

(b) The visits made by the Inspectors of Mines are for the purposes of enforcement of the Mines Act, 1952, and the regulations, rules and bye-laws framed thereunder, which are to regulate the working conditions inside the mines. Their recommendations, therefore, relate generally to this matter. Nevertheless, inquiries are also made during these visits into the housing, medical and educational facilities etc. provided for miners and their families. In the case of the mines in Orissa the Inspector has impressed upon the mine owners the desirability of providing proper living amenities to their workmen. The results have not been unsatisfactory, especially, as the statutory obligation of mine owners is limited.

**Shri Sanganna:** May I know whether the Government are aware that wages are not paid as entered in the muster rolls because the labourers are illiterate, and if the answer is in the affirmative, what safeguards have been provided by the Government to ensure that proper wages are paid?

**Shri V. V. Giri:** I think there are enough safeguards. Generally wages are paid regularly and correctly. But, if there are any lapses in the matter, if the hon. Member gives me definite information, I shall look into it.

**Shri Nanadas:** May I know whether there is any obligation on the part of the Mines Inspectors to reside in the mining area?

**Shri V. V. Giri:** There is no obligation. They go whenever complaints occur and investigate.

**Shri Vittal Rao:** May I know if it is a fact that ventilation arrangements in these mines are not at all satisfactory?

**Shri V. V. Giri:** It may be correct. In larger mines, the ventilation arrangements are satisfactory. In some of the unorganised and smaller mines, they may not be satisfactory.

**Shri Sarangadhar Das:** May I know what further steps are taken by the

Government when the recommendations of the Mines Inspectors are not implemented satisfactorily?

**Shri V. V. Giri:** If the instructions of the Mines Inspectors are not carried out, the owners can be prosecuted and will be prosecuted.

**Shri Punnoose:** Is there any instance in which the Inspectors visited these mines and recommended that immediate steps should be taken to obviate possible danger to life, and if such a report has come, what steps Government have taken?

**Shri V. V. Giri:** Immediate steps are taken by the Government and things put right.

#### RECRUITMENT OF POSTAL STAFF

\*1198. **Shri Muniswamy:** (a) Will the Minister of Communications be pleased to state whether it is a fact that 50 per cent. of the clerks' posts in the Post and Telegraph Department have been reserved for departmental candidates including class IV staff?

(b) If so, since when has this reservation been in force?

(c) Are these reserved posts being filled up by the departmental candidates at present?

**The Minister of Communications (Shri Jagjivan Ram):** (a) Yes.

(b) Since 1937, except for the period from 1943 to 1946 when it was reduced to 20 per cent.

(c) Yes, to the extent they qualify.

**Shrimati Tarkeshwari Sinha:** May I know, if the postal staff are promoted to some other post, whether any departmental examinations are held or whether just in the usual way they are promoted?

**Shri Jagjivan Ram:** The whole question is about departmental examination. The postmen, when they are to be promoted to the clerical cadre, have to sit in a competitive examination.

**Shri Muniswamy:** May I know whether it is a fact that representations were made to the Government by the President of the All India Postal Union and if so what were the results, and what were the points discussed?

**Shri Jagjivan Ram:** Apart from any representation from any Union, we have been examining the results of the examination and we find that it has not at all been satisfactory. Postmen and Class IV employees are not passing in the examination and filling all the posts reserved for them. As we are doing away with the recruitment examination for the clerical cadre, the question of postmen sitting in those examinations does not arise. But, we are going to prescribe some simple test in English, Geography and the Postal Guide for testing the efficiency of postmen for promotion to the clerical cadre.

**Shri Muniswamy:** Is it not a fact that because of the difficult question papers, the postmen are not able to get success even 10 or 20 per cent. in the examinations?

**Shri Jagjivan Ram:** It may be a fact. From the results, it appears that even when the question papers are not very stiff or of a very high standard, it is not possible for postmen to qualify themselves to the extent seats are reserved for them.

**Kumari Annie Mascarene:** May I know whether any consideration was given to the members of the extra-departmental services when they were disbanded and post offices taken under departmental services?

**Shri Jagjivan Ram:** Consideration is generally shown to them if they possess the minimum required qualifications. It is open to them to take part in the competitive examinations. We relaxed the restrictions on the upper limit of age in their case.

**Shri Nanadas:** Out of the posts reserved for departmental candidates, may I know what percentage is reserved for the Scheduled Castes?

**Shri Jagjivan Ram:** I am afraid no percentage is reserved for the Scheduled Castes in these reserves. But, in direct recruitment, the usual 12.6 per cent. is reserved.

**Shri Damodara Menon:** Is it a fact that the rules regarding recruitment of clerks through examinations are being relaxed now?

**Shri Jagjivan Ram:** As I have indicated, we are going to do away with recruitment examination. Therefore, for the postmen we will have to introduce some simple test so that after passing in that test, they may be promoted to the clerical cadre.

**Shri Damodara Menon:** Am I to understand that the recruitment examination will not hereafter be conducted for the recruitment of clerks?

**Shri Jagjivan Ram:** There will be no examination for recruitment.

**Mr. Deputy-Speaker:** There will be no written examination but some test will be held. That is what the hon. Minister says.

**Shri Muniswamy:** The hon. Minister said that 50 per cent. is reserved for postmen and Class IV staff. Since they are not able to pass the examinations, what happens to the rest of the reserved posts? How are they filled?

**Shri Jagjivan Ram:** They are filled by direct recruitment.

**श्री हेबा :** अब तक कितने पोस्टमैन इस प्रकार क्लेरीकल जाब्स के लिए रिक्त हुए हैं और उन का प्रतिघात कितना पड़ता है, यानी ५० परसेंट से कितना कम पड़ता है ?

**श्री जगजीवन राम :** सभी सालों की तादाद तो मेरे पास नहीं है लेकिन १९५१-५२ में जो इम्तिहान हुआ था उस के नतीजे मेरे सामने हैं। कुछ संख्या में आप को बता दू उसी से आप यह अन्दाजा लगा सकते हैं कि यह परसेंटेज कितना कम रहा है। बम्बई सरकार में इन के लिए ६५५ जगहें थीं . . .

उपाध्यक्ष महोदय : कितने सरकिल हैं ?

श्री जगजीवन राम : सरकिल तो आठ नौ हैं ।

**Mr. Deputy-Speaker:** It is not necessary.

**Shri Jagjivan Ram:** The percentage has been rather very poor.

श्री गणपति राम : क्या यह बात सत्य है कि शिड्यूल्ड कास्ट के कुछ सरवेंट जो कि अग्नर ग्रेड में थे उन को लोअर ग्रेड में लाया जा रहा है ?

श्री जगजीवन राम : जब तक अग्नरविल सदस्य यह नहीं बतलायेंगे कि यह किस वजह से किया जा रहा है तब तक मेरे लिए जवाब देना असम्भव है । हो सकता है कि ऐसा हो रहा हो । अगर उस के लिए कायदे में गुंजाइश होगी तो ऐसा किया जाता होगा ।

#### ASSOCIATION OF CIVIL SERVANTS

\*1200. **Shrimati Renu Chakravarty:** (a) Will the Minister of Labour be pleased to state what are the rights and functions allowed to an Association of civil servants?

(b) What are the differences between a Service Association and a Trade Union?

**The Minister of Labour (Shri V. V. Giri):** (a) and (b). A statement is laid on the Table of the House. [See Appendix VI, annexure No. 6.]

\* **Shrimati Renu Chakravarty:** In the statement it is said that there is some doubt whether Civil Servants' Unions are entitled to registration under the Trade Unions Act. Since the Trade Unions Act as it exists today does not make it clear that non-industrial workers associations cannot be recognised as a Trade Union, how have the Government refused them rights of Trade Unionship?

**Shri V. V. Giri:** The hon. Member is correct in her statement that there is some doubt, and therefore, civil service associations are also entitled to register themselves under the Trade Union Act.

**Shrimati Renu Chakravarty:** There is another point I would like to learn. In the case of industrial and non-industrial workers being in the same industry, does the Trade Union Act apply to them? Will they be recognised as trade unions?

**Shri V. V. Giri:** Yes. It applies to them.

**Shrimati Renu Chakravarty:** How is it then that in many industries where industrial and non-industrial workers are lumped together in the same union, the Trade Union Act is not applied to them?

**Shri V. V. Giri:** I do not think it is correct. If they do not want recognition, in that case it is their look-out, but I think they are entitled.

**Shri Nambiar:** In the statement it is stated that the administrative authorities are given certain rights to recognise certain associations. May I know what is the actual basis on which these administrative authorities recognise or not recognise certain unions?

**Shri V. V. Giri:** In the case of Class IV employees that discretion is left in the hands of the authorities, whether they should recognise or not.

**Shri Nambiar:** May I know, Sir, whether the Home Ministry has issued any instructions in the matter of granting recognition to service unions? If so, what does it contain mainly?

**Shri V. V. Giri:** I have not got that information with me, but if the hon. Member puts another question, preferably to the Home Ministry, they may be able to reply.

**Shrimati Renu Chakravarty:** In the statement he says that those who are in service associations are committed not to resort to any other means such as arbitration, conciliation etc. I would like to know then, in the-