

**Shri Tangamani:** May I know whether the power that is being supplied to Pondicherry from the Madras State is being charged at the same rate as it is being charged in Madras?

**Shri Hathi:** I have no information.

#### **Incentive Bonus Schemes**

\*410. **Pandit D. N. Tiwari:** Will the Minister of Railways be pleased to state:

(a) whether the Productivity Cell of Railways has finalised the norms for manufacturing and repairing operations in the Railway workshops for giving incentive bonus to the workers; and

(b) the experience gained so far in the working of incentive bonus in the Railway workshops where it has been introduced?

**The Deputy Minister of Railways (Shri S. V. Ramaswamy):** (a) Production Control Organisations have been set up at each major repair shop and allowed times (norms) are being built up for both manufacturing and repair operations by these organisations.

Chittaranjan data have been utilized for building up the norms for manufacturing operations and a fair progress has been made. With regard to repair operations, no basic data were available and repair operation sheets for each type of rolling stock i.e. locomotives, carriages and wagons had to be prepared which have recently been finalised under the guidance of the Production Directorate of the Railway Board. The work of building norms for repair operations has also been taken in hand, but in view of the complicated nature of the work, it will take some time before they are finalised.

(b) The scheme has not yet been introduced in any of the Railway Repair Shops. However, it has been in operation at Chittaranjan since 1954 and has recently been introduced in the Integral Coach Factory. Results at both these places have been very

satisfactory in that there has been an increase in the out-turn and also in the emoluments of the workers.

**Pandit D. N. Tiwari:** May I know what extra emoluments are earned by the workers and what is the extra percentage of production?

**Shri S. V. Ramaswamy:** The incentive scheme was introduced in Chittaranjan in December 1954 and the average percentage of piecework earnings made by the workers participating in the scheme have been progressively on the increase from 17 per cent. in 1955-56 to 25.6 per cent. in 1956-57 and 30.4 per cent. in 1957-58 and to as much as 33 per cent. in 1958-59. Lately, this scheme was introduced in the Integral Coach Factory, Madras, in January 1960; and the average percentage of piecework earnings made by the workers so far covered by this scheme has been to the tune of 8.5 per cent in the month of May, 1960—that is within a period of 4 months after the introduction of the scheme.

**Pandit D. N. Tiwari:** The second part of my question has not been answered. What is the extra benefit derived by the workers?

**Shri S. V. Ramaswamy:** There is the increase in wages; that is the benefit they have got.

**Shri Anthony Pillai:** This production bonus is related to the basic pay. As the dearness allowance has been merged with the basic pay, is there any likelihood of this scheme being modified to that extent?

**Shri S. V. Ramaswamy:** A separate question may be put.

**Shri S. M. Banerjee:** According to the reply of the Deputy Minister the wages have gone up by 33 per cent. Am I to understand that this upward revision or increase is due to the piecework system or to any incentive bonus or production bonus other than the piecework system?

**Shri S. V. Ramaswamy:** These figures I have given relate to piecework.

**Shri S. M. Banerjee:** What about the bonus? The whole system of piecework at Chittaranjan is this. Normally, people get from 25 per cent. to 33 per cent. I want to know whether any special bonus has been given to the individuals.

**Mr. Speaker:** Is any special bonus being given to the workers?

**Shri S. V. Ramaswamy:** It is because of this system that has been introduced that the wages earned are more.

**Shri Rajendra Singh:** If the Deputy Minister does not have the capacity to understand the question the hon. Minister may come to his aid and answer the question. It is a relevant question.

**Mr. Speaker:** The hon. Member has no other business than this—to go on interrupting like this.

**Shri S. V. Ramaswamy:** The hon. Member may be requested to withdraw what he has said.

**Mr. Speaker:** I hope he will do so. It is not right to make a statement like that.

**Shri Rajendra Singh:** A question was put and it should have been replied....

**Mr. Speaker:** Order, order. The hon. Member is too hasty in his conclusions. There is no bonus system. They have changed the previous system of giving wages for a number of hours or for the whole day to the quantity of work done. It is called the piece-work system: so much so, if they do some work quickly they get wages instead of getting the wages as per the original system according to the hours of work done. The hon. Minister has definitely said this. It is not a bonus system though it is called so; it is the piece-work system. The hon. Minister has said so.

**Shri Indrajit Gupta:** May I know whether, before all these norms are finalised for the proposed scheme in the railway workshops any consulta-

tions will be held with the representatives of the workers concerned because as far as I know at Chittaranjan when the scheme was introduced it was introduced unilaterally without any consultation with the workers as a result of which there is quite an amount of discontent among all the workers in this case. Before the norms are finalised, will they be discussed with the representatives of the workers or not?

**Shri S. V. Ramaswamy:** As things stand at present, the same policy would be followed.

#### Rail-cum-Road Bridge near Visakhapatnam

\*412. { **Shri Subodh Hansda:**  
**Shri R. C. Majhi:**

Will the Minister of Transport and Communications be pleased to state:

(a) whether the proposal to construct the road-cum-rail bridge to connect Visakhapatnam Port to oil refinery and the Hindstan Shipyard has been finalised;

(b) if so, whether the plan and estimates have been prepared; and

(c) when the construction is likely to start?

**The Minister of State in the Ministry of Transport and Communications (Shri Raj Bahadur):** (a) to (c). It has been decided to construct a new road-cum-rail bridge in place of the existing bridge on the road and railway line to the Oil Refinery and the Hindustan Shipyard in the Vizagapatnam Port Area. Preliminary investigations for the construction of the bridge have been undertaken and after the result thereof are known, plans and estimates will be prepared and the construction work taken up.

**Shri Subodh Hansda:** As this road-cum-rail bridge will be constructed between the port and the oil company, may I know whether any share would be charged from the oil company for its construction?