

candidate should be matriculates with about ten years experience and below the age of 25 years;

(b) if so, whether Government Undertakings, such as this one, expect people below the age of 25 years to possess ten years experience; and

(c) if not, what steps are being taken by Government to put a stop to such public advertisements?

THE PRIME MINISTER, MINISTER OF ATOMIC ENERGY, MINISTER OF ELECTRONICS, MINISTER OF HOME AFFAIRS, MINISTER OF INFORMATION AND BROADCASTING AND MINISTER OF SPACE (SHRIMATI INDIRA GANDHI): (a) to (c). The age-limit prescribed for the post of Rubber-liner 'B' is 35 years. In the press advertisement, however this was inadvertently indicated as 25 years. The Company has already taken steps to re-advertise the post specifying the correct age requirement.

Guidelines for measuring productivity

1402. **SHRI CHANDRA SHEKHAR SINGH:** Will the Minister of INDUSTRIAL DEVELOPMENT AND SCIENCE AND TECHNOLOGY be pleased to state:

(a) whether guidelines for measuring and/or determining productivity in industries have recently been evolved by the National Productivity Council and passed on to his Ministry and others;

(b) if so, the broad outlines thereof; and

(c) whether a copy of their guidelines report would be laid on the Table?

THE DEPUTY MINISTER IN THE MINISTRY OF INDUSTRIAL DEVELOPMENT (SHRI SIDDHESHWAR PRASAD): (a) The National Productivity Council have not laid any guidelines for measuring and/or determining productivity in industries but have evolved guidelines for sharing the gains of productivity.

(b) The broad guidelines evolved by the NPC are as follows:

(1) Sharing the gains of productivity should be regarded more as a

philosophy of Industrial Relations rather than a statistical technique or a mathematical formula of distributing the gains.

(2) The task of increasing productivity is primarily a responsibility of management. Management also has the responsibility of motivating labour and seeking its cooperation in this task.

(3) Comparatively few enterprises have adequate incentive schemes. Therefore, wherever possible enterprise, should be encouraged to introduce effective incentives schemes for increasing productivity and providing for its measurement. Production norms and other related standards for purposes of such schemes need not be promulgated through an Act of Parliament, but should be arrived at the enterprise level on the basis of scientific productivity techniques and finally settled through mutual negotiations between management and workers' representatives.

(4) The incentive schemes so adopted should be simple but composite and must have provision for training the employees and also motivating them to reduce waste.

(5) Such incentive schemes should be evolved with effective participation of employees and their representatives.

(6) Enterprises should be encouraged to introduce job evaluation systems for a proper categorization of their workers.

(7) Enterprises should be encouraged to enter into productivity agreements with the workers. Such agreements should keep in view the interest of the consumer also.

(8) The gains of productivity as a result of the application of incentive schemes, productivity agreements, waste reduction, etc. should be equitably shared by management and labour through mutual agreements. In industries where the wage level is low, the employees should be given a larger share of these gains.

(9) To start with, schemes for sharing the gains of productivity should be introduced and tried in the organised manufacturing industries.

(c) Copies of the report on "Guidelines and Illustrative models on Sharing the gains of Productivity" are available in the Parliament Library.

High level enquiry into frequent break-down in Tarapur Atomic Plant

1403. SHRI E. V. VIKHE PATIL: Will the Minister of ATOMIC ENERGY be pleased to state:

(a) whether Government have considered it desirable to institute a high level enquiry to go into the mechanical efficiency of the Tarapore Atomic Energy Plant and the frequent break-downs it is suffering; and

(b) if so, when the Enquiry Committee is likely to be set up?

THE PRIME MINISTER, MINISTER OF ATOMIC ENERGY, MINISTER OF ELECTRONICS, MINISTER OF HOME AFFAIRS, MINISTER OF INFORMATION AND BROADCASTING AND MINISTER OF SPACE (SHRIMATI INDIRA GANDHI): (a) No, Sir.

(b) Does not arise.

Trunk Telephone Service at Rewa

1404. SHRI RANABAHADUR SINGH: Will the Minister of COMMUNICATIONS be pleased to state:

(a) whether the Trunk Telephone Services at Rewa after 7.30 P.M. is causing great inconvenience to the people as also to the journalists;

(b) whether for hours together the trunk line is kept engaged purely from the *Satoriya*s who conduct *satta* booking to Satna, Katni and other places mostly from the city post office, public telephone box and urgent calls from the journalists and people are detained; and

(c) if so, the reaction of Government in this regard?

THE MINISTER OF COMMUNICATIONS (SHRI H. N. BAHUGUNA): (a) No specific complaint has been received from subscribers in this regard.

(b) No. Trunk calls are put through in order of priority and booking time irrespective of calling numbers and purpose for which calls are made by subscribers.

(c) Question does not arise.

मध्य प्रदेश में सीमेंट कारखाना

* 1405. श्री गंगाधर राव बीकानेर : क्या औद्योगिक विकास मंत्री यह बताने की कृपा करेंगे कि :

(क) मध्य प्रदेश में सीमेंट कारखाना स्थापित करने के लिये प्रस्तावित स्थान कौन कौन से हैं और क्या इस बीच उनकी परियोजना प्राप्त हो गई है ?

(ख) इन कारखानों के निर्माण कार्य का आरम्भ करने में क्या प्राथमिकता क्रम क्या है और उक्त प्राथमिकता निर्धारित करने के लिये क्या मापदण्ड अपनाया गया है, और

(ग) इन नवो कारखानों का निर्माण कार्य अनुमानतः कब तक आरम्भ होने की आशा है ?

औद्योगिक विकास मंत्रालय में उप-मंत्री (श्री सिद्धेश्वर प्रसाद) : (क) से (ग). मध्य प्रदेश के नीमच तथा अकलतरा में सीमेंट का कारखाना स्थापित करने के लिये सीमेंट कारपोरेशन से सरकार के विचारार्थ सभाष्यता रिपोर्ट मिल गई है। मध्य प्रदेश के जगदलपुर तथा मैहर को सभाष्यता रिपोर्ट कारपोरेशन द्वारा तैयार की जा रही हैं। इन परियोजनाओं में निर्माण कार्य करने के लिये प्राथमिकता क्रम अभी तक तय नहीं किया गया है; प्राथमिकता निम्न बातों पर निर्भर करेगी :

- (1) निधि की उपलब्धता ।
- (2) उस क्षेत्र में अंग तथा ।
- (3) आर्थिक जीव्यता तथा लाभ क्षमता ।