

**SHRI JYOTIRMOY BOSU :** He is almost a mobile encyclopaedia in agricultural matters...

**MR. SPEAKER :** For me, the question must be relevant.

**SHRI JYOTIRMOY BOSU :** The position in West Bengal is alarming. A kilo of rice in West Bengal today costs Rs. 3-50 whereas in the neighbouring State of Andhra Pradesh, paddy is available at Rs. 40 per quintal. That is why I want the Minister to tell us the position.

**MR. SPEAKER :** The question is about procurement price. I am sorry. You think of another question in the meanwhile.

**SHRI M. RAM GOPAL REDDY :** Cost of production has gone up. In spite of that he is giving the rate of last year only. Cost of production goes up. If it is not paid in proportion to cost of production, yield will go down. What is the explanation of the Minister for this ?

**SHRI ANNASAHEB P. SHINDE :** As an intelligent Member, the hon. Member should know that there has been some marginal rise in cost of production. But there has been also increase in productivity. The whole society has some share in the rising productivity, because there is investment of public exchequer in research and infra-structure which helps to increase production and contribution by society as a whole. As a result of increasing productivity the society is entitled to have its share.

Meeting of Central Trade Union Organisations to Evolve Labour Policy

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\*92. **SHRI BHOGENDRA JHA :**  
**SHRI NIHAR LASKAR :**

Will the Minister of **LABOUR AND REHABILITATION (SHRAM AUR PUNARVAS MANTRI)** be pleased to state :

(a) whether Government have called all Central Trade Union Organisations to a meeting in order to evolve a better labour policy ; and

(b) if so, the outcome of the meeting ?

**THE DEPUTY MINISTER IN THE MINISTRY OF LABOUR AND REHABILITATION (SHRAM AUR PUNARVAS MANTRALAYA MEN UP MANTRI SHRI BALGOVIND VERMA) :** (a) Yes, Sir.

(b) Although there was some divergence of views, there was near unanimity on what were the essential problems demanding solution and also a broad measure of agreement on the lines along which solutions could be found.

**श्री भोगेंद्र झा :** अध्यक्ष महोदय, मन्त्री जी ने ऐसी भाषा में जवाब दिया है जोकि गदन में तो स्पष्ट नहीं है, भले ही उनके लिये स्पष्ट हो। मैं आपके ज़रिए में चाहता हूँ वे स्पष्ट करे कि जिन मजदूरों पर श्रम गम्बन्ध बिगड़ते हैं, हड़तालें होनी हैं, असंतोष होना है उसमें एक तो यह भी है कि कुछ श्रम संगठन ऐसे हैं जिनका मजदूरों में कोई अयार नहीं है और जो मालिक है सरकार की उपक्रमों में भी और गैर सरकारी उपक्रमों में भी वहाँ श्रमिक तो दूसरी जगह हैं और ये मामला दूगरी जगह देते हैं और उसमें ये बात भी नहीं करते हैं और हड़तालें भी होती हैं ... व्यवधान... इसलिए मैं जानना चाहता हूँ क्या श्रमिक संगठनों की यूनियनों की मान्यता के लिये ये गुप्त मतदान का नियम लागू करने जा रहे हैं या नहीं जिसके आधार पर यूनियनों को मान्यता दी जाये ?

दूसरी बात जिसकी चर्चा हम लोग अबसर करते हैं, जिसपर मंथर गति से कभी-कभी एलाइन भी होता है और वह यह कि प्रबन्ध में श्रमिकों को साक्षीदार बनाया जायेगा या नहीं प्रबन्ध समितियों में और उसकी शुरुआत के लिए जो सरकारी उपक्रम है उनमें सभी में उसको लागू करना मंत्री जी समझ सकते हैं या नहीं ? खासकर पिछले आम चुनाव के समय में श्रमिक तबके में कुछ आशयें जगाई गईं लेकिन क्षीम बहुमत से उनपर तुषारापात हो रहा है, कुछ मिलें करोड़पतियों के हाथों में जा रही हैं और

अभी कल चीनी पर से निर्यत्न हटाया गया है— इस तरह की कार्यवाहियां हो रही हैं—तो बड़े बहुमत का परिणाम निकल रहा है लेकिन दूसरी तरफ आशा भी जगाई गई थी जिसको लोग पूरा करवाना चाहेंगे। ऐसी स्थिति में सभी सरकारी उपक्रमों में बिना अपवाद के प्रबन्ध समितियों में मजदूरों के प्रतिनिधियों को अनिवार्यतः लिया जाये—इस नीति पर सरकार चलने के लिये तैयार है या नहीं ?

THE MINISTER OF LABOUR AND REHABILITATION (SHRAM AUR PUNARVAS MANTRI) (SHRI R. K. KHADILKAR) : The hon. Member has put two questions. The first is regarding recognition of unions. He is well aware that the conference of trade union leaders was convened with a view to find out a common approach to the question of recognition and bargaining by them. There was divergence of views on whether it should be by a ballot, as the hon. Member would like to have it, or by the present method of verification. In order to get further clarification from all parties concerned, the labour leaders are discussing this matter among themselves, and I hope that they will reach some unanimous conclusions. For, as the hon. Member knows, before we take final decisions at the tripartite meeting, if we get some unanimity, then consensus is possible, on the basis of which Government could take a decision ultimately.

Regarding the Prabandhak Committee, I think the hon. Member is referring to management. I have already made it clear that Government have taken a decision regarding giving representation to the union representatives, excluding a few crucial industries like defence and others and we would like to give them representation...

SHRI S. M. BANERJEE : I have got a letter from Shri Jagjivan Ram, the Minister of Defence on this matter. I do not know how the hon. Member is saying this ..

SHRI R. K. KHADILKAR : The only question is how it is to be given. So far as the nationalised banks are concerned, there is a statutory provision and action is being

taken. In other places, we shall have to give some further thought regarding representation, because the questions of recognition of a union and the bargaining agent are interlinked with appointing some representative from the trade union to sit on the board of management, but it is being done.

श्री भोगेन्द्र झा : अध्यक्ष महोदय, एक मवाल और इसी से सम्बद्ध है। सरकार ने कुछ इस तरह का एलान करवा दिया था कि हड़तालो पर रोक, बंदिश लगा दी जायेगी, अब तक कीमतें बढ़ रही हैं, और अभी हम बहम कर रहे थे कि चीजों की कीमतें बढ़ रही हैं, जीवन-यापन के खर्चों में वृद्धि होती जा रही है तो क्या मंत्री जी यह एलान करने के लिये तैयार है कि सरकार, अभी की जो स्थिति है उगमे हड़तालों पर कानूनी रोक नहीं लगाने के लिये सोच रही है ? अभी हाल में बरीनी में दस हजार रेल मजदूरों की 35 दिन की हड़ताल हुई और श्रम मन्त्री की अपील पर सभी श्रमिकों ने अपनी हड़ताल को वापिस ले लिया। इस सम्बन्ध में मंत्री महोदय ने यह आश्वासन दिया था कि उन लोगों के खिलाफ कोई दमनात्मक कार्यवाही नहीं की जायेगी लेकिन क्या मन्त्री जी को यह सूचना मिली है कि वहां पर बड़े पैमाने पर दमनात्मक कार्यवाहियां चल रही है जैसे कि ब्रेक इन सर्विस है और गिरफ्तारियां हुई है.....

MR. SPEAKER : The hon. Member is asking for factual information on a specific matter. But the question is of a general nature. The main question is about evolving of a better labour policy...

श्री भोगेन्द्र झा : मैं सरकार को यह स्मरण दिलाना चाहता हूँ कि अगर वचन का पालन नहीं होगा तो फिर वचन का मोल क्या रह जायेगा।

अध्यक्ष महोदय : आपने एक जनरल क्वेश्चन पूछा था।

श्री भोगेन्द्र झा : वचन का पालन कैसे होता है, इस बात को भी आप देखें। आज

इन्दिरा जी के बारे में लोग कह रहे हैं—वादा किया वो निभाना पड़ेगा यानि चुनाव में उन्होंने जो वादा किया था उसको निभाना पड़ेगा। तो बरोनी के बारे में जो खूला गलन था उसका पालन सरकार करने जा रही है या नहीं ?

**अध्यक्ष महोदय :** आप बरोनी के लिए अलग से सवाल पूछें।

He should table a separate question on Barauni and not mix it up with this general question...If the Minister is very keen to answer and the Member is very keen to put it, what can the Speaker do ?

**SHRI R. K. KHADILKAR :** The first part of the question concerns banning strikes. There is no question of imposing a legal ban, but attempts are being made to create conditions under which strikes will not take place, because we want to bring about a period of strike-free economy for at least a few years more.

As for the second part of the question, though it is not relevant, as the Speaker has pointed out, I would request him to get in touch with me later.

**SHRI NIHAR LASKAR :** The intrusion of politics into industrial disputes has vitiated the atmosphere of industrial relations. I would like to know whether this subject cropped up in the discussions and, if so, whether any conclusion was reached against the intrusion of politics into industrial relations

**SHRI R. K. KHADILKAR :** It is very difficult in the trade union field to eliminate politics altogether. At the same time, efforts are being made to see that in the final analysis politics does not determine the course of action the trade unions are supposed to take. Therefore, although there are divisions, I would like to assure the hon. member that the attempt is at effecting unity and as far as possible, reducing the area of disagreement and bringing all the unions, whatever be their political affiliations, together for the common purpose.

**SHRI BISWANARAYAN SHASTRI :** Was the subject 'one union in one industry

discussed, and if so, what were the opinions expressed ?

**SHRI R. K. KHADILKAR :** One industry-one union is a most desirable thing, but in the present context it is not very feasible because conditions are not so conducive to that; there is division and fragmentation in the working class life because of various unions which prove ultimately detrimental to the interests of the workers. So an attempt is being made to see that the dominant union associates the other minority sections with them so that they negotiate with a type of composite representative character.

**श्री हुकम चन्द कछवाय** मैं आपके माध्यम से माननीय मंत्री से जानना चाहता हूँ कि जैसा मूक प्रश्न अर्थात् थ्रम नीशन निर्धारित करने के लिए केन्द्रीय कामिक संगठनों की बैठक के बारे में उत्तर देने हुए बतलाया कि कुछ बातों पर कान्फ्रेंस में निर्णय हो चुका है और कुछ बातों पर निर्णय नहीं हुआ क्योंकि उन पर कुछ आपत्ति थी तो वह कौन सी बातें हैं जिन पर निर्णय हो चुका है और कौनसी ऐसी बातें रहती हैं जिनपर कि निर्णय नहीं हुआ है। मैं दूसरी बात यह जानना चाहता हूँ कि क्या सरकारी उद्योग, गैर सरकारी उद्योग या अर्ध सरकारी उद्योग के अन्दर जो आनी आर्थिक स्थिति के खराब होने के कारण बन्द होने हैं तो उस कान्फ्रेंस में क्या इस बात की चर्चा हुई थी कि आर्थिक स्थिति के खराब होने के कारण से जो उद्योग बन्द होने जा रहे हैं ऐसे उद्योगों का स्वात्मित्व उन उद्योगों में लगे मजदूरों को सौंप दिया जाय ताकि वह ठीक से चल सकें ? क्या इस बात पर विचार किया गया है कि जिन उद्योगों में मशीनीकरण किया गया है उनमें इन मशीनों के कारण मजदूरों की जो छंटनी होती है वह छंटनी उनकी न की जाय क्या इस बारे में भी कोई चर्चा की गई है ?

**SHRI R. K. KHADILKAR :** As for the first question regarding the conference, he must have seen from the papers that a major decision was taken but a final decision was

not taken regarding the selection of a bargaining agent. Until we reach a final decision on this, no further progress is possible. But I must say from the temper and tone of the debate and the final conclusions and response shown by the trade union leadership that we will arrive at a decision acceptable to all concerned regarding the bargaining agent. That will put an end to that problem.

Regarding closure and other matters, I have made a mention of it. There were a number of closures, not always because of the fault of the trade unions or workers but because of fraud and other things. We are examining that issue.

श्री हुकम चन्द कछवाय : मैंने मंत्री महोदय से यह भी पूछा था कि जिन उद्योगों की आर्थिक स्थिति खराब है और उनके कारण वह बंद होने लगते हैं तो क्या सरकार हम बात के लिए विचार कर रही है कि ऐसे उद्योगों का स्वामित्व उन उद्योगों में लगे हुए मजदूरों को दे दिया जाय। वहाँ पर लगे हुए मजदूरों को उन उद्योगों का मालिक बना दिया जाय ताकि वह ठीक से चल सकें और हमारे जिन उद्योगों में मशीनीकरण होने के कारण मजदूरों की छंटनी की जाती है वहाँ पर मजदूरों की छंटनी न की जाय हम पर भी कोई विचार किया गया है ?

SHRI R. K. KHADILKAR : There are closures and some industries are in the red, but even then, in textile mills we have taken steps so far as sick mills are concerned to take them over. No decision has been taken on the question whether they should be handed over to the workers to be run by them.

SHRI S. M. BANERJEE : A declaration signed by all the trade union centres and various federations was handed over to the hon. Minister at the time of the conference on 20th of this month, where they have said that there should be no wage freeze and no ban on strikes, and in case these two things are not accepted by the Government, the trade unions will not co-operate. I want to know whether Government have taken a

final decision not to impose any wage freeze or ban on strikes.

SHRI R. K. KHADILKAR : I have seen the declaration to which the hon. Member is also a signatory. That declaration is a sort of thesis giving the picture of our economy and what should be done, but we are functioning in a certain socio-economic complex and we are bound by democratic methods, and there are certain limitations. That point I have made clear. Regarding the question of wage freeze and ban on strikes, nobody has raised that question at all. There is no question of wage freeze anywhere even mentioned, nor is there any question of banning strikes, but we want to create conditions where there would not be any strike and where wages would be linked more to productivity. That is our effort.

SHRI RAJA KULKARNI : Has the Government decided to scrap the existing machinery of conciliation and arbitration under the Industrial Disputes Act, and if so, is the Government thinking of bringing forward any new legislation to enforce it ?

SHRI R. K. KHADILKAR : Nothing has been decided on this point. There was a certain amount of common ground regarding collective bargaining and conciliation, but the main point of difference is what should be the settlement machinery. On that there was no unanimity. But on one point ultimately a certain amount of common ground was discovered, that is that we should have some machinery to settle disputes, and Government should not abdicate its position in such a situation.

SHRI DINEN BHATTACHARYYA : Just now the Minister said that the final decision will be taken by the Government after a consensus is arrived at regarding the bargaining agency and the question of recognition, and that in the meantime the existing system will continue. What is the existing system and what steps did Government take before sending this year the labour representative to the ILO in which the Minister also participated ?

SHRI R. K. KHADILKAR : So far as the machinery is concerned, the present

machinery has representatives of the trade union leaders.

**SHRI DINEN BHATTACHARYYA :** What is the machinery to determine the representative character ?

**SHRI R. K. KHADILKAR :** Verification is the machinery. In 1968, if I mistake not, verification had taken place and in the current year we shall have the second verification. Verification will be done to determine the representative character. I know the breakaway (*Interruptions*). The trade union leaders know it very well.

**MR. SPEAKER :** When you put a question, you should try to be as concise and brief as possible. The question may be linked with previous parts if you want ; they may be linked together but it must be one single question. The Minister should also avoid giving long replies.

**SHRI R. K. KHADILKAR :** There are four questions in one question.

**MR. SPEAKER :** Much depends on you also ; if you give a long reply it becomes more difficult for you. We go to the next question.

#### Closure of Collieries in Asansol Coal Belt

\*93. **SHRI B. K. MODAK :** Will the Minister of LABOUR AND REHABILITATION (SHRAM AUR PUNARVAS MANTRI) be pleased to state :

(a) whether the attention of Government has been drawn to the large-scale closure of collieries in Asansol Coal belt during the last one year ;

(b) the total number of collieries closed down from 1970 upto date ;

(c) the total number of employees rendered jobless due to the same ; and

(d) the action Government propose to take to reopen these collieries ?

**THE DEPUTY MINISTER IN THE MINISTRY OF LABOUR AND REHABILITATION (SHRAM AUR PUNARVAS**

**MANTRALAYA ME UP MANTRI) (SHRI BALGOVIND VERMA):** (a) and (b). Attention of the Government has been drawn to the closure of 15 collieries out of about 200 collieries in the Asansol Coal belt.

(c) 8000 approximately.

(d) Out of these 15 collieries, 5 collieries were got re-opened due to the persuasive efforts made by the Officers of the Central Industrial Relations Machinery and one by bi-partite settlement.

**SHRI B. K. MODAK :** It is evident from the reply of the hon. Minister that there has been widespread closure of collieries in the Asansol belt. What are the reasons for the closure of the collieries and what steps have the Government taken to open the collieries which are still closed ?

**SHRI BALGOVIND VERMA :** Out of 200 about 15 collieries were closed and out of them five had been reopened. There are many causes for the closure : serious mining difficulties, financial losses, exhaustion of the coal, etc. Under the circumstances we cannot compel the closed collieries to start again. Efforts are being made to find out whether they could be opened or not but we cannot compel them.

**SHRI B. K. MODAK :** What steps have the Government taken to see that proper compensation or retrenchment benefit is given to the miners of the closed mines by the management ?

**SHRI BALGOVIND VERMA :** Under the Industrial Disputes Act there is provision that if a worker has worked for more than a year in an undertaking, subject to the provisions of sub-section (2) he is entitled to notice and compensation in accordance with the provisions of section 25 (f) of the Act. If a worker is retrenched under section 25 (f) he will get one month's notice and wages as a condition of retrenchment. So, when there is retrenchment, then these sections apply. But when the collieries have been closed, then we cannot compel them to make any payment as a condition precedent.