

LOK SABHA

Thursday, April 1, 1971/  
Chaitra 11, 1893 (Saka)

*The Lok Sabha met at Eleven  
of the Clock*

[MR. SPEAKER in the Chair]

MEMBER SWORN

SHRI K. BALATHANDAYUTHIAM  
(Coimbatore)

ORAL ANSWERS TO QUESTIONS

A. I. T. U. C. demand to improve  
Industrial Relations

\*67. DR. RANEN SEN : Will  
the Minister of LABOUR, EMPLOYMENT  
AND REHABILITATION be pleased to  
state :

(a) whether the All-India Trade Union  
Congress has demanded disbandment of the  
Indian Labour Conference and setting up  
of a body with high Level representative  
of all the Trade Union Centres, Employees'  
Federations and Employees' Organisations  
to work out a new basis for industrial rela-  
tions in the country ; and

(b) if so, Government's reaction thereto ?

THE MINISTER OF LABOUR, EM-  
PLOYMENT AND REHABILITATION  
(SHRI R. K. KHADILKAR) : (a) No, Sir.

(b) Does not arise.

DR. RANEN SEN : Is it known to the  
Government that most of the central trade  
union organisations are skeptical of the  
National Labour Commission's recommenda-  
tions and that the AITUC in particular has  
written to the Government that the

recommendation on the National Labour  
Conference, namely, setting up of tribunals  
etc. is a time killing device, that the so-  
called consensus evolved through the Indian  
Labour Conference, the tripartite bodies, are  
standing obstacles to the working class  
movement and only helps the employers  
and that the AITUC instead demanded  
promotion by the Government of bipartite  
negotiations between the employers and the  
employees such as steel agreement, life in-  
surance corporation employees agreement,  
etc. and reorganise the Indian Labour Confe-  
rence in the best method possible to make  
it useful ? If so, what is the Government's  
reaction to that ?

MR. SPEAKER : The question should  
elicit information, not pass on information to  
the Minister.

DR. RANEN SEN : I am asking whether  
the Government is aware of this or not.

SHRI R. K. KHADILKAR : We have  
not received any communication from the  
AITUC demanding the disbandment of the  
Indian Labour Conference and setting up a  
body with high level representatives of all  
the trade unions. The hon. Member referred  
to some sort of a communication. The  
Labour Conference is a tripartite body.  
Though at one stage in 1969 Mr. Dange,  
their leader in the AITUC, dissociated himself  
from the conference, since then AITUC has  
participated on some committees. The main  
question you have posed is whether in view  
of the recommendations of the National  
Labour Commission it would not be desirable  
to make consultations more broadbased.  
I would like to point out to the hon.  
Member that we are in constant touch with  
the labour leaders apart from the All-India  
Trade Union Congress and other all-India  
organisations. We would like to consult them  
and prepare the ground. As the President

himself has been pleased to say in his Address :

"consult leaders of trade unions and managements in order to evolve sound industrial relations and to secure increased productivity consistent with a fair deal for labour. Improvement in industrial relations is as vital as capital and technology for increasing output."

Therefore, I would like to assure the hon. Member that to achieve this objective, we will certainly take early steps to invite not only the all-India bodies but leaders of other independent trade unions as well as trade union centres, and after preparing the ground, sometime in the month of May, would certainly have a sort of formal conference where all the issues raised by the hon. Member could be discussed.

But our main object is,—I would like to assure the hon. member, and I think he shares that objective—that we want to ensure better industrial relations and industrial peace so that the broad social objective before us could be achieved with full participation of all parties concerned.

DR. RANEN SEN : Just now, the hon. Minister said that the Government of India would try to broaden the basis on the recommendations of the National Labour Commission. If that is the objective of the Government of India, may I know whether there would be a special consultation, specially on the basis of the recommendations of the National Labour Commission whose recommendations mostly have been rejected by other trade union bodies, not only the All-India Trade Union Congress but the other federations of bank employees, insurance employees, defence employees etc. ?

SHRI R. K. KHADILKAR : As I said earlier at this meeting, where representatives of all the trade unions as well as representatives of the All-India bodies, not only the three but the breakaway new faction of the CPM-C.I.T.U. as they call it—will gather, all these matters will be discussed there with a view to bringing about a certain consensus so that we could later on, when we meet in the annual labour conferences, find it useful and we will achieve some results.

SHRI A.N. VIDYALANCAR : What steps do the Government want to take to make the decisions of the Indian Labour Conference effective and put them into practice, because so far, many of the decisions have not been put into practice ?

SHRI R. K. KHADILKAR : All these steps that are taken, are taken on the basis of the consensus in these tripartite organisations. So far as we could see, most of the decisions were given effect to. If the hon. Member could put to me any particular point that was raised, accepted in the conference and not given effect to, then I will look into it.

श्री हुकम चंद कछवाय : मैं आप के माध्यम से मंत्री महोदय से जानना चाहता हूँ कि जब यूनियनों को मान्यता देने की जो शर्तें हैं उनको भारतीय मजदूर संगठन ने सारे देश में पूरा कर दिया है तब क्या इस सम्मेलन में भारतीय मजदूर संगठन के प्रतिनिधियों को बुलाने का विचार सरकार रखती है। यदि हाँ, तो क्या मंत्री महोदय उनको इस बात की सूचना देंगे।

SHRI R. K. KHADILKAR : The National Labour Commission had something to say on this point. They have recommended as follows: the representation at the tripartite should be restricted as the first step to those central organisations only which have a membership of at least 10 per cent of the unionised labour in the country.

"There should be a review every year to accord representation to organisations on this basis."

Keeping this broad criterion in view, certainly this point will be considered if the organisation to which the hon. member referred fits into this category.

SHRI S. M. BANERJEE : May I know whether the hon. Minister has gone through the various recommendations of the National Labour Commission and whether one of the

recommendations, which is most reactionary is that strikes in public undertakings and essential services should be banned? The hon. Minister knows that whenever there has been a ban on any strike, there have been more strikes. That is the history of other countries. Is he aware that all the trade union organisations belonging to defence, railways, etc. have all resented the recommendation? If so, what is the reaction of the Government to this most reactionary recommendation? Will Government reject this particular recommendation lock stock and barrel?

**SHRI R. K. KHADILKAR :** This is one of the recommendations and he is aware that Government has not acted on that basis. It is not a question of banning strikes. Government's effort is to create conditions building by better relationship with the employees so that strikes, though not banned, will not take place. That is the objective.

**SHRI S. R. DAMANI :** It is a fact that better labour relations are very essential for the country, specially for a developing country. But may I know whether importance will be given to production along with wages or not, so that the inflationary trend may be checked? At present there is great uncertainty about the labour because of strikes. May I know whether wages will be linked with production and whether wages will be revised once a year, so that loss of production is avoided?

**SHRI R. K. KHADILKAR :** So far as the suggestion that there should be emphasis on productivity is concerned, every effort is being made to emphasise this aspect while settling disputes or in discussions with labour leaders that if we want to build our economy and achieve our social objectives, they should also cooperate. But this aspect of productivity and incentive will be a part of the general policy, and I do not think labour leaders will disagree with this. Regarding annual revision of wages, it is very difficult just to accept this proposition like that.

**SHRI C. M. STEPHEN :** Emerging out of the answer of the minister, I want a clarification. He said that Government are thinking of convening a conference of certain organisations and after that they may think of some other forum. May I know whether Government contemplates the institution of

any particular forum by way of replacement of the present Indian Labour Conference and Standing Labour Committee?

**SHRI R. K. KHADILKAR :** The present tripartite machinery and the All India Labour Conference are to remain. But there was a suggestion that in view of the changed context of the situation it should be made more broad-based. I suggested in reply to that, keeping in view the present context of the situation, after informal discussion with the trade union leaders, not only of All-India organisations but also of other we are considering the convening of a conference with a view to strengthening the forces of labour so that they will be more willing partners in our national objective and thereby we can ensure peace and better industrial relations.

**Propagation of Nationalist Ideas over A.I.R.**

\*68 **SHRI R. P. ULAGANAMBI :** Will the Minister of INFORMATION AND BROADCASTING be pleased to state :

(a) whether Government have received any representation about providing opportunity to propagate nationalist ideas over All India Radio; and

(b) if so, Government's reaction thereto?

**THE MINISTER OF STATE IN THE MINISTRY OF INFORMATION AND BROADCASTING (SHRIMATI NANDINI SATPATHY) :** (a) No Sir. However, one of the objectives of various AIR's programmes has always been to promote a secular outlook, scientific temper and rational approach to problems.

(b) Does not arise.

**SHRI R. P. ULAGANAMBI :** In a country like ours, where the literacy rate is very low and the hold of blind following of a bygone tradition is enormous, we should inculcate in the minds of the people the spirit of inquiry and rational approach to all the problems. Unless superstition is fought and obscurantism is removed, it is very difficult to have scientific thinking and scientific outlook. Will the government consider allocation of some time in the All India Radio for the propagation of rational