

SHRI D. K. BOROOAH : It is a fact that under the agreement for partnership with the foreign company, Philips Petroleum, the Managing Director is an American. I am not quite sure how long he will be there, but I feel that there is an arrangement by which that post will be taken over by Indian management after a while; I do not have the figures with me.

MR. CHAIRMAN : Mr. Niren Ghosh. Last question.

SHRI NIREN GHOSH: I would like to know whether it is a fact that in the Cochin Oil Refinery, though the crude was there the full production according to the installed capacity was not reached because, as far as my knowledge goes, in the Cochin Refinery there were some technical defects and sub-standard designs and that has caused enormous havoc to the refinery.

SHRI D. K. BOROOAH : You are talking of the Cochin Fertilisers. This is the Cochin Refinery.

SHRI NIREN GHOSH : Yes, yes. In the refinery itself. You have to tell whether there has been any such thing, whether the technology has not been up to date and due to that whether there has been any shortfall in the production when the full quantity of crude was available.

SHRI D. K. BOROOAH : This is not a fact. In fact it is a little too sophisticated.

*159. [The questioner (Shri Sitaram Singh) was absent. For answer, vide cols. 39-40 infra.]

♦160. [The questioner (Shri Syam-hil Gupta) was absent. For answer, vide cols. 40-42 infra.]

•161. [The questioner (Shri K. L. N. Prasad) was absent. For answer, vide cols. 41-42 infra.;

Workers' participation in Management of Public Undertakings

•162. DR. V. B. SINGH:

SHRI R. K. MISHRA:

SHRI N. R. CHOU-
DHURY :

SHRI HARSH DEO MALAVIYA :

SHRI SARDAR AMJAD ALI :

Will the Minister of PETROLEUM AND CHEMICALS be pleased to refer to the answer to Unstarred Question 893 given in the Rajya Sabha on the 14th May, 1973 and state whether Government propose to appoint workers' representatives as directors in some public undertakings under his Ministry ?

THE MINISTER OF PETROLEUM AND CHEMICALS (SHRI D. K. BOROOAH) : Presently, there are workers' representatives on the Board of Directors of the Hindustan Antibiotics Limited, and Hindustan Organic Chemicals Limited.

SHRI R. K. MISHRA : Is the Government considering any proposal for appointing workers' representatives in other units under the Ministry?

SHRI D. K. BOROOAH : Yes, Sir, that is so.

SHRI R. K. MISHRA: By what time the decision is likely to be taken in this respect?

SHRI D. K. BOROOAH: Sir, I would not like to give a time-bound programme but I would like to do it as early as possible.

SHRI R. K. MISHRA: Will it be within this year ?

SHRI D. K. BOROOAH: A year would be too long.

†The question was actually asked on the floor of the House by Shri R. K. Mishra.

SHRI N. R. CHOUDHURY : Sir, the Minister says that he desires that workers should be given participation in management...

SHRI D. K. BOROOAH : We have already done it.

SHRI N. R. CHOUDHURY : ... in other units also. I would like to know in what manner you would like to give them.

SHRI D. K. BOROOAH : They will be members of the Board of Directors representing the workers.

SHRI HARSH DEO MALAVIYA :

I would like to know from the hon. Minister in the case of the two public sector undertakings which you have mentioned where there is workers' representation in management, how do you select the workers' representative. What are the responsibilities of the workers' representatives and what has been your experience in the operation of the undertaking concerned ? Has workers' participation helped you in your production process? Has it helped in keeping peace in the undertaking?

SHRI D. K. BOROOAH : Out of the two workers' representatives on the Boards, the one in the Hindustan Antibiotics Ltd., Pimpri, is Mr. D. S. Yadav. He was elected by the entire electorate.

SHRI HARSH DEO MALAVIYA :

It is vague. Is it by the union or by the entire working class ?

SHRI D. K. BOROOAH : Entire working class. The second in the Hindustan Organic Chemicals Ltd., is Mr. B. P. Peshattiwar. He is Draftsman, Grade II. I think he was elected by ballot. And certainly my feeling is that this has helped. They function as Members of the Board of Directors; they have the same rights and privileges and the same authority as other Members of the Board and my impression is in Pimpri this has contributed to the maintenance of industrial peace there and

I also for introducing an element of dedication amongst the workers.

SHRI HARSH DEO MALAVIYA: He has given his impression. I would like to know from the hon. Minister whether he has made some investigation into it. Your impression is one thing and arriving at some conclusion through proper investigation is another thing. If the investigation results are good he can extend the experience.

SHRI D. K. BOROOAH : It is very simple. There has been no labour trouble since the workers' representative was appointed on the Board of Directors.

SHRI SARDAR AMJAD ALI :

Thanks to the hon. Minister that in two of the undertakings he has given representation to the workers. I would like to know from the hon. Minister while he has referred to the electorate who have been given the power to send their representative does that mean that the electorate is composed of members of the recognised union alone or all the unions that are functioning there.

SHRI HARSH DEO MALAVIYA :

He said working class.

SHRI SARDAR AMJAD ALI: Because it has been found that a particular union had majority at one point of time and that got the recognition but now it may be a minority union but still it is not derecognised and his minority union may get representation in the Board of Directors. I would like to know whether all the working people, all the workers collectively, from the electorate or only those belonging to the recognised unions.

SHRI D. K. BOROOAH : The workers in the unit form the electorate. As far as my experience goes, in two units elections have been held and both the elections have been peaceful. There has been no trouble since then. Therefore, all I would say is that it is a good experiment and we should continue to extend it.

SHRI KALI MUKHERJEE : This question is limited to the Petroleum Ministry, but the hon. Minister has also said that this policy should be adopted in all the public undertakings...

SHRI D. K. BOROOAH : I have not said that.

SHRI KALI MUKHERJEE : In his Ministry only. He said that the procedure he is adopting is that all the workers shall form the electorate. He said all the workers employed in that industry or factory shall constitute the electorate and they will elect one or two, whatever has been decided, representatives of the workers in that unit on the board of directors. Does he agree with me that the same procedure should be adopted in all the 103 public undertakings where the participation of labour in management has been assured by the Prime Minister and production-oriented trade union movement is going ahead? In view of the participation of trade unionists, will he agree with me that the same procedure should be adopted immediately in all the public undertakings in the country?

SHRI D. K. BOROOAH : I have said that so far as my Ministry is concerned and the industrial units under my Ministry are concerned, it is our endeavour to increase workers' participation in the Board of directors to the extent it is possible.

श्री ओइम् प्रकाश त्यागी : सभापति महोदय, मैं मंत्री महोदय से जानना चाहता हूँ कि चूँकि कई संस्थानों में कई यूनियन्स होती हैं और उन की विचारधारा भी अलग-अलग होती है यह हर एक का अनुभव है इस लिए वर्कर्स का सही प्रतिनिधित्व मैनेजमेंट में हो सके इस सिद्धान्त को स्वीकार करते हुए क्या सभी वर्कर्स की राय के अनुसार जो प्रतिनिधि उचित हों उन को लिया जाय, यूनियन के आधार पर उन को न लिया जाय, इस बात को क्या आप स्वीकार करेंगे ?

श्री डी० के० बरुवा : मैं ने वही अर्थ किया था अभी ।

श्री रबी राय : सभापति महोदय, मैं जानना चाहता हूँ कि दो पब्लिक अंडरटेकिंग्स उन के मंत्रालय के मातहत हैं जहाँ एक-एक को लिया है मैनेजमेंट में, तो मैं जानना चाहता हूँ कि उन का चुनाव किस प्रक्रिया से हुआ। क्या जो रिक-गनाइज्ड यूनियन्स हैं उन में से उन को लिया या जो सारे के सारे मजदूर वहाँ थे उन्होंने उन के चुनाव के लिए वोट दिया ? दूसरे उन के मंत्रालय के मातहत कितनी पब्लिक सेक्टर अंडरटेकिंगज हैं और उन में जो आप ने अभी नीति अपनाई है उस के अनुसार कितने दिनों में मजदूरों को बोर्ड आफ मैनेजमेंट में लिया जायेगा ? और कब तक ?

श्री डी० के० बरुवा : इस का जबाब मैं दे चुका हूँ ।

श्री रबी राय : यूनियनाइज्ड लेबर है या जो यूनियन में नहीं हैं उन को भी आप ने वोट देने में शामिल किया है ?

श्री डी० के० बरुवा : जो इंडस्ट्री में काम करते हैं उन सब के मत से यह होता है ।

श्री रबी राय : जो कैजुअल लेबर वहाँ काम करते हैं ?

श्री डी० के० बरुवा : उन को इन्रोल तो होना चाहिए ।

SHRI K. CHANDRASEKHARAN : Sir, it has been very heartening to hear the Minister giving a very encouraging reply stating that there are no labour problems in the two industries under his Ministry where there has been workers' participation in management. May I ask the hon. Minister whether he is not aware of the fact that the Udyogamandal Division of FACT is rotting and is likely to blow up in the months to come on account of the very bad employer-employee relations that are existing there? May I know from the hon. Minister whether he is aware of the fact that it is the ruling Congress trade union that has been active in the Udyogamandal Cochin

Division, which has not started functioning, is also absolutely rotting on account of very bad employer-employee relations ? May I know from the hon. Minister what steps he would take in the matter of giving immediate workers' participation in the management of the two units of FACT in Kerala ?

SHRI D. K. BOROOAH : Yes, Sir, the FACT, from the point of view of both production as well as management, has not been as effective as it should have been. There has been trouble for quite sometime and we are now very much concerned about increasing production by improving the technology because there has been defective technology also in it. We are looking at it from the point of view of increase in production through improvement of technology and rectification of the errors that have already been committed. So far as other labour problems are concerned, we are also having discussions with the Government of Kerala because the Government of Kerala also is involved in this, as there was a strike in which we had to take help from the Government of Kerala. I think both the problems will be sorted out together—the problem of rectification of technology on the one hand and the problem of management, on the other. Unless these two things are done, it will be difficult for us to go in for workers' representation just at this point of time. But once we do it, I think we will certainly go in for workers' representation in the board of directors of FACT also.

SHRI NIREN GHOSH ! Sir, the hon. Minister said that since the appointment of the workers' representatives in the management, there has been industrial peace. Did those workers, elected nominees, function merely to ensure industrial peace, or from the purchase of raw materials to manufacture, sales, agency, contract and all those things, including financial problems, they were associated?

If one or two workers only are taken in the board, are they not prone to become mere stooges in the hands of the management ? Only if you give the workers 50 per cent representation in the management, on an annual election basis, they can have equal power. Otherwise, they will be show-piece boys.

SHRI D. K. BOROOAH : I think the hon. Member had some private sector companies in mind. Workers in the public sector are not stooges. They are as much owners of the company as those in the management. There is a fundamental difference between the management of a public sector undertaking and the management of a private sector undertaking. A worker in a public sector undertaking cannot be a stooge because he is not anybody's slave. He works for nobody. He works for the country, he works for the industry. As I said, my experience is limited. I cannot talk about other undertakings. But I have seen that in Pimpri, the workers' representative on the board of directors is a highly qualified man. He is an M.Tech., Master of Engineering from Poona University and yet he is functioning as a supervisory worker. I have an idea that in the matter of IQ, he is as good as any member of the board of directors. Therefore, he has been very effective. It is not only for keeping industrial peace. That is certainly one of the purposes. But the main responsibility is that of looking after the interests of labour. If you cannot look after the interests of labour, then you are not going to ensure industrial peace. In this case because of the endeavour of the management, and particularly due to the workers' representation in the Board of Directors the interest of the workers are well looked after. Therefore, there is industrial peace.

MR. CHAIRMAN : Next Question.

SHRI NIREN GHOSH : You have not replied to the next point about 50 per cent