

the feasibility report is Rs. 5 lakhs. So far as the delay is concerned, I do not think it will be fair to say there has been any substantial delay because there is a considerable amount of complications in working out the structure of the plant, the use of Kanjamalai ore, Navell lignite and other matters.

SHRI R. V. SWAMINATHAN : Is the hon. Minister aware of the fact that an impression is gaining ground in the Salem district and also in the Government of Tamil Nadu that the Salem plant has been put into cold storage? If so, will he do something tangible to remove this impression?

MR. SPEAKER : He made it clear.

SHRI S. MOHAN KUMARAMANGALAM : I am not aware of it, but if it is a fact, I am sure hon. members including the hon. member who put the question will dispel that wrong view.

May I correct a statement I made earlier? The figure I mentioned for the feasibility report is not Rs. 5 lakhs, but Rs. 3 lakhs.

Tripartite meeting on recognition of Trade Union

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*398. **SHRI J. B. PATNAIK :**
SHRI MUHAMMED SHERIFF :
SHRI AMAR NATH CHAWLA :

Will the Minister of LABOUR AND REHABILITATION be pleased to state :

(a) whether Government propose to call Tripartite meeting on Trade Union recognition; and

(b) if so, the time by which the proposal is likely to be finalised?

THE DEPUTY MINISTER IN THE MINISTRY OF LABOUR AND REHABILITATION (SHRI BALGOVIND VERMA):

(a) There is no such proposal at present.

(b) Does not arise.

SHRI J. B. PATNAIK : In view of the violations of the inter-union code of conduct, will the hon. Minister please state what is the machinery Government have to cope with the situation and what does the Government propose to do in the matter?

THE MINISTER OF LABOUR AND REHABILITATION (SHRI R. K. KHADILKAR) : The question is regarding a tripartite conference for trade union recognition. This is something different altogether.

SHRI J. B. PATNAIK : Concerning recognition of the unions also, because of the increasing violations of the inter-union code of conduct, for which it is necessary.

SHRI R. K. KHADILKAR : so far as inter-union conflicts are concerned, in the light of the multiplicity of unions in the trade union field where there are three central organisations—INTUC, AITUC and HMS—they are now discussing a plan to come closer and I am told they have discovered an area of agreement. At the last Indian Labour Conference, when this question came up, they asked for six months' time to finalise the proposals. So, in order to improve the present situation, the only alternative was to bring about some sort of an understanding between the three all-India unions, and that process has started.

SHRI AMAR NATH CHAWLA : I would like to know from the hon. Minister whether the standing labour committee had made certain recommendations last year with regard to the mode of recognising the trade unions in industrial establishments and, if so, the particulars thereof, and what steps the Government have taken to implement these recommendations.

SHRI R. K. KHADILKAR : The main problem is whether it should be verification or ballot. As the hon. Member knows, this question was gone into by the National Labour Commission. As I said earlier, the major trade unions are not yet agreed on either method, and they are evolving a formula in the light of the recommendations to find out a solution.

DR. RANEN SEN : This attempt on behalf of the central trade unions is going on for a long time and you have given them six months' more time. Now, it seems that on this question of verification or ballot, there is very little chance of coming to an agreement between them. In such a case, what would the Government do, because excepting only one central organisation, the rest of the central trade union organisations are in favour of a ballot? What would be the Government policy in regard to this?

SHRI R. K. KHADILKAR : I do not share the pessimism of the hon. Member regarding the outcome of these discussions, as I am in close touch with them. They have come to the conclusion that where there is some doubt or some sort of representation that verification was not conducted properly, in such a case only ballot should be taken. But the final agreement is yet to be reached. I am not excluding ballot nor verification—both the methods. But it will have to be enforced by agreement.

श्री धनशाह प्रधान : मन्त्री महोदय ने अपने उत्तर में बताया कि ऐसा कोई प्रस्ताव नहीं है लेकिन क्या मैं जान सकता हूँ कि 1919 से अन्तर्राष्ट्रीय सम्मेलन हुआ था उसके मुताबिक यदि आप त्रिपक्षीय समिति बनाते हैं तो उसमें नियुक्ता, श्रमिक और सरकार की तरफ से कितने कितने प्रतिनिधि रहेंगे ?

SHRI R. K. KHADILKAR : It is true that in the labour field we follow the method of tripartite, and in the tripartite, employers, employees and Government are represented. In this particular case, the point is this. This second part of the question is whether I am going to convene a tripartite to decide the question of recognition. Unless there is agreement, there is no proposal.

MR. SPEAKER : All these questions and answers are after the main answer which is "No" and "Does not arise." (*Interruption*) Mr. Kulkarni, you get up on every question.

SHRI RAJA KULKARNI : I have not asked any other question.

MR. SPEAKER : I have seen you getting up on every question. Kindly wait for some time.

**भारतीय इन्जीनियरिंग निगम (एच० ई० सी०)
रांची में मस्टर रोल के मजदूर**

*399. **श्री राजावतार शास्त्री :** क्या इस्पात और खान मंत्री यह बताने की कृपा करेंगे कि :

(क) क्या भारतीय इन्जीनियरिंग निगम के

स्थायी जादेशों के अनुसार उन मजदूरों को नियमित बना देने की व्यवस्था है जिन्होंने 240 दिन तक काम किया हो ;

(ख) क्या तीन वर्ष से अधिक अवधि तक निरन्तर काम करने वाले हजारों मजदूरों को अभी तक मस्टर रोल के मजदूर बना जाता है ; और

(ग) यदि हाँ, तो उन मजदूरों को नियमित बनाने के लिये क्या कार्यवाही की गई है ?

THE MINISTER OF STEEL AND MINES (SHRI S. MOHAN KUMARAMANGALAM) : (a) to (c). A statement is laid on the Table of the House.

Statement

There is no provision in the standing orders of Heavy Engineering Corporation Ltd., Ranchi for the regularisation of muster roll workers. The company have however, taken the following administrative decisions for absorption of muster roll workers on regular monthly scales of pay :

- (i) Semi-skilled and skilled muster roll workers on completion of one year's satisfactory service ;
- (ii) Unskilled muster roll workers on completion of three years continuous satisfactory service.

As on 1.10.71 there were 1392 muster roll workers. Some delay is unavoidable in complying with the procedural formalities involved in processing cases of muster roll workers for absorption in regular scales. The benefit of regularisation is invariably allowed from the date of completion of one year/three years' service as the case may be.

Under the provisions of the Industrial Disputes Act, muster roll workers who complete 240 days continuous service are entitled to benefits like admission to the provident fund, retrenchment payment etc. These provisions of the Act are being strictly implemented by the Corporation.

श्री राजावतार शास्त्री : अध्यक्ष महोदय, मन्त्री महोदय ने अपने उत्तर में कहा है कि