

### Demand for Speedy Settlement of Industrial Disputes in the Capital

डा. बापू कालदास (महाराष्ट्र) : उपसभाध्यक्ष महोदय, आपके माध्यम से मैं श्रम मंत्री जी का ध्यान इस विशेष उल्लेख के द्वारा आकर्षित करना चाहता हूँ। आप स्वयं जानते हैं कि मजदूर और मालिकों में कई मामलों में विवाद होते हैं और इन विवादों का निपटारा जल्दी से जल्दी करना मालिकों के लिए आवश्यक नहीं होता लेकिन मजदूरों के लिए बहुत आवश्यक होता है। जैसा कि आप जानते हैं कि दिल्ली में जो विवाद चल रहे हैं, औद्योगिक विवाद, इसमें बहुत देर हो रही है। यहां सदन में श्रम मंत्री जी ने आश्वासन दिया था कि इन विवादों का निपटारा हम जल्दी से जल्दी करेंगे। अगर आज की स्थिति आप देखें तो आज दिल्ली में 8 लेबर कोर्ट्स हैं और 29.03.89 यानि मार्च एंड तक के अगर फिगर देखें तो इन कोर्टों में 13,939 मसले आज भी पड़े हुए हैं जिनका निपटारा अभी तक नहीं हुआ है। इनमें से कई विवाद ऐसे हैं जो कि 6 या 10 सालों से पड़े हुए हैं। अगर 10 साल तक कोई मुकदमा लेबर कोर्ट में पड़ा रहेगा तो उससे मालिक का तो कोई नुकसान नहीं होगा, लेकिन गरीब मजदूर जो या तो मजदूरों से हटाए गए हों या उनको कम पैसा दिया गया हो या किसी एक्सीडेंट के कारण उनको कम्पन्सेशन ठीक ढंग से न दिया गया हो, उन मामलों के बारे में उनको जो धन की या काम की आवश्यकता होती है उसका एक बहुत बुरा असर पड़ेगा, यह तो आप स्वयं जान सकते हैं। इसके लिए यह भी कहा गया कि जो मसले 6 या 10 साल के लम्बे अरसे से पड़े हुए हैं उन मसलों के लिए जो एडजर्नमेंट मांगते हैं वह एडजर्नमेंट बहुत कम समय की दी जानी चाहिए। यह भी माना गया था कि एडजर्नमेंट कम समय की दी जाती है, मालिक इस पक्ष के होते हैं आम-तौर से कि एडजर्नमेंट लम्बे समय तक चलती रहे, मामले का निपटारा जल्दी से जल्दी न हो, क्योंकि मैं स्वयं जानता हूँ और इसमें हमने ऐसे भी मसले देखे हैं कि जहां मजदूर मर चुके हैं लेकिन मामलों का निपटारा नहीं हुआ है। यह हालत बहुत बुरी हालत है और इसलिए हमको लगता

है कि उनको जल्दी से जल्दी एक समयबद्ध तरीके से इन सारे मसलों को निपटाना चाहिए। अगर सरकार चाहे तो सरकार और भी लेबर कोर्ट्स स्थापित कर सकती है। सरकार चाहे तो समयबद्ध इनको कार्यक्रम दे दे। तो जो 13,000 से ज्यादा मसले आज तक वैसा हो पड़े हुए हैं, इन मसलों का निराकरण जल्दी से जल्दी होना मजदूरों के हित के लिए आवश्यक है, ऐसा मैं मानता हूँ। इसके लिए मैं आपके माध्यम से मंत्री महोदय से विनती करता हूँ कि इतने लंबे पड़े हुए मसलों को जल्दी से जल्दी निपटाने के लिए या तो कोर्टों को संख्या बढ़ाये या कुछ न कुछ एक टाइम शेड्यूल तय किया जाए ताकि बहुत दिनों से पड़े हुए विवादों का हल जल्दी से जल्दी हो सके। धन्यवाद।

### Proposed Strike by Bank Employees on 11th August, 1989

THE VICE-CHAIRMAN (SHRI MIRZA IRSHADBAIG): Now, we take up further discussion on the Small Industries...

SHRI GURUDAS DAS GUPTA (West Bengal): Sir, can I make a small submission?

THE VICE-CHAIRMAN (SHRI MIRZA IRSHADBAIG): Yes.

SHRI GURUDAS DAS GUPTA: Sir, my point is the Minister looking after Banking is here. But the whole country knows that on the 11th of August, seven lakh bank employees are going on a strike. It is going to be a 'bank bundh' throughout the country. And the bank employees have threatened that if their justified demands are not conceded or the discrimination being meted out to them is not ended, then there is going to be another strike in September which means there is going to be a collapse of the financial market in the whole of the country. The main reason for this, Sir, is this. There has been the 5th Bipartite Agreement. After the conclusion of the 5th Bipartite

[Shri Gurudas Das Gupta]

Agreement, one or two managements of banks have given their employees something more than what was agreed upon, and that is a total violation of the equal wage for equal pay concept. Therefore, Sir, the Finance Ministry is actually resorting to discriminatory tactics. After an agreement was signed, they have allowed the management of some other banks to give their employees more. This is not only a case of discrimination, but this also actually results in serious deterioration of industrial climate in the banking industry. Therefore, Sir, since the Minister is here, I urge upon him to tell the House whether he is going to consider that the discrimination that has been meted out to more than five lakh bank employees will be ended, and such a statement on his behalf can create a situation when the strike can be withdrawn. Therefore, Sir, I expect the Minister of State for Finance, Mr. Eduardo Faleiro, a good friend of mine, to be a little generous, to be a little more reasonable and not to act on the advice of the people who generally do not understand the industrial relations. I take this opportunity, and I demand him to make a statement that he will take steps to end the discrimination. And, Sir, the 5th Bipartite Agreement is being violated after it was concluded by the management of a number of banks and as a result the Government will have to spend Rs. 160 crores additionally. This is an additional burden on them. Why the Government is taking so much of burden on their shoulders and also incurring the displeasure and inviting bank bundh' in the country, I do not understand. I do not understand the mechanism of the whole thing. I expect the Minister to finally stand up and react to it.

SHRI VITHALBHAI M. PATEL (Gujarat): Sir, I am happy he is against giving more salary to the bank employees.

THE MINISTER OF STATE IN THE DEPARTMENT OF ECONOMIC AFFAIRS IN THE MINISTRY OF FINANCE (SHRI EDUARDO FALEIRO): He is not.

SHRI VITHALBHAI M. PATEL: What he said means that he is against giving anything more.

SHRI SATYA PRAKASH MALAVIYA (Uttar Pradesh): The Minister is here. He can react.

SHRI ASHIS SEN (West Bengal): Mr. Vice-Chairman, Sir,...

THE VICE-CHAIRMAN (SHRI MIRZA IRSHADBAIG): You want to associate?

SHRI ASHIS SEN: Not simply associating. In that connection, I want to make a small submission.

SHRI VICE-CHAIRMAN (SHRI MIRZA IRSHADBAIG): I cannot permit it now. All right, do it within one minute.

SHRI ASHIS SEN: Sir, the question is that there has been a settlement industry-wise. There has been another settlement separately in one of the banks, the State Bank of India. The question is that if a settlement has been entered into and another unit of the banking industry has entered into another settlement, and if the employer and the employees come to a settlement, whether the Government will honour it or not because, the bankers as such during the 5th Bipartite Agreement, what they have done is that on a plea of non-availability of funds and profits, they have depressed the wages, and simultaneously, afterwards we find that in the State Bank of India improved wages have been given. Now, it is justified that the rest of the bank employees are asking that there should be a uniformity about that, and on that ground, an all-India

bank strike is going to take place on the 11th of this month. I associate myself with Mr. Gurudas Das Gupta that the Minister should try to call upon all the organisations of bankmen and bankers to bring about a settlement on that.

**SHRI SATYA PRAKASH MALAVIYA:** Sir, the Minister is here. You can ask the Minister. He can react.

**SHRI GURUDAS DAS GUPTA:** Sir, his stony silence is not a sign of wisdom. Let him react.

**THE VICE-CHAIRMAN (SHRI MIRZA IRSHADBAIG):** If he wants, he is most welcome.

**SHRI EDUARDO FALEIRO:** Mr. Vice-Chairman, Sir, let me say here that I am taken utterly by surprise by this mention of this particular situation here in this House I am taken utterly by surprise at this point of time, but then I am reacting candidly and for myself to the issue which has been raised. I will just make two points. Point No. 1 is that I have gone out of my way and I think it is my duty to do so to talk to the employees as such or to their representatives and unions. I have gone out of my way and I think it is my duty to do so and I will continue therefore on this path and therefore I am always available to discuss this matter with the employees as such and with their unions and much more so with my colleagues in Parliament, like Shri Gurudas Das Gupta and Shri Ashish Sen. That is point number one. In regard to point number 2 I would like to make this plea here, very fervent plea, which I have been making to the unions and employees, please understand that when you go on strike and when you disturb the functioning of the banks, you see nobody suffers, but number one, the people at large who are the customers of the bank and number two, the employees themselves, they them-

selves suffer, and suffer materially. Therefore do not resort to strike unless you have, number one, a legitimate grievance, which in this case does not exist.... (Interruptions).

**SHRI GURUDAS DAS GUPTA:** You are imposing the strike.

**SHRI EDUARDO FALEIRO:** This does not exist in the context of the informal exchange of views I have had with two hon. M.Ps. and then, in any case, as I have said, please do not make the people of this country suffer, please understand that you are a privileged class. You may discuss about your wages, but can anyone dispute that bankers are a privileged class in our country, where we have millions of people who are poor. (Interruptions). Please don't do this.

**SHRI GURUDAS DAS GUPTA:** Why have you given them more. I agree with you but why is it that in some banks you have given more than agreed to in the bipartite agreement.

**SHRI EDUARDO FALEIRO:** I have already said. Then you know my views. I am prepared to talk to you and discuss this matter.

**SHRI GURUDAS DAS GUPTA:** Sir, I suggest that you announce that there will be a meeting of the trade unions with the Minister. Are you agreed to a meeting? You call them to a meeting in Delhi and don't leave it to the bureaucrats.

**THE VICE-CHAIRMAN (SHRI MIRZA IRSHADBAIG):** Please sit down. You meet the Minister in his chamber and discuss.

We will now take up the Small Industries Development Bank of India Bill, 1989.

#### **SMALL INDUSTRIES DEVELOPMENT BANK OF INDIA BILL, 1989—Contd.**

**SHRI J. P. JAVALI (Karnataka):** Mr. Vice-Chairman. Sir, this is my maiden speech. I am making this