

*Moved with recommendations of the President.

SHRI S. M. BANERJEE : Sir, we were told that Minister is unable to reply. Fortunately for us the Minister for Parliamentary Affairs, the Labour Minister and the Finance Minister are here. If all the three Ministers agree, let them have a patient hearing.

(Interruptions)

AN HON. MEMBER : Agree to one hour, Sir.

MR. CHAIRMAN : No, please. Half an hour is half an hour.

SHRI JYOTIRMOY BOSU (Diamond Harbour) : May I make a submission? On various occasions, half-an-hour discussion has gone even to one hour. Therefore, I would submit that you may allow the sponsor of the discussion to make a slightly longer speech.

MR. CHAIRMAN : We are starting this discussion at 17.40 hours, and I shall adjourn the House exactly at 18.10 hours. That is all. I shall not go against the rules.

I shall put the hon. Member's case before the Hon. Speaker tomorrow.

SHRI S. M. BANERJEE : Unless I am physically thrown out of the House tomorrow, I shall see that no proceedings take place tomorrow.

MR. CHAIRMAN : Half an hour is half an hour.

SHRI DINEN BHATTACHARYYA : You may kindly issue a direction

MR. CHAIRMAN : I have no powers to issue any direction.

(Interruptions)

SHRI SAMAR GUHA (Contai) : May I make an appeal to you ? The problem will be solved this way. Usually, it happens that half an hour goes to 45 minutes or even one hour. So, I would suggest that you may adopt a *via media*. Otherwise, you know that it is a very explosive issue. You in your wisdom may extend the time.

MR. CHAIRMAN : I cannot extend half an hour to one hour.

SHRI SAMAR GUHA : You can extend it, to a certain extent, as you have usually done.

MR. CHAIRMAN : Now, Shri Bhogendra Jha.

SHRI BHOGENDRA JHA : I wish to make just one submission that in place of four questioners, you may allow the Member who are present here

MR. CHAIRMAN : No, I shall not go against the rules.

SHRI DINEN BHATTACHARYYA : It will be sheer injustice to the employees. There must be a full-fledged discussion.

PROF. MADHU DANDAVATE (Rajapur) : If you go through the report, you will find that even to point out the inadequacies, more than half an hour will be required.

(Interruptions)

MR. CHAIRMAN : Hon. Members can raise it tomorrow. Now, Shri Bhogendra Jha.

श्री भोगेन्द्र झा (जयनगर) : सभापति जी, तीसरे वेतन आयोग की रिपोर्ट की बड़ी ही उत्कंठा से इन्तजार की जा रही थी। तीन वर्षों तक बार-बार इस हाउस में याद दिलाया गया। जल्दी करने के लिए और इस बात का आग्रह किया गया कि कि बहुत से कर्मचारी जिनकी सेवा अवधि समाप्त हो रही है वे इसका फायदा नहीं उठा पायेंगे तो सरकार की ओर से आश्वासन दिया जाता रहा कि यथाशीघ्र उनका प्रतिवेदन प्राप्त करने की कोशिश की जा रही है। सदन में माननीय मंत्री द्वारा समय की अवधि तय करने के बाद आखिरी दिन 31 मार्च को प्रतिवेदन दिया गया, उसका केवल सारांश ही उपलब्ध हो सका। उसके बाद देश भर में जिनके लिए यह प्रतिवेदन दिया गया, जिनके लिए यह तीसरा वेतन आयोग नियुक्त किया गया था उन सभी की यही प्रतिक्रिया है कि खोदा पहाड़, निकली चूहिया। तीन वर्षों की मेहनत का यह परिणाम निकला है। यह परिणाम इतनी मेहनत के बाद, इतनी लापरवाही के बाद, इतने वर्षों के बाद बहुत ही निराशाजनक

रहा है। यह स्थिति सभी को ज्ञात है कि केन्द्रीय सरकार के कर्मचारियों ने वेतन आयोग की मांग नहीं की थी, लेकिन जब सरकार ने वेतन आयोग दिया तो उससे लांगो को आशा हुई थी कि सर्वांगीण प्रगति के लिए प्रयास किये जायेंगे। लेकिन जो वेतन आयोग का प्रतिवेदन है उसमें एक भी ऐसा प्रमुख पङ्क्त नहीं है जिस पर इस प्रतिवेदन का संतोषजनक माना जा सके। इससे मालूम पड़ रहा है कि वहाँ से जो केन्द्रीय सरकार के कर्मचारी इन्तजार करते चले आ रहे थे, अब उनके संतोष का बाध टूट रहा है और खतरा है कि 19 सितम्बर, 1968 को जो देश व्यापी एक आम हड़ताल के लिए जाना पड़ा था जिसके खिलाफ सरकार ने बड़ा दमनकारी रवैया अपनाया था, हमारे वित्त मंत्री जी उस समय गृह मंत्री थे और उस हिसाब से उन्होंने बहुत ही बठोर दमन का सहारा लिया था लेकिन उस हड़ताल के बाद हमने यह भी देखा कि देश की राजनीति में परिवर्तन लाने में खुद वह हड़ताल, दमन की जिस तरह से उन्होंने तैयारी की और उन्होंने मुकाबला किया, उनकी उस तैयारी के काम ने देश में परिवर्तन लाने में बहुत सहायता दी। हम सब जानते हैं उस समय के वित्त मंत्री अब वित्त मंत्री नहीं रहे। लेकिन अब आशा यह की जाती है कि वे ही नीतियाँ, जो अब सरकार को चला रही हैं, लागू नहीं करेंगे लेकिन दुर्भाग्य से सभी प्रमुख मुद्दों पर तीसरे वेतन आयोग का प्रतिवेदन उन्हीं नीतियों को चालू कर रहा है। उन्हीं नीतियों पर चलने के सुझाव उसने दिये हैं। इसमें केवल इन कर्मचारियों की ही बात नहीं है, जो हमारे देश के रक्षक हैं जो जवान हैं हमारे मार्च पर वे चाहे हवाई फौज के हो, जल सेना के हो, या बल सेना के हो, जिन्होंने पिछले वर्षों में अपनी बहादुरी के ज़रिये हम सभी की श्रद्धा के साथ अपने को समर्पित किया

है वे लोग भी बहुत मायूस हैं। उनमें भी गहरी निराशा है। हम सब जानते हैं कि अब शासन प्रणाली बावजूद पूँजीवादी होने के अग्रजों को जमाने की शायन प्रणाली नहीं रही इसलिए केवल शासन चलाने के लिए, दमन का सहारा लेने के लिए, दमन का सहारा लेने के लिए केवल आई० ए० एस० और आई० पी० एस० की प्रमुखता का आधार पर शासन नहीं चल सकता है बल्कि देश के विकास के लिए आवश्यक अंग जो हमारे टैक्नोक्रेट्स का है उसकी उपेक्षा नहीं की जा सकती है लेकिन इस वेतन आयोग के प्रतिवेदन ने उनकी पूरी तरह से उपेक्षा की है। इससे चलते हमारे देश के इंजीनियर और दूसरे टेक्नोक्रेट्स जो हैं उनमें गहरी निराशा हो गई है, वे समझते हैं कि हमारे साथ अछूत जैसा व्यवहार किया गया है, तीसरे वेतन आयोग ने अपने प्रतिवेदन के जरिये बड़ा घोर अन्याय किया है। यह सिर्फ न उनके प्रति बल्कि जिस विकास की ओर हम बढ़ रहे हैं, तेजी से बढ़ना चाहते हैं और उसका बोझ जो अपने कंधे पर ढोते हैं उनके प्रति अन्याय करके विकास के कार्यक्रम में गति लाने में असफलता होगी। इस दृष्टि से मेरा आग्रह है कि इस वेतन आयोग ने न सिर्फ जो आवश्यक मांगें थी उनकी पूर्ति नहीं की है बल्कि उसने कुछ ऐसी भयंकर लगाम लगाई है जिसको यदि भारत सरकार ने स्पष्ट रूप से ठुकरा नहीं दिया तो खतरा है कि अभी जो कुछ सफलित लोग पा रहे हैं बहुत से उपक्रमों में, बहुत से संस्थानों में उनमें भी कमी की जायेगी।

तीसरे वेतन आयोग की यह राय है।

"Government has to take note of its dual role both as a supreme authority responsible for the governance and the development of the country. A common wage policy should be evolved for public sector undertakings and an effective coordinating

[श्री भोगेन्द्र झा]

machinery should be established to ensure that the pay scales in a public sector undertaking do not go seriously out of line with those in any other public sector undertaking under the Government"

इस आयोग को यह चिन्ता नहीं है कि पेट बांध कर और मुसीबतों का सामना करके भारत सरकार के या राजकीय संस्थानों के कर्मचारी काम चला रहे हैं बल्कि उनको चिन्ता यह है कि किसी उपक्रम के वेतन ऊपर न चले जायें। इसके लिए उसने सावधानी की है कि ऊपर जाने के बजाय उनको दाबकर रखा जाये। ऐसी स्थिति में कोई उपक्रम, चाहे हिन्दुस्तान स्टील का मामला हो या कोई दूसरे हो अगर वे उत्पादन बढ़ाते हैं, अपनी उपयोगिता साबित करते हैं, मुनाफा बढ़ा करके चलाते हैं और अगर उनके वेतन भी बढ़ते हैं तो इस अतिवेदन के मुताबिक उस पर भी लगाम लगा करके नीचे करना होगा। नीचे रखने का प्रयास करना होगा ताकि देश में दूसरी जगह इसका असर उल्टा न पड़े। यह वेतन वृद्धि पर न पड़े, इस पर चोट की जायेगी। यह बहुत खतरनाक राय है और इस राय को न केवल केन्द्रीय सरकार के कर्मचारी बर्दाश्त नहीं करेंगे देश भी इस को स्वीकार नहीं करेगा।

हम आप सभी यह जानते हैं महंगाई वृद्धि पिछले कई सालों में, खासकर पिछले कई महीनों में कितनी हुई है, और जो महंगाई की वृद्धि हुई है उस पृष्ठभूमि में सरकार उस को रोक नहीं पा रही है। आज सरकार चोर व्यापारियों के हाथ में खिलौना बन कर रह गई है और ऐसा मालूम पड़ रहा है कि पूरे शासन-तन्त्र को लकवा मार गया है। यह शासन-तन्त्र पगु हो गया है और चोर-व्यापारियों तथा मुनाफाखोरों पर लगाम लगाने में सरकार समर्थ नहीं रह गई है। जो वृद्धि हुई है जब उस के खिलाफ आवाज उठती है तब सरकार दमन-शक्ति लेकर सामने आती है। इस पृष्ठभूमि में वेतन

आयोग की सिफारिशें न सिर्फ असन्तोषजनक हैं बल्कि कुछ मामलों में कर्मचारियों के हितों के विरुद्ध हैं। इतना ही नहीं है लागू करते की तिथि भी इस कमीशन ने पता नहीं किस आकार पर तय की है। अपना प्रतिवेदन देने में उसने तीन साल लगा लिये। इस महंगाई की पृष्ठभूमि में, और अपनी मांगों की पृष्ठभूमि में आज देश का समग्र मजदूर आन्दोलन और ट्रेड यूनियन इस बात पर कटिबद्ध हैं कि लिविंग वेज तय किया जाय और जीवन का न्यूनतम वेतन निर्धारित किया जाये।

वेतन आयोग ने जो सिफारिशें की हैं, जिनमें एक आध मुद्दों में लोगों को कुछ सहूलियतें मिल जाती हैं, उनको उसने 1 मार्च, 1973 से लागू करने का निश्चय किया है। लोगों की न्यूनतम मांग यह थी कि जिस दिन से इस वेतन आयोग की नियुक्ति हुई है कम से कम उस दिन से उसको लागू किया जाये, लेकिन इस वेतन आयोग ने उसको भी ठुकरा दिया है। ऐसी स्थिति में सरकार के लिये इसके सिवा दूसरा कोई उपाय नहीं रह जाता है कि वह केन्द्रीय सरकार के कर्मचारियों के महासच से, उनके कफेडरेशन से सीधा समझौता करे और समझौता करके सिफारिशों में जो भी रहो-बदल करने की आवश्यकता हो उसको करे। देश के विकास के लिए जरूरी है, कि कर्मचारी लोग सन्तुष्ट होकर अपना काम कर सकें और बड़े पैमाने पर कहीं हड़ताल आदि न होने पायें। इसके लिये आवश्यक है कि अगर पूरा सन्तोष नहीं तो कम से कम बर्दाश्त लायक स्थिति उनकी हो। इस पृष्ठभूमि में आग्रह करूंगा कि सरकार इस बात का ऐलान करे कि केन्द्रीय सरकार के कर्मचारियों के कफेडरेशन के साथ वह समझौता करेगी और उसके बाद उनसे बातचीत करके इस कमीशन की सिफारिशों को लागू

करेगी, ताकि देश को फिर दूसरे सितम्बर 1968 का नजारा न दिखलाई पड़े। मेरा आग्रह है कि देश को इस मदद के जरिये आश्वासन दिया जाये कि केन्द्रीय सरकार के कर्मचारियों के कंफेडरेशन से परामर्श करके, समझौता करके वेतन आयोग के प्रतिवेदन में संशोधन करके, उसको परिवर्तित करके लागू करने का प्रयास किया जायेगा।

SHRI S. M. BANERJEE (Kanpur). Mr. Chairman, Sir, the hon. Finance Minister is fully aware that this particular Pay Commission's report has come as the biggest disappointment for nearly 28 lakhs of Central Government employees; not only for these 28 lakhs of Central Government employees, but also for the personnel of the army, navy and air force who are frustrated equally.

The whole point, was, that we were so happy that the question of a need-based minimum wage was included in the terms of reference. We pleaded with the Pay Commission—all organisations—that at least Rs. 250 should be fixed as the minimum, need-based wage, and this was based on the unanimous recommendation of the 15th Indian Labour Conference; they had been moderate enough to base it at Rs. 250, although it came to Rs. 324 per month. We expected at least some justice from the Pay Commission only because the terms of preference were broad and they took full three years to submit their report. Do you know the amount that has been spent on the Pay Commission? In reply to a question in this House it was stated that the Government had spent Rs. 74 lakhs on the Pay Commission by way of wages and other charges. What was the net result? Utter confusion and confusion worse confounded. Nobody is happy to-day except some I.A.S. Officers. Not that I have a grudge against the I.A.S. Their salary has been increased to Rs. 700—1300 from Rs. 400—900. The minimum gain is Rs. 300 per month. Here what is the rise? Rs. 185/- is the minimum. Previously it was Rs. 141/- including all allowances and after three interim reliefs of Rs. 15, Rs. 10, and Rs. 7, it has come to Rs. 171. It is less than what class IV employees get in public sector under-

takings. Take for instances the Hindustan Steel, there the Class IV employees gets Rs. 246; in H.A.L. he gets Rs. 210, in another organisation he gets Rs. 196 and in H.E.C. he gets Rs. 210. In banks it is more than Rs. 300. They are also nationalised banks. But the Central Government employee has been given Rs. 185-220 and class III employees Rs. 260-350. They form 84 per cent of the total. They form the back bone of the Government. The Government of India rests on the shoulders of the Class III and Class IV employees. But all hopes of these employees have been dashed to pieces. Today the Central Government employees of Class III and IV are frowning with anger. The line between hunger and anger is thin.

What is the basis of Rs. 185? One of the Members of the Pay Commission, Mr. Pillai, recommended Rs. 196.24 on the presumption that only vegetarian food should be given to the workers of class III and IV. Even that thing has been struck out by other Members. They say that when a worker takes up a class IV job, he is a bachelor; he can start on Rs. 185 and when he marries he will be given Rs. 196. The Central Government employees today demand the need based minimum wage, Rs. 250. This Rs. 185 will not be accepted by the Confederation of the Central Government Employees or any other Central Government Employees Association. But what about giving retrospective effect? The Pay Commission has said that its recommendations should be given effect to from 1st March, 1973. But the Pay commission itself has delayed its recommendations by three years. The recommendations in favour of the Government employees should be made effective from the date of appointment of the Pay Commission. People have retired in 1970-71, 72 and even those who retired on 28th February, 1973 will not be entitled to arrears, retirement benefits etc. It is a great injustice to these employees. Let the Government start negotiations with them. These organisations met the Cabinet Secretary recently and I am happy about that. The Cabinet Secretary is the Chairman of the joint consultative machinery and he has not committed himself on behalf of the Government from that side whether they will negotiate. They say: we will hear you.

[Sh. S. M. Banerjee]

There is no question of hearing. They should negotiate with the Government employees and there should be a bilateral agreement on this question because the Central Government employees throughout the country are not going to accept the report of the Pay Commission as it is, unless it is modified to their advantage. 18 hrs.

Sir, I do not like to take the time of the House. The employees are fuming with anger. Unless something is done, I may tell you that the Central Government employees are going to raise a slogan 'either justice or agitation'. I hope the hon. Minister will kindly do justice to them. Unless he gives justice to them and unless the report is modified to the satisfaction of the employees, there is going to be serious labour trouble throughout the country.

So, I would request the hon. Minister to call a meeting of the Members of Parliament immediately. If he cannot discuss that report in Parliament, let him call a special meeting elsewhere—that is, in June, and discuss this printed pamphlet which we have got and have our observations as they may help him in arriving at a decision. But, under no circumstances should this most damaging report of the Pay Commission be implemented. It should be scrapped and bilateral negotiations should take place and the employees' views should be taken. Not only should their views be taken but they should also be taken into confidence. What is the use of talking of socialism when a vast majority of Class III and Class IV employees here are to-day fuming with anger? Is this the way of socialism? These are the people who are in the low-ebb of the society and they are not in receipt of high salaries. Why should the employees, who are drawing higher salaries, be given a rise of Rs. 300 or so? At least this portion of the report should be amended immediately without delay.

SHRI SAMAR GUHA (Contai) : Sir, our Government is talking of socialism and doing justice to the lowest income group of our people. But, paradoxically, the Pay Commission has recommended an increase of Rs. 200/- to Rs. 300/- for the secretaries and Under Secretaries and—above whereas for the class III and IV employees, they have recommended an increase ranging from Rs. 10 to 20. I want to know from the Govern-

ment whether—according to their own profession of socialism—they are going to revise the pay scale of the lowest strata of Class III and IV employees so that they get proportionately higher benefits than given to the highest salaried employees of the Government.

Secondly, Sir, this Pay Commission, you know, was appointed as a result of the Central Government employees' nationwide strike held in 1968 under the leadership of late Shri Nath Pai. The issue then was the need-based minimum wage. But, the Commission has rejected that. I want to know from the Government whether they are going to revise their attitude and accept the principle of need-based minimum wage. The 15th Indian Labour Conference recommended a need-based wage of Rs. 314 whereas the Pay Commission made it at Rs. 185, only on the basis of the Medical Council's formula of three units of vegetarian diet. Even that also is wrong. The Medical Council arrived at the figure of Rs.196/- based on the three unit formula. Most of the people in Class III and IV are not vegetarians but are non-vegetarians. I want to know whether the Government is going to revise the three unit formula and accept the recommendations of the 15th Indian Labour Conference. Also I want to know whether the Government is going to give retrospective effect to the recommendations of the Pay Commission at least from the date of setting up of the Commission. Also I want to know the timetable when the Government is going to finalise examination of the recommendations of the Pay Commission, now that a cell has been set up by them. When is that cell going to finalise its recommendations on the Pay Commission's Report after scrutinising and examining it and make its recommendations to the Government. I want to know also the basis of composing the Government cell to scrutinise and examine the recommendations of the Pay Commission. Who are the persons who have been drawn from the different services, what is their status and what are the reasons why those persons have been taken from those different services for setting up the cell?

Lastly, after you finalise your recommendations you may develop a rigid mind, a fixed mind. But, before that, will you give

an opportunity to Parliament to thrash out the whole problem, discuss the whole problem, argue it with the Government logically, keeping in view your objective of socialism, the objective of giving social justice to the lower strata of the people, your objective of attacking the poverty line of our people? Will you give a fair opportunity to the Parliament to discuss the recommendations of the Government after scrutiny and examination of the Pay Commission's Report and before finalisation of their policy towards it?

श्री बिभूति मिश्र (मोतीहारी) : पे कमीशन ने बहुत समय लिया। उसके बावजूद भी जिस तरह से उसकी रिपोर्ट निकली वह भी उसके लिए हास्यस्पद है। मैं समझता हूँ कि सरकार को इस तरह का कमीशन या कमेटी बहाल करते समय सोच समझ कर उनको बहाल करना चाहिए और वह ऐसे आदमियों को बहाल नहीं करना चाहिए जो कन्क्यूशन पैदा करें, आपस में झगड़े करें।

मैं समझता हूँ कि पे के बारे में कोई नैशनल पालिसी निर्धारित करे। यह बहुत जरूरी है। चाहे सरकारी नौकर हों, केन्द्रीय सरकार के नौकर हों, स्टेट गवर्नमेंट्स के नौकर हों, पब्लिक या प्राइवेट अंडरटैकिंग के नौकर हों, किसान हों, मजदूर हों, समय आ गया है कि सब के वास्ते सरकार कोई नैशनल पालिसी घोषित करे। स्टेट गवर्नमेंट और सैन्ट्रल गवर्नमेंट के एम्प्लॉईज एक ही शहर में होते हैं लेकिन दोनों को अलग-अलग तनखाह मिलती है, एक को कुछ मिलती है और दूसरे को कुछ और मिलती है। मैं समझता हूँ कि जब दोनों एक ही शहर में रहते और काम करते हैं तो दोनों को एक सी ही तनखाह मिलनी चाहिये। अब यह मामला आप के हाथ में आ गया है। बीती हुई बात को आप छोड़ दें। आप एक नैशनल पे पालिसी निर्धारित करें। आई० सी० एस० को एक तनखाह मिलती है, आई० ए० एस० को दूसरी ही मिलती है। राष्ट्रपति को कुछ और ही मिलती है।

मजदूरों को कुछ और। ज्यादा अच्छे मजदूरों के होते हैं धनी लोगों के नहीं होते हैं। मजदूर खेती में, फैक्ट्री में काम करते हैं, उनको आप ज्यादा तनखाह दें, किरानी को ज्यादा तनखाह दें चौथी श्रेणी के जो कर्मचारी हैं उनको अधिक तनखाह दें। मैं चाहता हूँ कि किसानों के लिए, मजदूरों के लिए कर्मचारियों के लिए तथा दूसरे वर्गों के लिए आप कोई नैशनल पे पालिसी घोषित करें। पब्लिक सेक्टर आदि सब इस में आ जाने चाहिये। अब यह मामला आपके हाथ में आ गया है।

हमारे भाई तो जानते ही हैं कि चीन में, रूस में जो जितना काम करता है उस हिसाब से उसको तनखाह मिलती है। आप भी काम का ख्याल न करें और तनखाह देते जाएं तो सरकार बैठ जाएगी। काम के ऊपर तनखाह होनी चाहिए। बहुत ज्यादा फर्क भी नहीं होना चाहिए। राष्ट्रपति को दस हजार मिलती है जबकि दूसरे मजदूरों के लिए छोटे कर्मचारियों के लिए 196 ही रिकोमेंड किया गया है।

वियतनाम में कम से कम चौसठ और अधिक से अधिक 320 है यानी एक और पांच का फर्क है। एडगर स्नो ने अपनी पुस्तक में लिखा है कि चीन में कल्वरल रेवोल्यूशन के बाद सब की तनखाहें कम की गई हैं और बीस फीसदी कम कर दी गई है। माओ ने चुंकि उसकी तनखाह बीस फीसदी कम हो गई है अपने कम्पाउंड में खेती करनी शुरू कर दी है ताकि जो तनखाह कम हुई है उसकी पूर्ति हो सके।

हिन्दू शास्त्रों में, श्रुतनीति में, बृहस्पति नीति में तथा दूसरे ग्रन्थों में लिखा है कि जिस राजा के राज्य में उसके कारकुन, उसके एम्प्लॉयीज, असन्तुष्ट होते हैं, उसका राज नष्ट हो जाता है।

इस लिए हमारे अपने हक में भी यह जरूरी है कि हम सब कर्मचारियों को संतुष्ट रखें।

[श्री विष्णुसि लिख]

सरकार को पे कमीशन की रिपोर्ट के बारे में जल्दी फैसला करना चाहिए। तीन साल तो पे कमीशन ने लगाये और जब सरकार को इस बारे में विचार करने के लिए समय लगेगा। कुछ समय इसलिए भी लगा कि पे कमीशन के सवस्थ रिपोर्ट के बारे में आपस में झगड़ा करने लगे। इसलिए आगे से सरकार किसी कमीशन या कमेटी में लोगों को सोच-विचार कर रखे और वह ऐसे लोगों को न रखें, जो आपस में झगड़ा करें। इस तरह के मामले में वह क्लाम बन, क्लास टू, क्लास थ्री और क्लास फोर का एक-एक आदमी रखे और उनके अलावा एक मिनिस्टर को भी रखे, जो सब की देख-भाल करे। बड़े-बड़े अफसरों की गरीबों की स्थिति का पता नहीं होता है।

श्री चव्हाण लोक सभा का सेशन खरम होने से पहले अपने फैसले को एनाउंस करें और अगर ऐसा करना सम्भव न हो, तो वह जुलाई-अगस्त के लोक सभा के सेशन में एनाउंस करें, ताकि लोगों को भरोसा हो। सरकार को वेतनों के बारे में एक नैशनल पालिसी बनानी चाहिए। जब सरकार सोशलज्म का नारा लगाती है, तो वह नारा सब लोगों पर लागू होना चाहिए, वर्ना न हम लोग रहेंगे, न आप रहेंगे और न ये लोग रहेंगे। देश आगे बढ़ रहा है। न कोई राजा रहा है और न प्रजा रही है। श्री चव्हाण ऐसा काम करें, जिससे बिरोधी चुप हो जायें और देश में हमारा यश हो।

SHRI JYOTIRMOY BOSU (Diamond Harbour) : Sir, the demand has been very just. A motion under Rule 184 has been admitted by the hon. Speaker. The hon. Minister opposite who cooperates on many occasions should be co-operative on this issue also and find time for it. If necessary, we shall sit tomorrow for 3-4 hours. When Mr. Y. B. Chavan and his Cabinet colleagues are considering the matter,

that is the right time for the House to discuss and give them advice. I do not understand why this is not being done. I would request the hon. Minister, through you, Sir, to fix 3-4 hour's time for it tomorrow. We shall sit till 10 O' Clock. It does not matter. Mr. Chavan, You will derive benefit out of it; don't resist. This Half-an Hour discussion is no solution for such an important thing.

MR. CHAIRMAN : You put your question now.

SHRI JYOTIRMOY BOSU : Let us look at the composition of the Pay Commission. It took 3½ years from the date of giving an assurance on the floor of the House. You had a Chairman who was an ICS man; you had a Member-Secretary who was an ICS man you had another Member who is closely related to an IAS officer. There were two Professors who have been struggling hard to get a fair deal for the rest of the people who have intrinsic power.

Things were not conducted properly in the Commission. If we go back to the 15th Labour Conference and the Resolution—at that time, Mr. Gulzarilal Nanda was the Labour Minister—and if we take into consideration the price rise that has taken place since then, the Government have no right to resist the pay rise. They have totally and utterly failed to control the price-rise and the erosion of the Indian rupee. The States and the private sector industries which are not getting benefit at the present moment would also be deprived if the rise is not made suitable and commensurate with the requirements for human living. The whole effort, as I can see it, by the Commission as well as by the Government has been to depress the whole wage structure. If we look to industry and public sector undertakings, we find that they get a lot more than what you are proposing to give. AITUC who are supposed to be, in many places, your allies, had suggested, for the engineering industry in West Bengal, a minimum wage of Rs. 450, and CITU, to which I belong, suggested a minimum wage of Rs. 385. The State Government employees have demanded a minimum wage of Rs. 250 plus full neutralisation for the rise in the cost of living index. Government must accept this position and call the leaders to sit across the table and discuss the matter.

The terms of reference of the Commission have excluded the employees of the Supreme Court, the Delhi High Court, the Lok Sabha and the Rajya Sabha. Extra departmental employees of Posts & Telegraphs numbering 1.5 lakhs, the staff artistes of All India Radio, the artists of Song and Drama Division are all excluded. It is all given in this Report in Volume I. In the Defence, the Territorial Army personnel have been excluded. The defence service personnel about whom you talk so loudly have been prevented from appearing before the Commission under the pretext that it will break the discipline of their service.

Between 1957 and 1971, from the report it is clear, the total wage bill of Central Government, as a proportion of the total expenditure, has recorded a sharp decline. Mr. Chavan can dispute or agree with me on this. *(Interruption)* In the same period, between 1957 and 1971, the real wage of Class IV employees has grossly and greatly declined. That also, he can dispute or agree with me.

I want to understand why this Commission has refused—is it not under Government pressure?—to give serious consideration to grant a need based wage. After all, what can a poor employee do? Government has totally and utterly failed to check the price rise because of its pro-monopoly, pro-rich people, character. Therefore, Government is morally and otherwise obliged to give need-based wage for those who work for it.

My submission is that they should call all the leaders to sit across the table and discuss the matter. Do not go by this rubbish statement Rs. 185 for a class employee; he cannot buy even 15 days' square meals by that. Call the leaders to sit across the table and hold a dialogue, come to an understanding and decide the issue.

THE MINISTER OF FINANCE (SHRI YESHWANTRAO CHAVAN) : Mr. Chairman, Sir, I have heard the speeches of the hon. members belonging to different parties with all the attention and care they deserved. The hon. members had a wrong idea that we were trying to avoid a discussion. The idea is not to avoid a discussion. We wanted the discussion to be meaningful and purposeful. At the present moment, the Report, as it is well known...

SHRI S. M. BANERJEE : We discuss so many meaningless things here.

SHRI YESHWANTRAO CHAVAN : I do not hold this House in contempt. Whatever we discuss here, we discuss purposefully, if you are doing it, I cannot help it. *(Interruptions)*

Therefore, my plea with the hon. members would be that it is not Government's intention to evade a debate because we are certainly interested to know the different points of view before Government comes to any final decision. Therefore, at the present moment Government is not in a position to express its views on the merits of the problem that are involved in this.

Why don't you hear me? I know that some people have got misapprehensions about it, but I can tell them that they should not think that they have the monopoly of the interests of the employees of the Government. The Government is very much concerned about the well-being and welfare of its employees because we want their co-operation, we want their support moral support and active support, in executing our policies. Therefore, all the issues that are involved as you know the terms of reference and the issues that were referred to the pay Commission were very wide in their range and were complex in nature. This time has taken more time as compared to the last, Pay Commission because the terms of reference were wider particularly, this time they were asked to look into the pay scales of the Defence Services which was never done before.

Some members have made mention about the differences of opinion among the members of Commission. I think when you appoint intelligent people....

SHRI JYOTIRMOY BOSU : Class character.

SHRI YESHWANTRAO CHAVAN : They are bound to express their own views. ...We do not appoint dummies there.... *(Interruptions)* This is free country. There were people who represented the economists and also wanted the representation of the labour organisations but they could not agree among themselves to send their nominee there...

SHRI S. M. BANERJEE : We have agreed but your Mr A. P. Sharma did not agree.. (*Interruptions*) Whatever it is he is not here. So I cannot accept your final say.

Then a Ex-Supreme Court Judge was the Chairman of the Pay Commission. The int is that we wanted to see that the Pay Commission sifts the different points and takes an objective view of the problem because it has to face a very difficult problem. I know it has raised difficult problems. There are differences of opinion. There are minutes of dissent also. But I assure the hon. Member that we will be consider all those problems from all the aspects. We will certainly keep in our mind the well-being and satisfaction of the Government employees. And this question will be decided not by any cell whether created in the Finance Ministry or any where-else. Certainly, a cell has been created in the Finance Ministry but the cell is not going to take the decision. Not even the Finance Minister is going to take the final decision. Ultimately, the decision will be taken by the Cabinet under the leadership of the Prime Minister.... (*Interruptions*) When the Cabinet goes into this question they will naturally go into all the wider aspects of the question. They will also go in to pay Commission's majority view and also take into consideration the minute of dissent...

SHRI JYOTIRMOY BOSU : Price rise also.

SHRI YESHWANTRAO CHAVAN : Certainly they will have to take into consideration the price rise also. They may also have take into consideration the general economic situation in the country... (*Interruptions*) They will have to take in to consideration the wider economic implications of what we decide. Certainly, when the Cabinet sits to take a view about it, it cannot take a partial view of the matter. It takes the totality of the national conditions, both economic and other things...

SHRI S. M. BANERJEE : Including the failure of the Government.

SHRI YESHWANTRAO CHAVAN : My mainpoint was that there should not be any misunderstanding about it that some

officers are going to take a decision about it. No one IAS officer or this class or that group of officers is going to dominate and take a decision about it. Ultimately, on the major questions and even on minor questions, final view will have to be taken by the Government at the Cabinet level. So I would request the hon. Members not to create an atmosphere of suspicion, doubt and agitation in the minds of the Government employees that their problems are being considered and examined....

SHRI DINEN BHATTACHARYYA : It is the Commission that has created the suspicion.

SHRI JYOTIRMOY BOSU : How much criticism has come in the papers after the report of the Commission... (*Interruptions*)

SHRI YESHWANTRAO CHAVAN : Why do you ask me questions as to what newspapers have said ? It is rather unfair. .

SHRI JYOTIRMOY BOSU : You are a politician

SHRI YESHWANTRAO CHAVAN : How can I explain it ?

Now I would request you, the leaders of the Opposition and Members on this side also, that we have decided to consider this problem in a completely objective manner ...

SHRI JYOTIRMOY BOSU : Would you from a Parliamentary Committee to advise you ?

SHRI YESHWANTRAO CHAVAN : Parliamentary Committee—No...If you want my answer I will say 'No'..... (*Interruptions*) In this matter naturally we will certainly be interested to know your views.

SHRI DINEN BHATTACHARYYA : How will you know our views if you don't discuss ?

SHRI YESHWANTRAO CHAVAN : Before we take a decision, we will hear your views. Processing will certainly take some time. We will have some opportunity to discuss, when we meet in the next session, all the aspects of the problem. I don't want to evade any debate on this question.

My request to you is this, Don't start an atmosphere of, some sort of, suspicion that Government is going to do this or that, that Government is opposed to the interest of the government employees and only the opposition leaders are interested in the well-being of the employees. (*Interruptions*) We are also the leaders of the employees. Don't forget that. We are the custodians of their welfare. Last time also, you know, you misled them; you misguided them.

SHRI DINEN BHATTACHARYYA : It is a serious question; everybody is agitated.

SHRI YESHWANTRAO CHAVAN : Mr Banerjee will remember this last time you misled them and brought them into difficulties. We got them out of the trouble.

So, Sir, the point is this. As I told you, create an atmosphere of trust. As Mr. Banerjee mentioned, the representatives of the employees wanted to discuss the matter with the Cabinet Secretary. Now, Sir, we did not take a technical view about it. We said, we would like to know their views also, before we take a view on it.

SHRI JYOTIRMOY BOSU : You take the house into confidence, that is all that I want.

SHRI YESHWANTRAO CHAVAN : What else am I doing now ? This is exactly what am I doing. I am trying to tell you what Government's thinking on the matter is.

SHRI JYOTIRMOY BOSU : You are a very clever Parliamentarian..

SHRI YESHWANTRAO CHAVAN : I do not want any personal compliment because I do not need it.

SHRI BHOGENDRA JHA : Is there any time-limit for cabinet decision to be taken finally ?

SHRI YESHWANTRAO CHAVAN : I can tell you one thing. I am not in a position to say about time-limit, but my understanding of the problem is this. There are certainly some broader issues raised in the Pay Commission's Report, like Minimum wages, etc. I do not want to go into details. There is the question of the Minimum wage. It is one more question for instance which

is agitating my mind, your mind, everybody's mind. There are certainly some broader issues and I think that it would be necessary to take an early decision on those broader issues first. The Cabinet certainly will engage it self and go into the broader aspects first. But as you know, that will also take some time. And, I do not think that will happen before the next session.

SHRI S. M. BANERJEE : It is the most important thing. Minimum wage will solve the problem, I can assure you.

SHRI YESHWANTRAO CHAVAN : I quite understand your point of view. These are matters on which we will have opportunity to hear your views also.

SHRI S. M. BANERJEE : Not in Parliament only. My suggestion was outside Parliament. also.

SHRI YESHWANTRAO CHAVAN : That is a matter of detail and that can be considered. It is a different matter. But, please listen to my advice. This is a friendly advice in the interest of the Government employees. Don't go by this controversy that goes on the Press about it,— what a Member he said what a Member has not said etc. Government has got an open mind on this question. We want to do justice to our employees. At the same time, we want to do justice to those large sections of people who are unorganised in this country. We have also to take note of them. That also we will have to take. (*Interruptions*) Let me conclude and then you may ask a question.

SHRI S. B. GIRI (Warangal) : I just want to ask one question. Will you consider the scrapping of the entire Pay Commission's Report ? Everybody and persons even from Congress Benches have said that it is not in favour of the workers. The principle was accepted by the Government in 1957 that there will be a need-based minimum wage. May I know whether Government or Cabinet are going to discuss this and whether they are serious about it, about this principal ?

SHRI YESHWANTRAO CHAVAN : You are always talking in terms of scrapping this, scrapping that, scrapping everything. We have appointed a committee to give suggestions. They have given certain suggestions

[SHRI Yeshwant Rao Chavan]

We will certainly consider those suggestions on their merits. This Pay Commission who appointed in all seriousness. It was not appointed with any lightheartedness. And, therefore, whatever recommendations they have made will be considered on their merits.

SHRI SAMAR GUHA : I want to know the composition of the cell which you have drawn from the different services.

SHRI YESHWANTRAO CHAVAN : The composition of the cell is of Government employees. The top man is a person belonging to the I.A.S. service. His past experience is that he has worked in the Personnel Department.

He has not dealt with the present problems of the Pay Commission. He was not in any way connected with it. I have got my personal experience of the officer. We have made a very right selection of the man who has some background. He is a very

capable and a very objective, impartial officer. At the same time I would like to tell you he is not going to take the decision. The decision will be taken at the highest political level, that is, at the Cabinet level and that will be under the Prime Minister's leadership.

SHRI DINEN BHATTACHARAYYA : We will raise a discussion on this issue again.

SHRI YESHWANTRAO CHAVAN : If at any time you want to discuss this issue we will not come in the way. Naturally, when we take a decision we will inform the House as to the decision taken.

MR CHAIRMAN : The House stands adjourned till Eleven of the Clock tomorrow.

18 30

*The Lok Sabha then adjourned till
Eleven of the Clock on Tuesday, May 15,
1973/Vaisakha 25, 1895 (Saka)*