

strikes all over the country in this field or that field? The country cannot afford to have strikes and it is necessary to create a climate where there is neither a strike nor a look-out for at least 10 or 15 years to come. Will the honourable Minister consult the labour leaders including the employers and evolve some formula whereby the dispute will be settled around a table? In case of failure, there shall be a board of arbitration to look into it and its award should be binding. Even in the case of Government employees this should be the machinery. Of course, it should be the right of Parliament or of the Assembly to change the award, but not of the Government. We have been insisting on this on many occasions. But unfortunately neither the Labour Minister nor the Government has taken any serious note of it. The Minister only assured this House that he would create a climate in this country whereby there shall not be a strike for ten years to come and that he would evolve a sort of machinery the decisions of which shall be binding on the employees and the employers. May I know what the reaction of the Government is to this problem from this basic point?

**SHRI D. SANJIVAYYA :** It is really ideal not to have strikes and look-outs. It all depends upon with what responsibility the various organisations behave, the unions as well as the employers' organisations. So far as the Industrial Disputes Act is concerned, from time to time we have been amending the Act. But that is not enough. Therefore, a National Commission on Labour was appointed and the Commission has submitted its report with about 300 recommendations. Some of the important recommendations were recently discussed in the Standing Labour Committee, a tripartite body at the national level and decisions have been taken by it to create a machinery like the Industrial Relations Commission both at the Central as well as at the State levels so that the disputes may directly go to the Industrial Relations Commission instead of the Government alone taking the power of referring those disputes to various tribunals. And there are various other recommendations also which, when implemented, will create a good climate.

## PAPERS LAID ON THE TABLE

THE NAVAL CEREMONIAL CONDITIONS OF SERVICE AND MISCELLANEOUS (9TH AMENDMENT) REGULATIONS, 1969

**THE MINISTER OF STATE IN THE MINISTRY OF DEFENCE (SHRI NARENDRA SINGH MAHIDA) :** Sir, I beg to lay on the Table, under section 185 of the Navy Act, 1957, a copy of the Ministry of Defence Notification S.R.O. No. 435, dated the 24th October, 1970 (in English and Hindi), publishing the Naval Ceremonial, Conditions of Service and Miscellaneous (9th Amendment) Regulations, 1969. [Placed in library. See No. LT-4265/70.]

THE OIL AND NATURAL GAS COMMISSION (AMENDMENT) RULES, 1970.

**THE MINISTER OF STATE IN THE MINISTRY OF PETROLEUM AND CHEMICALS, AND MINES AND METALS (SHRI D. R. CHAVAN) :** Sir, I beg to lay on the Table, under sub-section (3) of section 31 of the Oil and Natural Gas Commission Act, 1959, a copy of the Ministry of Petroleum and Chemicals and Mines and Metals (Department of Petroleum) Notification G.S.R. No. 1776, dated the 25th September, 1970 (in English and Hindi), publishing the Oil and Natural Gas Commission (Amendment) Rules, 1970. [Placed in library. See No. LT-4267/70.]

PAPERS UNDER THE COMPANIES ACT, 1956

**THE MINISTER OF STATE IN THE MINISTRY OF PETROLEUM AND CHEMICALS, AND MINES AND METALS (SHRI NITI RAJ SINGH CHAUDHARY) :** Sir, I beg to lay on the Table, under sub-section (1) of section 619A of the Companies Act, 1956, a copy each of the following papers (in English and Hindi) :

(i) First Annual Report and Accounts of the Hindustan Copper Limited, Khetri Nagar (Rajasthan) for the period from November, 1967, to March, 1968, together with the Auditors' Report on the Accounts.

(ii) Second Annual Report and Accounts of the Hindustan Copper Limited, Khetri Nagar (Rajasthan) for the year 1968-69, together with the Auditors' Report on the Accounts.