

(v) Allowing SAIL to have a minority shareholding in any joint venture contemplated for revival of Indian Iron and Steel Company (IISCO).

(f) The revival packages for Government undertakings vary from case to case.

### **Setting up of Steel Plants in Orissa**

1156. SHRI ANANTA SETHI: Will the Minister of STEEL be pleased to state:

(a) whether the proposal to set up some steel plants in the State of Orissa is pending with Government;

(b) if so, the number of steel plants proposed to be set up in that State;

(c) the sites selected for the purpose; and

(d) the steps taken to expedite the establishment of those steel plants?

THE MINISTER OF STATE IN THE MINISTRY OF STEEL (SHRI DILIP RAY): (a) No, Sir.

(b) to (d) Do not arise in view of (a) above.

### **Workers' Participation in Management**

1157. SHRI RAMACHANDRA KHUNTIA: Will the Minister of STEEL be pleased to state:

(a) what is Government's policy on workers' participation in management in the public sector steel plants of the country; and

(b) the details of steps taken or proposed to be taken in this regard and to set up a proper consultative machinery with the trade unions of public sector steel plants?

THE MINISTER OF STATE IN THE MINISTRY OF STEEL (SHRI DILIP RAY): (a) and (b) The Government's policy on workers' participation } management was notified by Ministry of Labour on 30.12.83. In the public sector steel plants, a well established system of workers' participation in management has been in existence since the early 1970's. This system, which operates at both formal and informal levels, has led to peaceful and harmonious " industrial relations in the public sector steel industry. The formal system operates at 5 levels, viz., National, Corporate, Plant, Zonal and Shop Floor levels.

[6 March, 2000]

RAJYA SABHA

The details of Committees at various levels are as under:—

National Level	: National Joint Committee for Steel Industry (NJCS), Joint Committee on Safety, Health & Environment in Steel Industry (JCSSI).
Corporate Level	: Joint Committees on Production and Productivity.
Plant/Unit Level	Plant level separate Committees on Production, Safety, Grievance, Welfare besides Sports, Education, Medical, Canteen, township etc.
Zonal Level	Separate Committees on Production, Safety, Grievance, Welfare besides Sports, Education, Medical, Canteen, Township etc.
Shop Level	: Separate Committees on Production, Safety and Welfare.

The informal system of workers' participation in decision making operates through Quality Circles, Suggestion schemes, Shop-Improvement Groups and by direct contribution of employees to production and productivity at the shop-floor.

The national Level Bipartite form in the Steel Industry, viz., National Joint Committee for Steel Industry (NJCS) has emerged as a unique forum, which comprises of management and workers' representatives both from public and private sector (TISCO) including Central and Plant level and the All-India Unions Representatives from the Steel Industry, such as, INTUC, AITUC, HMS, CITU and other recognised trade union organisations of the steel plants. The cooperation, mutual trust and joint decision making in NJCS has percolated down to the Shop Floor level Committees and has helped in reinforcing healthy industrial relations climate and bipartite culture. This has led to enhanced production and productivity in the steel Industry.

#### **Clearance of Turnaround Plan for VSP**

1158. SHRI YADLAPATIVENKAT RAO:  
SHRI SOLIPETA RAMACHANDRA REDDY:  
SHRI RAMACHANDRAIAH RUMANDLA:  
SHRI C. RAMACHANDRAIAH:

Will the Minister of STEEL be pleased to state: