

[Pandit G. B. Pant]

not create new problems. If it creates new problems, then it is not a solution. So that aspect too has to be considered.

Then again, it is not only the services who are engaged under the Governments. The salary rates also affect other employees. I venture to think sometimes that even those who are engaged in subordinate ranks or even in inferior services here, when they go to their villages, occupy there a very prominent position. They are respected there. They are better than the people in whose midst they live, and their children are perhaps better educated.

We have to remember one thing, and I would venture to refer to that aspect of this matter too. While we were under the regime of the foreigner and the country was under alien rule, the servants appointed by the Government were not regarded as servants whether by them or by their employees. They were the masters and the people of the country were to be regarded as the people who had to administer to their needs, in an ample measure.

Now we are a free country. Still those dubious traits linger in some cases. All public servants do not still feel that the public is the master and the servants are really servants. It is really my feeling—and I have expressed it more than once—that if the relationship of master and servant were really fully realised by those who are today administering the affairs of the country, then many of our troubles would be over...

#### EXTENSION OF TIME FOR ELECTION TO COMMITTEES

**Mr. Speaker:** I have to make an announcement. It has been announced that the election to the two Committees, the Indian Central Arcanaut Committee and the Indian Lac Cess Committee should be concluded by 12.30 hours today. As the hon Home

Minister will take some more time, hon Members would like to hear him and as there are barely 15 minutes left, I extend the time for election to these two Committees to 16.00 hours today.

The hon Minister may continue.

#### ESSENTIAL SERVICES MAINTENANCE BILL—contd.

**Pandit G. B. Pant:** Ordinarily, I think a servant does not aspire for a post better than that of the master. If I appoint a servant, then the servant thinks that my circumstances, my comforts and my amenities have to be better than his, otherwise, he would be my master and I would be his servant. But often we forget that the master, the community whom we have to serve, has many handicaps. Its standard of living is very low. Go to the villages and you will find that the average earning in a year does not come to more than Rs. 200.

The paying capacity of the master must be taken into account by the servant. The servant may not get all that he desires—I wish everyone could have everything that he wishes. So the condition of the master has to be taken into account. It is much more so when the servant is appointed to serve the public, not a private individual. The public is entitled to the service of every employee who is appointed by Government and it can well claim that in determining the emoluments, its own condition should also be taken into account. So we have to look at these questions from all these aspects and then to see what we can do.

There is another aspect which has to be borne in mind. The way that will lead to the solution of our problems will be found in increasing productivity, not only productivity in a cumulative way but the per capita capacity to produce of every individual. I do not quite know if really the public ser-