

LOK SABHA

Thursday, August 10, 1972/Sravana 19,  
1894 (Saka)

*The Lok Sabha met at Eleven of the Clock*

[MR. SPEAKER in the Chair]

ORAL ANSWERS TO QUESTIONS

Joint Management Councils in Public  
Sector Undertakings

\*161. SHRI J. MATHA GOWDER :  
Will the Minister of LABOUR AND RE-  
HABILITATION be pleased to state :

(a) whether Joint Management Councils  
have been set up in all the Public Sector  
Undertakings ;

(b) if not, the reasons for not doing so ;  
and

(c) the number of Public Sector Under-  
takings in which the Joint Management  
Councils have not been set up as yet ?

THE DEPUTY MINISTER IN THE  
MINISTRY OF LABOUR AND REHABILITATION (SHRI BALGOVIND VERMA) :  
(a) to (c). Joint Management Councils are  
set up by voluntary agreement between the  
employers and workers and so far such  
councils have been set up in 31 public sector  
undertakings. The scheme of Joint Manage-  
ment Councils has not made much headway.  
This may be due to the persistence of the  
habits and institutions inherited and failure to  
alter them radically.

SHRI J. MATHA GOWDER : What  
steps have been taken by this radical Govern-  
ment to alter the inherited habits and insti-  
tutions so that Joint Management Councils  
are set up in all the remaining public sector  
undertakings ? And how long Government  
propose to take shelter under the plea of  
inherited habits and institutions ?

THE MINISTER OF LABOUR AND  
REHABILITATION (SHRI R. K. KHADIL-  
KAR) : It is clear from the reply that,  
though every effort was made, neither the  
workers nor the management have taken the  
Joint Management Council set-up sincerely, as  
we desired. It would help them. After the  
report of the National Labour Commission,  
we are examining the whole question of joint  
consultation. As the hon. Member is aware,  
there are works committees. Now we will be  
having representation on the Board of Manage-  
ment itself. So, in a situation like this, this  
has been unsuccessful.

SHRI J. MATHA GOWDER : If the  
scheme of Joint Management Council has not  
made much headway, is it due to the fault  
of the management or the public undertakings  
or is it due to the fault of workers ? And if  
there are drawbacks in the scheme itself,  
what have Government done to rectify  
these ?

SHRI R. K. KHADILKAR : As I have  
made clear, workers do not respond. It is  
not the fault of the management. They do  
not discourage them from having Joint  
Management Councils. But the idea is  
that the workers themselves should take the  
lead and help in formation as well as in  
taking advantage of the Council for their  
purposes.

श्री रामसिंह भाई : क्या माननीय मंत्री  
जी को यह ज्ञात है कि श्रम पक्ष को सद्युक्त परि-  
षदों में कोई अधिकार नहीं है, केवल एक कैंटीन  
कमेटी जैसी वह है, इसकी उचित जांच करायेंगे ?

SHRI R. K. KHADILKAR : As I have  
said, this matter was examined by the  
National Labour Commission and they have  
made certain recommendations. They have  
taken this aspect also into consideration  
because Joint Management Councils have very  
limited power.

श्री हुकम चन्द कछवाय : माननीय मंत्री जी  
ने अनेकों बार इस बात को कहा है कि एक ही

उद्योग में एक ही यूनियन यदि होगी तो उद्योगों में शांति होगी। हम इस फार्मूले से कार्य करने को तैयार हैं। जिस प्रकार से पालियामेंट में भी सभी पार्टियों के लोग हैं, इसी प्रकार हर एक उद्योग में जितने विचारों के लोग हैं उन को वहां अधिकार मिले प्रतिनिधित्व का, उसके आधार पर यह परिषद् पुनर्गठित की गई तो मैं ऐसा मान कर चलता हूँ कि काफी अच्छे ढंग से सारी व्यवस्था हो जाएगी। तो यह प्रथा भाप लागू करने जा रहे हैं क्या ?

**SHRI R. K. KHADILKAR :** What the hon. Member has suggested is under active consideration of the Government and we would very much like industries to have one representative union so that the present anarchic or chaotic condition can be removed.

**श्री मूलबन्ध ढागा :** क्या माननीय मंत्री जी बताएंगे कि जो प्रबन्धक बदलते हुए जमाने के साथ बदलना नहीं चाहते हैं उनके खिलाफ कोई कदम आपने उठाया है ? वह मजदूरों के साथ बैठना पसंद नहीं करते हैं। आपने कहा कि उनकी कुछ आदतें ऐसी हैं तो क्या उनकी आदतों में कुछ परिवर्तन हुआ या नहीं ?

**SHRI R. K. KHADILKAR :** So far as the Management Councils are concerned, I would not like to blame the management. Of course, there are some managements which are not very co-operative, but, by and large it is not correct to say that all managements are like that.

**SHRI DINEN BHATTACHARYYA :** In the course of his statement, Mr. Khadilkar, the Labour Minister has stated that there are already some statutory committees like the Works Committee and the Canteen Committee and the workers have no confidence in these committees and as such, the Government is not in a position to state now whether the Joint Management Council will serve any purpose or not. So, may I know what concrete steps the Government want to take at least to see that the decisions taken by the Works Committee are binding on both the workers and the management ?

**SHRI R. K. KHADILKAR :** The hon. Member is fully aware that because of the multiplicity of the unions, quite often the management takes advantage of the position and nothing is implemented. But, I know quite a number of cases where these proposals were implemented. There are some where these are not implemented. But, as I said we are going to have a comprehensive legislation on this subject.

**SHRI INDRAJIT GUPTA :** The hon. Minister must be aware that during the last session of Parliament, the Public Undertakings Committee has submitted a report on Personnel Policies. I would like to know from him whether his Ministry has made a study of the specific recommendation in the PUC report to the effect that in all public sector undertakings there should be set up joint committees on an elective basis and whether his Ministry has brought this to the notice of the other employing Ministries of the Government of India and if so, what is their reaction thereto ?

**SHRI R. K. KHADILKAR :** I have seen this recommendation and we are considering how to implement it.

**SHRI PILOO MODY :** How long will you consider it ?

EPF Arrears with Companies in West Bengal

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\*162. **SHRI AJIT KUMAR SAHA ;**  
**SHRI JAGDISH BHATTACHARYYA :**

Will the Minister of LABOUR AND REHABILITATION be pleased to state the names of the companies and the amount of Employees Provident Fund dues of workers lying with them in arrears in West Bengal ?

**THE DEPUTY MINISTER IN THE MINISTRY OF LABOUR AND REHABILITATION (SHRI BALGOVIND VERMA) :** The Provident Fund Authorities have reported that information regarding the Provident Fund dues payable by each company is not readily available. However, a statement showing the names of and amounts due from un-exempted establishments in default of payment of provident fund