

COMMITTEE ON PETITIONS

(EIGHTH LOK SABHA)

SEVENTH REPORT



[Presented to Lok Sabha on 13 May, 1988]

**LOK SABHA SECRETARIAT
NEW DELHI**

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**COMPOSITION OF THE COMMITTEE ON PETITIONS
(1987-88)**

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Shri O.P. Chopra—*Senior Legislative Committee Officer*

SEVENTH REPORT OF THE COMMITTEE ON PETITIONS

(EIGHTH LOK SABHA)

I

INTRODUCTION

1.1 I, the Chairman of the Committee on Petitions, having been authorised by the Committee to present the Report on their behalf, present this Seventh Report of the Committee to the House on the following matters :—

- (i) Petition No. 1 regarding change in the administrative set up of Delhi and problems of residents of Delhi.
- (ii) Petition No. 8 regarding take over of private banks, nationalisation of foreign banks and taking steps for attainment of the objectives of nationalisation.
- (iii) Representations regarding problems being faced by Handloom Workers and Handloom Industry.
- (iv) Representation regarding removal of anomalies in the case of promoted educational officers of Delhi Administration.
- (v) Representation regarding delinking of the amount of National Talent Search Scholarships from the income of parents.

1.2 The Committee considered the above matters at their sittings held on 8 October, 24 November and 23 December, 1987 and 29 January and 6 April, 1988.

1.3 In connection with the representations regarding problems being faced by Handloom Workers and Handloom Industry, the Committee undertook on-the-spot study visit to Madras from 14-15 September, 1987, with a view to study the problems of the petitioners. During tour, the Committee held informal discussions with petitioners and the representatives of the Ministry of Textiles and State Government of Tamil Nadu.

1.4 The Committee wish to express their thanks to the Officials of Ministry of Textiles and the State Government of Tamil Nadu for furnishing relevant information to the Committee in connection with the examination of the subject. The Committee also express their thanks to therepresentatives of Tamil Nadu Federation of Trade Industry and Asso-

ciation of Handloom Workers, for furnishing the relevant information and suggestions made during the informal discussions with the Committee.

1.5 The Committee would also like to express their thanks to the Officials of the Ministries of Home Affairs, Urban Development and Human Resource Development (Department of Education) for furnishing information to the Committee.

1.6 The Committee considered the draft Report at their sitting held on 10 May, 1988, and adopted it.

NEW DELHI ;
10 May, 1988

Vaisakha 20, 1910 (Saka)

BALASAHEB VIKHE PATIL
Chairman,

Committee on Petitions.

**PETITION NO. 1 REGARDING CHANGE IN THE
ADMINISTRATIVE SET UP OF DELHI AND
PROBLEMS OF RESIDENTS OF DELHI**

2.1. Smt. Geeta Mukerjee, M.P., presented to the Lok Sabha on 16 April, 1985, a petition signed by Shri Devi Prasad Singh and others regarding change in the administrative set up of Delhi and problems of residents of Delhi (*See Appendix I*).

1.2. The petition was referred to the Ministries of Home Affairs and Urban Development (the then Ministry of Works and Housing) for furnishing their comments on the points raised in the petition. The points raised in the petition and the replies furnished by the concerned Ministries are reproduced in Appendix II.

2.3. The Committee considered the petition at their sitting held on 8.10.1987.

2.4. The Committee note that the question regarding grant of full Statehood to Delhi was examined by the States Reorganisation Commission. However, in view of the peculiar political and administrative problems of the capital, the Commission did not favour the idea of giving statehood to Delhi. Similarly, another group which was constituted to undertake a study of the Delhi police administration including the Police Commissioner system did not favour the abolition of Police Commissioner system but had in fact recommended strengthening of the system.

2.5. Another point raised in the petition related to amendment of Delhi Rent Control Act. In this connection, the Committee find that the matter was under consideration of Government. The Committee also find that Delhi Administration had revised the minimum rates of wages in different schedule employments under the Minimum Wages Act with effect from 1.5.1987. As regards the construction of quarters for industrial workers, the Committee have been informed that the Union Territory Administration was free to formulate its own plan in this regard and implement the same from its own resources.

2.6. The Committee feel that the points raised in the petition are issues involving vital matters of policy in which their intervention is not called for. The Committee, has, therefore, decided not to pursue any further the points raised in the petition.

III

PETITION NO. 8 REGARDING TAKE OVER OF PRIVATE BANKS, NATIONALISATION OF FOREIGN BANKS AND TAKING STEPS FOR ATTAINMENT OF THE OBJECTIVES OF NATIONALISATION

3.1. Shrimati Geeta Mukherjee, MP, presented to the Lok Sabha on 9 April, 1987, a petition (Appendix III) signed by Shri Tarakeswar Chakraborti, General Secretary and other office bearers of All India Bank Employees Association, Calcutta, regarding take over of private banks, nationalisation of foreign banks and taking steps for attainment of the objectives of nationalisation.

3.2. The Committee considered the petition at their sitting held on 8.10.1987.

3.3. As the petition did not raise any specific points of complaints or grievances but raised a number of issues involving larger questions of policy, the Committee directed that the petition may be *circulated in extenso to the Members of Lok Sabha under the rule 307(1) of the Rules of Procedure and Conduct of Business in Lok Sabha.

* The Petition was circulated *in extenso* to all Members of Lok Sabha on 11 November, 1987.

IV

REPRESENTATIONS REGARDING PROBLEMS BEING FACED BY HANDLOOM WORKERS AND HANDLOOM INDUSTRY IN TAMIL NADU

4.1 Shri Basudeb Acharya, M.P. forwarded a representation from Shri L.S. Parathasarty, President, Tamil Nadu Handloom Workers Federation (CITU), Madras and others on 23 April, 1987, regarding problems being faced by the workers of the Federation.

Shri K. Ramamurthy, M.P. also forwarded another representation from Shri T.S. Subramaniam, President, Handloom Industry and Trade Association, Madras, regarding problems being faced by their Association.

4.2 Both the representations were referred to the Ministry of Textiles for furnishing their factual comments on the points raised in the representations. The main points/suggestions made in these representations were as under :

- (1) Review of Textile Policy announced in June, 1985 with a view to generate more employment in the country.
- (2) Increase in yarn prices and supply of yarn to handloom sector.
- (3) Withdrawal of amendments in the Handloom Reservation Orders.
- (4) Supply of raw materials such as kora, raw silk etc. to handloom weavers.
- (5) Disposal of accumulated stocks of handloom products.
- (6) Increased procurement by Co-optex from the Cooperatives.
- (7) Encouragement for export of handloom goods.
- (8) Revision of minimum wages of handloom weavers.
- (9) Holding of elections to Weavers Cooperative Societies and strengthening of Cooperative Societies.

Textile Policy, 1985

4.3 Explaining the main features of the new textile policy announced in June 1985, Ministry have in a note stated :

“The main objective of the new Textile Policy is to increase the Production cloth of acceptable quality at reasonable prices to meet the clothing requirements of a growing population. The policy seeks to eliminate the existing structural rigidities in the textile industry, to evolve a more integrated view of the industry and to provide a framework which would facilitate the necessary restructuring of the textile industry, equip it to make an increasingly significant contribution to output, employment and exports in the country, and satisfy the clothing needs of all sections of the population. The proposed restructuring of the textile industry would have the following three main dimensions :

- (i) the industry shall be viewed in terms of the stages of its manufacturing process, namely spinning, weaving and processing ;
- (ii) the industry shall be provided with fuller flexibility in the use of various fibres ; and
- (iii) the industry shall be subject to more pragmatic policies regarding creation or contraction of capacities by units in order to increase competition and promote healthy growth in the industry.

Preservation of the distinct and unique role of the handloom sector, equal treatment of powerlooms in the organised and unorganised sectors, compulsory registration of all powerlooms, maintenance of the pre-eminent role of cotton as the main raw material of the textile industry, ensuring adequate availability of man-made fibres/yarn at reasonable prices and progressive reduction of fiscal levies on these items, transfer of production of controlled cloth to the handloom sector by the end of the VII Five Year Plan, setting up of a nodal agency for rehabilitation of sick mills, setting up of Rehabilitation fund for workers affected by permanent closure of textile units, creation of a textile modernisation fund, encouragement of sericulture, rationalisation of controls and regulations affecting the textile industry, improvement of productivity in the National Textile Corporation and realisation of the full export potential are the main features of the new Textile Policy.”

4.4 Asked to what extent the interests of the handloom weavers were protected under the Textile Policy, the Ministry stated :

“While assigning a dominant role to the handloom sector, the policy envisages the following main steps designed to take care of the interests of handloom weavers :

- (i) Reservation of articles for exclusive production in the handloom sector under the Handlooms (Reservation of Articles for Production) Act, 1985 and strengthening of the enforcement machinery.
- (ii) Ensuring adequate availability of yarn and other raw materials to the handloom sector and strengthening of the infrastructure for procurement and supply of such inputs at reasonable prices to handloom weavers through the operations of the National Handloom Development Corporation and State Handloom Agencies.
- (iii) Modernisation of looms and provision of technological and other inputs for improving the productivity and quality of handloom products;
- (iv) Intensification of the development of handlooms through co-operatives and central/state level corporations.
- (v) Improving the marketing of handloom products, strengthening the infrastructure of marketing complexes, training of marketing personnel and intensive publicity of handlooms.
- (vi) Removal of the cost handicaps of handlooms vis-a-vis powerlooms through suitable fiscal measures.
- (vii) Transfer of the entire production of controlled cloth to the handloom sector by the end of the VII Five Year Plan.
- (viii) Formulation and implementation of Contributory Thrift Fund Scheme and Workshop-cum Housing Scheme to improve the working condition of weavers.
- (ix) Encouragement of production of mixed and blended fabrics on handlooms with a view to increasing the earning of the weavers.”

4.5 The petitioners represented to the Committee that the Textile Policy of 1985 had adversely affected the interests of handloom weavers. In regard to the position of handloom industry under the textile policy,

the Secretary, Ministry of Textile stated as under in his evidence before the Committee on 29 January, 1988 :

"It is true that Handloom Industry is passing through crisis. Even the Janata Cloth is not being manufactured in sufficient quantity. Weavers are not getting their wages. The price of cotton has gone up more than double during the last two years. At some places there has been hundred and fifty percent increase. Due to increase in cotton price, yarn price has also gone up. But the price of yarn has not increased so much. As the price of cotton has increased. That is to say, it has increased one and half times. When the price of yarn increases the handloom weaver has to suffer, because with the increase in the price of yarn, the price of cloth does not increase. Government is also considering to increase Janata subsidy, which is two rupees... We are finding that since last one to two years production of cotton is decreasing. It has further deteriorated the situation. It is difficult to import cotton. Although cotton is very cheap in the international market, if we import it will neither be profitable nor affect the price. We have developed the export market to a great extent and have also granted permission for that. We have to see that, there is not a sharp decline in the price of cotton. Because such a fall in the price of cotton also creates a lot of difficulties. Textile sector is such a sector where one may benefit and other may lose. Therefore, any further step is to be taken only after giving serious consideration to it. If we concentrate more on this sector, there is fear that other sectors may suffer loss."

4.6 When asked to state how the handloom weavers' interests' would be protected, the Secretary, Ministry of Textiles stated :

"Handloom production is going up and it means that the employment is also going up in the handloom sector. I say this because in the handloom sector, production is directly dependent on employment. One person on an average produces four and a half to five metres of cloth per day. More production means more man hours and that proves that employment is increasing. Without employing more and more people, higher rate of production is not simply possible in the handloom sector."

4.7 On being asked whether Government was going to review the entire policy in the light of the actual experience, the Secretary, Textiles stated :

"The production in the last three years of both yarn and cloth has gone up. In the case of yarn production in 1984-85 was 13.82m kgs. and subsequently 14.51m kgs. and 14.71m kgs. in the next two years. The cloth output also went up from 12014 million metres in 1984-85 to 12498 million metres and then 12777 million metres in 1986-87. The *per capita* availability of cloth has also gone up from 14.52 metres in 1982 to 15.01 metres in 1987. The main objective of the textile policy is anyway fulfilled. Major objective of increased production of both yarn and cloth has been achieved."

He added :

"There has been shifting of production from one sector to another. That is where the problem is....The production has gone up largely in the powerloom sector and handloom sector and the production in the mill sector has come down and is further going down. The hardship is the greatest in the mill sector."

4.8 In regard to review of the textile policy, the witness stated :

"Textile policy is constantly under review. We always review as to what is happening in this field and what is happening in other field and so on. But to bring out a new textile policy, I am afraid, Sir, is not a solution. We have to continuously review various parts of the textile policy and change the views if necessary. But in my view this policy is quite alright and there is nothing wrong with it."

Handloom Reservation Orders

4.9 In terms of the Textile Policy, 1985 certain articles have been reserved for exclusive production in the handloom sector under the Handlooms (Reservation of articles for production) Act, 1985. It was brought to the notice of the Committee that items reserved for exclusive production in the handloom sector were being produced on powerlooms also in contravention of the Handloom Reservation Orders. In this connection, the Ministry have in a note stated :

"It is a fact that a number of items reserved for exclusive production in the handloom sector are being produced on powerlooms in contravention of the Handloom Reservation Orders. Such items, however, vary from state to state. On the basis of field visits of the officers of the Enforcement Wing of Development Commissioner (Handlooms) it is found that the following items have been produced on powerlooms in contravention of the Handloom Reservation Orders :

Bed-sheet, cotton saree in extra warp, cotton dhoti with extra warp border, cotton check shirtings, silk saree in warp, Angavastram, gamcha, bukram cloth, low-reed pick cloth, cotton check, bed-sheet with border, towel, kota-doria, duster/busta cloth and cotton check lungi."

In another note, the Ministry have stated :

"With regard to the suggestion for withdrawing the amendment in the Handloom Reservation Orders, the position is that at present a census of handloom weavers and powerlooms is being conducted. After the census, the position regarding the capabilities and requirements of the two sectors will become more clear. In the light of the findings of the census, changes, if any, required in the Reservation Order will be considered."

4.10 The Ministry have further informed the Committee that several writ petitions on the subject are pending in the various High Courts and the Supreme Court. When asked about the latest position in regard to the suggestion made by the petitioner for withdrawing the amendments in the Handloom Reservation Orders, the Ministry have stated :

"Any changes in the Reservation Order can be affected only on the basis of recommendations of the Advisory Committee which has been constituted in the Act. Any changes in the reservation orders at a time when several writ petitions on the subject are pending in different High Courts and the Supreme Court is considered in-advisable.

Minimum Wages for Handloom Workers

4.11 During the visit of the Committee on Petitions to Tamil Nadu the petitioners informed them that a weaver was in a position to weave on an average 12-15 metres per day with the support of the members of his family and his total earnings were approximately Rs. 18/- or so per day. There was a variation in earnings—a weaver of coarse cloth earned Rs. 7/- to Rs. 15/-, fine cloth Rs. 15/- to Rs. 17/- and silken cloth Rs. 20/- Rs. to 25/-. There was no guarantee of minimum wages and no criteria for payment of wages had been fixed. At present, piece rate wages were being paid to the workers and that too were related to the quality of the product.

4.12 The petitioner also represented that there should be periodical wage revisions and wages should be linked with the consumer price index. For the last five years there had been no revision of wages. It was also

suggested that the prices of handloom products like other products should be revised from time to time in order to enable the organisations to increase the wages of the handloom workers.

4.13 The Committee enquired what minimum wage was proposed for a weaver. To this, the Ministry of Textile have replied :

“The decision regarding fixation of minimum wage rates will have to be taken by the State Governments concerned. Under the Minimum Wages Act, the State Governments of Tamil Nadu, Kerala, Andhra Pradesh, Uttar Pradesh and Maharashtra have issued notifications fixing the minimum wages for weavers.”

In another notes, the Ministry have stated :

“Government of Tamil Nadu has constituted a Committee in June, 1987 to examine the revision of minimum wages for handloom silk weavers. Government is expected to notify the minimum wages in respect of silk handloom weavers on the basis of the recommendations of the said Committee. Regarding the cotton handloom weavers revision of minimum wages will be looked into.”

4.14 The Committee had been informed that at a Regional meeting of Labour Secretaries held at Bangalore in 1980 several decisions had been taken about the wages of handloom workers. When asked about the details of these decisions, the Ministry of Textiles in a note stated :

“The decisions taken by the Committee constituted by the Central Government (to review the wage structure in the handloom industry) consisting of Secretaries of Southern States as members and Additional Secretary, Ministry of Labour, as Chairmen, are as follows :

- (i) Working and living conditions of the handloom workers cannot be improved significantly unless they form their own cooperatives. The pace of development of cooperatives needs to be stepped up. In the meantime, the state has to take the responsibility for the welfare of the workers. The first step in this direction is to ensure that the workers get at least the minimum wages.
- (ii) Handloom industry is essentially a cottage industry as handloom cloth is produced generally by the family members joining together in various operations. No one is wholly engaged in any job continuously. It would, therefore, be

difficult to prescribe minimum wages in respect of this industry on time-rate basis. The minimum wages will have to be on a piece-rate basis.

- (iii) Conceptually, a minimum wage is a family wage which would provide livelihood for a family consisting of three consumption units. Minimum wages for the employment in the handloom industry can, therefore, be fixed on a composite basis with reference to the quantity of cloth a family can produce in a day. It may not be necessary to prescribe minimum for each job or operation separately. Although, the minimum wage may be fixed on a composite basis, it will be necessary to determine the wage payable for each job involved in the production of cloth of different counts to arrive at the composite wage. This can be done by determining how much work a person can do in one day he is engaged exclusively on it. In fixing the daily wage, therefore, a proportionate amount can be taken for arriving at the composite wage with reference to the quantity of cloth that can be produced in a day, and the amount of time that needs to be spent on the particular operation, for producing that quantity of cloth.
- (iv) So far as unskilled work is concerned, the rate of wages to be fixed should be such as would be sufficient for the subsistence of the workers if they are wholly engaged in that work. For skilled jobs, however, appropriate skills differential will have to be added. This depends upon the quality of cloth and can vary according to counts and the other factors which add to the complexity of weaving.
- (v) Wherever minimum wages for handloom industry have not been prescribed, the appropriate Government should take necessary steps to do so without delay."

4.15 It was brought to the notice of the Committee that the provisions of Handloom Workers Employment and Miscellaneous (Conditions of Service) Act were not in force at present. The Committee enquired about the reasons for not enforcing the above Act. In this connection the Ministry of Textiles have stated :

"The Labour Department of Tamil Nadu Government has submitted proposals for creation of necessary machinery for enforcement of this Act and these proposals are under consideration of Tamil Nadu Government."

4.16 In regard to legislation of minimum wages for the weavers the Secretary, Ministry of Textiles stated in evidence :

“We have been pursuing all the States because the Minimum Wage legislation is in the State Sector. We are persuading the other States. Tamil Nadu has passed. Maharashtra, Uttar Pradesh and Kerala have also passed the Act about the minimum wage. After passing the Act they have to ensure it.”

Scheme of Special Rebate

4.17 The Committee have been informed that a scheme of special rebate @ 20% on sale of handloom cloth by Cooperative Societies and Corporations is being operated by the Government of India since 1975-76. The rebate is shared equally by the Central and State Governments. The objective of the scheme is to ensure continuous employment and production in the handloom sector and avoidance of periodic accumulation of stocks. The States are free to operate the rebate scheme at any time during the year and the period of rebate prescribed by Government *viz.* 30 days may also be broken up into durations of not less than 7 rebate days each. The rebate periods or days approved by the State Government should be the same within each State but these periods may vary for different States depending on local festivals. In addition to this 20% special rebate on sale of handloom cloth is also allowed in the National Handloom Expos each of 25 to 30 days duration organised by Office of the Development Commissioner for Handlooms in different parts of the country. Cooperative Societies and Corporations are also participating in these Expos apart from availing 36 days' rebate on the sale in their regular showrooms.

4.18 The rebate scheme from its inception in 1975-76 has been 30 day in a year plus National Handloom Expos, organised by Office of Development Commissioner for Handlooms. During the years 1983-84 and 1984-85 rebate period was increased to 60 days and the rebate during National Handloom Expos was withdrawn. The societies and corporations has the choice to offer rebate during the Expos but this had to be debited to their account of 60 days in that particular area/State.

4.19 During the year 1986-87 and 1987-88 the rebate period of 30 days plus National Handloom Expos was adopted. The decision to allow rebate for 30 days plus National Handloom Expos is on the basis of representations received from some of the State Governments that their agencies benefit more from rebate during Expos as most of their sales take place during Expos. Under this policy of special rebate for 30 days plus Expos period, the agencies can avail of the rebate facility

for a total period of 90 to 120 days in Expos in a year in addition to 30 days normal rebate period. With the restriction of the total rebate period to 60 days' the agencies would be at a disadvantage. Government, therefore, would not favour reverting to the arrangement of having a 60 days' rebate period as suggested by the Petitioners.

Moreover, the sub group on Handlooms for 7th Plan in its report recommended that the rebate scheme must be phased out by the end of 7th Plan. A Sub-Committee of the All India Handlooms and Handicrafts Board has been set up to examine and recommend restructuring handloom development schemes including the rebate scheme. In addition, the Central Government have commissioned a study to review the efficacy of various development schemes in the handloom sector through the Institute of Rural Management, Anand. One of the terms of reference of the said study is to suggest suitable and practicable alternatives for the rebate scheme on sale of handloom cloth.

4.20 Regarding the rebate scheme, the Secretary, Ministry of Textiles stated :

"We are only giving rebate for 60 days in a year. But at that time we did not have the system of those exhibitions. Today, the system is that 30 days' rebate whenever the State wants to give it and 30 days' rebate during the big handloom exhibitions is given. The total comes to 60 days or even one or two days more."

4.21 The representative of the Ministry further stated that generally the Southern States favoured giving 60 days' rebate and no exhibition rebate. The Northern States generally favoured more exhibition rebates and less free rebates.

4.22 On the suggestion for introduction of optional rebate scheme for 60 days, the representative stated that they would take into consideration the Committee's suggestion.

Hank Yarn Obligation Scheme

4.23 In regard to the complaint of the petitioners regarding non-fulfilment of hank yarn obligation by the Spinning Mills, the Ministry have informed the Committee that with a view to ensure availability of hank yarn, the essential raw material required by the handloom sector, Government of India is implementing the scheme of hank yarn obligation. The scheme enjoins on the textile mills that they should pack at least 50% of their saleable yarn in the shape of hanks with a further stipulation that 85% of such yarn should be in counts 40s and below. The

Central Government is also assisting the National Cooperative Development Corporation (NCDC) in setting up of new spinning mills in the weaver's sector as well as expanding the existing capacity of the cooperative spinning mill.

4.24 The Committee have been informed that the hank yarn deliveries have over the years increased from a level of 228 millions kgs. in 1970 to 327 million kgs. in 1986. However, the statutory obligation of 50% has not been complied with by some of the spinning mills, the hank yarn deliveries being around 40%. The implementation of the hank yarn obligation scheme rests with the office of the Textile Commissioner who has been taking steps to ensure strict implementation of the scheme.

4.25 It has been further stated that the Government are aware of the stay orders obtained by some spinning mills on the working of the scheme of hank yarn obligation. According to the Ministry measures are being taken to get the stay orders vacated. It has been further stated that the registration work of transferring the hank yarn obligation from one mill to the other which was hitherto the responsibility of the Indian Cotton Mills Federation (ICMF) will henceforth be the function of the office of the Textile Commissioner for which detailed guidelines have been issued by the office of Textile Commissioner to their regional offices in respect of the hank yarn obligation scheme.

4.26 The Central Government have also requested the State Governments to take such steps as are necessary to pool the hank yarn produced by spinning mills in the State/Cooperative Sector for supply at reasonable prices to State Handloom Organisations. In addition, in order to ensure regular supply of yarn at reasonable prices, the Government of India have set up the National Handloom Development Corporation (NHDC) primarily with the objective of arranging the supply of yarn to the handloom sector at reasonable prices.

4.27 In regard to control of the price of hank yarn to be supplied to the exporters, it has been argued that since yarn is an intermediary product, its prices depend upon the prices of cotton, and as the major portion of the yarn trade is in private hands, prices of yarn fluctuate and during some periods run high. However, the Central Government have been making efforts to ensure regular supply of yarn to the handloom sector at reasonable prices through various measures.

4.28 It has been stated that the prices of yarn were more or less steady during the years 1985 and 1986. However, they started showing an upward trend towards the end of 1986 and prices continued to increase upto the end of August, 1987. The Government, having recently reviewed

the situation, have decided to make available 20,000 bales of hank yarn to the handloom sector through the Southern India Mills Association (SIMA) and Northern India Cotton Textile Mills Association (NICTMA) to Handloom Corporations and Cooperatives at prices which are 20% below the prices invoiced on 15 August, 1987, or the prices invoiced on 10 September, 1987, whichever is less. Minister (Textiles) has also addressed the Chief Ministers of drought-affected States to take the following steps to ensure the regular supply of raw material to weavers at reasonable prices :

- (i) State Governments should make firm arrangements for pooling of yarn produced by spinning mills in State/Cooperative sector, and fix the yarn price at reasonable levels as is being done in Tamil Nadu, Orissa and Andhra Pradesh for supply to the handloom sector.
- (ii) State Governments should formulate a long-term plan for supply of raw materials to handloom weavers based on the requirements of the handloom sector and communicate the same to the NHDC for arranging a regular supply.
- (iii) As instructions have been issued to the National Textile Corporation (NTC) to sell yarn at mill-rate prices to State Handloom Organisations and to open yarn depots, wherever possible, the State Governments should get in touch with NTC for supply of yarn and for opening of yarn depots.

The prices of yarn which were showing a continuously increasing trend up to August, 1987, have started showing a declining trend during September and October, 1987. It is expected that prices will come down further with the arrival of the fresh cotton crop in the market by end of October/November, 1987.

4.29 The Committee were informed by the representatives of the Ministry that there was no restriction on use of hank yarn by powerlooms. When asked to state whether the Ministry was making regular supplies of hank yarn to the handlooms, the representative of the Ministry stated that this was the responsibility of the State Handloom Corporations and State Cooperative Societies.

4.30 As regard to the demand for export of handloom products, the representative of the Ministry stated that the Government had no objection. However, they could import cotton against the export of handloom products and if they felt any difficulty, the Secretary of the Ministry assured the Committee that he would try and solve this problem at his personal level.

Promotion of the exports of Handloom goods

4.31 In their petition the petitioners have alleged that while the organised sector industries are being given incentives to boost exports, the traditional handloom sector remains neglected. In this regard the Ministry of Textiles have informed the Committee that Handloom Export Promotion Council, with assistance from Government, is making efforts for promotion of the exports of handlooms. The Government is extending incentives @ 15% under cash compensatory scheme on the export of handloom printed fabrics and made-ups apart from assisting the delegations abroad to promote the export of handloom products and organising exhibitions, buyer-seller Meets, market surveys etc. In the new bilateral of agreements, handloom made-ups and fabrics are totally exempt from any quantitative restrictions.

4.32 According to the existing policy of payment of cash commensatory support to exports of commodities, the amount of support is determined in accordance with the policy parameters on the subject. The principal parameter is compensation for unrefunded taxes and levies imposed in the protection of the commodity concerned. 15% incentive allowed under cash commensatory scheme of the export of handloom is based on the cost data furnished by the exporters indicating the taxes suffered by the products in the manufacture of handloom products and other disadvantages. Any increase will have to be justified by cost data to be submitted in the prescribed form by exporters and their associations duly vetted by the Handloom Export Promotion Council.

Supply of raw material such as kora, raw silk etc. to the silk handloom industry

4.33 Regarding the supply of raw material such as kora, raw silk etc. to the silk Handloom Industry, the Ministry of Textiles informed the Committee that in Tamil Nadu there are about 40,000 silk handlooms. The requirement of silk industry in the Cooperative Sector is about 213 tonnes per annum and the similar quantity may be required for the looms outside the cooperative fold. In other words, the total requirement of raw silk in Tamil Nadu will be about 425 tonnes per annum. This requirement is met through organisations such as the Tamil Nadu Silk Federation (TANSILK), Karnataka Silk Marketing Board and through private trade. Availability of raw silk is not a problem in Tamil Nadu. However, import of silk by exporters is allowed only for or against exports under the Advance Licensing and replenishment schemes under the Import-Export policy of Government as an incentive to promote exports. These schemes enable the exporters to obtain quality silk at international prices thus helping them to compete effectively in the international market.

4.34 Import of silk for indigenous consumption is allowed only as a canalised item through Central Silk Board (CSB). Despite this provision, the policy of the Government of India is not to encourage import of silk for indigenous consumption, unless it becomes absolutely necessary to do so, as free import of raw silk, would lead to reduction in prices of indigenously produced silk, thus eroding the earnings in this sector, which in turn, may make the activities in this sector uneconomical. As a measure of protection, therefore, to the indigenous sericulture industry, which provides a source of livelihood to a large number of persons, especially the weaker sections of the society, free import of silk is not allowed.

Strengthening the Cooperative Societies

4.35 To protect the interest of the weavers, the petitioners have suggested that the cooperative societies should be strengthened. The Committee has been informed by the Ministry that strengthening the Weavers Cooperative Societies is the avowed policy of the Central and State Governments. At present 1667 Weavers Cooperative Societies are functioning in Tamil Nadu covering 3.93 lakhs of looms out of a total of 5.56 lakhs of handlooms in the State. The Central and State Governments, are extending all financial assistance for strengthening the Weavers Cooperative Societies by way of share capital assistance, modernisation of looms, managerial assistance, rebate on sale of handloom cloth, providing working capital finance from National Bank for Agriculture and Rural Development at concessional rate of interest etc. Besides, for improving the socio-economic conditions of the weaver-members of the cooperative societies, various welfare measures like Housing and Workshops, Savings and Security Scheme etc for handloom weavers are also being implemented.

During the 6th Plan Period, a sum of Rs. 10.401 lakhs has been spent for various handloom development schemes and for strengthening the activities of the Weavers Cooperative Societies. In 1985-86 and 1986-87 (i.e. during the first 2 years of the 7th Five Year Plan Period), a sum of Rs. 2651.79 lakhs and 4867.92 lakhs respectively has been spent under the various handloom development schemes. It is expected that the expenditure for 1987-88 may be around Rs. 79.00 crores.

Credit facilities to primary Cooperative Societies for the purchase of yarn from the Cooperative Spinning Mills

4.36 The petitioners have alleged that the primaries are deprived of credit facilities for the purchase of yarn from the cooperative spinning mills. In this regard, the Ministry of Textiles have informed the Committee that NABARD is providing working capital finance for pri-

mary cooperative societies in Tamil Nadu at concessional rate of interest (i.e. $2\frac{1}{2}\%$ below the bank rate) for production and marketing activities. During the current financial year, NABARD has sanctioned an amount of Rs. 8757.30 lakhs as working capital to primary weavers cooperative societies, and generally there is no complaint from primaries about inadequate finance. As working capital finance is provided by NABARD there appears to be no need for credit purchase of yarn by primaries from cooperative spinning mills. However, as and when amounts are due from Co-optex (Apex Society) and from Government on account of special rebate on sale of handloom cloth, the primaries are permitted to purchase yarn on credit from cooperative spinning mills.

4.37 As a measure for financial assistance to relieve the distress of the handloom weavers in drought affected areas, action has been initiated by Tamil Nadu Government to mobilise additional working capital finance from NABARD *vide* its circular No. PDS/NFS/WO493/HA/-10/87-88 dated 14.9.1987.

Elections to Weaver's Cooperative Societies

4.38 The Committee were informed that the Government of Tamil Nadu had imposed a ban on holding elections to cooperative societies and that the societies were being run by the ruling party members and officials which led to poor management of the societies. The workers were of the view that only an elected body or the Board of Directors with elected representatives could handle the affairs of handloom workers. The elected body would take adequate care of the various interests of labour and function smoothly. Many representations had been made in this respect but there was no positive response from Government.

4.39 During informal discussions the Committee held at Madras, the representatives of the Ministry of Textiles and the Government of Tamil Nadu confirmed that elections to cooperative societies have not been held for a long time. The Tamil Nadu Government had now framed a new Act for holding elections.

4.40 As regards registration of handloom cooperative societies in Tamil Nadu, the Ministry informed that there is no ban on such registration as made out by the petitioners. In fact, as recently as in January, 1988, Director of Handlooms and Textiles in Tamil Nadu has registered 2 Handloom Weavers' Cooperative Societies, one in Chatipetti in Salem district and another at Salangapalayam in Periyar district.

4.41 As regards the progress made in enforcing Tamil Nadu Cooperative Societies Act, 1983, and the time by which it is proposed to hold elections, the Ministry have in a note stated :

“At the present, the weavers cooperative societies are managed by the elected boards and nominated boards. Government of Tamil Nadu have informed that they are of the view that pending introducing of the new Tamilnadu Cooperative Societies Act of 1983, elections need not be held. Once the new Act comes into force, the terms of the existing Boards will automatically cease and fresh elections will have to be held in accordance with the new Act. Hence Government are of the view that the elections need be held only after the new Act is brought into force. No clear time has been earmarked for the conduct of elections. It is reported that it will be done as soon as the new Act is brought into force. The members of the Committee are nominated only from among the members of the Societies and no outsiders are nominated.”

Observations/Recommendations of the Committee

4.42 The Committee find that under the new textile policy announced in 1985, the handloom sector has been assigned a dominant role. With a view to taking care of the interests of handloom weavers the policy envisaged several steps to be taken by the Central and State Governments. These *inter alia* included reservation of articles for exclusive production in the handloom sector, ensuring adequate availability of yarn and other raw materials at reasonable prices, improving marketing of handloom products and intensification of the development of handlooms through cooperatives. The actual implementation of the textile policy has however not made any visible improvement in the conditions of handloom weavers and handloom industry. In fact, as admitted by the Secretary, Ministry of Textiles, the handloom industry is passing through a crisis. Even the Janata Cloth is not being manufactured in sufficient quantity and weavers are not getting the minimum wages. This has been the result of inept handling of supply of cotton yarn to handloom weavers in different parts of the country. Further, the response of State Governments to the problems faced by the weavers continues to be perfunctory. Although the Janata cloth scheme ensures the supply of cloth to consumers at subsidised prices through the public distribution system, it hardly provides any relief to the weavers in distress. The prices of cotton and yarn have more than doubled during the last two years but there is no corresponding increase in prices of handloom products with the result that handloom weavers continue to suffer. As has been pointed out by the petitioners from Tamil Nadu, the average daily earning of weavers is much below the minimum daily wage prescribed for agricultural labour.

4.43 The Committee feel that it is high time that Government makes a realistic appraisal of the implementation of the new policy to see how far

the major objectives of increased production of yarn and cloth have been realised. It also needs to be assessed in what manner the new policy has affected the handloom sector and whether any modification or change is required to ensure that the weakest link in the chain namely the handloom weaver gets a reasonable relief. The Committee are of the view that under any dispensation that we may have, it has to be ensured that the poor weaver does not suffer or is put at a disadvantage *vis-vis* other segments of population. It hardly needs to be emphasised that handloom industry is basically rural oriented and this sector has great potential for direct and indirect employment, for the rural poor. Therefore the textile policy needs to be so oriented that it provides meaningful assistance to this sector of our economy and helps to improve the lot of the weavers. A careful review evaluation of the functioning of the new textile policy is therefore called for with a view to finding out the deficiencies so far as the handloom sector is concerned and taking necessary remedial measures.

4 44 The Committee find that in terms of the Textile Policy 1985 certain articles have been reserved for exclusive production in the handloom sector under the Handlooms (Reservation of Articles for Production) Act 1985. However, a number of such items reserved for exclusive handloom sector are being produced on powerlooms in contravention of the production in the Handloom Reservation orders. This has been confirmed by the Enforcement Wing of the Development Commissioner (Handlooms) on the basis of field visits. In many cases even writ petitions have been filed by the powerloom owners in the High Courts and the Supreme Court against the implementation of Handloom Reservation Orders. It has been stated that a census of handloom weavers and powerlooms was currently being conducted and after the census the position regarding the capabilities and requirements of the two sectors will be ascertained. In the light of the findings of this census changes, if any, required in the Reservation Orders will be considered. The Committee desire that the census in progress should be completed expeditiously and suitable amendments be made in the Reservation Orders with a view to ensuring that the area of operation for powerlooms is clearly delineated and sufficient number of articles are reserved for exclusive production in the handloom sector.

4.45 The Committee have been informed by the petitioners that in Tamilnadu a weaver can weave on an average 12-15 metres of cloth per day with the assistance of members of his family and the total daily earnings of a family range between Rs. 7 and 25 depending on the quality of the cloth produced. The per capita earning of a weaver is thus much below the minimum daily wage prescribed for an agricultural labourer. Moreover, there is no guarantee of a minimum wage. It has been represented that there should be a minimum wage for the handloom weavers also. In this

connection the Ministry of Textiles have stated that legislation on minimum wages for the weavers can be enacted only by the State Governments. Some State Governments like Tamilnadu Maharashtra, Uttar Pradesh and Kerala have already passed legislation on the subject. The Committee find that even though the Handloom Workers Employment and Miscellaneous (Conditions of Service) Act was passed in Tamilnadu, the same has not been implemented as the Government of Tamilnadu is still considering the creation of machinery for the enforcement of this legislation. The Committee desire that the Govt. of Tamilnadu be advised to enforce the said Act in right earnest and other State Governments may also be persuaded to initiate action for the enactment of necessary legislation and its implementation in their respective States.

4.46 Apart from the provision of minimum wages of the handloom, weavers, it may be considered whether it is feasible to link the minimum wage with the price index. In that case there can be periodical wage revisions on the lines of the principles enunciated in the Bangalore Regional meeting of Labour Secretaries held in 1980. The Committee would like the Government to look into this aspect of the matter also with a view to providing real relief to the poor weavers.

4.47 The Committee note that a scheme of special rebate @ 20% on the sale of handloom cloth by cooperative societies and Corporations is being operated since 1975-76. The object of the scheme is to ensure continuous employment and production in the handloom sector and avoidance of periodic accumulation of stocks. This scheme has been operated in such a way that rebate is allowed for a total period of 30 days in a year and in addition rebate is also allowed for another 30 days through National Handloom Expos organised by the Development Commissioner for Handlooms. It has been represented that there should be special rebate for 60 days in a year. The Committee feel that under the existing arrangements there should be some flexibility in the sense that those states which do not like to participate in National Handloom Expos should be allowed a rebate of 60 days instead of 30 days. Other States who prefer sales through National Handloom Expos may be allowed 60 days rebate through these Expos. This option may be allowed so that there is no rigidity in allowing special rebate either on normal sales or sales during National Handloom Expos.

4.48 The Committee find that with a view to ensuring availability of hank yarn, which is the essential raw material required by the handloom sector, Government of India is implementing a scheme of hank yarn obligation. The scheme enjoins on the textile mills to pack at least 50% of saleable yarn in the shape of hanks with a further stipulation that 85% of

such yarn should be in counts 40 and below. The Committee have been informed that the statutory obligation of 50% of the output of spinning mills being in the shape of hank yarn has not been complied with by some of the spinning mills. In fact some of the spinning mills have obtained stay orders from courts against the operation of this scheme. Since the implementation of the hank yarn obligation scheme rests with the office of the Textile Commissioner, the Committee desire that all necessary steps should be taken to ensure strict implementation of this scheme. Action should be taken to get the stay orders vacated. There are also complaints that hank yarn available in the market is partly diverted to the powerloom weavers. The handloom industry infact insists that this practice is widely prevalent. The Committee desire that arrangements should be made to ensure that available yarn is equitably distributed among various claimants and in this matter the handloom weavers should not be put to any disadvantage.

4.49. It has been represented that with an abnormal increase in the price of cotton, the prices of yarn have gone very high. Similarly the prices of dyes and chemicals and others inputs have shot up and affected the weavers adversely. As there is no commensurate increase in the price of the handloom products, the margin of weavers has shrunk considerably. The Committee feel there is urgent need for evolving a system to ensure weavers get adequate supply of yarn and other inputs at reasonable cost. In this context it may be reconsidered whether export of yarn should not be discontinued. If it is not considered feasible; steps may be taken to supply yarn to weavers at subsidised rates. Further just as has been done in Maharashtra, the State Governments may be asked to reserve quotas of yarn for handloom weavers, which may be supplied at fixed prices. The Committee may be informed of the action taken in this regard.

4.50 The Committee are happy to note that Government have no objection to allow exports by handloom sector. In fact the Secretary, Ministry of Textiles has stated that handloom weavers should be encouraged to increase their exports and against exports they could import cotton from abroad. The Committee trust that the handloom weavers cooperative societies will make all possible efforts to promote export of handloom products and that the Government will ensure that handloom weavers are able to get the benefits of all incentives available to exporters.

4.51 In order to protect the interests of weavers the petitioners have stated that the cooperative societies should be strengthened. In this connection the Committee were informed that the Government of Tamil Nadu has imposed a ban on holding elections to cooperative societies. During the informal discussions the committee held at Madras, the repre-

representatives of the Ministry of Textiles and Government of Tamil Nadu confirmed that elections to cooperative societies had not been held for a long time. The Tamil Nadu Government had now framed a new Act to regulate holding of elections. The Committee trust that the Tamil Nadu Cooperative Societies Act, 1983 will be enforced early and the grievances of the weavers will be removed. The Committee strongly recommended that elections to the cooperatives may be held at the earliest.

4.52 The Committee desire that the State Governments may be asked to revive the dormant Cooperative Societies and form new societies of weavers so that the available funds could be channelised through them.

4.53 The Committee also feel that next to credit, the most important need of the hour is proper marketing. The Committee suggest that service cooperatives on the line of Agricultural Service Cooperative Societies may be set up. These societies can undertake the task of supplying raw material and marketing the products rather than leaving the weavers at the mercy of established market forces and middlemen as is prevalent today.

4.54 Another important point to be considered is that even when cooperative societies are functioning, the individual weavers do not get the real benefit due to them because of mismanagement or malpractices in the working of cooperative societies. The Committee feel that some monitoring mechanism should be evolved so as to ensure that benefits accruing to the cooperative societies are actually passed on to the weavers.

4.55 There is more scope for development of silk handloom industry in Tamil Nadu. However, the non-availability of raw materials such as kora and raw silk is a problem which has to be got over. It would be desirable if some quota of art silk is reserved for use by the handloom weavers.

4.56 In cases where there are no cooperative societies, the flow of credit to the individual weaver poses a problem as the nationalised banks are not giving credit facilities to individuals. In such cases the Committee feel that weavers should be encouraged to take the help of State Handloom Development Corporation, which can not only provide the necessary raw materials to the weavers but can also arrange for timely credit through its link with NABARD and the nationalised banks. These Handloom Development Corporations can provide necessary guarantee to enable the banks to give advances to the weavers.

REPRESENTATION REGARDING REMOVAL OF ANOMALIES IN THE CASE OF PROMOTED EDUCATIONAL OFFICERS OF DELHI ADMINISTRATION

5.1 The Secretary, Educational Officers' Association, Delhi Administration, Delhi and other Educational Officers submitted a representation regarding removal of anomalies in the pay scales and retirement benefits of promoted Educational Officers of Delhi Administration.

5.2 The petitioners' grievances, demands and prayer are contained in the following note submitted by the petitioners, which is self-explanatory :

"The petitioners were school teachers who have in course of time, risen to the post of Principals and further to the posts of Education Officers, Deputy Directors and Joint Directors of Education etc. by virtue of seniority and merit. Prior to 4th Pay Commission Principals had been working in the grade of Rs. 1100/- —1600/- and the Education Officers in the grade of Rs. 1200-1600. In September 1983, the Ministry of Education issued the following two orders which gave rise to our grievances:

The first order enhanced the age of retirement of teachers and Principals from 58 to 60 years. This order covered about 50,000 teachers in Delhi but did not include in its purview about 65 Education Officers who were senior principals and had been promoted/selected from amongst the Principals as education officers.

The Ministry of Education allowed stagnation increments to teachers and principals but not to the Education Officers, even though, the E.O.s had also been stagnating at the maximum of Rs. 1600/-. As a result of this order principals got a basic pay upto Rs. 1750/- whereas the pay of their seniors who were holding promoted posts was restricted to Rs. 1600/- P.M. only. This created an anomalous situation in which a principal on promotion lost 'Two years of service' and got 'Lower monthly emoluments.' Thus On 1.1.86 an Education Officer drew

Rs. 525/- P.M. less and also lost two years of service as compared to his junior colleague who worked as Principal.

The anomaly can be remedied by suitably amending the two orders quoted above so as to include within their purview the Education Officers also.

5.3 Besides the 'Enhancement of Age' and 'Grant of Stagnation Increments', it would be in the fitness of things that supervisory officers who are senior to the principals should have a higher scale of pay commensurate with their higher responsibilities.

5.4 As a consequence of the 4th Pay Commission recommendations, the scale of Pay of Education Officers has been merged with that of Principals. The anomalies in pay-scales pointed out above, not only persist but have been aggravated. To quote a specific case, a principal appointed in 1973 draws a basic salary of Rs. 4250/- on 1.1.1986 whereas a Principal appointed as early as 1962 draws a salary of Rs. 3875/- only because he happens to be working on the higher post of an education officer.

5.5 The Education Officers are promoted from the post of Principals on the basis of seniority cum-merit. Some Education Officers are also selected by U.P.S.C., but in their case also it is an essential requirement that they should have worked as School teachers and have experience of school administration for a minimum period of 10 years. Thus no person can be an Education Officer unless he has been a school teacher/ Principal for a period of 10 years or more. Posts of Deputy Directors, Joint Director, Additional Director of Education are all filled by 100% promotion from Officers of the Education cadre. The promoted officers continue for all times in the Directorate of Education only and cannot be promoted or posted out of the department like other officers of similar nomenclature who belong to DANICS or I.A.S. Cadres. School principals normally take 18-20 years to earn their 1st promotion as Education Officer who have no other promotional avenues.

5.6 The Government of India, Ministry of Human Resource Development does not discriminate between a teacher in a school or in a supervisory role so far as Kendriya Vidyalaya Sangathan is concerned. The Principals as also supervisory Officers from Education Officer to Commissioner in that organisation have the retirement age of 60 years.

In NCERT also no distinction is made between the person posted at regional college or at NCERT headquarters. The principal of regional college as also his counter-part at the NCERT head-quarter and performing supervisory work go upto 60 years.

5.7 The Government of India had appointed a "National Commission for teachers" headed by Professor D.P. Chattopadhyaya and Special Secretary, Education, Ministry of Human Resource Development was the member Secretary of the Commission. In its report, it has been explicitly mentioned that all the posts from primary school teachers to Director of Education come in the same category and they have been recommended a common age of retirement at 60 years. In the University also the teachers working in the Department of Continuing Education are in no way differentiated from the staff working in regular colleges.

It may be pointed that the Government of India have already included Librarians and Lab. Assistants within the purview of the above quoted orders who can, by no stretch of imagination, be covered under the definition of Teacher under the Delhi Education Act, 1973.

5.8 The two orders referred to earlier have been issued by the President without any statutory changes in the Act or GFR. There could be no legal bar if these orders are modified to cover the petitioners also as was done for librarians and Laboratory Assistants.

5.9 No Principal having a basic pay of even Rs. 1650/- (let aside Rs. 1750/-) has been promoted. This is because on promotion the Principal would have lost not only two years of service but also increment in pay and other benefits and allowances admissible to him as principal. These anomalies have compelled 17 senior Principals to refuse promotion and 37 officers who had been promoted are working hard to get themselves reverted back to the posts of Principals in order to avail the benefit of two years of service and other benefits.

5.10 The Association had taken up the matter with Delhi Administration. The Administration is convinced about the genuineness of the grievances of the petitioners. Two L-Gs and Two Chief Secretaries of Delhi have requested the Ministry of HRD to rectify the anomalies. Executive Councillor (Education) and Chairman Metropolitan Council have also not only written but personally met the concerned Ministers to impress upon them the need for extending the age of retirement from 58 to 60 years and also to grant stagnation increments to officers so that the Delhi Administration is not deprived of the services of the experienced Principals. If this rectification is not done immediately, all the senior officers shall take reversion and no senior principal would take promotion. The last communication was made by Shri H.K.L. Bhagat, Hon'ble Minister for Parliamentary Affairs to Hon'ble Minister for HRD. No tangible results have come out of these efforts so far. Hence the petitioners here before this honourable body.

5.11 The Education Officers are thus placed in a disadvantageous position, having been denied the Special allowance of Rs. 150/-per month admissible to principals w.e.f. 1.1.1986 as also the benefit of 3 stagnation increments. The fact that the grades of Education Officers and Principals have been brought at par at Rs. 3000-4500, the promotion from the post of Principal to Education Officer has not only become meaningless but irrelevant in comparison to his Junior counterpart working as Principal in Basic Pay and allowances alone apart from being made to retire two years earlier.

We may humbly submit that we shall be satisfied if the anomalies pointed out above are removed w.e.f. the date they were created i.e. :-

1. Stagnation increments w.e.f. 2.9.83.
2. Extension of age of retirement.
3. Grant of Special Allowance of at least Rs. 150/- w.e.f. 1.1.86.
4. The grade of officers is revised to same scale as Ministry of Human Resource Development is giving to its officers in the Navodaya Vidyalaya Organisation.

5.12 The Committee examined the representatives of the Ministry of Human Resource Development and Delhi Administration in regard to the grievances of the petitioners. During evidence before the Committee, the Additional Secretary, Department of Education, explained the position thus :

“One of the anomalies about which the Education Officers of the Delhi Administration have had grievance is regarding the reduction in their basic pay on promotion. Probably, on becoming an Education Officer, the functionary (the Principal) has to face reduction in salary. Consequently Principals don't have any incentive to opt for promotion—many of them opt out of that. This was the situation that obtained before the 4th Pay Commission's recommendations were implemented. This aspect could possibly be dealt with in two parts—the part relating to the position that existed prior to the implementation of the 4th Pay Commission's recommendations and the part relating to the situation that arose after that.

So far as the first part is concerned, the Principals had the benefit of getting stagnation increments on reaching their maximum in their pay scale to the extent of three increments; later on, to the extent of 4 increments. The situation was—as pointed out by the Petitioners—that they were in a position to get Rs. 1750/-

before promotion, whereas on promotion to the position of Education Officers, the maximum they were entitled to get was only Rs. 1600/-.

Subsequently, after the 4th Pay Commission's recommendations were implemented, the situation is that Principals and Education Officers have both been put on the same scale of pay of Rs. 3000 to Rs. 4500/-."

He added :

"These petitioners had separately appeared before the Education Secretary and represented that they were expected to do inspection work having supervisory jurisdiction over the Principals and hence should not be put on the same footing of the Principals. This is a kind of anomaly which continues now also."

5.13 As to the steps taken to rectify the anomaly the witness stated :

"This matter has been looked into in detail at the Ministry level. A meeting was held on 19th January, 88 by our Joint Secretary. In this meeting the Integrated Finance of the Department of Education explained that the Government will not entertain any further pay revision as such unless it is in terms of rectification of anomalies. According to the Financial Advisor, this is not a case of anomaly. According to him, in the event of the two cadres being merged the problem of senior officers getting lesser pay than their junior officers can be rectified. He was not however, in a position to give a commitment in regard to this matter.

5.14 When asked as to how the problem could be solved, the Additional Secretary stated:

"One view that could be taken is that after all in a merged scale, Education Officers are senior functionaries, even though pay scale may be same.

Another way, as suggested by the Financial Adviser, is that you merge the two cadres. But in regard to merger, there seems to be some problem with the Delhi Administration. Regarding merger, I have a suspicion that the Education Officers may not agree. Previously they were on two scales of pay."

He added :

"Suggestions for merger of cadres have come from the Ministry. The Delhi Administration has been requested to consider it

and take a view. They have not yet done. One remedy for this may be that this Committee recommends that the Government in the Finance Ministry may consider this not as a case of scale revisions but as a case of rectification of anomaly particularly because the people who are performing supervisory functions have been equated to those who are being supervised. Still I wonder whether the Government would find it possible to consider this because of the larger implications.

5.15 In regard to the retirement age of the education officers, the Additional Secretary stated:

“As regards the age of retirement, the teaching staff and teaching employees by definition of the term ‘teacher’ under the Delhi Education Act have the benefit of going upto 60 years, and if the teachers happen to be recipients of national awards, they can go upto 63 years of age. But in this case, once Principals get promoted to the post of Education Officer, they have to retire at the age of 58 years. Delhi Administration sought legal opinion on this and have been advised that, unless by an amendment to the Act, Education Officers are also brought within the definition of teachers, they will have to retire at 58 years.”

5.16 When it was pointed out that in the Kendriya Vidyalayas the age of retirement was 60 years and the same system can be adopted in so far as the Education Officers of Delhi Administration are concerned, the witness stated :

“The Kendriya Vidyalaya is an autonomous body.”

Observations/Recommendations of the Committee

5.17 The Committee note that Educational Officers in the Directorate of Education, Delhi Administration were being appointed in the scale of Rs. 1200-1600 from amongst the Principals of Government Sr. Secondary Schools whose scale of pay was Rs. 1100-1600. In terms of orders issued by the Central Ministry of Education on 6.9.83 and 5.9.84, the principals of Sr. Secondary Schools were granted two concessions namely (i) their retirement age was raised from 58 to 60 years, and (ii) they were granted 3 stagnation increments. However if these principals were given promotion and made Educational Officers the above referred two benefits were not to be extended to them even though they continued to hold the substantive rank of Principal. This in effect meant that on promotion as Educational Officers, the principals not only lost the benefit

of 2 years of extended service but had also to suffer reduction in their emoluments in as much as they became ineligible for the 3 stagnation increments. The promotion thus became meaningless and in fact resulted in a loss in monetary terms. No wonder a large number of senior principals refused promotion and many of those already promoted sought reversion to their old posts of principals.

5.18. The anomalies of the situation were clear and pronounced and the concerned officers took up the matter with the appropriate authorities for rectification of these anomalies. It is pertinent to point out that even though many in Delhi Administration including two Lt. Governors of Delhi, Chief Executive Councilor and Executive Councilor (Education) perceived the obvious anomalies, and even pleaded with the Ministry of Education for rectification of the anomalies, the authorities in Ministry of Education could not be convinced about the genuines of the problem. They took too technical and legalistic view of the whole issue and maintained that as educational officers on promotion from the post of principals ceased to be 'teachers', the benefits given to the principals in terms of the Ministry of Education orders of 1983 and 1984 could not be extended to them. This is a potentially unwarranted stand as in terms of another issued by the Ministry of Education even Librarians and Lab. Assistants have been treated as teachers and given the benefit of enhanced age of retirement and stagnation increments.

5.19 The Committee have been informed that the position has been further complicated after the implementation of the recommendations of the 4th Pay Commission. In terms of the recommendations of the 4th Pay Commission both the Educational officers and Principals have been given the same scale of pay and therefore promotion from the post of Principal to Educational Officers has become all the more meaningless. Such a promotion does not now involve any monetary benefit but instead makes the promotee liable to the disadvantage of reduced age of superannuation. The Committee strongly feel that the issue may be re-examined *de-novo* at the highest level and the anomaly pointed out should be rectified without delay. The cases of the affected Educational Officers may be reconsidered in the light of the precedents and practices followed in other similar organisations under the control of the Deptt. of Education. It has been suggested that unless the definition of 'teacher' as given in the Delhi Education Act is changed this anomaly cannot be got over. The Committee recommend that the relevant Act may be amended if considered necessary. The Committee would like to be apprised of the action taken in the matter within six months.

VI

REPRESENTATION REGARDING DELINKING OF THE AMOUNT OF NATIONAL TALENT SEARCH SCHOLAR SHIP FROM THE INCOME OF PARENTS

6.1. Shri R.A. Vaidya and 70 others submitted a representation dated 13 April, 1987 regarding delinking of amount of National Talent Search Scholarship from the income of the parents. In their representation, the petitioners made the following points :-

“Till 1984, the National Talent Search Scholarship awarded by the National Council of Education Research and Training (NCERT), New Delhi was Rs. 150/- per month for the first two years and Rs. 200/- per month for the next five years. Except for—satisfactory academic results every year, there was no other condition laid down for the award of this scholarship.

Since 1985 onwards, however, possibly for administrative reasons, the system of the qualifying examination for award of the scholarship was decentralised and made two-tier. But, surprisingly the amount of scholarship to awardees was linked with the monthly income of parents of awardees. Since 1985, the amount of scholarship has been reduced to half for those awardees whose parental income exceeds Rs. 1000/- per month.

Linking of parental income with the amount of National Talent Search Scholarship is absolutely unfair and unreasonable. It is purely a merit scholarship and should remain as such. Further under present conditions monthly income limit of Rs. 1000/- per month is unjust. This has resulted in frustration among students, especially the intelligent and talented ones, and general unwillingness to appear for the National the intelligent and talented ones, and general Talented Search Examination.

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6.2. The petitioners prayed that—

- “(a) the amount of National Talent Search Scholarship should not be linked with monthly parental income of the awardees,
- (b) awardees of 1985 and 1986 should be paid arrears of their scholarship at the rate prevalent in 1984 and before, and

- (c) awardees whose parents' monthly income is less than Rs. 1000/- per month could be given double the scholarship i.e. Rs. 300/- per month for first two years as financial assistance so that their higher education is well looked after."

6.3 The Ministry of Human Resource Development (Department of Education) in their factual comments dated 24 July 1987 stated as under :

".....the decision for linking of the quantum of National Talent Search Scholarship with the parental income was taken by the Executive Committee of the NCERT and is being implemented since 1985. The Council had in 1983 set up a Review Committee on National Talent Search Scholarship under the Chairmanship of Prof. Rais Ahmed, which has along with other recommendations suggested that the awards may be given purely on the basis of merit and a 'means test, need not be applied. A meeting to discuss the recommendations of the Commendations of the Committee has taken place on 24.6.87 under the Chairmanship of Hon'ble Minister of Human Resource Development and it has been considered appropriate by the Government to link the quantum of scholarship to income. Overall the scheme is proposed to be reorganised in near future the context of the report of the Review Committee."

6.4. The Committee examined the representatives of the Ministry of Human Resource Development (Department of Education) on 6 April, 1988, in connection with the representation. Explaining the case in brief, the Additional Secretary, Ministry of Human Resource Development stated :

"The basic grievance is that at present the National Talent Search Scholarship is linked with the income of the parents. If it is linked with the income of the parents, the really talented students will not get the benefit of this facility. This rule regarding the linkage of the award of the scholarship with the income of parents was brought about some-where near 1985 i.e. if the parents of the awardees of the scholarships happened to have the monthly income of Rs. 1000 or more. then the scholarship should be reduced to 50 percent. The petitioners have had the following grievances regarding this matter :

- (i) It militates against the principle of selecting the really talented children;

(ii) These days, a thousand rupees is nothing. If a man and wife are employed together, they can certainly earn an income of more than Rs. 1000. So having this stipulation really results in denial of benefits for a large number of talented children;

(iii) When you call it a Talent Search Scheme, merit alone should be the basis and nothing else."

6.5. When the Committee observed that there should not be any income limit. the Additional Secretary, Ministry of Human Resource Development, stated :

"This matter has been considered by a Committee headed by the Minister of Human Resources himself. He said there was a case of enhancing the income limit and that we should not remove the income limit altogether.

He further stated :-

One of the earlier complaints was that this was not reaching the comparatively poor people, because the more intelligent children are from economically better off sections.

The Committee's finding in 1983 was that we were not able to use this Budget allocation because an adequate number of awardees were not available."

6.6. The Committee suggested that if at all some income limit has to be fixed it should be Rs. 5,000/-, if possible, but it should not be less than Rs. 4000/-. To this, the witness replied :-

"Even when the income limit operates, it is not as if people of income above Rs. 2500 will be denied of this, You have suggested that at least it should not be less than Rs. 4,000. That will have to be examined. It means Rs. 48,000 or Rs. 60,000 per year. The suggestion of the Government of India was that it should be Rs. 30,000 per year. We have already received a recommendation before, for enhancing the limit of Rs. 30,000 to cater to the needs of the poor people.....The scheme is being implemented from the point of view of social justice, and we have got our financial constraints also."

Observations/Recommendations of the Committee

6.7 The Committee find that till 1984 the amount of National Talent Search Scholarship awarded by the National Council of Education

nal Research and Training was Rs. 150 per month for the first two years and Rs. 200 per month for the next 5 years. From 1985 onwards the amount of scholarship has been reduced to half for those awardees, income of whose parents exceeded Rs. 1,000/- per month. Thus the award which used to be given purely on the basis of merit was also subjected to a "means test". The decision to link the quantum of National Talent Search Scholarship with the parental income had reportedly been taken by the Executive Committee of the NCERT in 1985, despite the fact that a Review Committee set up in 1983 on National Talent Search Scholarship under the Chairmanship of Prof. Rais Ahmed had suggested that the award should be given purely on the basis of merit and a 'means test' need not be applied.

6.8. The Committee have been informed that a Committee headed by the Minister of Human Resource himself has considered the question of linking the quantum of scholarship to income in June 1987 and has recommended that even though there was a case for enhancing the income limit, the income limit laid down should not be removed altogether. The Committee are at a loss to understand the rationale behind such a decision. The Committee consider that such a decision militates against the principle of selecting the really talented children and in such cases merit alone should be the basis for award of scholarship.

6.9. The Committee suggest that if at all some income limit has to be fixed, it should be not less than Rs. 5,000/- per month. The Committee desire that the entire scheme should once again be reviewed to see whether the award under the scheme should be given purely on the basis of merit without the application of any 'means test'. One way out can be that in case of awardees whose parental income is less than the minimum prescribed limit, the quantum of award in their case should be doubled, instead of depriving some of the awardees only on the basis that the income of their parents exceeds a certain limit. The quantum of scholarship also needs to be increased suitably in the context of the rising prices.

APPENDIX I

(See para 2.1 of the Report)

LOK SABHA

PETITION NO. 1

[Presented to Lok Sabha on 16.4.1985]

To

LOK SABHA

NEW DELHI

The humble petition of the residents of the Union Territory of Delhi.

SHEWETH :

That it is necessary to change the administrative set up of Delhi in a way to be more responsible and accessible to the people as to mitigate their problems and to provide immediate relief to tenants, workers and labourers by resorting to certain measures, and accordingly your petitioners pray that :

- (1) Status of a full state should be given to Delhi and all the administrative bodies should be brought under a single administrative set up by forming a legislative Assembly and a responsible Government.
- (2) The Police Commissioner system should be abolished in Delhi and the system prevailing before the enforcement of the Delhi Police Act should be restored.
- (3) Anti Tenant Amendment Bill seeking to amend Delhi Rent Control Act should not be brought before the Parliament.
- (4) Minimum wages of labourers of Delhi should be fixed at Rupees seven hundred per month.
- (5) Quarters should be constructed for industrial workers in industrial areas on large scale and cess should be imposed on the factory owners of these areas.

And your petitioners as in duty bound will ever pray.

Name of the petitioners	Address	Signature or Thumb impression
Shri Devi Prasad Singh	8/132, Trilok Puri Delhi-110091.	Sd/—
Shri Janardan Sharma and others	B-98, Moti Bagh, New Delhi.	Sd/—

Countersigned by Geeta Mukherjee, MP Div. No. 449, 12.4.1985

APPENDIX II

(See para 2.2 of the Report)

SUBJECT : *Comments on Petition No. 1 regarding change in the administrative set up of Delhi and problems of the residents of Delhi.*

.....

1. The text of item (1) is as follows :

“Status of full state should be given to Delhi and all the administrative bodies should be brought under a single administrative set up by forming a legislative Assembly and a responsible Government.”

Comments of the Ministry thereon are as follows :

The demand for full statehood for Delhi with a duly elected legislature has been raised at various forums on a number of occasions. The matter had been examined in depth by the States Re-organisation Commission. Taking into account the peculiar political and administrative problems of Delhi, the Commission had recommended Delhi to be constituted into a centrally administered territory. The consideration which weighed with the States Re-organisation Commission for not recommending full statehood for Delhi continue to be valid even now. The matter involves complex policies and issues which require in-depth examination in all its ramifications.

2. The text of the item No. 2 is as follows :

“The Police Commissioner system should be abolished in Delhi and the system prevailing before the enforcement of the Delhi Police Act should be restored.”

Comments of the Ministry thereon are as follows :

There is no proposal to abolish the Police Commissioner system in Delhi. Recently, a group was constituted to undertake a study of Delhi Police Administration. The Group submitted its report on 25 February, 1985. The recommendations concern a very wide field of Police functioning, including Police Commissioner system in Delhi. The said Group has

not recommended the abolition of Police Commissioner system in Delhi, and has, in fact, recommended suitable strengthening of the same.

3. Text of item No. 3 is as follows :

“Anti Tenant Amendment Bill seeking to amend Delhi Rent Control Act should not be brought before the parliament.”

Comments of the Ministry thereon are as follows :

4. The subject matter of the items falls within the purview of the Ministry of Works & Housing.

Text of item No. 4 is as follows :

“Minimum wages of labourers of Delhi should be fixed at Rupees seven hundred per month.

Comments of the Ministry thereon are as follows :

The Delhi Administration have stated that at present the minimum rates of wages for unskilled, semi-skilled and skilled categories of workers in most of the employments are Rs. 354.00 per month, 400.00 per month and 472.00 per month respectively w.e.f. 1.6.1984. The question of further revision of the minimum of wages is under active consideration of the Delhi Administration and a decision thereon is likely to be taken in the near future.

**MINISTRY OF URBAN DEVELOPMENT
(DELHI DIVISION)**

SUBJECT : *Petition No. 1 regarding change in the administrative set up of Delhi and problems of the residents of Delhi.*

Reference : Lok Sabha Secretariat U.O. No. 51/1/CI/85 dated 20.2.87.

The comments of this Ministry were called for on the following items of the above noted petition forwarded by the Lok Sabha Sectt, to the Ministry of Home Affairs *vide* their U.O. No. 51/1/CI/85 dated 20.4.85 and this Ministry *vide* their U.O. No. 51/1/CI/85 dated 22.8.85 :

- (i) "Item No. 3; Ante Tenant Amendment Bill seeking to amend Delhi Rent Control Act should not be brought before the Parliament."
- (ii) "Item No. 5 : Quarters should be constructed for industrial areas on large scale and cess should be imposed on the factory owners of those areas."

The comments of this Ministry on item No. 3 were furnished *vide* U.O. No. 23019/1/85-RCC dated 18.9.85. The present position is that the case for amendment of Delhi Rent Control Act is still under consideration to the Government and decision is expected shortly.

Regarding item No. 5, the comments of this Ministry were sent to Ministry of Labour with a copy to Lok Sabha Sectt. *vide* No. 23019/1/85/RCC/HII dt. 5.11.85 with the request that Ministry of Labour may sent a suitable reply to Lok Sabha Secretariat. They are being asked to furnish the requisite report to Lok Sabha sectt., if not already furnished.

Sd/-

(Harjit Singh)

Director (DD)

Lok Sabha Sectt.

(Shr. R.K. Gupta, L.C.O.)

New Delhi.

Min. of U.D. No. 23019/1/85-RCC dated 25.2.87.

Copy alongwith a copy of U.O under reference to the Ministry of

Labour (Sh. R.D. Misra, Under Secy.) New Delhi with reference to this Ministry's O.M. No. 23019/1/87-RCC/HII dated 5.11.87 It is requested that suitable reply in the matter may please be sent to Lok Sabha Sectt. immediately, if not already furnished under intimation to this Ministry.

2. Copy to H.II Section w.r. to their O.M. No.23019/1/85-RCC/H.II
dt. 5.11.85

(Harjit Singh)
Director (DD)

IMMEDIATE

**No. 23019/1/85-RCC/HII
GOVERNMENT OF INDIA
Ministry of Urban Development
(Shahari Vikas Mantralaya)**

New Delhi, the 5th Nov., 1985.

OFFICE MEMORANDUM

SUBJECT : *Petition No. 1 regarding change in administrative set up of Delhi and problems of the residents of Delhi.*

Reference Ministry of Labour O.M. No. H-11018'1/85-WII dated the 17th September, 1985.

2. This Ministry's comments on item No. 5 of the petition are as follows :

"Till April 1966, there was an independent housing scheme for Industrial workers known as Subsidised Housing scheme for industrial workers. The housing scheme for EWS was later merged with this scheme and a composite scheme known as Integrated Subsidised Housing Scheme for Industrial workers and EWS of the community came into being. The scheme was transferred to the State sector in April 1969. In July 1982, all the social housing schemes in the State sector were reclassified on the basis of income criteria of the target groups into the following four categories :-

1. Housing scheme for EWS
2. Housing scheme for LIG
3. Housing scheme for MIG and
4. Rental Housing scheme for State Govt. employees.

State Govts./UTs are free to formulate and implement these schemes as also other schemes in accordance with their needs and plan priorities from their approved plan outlay."

3. It will be recalled that in response to suggestion that Factories Act should be amended on the analogy of the Plantation Labour Act so as to make it obligatory for all factories employing 1000 workers or

above to construct houses for the workers, the Ministry of Labour had turned down the suggestion on the ground that it would be difficult to make such a provision on account of financial considerations as also non-availability of sufficient land in urban areas. However, some of the progressive managements of factories are already providing housing accommodation to their workers as well as essential staff on voluntary basis. In the cases where the managements are not in a position to provide housing accommodation, the employees are encouraged to form housing cooperatives for which financial assistance is available to the employees as HBA from the Management as well as from concerned State Govts/UT Admns.

4. It is requested that a suitable reply may be sent to the Lok Sabha Sectt. under intimation to this Ministry. Item 4 does not concern this Ministry.

Sd/-
(NARESH NARAD)
Director (H & HS)

To

Ministry of Labour
(Sh. R.D. Misra)
Under Secretary
New Delhi.

Copy to : Lok Sabha Secretariat in continuation of this Ministry's U.O. Note of even number dated 18.9.85.

Sd/-
(NARESH NARAD)
Director (H & HS)

NO. U. 16011/1/85-DELHI
GOVERNMENT OF INDIA
Ministry of Home Affairs

New Delhi, the 18th August, 1987

OFFICE MEMORANDUM

SUBJECT : *Petition No. 1 regarding change in the administrative set up of Delhi and problems of residents of Delhi.*

The undersigned is directed to refer to U.O. No. 51/1/CI/85 dated 12th August, 1987 from the Lok Sabha Secretariat on the subject noted above, and to forward herewith a copy of letter No. F. 1 (12)/87-MW/IC/1140 dated 13.8.1987 from the Delhi Administration indicating the current rates of minimum wages for skilled, semi-skilled and unskilled workers, as desired.

Sd/-
K.S. OBERAI
Desk Officer
Tel. No. 3014103

The Lok Sabha Secretariat
(Shri O.P. Chopra, Sr. Legislative Committee Officer)
NEW DELHI.

OFFICE OF THE LABOUR COMMISSIONER, DELHI
ADMN., 15, RAJPUR ROAD, DELHI-110054.

No. F. 1 (12)/87-MW/LC/1140

DATED 13/8/87.

To

Desk Officer (Telephone 3014103),
GOVT. OF INDIA, M/o Home Affairs,
NEW DELHI.

SUBJECT : *Revised Minimum Rates of WAGES.*

Sir,

With reference to your letter No. 416011/1/85-Delhi dated 23/7/87 on the above subject, I have to state that Delhi Administration has fixed revised minimum rates of wages in different scheduled employment under the Minimum Wages Act, 1945 which are not applicable to the employees engaged by or through Government departments as Government employment is not a scheduled employment under the said Act. However, the minimum rates of wages fixed/Revised in different scheduled employment with effect from 1.5. 1987 are as under :

	Per Month	OR	Per day
1. Unskilled	Rs. 489-00		Rs. 18-80 P.
2. Semi-skilled	Rs. 552-00		Rs. 21-25 P.
3. Skilled	Rs. 651-00		Rs. 25-10 P.

**CLERICAL & NON TECHNICAL
SUPERVISORY STAFF.**

1. Non Matriculates	Rs. 563-00	Rs. 21-60 P.
2. Matriculates & Non- Graduates	Rs. 671-00	Rs. 25-40 P.
3. Graduates and above	Rs. 781-00	Rs. 30-10 P.

The minimum rates of wages for clerical and non technical supervisory staff have been fixed/revised on the basis of educational qualifica-

tions irrespective of nature of work and designation or post. The minimum rates of wages are inclusive of wages for weekly off day for which no separate payment is required to be made.

Yours faithfully,

Sd/-
(S.C. DHINGRA)

APPENDIX III
(See Para 3.1 of the Report)

LOK SABHA

PETITION NO. 8

[Presented to Lok Sabha on 9.4. 1987]

To

LOK SABHA
NEW DELHI

The humble petition of Shri Tarakeswar Chakraborti, General Secretary, All India Bank Employees' Association, 3B, Lallbazar Street, Calcutta and other office bearers of the Association.

SHEWETH

1. That 14 major banks were nationalised in 1969 and 6 more in 1980 with the avowed objectives, as stated in the Parliament by the then Prime Minister, late Shrimati Indira Gandhi that "Public ownership and control of the commanding heights of the economy and its strategic sectors were considered essential aspect of the New Social order being built up in India. Financial Institutions are amongst the most important levers that any society has at its command for the achievement of its social and economic objectives."
2. That the petitioners express their deep concern over the multiple ills afflicting the banking system of our country by way of gross deviation from the aforesaid objectives, during the last 17 years. Large-scale mis-direction and abuse of bank credit, big scandals, mounting bad debts etc. have put the banking industry and its performance into sharp public focus.
3. That in this background the petitioners seek the intervention of the Lok Sabha, for the sake of making 'Banking' an effective and meaningful instrument of accelerated socio-economic growth.
4. And accordingly, your petitioners pray that following steps be immediately taken in the interest of banking industry's health

and growth and for attainments of the objective of nationalisation :

1. immediate take-over of all Private Banks;
 2. nationalisation of Foreign Banks;
 3. restructuring of Public Sector Banks;
 4. disclosure of all Write-offs of bad and doubtful debts;
 5. formulation of a National Banking Plan and National Credit Policy; and
 6. absorption of all grameena banks by the sponsoring banks.
- And your petitioners as in duty-bound will ever pray.

S. No.	Name of the petitioner	Address	Signature or thumb impression
1.	Shri Tarakeswar Chakraborti, General Secretary-AIBE Association.	3-B, Lallbazar Street, Calcutta 70001.	Sd/-
2.	Shri D.P. Chadha, President-AIBE Association.	Punjab National Bank F.M. Road, Bombay.	Sd/-
3.	Shri P.L. Sayal, Vice-President, AIBE Association.	710, Ballimaran, Chandni Chowk, Delhi.	Sd/-
4.	Shri N. Sampath, Secretary, AIBE Association.	31, Moore Street, Madras.	Sd/-
5.	Shri Sushil Ghosh, Assistant Secretary, AIBE Association.	3, Lallbazar Street, Calcutta.	Sd/-
6.	Shri Rajinder Sayal, Assistant Secretary, AIBE Association.	710, Ballimaran, Chandni Chowk, Delhi.	Sd/-
7.	Shri R.D. Trivedi, Assistant Secretary AIBE Association.	Bank of Baroda, Rajkot	Sd/-
8.	Shri S.D. Dhopeshwarkar, Assistant Secretary, AIBE Association.	Bank of Maharashtra, Fort, Bombay.	Sd/-
9.	Shri P.N. Tiwari, Assistant Secretary, AIBE Association.	165, Shobatia Bagh, Allahabad.	Sd/-
10.	Shri T.B. Roy, Treasurer-AIBE Association.	3-B, Lallbazar Street, Calcutta.	Sd/-

Countersigned by Shrimati Geeta Mukherjee, M.P.

Division No. 449.

Dated : 31.3.1987.