

over-payments of wages, provided that such advances do not exceed and amount equal to wages for two calendar months of the employed person and, in no case, shall the monthly instalment of deduction exceed one-fourth of the wages earned in that month.

- (vii) Deductions of income-tax payable by the employed person;
- (viii) Deductions required to be made by order of a Court or other competent authority;
- (ix) Deductions for subscription to, and for repayment of advances from, any provident fund to which the provident Fund Act, 1952 (XIX of 1952) applies or any recognised provident fund as defined in section 2 (38) of Income Tax Act, 1961 (43 of 1961) or any provident fund approved in this behalf by the Government during the continuance of such approval;
- (x) Deduction for payment to co-operative societies or to a scheme of insurance approved by the Government.

(3) any employer desiring to impose a fine on an employed person or to make a deduction for damage or loss caused by him shall explain to him personally and also in writing the act or omission or the damage or loss, in respect of which the fine or deduction is proposed to be imposed or made, and give him an opportunity to offer any explanation in the presence of another person. The amount

of the said fine or deduction shall also be intimated to him.

(4) The amount of fine or deduction mentioned in sub-section (3) shall be such as may be specified by the Government. All such deductions and realizations thereof shall be recorded in a register maintained in a form as may be prescribed.

(5) The amount of fine imposed under sub-section (3) shall be utilised in accordance with the directions of the Government.

(6) Nothing in this section shall be deemed to affect the provisions of the Payment of Wages Act, 1937 (IV of 1936).

Changes in Companies Bill, 1993

3053. SHRI V. SREENIVASA
PRASAD:
SHRI TARA SINGH:

Will the PRIME MINISTER be pleased to state:

(a) whether the Associated Chambers of Commerce and Industry of India has urged the Government to bring suitable changes in the Companies Bill;

(b) if so, the details of the changes sought;

(c) whether the Government propose to bring suitable changes in the Companies Bill; and

(d) if so, the details thereof?

THE MINISTER OF STATE IN THE
MINISTRY OF LAW, JUSTICE AND

COMPANY AFFAIRS (SHRI H.R. BHARDWAJ): (a) and (b). Yes, Sir. The Associated Chambers of Commerce & Industry of India have made a number of suggestions for changes in the Companies Bill, 1993 which *inter alia* include classification of companies, intercorporate loans & investments, Managerial remuneration to relatives of Directors loans to Directors, revision in the rates of depreciation, transfer of profits to Reserves, declaration of dividend, deposits, conversion of loans into equity, investors' protection, voting rights of Trustees, credit rating appointment of sole selling agents, penalties, dominant undertakings etc.

(c) and (d). Changes have been made in the rates of depreciation in Schedule XIV to the Companies Act, 1956, as also in schedule XIII to the said Act relating to appointment of managerial personnel and payment of managerial remuneration *vide* Notification GSR No. 756(E) dated 16th December, 1993 and No. 48(E) dated 1st February, 1994 respectively. The other suggestions have been examined and necessary changes, if deemed fit, will be made in the Companies Bill, 1993.

National Manpower Utilization Plan

3054. **SHRI SANAT KUMAR MANDAL:** Will the PRIME MINISTER be pleased to state:

(a) whether a study by the Institute for Defence Analyses-Affordable Credible Defence of India has proposed a national manpower utilization plan by which retiring defence personnel would take a lateral transfer to State and Central Government department and Organisations;

(b) if so, the details thereof; and

(c) the reaction of Government thereto?

THE MINISTER OF STATE IN THE MINISTRY OF DEFENCE (SHRI MALLIKARJUN): (a) to (c). The Institute for Defence Studies and Analyses, which is an autonomous Society, in its February, 1994 issue of its monthly publication named "Strategic Analyses" has published an article "Affordable Credible Defence of India" authored by the Director of the Institute. The views expressed in this Article are the personal views of the author. In this Article the author has dwelt upon a comprehensive restructuring of the Defence policy. In that context, and as part of this re-structuring, the author feels that there is a strong case for a national manpower utilization plan which could provide for initial training and employment in defence, followed by a lateral transfer to state and Central Government departments and organisations. It is not customary for Government to react to views expressed in such articles. Moreover this suggestion cannot be viewed in isolation of the other thoughts and suggestions of the author.

Fertilizer Industry Coordination Committee

3055. **SHRI S.M. LALJAN BASHA:** Will the Minister of CHEMICALS AND FERTILIZERS be pleased to state:

(a) the problems being faced by the Fertilizer Industry Coordination Committee at present; and

(b) the steps taken/proposed to be taken to bring about improvement in the functioning of the Committee?