

**KAR** : (a) The weekly working hours of adults were originally 54 hours under the Factories Act, 1934 (60 hours for seasonal factories). These were reduced under the Factories Act, 1948 to 48 hours uniformly for all the factories.

(b) and (c). The National Commission on Labour has not proposed immediate reduction in working hours in view of the current requirements of the economy. The Commission has, however, recommended reduction of working hours to 40 to be kept as a goal to be reached in two stages. The Government have decided that the question of reduction in working hours may be considered at the appropriate time when circumstances permit such reduction. The Commission has also suggested that immediate reduction in hours of work in industries where obnoxious processes have to be looked after or where workers are exposed to fumes and gases may be called for. This matter is under examination.

#### Minimum Wages of Cantonment Board Employees

1768 **SHRI AMARNATH VIDYALANKAR** : Will the Minister of **LABOUR AND REHABILITATION** be pleased to refer to the reply given to Unstarred Question No. 7128 on the 5th August, 1971 and state the wage scales of the Cantonment Board employees and when the same were prescribed ?

**THE MINISTER OF LABOUR AND REHABILITATION (SHRI R. K. KHADILKAR)** : As a result of the settlement arrived at on 13.5.1969 between the Cantonment Board and their employees, the pay and allowance of Cantonment Board employees have been brought at par with corresponding categories of State Government employees at the district level. Actual wage scales for different categories of staff, information in respect of which is not available, is therefore likely to vary from State to State.

#### Opposition to Rise in Minimum Bonus

1769. **SHRI K. MALLANNA** : Will the Minister of **LABOUR AND REHABILITATION** be pleased to state :

(a) whether the Council of Indian Employers, constituted by the Employers' Federation of India, have opposed rise in minimum

bonus on the ground that it would affect industries both in the public and private sectors as well as employment creation in the country as a whole ; and

(b) if so, Government's reaction thereto ?

**THE MINISTER OF LABOUR AND REHABILITATION (SHRI R. K. KHADILKAR)** : (a) The Council of Indian Employers is reported to have submitted a memorandum to the Bonus Review Committee opposing the demand for raising the minimum bonus.

(b) The matter has first to be considered by the Bonus Review Committee.

#### U.T.U.C. Demand of Minimum Bonus

1770. **SHRI K. MALLANNA** : Will the Minister of **LABOUR AND REHABILITATION** be pleased to state :

(a) whether the United Trade Union Congress has demanded a minimum bonus of 8-1/3 per cent of the total annual earning or Rs 150 per individual to workers in the country ;

(b) whether United Trade Union Congress has, in a memorandum submitted to the Bonus Review Committee, said that the bonus should be paid to all employed persons and that the exemption granted to different classes of establishment under the payment of Bonus Act, 1965, be withdrawn ; and

(c) Government's reaction thereto ?

**THE MINISTER OF LABOUR AND REHABILITATION (SHRI R. K. KHADILKAR)** : (a) and (b). The United Trade Union Congress is reported to have submitted a memorandum to the Bonus Review Committee urging increase in the minimum bonus and payment of bonus to all employed persons.

(c) The matter has first to be examined by the Bonus Review Committee.

#### Plans for increasing Capacity Utilization in Units of Hindustan Steel Ltd., by holding Company for Steel

1771. **SHRI S. R. DAMANI** :  
**SHRI BHOGENDRA JHA** :

Will the minister of **STEEL AND MINES** be pleased to state :

(a) the plans drawn out by the Holding Company for steel to increase capacity

utilization in the units of Hindustan Steel Ltd ;

(b) whether any guide-lines have been laid down to improve managerial efficiency in these units and to bring down costs of production ; and

(c) if so, the main features thereof ?

**THE MINISTER OF STATE IN THE MINISTRY OF STEEL AND MINES (SHRI SHAHNAWAZ KHAN) :** (a). The Holding Company for steel and associated input industries is still to be set up. However, the Management of Hindustan Steel Limited are making, within the limitations imposed by the industrial relations situation particularly at Durgapur Steel Plant, all possible efforts to increase production. These include : specialised repairs of coke ovens, use of alternative/supplementary fuels to supplement gas availability, oil firing in certain furnaces to augment fuel resources, installation of an additional half coke oven battery at Rourkela Steel Plant and an additional full battery at Bhilai Steel Plant, improved maintenance aimed at better equipment availability, speeding up of capital programmes required to correct existing imbalances in production facilities and planned procurement of spares, refractories and other essential materials. Recently, a three-tier joint consultative machinery has been set up at Durgapur for speedy settlement of industrial disputes and grievances and to enlist the cooperation of the workers in maximising production. A new rewards scheme has been introduced in the Rourkela Steel Plant to provide an additional incentive for increasing production progressively.

(b) and (c). Improvement in managerial efficiency and control of cost of production are essentially management functions and the management of Hindustan Steel Ltd. is alive to these requirements. Managerial efficiency is sought to be improved through such measures as adequate delegation of powers to the operating units, sustained programmes of executive development, a new performance-oriented appraisal system, etc.

Control of cost of production is exercised through a system of standard costing. Moreover, increased production should help contain the cost of production.

**Effect of Power Crisis in West Bengal on Employment Situation**

1772. **SHRI JYOTIRMOY BOSU :** Will the Minister of LABOUR AND REHABILITATION be pleased to state :

(a) whether the recent acute power crisis in West Bengal has adversely affected factory employment position in West Bengal ; and

(b) if so, the details thereof ?

**THE MINISTER OF LABOUR AND REHABILITATION (SHRI R. K. KHADILKAR) :** (a) and (b). The matter falls in the State sphere. The information is not readily available.

**Retrenchment of Workers of Calcutta Port Handling Iron Ore**

1773. **SHRI INDRAJIT GUPTA :**  
**SHRI S. C. SAMANTA :**

Will the Minister of LABOUR AND REHABILITATION be pleased to refer to the reply given to Unstarred Question No. 7848 on 29th May, 1972 and state :

(a) whether the representations by workers' organisations against the unjustified reduction by the Minerals and Mines Trade Corporation of Iron Ore and Steel exports through Calcutta Port have since been examined ;

(b) if so, Government's decision in this regard ; and

(c) whether any steps have been taken, pending examination, to prevent the contractors concerned from retrenching over 800 ore handling workers ?

**THE MINISTER OF LABOUR AND REHABILITATION (SHRI R. K. KHADILKAR) :** (a) to (c). The representations against reduction in iron ore and steel exports from Calcutta Port were considered by Government. Although, on account of various factors, it has not been found feasible to step up or maintain the previous level of exports of these commodities from that Port, a workable formula has been evolved to provide employment to iron ore workers at Calcutta. Under this formula a Cooperative Society of workers has