

**Shri Hathi:** The committee which was appointed for this purpose recommended in the first instance that these four industries are in a position to bear the higher burden and, therefore, it was extended to these four industries. It was done on the recommendation of this technical committee. About the other industries, we have again asked this committee to go into the question.

**Shri Indrajit Gupta:** My question has not been understood properly.

**Mr. Speaker:** He has given the specific reasons why the others were excluded.

**Shri Indrajit Gupta:** They have already been enquired into.

**Mr. Speaker:** He said that this committee made a recommendation that in the first instance it may be applied to these four industries, and that the question of others being included is being enquired into.

**Shri Indrajit Gupta:** It is all right that they are being enquired into. But I want to know the grounds on which they were excluded.

**Some Hon. Members rose—**

**Mr. Speaker:** The hon. Member there.

**श्री कछवाय :** मैं जानना चाहता हूँ कि क्या इस विषय में मजदूर यूनियन्स के भी विचार लिए गए हैं और यदि लिए गए हैं तो किन किन यूनियन्स के ?

**श्री हाथी :** जी हाँ, अभी जो अग्रस्त महीने में इंडियन लेबर कानफरेंस मिली थी उसमें इस बात की चर्चा आयी थी और यह तै हूया था कि और इंडस्ट्रीज के मामले भी कमेटी के सामने पेश किए जाएँ और उसकी जांच की जाए ।

**Shri P. R. Chakraverti:** May I know how far the Government examined the working of the institutions where the rate has already been increased to find out how far it increases efficiency in production?

**Shri Hathi:** The rate has not yet been actually increased, because the Act has to be amended. As I have said in the main body of the answer, we have introduced a Bill in the Rajya Sabha for this purpose. It has not actually been increased.

#### Bank Award

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\*613. { **Shri P. R. Chakraverti:**  
**Shri S. M. Banerjee:**  
**Shri Prakash Vir Shastri:**  
**Shri P. C. Borooah:**  
**Shri Bibhuti Mishra:**  
**Shri Tridib Kumar**  
**Chaudhuri:**  
**Shri Kolla Venkaiah:**  
**Shri Indrajit Gupta:**  
**Shri Kachhavaia:**  
**Shri Bade:**  
**Shri Ram Ratan Gupta:**  
**Shrimati Maimoona Sultan:**  
**Shri Nambiar:**  
**Shri Warrior:**  
**Shrimati Renu Chakravarti**  
**Shri Prabhat Kar:**

Will the Minister of Labour and Employment be pleased to state:

(a) whether it is a fact that under the award of Justice K. T. Desai, 75,000 employees of commercial banks will get bigger pay packets;

(b) whether it is a fact that the banks have been classified according to their deposits and magnitude of operations and that separate scales of pay and D.A. have been recommended for each class;

(c) how far the recommendations vary from that of the Second Pay Commission;

(d) whether a separate report will be submitted with regard to the bonus to be paid to bank employees; and

(e) the reactions of Government thereto?

**The Minister of Labour in the Ministry of Labour and Employment (Shri Hathi):** (a) Yes, the Bank employees will get higher emoluments.

(b) Banks have been classified on the basis of working funds. Separate scales of pay have been awarded area-wise for each class of bank. D.A. is linked to the cost of living index and is to be paid on a percentage basis with reference to pay of the employees.

(c) In fixing the wage scale, the Tribunal has *inter alia* taken into account the recommendations of Second Pay Commission. Copies of the Bank award as well as the Second Pay Commission Report are available in the Library of Lok Sabha.

(d) The award of the Tribunal on bonus dispute has been published in the Gazette on the 20th August 1962 and copies are available in the Library of the Lok Sabha.

(e) The award has been accepted by Government.

**Shri P. R. Chakraverti:** May I know how far the recommended rise in the payment to be made to the employees is commensurate with the rise in the price level of the prerequisites?

**Shri Hathi:** The Tribunal has taken into consideration the cost of living index and the maximum that could be given.

**Shri P. R. Chakraverti:** Do Government propose to introduce any form of scheme of incentive bonus in line with other industries?

**Shri Hathi:** The question of bonus was also referred to the Tribunal and it has given the award.

**श्री प्रकाशवीर शास्त्री :** क्या मैं यह जान सकता हूँ कि बैंक पंचाट दिए जाने के पश्चात् बैंक कर्मचारियों में किसी प्रकार का असंतोष पाया गया है, यदि हाँ तो उसके समाधान के लिए क्या प्रयत्न किए गए हैं।

**श्री हाथी :** कुछ बैंक कर्मचारियों ने किसी किसी बात पर असंतोष प्रकट किया है।

**Shri P. C. Borooah:** What is the view of the Government in regard to restricting the over-time allowance in order to increase the employment potential in the banking industry?

**Shri Hathi:** The Bank Award has given a direction as to what should be the maximum hours of over-time work with consent and without consent.

**Shri S. M. Banerjee:** Is the hon. Minister aware that there is much of discontent because of the non-publication of the award for the Reserve Bank employees? When is the award going to be published for them?

**Shri Hathi:** We hope to get the Reserve Bank award by the first week of September.

**श्री बड़े :** बैंक एम्प्लॉईज के तीन ग्रेड ए० बी० सी०, कर दिए गए हैं और उनके ही अनुसार पगार निश्चित की गयी है। न्याय बैंक कर्मचारियों ने यह शिकायत की है कि ये ए० बी० सी० ग्रेड्स नहीं होनी चाहिए ?

**श्री हाथी :** ऐसी किसी शिकायत का तो मुझे पता नहीं।

**Shri Sham Lal Saraf:** May I know whether all the banks, both scheduled and non-scheduled, have been classified into A, B and C grades and, if so whether the award is applicable to all of them?

**Shri Hathi:** The award has made clear all these points.

**Shri Warrior:** May I know whether in the case of those banks which have not come under the purview of this award some action will be taken or the same award will be made applicable to them also?

**Shri Hathi:** Which banks?

**Shri Warrior:** Those banks which do not come under the purview of the award.

**Shri Hathi:** 84 banks come under the purview of the award. Another award would be coming soon for the Reserve Bank employees.

**Shri Indrajit Gupta:** Have Government taken into consideration the fact that only 80 per cent of the basic wages of the bank employees are to be reckoned for the purpose of provident fund contribution which runs counter to the Provident Fund Act itself?

**Shri Hathi:** Government did take into consideration this recommendation and direction. But we have also to see or take into account the fact that the basic pay has been increased.

**श्री राम सेवक यादव :** बैंक पंचाट के बाद क्या किन्हीं कर्मचारियों के वेतन में कुछ कटौती हुई है ?

**अध्यक्ष महोदय :** यही तो उन्होंने बताया है ।

**Shri Nambiar:** May I know whether it is not a fact that it is for the first time that any award is given to calculate 80 per cent of the wage and remuneration for the purpose of calculating contribution to provident fund and gratuity? It is a novel procedure, the first of its kind in the country.

**Shri Hathi:** All these points were argued ably. The presiding officer has taken this into consideration and has given sufficient reasons as to why he has come to this conclusion.

**Shri Prabhat Kar:** May I know whether the Government is aware that as a result of this award the emoluments of the employees have been reduced in some cases? In that case what is the Government going to do?

**Shri Hathi:** I do not think that they have been reduced. On the contrary, the basic salary has increased. Of course, the dearness allowance has been merged with the basic salary. To the extent that 80 per cent of the salary should be considered for contribution to the provident fund is a different matter. But the salary has not been reduced in any case.

#### Export of Heavy Chemicals and Pharmaceuticals.

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\*614. { **Shri Subodh Hansda:**  
**Dr. P. N. Khan:**  
**Shri Basumatari:**  
**Shri S. C. Samanta:**

Will the Minister of **Commerce and Industry** be pleased to state:

(a) whether it is a fact that there is a great demand for Heavy Chemicals and Pharmaceuticals from South East Asian countries; and

(b) if so, what steps Government are taking to step up the export to meet the demand of those countries?

**The Minister of International Trade in the Ministry of Commerce and Industry (Shri Manubhai Shah):** (a) Yes, Sir.

(b) The following measures have been taken:

- (i) A Special Export Promotion Scheme for allowing imports of raw materials, components and machinery against exports is in operation.
- (ii) Drawback of excise and import duties is granted.
- (iii) Reductions in railway freights have been granted on some raw materials and finished products.
- (iv) Reductions in freight rates on some chemical products to important South East Asian markets have been secured.