hon. Members, how could we proceed?

Mr. Chairman: According to our convention, there is no question of quorum after 5 O'clock.

Shri Nath Pai: We have ourselves agreed to sit longer. The House of Commons sits for 20 hours at a time.

Shri M. B. Thakore: This is not House of Commons. He may continue tomorrow. I do not remember we agreed today.

Shri Nanda: Therefore, if we compare the increase in the *per capita* consumption, because, *per capita* income is not the relevant figure—out of the *per capita* income, a certain proportion goes for investment. It is the *per capita* consumption which is the most relevant figure—I think our workers have not done so badly at all. Of course, in some sections, during the last few years, their position has become worse, and it is regrettable that it is so. This, I think, will be made up as a result of the setting up of Wage Boards. Therefore, there is necessity to have more wage boards so that the workers will have an opportunity of trying to get back what they have lost.

Whatever may be our lack of satisfaction with the wage boards, they are better instruments than any other available to us. We are asked: why are we not giving a fair deal to the workers? What can we do? We can only arrange for adjudication, set up a wage board, lay down a policy and so on. All these things have been done by us. The terms of reference to every wage board includes a reference to the recommendations of the Fair Wage Committee's report and the other various agreements that we have reached. Therefore, the Government could not do more than that. What more would be available anyhow?

We are saying that there are high profits. I do not want to go into the exact figures of the trend of profits, though exaggerated figures are given about increase in profits. But, granting that the profits have increased—at any rate, the index of variable securities during the last few years

has gone up very high—if you take the whole of the profits of all these industries, give them 5 per cent or so, then take all the surplus and divide it and distribute it among the workers equally, you will get about Rs. 2 per head.

An. Hon. Member: What about the undistributed profit?

Shri Nanda: If you are talking of secret gains, I do not know the size of that. But so far as retained profits are concerned, we know that, and that is included. In such a case, if we appoint an adjudicator, what will he do? We cannot ignore the capacity of the industry and that is not the way in which we will be able to give a fair deal to the workers.

The price policy was mentioned, and I was confronted with something which I said and something else which this document, the draft outline, which is going to be superseded shortly, in the sense of being finalised, mentions. There is really no conflict.

It may be that one's emphasis is different. My emphasis has been very much on stabilising prices. When the economists argue about the prices and say that in a developing economy there has to be a rise, the stand that we take which is the proper stand, is that you may take out of the non-essentials as much as you want. The luxury and, maybe, some semi-luxury articles may have a rise in price because the size of resources to be gathered for the Plan is large. But the wage goods, as they are called, the goods that enter into the consumption of the large mass of the people should not be allowed to rise. This is not an occasion to discuss the whole of the subject of price policy, but I have explained only my own view. It is not at all different from the view expressed in the Plan Document. If the production targets which we have put in the Plan are realised, there is no reason why there should be any great rise in prices of essential articles.

It was mentioned that the minimum wages have not been revised for a long time. In the year 1960 in 17 occupation revisions were made and increases of 50 to 100 per cent or nearabout that were given. In a number of cases revisions are being made from time to time.

The hon. Member who spoke about agricultural labour is not here. The disclosures in the Agricultural Labour Enquiry Committee's Report caused consternation among a number of people. It is perplexing that agricultural labour instead of improving its lot has declined or gone down during the five-year period. We have carefully examined the data. I am not going into detail in view of the difficulty about time. I would like to share the information with hon. Members, but it will take the whole of the time. It is an important subject.

We were faced with the situation that the income was less and employment was less during the period of the second report as compared to the first. What had happened? We found on a study of both the reports at expert level that the two reports, taken as they are, are not comparable. The concepts introduced are different about what agricultural households should be included. In the earlier case a certain proportion of landholders were included as agricultural labour because of a different standard in respect of the ratio of income from land and from other sources. In this enquiry there were about 7 per cent or less of that type of families. That 7 per cent had a higher income. When we compared like with like, we found that there has been some improvement in the income of the agricultural worker and not a deterioration. Similar is the case about employment.

There was another thing, namely, that agricultural rates had gone down in respect of harvesting. The position actually was that it was more payment in kind than in cash in that case. In the earlier case the calculation was on the basis of retail prices and in the later case it was on the basis

[Shri Nanda] of wholesale price. Several factors which are there and which I would like on some other occasion to go into in detail bring out the fact that although there appears to be some improvement, which may again be a statistical improvement—one cannot say—it is not at all clear that there has been any, great improvement. All that I can say is that this report cannot be cited in support of a plea that the condition has worsened.

Shri Achar (Mangalore): Is it not the version that the rate of wages may not be affected but the number of working days is reduced?

Shri Nanda: In the method of calculation of working days a different standard was applied. In the second report it was a stricter standard which has been described.

But the condition of agricultural labour demands attention. We have set up a Central Committee in the Planning Commission to devote itself fully to the subject. Various programmes which are connected with the objective of employment are really for their benefit. All those schemes for utilisation of idle manpower, pilot schemes, special works programmes, these are some of the schemes which we believe should operate for the benefit of these people. This subject is still being considered in the Planning Commission—as to what more can be done in this connection.

Shri Braj Raj Singh: You will be finalising your Plan very shortly. The Census figures which are now available go to show that the labour force during the Third Five Year Plan shall be two to three million more than what was envisaged in the Draft Outline. What immediate steps do Government propose to take to give employment to these people?

Shri Nanda: What immediate steps does the hon. Member suggest which it is open to us to adopt? If we do not adopt them, then we shall certainly be . . .

Shri Braj Raj Singh: For that you will have to vacate the office.

Shri Nanda: You think when a person is in opposition his intelligence and his capacity to give constructive suggestions disappears.

Shri Braj Raj Singh: I am prepared to give; but you will not implement it.

Shri Nanda: This matter is worrying us. The Census figures have brought us face to face with a new situation and we will have to consider as to how much more it is possible for us to do. I do not know immediately what will be possible, but it certainly shows that the problem has become more difficult than we had thought at the time of the framing of the earlier proposals. But it is not true, as the hon. Member, Shri Indrajit Gupta, said that in Bengal the employment has gone down. I have got before me the figures and I find that it is not so. It may be so in jute industry because of a period of rationalisation that has been in progress there. But for the State as a whole it was 6.42 lakhs in 1950 and 6.91 lakhs in 1959—an increase of 8 per cent. That was the position of total employment.

There are a few other matters to which in spite of the fact that there is very little time, I might address myself; otherwise there may be misunderstanding.

Shri Nath Pal: May I make a plea? On every point the hon. Minister cites some statistics, be it the question of rise in prices or real earnings, or be it the question of agricultural workers earnings. My original papers were browsed by somebody to check its authenticity. May we agree that we shall refer to one major authority in the country like the Central Statistical Institute? Otherwise this battle of statistics will not have any meaning, if we quote different sources. I can quote one and he will quote another. The figures I have submitted for his consideration regarding the fall

in the income and earning of agricultural labour were given by a respectable institute. He is citing some counter-figures. This becomes meaningless.

Shri Nanda: Statisticians, like experts of other varieties, are not always in agreement and we have to arrive at some judgment about these things. In this particular case it is not two different sets of figures.

It is only a question of how we read and interpret them.

Ch. Ranbir Singh: It is a question of inference.

Shri Nanda: It is a question of interpretation. I do not know that there is really any kind of a discrepancy, that we are seized of another set of figures than his own so far as these statistics are concerned. There are no other figures. The figures are these figures, and they must have been quoted there in some form.

Shri Anthony Pillai: Figures do not lie, but statisticians do sometimes.

Shri D. C. Sharma: Nobody lies.

Shri Nanda: Statisticians vary in quality, and statistics also.

Shri S. M. Banerjee referred to the situation in Kanpur. He said something about some people not paying Wealth Tax, Income-tax, etc. because they are paying contributions to the Congress. That is a very serious allegation, and it is rather a very grave charge made. There should be something at the back of it, something with which one can substantiate it. Otherwise when levelling a very grave charge I wish the hon. Member.

Shri S. M. Banerjee: What I said was that the employers in Kanpur are neither paying Income-tax nor Wealth Tax, they are only interested in paying a handsome donation to the ruling party during the election. And if your information is correct, my information is also correct that

arrears of Income-tax etc. to the tune of Rs. 4,80 crores are due from them. And Sales Tax also they do not pay, and no tax to the Corporation. This is most unfortunate.

Shri Nanda: Their explanation would be that they are not making as much profit as other people are making. Simply from such statements figures you cannot judge that they are either concealing or evading.

Shri S. M. Banerjee: I do not say that you are taking. They are paying.

Shri Nanda: Sir, I believe I should not tax the patience of the House more.

Shri Braj Raj Singh: The hon. Minister could throw some light on the strike which continued for fifty days, the chipping and other work at the Calcutta docks.

Shri Nanda: The strike is not there now.

Shri S. M. Banerjee: And about working hours in Kanpur.

Shri Nanda: I have information about that strike, and if the hon. Member is very keen—because many people won't know what the 'chipping' etc. is—I will share with him my information. I know the background of that case, and it has been there for a long time.

Shri Braj Raj Singh: That is the most unfortunate thing, because some people might be prejudiced for the reason that the strike goes on. A statement was made by the Deputy Labour Minister that the strike had been called off. But, as a matter of fact for fifty days the strike continued.

Shri Nanda: I am not in the habit of making any accusations or charges without being sure that there is something real, substantial in that.

Shri D. C. Sharma: Why does the hon. Minister submit to the allegations of those gentlemen?

Shri Nanda: I don't. I don't level any charges, nor do I submit to any such treatment at all.

Sir, I am thankful to the House and to yourself for the patient hearing given to me.

Shri K. N. Pande: There is no time. But we have also made some important points. I would request the hon. Minister to consider them.

Shri Nanda: I shall see that every point that has been made here is considered. Even last time we sent letters individually to hon. Members to each hon. Member who had made any suggestion. We sent replies to them.

Shri Nath Pal: One small question.

Mr. Chairman: It is all over now.

Shri Nath Pal: Will the hon. Minister consider the Australian practice of constructing the living cost index through an independent commission and not following the practice of having a governmental agency which is interested in showing that the living cost index is not beyond control? The Australian practice is worth emulation. I have said enough about it already. I want to know the hon. Minister's reaction.

Shri Nanda: I would be the last man to tolerate or put up with any such bias in Government statistics, and if I were to find the least trace of it anywhere, I would certainly discard that. I have also said that a research institute is going to be set up which can try to do various things and which will help us in judging the statistics. But, so far as the particular point mentioned by the hon. Member is concerned, he pointed out one or two things. This is an index based on old weightages and certainly, there may have been shifts which may

have taken place recently. Recently, another family budget enquiry has been made, and it will yield certain new results which will go into the construction of the new living cost index.

Shri Anthony Pillai: May I ask one small question? . . .

Mr. Chairman: It is not question hour now. So many questions have been put already.

Shri Anthony Pillai: Before this new cost of living index is constructed, will the workers' representatives be also consulted, that is before it is finalised?

Shri Nanda: My general answer to such questions is that we always try to meet and consult each other.

Mr. Chairman: I shall now put the cut motions to vote.

The cut motions were put and negatived.

Mr. Chairman: The question is:

"That the respective sums not exceeding the amounts shown in the fourth column of the Order Paper, be granted to the President, to complete the sums necessary to defray the charges that will come in course of payment during the year ending the 31st day of March, 1962, in respect of the heads of demands entered in the second column thereof against Demands Nos. 67 to 70 and 129 relating to the Ministry of Labour and Employment."

The motion was adopted.

18.33 hrs.

The Lok Sabha then adjourned till Eleven of the Clock on Wednesday, April 5, 1961/Chaitra 15, 1883 (Saka).