

DR. RANEN SEN : 1304.

SHRI SAMAR GUHA : You are doing injustice. Our Minister is blissfully ignorant. He does not know what has happened. Does the Minister know that a committee has been formed.....(*Interruption*)

MR. SPEAKER : I have not allowed you.

SHRI SAMAR GUHA : I am giving you the facts. You have not done justice. It has been clarified by the West Bengal Government, Education Department, and also they have met the Education Minister, the Prime Minister.....

MR. SPEAKER : I have not allowed him. It is not to be recorded.

SHRI SAMAR GUHA : **

MR. SPEAKER : That is not the way of getting my permission. It is the right of Members to catch my eye. But sometimes I deliberately avoid my eye. The Question was very categorically answered. I do not think there could be anything left out of it. I have already gone to the next Question. (*Interruptions*).

SHRI PHOOL CHAND VERMA : On a point of order, Sir.

MR. SPEAKER : Order, order. During the Question Hour, I do not allow any point of order.

Review of working of Wage Boards

*1304 DR. RANEN SEN : Will the Minister of LABOUR AND REHABILITATION be pleased to state :

(a) whether Government have reviewed the working of the Wage Board since the system was introduced in 1957;

(b) if so, the conclusions drawn as a result of the review; and

(c) the concrete steps being taken to improve the working of the Wage Boards in the light of experience gained in the last fourteen years ?

THE DEPUTY MINISTER IN THE MINISTRY OF LABOUR AND REHABILITATION (SHRI BALGOVIND VERMA):

(a) The system of Wage Boards was reviewed by a Bipartite Committee set up by the 27th Standing Labour Committee and also by a Committee of the National Commission on Labour. After considering the reports of both the Committee, the National Commission has suggested some changes in the system.

(b) A statement giving the main recommendations of the Commission is placed on the Table.

(c) The matter is being considered in the light of the views expressed at tripartite meetings.

Statement

Main Recommendations of the National Commission on Labour on the System of Wage Boards. (Chapter 19 of the Report.)

- (i) Wage Boards have done some useful work and they should continue. They have attempted fixation of wages within the broad framework of the Government's economic and social policy.
- (ii) There need be no independent persons on the Wage Board, if considered necessary, an economist could be associated with the Board, but only as an assessor.
- (iii) The chairman of the Wage should be appointed by common consent of the parties, whether possible.
- (iv) For appointment of Chairmen of Wage Boards, an agreed panel of names should be maintained by the proposed National/State Industrial Relations Commissions. He should preferably be drawn from the members of these Commissions.
- (v) In case a Chairman is appointed by the consent of both the both parties, he should arbitrate if no agreement is reached in the Wage Board.

- (vi) Where the Commission is unable to prepare a panel of agreed names Government will appoint the Chairman.
- (vii) A person should not be appointed as Chairman of more than two Wage Boards at a time.
- (viii) Wage Boards should normally be required to submit their recommendations within one year of their appointment. The date from which the recommendations should take effect should be mentioned in the recommendations itself. The recommendations of a Wage Board should remain in force for a period of five years.
- (ix) Unanimous recommendations of the Wage Boards should be made statutorily binding.

DR. RANEN SEN : While recognising that the Wage Boards have done some good work in bringing about uniformity in regard to wages and conditions of work, may I know from the Government whether they recognise the fact that now more and more Government should try to persuade the employer to have bipartite negotiations and, if so, what is the Government doing in this regard ?

THE MINISTER OF LABOUR AND REHABILITATION (SHRI R. K. KHADILKAR) : I am glad the hon. Member at least admits that certain good things have emerged out of the work of the Wage Boards, such as, uniformity of wages and conditions of work. I do recognise that Wage Boards took a lot of time in completing their work and, when they presented the reports, practically, the conditions had totally altered. There was some sort of a gap between the prevailing conditions and Wage Board recommendations. As regards the implementation part of it, it is very difficult and, even then, as the hon. Member suggested, if we were to do anything, it is persuasion only and we can persuade employers to accept bipartite settlement. But that persuasion has some limit. The hon. Member knows fully, and he is also a trade unionist, that every time he wants some sort of influence, some force, from the Govern-

ment side to do justice on many an occasion.

DR. RANEN SEN : It is a known fact that the employers also in many cases, recognising the utility of collective bargaining, have bipartite talks. In view of the fact that there has been in the recent past a bipartite agreement between the steel employer and the steel worker, would the Government discuss this matter with the employers and the employees representatives on an all-India scale ?

SHRI R. K. KHADILKAR : We welcome the bi-partite agreement as I said. The steel agreement reached between the Steel Ministry and the steel workers is a welcome thing. But it is a public sector, you must remember. It is not universally applicable because private sector employers may not agree to this method.....(*Interruptions*) This is a limitation.

Regarding the suggestion whether we will consider it, as the hon. Members know fully well, at the next Indian Labour Conference or the tripartite meeting, this matter could be taken up and decided.

SHRI DINEN BHATTACHARYYA : May I know from the hon. Minister whether while reviewing the working of the wage boards the Minister is in a position to state here and now in how many cases the employers did not implement the wage board's recommendations and in those cases, what steps were taken by the Government so that the wage board's recommendations are fully implemented and what special steps have been taken uptill now regarding the hotel workers of Delhi where the wage board's recommendations have not as yet been implemented ?

SHRI R. K. KHADILKAR : Regarding the first part of the question, quite a number of cases are there where the wage board's recommendations were implemented, but, not in full, because, as I said earlier, the recommendations were made by a non-statutory wage board. Therefore, I cannot off hand say whether the wage board's recommendations were flouted and altogether by-passed and in how many cases. I will give that information if there is a separate question.

Regarding the hotel workers' strike in Delhi, as I said earlier, efforts are being made at the State level to settle the dispute and persuade the employers. The employees are willing to come to some sort of a settlement but so far, I am not in a position to say categorically how far employers have come forward for reaching some sort of an acceptable agreement or settlement.

SHRI S. M. BANERJEE : I would like to know from the hon. Minister since he has just now said that efforts are being made by the State machinery to have a negotiated settlement in the case of hotel workers and the implementation of the wage board's recommendations. Is he aware that to-day the Lt. Governor of Delhi is likely to issue prohibitory orders and declare that strike illegal and force it to adjudication or arbitration? If so, will he ask the Lt. Governor not to do it.....

MR. SPEAKER : This is a hypothetical question.

SHRI R. K. KHADILKAR : I have no information on this point—whether he is referring the dispute to adjudication and declaring that strike illegal. I have no information. I will have to find out.

SHRI S. M. BANERJEE : When the negotiations are going on.....

SHRI J. C. DIXIT : There are several Wage Boards whose recommendations have still not been implemented and what to say of implementation, they have even been modified by the State Governments. What is the Central Government doing in regard to that? When I am putting this question, I have the electricity industry in mind. In regard to that industry, the wage board's recommendations were modified in one State and have not been implemented so far in many of the States.

SHRI R. K. KHADILKAR : I am afraid I have replied that question and the same reply I will give.

MR. SPEAKER : The question was put earlier by Mr. Banerjee in another form.

SHRI D. K. PANDA : One question, Sir. A very important question to help the Ministry.....

MR. SPEAKER : Order please.

PROF. S. L. SAKSENA : The first Sugar Wage Board had given its recommendations in 1960 and they were valid for five years. But the recommendation of the second Sugar Wage Board came in 1969. After 1965 we had no second Sugar Wage Board recommendation available for four years. Will the Government consider the appointment of a third Sugar Wage Board immediately so that its recommendations are available within the next five years?

SHRI R. K. KHADILKAR : I know that the Sugar Wage Board recommendations have not been implemented to a large extent and even if we were to persuade them to appoint another Sugar Wage Board for U.P. itself, unless we appoint a statutory wage board, where an element of compulsion is there, I am afraid, merely setting up of Wage Boards will not persuade the Governments to accept the recommendations. What guarantee is there that they will accept it? There arises our difficulty.

WRITTEN ANSWERS TO QUESTIONS

Scheme For Eradication of Pests/Diseases by Aero-Chemical Operations

*1293. **SHRI M. M. JOSEPH :** Will the Minister of AGRICULTURE be pleased to state :

(a) whether any scheme to enable small farmers in eradication of pests/diseases on crops in endemic areas by aero-chemical operations has been finalised; and

(b) if so, the main features thereof?

THE MINISTER OF STATE IN THE MINISTRY OF AGRICULTURE (SHRI ANNASAHEB P. SRINDE) : (a) Yes, Sir,

(b) The salient features of the scheme are as under:—

- (i) Identification of areas, where pests and diseases exist in endemic form and have been causing damage to crops year after year and the identification of such pests and diseases.