

MR. SPEAKER : Before I adjourn, I have a happy news to Mr. Banerjee that Mr. Khadilkar will be presenting a statement.

SHRI NAMBIAR : Thank you very much, Sir.

STATEMENT RE : PROPOSED STRIKE
BY THE DEVELOPMENT OFFICER
OF LIC

THE MINISTER OF SUPPLY, AND ALSO MINISTER OF STATE IN THE MINISTRY OF FINANCE (SHRI KHADILKAR): Sir, I beg to lay on the Table a statement regarding the proposed strike by the Development Officers of the Life Insurance Corporation.

Statement

Mr. Speaker, Sir, at its meeting held in October 1969 in Nagpur, the General Body of the National Federation of Insurance Field Workers of India resolved that the Development Officers of the Life Insurance Corporation of India would go on an indefinite strike from 10th December 1969, if their grievances in regard to the work norms are not satisfactorily settled by then.

2. The duties of Development Officers differ fundamentally from those of other employees. Their work is in the field and they have, therefore, no office or regular hours of work. The normal method of supervision employed to supervise other employees is therefore not available in their case. When normal grade increments were granted for the first time in 1965 to these employees it became more than ever necessary to evolve norms for proper assessment of their output. Also when the Corporation took action under Staff Regulations against Development Officers whose output was poor, the Federation contended that Development Officers should first be told what was expected of them.

3. Negotiations between the L. I. C. and the Federation on the issue of work norms were held in November-December 1968 and February 1969. The Federation stated that they were opposed to the very basis of the proposals formulated by the Corporation and put forward certain alterna-

tive proposals. The Corporation considered these too low to serve as a basis for discussions. Further, the only penalty suggested by the Federation for neglect of work was that cases of Development Officers whose performance was less than 75% of the norms during two consecutive years should be placed under effective supervision and a phased programme drawn up to enable them to come up to the standards. This meant that erring Development Officers could continue to draw salary for some years without giving adequate performance.

4. It was under these circumstances that the Corporation had to take a decision to fix the norms. Incidentally the norms fixed by the L. I. C. are much more liberal than those which the Morarka Committee later thought as proper. The scheme also provides for an adequate transitional period for Development Officers to come up to the norms.

5. The representatives of the Federation met me and discussed at length their problems. I have had discussion with the Chairman also. In view of these discussions I would appeal to the Development Officers to abandon the strike and resume negotiations with the LIC on the basis of the norms laid down.

MR. SPEAKER : For the information of the House, the voting time for the constitutional Amendment Bill will be 4-45 p. m. Now we adjourn for lunch.

13.09 hrs.

*The Lok Sabha adjourned for Lunch
till Fourteen of the Clock*

*The Lok Sabha reassembled after Lunch
at three minutes past Fourteen of
the Clock*

[Mr. Deputy-Speaker in the Chair]

CONSTITUTION (TWENTY-THIRD
AMENDMENT) BILL—Contd.

SHRI RANDHIR SINGH (Rohtak) :
Our young Deputy Speaker !

SHRI SAMAR GUHA (Contai) : Sir,
I want to make a submission