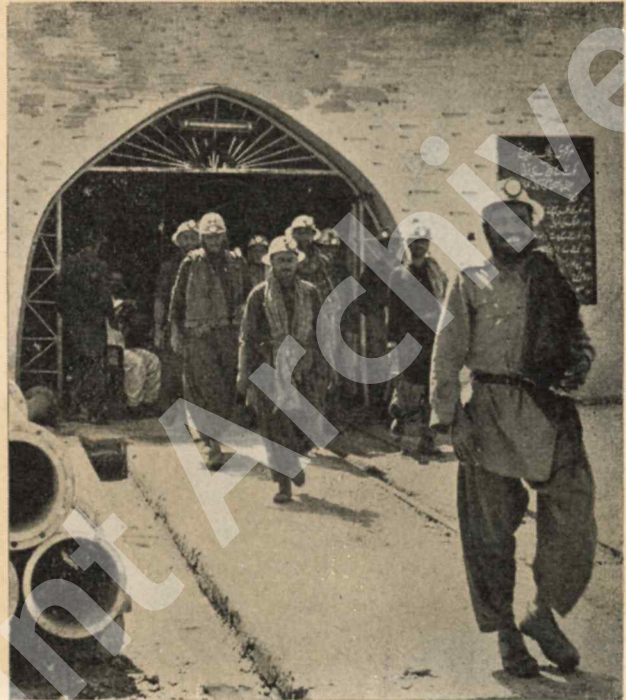
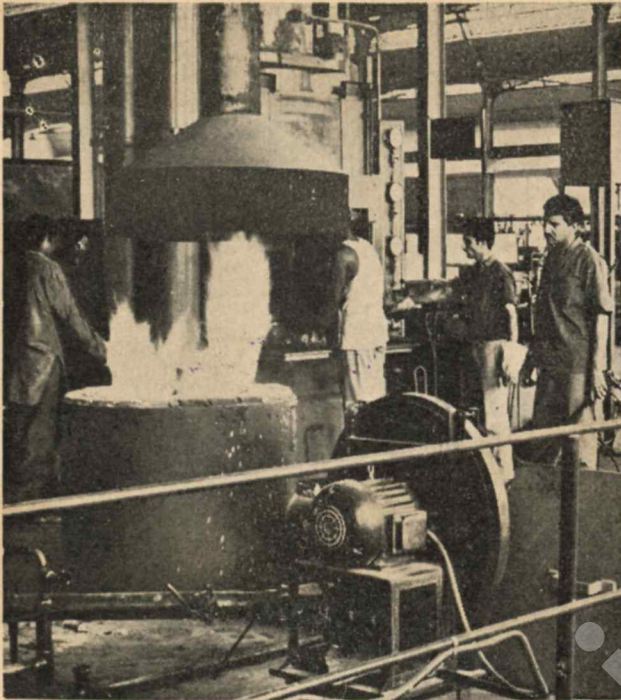


NEW DEAL FOR LABOUR

Syed Muzaffar Ali Shahi
P.O. Rashid Wagan
Distt Larkana.



“ The iniquitous economic system that has prevailed for so long cannot be changed in a day. But we are making a determined beginning in the highest interests of the workers.”

Zulfiqar Ali Bhutto
President of Pakistan



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MR. ZULFIKAR ALI BHUTTO
President of Pakistan

Father of the Nation

Syed Muzafar Ali Shah

P.O. Fashid Wagan

Dhaka, Bangladesh.

ANNOUNCEMENT BY PRESIDENT BHUTTO

February 10, 1972.

I am happy to announce today, within 7 weeks of assuming office, a New Labour Policy which will guarantee to workers their fundamental rights consistent with the requirements of industrial development of the State. I want to emphasise that this is only a first step towards the fulfilment of our pledge to the workers.

We are not so naive as to think that a mere new set of laws will transform overnight the national economic life of our society. We have tried to introduce certain basic reforms—reforms, I may add, which were long overdue but

which no previous government dared to introduce. The iniquitous economic system that has prevailed for so long cannot be changed in a day. But we are making a determined beginning in the highest interests of the workers.

I will outline briefly some of the main features of the legislation we are introducing; the Labour Minister will elucidate the salient features of this Policy tomorrow in a Press Conference.

Workers will be given participation in the management of industry. This will be progressively increased. As soon as the legislation and connected formalities are completed, workers' representatives will be associated with management to the extent of 20% at factory level. This will be done soon. At a prescribed level of industrial unit, and under certain spelt out stipulation, they will also have the authority to appoint an auditor with powers to inspect any accounts, records, premises or stores of a factory. This auditor will be paid by the management of the concerned prescribed unit.

*Workers participate
in management*

Further, we have decided to raise to 4%, from 2%, the share of the workers in the annual profits under the existing Companies Profits (Workers Participation) Act, 1968. If the workers increase productivity, they may receive an additional 10% of the increased profits.

In order to make the Trade Union movement truly effective, we have decided to introduce a system of Shop Stewards at the lowest production level of prescribed industrial unit. Each shop or department in such a factory will have a shop steward who will be elected by secret ballot by the workers of the shop from among themselves. He will represent their interest and point of view in the management of that shop, and will act as a link between the workers and management of prescribed units.

Shop Stewards

To ensure that workers' grievances receive full and efficacious justice, we have decided to introduce a new streamlined procedure which provides for a worker, himself or through his shop steward to bring his grievance to the notice of management; and, if no redress is given within the period prescribed, the matter may be taken to the Labour Union or the Labour Court. In such cases the Labour Court will give its decision within 20 days and not 60 days as is done at present.

*Redress of grievances
of individual workers*

The law relating to settlement of collective disputes has also been reformed to provide expeditious settlement. Works Councils will be strengthened and the scope of their functions widened to include all matters which can go before Labour Courts. Formerly, collective disputes had first to be referred only to management but now workers will have the option to refer, for a bilateral settlement, collective disputes to the Works Councils in which both they and management will be represented. A further revision in the law will provide that, instead of waiting for 21 days for serving a strike notice, a notice may be served within 3 days if the management does not respond favourably or there is failure of bilateral negotiations in the Works Council.

*Settlement of collec-
tive disputes*

Under the new law, a matter may be taken to Labour Court by either party. Formerly, this could be done only if both workers and management agreed jointly. Thus the workers, while retaining their right to strike, will have the option to get immediate adjudication by Court. This provision is designed to save the workers from being forced to go on strike, which they had to do in the past, merely because management did not agree to move the Court. The Court's award will now be given within 30 days and not 60 days as previously.

I would add that the right of clerical staff of banks to collective bargaining is now being restored and in this con-

nection, lower supervisory levels will be included in the definition of workmen.

In order to ensure that strikes do not take place without the consent or against the interest of the general body of workers, it has been made obligatory for unions to hold a secret ballot before resorting to strikes.

We intend to give full protection to workers against arbitrary retrenchment and termination of services by making it necessary for every order of retrenchment and termination of service to state reasons explicitly in writing. This will not only reduce substantially injustice to the workers but will also facilitate scrutiny by courts of the merits of each case.

Security of employment

We have decided to make compulsory the payment of bonus to employees either in cash or NIT shares, at the option of workers. The amount of bonus will be linked with profits so that increase in production and the prosperity of workers go hand in hand.

Payment of bonus

We have also decided to extend the application of Payment of Wages Act, 1936, and Industrial Employment (Standing Orders) Ordinance, 1968, to labour under contractors. This will ensure regular payments, over-time pay and proper rates of payments.

Labour under contractors

We naturally attach great importance to housing and will do everything possible to have it provided to the maximum extent possible. The Workers' Welfare Fund for housing and other major facilities was created sometimes back. This has remained a paper Fund only. We have, therefore, decided that representative committees will be set up, comprising nominees of workers and management and including representatives of the Provincial Governments, to go into the financial and other circumstances of each undertaking in the area and decide what further contribution, over and above the minimum one laid down by law, should be

Housing and other major facilities

made by employers for these facilities.

Even more important is education, and we have decided that employers shall provide free education upto matric to one child of each worker, the others will be progressively looked after by the State. This will naturally not apply to industrial units already providing better facilities to the children of workers.

Education for children of workers

We have carefully reviewed the Social Security Scheme and introduced major reforms in it. First, the levy of 2% of a workers wages for providing him medical facilities has been abolished, and the existing 4% contribution made by the employer will be raised to 6%. In due course additional steps will be taken for the provision of further medical facilities to workers.

Reform and expansion of Social Security Scheme

Secondly, provision for old-age pension will be made for all workers at a certain age. Compulsory group insurance for workers against death and injury when off duty will also be introduced.

Thirdly, the Social Security Scheme will be appropriately extended to cover domestic servants.

The existing laws regarding safety measures and workmen's compensation in the event of death or injury are being revised. Increased rates of compensation will be provided.

Group benefit schemes will be introduced as incentive to workers to compete in increasing efficiency and production in each plant. Measures will, at the same time, be taken to see, as far as possible, equitable distribution of employers' contribution between workers in capital intensive and labour intensive undertakings.

One major shortcoming has existed all along in labour legislation. Infringement of certain provisions, such as payment of compensation in case of death or injury, payment of over-time wages, provisions of canteens on premises and other such facilities have not been treated as cognizable

Violation of labour laws cognizable

offences. Violations of all such provisions are being made cognizable, though bailable.

We have also decided upon a large number of measures to promote the growth of workers' movement along progressive lines. I will mention only the more important of these measures here. To strengthen the growth of the trade union movement, we have decided to set up a quasi-judicial authority with three main aims:

*Promotion of
trade unionism*

- (a) To promote genuine trade unionism at the trade level and ensure representative character of unions.
- (b) To help in the setting up of federations of unions, industry-wise.
- (c) To help in the formation of federations at the national level.

It will also deal with cases of victimization of office-bearers of trade unions and unfair labour practices on the part of employers as well as trade unions.

We have given serious consideration to the question of the minimum wage. We do not think it advisable to take any hurried measures. Only two years ago the minimum wage was increased but a corresponding benefit has not accrued to the wage earner nor has it increased his purchasing power. It only resulted in a serious price spiral which is not yet checked. Before increasing minimum wages, it is essential to stabilise the prices so that the benefit of the increased wage becomes substantial in its practical sense instead of getting eaten away by galloping inflation.

Minimum wages

After careful consideration it has been decided that at this initial stage when we are about to begin the task of salvaging the national economy, an increase in money wages will further aggravate the inflationary situation. We have instead, at this moment introduced measures relating to participation in profit, housing, education and the abolition of 2% levy under the Social Security Scheme which are de-

signed to increase the workers' real income. At the same time we are making every effort to stabilise the prices of essential items of daily use such as atta, sugar, vegetable, ghee, kerosene oil and cloth. We believe that the measures we are taking will result in true and meaningful benefits to the workers. It is our intention to peg wages to prices as is the practice in the Scandinavian and some other advanced countries. This will be done when the economic situation normalises and when production increases. To bear this and other reforms including increase in minimum wages, there must be a rapid increase in production. We are facing crisis in production. This crisis must be surmounted to increase national wealth and national welfare of the labouring classes and of our society as a whole. I would like to emphasise that our economic salvation lies in making a determined effort to increase production.

Since the 20th of December, Martial Law notwithstanding 'Gheraos' and 'Jalaos' seem to have become the order of the day. This unruly and rowdy practice, negative in its purpose, anarchistic in its approach, nihilist in its results has been endured regrettably by the Government and the people for over seven weeks. The object of this exercise in patience was to show the people, and indeed even the participants, that this simply is not the proper form of protests or of ventilation of grievances. It is a self-destructive procedure. The majority of the people have shown their disgust over these demonstrations of hooliganism. They want an end to it. They want a return to sensible and civilised methods of protest. Even the participants excepting the ring leaders are getting disillusioned with this practice. National leaders have spoken against it. Public opinion is clear on the matter.

Taking all these factors into account, now I want to make it clear that the strength of the street will be met

*No more 'Gheraos'
and 'Jalaos'*

by the strength of the State. For long the people have tolerated this intolerable form of threat and thunder. It must stop. I say this as a friend and associate of those who have been innocently misled to indulge in one 'Gherao' after another. It is in their interest and in the interest of the rest of the people to put an end to this lawlessness. Scores have been settled. Pent up energies have been released. So let everyone return to the path of normality. Let nobody take these remarks light-heartedly. In future, the full weight of law will be visited on such forms of illegal demonstration.

The Government is not only aware of the workers' problems, but is fully receptive and sympathetic. We have provided the workers every legal means for redress of grievances. Let them now try these methods which are in their true interest.

I am speaking to you candidly to prepare you for the strenuous times lying ahead. But I am confident that if all of us try hard and work hard, we will all benefit. Of necessity, it will have to be a collective effort. This is the only way to serve Pakistan, to ensure that the children of our toiling masses, who have seen nothing but misery and hardship for centuries, will live in a better Pakistan, a more secure and happy Pakistan. Our sacrifices will not go in vain. We are making basic adjustments, not without a purpose. All our yesterdays have seen failure. Let us strive for a better tomorrow, a morrow at the service of the common man.

*Collective effort
a better Pakistan*

Labour Minister's Press Conference

The Central Labour Minister, Mr. Mohammad Hanif, while explaining the salient features of the new labour policy at a Press conference at Karachi on February 11, 1972, declared that the new labour policy was aimed at improving the lot working class, and expressed the hope that industrial peace would be restored and production tempo would pick up.

He hoped that 'gherao' and 'jalao' movements would now come to an end as the labour policy has provided a number of benefits to workers in the form of bonus, increased share of profits and workers' participation in management.

Replying to a barrage of questions, Mr. Hanif said the Government would give serious consideration to making violation of the provisions of the new labour policy a non-bailable, cognizable offence if the people so demanded. The Minister said under the new labour policy a labour union will be required to serve on the management a three-day strike notice. A secret ballot system to obtain consensus of the striking workers has been provided under the rules.

Asked as to who would conduct the secret ballot, the Minister said that the rules and regu-

lations in relation to the new labour policy, to be announced as soon as possible, will lay down the procedure in this behalf.

He said the right of the workers to go on strike after the expiry of 21 days of the notice of strike had been reduced to 14 days, during which conciliation proceedings would be carried out.

In the event of disagreement between the management and the workers, any of the two parties could take the matter to the industrial court for adjudication.

The previous rules on the subject provided for agreement between both the management and the workers about referring the matter to the court of law.

The Minister said that it had been the general practice on the part of the management that they, in a bid to thwart the interests of the workers, used to decline the matter to be taken to the court of law.

He said that the industrial labour courts will be required to give decisions within 30 days, instead of 60 days, in case the matter was brought by the labour union.

He said that the decision of the court will have to be honoured by both the management and the workers.

Service Termination

On the question of retrenchment and termination of the services of workers, he said that the previous rules provided that an employer could terminate the services of his employee on one month's notice or in lieu making him payment of one month's salary without assigning any reasons of his removal from service.

The courts were only entitled to go into the question if there had been any violation of the rules or the natural principles of justice.

Henceforth, he said, the court, while, dealing with the retrenchment and termination cases, will be required to go into the merits of each case and to mention in its judgement as to what had been the causes and reasons for the removal of the plaintiff from the service.

If any worker victimised by the management in any manner was scared of taking the matter to the court of law, the labour union would be competent enough to represent him in the court.

It would be the option of the workers to accept the bonus either in cash or in the form of National Investment Trust shares. As the workers will be on the managerial staff, the Minister ruled out the possibility of any bungling in the accounts relating to the workers bonus.

Contractors' Labour

Referring to Payment of Wages Act, 1936 and Industrial Employment (Standing Order) Ordinance, 1968, the Minister said the labour under contractors will be covered by the new labour policy. The contractors will be required to maintain record and pay to them over-time etc., and act in the matter of termination and removal of the labour in accordance with the provisions of the new labour policy.

Housing and Welfare Schemes

On the labour housing, he said, that a committee would be set up to assess and determine the share to be provided by the industrial units in keeping with their profits and outputs.

Under the workers welfare fund scheme, the Minister recalled that the former Government had earmarked Rs. 10 crore, while two per cent of the total profits had been shared by the industrial managements for the purpose of implementing labour housing schemes.

On the Security Scheme, he said that the former system of two per cent contribution by the workers had been done away with and that the managements will have to contribute 6 per cent towards the schemes. Previous to this, the managements and workers' contribution towards the scheme was in the ratio of 4 per cent and 2 per cent respectively.

The scheme will cover the domestic servants also.

The Minister outlined the advantage to be made available to the workers out of the group insurance schemes to be initiated by the managements.

The new policy will provide for an adequate increase in the compensation to be provided by the management in the event of an injury or death of a worker.

To provide an incentive to the workers to boost production, he said, a group of workers producing increased quantity of goods through devoted and dedicated efforts would be entitled to 10 per cent productivity in addition to their normal and prescribed wages.

Quasi-Judicial Tribunal

He said that in order to promote trade unionism and to safeguard the interests of duly elected labour representative bodies, it had been decided to set up a quasi-judicial tribunal to be named, most probably, as the industrial relations commission to exclusively deal with the question of trade unionism.

The tribunal will be headed by a Judge of the High Court. He did not think that there would be any clash in the functioning of the commission and the industrial labour courts.

The Minister said that the managements in an attempt to sabotage the efforts of the workers to resort to trade unionism and form labour union had always been instrumental in the creation of either a pocket or a parallel union or the removal of the workers in the lead.

Replying to a question, the Minister said that rules on the effective enforcement of the decision to be taken by the tribunal would be announced soon. The Minister gave an assurance that the Government would see that there was no increase in the cost of the goods.

Appeal to Workers

The Minister appealed to the workers to desist from activities prejudicial to the interests of the country and have faith that the present Government was doing everything possible to better their lot.

Referring to the current 'gheraos', etc., in the industrial units, he said the Government had exhausted its patience and hereinafter would deal with the matter in an effective manner according to the law. He asked the workers not to take lightly the final warning given by the President in this behalf.

Morning News Report, February 12, 1972

Labour leaders in the country have commented on various aspects the new labour policy. Some of the views are projected here.

LABOUR LEADERS' REACTIONS

Mr. Bashir Bakhtiar, President of the West Pakistan Federation of Trade Unions, appreciated the announcement of President Bhutto to associate the workers' representatives in the management and also to abolish the levy of two per cent for medical facilities.

He stated that the working class was undergoing a great hardship due to the price spiral. Hence, its real wages were decreasing day by day. Therefore, the Government should arrange to establish shops, subsidising the prices of necessities of life, either by the Government or the employer. He said the irrational wage structure containing disparities needed to be reviewed in order to provide reasonable living. Mr. Bakhtiar said that the organised trade unions movement was against 'gherao' and 'jalao'.

Mian Mnazar Bashir, the Justice Party Chief, said in a Press statement, "this policy is the beginning of the fulfilment and achievement of the rights of the workers."

Mr. M. A. Khatib, President of the All-Pakistan Confederation of Labour and General Secretary of the West Pakistan Federation of Trade Unions, welcomed the outlines of the new labour policy and said it would give new life to the working class.

Commenting on the new labour policy features, he said it was for the first time that the

labour problems had been tackled in a meaningful manner. He said he was happy over profit-sharing scheme. The increase in the percentage from the present two and a half per cent to four per cent under the scheme would be beneficial for the workers. Mr. Khatib also appreciated the scheme relating to the social security of working class.

Mr. Mohammad Sharif, President of the Pakistan National Federation of Trade Unions, while welcoming the salient features of the labour policy, said that most of the demands of his union presented to the Government last month had been covered in the labour policy.

He welcomed the increase in the profit-sharing from the existing two and a half per cent to four per cent. He, however, said that the proposed legislation in this connection should apply to all establishments regardless of the number of persons employed, capital investment, or assets value. The benefit of the scheme should be extended to all employment irrespective of their salaries because everybody contributed to profit.

The National Federation of the Bank Employees congratulated President Bhutto and Labour Minister Mohammad Hanif for the new labour policy.

In a Press release, the President of the Federation, Mr. Islam Hussain, said that by including the banks' supervisory staff in the definition of workmen, the Government had fulfilled the assurances given to the federation by Mr. Bhutto in April, 1971.

Mr. Islam said the new labour policy was "a positive and progressive step towards promoting a healthy and powerful trade union movement in the country and reflects the will and desire of the people's regime to implement the manifesto of the Pakistan People's Party."

Mr. M. Rashid, Organising Secretary of the West Pakistan Federation of Trade Unions, welcoming the policy, said its full benefit could only be measured when it was enacted and implemented.

Mr. Moghis Ahmad Samdani, Organising Secretary of the Pakistan National Federation of Trade Unions, said that the scheme of profit sharing was very good but it should be based on gross profit rather than net profit.

OTHER REACTIONS

The President of the Rawalpindi Chamber of Commerce and Industry, Mian Masud Ahmad, said that he hoped that the policy would go a long way in solving problems of the workers.

He said now that the labour policy had been announced and the rights of the workers established, they should address themselves to their duties to the country and the industrial undertakings in which they had chosen to serve.

Mr. Abdul Khaliq, MPA, described the labour policy as progressive. He particularly hailed the provisions for workers' participation in the management which, he said, would help create an expert workers' cadre for running of nationalised industries in future.

Mr. Javed Hakim Qureshi, MPA, said the labour policy was a step forward which should be welcomed by the workers. However, he added, it was not the final aim and much had yet to be accomplished.

Maulana Abdul Hakim, MNA and Information Secretary of the Jamiat Ulema-i-Islam, said the contemplated measures were welcome. However, he said, it was yet to be seen if the workers would get their due rights as a result of implementation of the new policy.

*Country's leading newspapers have also commented on the Labour
Extracts from some editorials and comments are reproduced here.*

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MORNING NEWS

KARACHI

SATURDAY

FEBRUARY 12, 1977

THE NEW LABOUR POLICY

It is not easy to formulate a radical labour policy at a moment when the economy of the country is in shambles. Yet President Zulfikar Ali Bhutto has kept his word to the workers. The new labour policy offers positive gains to the workers. It does not offer spectacular new concessions; but the services of concessions added together will ultimately do a great deal of good to the workers.

To begin with, the new rights given to the workers will persuade them to work harder and increase production. All the profits of an industry will now be shown on the books, instead of being quietly siphoned away by the owners, as the participation of the workers in management will be to the extent of 20 per cent. The workers can also secure the services

of an auditor to make sure that the accounts of their company are not manipulated, and all the profits are shown in the accounts books. This should also help increase the revenues of the state.

Out of these enhanced profits the workers will receive four per cent under the profit sharing scheme instead of 2.5 per cent as hitherto. And their share of the profits out of the increased production will be 10 per cent. Evidently there is a clear attempt to tie up higher wages to production, and this is indeed proper. For if wages exceed production unduly, the prices will rise and the purchasing power of the rupee will fall. And we cannot afford to let that happen.

There are to be other financial benefits to the workers. They will now not pay 2 per cent of their salaries for medical facilities. Instead the employers will pay the whole six per cent contribution. And payment of bonus out of the profits is to be compulsory. Group insurance scheme and old age pensions will add to the security of the workers. Industrial housing is to receive serious attention from a joint committee of workers, employers and the provincial government in each industry. In addition, the education of one child of each worker upto matric is to be concern of the employers.

The new policy makes it easy for the workers to take up their grievances with the management directly and if they are not satisfied with the outcome of this effort, they can take up the issue through labour courts expeditiously. They can now make use of their right for collective bargaining quicker by giving three days notice for going on strike instead of 21 days after the bilateral negotiations in the Work Council fail. Similarly, in case of adjudication, the verdict will have to be given in 30 days, instead of 60 days as hitherto. And legitimately so as to prevent wild strikes, it has been made obligatory to have a secret ballot before the workers go on strike.

All these, along with the substantial security of employment assured by the new policy, are far-reaching concessions ; but to reap the full benefits of the policy it has to be implemented in the spirit in which it is conceived. The employer should realise that a contented and progressive labour force can make a valuable contribution in each industry. And the workers should realise that not only their future but also the future of this embattled country lies in hard work and full production. If the factories are not made to work to full capacity many of the promises of the new policy cannot be adequately fulfilled.

The workers should also realise that unlawful activities as 'gherao' and 'jalao' cannot really help them. If they violate the laws too easily, the employers too will do likewise. The result will be anarchy from which neither can gain and the country can lose much.

The workers should also be on guard against the agents provocateur who would want to exploit them in the hope of defeating the new reforms and the people's Government itself. That is why Mr. Bhutto has appealed to the workers not to take the law into their hands and thereby play into the hands of their own enemies. Many are the enemies of the people in this country ; if they are now dislodged from positions of authority and prestige it does not means they will always remain down. They can be kept down only if the workers and those who believe in democracy assist the Government in transforming this society instead of taking to unlawful activities for short-lived gains and simply for the excitement of it.

DAWN

KARACHI
SATURDAY
February 12, 1972

LABOUR POLICY TERMED REALISTIC

The radical labour policy announced by President Bhutto on Thursday for the welfare of the working class evoked favourable reaction from the labour leaders.

They have termed it "realistic", adding that "it will go a long way in bettering the lot of the poor workers".

The suspension of contribution by workers towards the Social Security Scheme and enhancement of profit shares (Workers Participation Fund) from 2½ per cent, to four per cent, they feel, will induce the workers to increase productivity.

They, however, pointed out that the Government should ensure implementation of these enlightened provisions. In the past, well-intentioned labour laws were foiled by the vested interests with the result that the condition of the labour class remained the same all the time.

They also suggested that the scheme of profit sharing should be based on gross profit rather than on net profit.

They hoped that the Government, as assured by President Bhutto, would maintain the price level. They apprehended that industrialists might use their old tactics of increasing prices of commodities to nullify the good effect of the new labour measures.

When contacted, representatives of employees and managements declined to comment till they had studied the details of the new labour measures.

NATIONAL ENGLISH DAILY **THE** WITH LARGEST CIRCULATION
PAKISTAN TIMES
FOUNDED BY QUAID-I-AZAM MOHAMMAD ALI JINNAH

LAHORE

SUNDAY

FEBRUARY 13, 1972

NEW DEAL FOR LABOUR

By guaranteeing to the workers "their fundamental rights consistent with the requirements of industrial development of the country," President Bhutto has redeemed his Party's pledge to ensure a just and fair deal to labour. The new labour policy is only a first step towards the ultimate goal, as the President has himself said. But considering the state of the economy it is a major step, both in terms of immediate relief to workers and the long-term prospects. The decision to provide workers' participation in management to the extent of 20 per cent marks the beginning of a radical reform. This may not give the workers a decisive say in management, but some say they will now have, and this should not only make for a healthy change in the employer-employee relationship but also for smooth and efficient operation of industries. Another related facility given to workers is the right to appoint an auditor to scrutinise the employer's books ; the employees will not be the only ones to benefit from stricter financial discipline : some advantage will certainly accrue to the undertaking and the State as well. The new policy does not envisage increase in minimum wages but, as the President has explained, the actual incomes of the workers will rise once the full range of relief measures comes into force, particularly such measures as relate to extension of housing and education facilities. Besides, they have the guarantee of obligatory bonus at minimum rates which are double the present figure. Even more important is the decision to link up bonus with productivity ; if workers help raise productivity, they may get upto 10 per cent of the profits in bonus. One should like to hope that the employers will realise the mutually beneficial aspect of this proposal and take the lead in signing productivity agreements

with their employees. The abolition of workers' liability in the Social Security Scheme also constitutes a significant relief and the extension of this Scheme to domestic servants brings one of the most neglected category of workers under the cover of a progressive measure. Another category of workers to benefit similarly is labour under contractors which has been brought under the purview of the Payment of Wages Act and the Standing Orders Ordinance. The provision of old-age pension for the labour also fills a big gap in the social security of this class.

The new policy represents an appreciable advance towards ensuring security of service to the workers. The vicious and much abused privilege hitherto available to the employer whereby he could terminate a worker's employment without assigning any reason has been abolished. Reasons will have to be given and this will enable the affected workers to seek judicial redress of their grievances. In regard to disputes, both individual and collective, the new policy has simplified the procedure and also created an additional agency to help settlement. The introduction of the shop steward system will guarantee instant and on-the-spot conciliation in a number of cases. In case of collective disputes, the workers will now enjoy the facility of conciliation through Works Councils and if no compromise is possible they will be free to go on strike at a 3-day notice (instead of 21-day notice as at present) or have their demands adjudicated upon by the Labour Court. (Hitherto pre-strike recourse to Labour Court was impossible without the management's consent.) The delays in Labour Courts are to be reduced because all cases will have to be decided within 30 days as against the present limit of 60 days. As for the promotion of genuine and robust trade unionism the idea of a quasi-judicial authority will be widely hailed. It is time trade unions were freed from meddling by officials and the responsibility for ensuring their democratic functioning given to workers' representatives themselves.

The new policy also includes promise of reform in the various labour laws. This is largely a matter of detail and we have no doubt that a thorough revision will be made. Broadly speaking, there is need for unifying all the essential labour laws into a single enactment, which will automatically remove such anomalies as different definitions of workmen in different laws ; for rationalising workers' entitlement to gratuity and provident fund ; for eliminating the cumbersome grievance procedure, especially the prescribed period limits ; for removing the possibility of permanent workers being treated as temporary hands ; and for appointing High Court judges as Chairman of Labour Courts. These matters will, we are sure, be taken up in due course. But the workers must also realise that their salvation lies only in democratic and disciplined trade unionism. We have no hesitation in saying that the decline of trade unionism over the last many years has created a state of near anarchy among workers, and a host of trade union bosses are selfish professionals if not touts of management. Labour must learn to bridle its expectations as it must struggle to found and maintain responsible and democratic unions. Above all, the workers must work hard to increase production and scrupulously avoid recourse to 'gherao and jalao' which not only harms the nation's interest but also their own. The President's warning in this regard is the warning of a friend and should be heeded. Lastly, we hope the necessary legislation embodying these reforms will be enacted without undue delay.

BUSINESS
RECORDER

IN ECONOMIC DEVELOPMENT LIES OUR SALVATION

KARACHI

SATURDAY

FEBRUARY 12, 1972

FAR-REACHING REFORMS

President Bhutto's outline of the salient features of his labour policy is unexceptionable as a declaration of principles and purposes. As he has himself emphasised, this is to be viewed only as a first step towards the fulfilment of his pledges to the workers. But the new policy is not merely the pursuit of cherishable social objectives. It also embodies a positive response to the challenge inherent in the present state of industrial relations where a destructive trend appears to be setting in. A legal framework for the solution of labour problems having evolved, all excuses for anarchist activities stand demolished. The President will have the unequivocal support of every right-thinking Pakistani in his warning against the resort to 'gherao' and 'jalao'. The economy has suffered enormously and people look to the Government for dealing with the miscreants with a firm hand. Not a day is to be lost in placing the wheels of industry back on the rails and restoring the atmosphere in which production may be fully resumed. The harmful tactics of the agitators have hurt national interests. The eruptions have shown malignancy which must be radically removed in the most thorough-going manner. The ring leaders are guilty of disgraceful conduct that they do not deserve mercy. Their intimidation has deprived a big majority of its right to work and earn and at the same time, help the country to reconstruct the war-ravaged economy. In future, it is to be hoped, the new measures relating to the growth of trade unionism will keep labour free from the influence of undesirable, irresponsible leaders...

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DAILY NEWS

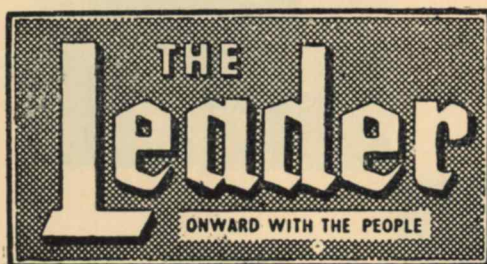
KARACHI

SATURDAY

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In his new labour policy President Bhutto has rightly taken the first step towards bettering the lot of the industrial workers. The new reforms, if fully implemented, would go a long way in improving the socio-economic conditions of the industrial working community.

According to the new labour policy the workers shall have more representation in the running of the management of the industry and they shall have an access to accounts. Their share in annual profits has been raised to four per cent. There would be security of employment and an efficient system for the settlement of labour disputes. Shop-stewardship has been introduced to redress the grievances of the individual workers. Court procedures have been simplified and notice period for strike reduced. New provisions for the education of the children of the workers, their housing and health facilities have been introduced. The Social Security Scheme has been reformed and the contribution of the workers has been abolished while that of employer increased. Bonus has been made compulsory. There are also provisions for healthy trade-unionism and shop-stewardship is perhaps one constructive step towards booting out professional leaders in trade...



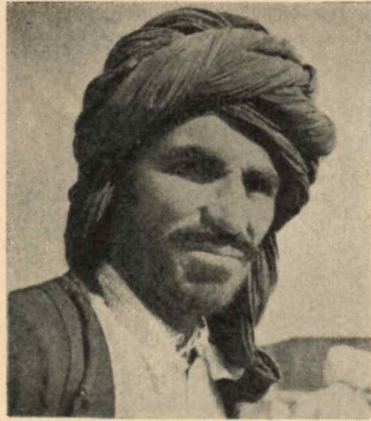
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A PROMISE REDEEMED

President Bhutto has redeemed one of his many pledges made by him at the time of general elections. What he has given to the workers in his labour policy announced seven weeks after he took over the Government is much more than the workers could expect under any other Government. In the new Labour Policy almost all the demands of the workers have been fully met. They have a share in the profits and assurance of greater share if they raise the productivity. They have effective participation in the management of the mills and factories, and a quick procedure for the redress of their grievances. They have the right to strike and freedom to organise themselves into trade union. They have a firm assurance from the Head of State for solving their housing problems and provision for educations of their children has been made. The various provisions of the new Labour Policy has taken into account all the problems, grievances and demands of the workers and guarantees their fundamental rights.

After the announcement of the Labour Policy it is the duty of the workers to respond to the requirements of country's industrial development. As the President said while announcing the Labour Policy, "Our economic salvation lies in making a determined effort to increase production."

The workers should now realize that the time for 'gheraos' and 'jalaos' is over. The rowdysm and unruly behaviour should end now. They should now return to the path of sanity and work for the collective good of the country.



The new Labour Policy guarantees the fundamental rights of the workers

Fateh Point Archives

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