

year. They have intimated their Fourth Five Year Plan requirements to be 8,500. The State Government's requirements of tractors would no doubt be met to some extent by indigenous production. The Government is also considering import of additional tractors which will at least partially meet the rest of the requirements keeping in view the tight foreign exchange position.

However, the information given in reply to part (a) of the question pertains only to year 1968-69. The correct position in regard to the number of tractors given to M.P. out of those imported from U.S.S.R. and other countries during the financial years 1967-68 and 1968-69 is as follows :

During 1967-68, tractors were imported from U.S.S.R. and Czechoslovakia. U.S.S.R. tractors were distributed through the various agents in the private sector on regional basis and not State-wise. These agents catered to the requirements of different States including Madhya Pradesh. The tractors which were imported from Czechoslovakia, were not allotted to the State during 1967-68.

During 1968-69, the following imported tractors of various makes were allotted to the Madhya Pradesh State :

	Nos
Zetor-2011	400
DT-14B	300
Byelarus	75
	<hr/>
	775

The information given in reply to parts (b) and (c) remains unchanged.

**CORRECTION OF ANSWER TO USQ 7733 DT. 19.4.1968 RE. ARCHEOLOGICAL MONUMENTS.**

**THE DEPUTY MINISTER IN THE MINISTRY OF EDUCATION AND YOUTH SERVICES (SHRIMATI JAHANARA JAIPAL SINGH) :** In reply to Unstarred Question No. 7733 asked by

Shri Bharat Singh Chauhan, M.P. in the Lok Sabha on 19th April, 1968, the then Minister of State in the Ministry of Education (Prof. Sher Singh) had stated that certain forts including the Hari Parbat Fort in Jammu and Kashmir and the Fort at Tellicherry in Kerala, were under military occupation. On investigation it has been established that the Hari Parbat Fort and the Fort at Tellicherry are not under military occupation.

---

12.00 hrs.

**CALLING ATTENTION TO MATTER OF URGENT PUBLIC IMPORTANCE**

**Appointment of Pay Commission for Central Government Employees**

**SHRI SURENDRANATH DWIVEDI (Kendrapara) :** I call the attention of the Minister of Finance to the following matter of urgent public importance and request that he or she may make a statement thereon :

"Reported decision of the Government to appoint another Pay Commission for Central Government Employees".

**SHRI S. M. BANERJEE (KANPUR) :** We want that she should make the statement.

**THE PRIME MINISTER, MINISTER OF FINANCE, MINISTER OF ATOMIC ENERGY AND MINISTER OF PLANNING (SHRIMATI INDIRA GANDHI) :** Mr. Speaker, Sir, the question of appointing a Pay Commission to review the pay structure and other conditions of service of Central Government Employees has been under examination for sometime. Government have taken a decision, in principle, to appoint a new Commission for the purpose. Questions like its composition, cover age and terms of reference are under active examination and as soon as these details are finalised, an announcement will be made, if possible in the course of the current session.

**SHRI S. M. BANERJEE :** The recommendations were not implemented.

The previous Commission, namely the Second Pay Commission, gave its report in August, 1959. Since then, the National

Commission on Labour has made the following recommendation in its Report submitted in August, 1969 on the approach to the question of wage policy in respect of industrial employees of the Government covered by its terms of reference :

"We feel that the conditions have changed so much since the setting up of the last Pay Commission, that there is a strong case for setting up another Pay Commission to review the wages and other conditions of service of industrial employees of Government and we recommend the setting up of such a Commission without delay."

This recommendation has direct application to about 21 lakh Central Government industrial employees constituting more than 84% of the total civilian strength of Central Government employees. Government are, however, of the view that instead of sectoral approach in respect of departments or categories of Government employees, the new Pay Commission should go into questions that may be referred to it in respect of Central Government employees as a whole.

**SHRI KANWAR LAL GUPTA :** Including employees of Union Territories.

As has been stated earlier, the coverage and terms of reference of the new Commission have yet to be finalised. However, the new Commission will be expected to take into account not only all relevant developments since the previous Commission reported in 1954, but also various important factors, such as the requirements of the Plan, the additional demands on resources that may be entailed on this and other inescapable account, and possible repercussions on State Governments, Local Bodies, Public Sector Undertakings. All these matters are under consideration.

**SHRI SURENDRANATH DWIVEDY :** The statement is welcome in the sense that at long last Government have agreed in principle to the appointment of a Pay Commission. In view of the fact that even after ten years, the recommendations of the Second Pay Commission have not been fully implemented and since Government here have accepted in principle a need-based wage, will the new Commission be given a time-limit for the submission of their final report and

will a time-limit also be set for its implementation? Also, will this Commission go into the question of the determination of scales of wages taking a need-based wage as the basis?

**SHRIMATI INDIRA GANDHI :** Government had made it clear in the last session that Government regard a need-based wage to be an important objective of their socio-economic policy and that it could be said that the Gajendragadkar Commission on labour was seized of the question. That Commission has since made its report, and on this particular question the Commission has expressed the view that the principle of a national minimum wage to be determined in monetary terms is not practicable. They have also accepted in principle that the capacity to pay will be relevant consideration in determining a need-based minimum. They have also stated that they are not in a position to quantify a need-based wage in money terms or to assess Government's capacity to pay. These matters have been left by them to be gone into by a pay commission.

As I said in the statement, the terms of reference of the new Pay Commission are under consideration. However, it is our intention that it should be open to the Commission to consider this question in all its aspects. The previous Commission also considered similar issues.

The House is aware that our general sympathy on this issue is with the workers, but the question is a rather complicated one in terms of what is possible and practicable. The matter was considered by the Second Pay Commission, but they neither accepted nor rejected the demand. So, we would like this question to be considered in all its aspects by the new Pay Commission as was recommended by Shri Gajendragadkar.

Some hon. Members said that the previous Commission's recommendations had not been accepted. As far as I know, seeking subject to correction, by and large they were accepted, and in fact, in regard to some aspects like family pension, we went beyond the recommendation.

**SHRI SURENDRANATH DWIVEDY :** I want a clarification. It is not very clear whether the Government is going to put a time-limit for the submission of the report, and whether they are prepared to give any interim relief to the employees.

SHRIMATI INDIRA GANDHI : The matters to be considered are very complicated. It is very difficult for us to give a time-limit. We can only say that the last Commission, as hon. members know, took about two years.

श्री एस० एम० जोशी (पुना) : अध्यक्ष महोदय, पिछले साल केन्द्रीय कर्मचारियों ने यह मांग रखी थी, जे० सी० एम० जिसको कहते हैं उसमें चर्चा भी हुई, कि जो पहले कर्मचारियों, मजदूरों के साथ एग्रीमेंट हुआ था उसको अमल में नहीं लाया गया—वह एग्रीमेंट यह था कि अगर फैसला नहीं होता है तो हम इस सवाल को आर्बिट्रेशन के पास भेजेंगे और अजीब बात यह है कि इस हुकूमत ने जब हमारे साथ एग्रीमेंट किया तो उसका अर्थ लगाने का काम भी अपने जिम्मे लिया और जज सदन के सामने कहा गया कि क्या सुप्रीम कोर्ट के जज के सामने जायेंगे तो उसको भी होम मिनिस्टर ने इनकार कर दिया। जब वह हमारा अधिकार था उस समय हमको कहा गया कि नेशनल लेबर कमीशन बैठा हुआ है इसलिये इसपर कोई विचार नहीं कर सकते हैं। तो जो हमारा आर्बिट्रेशन का हक था उसको छीनने के लिए अब पे कमीशन का ढकोसला खड़ा किया गया है। मैं प्रधान मंत्री महोदया से पूछना चाहता हूँ कि क्या वे यहां पर दो बातें कहने के लिए तैयार हैं—एक तो जो टर्म्स ऐन्ड रेफ्रेंसेज बनाये जायेंगे उसमें मजदूरों के जो प्रतिनिधि हैं उनके साथ भी सलाह मशविरा किया जायेंगा और दूसरे—नीड बेस्ट वेज के तारे में आर्बिट्रेशन के पास जाने का जो हमारा हक था उस बारे में जो भी पे कमीशन की राय होगी उसको एक आर्बिट्रेशन का एवार्ड समझकर उसपर अमल करने का आश्वासन देने के लिये सरकार तैयार है ?

श्रीमती इंदिरा गांधी : ऐसा कोई कैंटो-गारीकल ऐशयोरेंस तो नहीं दे सकते हैं (व्यवधान)

श्री आर्ज फरनेडीज (बम्बई दक्षिण) : वहीं

पुरानी नीति आप चल रही है। नयी व्यवस्था आप क्या लाने जा रही हैं।

श्रीमती इंदिरा गांधी : पहले तो इसी पर झगड़ा था कि पे कमीशन होगा कि नहीं...

श्री रवि राय (पुरी) : हम पे कमीशन की अर्थी नहीं उठाना चाहते।

श्री आर्ज फरनेडीज : आर्बिट्रेशन होना चाहिये, पे कमीशन नहीं...

MR. SPEAKER : After all, the hon. Members must have some patience.

श्री आर्ज फरनेडीज : हम नहीं भूल सकते जो पिछले साल किया गया।

SHRIMATI INDIRA GANDHI : What I was saying was this. I do not know whether they want an answer or not.

SHRI NAMBIAR (Tiruchirapalli) : Answer and some relief also.

श्री कंवर लाल गुप्त (दिल्ली सदर) : अब फरनेडीज साहब क्यों लड़ रहे हैं प्रधान मंत्री के साथ पहले तो आप उनके साथ थे।

SHRIMATI INDIRA GANDHI : If I can start speaking, I can take up the points. If I am not allowed even to begin replying, obviously I cannot give a reply. Perhaps I used the wrong word, I do not mean 'jhagra' in that sense. One of the main demands was for a pay commission...

SOME HON. MEMBERS : No ; for arbitration.

SHRIMATI INDIRA GANDHI : Government had not agreed to it. Now we have agreed to it. As far as possible we try to accept the recommendations. In this case we shall certainly try to do so but it is not possible to give assurance. (Interruptions.)

As far as interim relief is concerned... (Interruptions.)

अध्यक्ष महोदय : आप जबाब तो अपने दीजिये। जरा सुनिये तो उनको क्या कहना है।

श्री एस० एम० जोशी : ऐसा माझूम होता है कि कुछ गलतफहमी है। सवाल आर्बिट्रेशन का था, एग्जीमेंट का था। मगर इंटक वालों ने एक समझौते के बतौर पे कमीशन रखा था...

श्री स० मो० बनर्जी : इंटक नहीं मानता। क दलाल है।

**अध्यक्ष महोदय :** इतना हाउस को ब्राप डिस्टर्व करते हैं कि न तो कोई किसी की बात सुन सकते हैं और न किसी को बोलने देते हैं। ऐसे कैसे काम चलेगा। मैं सर्वश्री फरनेंडीज और बनर्जी से बार बार रिक्वेस्ट करता हूँ कि वे सदन की कार्यवाही को इंटरप्ट न करें। I request you not to interrupt the Prime Minister repeatedly.

SHRI S. M. BANERJEE : I wanted some clarifications.

SHRIMATI INDIRA GANDHI : There is some slight difference between arbitration and the question of having a pay commission ; they are not exactly the same. I was referring to interim relief.

श्री एस० एम० जोशी : मैं कहता हूँ कि पे कमीशन की जो सिफारिश आयेगी उसको वाइंडिंग समझ कर मानने के लिये क्या ब्राप तैयार हैं।

What about the binding nature of the findings ?

SHRIMATI INDIRA GANDHI : We are not discussing arbitration on this question ; we are discussing the proposed pay commission. Question was asked about interim relief (Interruptions)

MR. SPEAKER : I have not been able to listen to Mr. Joshi's words because of this noise. If the question is not heard, what reply will he get ? Will he repeat his question ?

श्री एस० एम० जोशी : पिछले साल जो हड़ताल हो गई वह इस चीज को लेकर हो गई, हमारी नीड बेस्ड मिनिमम वेज की मांग थी। जे० सी० एम० उसके लिए मशीनरी बनी थी।

कोई पे कमीशन का सुझाव नहीं था। लेकिन जब आर्बिट्रेशन के पास जाने के लिए इन्कार किया गया तब इंटक के साथ सब लोग वापस चले गये और जे० सी० एम० का वायकाट किया और हड़ताल हुई। बाद में समझौता करने के लिए इंटक ने पे कमीशन वाली चीज रखी।

अब दो बातें हैं जो मैं प्रधान मंत्री से जानना चाहता हूँ। एक तो यह कि क्या मजदूरों के प्रतिनिधियों के साथ सलाह मशिवरा करके टर्म्स ब्राफ रेफरेंस रखे जायेंगे, और दूसरे यह कि नीड बेस्ड मिनिमम वेज के बारे में जो पे कमीशन की सिफारिश आयेगी उसको वाइंडिंग ब्रवाईड समझ कर मानने के लिये क्या ब्राप तैयार हैं।

श्रीमती इंदिरा गांधी : जहाँ तक ब्रापका रिप्रजेन्टेशन ब्राफ दी एम्प्लॉईज का सुझाव है उस पर जरूर ध्यान दिया जायगा।...

श्री कंधार लाल गुप्त : ध्यान दिया जायगा, इसका क्या मतलब है। ब्राप उनको कंसल्ट करेंगे कि नहीं ?

श्रीमती इंदिरा गांधी : दूसरी बात यह है कि इसको ब्रवाईड नहीं माना जा सकता। लेकिन मैं ने कहा है कि पूरी गम्भीरता से उस पर विचार किया जायगा। जहाँ तक हो सकेगा उसको मानेंगे। लेकिन उसको ब्रवाईड नहीं कह सकेंगे।

Coming to the question of interim relief, I think we should leave this a matter also to the Pay Commission not to wait for the final report but to take interim recommendations. (Interruptions)

SHRI J. M. BISWAS (Bankaura) : Because the cost of living has risen, we want to know whether the Prime Minister is considering interim relief.

SHRI S. KUNDU (Balasore) : On a point of order, Sir The Prime Minister assured us that it is difficult to give a time-limit to the Pay Commission. (Interruptions)

MR. SPEAKER : There is no point of order.

SHRI J. M. BISWAS : The country is eagerly awaiting for her declaration about interim relief, because the cost of living index has gone up. It has nothing to do with the Pay Commission. (*Interruption*) She is prepared to reply, Sir.

MR. SPEAKER : I do not allow you ; I am calling the next member.

SHRI J. M. BISWAS : Don't allow me, but allow the Prime Minister to speak.

श्री कंबर लाल गुप्त : क्या यही समाज-वाद है आपका। कोरी बातें हैं, नारेबाजी है, यह प्रधान मंत्री के दोस्तों को जल्दी ही पना लग जायगा।

SHRI N. SHIVAPPA (Hassan) : Considering the nature of the discussion that went on between Mr. Joshi and the Prime Minister...

SHRI S. M. BANERJEE : You are the tallest member of the House.

SHRI N. SHIVAPPA : Thank you. The time when this announcement has been made by the Prime Minister as a piece of propaganda for her Government...

MR. SPEAKER : What is the question ?

SHRI N. SHIVAPPA : I am coming to the question. The Administrative Reforms Commission is there and it has given certain categorical recommendations on various aspects of administration. Government are yet to implement them. Even though originally it was appointed only for one year it has now completed four years and we do not know when its work will be completed. There is another body called Organisation and Methods Division which was appointed about ten years back. It is also functioning. Both these bodies have given their ideas about norms for duties by government servants and how their output can be increased. No. action has been taken so far on these recommendations. Then, two Pay Commissions have been appointed and some of their recommendations have been implemented. Yet, the

standard of efficiency of the third class and fourth class employees has not increased.

MR. SPEAKER : Let him come to the question.

SHRI N. SHIVAPPA : The Prime Minister must give a categorical assurance to the House that when the terms of reference for this Pay Commission is finalised it should include consideration of those points which will enhance their incentive for work which will in turn result in better administration of the country. Secondly, in the background of the national disintegration that has taken place in this country, why should the State officials be differentiated from the Central officials in the matter of emoluments ? Why should they not have the same scales of pay ? If necessary, the States should be given a subsidy so that they can give the higher scale.

SHRIMATI INDIRA GANDHI : We will consider all these points when we set up the Pay Commission. As I said, the previous Commission took about two years to finalise its recommendations. I would certainly hope that this Commission finishes its work in less time, if possible ; certainly, not more than that. The recommendations of the Second Pay Commission were largely accepted and statements have been made in the House explaining the items which were accepted as well as those in regard to which some departures were found necessary.

SHRI RANGA (Srikulam) : What about the employees of the State Governments ?

SHRI BAL RAJ MADHOK (South Delhi) : Will the employees of State Governments be treated in the same way as the Central Government employees in the matter of emoluments ?

SHRIMATI INDIRA GANDHI : It must be left to the Pay Commission to take all points of view, to consider all aspects and then come to conclusions.