

[Shri Bhakt Darshan]

tions. 1970, published in Notification No. G. S. R. 458 in Gazette of India dated the 21st March, 1970.

- (ii) The Indian Forest Service (Fixation of Cadre Strength) Third Amendment Regulations, 1970 (Hindi and English versions), published in Notification No. G. S. R. 545 in Gazette of India dated the 4th April, 1970. [Placed in Library. See No. LT-3297/70]

- (2) (i) A copy of the Central Industrial Security Force Rules, 1969 (Hindi and English versions) published in Notification No. S. O. 4632 in Gazette of India dated the 14th November 1969, under sub-section (3) of section 22 of the Central Industrial Security Force Act, 1968.

- (ii) A statement (Hindi and English versions) showing reasons for delay in laying the above Notification. [Placed in Library. See No. LT-3298/70]

#### Report of Executive Committee of Trustees of Victoria Memorial, Calcutta

SHRI BHAKT DARSHAN : On behalf of Shrimati Jahanara Jaipal Singh, I beg to lay on the Table a copy of the Annual Report (Hindi and English versions) of the Executive Committee of the Trustees of the Victoria Memorial, Calcutta for the year 1968-69. [Placed in Library. See No. LT-3299/70]

श्री शिवचन्द्र झा (मधुबनी) : उपाध्यक्ष महोदय, मेरा प्वाइन्ट ऑफ़ ऑर्डर है। पिछली दफा अध्यक्ष महोदय ने कहा था कि किसी मंत्री की गैरहाजरी में कोई दूसरा मंत्री इसको नहीं रख सकता है इन्होंने इसको यहां कैसे रखा है ?

MR. DEPUTY-SPEAKER : They belong to the same Ministry : Mrs. Jahanara Jaipal Singh and Shri Bhakt Darshan belong to the same Ministry.

श्री शिवचन्द्र झा : उस दिन भी यही बात थी। वे उसी मंत्रालय के हों या न हों, लेकिन वे प्रेजेन्ट नहीं कर सकते हैं।

MR. DEPUTY-SPEAKER : That is true, but he has been duly authorised by the Minister and he has also obtained the permission of the Speaker.

14.24 hrs.

#### COMMITTEE ON PUBLIC UNDERTAKINGS

##### (i) Minutes

SHRI M. B. RANA (Broach) : I beg to lay on the Table Minutes of the sittings of the Committee on Public Undertakings relating to the Sixty-seventh Report on Production Management in Public Undertakings.

##### (ii) Sixty-seventh Report

SHRI M. B. RANA : I beg to present the Sixty-seventh Report of the Committee on Public Undertakings on Production Management in Public Undertakings.

#### ESTIMATES COMMITTEE

##### Hundred and nineteenth Report

SHRI BEDABRATA BARUA (Kaliabor) : I beg to present the Hundred and nineteenth Report of the Estimates Committee on the Ministry of Railways-Diesel Locomotive Works, Varanasi.

14.25 hrs.

#### MATTER UNDER RULE 377

##### Appointment of Third Pay Commission

MR. DEPUTY-SPEAKER : Shri S. M. Banerjee.

SHRI S. KUNDU (Balasore) : I had written to the Speaker also.

MR. DEPUTY-SPEAKER : Your name is also there. Shri Banerjee.

SHRI S. M. BANERJEE (Kanpur) : Sir, I thank you for giving me this opportunity to raise this matter under rule 377. You remember yesterday at 8.30 PM, the Minister of State in the Ministry of Finance, Shri P. C. Sethi, made a statement regarding the appointment of a pay Commission and also laid on the Table a Notification of the Ministry of Finance dated 23rd April 1970. It was to be laid on the 24th but the date was cut and changed into 23rd.

My submission is this. If you see the composition of the Commission, the Chairman is Mr. Raghubar Dayal, ex-Judge of the Supreme Court. I have nothing against him. The members are Dr. Nihar Ranjan Ray, Prof. A. K. Das Gupta and Dr. V. R. Pillai. I have nothing personal against them. But we have been told in this House that the Commission will include a representative of labour. On 21st November, 1969, when Shrimati Indira Gandhi, Prime Minister made an announcement in reply to a calling attention notice tabled by my hon. friend, Shri Surendranath Dwivedy regarding the appointment of a Third Pay Commission Mr. S. M. Joshi put a question whether there will be a labour representative on the Commission. Shrimati Indira Gandhi said :

जहाँ तक आप का रिप्रेजेंटेशन आफ दि एम्प्लॉईज का सुझाव है, उस पर जरूर ध्यान दिया जायेगा।

Again, on 30th March 1970, I tabled a Starred Question which was answered by Mr. Sethi. I quote from the proceedings of 30th March :

'Shri S. M. Banerjee : I want to know whether you are going to have labour representative or not. I want to know whether labour representative is going to be appointed or not.

Shri P. C. Sethi : We would certainly have a person of repute knowing labour conditions, labour laws, knowing labour very well and very well conversant with the problems of labour."

The same question was put by another member and the Speaker said that the question had been answered.

Let us see the composition of the commission. Dr. Nihar Ranjan Ray is a historian connected with the Institute of Advanced Studies, the head office of which is in Simla and the branch of which is in Delhi. He is a historian, a story-writer, may be a dramatist and what not.

SHRI BAL RAJ MADHOK (South Delhi) : Much more than that.

SHRI S. M. BANERJEE : But never in the history of his life has he dealt with labour. I do not know whether he knows something of labour. He was a member of the Rajya Sabha. I have gone through the debates and I find he has never taken part in discussions on labour matters. Prof. Das Gupta is an economist and I have nothing against him. I have nothing against Dr. Pillai. But there are persons available who are members of Lok Sabha and Rajya Sabha who have represented labour for the last 30 years. There are people of reputation in the country who are not dead, who are still alive. I am surprised they have not been included. This is a breach of faith and the promise has been broken by Shrimati Indira Gandhi.

The announcement made by Mr. Sethi, Minister in the Ministry of Finance, is far from satisfactory as it does not include a labour representative. That I have already said. The reference regarding interim relief is vague and no specific time-limit has been fixed. It is said :

"In case in view of the increase in the cost of living the need for consideration of relief of an interim character arises during the course of deliberations of the Commission, the Commission may consider the demand for relief of an interim character and send reports thereon."

In this case, no specific period has been mentioned. Then, on what basis would the interim relief be given ? Today a worker in the HSL gets Rs. 207 as minimum wage ; a worker in HAL gets Rs. 195 and HEL Rs. 205, whereas a Central Government employee, whether in railways, defence or Secretariat would get including all allowances only Rs. 141, a sad commentary on the government

Then, Shri Sethi did not mention about those Central Government employees excluding railways who are stagnating at the

[Shri S. M. Banerjee]

maximum of their pay scales for the last few years. I would, therefore, appeal to the Prime Minister to have a round of discussion with the employees' representatives and try to include their suggestions in a notification.

As thousands of Central Government employees are demonstrating today before the residence of the Prime Minister to present a memorandum, this has become necessary for me to raise this issue. Unless these suggestions are met, it will be difficult for our organisation to cooperate with the Commission. Of course, this is not a threat but I wish to state that if a labour representative is not included, if interim relief is not specifically mentioned, if there is no reference to these employees who are stagnating at the maximum for more than two years, those Government employees who have supported the Prime Minister in her progressive measure of bank nationalisation will have the right to demonstrate throughout the country against this gross injustice.

MR. DEPUTY SPEAKER : This statement is being made under rule 377. Of course, the rule does not strictly preclude other members from making submission. But my difficulty is this, that so many of you are getting up. Do you want to make this another full-fledged debate? If you all agree to take only two minutes, it will be possible to accommodate you all; otherwise I will be in a difficult position. I now call Shri S. Kundu because he has given notice.

SHRI S. KUNDU : This is a clever way to hoodwink the people and to throw dust in the eyes of the Central Government employees. When we demanded that there should be a Pay Commission for the Central Government employees we always meant class 3 and class 4 staff. Now government have been kind and generous enough to include all categories, including IAS and defence personnel. We have no quarrel with that. But this will take five years and by the time the report is ready it will hardly be implemented. So, though the Central Government employees feel very much delighted that the Government have appointed a Pay Commission, there are so many 'ifs' and 'buts' brought within its purview that ultimately the hopes of the Government

employees would not be realised and they would be frustrated.

Another important point is the causal in the railways whose number runs to some lakhs. When I asked a question about the service conditions of the casual labour indirectly an assurance was given to me that it would be considered by the Pay Commission.

MR. DEPUTY-SPEAKER : Why do you assume that the Pay Commission will not go into it?

SHRI S. KUNDU : But nothing has been mentioned about it.

Then, though the Minister said that capacity to pay would not be taken into consideration, while the Commission examines the level of minimum remuneration or the need-based minimum wage it will consider all the relevant factors. What are the relevant factors? One relevant factor is the economic condition of the country—the resources of the Central Government, the demands on it such as development planning, defence, national security, repercussions on the finances of the State Government and public sector undertakings; in other words, indirectly it is more than the capacity to pay and so there will be no need based wage. I want to warn the government that labour would not take it lying low. Then there are so many employees, excluding railways, who are stagnating at the maximum of their scales. This would not meet their expectations. Therefore, I will humbly suggest that there should be a labour representative. Unless there is a labour representative the case of the labour would not be represented. So, I make two demands—(1) Government must appoint a labour representative; and (2) there must be two separate Commissions—one Commission for the Class III and Class IV employees and another for all-India Defence personnel higher than the class III and class IV employees.

SHRI PILOO MODY (Godhra) : Otherwise you will withdraw your support to the government?

श्री बलराज मधोक : उपाध्यक्ष जी, वित्त मंत्री का वक्तव्य प्रति निराशाजनक है। पहली

बात यह है कि जो इन्होंने पे कमीशन मुकर्र किया है उसमें जिस प्रकार के आदमी डाले हैं उनसे कर्मचारियों में, लेबर में विश्वास पैदा नहीं हो सकता। एक दो लोगों के नाम श्री बनर्जी ने लिए हैं, मैं जानना चाहता हूँ कि क्या क्वालिफिकेशन है उनकी जो इस पे कमीशन में बैठें? सिवाय इसके कि आप के चापलूस हैं। इस आधार पर पे कमीशन बनाना बड़ा गलत है।

दूसरे इस पे कमीशन के अन्दर आपने सब को लम्प कर दिया है एक ही जगह जिन लोगों की आवश्यकता अधिक है, क्लास चार और रेलवे के जो छोटे एम्प्लाइज हैं, उनको इमीडियेट रिलीफ की जरूरत है। जो बजट आप लाये हैं उसके कारण पिछले दो महीने के अन्दर 10 परसेंट कीमतें बढ़ गई हैं। इस लिए आवश्यक है कि आप एक महीने के अन्दर अन्दर अगर सब को नहीं, तो कम से कम क्लास तीन और क्लास चार के लिए इंटरिम रिलीफ अनाउंस करें।

और तीसरी बात यह है कि आप इस कमीशन के ऊपर अभी भी अगर इन में से किसी को निकालना नहीं चाहते, तो कम से एक, दो लोग और ऐड कीजिये। एक, दो लेबर रिप्रेजेंटेटिव्स, और पार्लियामेंट के भी बहुत से मेम्बर हैं जिन का लेबर से सम्बन्ध है, अगर उनसे आपको चिढ़ है, तो बाहर से लीजिये, परन्तु एक, दो लेबर लीडर जरूर इसमें शामिल कीजिये।

DR. MALKOTE (Hyderabad): I welcome the announcement of the Pay Commission though it is very much belated. It should have been formed much earlier. I entirely support every aspect of the question made by Shri Banerjee. We had been asking for some interim relief but I do not know whether it will be allowed and quantum decided even within next two or three years. The problem is so big. I wish it could be taken as a separate item and given consideration. The second point I

want to make out is that a labour representative ought to find a place in the Commission.

SHRI JYOTIRMOY BASU (Diamond Harbour): This appointment has really revealed the character of the Government—Tughlaq Raj.

SHRI S. M. BANERJEE: Historians have written that Mohammed Tughlaq was a very saintly person.

SHRI JYOTIRMOY BASU: At the same time it has exposed its anti-sympathetic labour attitude. It has disappointed all of us and the present people who have been put there have had no relation with labour. Dr. Nihar Ranjan Ray is basically a librarian. Then he was connected with educational institutions. He is not a fit man for this sort of committee. Sir, his committee should be reconstituted and workers' representatives must be represented and it must also declare an interim relief immediately, and the time-limit should be strictly enforced and should be strictly defined.

SHRI PILOO MODY: I do not have very much to add to what has already been said but I am very glad that at least it is being revealed what an anti-labour Government this has been not only from the choice of its personnel, but also from the fact that the wider terms of reference that have been given to this Commission could make it sit for a decade without coming out with anything. Therefore I would like to emphasize that there must be a time-limit within which the Commission must prepare its report.

SHRI INDRAJIT GUPTA (Alipore): I have just two questions to ask. In the first place I want to know categorically from the Government—the Labour Minister is also present here—why they are departing from the principle that has been followed all along so far that on a wage fixation body of this type labour is always given a place. On the First Pay Commission the veteran trade union leader, Shri N. M. Joshi, was there and on the Second Pay Commission, I think, Shri Khandubhai Desai or someone else was there.

[Shri Indrajit Gupta]

Secondly, about Dr. Nihar Ranjan Ray—he may be a very distinguished educationist, historian, librarian or anything else (*Shri Parul Madhok* : He is not.)—what is his possible qualification for serving on this particular body? Is it because his term of office as Director of the Institute of Advanced Studies in Simla is expiring on the 31st May, he is retiring and will be jobless, that he is being given a berth on this Pay Commission at the cost of a labour representative?

**SHRI N. SREEKANTAN NAIR** (Quilon) : I am sorry to find that this Commission does not have within its purview the class of workers who are lower than Class IV, namely the so-called casual and other workers, sub-standard employees of the Defence Department, Sainik School and Railways. All these should have a separate commission to go into their case because they are the worst affected people. Regarding these people immediate interim relief must be there. Secondly, there must be a labour representative on this Commission.

**SHRI H. N. MUKERJEE** (Calcutta - North-East) : When rather surreptitiously last night the notification was placed on the Table of the House I smelt a rat. On reading the text of the notification I share the perturbation to which expression has already been given. After all, it was an important announcement and it was made desultorily, almost on the sly. I do not know why. Government had a bad conscience about it. I cannot understand why the Prime Minister himself does not appear before the House. I remember, Jawaharlal Nehru himself coming before the House to announce the Second Pay Commission because it was a matter of considerable importance. We hardly see the Prime Minister here. Those people who make a journey to wherever she abides may have the good pleasure of looking at her face but in Parliament, I discover, we do not see her at all. I am not concerned about her personal presence but about her political presence in Parliament, particularly when a matter of such importance as the announcement of the Third Pay Commission is concerned. That is a matter which the House has got to take note of. She does not come and pay respect to this House

though she is supposed to be the Leader of the House.

In regard to the composition of the Commission, Dr. Nihar Ranjan Ray is a personal friend of mine; I have nothing at all against him but except on the hypothesis that a berth had to be found for him, I cannot think of any colourable justification for his inclusion particularly when his inclusion possibly has meant the exclusion of a representative of labour.

I do not understand why the terms of reference do not include those people who are working in the railways, casual labourers and others as also any reference to interim relief which is asked for by all sections of the House, for which purpose the Third Pay Commission was asked for by the House. At the rate at which Government is proceeding, the Third Pay Commission will take two or three years, then the Government would consider it for another couple of years and God knows when the report will actually come to be implemented—an entirely undesirable proceeding.

**SHRI M. L. SONDHI** (New Delhi) : You will remember, Sir, the events of September 1968 had shown the crisis of confidence between the Government and its employees. The announcement of this Pay Commission does not even seek to remove that credibility gap between the Government and its employees.

Secondly, you are also aware that in this House this Government nearly came down when the cut motion relating to interim relief was put to vote. So, the Government is aware of the mood, the feelings and the temper in this House. They have insulted the House by not even bothering about the interim relief question. I do not know what Mr. P. C. Sethi is to tell, whether he cares a hang for this House or he cares only for his own political survival.

श्री एम० एम० जोशी (पूना) : उपाध्यक्ष महोदय, 19 सितम्बर, 1968 के दिन जब एक दिन की हड़ताल हुई, या हम लोगों ने करना चाहा था, तब सबाल सिर्फ यह था कि हमारे साथ जो एग्जीमेंट किया था हुकूमत ने

उसको उसने तोड़ा है, उसके विरोध में एहतजाज के रूप में हम लोगों ने स्ट्राइक किया था। उस वक्त हम लोगों की मांग यह थी कि नीड-वेस्ट मिनिमम वेज का मामला आरबिट्रेशन के पास भेजना चाहिये क्योंकि वैसा ऐग्रीमेन्ट हुआ था। उसके बाद हमारे ऊपर जो ज्यादाती हुई एक दिन की हड़ताल के लिए वह हम अभी भी भुगत रहे हैं। उसके बाद अब आरबिट्रेशन की बात छोड़ कर पे कमीशन की बात निकली है। जब पे कमीशन का ऐलान हुआ तो मैंने एक सवाल पूछा था कि पे कमीशन का मतलब क्या है। मुझ को यह बतलाया गया था कि इस पर विचार किया जायेगा। आज यह स्थिति है कि 19 सितम्बर की हड़ताल के बाद अफसरों की जो जहूनियत हुई वह आज तक खत्म नहीं हुई और मजदूर और अधिकारियों के रिश्ते अच्छे नहीं हैं। इसको ले कर नतीजा क्या होगा, यह बात भी हमको सोचनी होगी।

दूसरी बात है इंटेरिम रिलीफ के बारे में। इसके सम्बन्ध में हम लोगों ने बार-बार कहा है, लेकिन इसके बारे में सरकार ने कुछ नहीं सोचा। इसमें लिखा हुआ है। “ज़ून” की कोई बात ही नहीं है।

तीसरी बात लेबर रिप्रेजेंटेटिव के बारे में। इसके लिये भी कहा गया था कि हम सोचेंगे। लेकिन कतई ध्यान ही नहीं दिया गया है कैंजुअल लेबर के बारे में भी कोई रिफरेंस नहीं है। मैं जानना चाहता हूँ कि क्या इसके बारे में मंत्री महोदय सोचेंगे।

SHRI E. K. NAYANAR (Palghat) : Sir, after the Central Government employees' strike, the question of need-based minimum wage had been raised both in the House and outside. The hon. Minister, Shri P. C. Sethi, announced the appointment of the Third Pay Commission yesterday evening in the House. No time-limit for the Commission's Report has been fixed. I would request him to fix a time-limit for that. I would also appeal to him to appoint two Pay Commis-

sions, one for Class III and Class IV employees and another for higher officers. Then, the clarification about the interim relief has also not been announced. The Central Government servants are very much in need of interim relief. That should be done. How long will it take to complete this Pay Commission's work? Some time-limit should also be fixed.

श्री मोल्लू प्रसाद (बांसगांव) : आजके राजनीतिक वातावरण में लोक-कल्याणकारी समाज और समाजवाद की बात चल रही है। ऐसी परिस्थिति में वेतन आयोग नियुक्त किया जा रहा है। क्या मैं मंत्री जी से जान सकता हूँ कि श्रमिकों को कितने घंटे काम करने पर कितने कैलोरी भोजन की आवश्यकता है, क्या इसको निश्चित करने के लिए कोई स्वास्थ्य विशेषज्ञ भी नियुक्त किया जायेगा।

श्री रामावतार शास्त्री (पटना) : जिस पे कमीशन की घोषणा हुई है उससे लोगों में बड़ा असन्तोष है। अभी मैं सेंट्रल गवर्नमेन्ट के अकाउंट्स डिपार्टमेंट के एम्प्लोईज की मीटिंग में गया था और बड़ौदा हाउस गया था रेलवे मजदूरों के प्रदर्शन को लेकर फिर परसों भी सेंट्रल गवर्नमेन्ट एम्प्लोईज के बीच जाने का मौका मिला। लोगों में उम्मीद थी कि पार्लियामेन्ट में श्री सेठी सरकार की तरफ से इंटेरिम देने की घोषणा करेंगे, साथ ही किसी न किसी मजदूर नेता को भी उसमें रखा जायेगा। लेकिन जब कल यहां घोषणा की गई, जिस को लेकर लोगों से बात हुई, तो पता चला कि लोगों में बड़ा असन्तोष है। मैं चाहता हूँ कि मंत्री महोदय इस असन्तोष को नोट करें, और इसका अन्दाज शाम को प्रधान मंत्री के मकान के सामने जो विशाल प्रदर्शन होने वाला है उससे उन्हें लग जायेगा।

एक बात के लिए मैं मंत्री महोदय को धन्यवाद देना चाहता हूँ कि इस तरह से ऐलान करके उन्होंने केन्द्रीय सरकार के अधिकारियों के जोश को बढ़ा दिया क्योंकि उन्होंने

[श्री रामावतार शास्त्री]

गलत तरीके से ऐलान किया, साथ ही कुछ बातों को छोड़ दिया है, जिससे हमारा प्रदर्शन और मजबूत होगा जिसका अन्दाज उनको लग जायेगा। मैं चाहता हूँ कि लोगों की भावनाओं का ध्यान रखते हुए कम से कम इंटेरिम रिलीफ के बारे में मन्त्री महोदय फौरन ऐलान करें।

श्री शिवचन्द्र भा (मधुबनी) : उपाध्यक्ष महोदय, बड़ी हैरानी की बात है कि लेबर के लिए तो पे कमीशन रखा गया है लेकिन किसी लेबर रिप्रेजेन्टेटिव को उसमें नहीं रखा गया है। इस तरह से सरकार कैसे अपने कर्तव्य को पूरा कर सकती है यह हाउस को देखना होगा। मैं समझता हूँ कि सरकार को एक इन्हेरेंट प्रेजुडिस लेबर के लिए है और वह उसको इस तरह से इग्नोर करती है। सरकार को इस विषय में भी सोचना होगा।

फिर सवाल यह है कि एक ही लेबर के नेता क्यों आये? मैं समझता हूँ कि लेबर का प्रतिनिधि तो इस हाउस से या राज्य सभा से होना चाहिये और एक लेबर रिप्रेजेन्टेटिव दोनों हाउसों से बाहर का होना चाहिये।

तीसरी बात यह है कि चूँकि पे कमीशन के लिये रिपोर्ट देने का कोई समय निर्धारित नहीं है कि कब तक रिपोर्ट आयेगी इस लिये इंटेरिम रिलीफ बहुत जरूरी हो जाता है।

इन तीनों बातों को ध्यान में रख कर मन्त्री महोदय को सदन में बक्तव्य देना चाहिये।

SHRI S. KANDAPPAN (Mettur) :

There is no doubt that the announcement of the Third Pay Commission is to be welcomed, but not in the diluted form in which they have made it. My objection is mainly on two counts.

By widening the scope and including all classes and all sections, the benefit that may go to the lower strata may not be to the

extent that we would like. We all know that in the financial position in which we are placed today and the prevailing prices in the market, it is the Third Class and the Fourth Class employees who are suffering more. So, the Government should rather confine the study to that section instead of widening the scope.

I would rather appreciate that the Government have this in view, namely, the impact that is likely to be created by the Pay Commission's recommendations on the States and the State employees. It has happened on all previous occasions too; whenever there is a revision in the central pay scales, there is a revision in the States and the States find it very difficult to meet the demands of their employees. This very important impact that will be there should be to some extent financially borne by the Centre and the employees of the State also should be helped.

SHRI J. M. BISWAS (Bankura) : When the hon. Prime Minister made an announcement about the Pay Commission, I and some others repeatedly pointed about granting interim relief. You know, Sir, and you will also agree that price index has gone high and the norms that were fixed in 1957 are no longer valid. The prices have shot up. The Pay Commission should not be made a farce as the Government did on earlier occasions and as they are doing in the case of Wage Boards. I request this Government to at least do two things. First thing is : grant immediate relief and the second thing is : fix a target date by which the report should be ready. Otherwise, my apprehension is that the Government employees will get no benefit. Sir, the Government employees are not going to stop at this. They are going to the Prime Minister's house today and the position is going to be very critical. By this Pay Commission you cannot solve it.

SHRI K. M. ABRAHAM (Kottayam) :

One of the demands on which the Government employees went on strike on 19th September was a need-based minimum wage. Now the Government by referring it to the Pay Commission has accepted in principle the need-based minimum wage. But to show their *bona fides* the Government must first

stop the victimisation steps like termination of service and transfer, etc. and they should withdraw all victimisation steps. Then disciplinary action is also there. They should withdraw all these things.

I also support the proposals put forward by my friends here about including one labour member in this Commission.

**SHRI BHOGENDRA JHA (Jainagar) :** This morning I read in some newspaper that the Commission has been asked to report within four months. Is it a fact or not? Even if it is not—it is not in the communique—but if it is the feeling of the Government, will Government incorporate it in the communique so that they may report within four months?

**SHRI AMRIT NAHATA (Barmer) :** I only want to put the record straight. I want to make it very clear and it is the unanimous feeling of the entire House, all Parties and groups, that a labour representative must find a place on the Commission, that a time limit should be laid down for the submission of the report and that interim relief should be announced.

**THE MINISTER OF STATE IN THE MINISTRY OF FINANCE (SHRI P. C. SETHI) :** I am thankful to hon. Members who have made various suggestions. They have expressed some anxiety about the non-inclusion of labour representative, as they call it. But I would like to make it clear that our anxiety for Government employees is still more greater because Government has to deal with them and has to work with them in their day-to-day working. And, therefore, we have treated the Government employees as our own kith and kin and that is why the Government itself was keen for the appointment of this Pay Commission. From whatever I could judge—Members might have made remarks about non-inclusion of labour representative or about something else—it is the unanimous opinion of the House and also outside the House that appointment of the Pay Commission has been a most welcome feature and it has been welcomed by all sections of the society and it has been welcomed by the employees also. As regards the questions raised, I would like to deal with them. First, Mr. Banerjee raised this point of labour represen-

tative and he quoted the Prime Minister as saying :

इस पर ध्यान दिया जाएगा ।

I would like to say with all the emphasis :

इस पर ध्यान दिया गया है ।

Then, Sir, he has been kind enough to quote my speech on 31-3-70 which was after the Prime Minister replied. When Mr. Banerjee asked me, I said : "We would certainly have a person of repute, knowing labour conditions, labour laws, knowing labour very well and very well conversant with the problems of labour." And here is Mr. Pillai who is very well conversant with labour problems; he has been the Chairman of the Committee of directions and of so many enquiries in Kerala State, in Mysore State. He has been Chairman of the Minimum Wages Advisory Board of Kerala State from 1965 to date and therefore I would like to say that in Mr. Pillai we have got an experienced man who is well conversant with labour laws, is conversant with labour problems, and is a man of repute.

**SHRI VASUDEVAN NAIR (Peermade) :**

As a person coming from Kerala I would like to tell the House that the hon. Minister is misleading the House. I have nothing against Mr. V. R. Pillai. He is a man of repute but let us not mislead the House by saying that he knows about labour. He has sat on some Wage Boards; but that is no reason to say that he knows about the conditions of labour and their problems. He was a Reader of Economics. That does not qualify him to be a labour representative. Therefore, let the Minister not mislead the House.

**SHRI J. M. BISWAS :** He does not represent labour; he does not know about the labour problems.

**SHRI VASUDEVAN NAIR :** He has dragged in the name of Mr. V. R. Pillai.

**SHRI P. C. SETHI :** I am making a statement of fact.

**SHRI VASUDEVAN NAIR :** Don't's drag in his name.



SHRI N. SREKANTAN NAIR : He is a very eminent man and he was also Chairman of the Minimum Wages Advisory Board. But, he is not a representative of the labour.

15.00 hrs.

SHRI S. KANDAPPAN : We should have someone who has sympathy for the labour.

SHRI P. C. SETHI : I am making a statement of facts that Shri Pillai was associated with so many studies concerning labour and wage boards and he is quite in know of all things concerning the labour

SHRI JYOTIRMOY BASU : Does he represent the workers ?

SHRI P. C. SETHI : There are so many multiplicity of division of opinions with regard to this. And one would not accept the other as the representative of the labour.

SHRI S. M. BANERJEE : Sir, there were Committees on which Shri S. M. Joshi, who was a top leader of labour was represented.

SHRI P. C. SETHI : As far as Second Pay Commission was concerned, Shri Indrajit Gupta said that one of the labour representatives was there. Why should Government depart from the past practice ? I would like to point out that as far as the Second Pay Commission was concerned, Shri V. B. Gandhi and Shrimati M. Chandrasekhar, Ex-M.Ps were there. Of course the labour representatives of the nature which the hon. Member has in mind are not here. There is no particular departure from the past practice. As far as the question of interim relief is concerned, I have already stated that.

SHRI JYOTIRMOY BASU : Are you going to re-constitute the Commission and take a proper labour representative there ? Give us a categorical answer. Do not mislead the House.

SHRI P. C. SETHI : I am as categorical as I can.

SHRI JYOTIRMOY BASU : Are you going to reconstitute the Commission with a labour representative on it ? (*Interruption*)

MR. DEPUTY SPEAKER : Order, order. You should have addressed the Chair and not the Minister.

SHRI S. M. BANERJEE : We shall not accept the composition unless he states that.

SHRI JYOTIRMOY BASU : Would you kindly call the Minister to make a categorical statement whether they are going to re-constitute the Commission ?

SHRI M. L. SONDHI : The hon. Labour Minister is here. He is the proper person who can reply. Let him clarify the position. (*Interruption*)

MR. DEPUTY SPEAKER : Order, order. It may not be a good practice for another Minister to intervene when a Minister is speaking. He may do it later. At the moment, I am hearing the Minister of State for Finance. If necessary that point may be taken up later.

DR. MELKOTE : I want to make out a point. Has the Minister considered any one of them as a labour representative ?

MR. DEPUTY SPEAKER : He has not yet finished his reply.

SHRI P. C. SETHI : As far as the question of giving interim relief is concerned, I think I can state here what I have already stated in this House.

Instead of taking an *ad hoc* decision I would like to be governed by an expert opinion as to what should be the quantum of interim relief that should be given to the government employees. This is what I have said, during the question hour.

SHRI BAL RAJ MADHOK : What about the time limit ?

SHRI P. C. SETHI : With regard to interim relief we have taken this position that instead of announcing an *ad hoc* decision we would like to depend on this Pay Commission to recommend as to what should be the interim relief.

It is being said that the Pay Commission might take a little longer time to give their report. It is likely that as far as comprehensive report is concerned, it might take long. But nothing comes in their way for recommending an interim relief within a short period of time which they themselves would like to do.

**SHRI BAL RAJ MADHOK :** Will you fix the time limit in regard to interim relief ? *(Interruption)*

**SHRI S. M. BANERJEE :** My point has not been answered.

**SHRI S. M. BANERJEE :** I did not raise only the time-limit question. The Commission will make its recommendations having regard, among other relevant factors, to the economic conditions in the country and increase in the cost of living. They want to give interim relief in terms of increased DA. That is not the question. The wages of other government employees in various public undertakings have been raised from Rs. 160 to Rs. 195 and Rs. 207. Here the Central Government employees on whose shoulders this Government is supposed to rest are getting Rs. 41. This fact should not be written off.

**SHRI A. C. SETHI :** With regard to interim relief, the Pay Commission would be a live body. They would of course know the opinion expressed here ; they would be in touch with labour opinion. It is for them in their wisdom to decide what time they would take at the earliest to recommend interim relief. Government themselves want that they should look into this problem at the earliest.

**SHRI M. L. SONDHAI :** This is not a satisfactory answer. The matter was raised earlier regarding interim relief that these people need urgent relief. The Minister should take into account the sentiments expressed here and say here and now whether they will take a month or fifteen days or whatever it is. 'As early as possible' can, in bureaucratic language, mean 15 years or even 55.

**THE MINISTER OF PARLIAMENTARY AFFAIRS, AND SHIPPING AND TRANSPORT (SHRI RAGHU RAMAIAH):**

How can he be as categorical as a bureaucrat ?

**SHRI S. KUNDU :** There is no indication of what the basis of the interim relief would be. Will it be based on total emoluments ? This must be clarified. Otherwise, they will again fool the employees.

**MR. DEPUTY-SPEAKER :** Even member has made his point. They may not be satisfied with the answer. I cannot compel him to give an answer satisfactory to him. I am only guiding the proceedings.

**SHRI P. C. SETHI :** If Government had taken the stand that they would announce the interim relief straightway, that was a different matter. But we want to base our decision on expert advice. We do not want to bind the advice down on the question of the quantum of relief, the basis of it or the period within which it should be recommended. We leave it to the wisdom of the Commission. I am quite sure, being a very live body they would take cognisance of the opinion expressed here as well as the opinion of labour.

With regard to relief for those who have been stagnating in their maximum, the Railways have done it. We are in consultation with the Ministry of Home Affairs so far as the Central Government employees are concerned. Government will consider this case with sympathy. We shall look into it. We have already communicated with the Home Ministry and are trying to tackle this problem.

As for casual labour, although it is not included specifically in the terms of reference, the Second Pay Commission also went into it and nothing prevents this Commission from going into it.

The question of NGO's and Union Territory employees is included in the terms of reference.

As for the scope of this Commission, it is much wider than the Second Pay Commission will itself take into account the separate entity of the Railways, P and T, and Defence and would certainly have advisers from those departments. It would be for them to decide whether they should appoint an expert committed or a smaller group to go into the specific problems of those departments.

[Shri P. C. Sethi]

Government having now appointed the Pay Commission, I am quite sure labour and their representatives would welcome it and would depend upon the sympathy and goodwill of Government which are there quite in abundance.

15.10 hrs.

# DEMANDS FOR GRANTS, 1970-71—(Contd.)

## Ministry of Labour, Employment and Rehabilitation—(Contd.)

MR. DEPUTY-SPEAKER : We shall take up further discussion on the demands of the Labour Ministry. Shri Kundu.

श्री मोलह प्रसाद (बांसगांव) : उपाध्यक्ष महोदय, मैं ने आयोग में एक स्वास्थ्य विशेषज्ञ की नियुक्ति के बारे में जो प्रश्न पूछा था, उस का उत्तर नहीं दिया गया है।

MR. DEPUTY-SPEAKER : I have called Mr. Kundu.

SHRI S. KUNDU (Balasore) : While speaking on the demands of this Ministry it strikes me whether there is any justification for this Ministry to exist. I feel the Ministry has no policy to espouse or implement. I have gone through the report. I want to know what is the policy of the Ministry on wage. The Ministry has absolutely no policy so far as wage is concerned. The need based wage was there in 1957 and the Government had in fact partially agreed. But that was immediately repudiated by the Government policy and I shall come to this question later on.

What is the policy regarding industrial relations. The number of mandays lost has increased from 7.72 million in 1964 to 17.24 million in 1968 and a large or major portion of this is in the public sector. This clinches the issue and shows the state of affairs of Government's industrial relations policy. What is the policy of the Minister on collective bargaining?

15.12 hrs.

[Shri K. N. Tiwary in the Chair]

The junior Minister, Mr. Azad, waxed eloquent and said : we are going to encourage collective bargaining. Have they done so? No, they have sabotaged it. Workers have now no hope of realising anything. They have compartmentalised it by arbitration, tribunals, etc. The poor worker has nothing to do and is unable to realise anything by organised or collective bargaining because the law hangs over his head as a sword. What was the attitude of the Government to collective bargaining when the Central Government employees struck work? We can better term this as the Ministry of employment exchanges. Government has no policy about employment.

Last but not the least, there is absolutely no policy on rehabilitation. Some money is to be spent on whoever is available to be rehabilitated in some place. The only policy seems to be the proliferation of departments and bureaucracy to rehabilitate officers and ministers ; there is no other policy of rehabilitation. That is why I asked in the beginning of my speech whether this Ministry should exist as such. Since this Ministry has been doing nothing for Labour nor has even protected the rights and privileges of, labour, it must pack up lock, stock and barrel.

In this report there is no mention of any wage policy. Last time when I spoke, I referred to it. What would be the basis of a wage policy which will give rise to productivity? Do they not think that a need based wage policy will also give rise to productivity? Or do you not think, as the capitalist and conservative people think, that for a need-based wage the wages must be only equated to productivity, that is, if you produce certain things, then you will get this basic minimum wage? What is your concept of wages? Absolutely there is no concept of wages.

SHRI S. KANDAPPAN : What is your concept?

SHRI S. KUNDU : Now that my DMK friend has asked me, it is better that he