

**DISCUSSION ON THE WORKING  
OF THE MINISTRY OF LABOUR—  
Contd.**

THE VICE-CHAIRMAN (SHRI  
BHASKAR ANNAJI MASODKAR):  
Now we will proceed with the dis-  
cussion on working of the Ministry of  
Labour. Mr. J. P. Mathur.

**श्री जयवीर प्रसाद साधु (उत्तर प्रदेश)**  
श्रीमान, वह वर्ष हिन्दुस्तान में मजदूर  
आन्दोलन का सैक्युरी का वर्ष है। ठीक  
आज से लगभग सौ साल पहले 1980 में  
सबसे पहले बाम्बे मिल एंड एसोसिएशन  
बना था। इस तरह से लगभग पूरे सौ  
साल इस आन्दोलन को हो गए। इस  
काल में मजदूर आन्दोलन ने बहुत से उतार  
चढ़ाव देखे हैं। न तो दुनिया की वह  
स्थिति रही है जो कि मार्क्स ने जिस  
नीति की कल्पना की थी और न वह  
हालत जैसी है जो कभी केप्टलिस्ट कंट्रीज  
ने किया होगा। हम लोग एक ऐसे दौर  
के अन्दर आकर खड़े हुए हैं जिसमें बहुत  
संभलकर एक-एक बदल उठाना पड़ेगा।  
खास तौर से हमारी जो औद्योगिक नीति  
आयी है उसकी घोषणा से सारे मजदूर  
वर्ग के अंदर एक बेचैनी फैली है।  
वे यह नहीं कहता कि आपकी जो औद्योगिक  
नीति है वह गलत थी, मेरे दल ने  
उसको मोटे तौर से स्वीकार किया था।  
अगर जिसको यह कहें कि माइक्रो प्लानिंग  
की दृष्टि से हमने स्वीकार किया है लेकिन  
बहुराई से माइक्रो प्लानिंग के आधार पर  
जायेंगे तो शायद उसमें बहुत सी खामियां  
निकलेंगी। इसलिए मैंने कहा है कि आपकी  
नयी औद्योगिक नीति की घोषणा के  
बाद मजदूरों के अंश में एक बेचैनी फैली है,  
इसका यह हरगिस मतलब नहीं है कि  
आपकी जो औद्योगिक नीति है, वह गलत है  
है। लेकिन हमें संभलकर चलना होगा  
जब आप उसको लागू करेंगे। मेरी एक  
चिंता है बढ़ गयी है। मैंने आज समाचार  
पत्र में पढ़ा कि फिक्की के नये अध्यक्ष  
बने हैं। उनका आज बयान है। उन्होंने  
कहा है कि कम से कम पांच प्रतिशत  
मजदूरों की छटनी करने का अधिकार  
कारखानेश्वर को दिया जाना चाहिए।

मुझे ताज़्जुब है कि पहले-पहले आते ही  
फिक्की के सैयरमैन ने ऐसा बयान दे  
किया। क्या सरकार इस प्रकार की नीति  
को अपनाने को तैयार है? उन्होंने आज  
बयान में यह भी कहा है कि सरकार  
को एग्जिस्ट पोलिसी की घोषणा करनी  
पड़ेगी पोलिसी का अर्थ है कि सरकार  
जो बंद होने वाले कारखाने हैं, बीमार  
बीमार कारखाने हैं, उनके बारे में क्या करेगी?  
मैं जानता हूं कि कोई भी सरकार उद्योग  
नीति की घोषणा के साथ-साथ एक्जिस्ट  
पोलिसी की घोषणा करना कठिन मानेगी,  
नहीं कर सकती लेकिन दो-चार चीजें तो  
करनी ही होंगी क्योंकि जैसे मैंने कहा  
कि बेचैनी फैली है। क्या आप उसी  
रूप में कारखाने चलाने को उद्योग  
हैं जिस रूप में अभी चल रहे हैं।  
आपकी उद्योग नीति ने बहुत से सवाल  
खड़े किए हैं। जो सिक कारखाने होंगे,  
उनका क्या करेंगे? मेरे पास रिपोर्ट  
है बोर्ड फॉर इंडस्ट्रियल एंड फाइनेंशियल  
रिकंस्ट्रक्शन की। इसमें बहुत सी रिक-  
मंडेशन की गई हैं। मैं समझता हूं कि  
मंत्री महोदय ने उनको पढ़ा होगा।  
इसमें मुख्यतः कहा गया है कि बहुत  
से कारखाने बीमार इसलिए होते हैं  
कि कारखानेदार या मालिक जान-बूझकर  
उनको बीमार करते हैं। दूसरा, इसमें  
यह भी कहा गया है कि जो सरकारी  
और दूसरे कारखाने बीमार होते हैं  
उनका कारण केवल लापरवाही और  
इनेफिशियेंसी है।

तो मैं आपसे पहला आश्वासन यह  
चाहूंगा कि आज की जो घोषणा हुई  
है फिक्की के अध्यक्ष की कि पांच परसेंट  
तक छटनी करने की इजाजत दे देंगे,  
ऐसा नहीं होने दिया जाएगा। अगर  
ऐसा होने दिया गया तो इसका यह  
अर्थ होगा कि लाखों मजदूर छटनी  
के अंदर निकाल दिए जाएंगे। जो नई  
नीति है उसके अंतर्गत उनको निकाल  
दिया जाएगा। इसी तरह जो बीमार  
कारखाने हैं उनके बारे में कुछ कहा  
गया है। कारखाने बीमार क्यों होते हैं,  
कारण क्या हैं जैसा मैंने कहा कि  
जान-बूझकर लोग कारखानों को बीमार  
कर देते हैं। फिर उसके साथ सवाल

[श्री जगदीश प्रसाद माथुर]

आता है कि कारखानों की आज क्या स्थिति है और आप कारखानों की मिल्कियत कैसे चाहते हैं जैसा मैंने कहा कि उद्योग नीति में भी यह कहा गया है कि अहिस्ता-अहिस्ता जो सरकारी कारखानेदारी है, उसको कम करेंगे। अगर सरकारी कारखानों को कम करेंगे तो किसको देने मेरा सुझाव है कि मजदूर को दिया जाना चाहिए। आपने माना है कि मजदूर को देना चाहिए अगर आप कई बार कहते हैं कि मजदूर कारखाना कैसे चला समते हैं। बात सच है लेकिन ऐसे उदाहरण हमारे पास हैं। एक उदाहरण सेंट्रल जूट मिल, कलकत्ता का है। यह कारखाना फायदे में चल रहा है। यह कल्पना पुरानी हो गई है कि सरकार ही कारखाने की मालिक हो सकती है या निजी उद्योगपति ही कारखाने का मालिक हो सकता है। यह कल्पना बेकार हो गई है, यह पुरानी पड़ गई है। कारखाने की मिल्कियत बहुत तरह की हो सकती है। जैसे उदाहरण के लिए कोआपरेटिव्स को दे दीजिए, लेकिन इसके बाद भी बहुत तरह की हो सकती है।

तो मेरा सुझाव यह है कि इंडस्ट्रियल कमीशन ऑन इंडस्ट्रियल ओनरशिप स्टार्ट किया जाना चाहिए, नई औद्योगिक नीति को लागू करने से पहले। चूंकि कारखाने बदलेंगे, उनकी शक्त बदलेगी, इसलिए उनकी ओनरशिप क्या हो, उनकी मिल्कियत क्या हो, सरकार इसकी जांच के लिए इंडस्ट्रियल कमीशन ऑन इंडस्ट्रियल ओनरशिप को स्थापना करे और उसके आधार पर आगे का ढांचा तैयार किया जाए।

सिक मिल्स के बारे में भी मैंने उल्लेख किया। अगर कोई मिल बीमार हो जाए तो उसमें से फ्रंटनी होगी। फिर उन मजदूरों का आप क्या करेंगे? इसी रिकमंडेशन पर मैं आता हूँ। इसमें कहा गया है और आपको भी यह स्वीकार करना चाहिए कि हर कारखाने में आप एक प्रकार से सेस लगा दें। उससे जो आमदनी होगी वह कारखाने

वालों के पास पड़ी रहेंगे और जब कारखाने के नवीनीकरण की वजह से या कारखाने के बीमार होने की वजह से फ्रंटनी होगी, दो सौ, चार सौ मजदूर निकाल दिए जाएंगे, इस सेस के द्वारा आप उन मजदूरों की सुरक्षा की व्यवस्था करें।

अब सवाल यह है कि इस नई इंडस्ट्रियल पालिसी के बाद आपने मल्टी नेशनल्स के लिए दरवाजे खोल दिए। आपने 51 प्रतिशत शेयर के बाद कोई सीमा ही नहीं रखी कि किसी प्रकार की रोक-टोक होगी। मुझे संदेह है कि जो ये मल्टी नेशनल्स हैं, ये हमारे देश में कोई भला करने के लिए आने वाले नहीं हैं। वे कोई दान खाता खोलने के लिए आने वाले नहीं हैं। एक पक्ष उसका यह है कि हमारी जो कंप्यूमर गुड्स हैं उन पर विदेशी कारखाने वाले छा न जाएं, इसको रोकना पड़ेगा। लेकिन इसके साथ ही मजदूरों का भी सवाल जुड़ा हुआ है। क्या उनको अधिक मजदूरी देकर, केवल नालच देकर आपने मजदूरों को उन कारखानों में भेजा और अगर भेजेंगे तो उन कारखानों का मालिक उनको बनने देंगे, इस बात का आश्वासन आप उनको देंगे? आपको नई उद्योग नीति तय करने पड़ेगी क्योंकि जब भारत में नए उद्योग लगेंगे तब 4, 5, 6 साल के बाद उन कारखानों में जब मजदूर होंगे उनको सुरक्षा के लिए आपको बंध करना पड़ेगा।

महोदय, बहुत से सवाल आपके सामने हैं। वर्कर्स पार्टिसिपेशन इन मैनेजमेंट का बिल 31.5.91 को इंट्रोड्यूस हुआ था, आज तक उसकी शक्त देखी नहीं। आप इसको लोक सभा में ले गए हैं या नहीं। मैं आश्वासन चाहूंगा कि इस बिल का आप क्या करने वाले हैं। इसी प्रकार से एग्जिक्यूटिव लेबर का सवाल है। उस बारे में मैं अभी नहीं कहता क्योंकि रूल लेबर बारे में आप नीति साद्व करने वाले हैं। कंस्ट्रक्शन लेबर बारे में भी मैं नहीं कहता क्योंकि वह बहुत लंबा सवाल है। लेकिन एक बात में जरूर कहना

चाहता कि 7 अगस्त, 1991 को मजदूरों के प्रतिनिधि फाइनेंस मिनिस्टर से मिले थे। उन्होंने सन्देश प्रकट किया था कि जो मल्टी-नेशनल्स आने वाले हैं उनके खिलाफ उनकी क्या सुरक्षा होगी। मैं पूछना चाहता हूँ कि पिछले महीने की 7 तारीख को फाइनेंस मिनिस्टर ने जो मजदूरों के प्रतिनिधियों को आश्वासन दिया है उसको आपने कितना आगे बढ़ाया है नहीं बढ़ाया है तो कितना आगे बढ़ाएंगे एक ओर बहुत बड़ा सवाल है। आज से कुछ साल पहले रिसोर्स मोबिलाइजेशन कमीशन था जो कि 1985-86 में बना था। आज वह डिफेक्ट हो गया है। मैं पूछना चाहता हूँ कि आप उसको क्या रिव्यू करेंगे क्योंकि मेरी जानकारी है कि पिछले महीने प्रधान मंत्री से मजदूरों के प्रतिनिधि मिले थे और उन्होंने कहा था कि 1985-86 से जो डिफेक्ट पड़ा हुआ है उसको चालू करेंगे यह ट्राइपाटाइट कमीशन है जिसमें मजदूरों, मालिकों और सरकार के प्रतिनिधि रहते हैं और वह सतत देखते रहते हैं। उसका काम एक बार रिपोर्ट देना नहीं है, खास तौर से पब्लिक सेक्टर के कारखानों की वह जानकारी रखते हैं। इसलिए मैं सुझाव देना चाहता हूँ कि पब्लिक सेक्टर के कारखाने सही ढंग से चले तो इस कमीशन को रिवाइज करना अत्यावश्यक है। मैं चाहूंगा कि मंत्री महोदय इसके बारे में स्पष्टीकरण करें।

आपका बोनस ऐक्ट है। सीलिंग आपने लगाई हुई है। आज वह बहुत पुराना हो चुका है, आज वह तरीका गलत हो गया है। इसको बढ़ाना होगा। आप इसको कितना बढ़ाएंगे, यह भी स्पष्ट करें। अभी आपका डियरनेस ऐलाउंस बढ़ गया है। क्या सी.पी.आई.—सी.पी.आई. से मेरा मतलब कम्यनिस्ट पार्टी आफ इंडिया नहीं है—को रिवाइज करेंगे. ६.६५ का आपने स्वीकार किया है। तो कोई अटोमेटिक सिस्टम बनाना चाहिए। (समय की घंटी)

श्रीमान्, आपने घंटी बजाना शुरू कर दिया। आपके राई में आ जाता हूँ, यह मेरी शराफत है।

THE VICE-CHAIRMAN (SHRI BHASKAR ANNAJI MASODKAR):  
How much time you want?

SHRI JAGDISH PRASAD  
MATHUR: A few minutes more, Sir.

श्रीमान्, मैं बोनस का जिक्र कर रहा था। आप 20 परसेंट के हिसाब से बोनस देते हैं और 3500 पर खत्म कर देते हैं। मेरा आग्रह है कि महंगाई बढ़ने के बाद इस तरीके को बदलना चाहिए, इसको बढ़ाना चाहिए। ट्राइ-पार्टीट इंडियन लेबर कांफरेंस, आई.एल.सी. है यह भी डिफेक्ट है, इसकी जो लेबर कमेटी है वह भी डिफेक्ट है। आपको स्मरण होगा कि आई.एल.सी. का पीरियड जो आपने नियत किया था वह 30 सितंबर को खत्म होने वाला है। मंत्री जी को याद न हो तो कर लें तो क्या इस पीरियड को बढ़ा कर नये सिरे से कारवाई शुरू करेंगे? मेरा आग्रह है आपको करना चाहिए।

क्योंकि आपने घंटी बजा दी है इसलिए बाकी चीजें छोड़ देता हूँ। मैं केवल एक बात और कह कर खत्म करूंगा। आपने मेम्बरशिप के आइडेंटिफिकेशन के लिए कुछ कायदा बनाया। वह 84 का बेस है वह बंद होना चाहिए, आपको रिवाइज करना होगा।

मैं अब अपने संगठन के बारे में बात कर लेता हूँ। भारतीय मजदूर संघ एक नेशनल रिकोगनाइज्ड बॉडी है लेकिन फिर भी भारतीय मजदूर संघ को सारी की सारी कमेटीज में प्रतिनिधित्व नहीं दिया जा रहा है। जो कोल कमेटी है उसमें रिप्रजेंटेशन है। लेकिन अन्य जगहों में नहीं दिया गया है। दूसरे संस्थाएँ जो पहले से रिकोगनाइज्ड है उनके लिये दलील यह दी जाती है कि क्योंकि रिकोगनाइज्ड हैं इसलिए उनकी इच्छा के बिना हम रिप्रजेंटेशन नहीं देंगे। जिनके लोग घट गये हैं, कम हो गये हैं और आपने रिकोगनिशन दिया हुआ है तो वह क्यों अपना रिकोगनिशन खोना चाहेंगे। लिहाजा अन्याय है भारतीय मजदूर संघ के साथ। आपको सभी स्तर पर उनको प्रतिनिधित्व देना आवश्यक है। बाई-परटाइट कंसल्टेटिव कमेटी है। मैंने इसका उल्लेख किया। यह केवल आपने कोल में स्वीकार किया है या स्टील में

[श्री जगदीश प्रसाद माथूर]

स्वीकार किया है। ऐसी बार्ड-परटाइट कमेटी सभी कारखानों में आप बनायें।

लेबर के संबंध में भारत लेबर के संबंध में बहुत से सुझाव आ चुके हैं उनको बोलता लेकिन एक ही दिन में दोनों बातें ही रही हैं इतना कह कर मैं यह आग्रह करूंगा कि नई औद्योगिक नीति के संदर्भ में मजदूरों के लिए बहुत सारे सवाल खड़े हो गये हैं। उन सवालों के जवाब के लिए सरकार को तैयार होना चाहिए और जो मैंने उस संदर्भ में सवाल खड़े किये हैं मंत्री महोदय उनका उत्तर दें।

THE VICE-CHAIRMAN (SHRI BHASKAR ANNAJI MASODKAR): Shri Ranjit Singh. Please be brief because the total time is over. Already we are in excess of the time allotted for clarifications.

SHRI RANJIT SINGH (Haryana): Sir, I will take only two minutes. I will try to finish it in a very short time.

माननीय उपसभाध्यक्ष महोदय, मेरे पहले बहुत से आन्तरिक सदस्यों ने लेबर मिनिस्ट्री पर काफी रचनात्मक सुझाव दिये हैं। मैं यह चाहता हूँ कि भारत का जिस तरीके का भौगोलिक और आर्थिक इन्फ्रास्ट्रक्चर है उसमें मैं यह कहता हूँ कि लेबर का बड़ा रोल है। इस देश का अगर सबसे ज्यादा अनुपात किसी व्यवसाय में लगा है तो वह लेबर में लगा है। मैं कुछ आंकड़े बता रहा हूँ। पूरे भारत में अगर देखा जाए टोटल पापुलेशन का कितना खेती में है और कितना मैन्युफैक्चरिंग में है तो भारत में टोटल अगर एक हजार वर्कर हैं तो उसमें से 510 आदमी खेती पर हैं, 425 ऐसे हैं जो मैन्युफैक्चरिंग में हैं और 65 आदमी ऐसे हैं जो सोशल सर्विसेज में हैं। मैं यह समझता हूँ सरकार को उनकी बेहतरी के लिए कुछ सकारात्मक कदम उठाने चाहिए।

दूसरे मैं आपको यह बताऊंगा कि जो लेबर हैं उसमें आर्गेनाइज्ड और

अनआर्गेनाइज्ड लेबर कितनी है। क्योंकि मैं देहात पृष्ठभूमि से आता हूँ और कृषि के बारे में ज्यादा ज्ञान रखता हूँ, इस स्थिति से मैं यह बताना चाहूंगा कि इस देश की टोटल आबादी कितनी है। 267 मिलियन लोग गांव में अन-आर्गेनाइज्ड लेबर में हैं। आर्गेनाइज्ड लेबर में 24 मिलियन हैं। जो अन-आर्गेनाइज्ड लेबर हैं उनके लिए कोई तरीका सैट-अप नहीं है जिससे उन्हें मजदूरी तैयार कर सकें, फाइनेन्शियल समझा सकें या किसी आर्गेनाइज्ड-वे में उनके वेल्फेयर के लिए कुछ काम कर सकें। मैं आपको बताता हूँ कि 1948 में डा. राधाकृष्णन ने एग्रीकल्चर युनिवर्सिटी सैट-अप करने के लिए रिक्-मेंडेशन की थी। 1948 के बाद इस बात पर किसी ने कोई सुझाव नहीं दिया और न आगे कोई कदम उठाया गया। मैं

समझता हूँ कि मानसिक रूप से गांवों 4.00P.M. में जो लोग रह रहे हैं वे बहुत अनपढ़ हैं और इस किस्म के लोग हैं कि अगर हम इंडिरियर में जाकर देखें तो पता चलेगा कि वे ऐसे लोग हैं जो गुलामी से भी नीचे की जिन्दगी बसर कर रहे हैं। उनके अपने राइट्स क्या हैं और हक क्या हैं, इसका उनको कोई पता नहीं है। ऐसे भी लोग हैं जिन्हें 4 रु. में लेबर के रूप में घर में रखा जाता है और उनसे 4 रु. में दिन रात काम लिया जाता है। मेरा लेबर मिनिस्ट्री को सुझाव है कि वे इस संबंध में कारगर कदम उठाये और अनआर्गेनाइज्ड जो लेबर हैं उसके लिए एक एग्रीकल्चर युनिवर्सिटी सैट अप की जाय जिसमें ऐसे लोगों को रास्ता दिखाया जाय कि उनके राइट्स क्या हैं, इयूटीज क्या हैं और उनके कितने अधिकार हैं और फाइनेन्शियल इंटेरेस्ट क्या हैं।

दूसरा मेरा जो सुझाव है उसके बारे में मैं पहले भी कह चुका हूँ, उसके बारे में सुप्रीम कोर्ट का जजमेंट भी आया था, उसमें श्री आर. एन. मिश्रा, चीफ जस्टिस और दूसरे जजों भी उनके साथ थे। यह शिवकाशी के मैच वर्कर्स के बारे में था। इस संबंध में मैं लम्बी बात नहीं कहना चाहता हूँ, सिर्फ आगे

मिनट में मैं अपनी बात कहना चाहता हूँ कि जैसे माइनिंग का काम है और जो इस तरह की दूसरी इंडस्ट्रीज हैं जिनमें छोटे छोटे बच्चे काम करते हैं, जिनकी टोटल आबादी 1 करोड़ 36 लाख 40 हजार 872 है, इनसे कास्टिट्यूशन का वायेंशन करके काम करवाया जाता है। यह काम इनके सेहत के लिए भी खराब होता है जैसे कारपेट वीविंग का काम है, माइनिंग का काम है, स्टोन क्वारिंग का काम है, फायर वर्क का काम है और जहाँ पर ब्लास्ट किये जाते हैं, ऐसे कामों को बच्चों से नहीं कराया जाना चाहिए क्योंकि बच्चे हमारे देश का भविष्य हैं। सरकार को इसको चैक करना चाहिए और बच्चों को ऐसे कामों से रोका जाय। दूसरी बात मैं यह कहूँगा कि अगर हम दूसरे देशों के फीगर देखें तो पता चलता है कि रूरल लेबर हर देश में डिक्लाइन हुआ है और अरबन लेबर का नम्बर बढ़ा है लेकिन इस देश में रूरल लेबर बढ़ा है और अरबन लेबर कम होता जा रहा है। मैं इस संबंध में फ्रैक्ट दे रहा है। जो नेशनल सर्वे हुआ है उससे पता चलता है कि 1972-73 में इस देश में 19 करोड़ रूरल लेबर था जब कि उसके मुकाबले में अरबन लेबर 3.85 करोड़ था जिसमें रूरल का प्रतिशत 83.7 प्रतिशत आता है और अरबन का 16.3 प्रतिशत आता है। 1977-78 में रूरल 5.96 था। 1987-88 में रूरल लेबर 83.91 था तो अरबन 16.1 था। 1983 में 24.31 करोड़ था तो अरबन 5.96 था। 1987-88 में रूरल लेबर 25.25 था तो अरबन 6.93 था। यह नेशनल सर्वे की फीगर है। हम 21वीं सदी की बात करते हैं और कहते हैं कि लोगों को नैसिक नीड्स दिये जाए। जो वेस्टर्न कंट्रीज हैं उनमें लेबर और मीनेजमेंट में जो कोऑर्डिनेशन है, वे जिस तरह से एक दूसरे का बेलफेयर करते हैं उसको देखने की जरूरत है वेस्टर्न कंट्रीज में जी सेकेण्ड, इंडस्ट्रियल रिवोल्यूशन हुआ, जिसमें वेस्ट जर्मनी है, फ्रान्स है, यू.के. है, यूगोस्लाविया है, इन देशों में लेबर को मीनेजमेंट में बोनस के रूप में पार्टिसिपेशन दिया गया है स्वीडन में

वर्कर्स को इक्विटी में भी बहुत परमिट किया गया है अमेरिका और जापान में मेजोरिटी केपिटल में वर्कर्स को मिलकियत दी गई है और वह पेंशन और फण्ड के रूप में दी गई है, जब कि हिन्दुस्तान में एक परसेंट भी इस प्रकार के उदाहरण नहीं मिलेंगे। मेरे कहने का मतलब यह है कि बाकी बातों में हम उन देशों का मुकाबला कर सकते हैं तो इस मामले में भी हमारी लेबर मिनिस्ट्री को कारगर कदम उठाने चाहिए। हमारे एम्बेसडर्स हर जगह हैं और अन्य आदमी भी हैं, वे मालूम कर सकते हैं वे देश कैसे काम कर रहे हैं। उन लाइन्स पर और उनके पैटर्न पर गवर्नमेंट आफ इंडिया को भी एफर्ट्स करने चाहिए।

अब मैं पब्लिक अम्बरटेकिंग का जिक्र करूँगा। इस संबंध में माथुर साहब ने भी जिक्र किया है। मैं समझता हूँ कि गवर्नमेंट इंडिया की जो इंडस्ट्रीज हैं उनमें 48 इंडस्ट्रीज ऐसी हैं जिनको हेवी इंडस्ट्रीज कहा जा सकता है, जैसे माहति उद्योग है, बी.एच.ई.एल. है, जिनमें करोड़ों रुपयों का इन्वेस्टमेंट है। वाइस-चेयरमैन साहब, मैं आपसे माफी मांगते हुए यह बताना चाहूँगा कि इन 48 इंडस्ट्रीज में से 40 इंडस्ट्रीज से भी ज्यादा 43 इंडस्ट्रीज ऐसी हैं जो घाटे में चल रही हैं। ये ऐसे पब्लिक अम्बरटेकिंग हैं जिनका घाटा हजारों करोड़ों रुपयों में है। साल का 7-8 हजार करोड़ का घाटा है। इसको सरकार किसी तरह से चैक नहीं करती और यह न कभी रिब्यू होता है। हम दूसरी बातों पर अपनी इनर्जी लगा रहे हैं और इसकी तरफ कोई नहीं देख रहा है। इसको आप देखें। आप किसी हाई वे से निकल जायें, मथुरा की तरफ, आगरा की तरफ, अमृतसर की तरफ निकल जाइये, मैं समझता हूँ कि यहाँ पर बहुत से ऐसे मेंबर हैं जो बाहर दूसरे देशों में घूमकर आये हैं। आप किसी भी देश में जायेंगे तो हाई वे पर कहीं भी कोई सिक इंडस्ट्री नहीं मिलेगी। उनका कानून ऐसा है। ऐसी इंडस्ट्री बंद करवा दी जाती है। क्योंकि वह नहीं चाहते कि कोई बाहर से आया हुआ व्यक्ति यह देखे कि यहाँ इंडस्ट्री

[ श्री राजीव सिंह ]

बंद पड़ी है। आप फरोदाबाद की तरफ चले जायें, मथुरा की तरफ चले जायें, अमृतसर की तरफ चले जायें, आप पायेंगे कि आधे से ज्यादा वहां पर मिक इंडस्ट्री है। मालिक लोग पैसा ले लेते हैं, उन्हें सब्सिडी मिल जाती है, मेरा किसी पर आक्षेप नहीं है लेकिन उन्होंने उसे पैसे को खाने का एक तरीका बना लिया है। यह पैसा जो है चाहे आई० डी०बी०आई० से लिया जाता हो या किसी फाइनेंसियल कारपोरेशन से लिया जाता हो, उस पैसे का गोलमाल किया जाता है।

इससे आगे मैं थोड़ा सा यह कहूंगा कि हमारे हल ऐसे हैं, आप जिस भी शहर की तरफ चले जायें आपको 22 से 30 प्रतिशत इंडस्ट्री ऐसी मिलेंगी या तो उसमें लॉक-आउट होगा या मालिक लोग बंद किये हुए होंगे या वहां पर स्ट्राइक होगी। उसके बाद सरकार, पोलिटिकली कई रीजस होती हैं उन फैक्टरियों के बंद होने की और मैं समझता हूं कि इस वातावरण को दूषित करने के लिये, मैं यहां पर किसी विशेष पार्टी का जिक्र नहीं कर रहा हूं, चाहे वह कांग्रेस के लोग हों या अपोजीशन के लोग हों, इसमें पोलिटिकल बायसेज का हाथ होता है। फैक्टरियों में काम को रोकने का काम वे करते हैं। मैं चाहता हूं कि लेबर मिनिस्ट्री को एक ऐसा लॉ इनटैक्ट करना चाहिये ताकि इन बातों को चेक किया जा सके।

मैं एक आध सुझाव और दूंगा। पिछली सरकार ने दो स्कीमें चलाई थी, आई.आर.डी.पी. और जवाहर रोजगार योजना। मैं आपको बताना चाहता हूं कि जब यह पॉलिसी चलाई गई तो देश में बड़ा फंक्शन हुआ और बड़ी पब्लिसिटी इस बात को दी गई। पर आप यह सुनकर हैरान होंगे कि ये योजनाएँ फेल हो गईं। जब पैसा गया गांवों में तो वह किस तरह बंटा? किसी को 50 रुपया, किसी को 200 रुपया मिला। किसी को भी 10 हजार नहीं मिला। अगर लोन भी किसी को

दिया जाय तो वह सब्सिडियल अभाउंट तो होना चाहिये ताकि उससे कोई अपना काम शुरू कर सके। मैं आपको कुछ ऐसे आंकड़े दे रहा हूं जिनको देखकर आप हैरान होंगे। मध्य प्रदेश और राजस्थान में इसके तहत जो पैसा बांटा गया, उसका यूज किस तरह से हुआ यह मैं आपको बता रहा हूं। यह रिपोर्ट है, मैं गलत नहीं कह रहा हूं। राजस्थान में आई.आर.डी.पी. और जवाहर रोजगार योजना में जो अभाउंट रिलीज हुआ उसका केवल 16.5 प्रतिशत यूज हुआ और मध्य प्रदेश में यह 13.5 था। यह बड़े अफसोस की बात है कि सरकार इतनी बड़ी स्कीम बनाये और उसके लिये पैसा रिलीज हो तथा उसका इस तरह से यूज हो तो मैं समझता हूं कि यह सरकार का बहुत बड़ा फेल्योर है। मैं आगे इस बात का जिक्र करूंगा... (संघ की घंटी)... एक आध मिनट लेकर मैं खत्म करूंगा।

हमें यह समझकर चलना चाहिये कि जो फंड आता है, गवर्नमेंट के पास जो रेवेन्यू आता है वह एग्रीकल्चर से नहीं आता वह इंडस्ट्री में आता है। आप किसी शहर में चले जायें, आप अमेरिका में चले जायें, शिकागो में चल जायें, लास एंजेलिस में चले जायें और दिल्ली, बम्बई और कलकत्ता और का इंदोरियर में चले जायें, आप जिस भी शहर में जायें, उस शहर में अगर चारों तरफ आपको अच्छी इंडस्ट्री लगी हो उनमें ऐसी चिमनी लगी हों जिनमें, धुआं निकल रहा हो, आप जब शहर में जायें तो बाजार खाद्यान्न से भरा हो और उस शहर में अगर आपको चहल पहल मिले तो आप यह समझिये कि उस इलाके का देहात बहुत आपाश है। जब देहात आपाश होगा तो शहर को देखने से पता चलेगा कि सारा इलाका बहुत खुशहाल है। आप ननीताल, बदरपुर में इलाके में चले जायें तो आपको पता चलेगा कि यहाँ शहर आपाश हैं इसलिये देहात भी आपाश होंगे। लेकिन अगर आप राजस्थान के इंदोरियर, जसलमेर, जोधपुर और मध्य प्रदेश के आदिवासी इलाकों में चले जायें तो

वहां न आपको शहर बढ़िया मिलेंगे और देहात बढ़िया मिलेंगे। सरकार को यह बात ध्यान में रखकर काम करना चाहिये कि जब तक आप रूरल लोगों के डेवलपमेंट का काम नहीं करेंगे तब तक वहां के शहर भी आपाश नहीं होंगे।

मैं एक और सुझाव देकर अपनी बात खत्म करूंगा। सर, मैं एकानामिक्स का स्टूडेंट रहा हूं। एकानामिक्स का बेसिक सिद्धांत है कि जब प्रोडक्शन बढ़ता है तो भाव गिरते हैं, यह दुनिया का सिद्धांत है। यह कोई मेरा सिद्धांत नहीं है कि जब प्रोडक्शन बढ़ता है तो भाव गिरते हैं और जब प्रोडक्शन घटता तो भाव बढ़ते हैं। पर इस देश में उल्टा हो रहा है। यहां प्रोडक्शन भी बढ़ रहा है और भाव भी बढ़ रहे हैं। पर यह बाकी दुनिया में आपको कहीं नहीं मिलेगा जो इस देश में हो रहा है। मैं समझता हूं कि यह हमारी तरफ से लेक आफ कोऑर्डिनेशन है, लेक आफ इम्प्लीमेंटेशन है। ऐसे मामलों में सरकार को कुछ करना चाहिये।

मैं अब एक अन्तिम बात कह कर समाप्त करूंगा। भौगोलिक दृष्टि से, राजनीतिक दृष्टि से, आर्थिक दृष्टि से और हमारा जो सामाजिक ढांचा है उस दृष्टि से हिन्दुस्तान एक ऐसा देश है जिस में यदि हम रूरल लोगों की अप-लिफ्टमेंट नहीं करेंगे तो देश की बाकी सारी व्यवस्था बिगड़ जाएगी क्योंकि हमारी मेजोरिटी आबादी, 70 प्रतिशत आबादी वहां रह रही है। मैं मिनिस्ट्री आफ लेबर और कोऑपरेटिव मिनिस्ट्री से यह कहूंगा कि हमें जो सब से बड़ा सेट-बैक हो रहा है वह है प्राइस राइज का यह प्राइस राइज क्यों होता है? इसका कारण यह है कि बड़े बड़े व्यापारी वस्तुओं का स्टॉक भारी मात्रा में अपने पास कर लेते हैं जिसके परिणामस्वरूप वस्तुओं की कीमतें बढ़ने लगती हैं मेरा आपके माध्यम से मंत्री जो से यह सुझाव है कि कोऑपरेटिव मिनिस्ट्री से बात कर के हर गांव में एक ऐसा सेल प्वाइंट बनाया जाए, वन विंडो

सर्विस स्थापित की जानी चाहिये जहां से गांव में रहने वाले हर आदमी को खाने की आवश्यक वस्तुएं, रोजमर्रा की चीजें कंट्रोल और फिक्स प्राइस पर मिलें जिससे कोई मिडलमैन एक्सप्लायट न कर सके। महीदय, मैं आपको बताना चाहता हूं कि अगर गांव में कोई चीज चार रुपये किलो पैदा होती है तो वही चीज दिल्ली में आकर 16 रुपये किलो हो जाती है। अगर गांव में ही इस बात को चेक कर लिया जाए और पूरे देश में हर गांव में एक ऐसा सेल प्वाइंट बना दिया जाए, जैसे कि मैंने सुझाव दिया है, तो मैं समझता हूं कि चार रुपये की चीज पांच-साढ़े पांच रुपये में प्रोड्यूसर का मनाफा ऐड करने के बाद मिल सकती है। ऐसे प्रयासों जापान नार्थ कोरिया और साऊथ कोरिया में सरकारों के द्वारा किये गये हैं। इस प्रकार से मेरा कहना यह है कि इस देश में प्राइस राइज इस बात से बच हो जाएगा कि गांव में लेबर और कोऑपरेटिव मिनिस्ट्री मिल कर वे ऐसे सेंटर सेट-अप करें जहां वन विंडो सर्विस हो और रोजमर्रा की आवश्यक उपभोक्ता वस्तुएं लोगों को फिक्स्ड रेट पर उपलब्ध कराई जाएं जिससे उन्हें बड़े बड़े शहरों में न आना पड़े। यह कह कर मैं आपको धन्यवाद देता हूं।

SHRI G. SWAMINATHAN (Tamil Nadu): Sir, nothing much has been done by the Government to redress the grievances of the unorganised labour and especially the fishermen in Tamil Nadu. The fishermen do not enjoy any social (security measures that are available to the organised labour. Even under normal conditions, their method of earning livelihood by venturing out into the sea is in itself hazardous and in recent times it has become more so for those living in and around Rameshwaram. The Sri Lankan Navy is repeatedly attacking them and is destroying their boats which is their only means of livelihood. The Sri Lankan Navy captures these fishermen, it imprisons them and kills them. In a period of nine years, the between 1983 and

[Shri G. Swaminathan] 1991, the Sri Lankan Navy attacked 236 times and these attacks have affected 486 fishermen. Of the 303 boats that were attacked, 51 boats were damaged, 135 fishermen were injured and 27 of them died subsequently. Apart from this, the Sri Lankan Navy captured 205 fishermen and about 61 boats. They have also sunk 10 boats. Four fishermen who were captured by the Sri Lankan Navy during the year 1983-84 are yet to be released.

I am sorry to note that the Government of India has not taken any interest to safeguard the interests of these fishermen who constitute the unorganised rural labour and take out a living by toiling very hard. Most probably, the Government is neglecting them because these fishermen belong to Tamil Nadu. As I come from Tamil Nadu, I feel aggrieved at the callous attitude of the Government of India in this regard. More grievous is the fact that the Sri Lankan authorities use the captured fishermen as human shields to cope with the LTTE landmines. This has been stated by no less a person than Mr. K. Balamurthy who was till recently the Minister of State in the Ministry of Labour and the statement has appeared in the Madras edition of the *Indian Express*.

I hope the Minister of Labour and the Government of India will take immediate remedial action in this matter and ensure the safety of this section of unorganised labour.

SHRI PRAKASH YASHWANT AMBEDKAR (Nominated): Mr. Vice-Chairman, Sir, as far as the labour situation goes, we are living in the ancient times, probably 1948, and the same state continues even today. Times have changed and also the machinery has changed. In some places, the nature of work has also changed. To be more specific, I will just refer to the conditions of the Class IV employees in the corporations and municipalities in our country. They are known as the sweeper

community and that is how they are called. But what is the nature of the conditions in which they have to work? The nature of their work is such that they have to work for eight hours a day in dirt, amidst poisonous fumes and gases and I do not think that any common man can stand such fumes and poisonous gases for eight hours a day. Today, in some of the cities, garbage has become not only a problem to the city, but also to the persons who work in the municipalities and corporations. This is only one aspect that I am trying to point out. In certain respects, the nature of work has changed. But our attitude towards this nature of change\* has not changed at all and we are looking at it from the same old angle. We are not ready to be on a different platform or on a different principle. This is one aspect which we have to look at differently.

I can give you many examples. Now, in the morgues, the doctor pays five rupees or ten rupees to the ward boy. They ask him to spend it as he likes. Normally, you will find, it is used or spent by him for buying some liquor because without that he cannot work there at all. This is the nature of the work that he does. Are we ready to accept this? Are we ready to change the nature of his work? Are we ready to change the working hours or offer better working conditions? Today, we are not ready even to accept that concept also. But this is the nature of change that has to be brought about in the thinking, in the attitude, of the Government first.

The next point that has been mentioned is that the Government has been saying that the world order is changing. I also know that some of the old orders are withering away. Communism is withering away and I know that a time will come when the capitalist system will also start withering away because then we will have a system in which the concentration of power will be in the hands of a few. Therefore, we will have to think



of the new order which will come about. Can the Labour Ministry, therefore, come out with a sort of paper as to what it visualises in the coming years? What I visualise is that in the days to come, participation of labour in management is going to be not merely a slogan, but a reality. Have we started on that line? We have not started on that line. Let me remind you of one Ordnance Factory at Nagpur which brought about change in the Management. They had workshop, floor meetings, management and workers participating in the production process, and deciding the quantum also. In the Nagpur Ordnance Factory, with the participation of the workers, they were able to produce within two years what was decided to be produced in ten years. This is the nature of change that has been brought about. Here, it is a question of time. The age-old policies that we have, the age-old attitudes that we have towards the workers require to be changed.

Let me come to another aspect before I close down. We have a category which is known as skilled and unskilled. And over and above that, we have a category which is called clerical staff. Today, what is our attitude? Our attitude is that the clerical staff are superior to the skilled and unskilled staff. As far as the unskilled staff is concerned, I may agree over there that the clerical staff or the white-collared staff is superior. But when you compare them with the skilled staff, I don't think that distinction remains. It is a question of factors to which we are going to give importance. One factor is that a person is very good with the pen. Another factor is a person is very good with his hands. Are we going to recognise these factors and put them on an equal footing? In any agreement that takes place, the attitude that we have in the management and the Government is that we try to create or rather we create a situation in which we think that the white-collared man is more superior

to the skilled man. I think, this is the attitude which requires to be changed. Unless and until we change this attitude, unless and until we change our attitude towards the manual work which is done, I don't think that we can bring about a change in the attitude of our citizens.

Sir, before I close down, I come to the last aspect, which is the question of social security. We have restricted our concept of social security only to certain fields and only to the organised sector. We have not extended this concept to the unorganised sector. I think, this is one aspect in which the Government should now, after 40 years, come out definitely with the concept of social security where we provide to the masses and labourers at least the three minimum things they require, that is bread, clothing and shelter. I hope the Government will positively react to it. Thank you, Sir.

SHRI H. HANUMANTHAPPA  
(Karnataka): Mr. Vice-Chairman, Sir, without repeating the subjects that my hon. friends have already spoken, I would like to touch upon a new subject before the hon. Labour Minister. Sir, this aspect is about the recognition under the Industrial Disputes Act. Sir, there are various associations of the employees of the Scheduled Castes and Scheduled Tribes working in various undertakings. Two rules of the Labour Ministry are coming in the way. Sir, under the Presidential direction, we have given certain facilities or benefits to the Scheduled Castes and Scheduled Tribes, accepting and conceding that they cannot compete in the open market or in the open competition because of the social nature or the atmosphere or the environment that they have been brought up. But in the management of labour under the Industrial Disputes Act, there is a disparity among the Scheduled Castes and Scheduled Tribes and the general class. Sir, the

[Shri H. Hanumanthappa] unariions, as you know, are dominated by the non-SC and ST members. And when the question of agreement between the management and the associations or the unions comes, there is a condition that the agreement should not violate the Presidential directives. Just to safeguard that they put just one sentence that 'any agreement that we make with the management will not violate the Presidential directives.' But the problem comes when the question of actual implementation comes. Take for example the case of director level in the Central Government the promotion has stopped, just when the next man from SC/ST has to be made. 12 juniors have been promoted, but when it has come to the chance of the next SC/ST man the promotion is stopped. He has no remedy. The union which is collecting membership fee is not taking up his cause. So, it is felt that the associations which have been formed by the SC/ST people, if they are given recognition, they will have the right of negotiation, right of conciliation across the table. This matter is pending and there are two aspects of this matter. The Home Ministry has issued a circular that a communal institution should not be recognised under the Industrial Disputes Act. The Labour Ministry is taking shelter under this circular terming the SC/ST associations as communal. They have said that these associations cannot be recognised. Sir, you know as a judge that the Supreme Court has said that SC/ST Schedule of the Constitution is not based on a particular community, it is a Schedule of communities. So, it cannot be taken as a communal association. The whole Schedule of the Constitution does not belong to one community. Certain communities have been specified in the Scheduled. Therefore, I would request the Labour Minister to look into this and see that it is not termed as communal associaion'. These associations of SC/ST should be given recognition.

The other point is that the membership should be 24 per cent of the employees. On the on© hand population is increasing and on the other I do not understand how the number of SC/STs has come down. How can there be 25 per cent of the membership when reservation itself is not fulfilled in the undertakings? I would request the hon. Minister to give recognition to their associations so that they can have the right of negotiation, right of reconciliation, excepting them from the circular of the Home Ministry.

I am very happy that Shri Sangma, who was the Labour Minister, has now made the statement relating to the submission of the report by the National Commission on Rural Labour. I am also happy that he is now looking after the Ministry of Labour. Various suggestions have been made by hon. Members on the floor of this House. First of all, I demand that there should be a full-fledged discussion on this. Then you should at least implement the non-controversial recommendations, like payment of minimum wages, old-age pension, pregnancy benefits to women, etc. Our late Prime Minister, Shri Rajiv Gandhi, had very high hopes of forming a Commission on rural labour. He wanted to give benefits to a vast number of rural people. Mr. Sangma will at least come out with certain promises to respect the wishes of the late Prime Minister, Shri Rajiv Gandhi.

Thank you, Mr. Vice-Chairman, for giving me time to speak.

SHRI GURUDAS DAS GUPTA (West Bengal): Sir, at the beginning I must confess very frankly that this Labour Ministry has been consistently downgraded by the successive Government that have ruled this country except in the case of the National Front Government. I do not remember about any Prime Minister belonging to the Congress party, who had ever appointed a full-fledged Cabinet Minister to look

after this Labour portfolio. There was only a remission for a short-while when Mr. Bindeshwari Prasad was called upon to shoulder the responsibility.

SHRI H. HANUMANTHAPPA: Dr. Ambedkar was the full-fledged Labour Minister.

SHRI GURUDAS DAS GUPTA: I am talking of the recent period that you have violated the Nehru legacy. During the period of Nehru important personalities looked after Labour. But after the new Congress leadership has taken over, it is only for a shortwhile that a full-fledged Cabinet Minister was appointed to look after Labour. Sir, this downgrading of the Labour Ministry is indicative of a philosophy. The philosophy is, the labour should be treated on a different footing. If a Cabinet Minister can look after Industry, if a full-fledged Cabinet Minister can look after Commerce, what prevents the Congress Government from appointing a full-fledged Cabinet Minister to look after the Labour Ministry? Sir, even the present Government has broken its previous records. The Labour Minister had resigned on the issue of Cauvery dispute and after his resignation was openly accepted, the Prime Minister had no time to appoint even a Minister of State to look after this particular portfolio. This only speaks of a sad commentary on the philosophy that this Government is definitely adhering to.

SHRI H. HANUMANTHAPPA: The Prime Minister is holding the Labour portfolio.

SHRI GURUDAS DAS GUPTA: Sir, I object to it. If the Prime Minister has been looking after Labour, then it should have been his responsibility to be at least present in the House when we are on the concluding part of the discussion and reply to the debate. That is all a ceremonial affair. That is only ornamental and ceremonial. The Members of

the Congress party should agree that this is a downgrading of the Labour Ministry. And this downgrading of the Labour Ministry never calls upon the trade unions to play their useful role for the development of the country. This is the first point. I believe, everybody in the House should demand that this way of downgrading the Labour Ministry should come to an end. Sir, the point is, if we look at the labour scenario of the country, what is the situation? Always the trade union movement had been accused of being irresponsible and contributing to the dislocation of production process. That has been the general stigma.

If we pursue and go into details of the labour scenario, the industrial scenario of the country over the last five years, what is the development? The development is, lock-out is on the rise in a menacing way. Secondly, strike rate is declining. Strike rate is declining not because trade union movement has lost all its strength, but it is declining because the trade unions are playing a more responsible role than even the masters of the industry. The lockouts are menacingly on the rise because the Government has failed to deal with the delinquents in industry. If I give you the statistics, it was in 1986 that 13.92 per cent of the man-days lost was due to lockout. Now in the year 1989 it is 19.79 per cent of the man-days lost due to lock-out. On the other hand, in 1986, 18.82 per cent man-days lost was due to strike. In 1989 only 10.65 man-days lost was due to strike. This speaks of the responsibility of the trade union movement and this speaks of the delinquency of the industry that the Government has failed to control. Why I raised the point? I raised the point because there has been a persistent demand from different trade unions including the Indian National Trade Union Congress that there should be a categorical ban. There should be a categorical ban on illegal lock-out that has been taken recourse to by the industries. It is not the lock-out

[Shri Gurudas Das Gupta]

that they would declare. There are a number of instances when the management just vacate. The management just vacate the industry and go away leaving behind a huge amount of debt along with a huge army of hungry and unemployed labour. Therefore, it is not the declared lock-out that we are faced with. Undeclared lock-out, suspension of production, everything is taking place in this country. But the labour laws have not been updated. The industry has taken to a new course to exploit the labour. The industry has embarked upon a dangerous line. But to confront that delinquency, there has been no new labour law. We do not have any law to curb lockout. The Government has no law to protect the labourers if the management just goes out of the factory and say, 'We do not run the factory because we do not have the money'. It is because they have eaten up the money; it is because they have used up all the finances; it is because they have diverted the funds; it is because they have misappropriated the provident fund allocations even. And after committing a serious breach, they can get away and the Government is powerless because there is no law. Therefore, I request the Government to present before the House changes in the industrial relations so that this illegal lockout can be prevented.

May I point out, the Government of West Bengal had suggested a number of years back that there should be a law curbing unilateral lockout. Therefore, in view of this menacing development in the industrial scenario, I demand, the Government should promulgate and enact new laws to protect the rights of the workers and to prevent the owners of the factories from resorting to illegal lockout in the country. Secondly, if we discuss industry-wise, we will know what are the sectors where delinquency is most prominently observed. It is mainly in

textile and jute. If we discuss the number of mandays lost in different industries, we will find that near 40 per cent of the mandays lost in the industry can account for the loss of mandays either in jute or in textile or both. The jute industry and the textile industry are not only the most sensitive ones, but they are being run by a group of industrialist who never care to observe the laws. Therefore, my second point would be what is the Government's thinking so far as the growing delinquency in textile and jute industry is concerned. To give an instance, in West Bengal, having the largest number of jute mills in the country the workers are being forced to accept payment of wages below the minimum. The workers have been forced to accept lesser wages and in so many cases, the trade-unions have agreed to sign an agreement with the management accepting underpayment, and it is because either they accept underpayment or accept hardship of hunger and retrenchment. Therefore, confronted with the aggressive designs of a number of jute millowners in West Bengal, about which the Minister knows quite well, what is your attitude to prevent it? How do you prevent underpayment of wages? How do you prevent the consistent closure and lockout in the jute mills? And how do you ensure that delinquency in jute and textile does not grow further? Government has the responsibility. It is in jute and textile that delinquency is prominently observed in the country.

THE VICE-CHAIRMAN (SHRI BHASKAR ANNAJI MASODKAR): How much time will you take more, because you have already taken your time. Please try to compress your points.

SHRI GURUDAS DAS GUPTA: Fortunately, the Minister is looking after the labour and he is also the full-fledged Minister of Coal. In coal, the safety aspect is being violated

consistently. The safety conferences, one after the other, have categorically declared that even the nationalised coalfields do *not* observe safety regulations. That is the finding of safety conferences, the tripartite safety conferences, where the representatives of the management and coal were present. And there has been no action on the part of the Labour Ministry to ensure that the management of the coalfields seriously confirm to the minimum standards of safety regulations, I would like to know from the Minister, in what way he is going to discipline the delinquent management of coal industry. To give a specific example, there was an accident in ECL about 2-3 years back. I demanded in the House that there should be a statutory enquiry. Unfortunately my impression has been that the administration of the Labour Ministry was not in favour of a statutory enquiry. They tried to prevent it. But whatever may be the situation, a Committee was appointed to go into the enquiry. But after the Enquiry Committee was set up, there was a case in the High Court. As the Labour Ministry and the officers looking after this particular department did not take enough care, there was a long period of suspension of work. Even now, after so many years, the enquiry has *not* been completed. Will the Minister kindly tell the House as to how long will that Committee take to complete the enquiry? What prevented the Labour Ministry from instituting an enquiry, and what steps the Labour Ministry has taken to vacate the injunction that was issued by the High Court of Calcutta?

With the liberalisation of the economic policy, it is the workers who have been the worst victims. There is a tall talk going on that we should take to the use of the most modern technology and, as a result of this drive towards modern technology, it & inevitable that there will be displacement of labour in a number of public sector undertakings. Workers

are being retrenched under the guise of voluntary retirement, even in Government Departments. Even in STC, people have been made to retire. My feeling<sup>1</sup> is that the country needs advanced technology along with tackling of the problem of unemployment. The country does not need to displace labour on a massive scale. The country having the unemployment problem on a gigantic scale, cannot afford further displacement of labour in the name of modernisation of industries. Therefore, my fourth question is, in what way the Labour Ministry—which is the nodal Ministry and which is the bonded Ministry because it can only function in concurrence with the other Ministries—is going to protect the interests of the workers who are still employed in the public sector and to ensure that the displacement of labour does not take place on a large scale? Will the Minister also tell us as to when the Government is going to withdraw the ban on recruitment? This ban is in Railways where one lakh vacancies are still existing. This ban which was imposed on the recruitment has not been relaxed. The number of unemployed has been swelling but the ban has not been withdrawn. Therefore, my fifth question is: will the Minister tell us—if there is a ban—whether the ban is going to be withdrawn? In a number of places, there has been no recruitment to fill up the vacancies resulting on the retirement of workers. These vacancies are there in the Railways, in the steel sector and everywhere. But the common slogan has been that all the industries are over-staffed. Under this guise, the unemployment problem has been increasing. Therefore, the Minister should tell us whether the ban on recruitment will be withdrawn and the people will be recruited in all the places where retirement takes place. The Minister knows that there was a redrafting of the amendment to the Industrial Disputes Act. All the trade unions agreed to it and there was a Committee appointed under the Chairmanship of Shri

Ramanujam. The committee had recommended a number of amendments. But the Government did not agree on the amendments. The Congress came to power after the fall of the Janata Dal Government. Now, that has been kept in cold storage. My sixth question is this: What is the Government's attitude towards the enactment of the amendment on which there has been a broad agreement among the different trade unions?

Lastly, I must remind the Minister. Dalla, of course is a part of Uttar Pradesh under the jurisdiction of the State Government. But labour is a concurrent subject. In Dalla, the cement factory had been sold but to Dalmias and the workers have been fighting heroically to protect the public sector. For months, the workers have been without work and terrorising of workers was taking place. I would like to know whether the Central Government will advise the Government of Uttar Pradesh to immediately sort out the issue in consultation with the trade unions. Then, Sir, so far as the banks are concerned, an unusual thing is happening. In the banks, the trade unions are demanding pension instead of provident fund. But the public sector management is disagreeing. What is the reason? Why should not the Labour Ministry step in?

In the end, I would like the Labour Minister to tell us whether they are going to take active steps for abolition of the contract system. The contract system is being resorted to in all the Government departments except, of course, in the running of the Government. Till now, the Party that sweeps polls runs the Government without contractors. But a day may come when even the Government may be sold out to contractors on the basis of a turnkey agreement. (*Interruptions*).

THE VICE-CHAIRMAN (SHRI BHASKAR ANNAJI MASODKAR): Mr. Das Gupta, are you concluding? (*Interruptions*)

SHRI GURUDAS DAS GUPTA: I am happy to say that I am the lowest bidder. (*Interruptions*) The point is, the Government must assure that the contract system is going to be abolished and, till the abolition of the contract system, the workers engaged by contractors would be paid the minimum wage.

THE VICE-CHAIRMAN (SHRI BHASKAR ANNAJI MASODKAR): Mr. Dave. He is not here.

SHRI ASHIS SEN (West Bengal): Sir, I want to correct my friend.

THE VICE-CHAIRMAN (SHRI BHASKAR ANNAJI MASODKAR): The Minister is there to correct him.

SHRI ASHIS SEN: My friend has said that the bank employees are demanding that they should be paid pension in lieu of provident fund. That is not the correct thing. The point is, in the Reserve Bank of India, this was proposed. But it was rejected by 80 per cent of the employees. In the rest of the banks, the employees are asking for pension as a third retirement benefit.

SHRI GURUDAS DAS GUPTA: The largest trade union in the country has demanded pension in lieu of provident fund. His organisation may be demanding pension as a third retirement benefit. The All-India Bank Employees' Association is against it. We are asking for pension in lieu of provident fund.

SHRI ASHIS SEN: It is not a question of representing any organisation, big or small. As I said, in the Reserve Bank of India, it has been rejected by 80 per cent of the employees. In the other banks, LIC, GIC and financial institutions, they have asked for pension as a third retirement benefit.

SHRI A. G. KULKARNI (Maharashtra): Sir, a miniature Russia is going on here.

SHRI GURUDAS DAS GUPTA: There can be genuine differences of opinion among trade unions.

THE VICE-CHAIRMAN (SHRI BHASKAR ANNAJI MASODKAR): Now, the hon. Minister, please.

THE MINISTER OF STATE (INDEPENDENT CHARGE) OF THE MINISTRY OF COAL (SHRI P. A. SANGMA): Mr. Vice-Chairman, Sir, I am grateful to all the hon. Members who have participated in the debate. They have thrown up a lot of ideas and raised many issues. I wish I had been in a position to reply to each and every point made by the hon. Members. But the subject under discussion is so vast that I am afraid, I may not be able to reply specifically to the pointed questions that the hon. Members have put. I will confine myself only to the main issues which have come up before this House during this discussion.

First of all, I would like to point out one thing. The hon. Member, Mr. Gurudas Das Gupta, said that the Labour Ministry has been downgraded. It is never so. We have no intention of downgrading the Labour Ministry. In fact, the Labour Ministry is headed by the Prime Minister himself. He is busy otherwise. That is why I am here to reply to the debate. Since I am quite familiar with the subject, I have come forward to reply.

In fact, the Labour Ministry is different from other Ministries. The Labour Ministry is run on the principle of tripartite mechanism. Whatever may be the decisions taken in the Ministry, whoever is the Minister, every issue is discussed in the tripartite bodies. I can assure the House that our policy is to strengthen the tripartite mechanism. Therefore, there is no question of downgrading

this. Mr. Das Gupta mentioned that because there is no Minister, the officers are having a good time. It is certainly not so. We have a very good team of officers. They have been working very hard and things are moving.

PROF. CHANDRESH P. THAKUR (Bihar): There is a conspiracy between Mr. Gurudas Das Gupta and the Minister. SHRI P. A. SANGMA: Mr. Das Gupta and hon. Mr. Mathur who is not here now, have expressed certain apprehensions about the future of our working class in view of the liberalised economic policy, in view of the new industrial policy. Time and again, Sir, we have assured that whatever policy we adopt for this country, it is for the good of the nation and it will certainly be not against the interest of the working class. The Prime Minister himself in his reply to the debate in the Lok Sabha on industry, has made it very clear and I would like to quote what the Prime Minister has said. He said, I quote:

"I would like to make a very categorical statement that whether it is the existing policy or whether it is any other policy, we would not allow the interest of the working class to suffer in any way. On this there will be no compromise."

Therefore, the hon. Member should not be unduly worried about what the president of a federation or FICCI has said or whatever statement he has made. I think we should go by the statement made by the Government, at the level of the Prime Minister himself and I can reassure that whatever policy we adopt it will never be at the cost of the working class. We are all for their welfare and we shall get every, possible protection for them.

THE VICE-CHAIRMAN (SHRI BHASKAR ANNAJI MASODKAR): They appear to be anxious whether there will be retrenchment, whether

[Shri Bhaskar Annaji Masodkar]

they will be thrown out. Several of them are saying that there will be unemployment.

SHRI P. A. SANGMA: That is what I am saying that we are for the protection of workers, we shall see that while implementing our new policies it does not affect the working class. That assurance I am giving on behalf of the Government.

SHRI GURUDAS DAS GUPTA: Notices of retrenchment, voluntary retirement, compulsory retirement have already been served in a number of institutions.

SHRI P. A. SANGMA: Specific cases could be there. When it is brought to the notice of the Labour Ministry, Labour Ministry will certainly do something, you know it very well.

SHRI GURUDAS DAS GUPTA: In STC itself about 402 employees have been served with notices, of retrenchment.

THE VICE-CHAIRMAN (SHRI BHASKAR ANNAJI MASODKAR): The whole House shares the anxiety as far as protection of labour is concerned and I am sure, the Minister will take every care to protect the interest of the labour.

SHRI P. A. SANGMA: I must emphasize that we should not have a pre-conceived idea that the workers and the management are two separate bodies. It is not certainly so. The workers and the management are very much inter-dependent and it is in the interest of the workers, in the interest of the management and in the interest of the country as a whole that there is much better relationship between the workers and the management and this is precisely what we are trying to achieve.

I am grateful to the trade union leaders who, as Mr. Das Gupta mentioned, have been Very very cons-

tructive, they have tried to appreciate the situation that according to the changing circumstances we have to act. We are grateful to the union leaders, but I only want to put one thing on record. Mr. Das Gupta has given figures about the mandays lost due to strike and mandays lost due to lock-out. I do not know from where he has got those figures. My figures do not tally with his figures. In 1989, according to the official figures the mandays lost on account of strike were 42,48,396 whereas the mandays lost on account of lock-outs were just 39,579.

SHRI GURUDAS DAS GUPTA: It is the Labour report. I have quoted the figure from the Labour report.

DR. RATNAKAR PANDEY (Uttar Pradesh): He is also quoting from Labour report.

SHRI GURUDAS DAS GUPTA: It is the percentage that I quoted, I did not quote the number.

DR. G. VIJAYA MOHAN REDDY (Andhra Pradesh): Even the number is there in the report.

SHRI P. A. SANGMA: I may be wrong, I will have to check up. In 1990 the mandays lost on account of strike are 40,72,915 whereas the mandays lost on account of lock-out are just 40,728. I am just giving<sup>1</sup> the official figure, I am not blaming anybody. There is a need, I emphasize ...

SHRI GURUDAS DAS GUPTA: In that case, the Labour Ministry's report should be corrected.

THE VICE-CHAIRMAN SHRI BHASKAR ANNAJI MASODKARJ: You can listen first and thereafter you can raise it.

SHRIMATI KAMLA SINHA (Bihar): Which one is correct—the Labour's Ministry report or what the ministry saying?

SHRI P. A. SANGMA: I said, I will check the record again. I said, I can be wrong also. Whatever figures



are supplied to me, I am reading them out. If it contradicts the Annual Report, certainly we will rectify.

THE VICE-CHAIRMAN (SHRI BHASKAR ANNAJI MASODKAR): That is good enough. Please go ahead.

SHRI P. A. SANGMA: This is the latest. That must have been provisional. We always go by provisional and all that.

Then, Sir, I would emphasize that there is need for improving our productivity in order to produce more. I would like to take this opportunity of appealing to all the workers that in view of the difficult situation that the country is facing today, every one of us has to work a little more than usual. So I appeal to the workers, I appeal to the trade unions and the managements: Let us have a perfect understanding, let us appreciate the economic situation that we are facing today and put in a little more effort.

Now, as far as the unorganised sector is concerned, I think I will have to end with this one because the main debate has been concentrated on the welfare of the unorganized sector. Earlier I was able to make a little bit of explanation on the clarifications sought, arising out of the statement made on Friday. Sir, the bulk of our workers belong to the unorganized sector. The honourable Member, Mr. Ranjit Singh has quoted a figure which is more or less, correct. Out of a total work force of 296 million in our country, 25 million belong to the organized sector which is represented by the trade unions, and the remaining 271 million belong to the unorganized sector. The National Commission on Rural Labour has gone into the problem of this particular section of the unorganized labour. And in this unorganised labour, Sir, we have a lot of categories. Now I will deal with them, one by one and very briefly.

Now, let us come to the child labour because many honourable Member have expressed their interest in

the welfare of child labour. Sir, according to the 43rd round of the National Sample Survey, the total number of child labour in our country today is about 17 million—which is a very-very big number. Now there was a debate on what to do with this child labour, whether we should abolish child labour or we should regulate child labour. There were demands from many quarters that child labour should be totally eliminated, should be totally abolished. There were others who said, "No, under the present economic condition of the people it may not be possible for us to immediately eliminate or immediately abolish child labour." Therefore, the Government consciously took a decision that wherever it is possible and wherever it is necessary—for example, in occupations which are hazardous and dangerous—child labour should be prohibited, and in areas where it is not dangerous, where it is not hazardous, we should not abolish but we should simply regulate it. That is the reason why the Child Labour (Prohibition and Regulation) Act was passed and, on the basis of that, we had formulated the National Child Labour Policy. Under the National Child Labour Policy we also incorporated the National Child Labour Programme, and all these things are going on. I agree with the honourable Members that we will have to do a little more to see to the welfare of the children. They are really suffering. Sir, I had most occasions to go to many places when I was the Labour Minister. I had been to Sivakasi many times. I had gone to Ferozabad, I had gone to Surat. I had gone to see the children working in the glass industry—Dr. Reddy was with me on that day—I had gone to the lock industry, I had gone to the diamond polishing industry and I found that the conditions of the children were very miserable. It is from there that we started formulating our National Policy on Child Labour, and we have tried to do certain things. T

[Shri P. A. Sangma]

can assure the House that we will pursue doing our best to see that the child labour gets some relief from the welfare schemes that we formulate and by implementing directly the provisions of the Child Labour Prohibition and Regulation Act. (*Interruptions*) Well, I cannot promise everything today, that every relief can be given.

THE VICE-CHAIRMAN (SHRI BHASKAR ANNAJI MASODKAR): Please don't disturb him.

SHRI V. NARAYANASAMY (Pondicherry): I am not disturbing. This is the thing on which there should be much concentrated attention of the Labour Minister. I spoke lengthily on this issue. Child labour should be given priority by the Labour Minister.

THE VICE-CHAIRMAN (SHRI BHASKAR ANNAJI MASODKAR): He is giving it.

SHRI P. A. SANGMA: Sir, in the last four years, after the formulation of the National Child Labour Policy, we have done a lot of good work.

THE VICE-CHAIRMAN (SHRI BHASKAR ANNAJI MASODKAR): You go ahead. Don't get disturbed.

SHRI P. A. SANGMA: And I say that we will continue to do so.

Then comes the question of construction workers. There also it is a huge number. A Bill was introduced by me in this House. Somehow because of some differences of opinion, I think, my successor, Mr. Bindeshwari Dubey, requested to postpone the discussion or debate on this Bill. The Bill is still pending. According to me, since I had myself been associated with the drafting of that Bill, it is a good Bill. We shall see whether we can take up the discussion on this Bill, I cannot say on my own. But I also feel that there is a need to legislate immediately for the welfare and safety of the construction labour.

Then comes Sir, the agricultural labour. This is the most important this The House has discussed about it. According to the Report of the National Commission on Rural Labour, have about 150 million rural labour in the country, which constitute about 60 per cent of the total workforce, and it is our concern. The National Commission has given number of recommendations. I had ; occasion to reply to it briefly. As these recommendations of the National Commission on Rural Labour we be studied. I have already sent copies to the State Governments, not all the State Governments. To be very frank since it is a very voluminous report it has been submitted only in English and it has to be translated in Hindi, it is taking a little time. By we are certainly working on that English copies are available, some copies are available. We shall give them. I don't think that they are enough for all the Members of Parliament. Certainly we will make copies available.

That is the reason, Sir, why we are taking a little time. In consultation with the State Governments and for lowering the mechanism of tripartite: we will try to implement the recommendations of the National Commission on Rural Labour wherever we feel that they can be implemented.

I have already told certain thing. For example, about raising of the minimum wage from Rs. 15 per day to Rs. 20 per day. I do not see any reason why we cannot accept that recommendation. We should be able to accept that recommendation.

Then, about a Central legislation we have already discussed. Earlier we had a problem because "agriculture is primarily a State Subject. Therefore, some State Governments have reservations about a Central legislation on that, including the State which Mr. Das Gupta belongs. It was very much opposed to it. It was saying, "It is a State Subject, and the Centre should not come out with an;

legislation." But this National Commission went round, the country. It had various discussions at various levels with the State Governments. I think that the State Governments are now mentally ready, and there should be no problem if such a Central legislation comes into being. My personal view is very much known to the hon. Member, Mr. Das Gupta. I have personally been in favour of this.

Then, Sir, there is a recommendation that we should have a National Commission on Bonded Labour. This is one subject which the House has deliberated at length. On the question of a National Commission on Bonded Labour, there was a Starred Question also before this House. The National Commission on Rural Labour has recommended that there should be a National Commission on Bonded Labour. Now, officially it becomes difficult to define "bonded labour". The bonded labour system has been abolished by an Act of Parliament. But we ran into difficulty on the interpretation of "bonded labour". The interpretation that is given in the Act has been interpreted at different times by different Judges of the Supreme Court and it has differed from one judgement to another judgement. Therefore, we have to once again look at the definition of "bonded labour" on the lines of the Supreme Court ruling. Therefore, it will take time but we are actively considering the constitution of a National Commission on Bonded Labour. If this Commission is constituted. We hope that it will be on the lines of the National Commission for Women. So that much I would like to say about the bonded labour.

While discussing the Minimum Wages Act, there has been a constant demand about a national wage policy. This is the subject which has been here for a long, long time. They wanted to know whether there would be a national wage policy or not. Now, at the moment, as the hon. Members are aware the wage policy differs

from sector to sector. As far as the Central Government and State Government employees are concerned, the wage revision takes place through the appointment of Pay Commissions once in every ten years. As far as the wage revision of the public sector undertaking is concerned, it is through bipartite negotiations both in the State sector and the Union sector. As far as the unorganised sector is concerned, it is governed by the Minimum Wages Act. As I have already said the Minimum Wages Act is being amended to incorporate some of the recommendations made by the National Commission on Rural Labour. Therefore, Sir, when we have different mechanisms for different sectors, it is not very easy to have a national wage policy for the Central Government, State Governments and different sectors. Therefore, it is difficult for me to make any comment at this stage. I need not deliberate more on this subject. However, I may tell the hon. Members that the Ministry of Finance is contemplating to appoint a National Wage Commission to recommend to the Government, perhaps, fixing of the wages for the Central Government employees as well as for the employees of the Central Government public sector enterprises. So this is the position.

Then, there was another subject which was discussed here regarding the upgradation of the skill of our workers and the training programme imparted in ITIs. Sir, we have about 2,137 ITIs in our country. Now, we have a seating capacity of 3,58,824 and 65 trades are included in those ITIs. During the last Five Year Plan, we have projected our requirement at Rs 70 crores for this purpose. Unfortunately out of our requirement of Rs. 70 crores, we have been given only Rs. 17 crores. Therefore, nothing much could be done. When I was in the Labour Ministry, I tried to find some other sources because I felt the necessity of upgrading the skill of our workers and modernising the ITIs. So we approached the World Bank and they have approved the modernisation project of the ITIs etc. which has

[Shri P. A. Sangma]

a base cost of Rs. 441.58 crores. The World Bank has agreed for a loan of dollar 280 million. We have already started implementing this project and we hope to complete this project by 1994-95. So we are paying adequate attention towards the modernisation of ITIs. The important aspects which we are doing is modernisation of the equipments of 400 ITIs in our country. To modernise the maintenance system, We have chosen 119 centres. Now, for introduction, of new trades, we have chosen 95 ITIs. For establishment of new ITIs for women, we have chosen 100 places. Like that, I can go on adding to the list. But I would just like to say that we are very much at it.

[The Vice-Chairman (Prof. Chandresh P. Thakur) in the Chair],

I can assure the House that we are going all out for modernising the ITIs in our country.

THE VICE-CHAIRMAN (PROF. CHANDRESH P. THAKUR): Mr. Minister, are you satisfied with the pace of the implementation, the quality of the implementation?

SHRI P. A. SANGMA: So far it is going all right.

DR. G. VIJAYA MOHAN REDDY: What about the dispersal in rural areas?

SHRI P. A. SANGMA: Yes, it covers rural areas.

A point was also raised, and rightly so, about migration of Indian workers in view of the opportunities that may be available in the Middle-East after the end of the Gulf war because they are in the reconstruction process of their countries. Sir, due to the Gulf war, not only our man-power export considerably came down, but many of our workers were repatriated. It went down and till February or March, 1991 it did not pick up at all. But from the

month of April this year, our man-power export has started picking up. If we compare the figures with those of the corresponding period last year, the increase has been to the tune of 52 per cent. We hope to do well. For this, we are simplifying the procedures. This is very important. This is one of the areas where we earn a lot of foreign exchange. For example, I have the figures for 1988-89. Our foreign exchange earning through remittances by our people working abroad had been to the tune of Rs. 3865 crores. Therefore, this is one area where we are trying our best to see that our man-power exports go up, especially when we have opportunities in that particular area.

Then, another point, the last point, I would like to touch today is the implementation of the Bachawat Wage Board recommendations. Sir, we have 1672 newspaper establishments in our country. Out of them, 550 newspaper establishments have fully implemented the Bachawat Wage Board recommendations: 53 have partially implemented: and 1069 establishments have not yet implemented the recommendations. I feel very sorry about that. The Deputy Minister has written letters to the State Governments suggesting that they should immediately constitute tripartite bodies in order to monitor the implementation of the Bachawat Award.

THE VICE-CHAIRMAN (PROF. CHANDRESH P. THAKUR): Would you consider building some teeth into the whole programme so that it is implemented?

SHRI P. A. SANGMA: We will have to go into the details. But the fact remains that they have not been responding to it. I think we will have to pull them up for that. They have no reason why they should not implement that.

There was another related question some hon. Members have been asking. That is: What about a pension scheme for working journalists? Sir, there was an Expert Committee constituted to go into this aspect in pur-

suance of the assurances given by the then Finance Minister, Mr. N. D. Tiwari, while he was presenting his Budget of 1988-89. As a result of that, we have constituted the Expert Committee some time in April 1988 and the report of the Committee was submitted in August 1989. This was studied by the Central Board of Trustees and the Central Board of Trustees more or less accepted the recommendations and they have sent them to Government. At present, the Government is examining that report.

With that, I think I have covered the most important issues that have been raised in this debate. Once again I want to thank all the hon. Members ... (Interruption).

SHRI GURUDAS DAS GUPTA: What about the withdrawal of the ban on recruitment? I have categorically asked the Minister to kindly reply. There is still a ban on recruitment in the public sector and Government departments. Is the Government going to remove it?

THE VICE-CHAIRMAN (PROF. CHANDRESH P. THAKUR): That belongs to the employing Ministry. That is not the jurisdiction of the Labour Ministry.

SHRI P. A. SANGMA: Regarding the reorganisation, Sir, under the Constitutions anybody can form an association. That is a constitutional right. But as far as the process of recognition of the trade unions is concerned, there is no specific constitutional provision. Now there is a code of discipline which has been adopted by the Indian Labour Conference as far back as 1950 or late fifties, I do not exactly remember and it is they who laid down the procedure regarding the recognition of the trade unions. Therefore, if anything is to be changed, we have to go back to that body and therefore, I cannot heresay that it will be done because it has to be done as per procedure. (Interruptions)

SHRI GURUDAS DAS GUPTA: What about Dalla? (Interruption)

SHRI GURUDAS DAS GUPTA: specifically asked the hon. Minister about the workers' participation in management. The Bill was brought before the House but nothing has been done so far. It is a vital field where of the workers get recognition, they can be of the in the Board of Management.

THE VICE-CHAIRMAN (PROF. CHANDRESH P. THAKUR): You have made your point and the Minister has heard you. (Interruptions). You cannot reopen the debate.

SHRI V. NARAYANASAMY: I am not reopening the debate. I would only put one question. Now the new Industrial Policy has been announced. The workers have not been taken into confidence. I would suggest that the workers should be involved in the new Industrial Policy to make it a big success. There is a lot of controversy that the Labour Ministry has been ignored in that respect. I would like to know from the hon. Minister as to what is his response on that.

**डा० रत्नाकर पाण्डेय :** उपसभाध्यक्ष महोदय, अपनी पार्टी की ओर से डिबेट को शुरू करते हुए मैंने डाला सीमेंट फेक्टरी के संबंध में बड़े विस्तार से कहा था। प्रधानमंत्री श्री पी. वी. नरसिंह राव जी के पास डाला सीमेंट फेक्टरी के 1000 से अधिक वर्कर गये थे और जो उन्हें मेमोरेण्डम दिया गया, मैंने उसकी बड़े विस्तार से चर्चा की थी। मैंने मांग की थी कि डालमिया समूह को वह फेक्टरी बेच दी गई है 7200 वर्कर इस पर एजीटेड हैं। ऐसी स्थिति में इसका मालिकाना हक डालमिया इंडस्ट्रीज से ले कर उनको तीन महीने की जून, जुलाई और अगस्त महीने की तख्ताह दी जाए। इस सीमेंट फेक्टरी को सीमेंट कारपोरेशन ऑफ इण्डिया जो भारत सरकार का एक उपक्रम है (व्यवधान) प्रधानमंत्री जी ने विचार

[डा० रत्नकिर पाण्डेय]

करने का आश्वासन दिया था।  
(व्यवधान)

SHRI GURUDAS DAS GUPTA):  
I would supplement. I had categori-  
cally requested the Minister that the  
workers are really in hunger, they  
are without work and they are cam-  
ping in Lucknow. (Interruptions).

THE VICE-CHAIRMAN (PROF.  
CHANDRESH P. THAKUR): There  
is nothing new in it. (Interruption)

SHRI GURUDAS DAS GUPTA):  
My suggestion is, let the Labour  
Minister of the Government, of India  
call a meeting of the trade unions  
as also the representatives of the  
State Government of Uttar Pradesh  
and sort it out. This is a concurrent  
subject which cannot be overlooked.

श्री नरेश पुगलिया (महाराष्ट्र):  
उपसभाध्यक्ष महोदय, आज जिन लोगों ने  
इस चर्चा में भाग लिया है केवल उन्हीं  
के प्वाइंट्स को ही कवर किया गया  
है लेकिन इसके पहले जब चर्चा हुई तो  
उस में कई माननीय सदस्यों ने पार्टिसिपेट  
किया उन महत्वपूर्ण प्वाइंट्स को मंत्री  
महोदय ने जानबूझ कर के टाल दिया  
है। मैं आपके नोटिस में लाता चाहता  
हूँ कि बोनस की इलीजिबिलिटी की  
लिमिट जो कि 2500 रुपये है उसको  
3500 तक बढ़ाने के लिए पूरे देश में  
मांग हो रही है। सब ट्रेड यूनियंस  
ने यह मांग की है।

[उपसभाध्यक्ष (श्री भास्कर अन्नाजी  
भासोडकर) पीठासीन हुए]

स्किल्ड वर्कर्स की तनखाह बढ़ चुकी है।  
अब वे वर्कर्स बोनस से वंचित हैं।  
खासकर सेंट्रल गवर्नमेंट ने डाक और  
रेलवे वर्कर्स के लिए जब लिमिट बढ़ा  
दी है तो बाकी वर्कर्स के लिए क्यों  
डिस्पर्डिटी रखते हैं। इसलिए मैं मंत्री  
महोदय से कहना चाहूँगा कि ढाई हजार  
रुपये की लिमिट से जब साढ़े तीन हजार

रुपये तक बाकी डाक और रेलवे वर्क  
में लिमिट बढ़ा दी है तो दूसरों को  
बढ़ा दीजिए.. (व्यवधान) और दूस  
बीड़ी वर्कर्स के बारे में है...

THE VICE-CHAIRMAN (SE  
BHASKAR ANNAJI MASODKAR)  
No debate. Please conclude. ... (I  
terruption).. Let us continue. Wou  
you like to respond, Mr. Ministe  
.. (Interruption) .. Please go ahe

SHRIMATI KAMLA SINHA: M  
Vice-Chairman, I would like to se  
only one clarification.

THE VICE-CHAIRMAN (SH  
BHASKAR ANNAJI MASODKAR)  
Just a minute .....

श्री नरेश पुगलिया: दूसरा मैं  
उस दिन डिस्कसन में कहा था कि  
हिंदुस्तान के बीड़ी वर्कर्स का प्राविडेंट  
फंड का पैसा पिछले कई सालों क  
मैनेजमेंट के पास पड़ा हुआ है। सुप्रीम  
कोर्ट का डिसिजन होने के बावजूद भी  
सैंकड़ों करोड़ रुपये पर लेबर मिनिस्टर  
ने अभी निर्णय नहीं लिया है जिसने  
कारण उनका पैसा लीटाया नहीं जा रहा  
है। मैं माननीय मंत्री जी से जानना  
चाहूँगा कि इस प्राविडेंट फंड के पैसे  
के विषय के बारे में मंत्री जी क्या  
निर्णय लेने जा रहे हैं।

DR. G. VIJAYA MOHAN REDD?  
Sir, I would like to seek a clarificatio  
from the hon. Minister. What is the  
attitude of the Government toward  
secret ballot for recognition?

THE VICE-CHAIRMAN (SHE  
BHASKAR ANNAJI MASODKAR)  
What is your point of order, Mrs  
Sinha? No debate. Only seek clarifi-  
cations.

श्रीमती कमला सिन्हा: मैं प्रश्न ही  
पूछूंगी। मैंने जब डिबेट को शुरू किया  
था तो तीन चार मुख्य बातों के बारे  
में कहा था। उनके बारे में मंत्री महोदय  
ने कोई उत्तर नहीं दिया है। एक तो  
मैंने यह कहा था कि लेबर पार्टीसिपेशन

इन मैनेजमेंट के विधेयक के बारे में सरकार क्या करने जा रही है। इसका एक इंडस्ट्रियल रिलेशन पर कंसोलिडेटेड बिल लाने की बात हुई थी जिसमें सभी ट्रेड यूनियन्स के साथ बैठकर बातचीत हुई थी। सभी ट्रेड यूनियन्स, जिसके चेयरमैन रायानुजम साहब थे, की तरफ से मिलकर एक बिल का प्रारूप भी बना दिया गया है। उसके बारे में सरकार का क्या विचार है, क्या करने जा रही है।

तीसरी बात, मैंने यह कहा था कि महिलाओं को काम के स्थान पर बहुत अवसर मिलता है, उनके साथ बहुत अवसर होता है जिसको अंग्रेजी में कहा जाता है "संयुक्त हैरिसमेंट ऑफ द बीमेल एंड द वर्क प्लेस"। मैंने कहा था कि सरकार को एक विधेयक लाना चाहिए जैसे कि योरोप या अमेरिका के कई देशों में इस तरह के विधेयक हैं :

Onus shall be on the employer and on the floor boss.

तो इसके बारे में सरकार का कुछ विचार है या नहीं। चौथी बात मैं यह जानना चाहती हूँ कि . . . .

उपसभाध्यक्ष (श्री भास्कर अनाजी मासोदकर) उन्होंने सब सुना है।  
He has already heard. He will give a reply...

SHRIMATI KAMLA SINHA: I would finish, then only would he reply.

THE VICE-CHAIRMAN (SHRI BHASKAR ANNAJI MASODKAR): That is all right. He will reply...

श्रीमती कमला सिन्हा: चौथी बात मैं सरकार से यह कहना चाहती हूँ कि सरकार द्वारा लेबर स्टैंडिंग कमेटी की रीकॉमैण्डेशन करने की बात थी और अभी हमारे यहां पूरे देश भर में 11 इंडस्ट्रियल ट्रिब्यूनल्स हैं। क्या सरकार उनकी संख्या बढ़ाएगी या नहीं?

THE VICE-CHAIRMAN (SHRI BHASKAR ANNAJI MASODKAR): Would you like to respond, Mr. Minister?

SHRI P. A. SANGMA: Sir, I have right from the beginning apologised to the hon. Members that it would not be possible for me to reply to each and every specific point though I know the importance of every point; otherwise it is so vast that I will have to take a very long time. I can assure the House that every point made by the hon. Member has been noted and I will attend to that. I think there is one important point which Madam and Mr. Narayanasamy have raised about the workers' participation in management. We are fully committed to the principle of workers' participation in management. In fact, it was the Congress Government in 1976 which brought an amendment to Article 43 of the Constitution of India and incorporated this principle. Therefore, there is no question of going back in the same debate, in reply to the debate on industry, when the Prime Minister was asked by an hon. Member: "Will you allow the participation of workers in management?", the Prime Minister replied, and I quote: "There will be full encouragement to the participation of workers in the management." This, is the reply of the Prime Minister and, therefore Sir, we are fully committed to this principle. In fact, the Bill is pending before this august House, the Bill for workers' participation. There have been a lot of suggestions from a lot of hon. Members that the Bill should be referred to a Select Committee or it should be referred to a Joint Committee. Many suggestions are there and we are looking into them, but the Bill is before this House.

Regarding Dr. Pandey's question of Dalla Cement Factory, I don't have all the details and I won't be able to say anything on that; perhaps, I can inquire into it and then inform the Member. Now regarding bonus, it is a very big issue and

[Shri P. A. Sangma]

there is a lot of demand for raising the existing limit of eligibility for payment of bonus from Rs. 2500 p.m. to Rs. 3500 p.m. to which Mr. Pachouri referred.

AN HON. MEMBER: Mr. Puglia.

SHRI P. A. SANGMA: I am sorry, Mr. Puglia. Sir, I would not be able to commit anything on this because it mainly concerns the Ministry of Finance. Now, I can only assure the House as a Labour Ministry we will take up the issue with the Finance Ministry. That much I can say. *(Interruptions)*. That is why I am saying we will have to take it up with the Ministry of Finance. We will take it up with the Ministry of finance. Without that I cannot do anything. As far as secret ballot is concerned about which Dr. Reddy has spoken, the Industrial Relations Bill which was introduced in this House was withdrawn and where the question of secret ballot or check-off system was there it was referred to the Ramanujam Committee. I think the House moves about it and it was referred to the Ramanujam Committee again for re-examining the whole thing. The Ramanujam Committee has submitted its Report and that Report also has to go to the Indian Labour Conference and it is the Indian Labour Conference which will discuss this. So, I am not able to say the position as of now because in the beginning itself I said that the Labour Ministry is such a Ministry that it has to work within the parameters of a tripartite mechanism.

SHRI NARESH PUGLIA: He has not replied to the question of provident fund of bidi workers.

THE VICE-CHAIRMAN (SHRI BHASKAR ANNAJI MASODKAR): Please now it is over. He will look into it.

SHRI NARESH PUGLIA: He must reply about bidi workers' provident

fund. I have asked a specific question.

THE VICE-CHAIRMAN (SHRI BHASKAR ANNAJI MASODKAR): You cannot force him. Now, will proceed to the Appropriation (No. 4) Bill, 1991.

#### THE APPROPRIATION (NO. 4) BILL, 1991.

THE MINISTER OF STATE  
THE MINISTRY OF FINANCE  
(SHRI SHANTARAM POTDUKHI)  
Sir, I beg to move:

"That the Bill to authorise payment appropriation of certain sum from and out of the Consolidated Fund of India for the services the financial year 1981-92, as passed by, the Lok Sabha, be taken into consideration."

The Bill provides for withdrawal out of the Consolidated Fund of India of the amounts required to meet expenditure for the year 1991-92 charged on the Fund as well as the Grants voted by the Lok Sabha.

Gross disbursement of Rs. 2,26,211.53 crores, are provided in the Bill. After off the recovered receipts taken in reduction of expenditure and transactions in the nature of accounting adjustments, then provisions aggregate to Rs. 1,13,400 crores of this, an amount of Rs. 33,725 crores is for Central Plan and Central assistance for State and Union Territory Plans. The provision for defence expenditure is Rs. 16,35 crores, for interest payment Rs. 27,41 crores, for subsidies Rs. 10,395 crore including Rs. 1,500 crores for providing debt relief to farmers, and for pensions Rs. 2,298 crores. Other non-Plan grants and loans to State and Union Territory Government account for Rs. 9,547 crores, non-Plan capital outlay Rs. 1,176 crores, non-Plan loans to public enterprises Rs.