

LOK SABHA

Wednesday, March 24, 1971/  
Chaitra 3, 1893 (Saka)

The Lok Sabha met at Eleven  
of the Clock.

[MR. SPEAKER in the Chair]

MEMBERS SWORN

1. Shri Yadav Shivram Mahajan (Buidana)
2. Shri Kadam Dat'ajirao Baburao  
(Hatkanangale)

11 05 hrs.

CALLING ATTENTION TO MATTER  
OF URGENT PUBLIC IMPORTANCE

LOCK OUT DECLARED BY I.A.C.

MR. SPEAKER : We will now take up the Call Attention Notice. Shri Shashi Bhushan.

SHRI SEZHIYAN (Kumbakonam) : Regarding Calling Attention Notice, Sir, it is customary to supply a copy of the statement to be made by the Minister to Members who have put the Calling Attention Notice. So far we have not received it. Though it is not obligatory, it is customary to supply a copy of the statement before it is made. I do not want that convention to go on the very first day itself. It can be taken up later. We would like to see the statement before we put questions.

MR. SPEAKER : We follow the same old practice.

SHRI SEZHIYAN : We have not received the copy so far.

श्री कूलचन्द्र वर्मा (उज्जैन) : अध्यक्ष महोदय, हमें मन्त्री महोदय के वक्तव्य की कापी नहीं मिली है।

MR. SPEAKER : Only if the Minister supplies.

श्री शशि भूषण (दक्षिण दिल्ली) : मैं अविलम्बनीय लोक महत्त्व के निम्नलिखित विषय की ओर पर्यटन तथा नागर विमानन मन्त्री का ध्यान दिलाता हूँ और प्रार्थना करता हूँ कि वह इस बारे में एक वक्तव्य दें—

“इण्डियन एयर लाइंस कारपोरेशन के कर्मचारियों द्वारा नियमानुसार कार्य करने (वर्क-टु-रूल) की नीति अपनाई जाने और तदुपरांत कारपोरेशन के प्रबन्धकों द्वारा तालाबन्दी की घोषणा की जाने के कारण उत्पन्न स्थिति।”

THE MINISTER OF TOURISM AND CIVIL AVIATION (DR. KARAN SINGH): Sir, the statement has just been prepared. Therefore, I was not able to give a copy of that. I am sorry. It will be cyclostyied and circulated to Members immediately.

श्री कूलचन्द्र वर्मा (उज्जैन) : मेरा पायंट आफ़ आर्डर है। हमारी कठिनाई यह है कि जब तक मन्त्री महोदय के वक्तव्य की प्रति हमें नहीं मिलती है, तब तक हम सप्लीमेंटरी कैसे करेंगे।

MR. SPEAKER : There is no question of supplementaries on the Call Attention Motion.

श्री कूलचन्द्र वर्मा : अध्यक्ष महोदय, हमें कम से कम एक प्रश्न पूछने का तो अधिकार है। जब तक हमें मन्त्री महोदय के वक्तव्य की कापी नहीं मिलेगी, तब तक हम प्रश्न कैसे पूछेंगे ?

MR. SPEAKER : The Minister is going to make the statement in the House itself.

DR. KARAN SINGH : Mr. Speaker, Sir, as the House is aware, the Management of Indian Airlines declared a lock-out of all its workmen with effect from 4.00 a.m. on the 13th March, 1971. This extreme step was taken after careful consideration of all factors involved and when the Management was convinced that there was no other feasible alternative.

For some years now the labour situation in Indian Airlines has been very unsatisfactory, and sections of employees have launched or threatened to launch agitations and strikes to pressurize the Management to concede their demands. These actions have caused serious dislocation in domestic air services and substantial loss of revenue to the Corporation. While I do not wish to burden this Hon'ble House with past history, it would be useful to give a brief resume of events during the last year, as these have a crucial bearing on the Management's decision.

The labour disputes have mainly been in connection with fresh wage negotiations. Settlements could not be reached, and the situation was further complicated by inter-union rivalry between the Air Corporations Employees Union (A.C.E.U.) and the Indian Aircraft Technicians Association (I.A.T.A.). In March 1970 workmen represented by the ACEU embarked upon a countrywide agitation in pursuance of their demands for an *ad hoc* payment to all employees drawing up to Rs. 1,000/- p.m. including aircraft technicians who were represented by the IATA. The management was willing to make the payment, but the latter Union opposed any such move and threatened serious industrial unrest. On IATA withdrawing its objection, the payments were made with retrospective effect as from 1st April 1969 to both ACEU and IATA categories in April 1970.

In August/September 1970 IATA launched an agitation which lasted for about three weeks on the question of the differential in wages between aircraft technicians and non-technical categories of workmen represented by the ACEU in the two Air Corporations. The matter was immediately referred to conciliation which unfortunately, proved unsuccess-

ful, and the management's move to have the dispute referred to adjudication was also opposed by IATA. In view of the seriousness of the situation, which had caused a loss of approximately Rs. 65 lakhs in revenue to Indian Airlines and widespread disruption and cancellation of air services, a notification was issued on the 4th September 1970 under the Essential Services Maintenance Act prohibiting strikes in Indian Airlines and Air-India. After further prolonged and separate discussions with the representatives of IATA and ACEU, the agitation was called off on the 6th September when it was agreed that the dispute would be resolved through arbitration on a four-party basis between the managements of the two Corporations and the two Unions concerned. The proposed arbitration did not, however, materialize due to inter-union hostility as a result of which it became impossible to formulate any mutually acceptable terms of reference or to decide upon an Arbitrator. ACEU's charter of demands was ultimately referred to adjudication on 2nd November 1970 and IATA's on the 15th December 1970. IATA has, however, refused to appear before the Tribunal.

From the 22nd February 1971 yet another crisis was precipitated by IATA, by their refusal to perform their normal duties and overtime as required by the rules. From the morning of the 4th March the members of ACEU followed suit, thus involving, between the two unions, nearly 12,000 employees out of a total work force of about 14,000. This resulted once again in wide-spread dislocation and cancellation of air services, and even the remaining services were gradually being brought to a halt due to the increasing backlog of engine overhaul and maintenance work. The travelling public was being put to great harassment due to the complete uncertainty of Indian Airlines flights all over the country, and lakhs of rupees were lost including precious foreign exchange. In this background, the management came to the conclusion that there was no alternative but to declare a lock-out.

I am deeply conscious of the acute inconvenience that is being caused to the travelling public by the virtual absence of domestic air services. This is particularly unfortunate when the Corporation has just acquired a brand new fleet of jet planes which would have greatly improved and

extended the services that it could render to the public. I am equally mindful of the hardship that is being caused to all employees due to the ill-advised actions of certain sections. However, continued agitations in flagrant violation of the law of the land, even while in some cases adjudication proceedings are in progress, can be tolerated only at the cost of completely crippling the public sector and gravely damaging the national economy. In fact, the cumulative losses due to strikes and agitations in Indian Airlines during the current financial year alone amount to almost four crores of rupees.

The Management is anxious that the lock-out should be lifted, and has declared in the lock-out notice itself that this will be done when a sufficient number of employees in all categories express their willingness and assurance in writing to resume their normal duties, including overtime under the rules. Meanwhile, it has decided to operate some skeleton services with the help of executive staff not covered by the lock-out, so as to provide at least minimal facilities to the travelling public. Although the IATA and ACEU charters of demands are before adjudication, the Chief Labour Commissioner is also using his good offices to help bring about mutually acceptable settlements. Government sincerely hopes that the settlements reached will ensure smooth functioning of this crucial public sector undertaking on a long-term basis. Before the lock-out was declared the Management had offered the employees quite liberal terms regarding pay scales and other conditions of service. In spite of further deterioration in the financial position of the Corporation, they have now reiterated the same offer to the employees. Even so, the Unions have been pressing further demands, making it difficult for the Management to reach a settlement. A number of matters are involved in the dispute and an amicable settlement on all of them will take some time. In the interest of immediate resumption of normal air services, it has been proposed that the employees should assure resumption of complete normalcy so that after the lock-out is lifted, the Management and the Unions could carefully consider their demands for arriving at a settlement and the unsettled matters could be referred to an Arbitrator.

The broader question of undertaking a

comprehensive study of the administrative structure of Indian Airlines with special reference to labour-management problems is under careful consideration of Government.

Mr. Speaker, Sir, as we enter upon our responsibilities as a new Government, we, on our part, shall do whatever lies within our power to promote a harmonious and rational relationship between labour and management throughout our public sector. We hope that both labour and management will be able to feel pride in belonging to the Public Sector and participating in a common endeavour of national importance. Obviously this is a two-way traffic. I have no doubt that there is enough goodwill all round to enable us to make a fresh start.

**श्री गजि भूषण :** अध्यक्ष महोदय, इंडियन एयर लाइन्स की तालाबन्दी के सबब से लगभग 14 हजार कर्मचारी व्यथित हैं। स्वाम तौर से इस तालाबन्दी को तोड़ने के लिए जितनी भी यूनियन्स हैं, इंडियन एयर लाइन्स में सबने मिलकर दरखास्त की है कि यह तोड़ी जाय और श्रम मंत्री माननीय खाडिलकर जी के माध्यम से यह इस बात का प्रयत्न कर रहे हैं। जहाँ तक मैनैजमेंट का मवाल है, मुझे बताया गया है, यह कहा जाता है कि तीन महीने तक यह तालाबन्दी और करायी जायगी और उम स्थिति में यह कर्मचारी, मजदूर यूनियन और सारे लोग घुटने के बल काम करने आयेंगे। यह भी बताया गया है कि यूनियन्स के लिए कोड बनाया जा रहा है। मैं समझता हूँ कि कोड बनाना बहुत अच्छा है, लेकिन कोड दोनों तरफ होना चाहिए, मैनैजमेंट के लिए भी हो और यूनियन्स के लिए भी हो। क्या बतल है कि पिछले दो साल से ही इंडियन एयर लाइन्स में अधिक से अधिक हड़तालें हो रही हैं? इससे पहले नहीं हुईं। मुझे पता चला है कि इसमें कुछ लोग अपने आप को स्ट्राइक ब्रेक करने का एक्सपर्ट समझते हैं, मैं नाम नहीं लेना चाहता, लेकिन यदि उन्हीं की वजह से दिक्कत है तो क्या मंत्री महोदय उनको अलग करने का प्रयत्न करेंगे? मैं समझता

[श्री माशि भूषण]

हैं कि सीधे-सीधे यूनिऑन के नेताओं से मंत्री महोदय सम्पर्क रखें तो यह तालाबन्दी जल्दी दूर सकती है। लेकिन आज के वक्त में यूनिऑन्स को डरा कर, धमका कर काम चलने वाला नहीं है और प्रबन्धकों का रवैया भी मजदूरों के प्रति ज्यादा अच्छा नहीं है। तो मैं यह चाहता हूँ कि जो खाइलकर जी की मध्यस्थता में प्रयत्न किए जा रहे हैं और सब यूनिऑन्स चाहती है कि इसका मैटिलमेंट हो तो आप कब तक इसका फैसला करने वाले हैं ?

**डा० कर्ण सिंह :** जैसा कि माननीय सदस्य ने कहा तालाबन्दी जितने दिन रहेगी उतना ही सबको कष्ट है। देण को भी इसका खेद है और जो कर्मचारी हैं उनको भी कष्ट हो रहा है। इससे किमी को प्रसन्नता नहीं हो सकती। हम यह नहीं कहते कि जो हमारे कार्यकर्ता हैं उनको अपमानित किया जाय, उनको घटने के बल लाया जाये। यह अगर किमी ने कहा है तो बहुत गलत बात है क्योंकि जो कर्मचारी हैं उनका भी उतना ही उसमें महत्वपूर्ण भाग है जितना कि मैनेजमेंट का होना है। जहाँ तक हमारा संबंध है हम तो यह चाहते हैं कि कोड आफ कंडक्ट हो, मैनेजमेंट और लेबर दोनों अच्छी तरह से कार्य करें और इसी तरह से जो मध्यस्थता की बात चल रही है, सेंट्रल लेबर कमिश्नर कर रहे हैं और हमारा मंत्रालय भी कर रहा है, और मुझे तो आशा है कि आज जो हमारे सदन में इस पर विचार-विमर्श हो रहा है, इसके बाद एक नया वातावरण बनेगा जिसके बल पर शीघ्रातिशीघ्र तालाबन्दी समाप्त हो जायगी ऐसी मेरी आशा है।

**SHRI A. K. GOPALAN (Palghat) :** The dispute in the IA that has been created was, as the Minister said, not a new one. There had been a settlement in December itself, on 22nd December. The fact that even after this settlement was arrived at a dispute has come about shows that there is something fundamentally wrong. Instead of understanding that and negotiating, what

was done was to declare a lock-out. Since it is an essential service, I do not know how a lock-out can be declared. Not only that. The amount of loss incurred as a result of the lock-out is much more than the amount that would have been required to pay what the workers asked for so that their demands are satisfied.

Not only this. I just heard that Dr. Mahishi, the Deputy Minister, had come to an agreement with the workers sometime back but that that agreement was also not implemented and that that is one of the reasons why this situation has come about.

The worst of it is that the workers belonging to the unions have been asked to sign a paper which contains so many things against trade union rights. They have been asked to do or not do certain things and they told that only if they signed that paper they would be taken back. This is the worst part of it.

Now, I want to know whether Government can declare a lockout in a service declared as an essential service under the Essential Services (Maintenance) Act. I think the Act was meant only to punish the workers who were working to rule. They said they were working according to the rules and they are punished because they are working according to the rules. I also want to know whether the formula evolved by Dr. Mahishi was implemented, and if not, why not.

**DR. KARAN SINGH :** The settlement the hon. member has mentioned which took place in December was with the pilots. This time the pilots are not involved in the trouble. It is the other Unions, the IATA and ACEU. As I said in my statement, there was a prolonged negotiation with them in which my hon. colleague, the Deputy Minister, participated. But they were unable to agree on the terms of reference for arbitration. We did our best. But the IATA and ACEU have always been hostile to each other. We did our best to bring them together and make them agree to common terms of reference and a common arbitrator. But very unfortunately, such an agreement was not possible. That was the reason why the initiative taken by my

colleague could not be taken to its logical conclusion.

The hon. member mentioned the question of a lockout in an essential service. It is certainly unfortunate that this has come about. But the services were in any case coming to a halt.

SHRI A. K. GOPALAN : I asked whether it was not illegal to declare a lock-out in an essential service.

DR. KARAN SINGH : Our advice is that it is not illegal. I do not want to prejudge what a judicial court might say but our advice is that it is not illegal. But as I said, the services were, in any case, coming to a halt because there was so much backlog and there was no certainty whatever about the flights. So instead of being strangled gradually and then coming to a halt where everybody's plan would be disrupted, with nobody knowing whether the flights were there or not, they thought it was better to have a lockout so that at least the public would know whether the planes were flying or not. Otherwise, they would have had to wait even six hours at airports before knowing whether the planes were taking off or not.

As for the last point, I do not think there is any question of asking the workers to sign on something which is against their basic rights. That would have been most deplorable. But I think that the management did say that there should be some productivity clauses which are negotiable. But unfortunately, before the negotiations could be completed or could take place, unilateral action on the part of some workers started which brought the airlines to a halt.

SHRI K. MANOHARAN (Madras North) : The question was whether they were compelled to sign that paper.

DR. KARAN SINGH : The paper the management wanted them to sign was in a simple form saying that they would resume their duties and also work, overtime according to rules. The other part concerned the productivity clauses which are open to negotiation, because the management felt

that with new demands coming as a result of new aircraft and so on, there should also be a certain bilateral give and take in this matter and they wanted to put in certain things to that effect there.

SHRI A. K. GOPALAN : Is it correct that there is no difference as far as productivity is concerned, and that there is agreement ?

DR. KARAN SINGH : No, there is a difference. So far, the unions have not been agreeing to the productivity clause which the management wants, but that is open to negotiation in the same way as wages are open to negotiation.

SHRI D. N. BHATTACHARYYA (Serampore) : There was no strike there. How can there be a lock-out ?

SHRI S. M. BANERJEE (Kanpur) : Yesterday when our President addressed both the Houses ; he assured us of Government's intention to evolve an agreed policy on industrial relations in consultation with the unions and today we find that there is no negotiated settlement between the employees and the Corporation. It is a sad commentary on the various assurances given by the President.

So, I would like to know from the hon. Minister whether it is correct that the code of conduct and productivity are not mutually agreeable, but is something which is imposed. I must say that the Airlines management has been pressing for acceptance of such a code and productivity which can never be accepted by any union unless it is willing to act as a serf of the management.

I say this with full confidence in the sense of justice and impartiality of the hon. Minister. I do not impute any motive. Let him go through the code himself. Under the productivity scheme, the worker is forced to do any numbers of hours overtime. Which worker, in the large interests of his health, can possibly continue to do overtime at the cost of his health ? I do not think that is necessary for efficiency also because more work does not mean more efficiency. Sometimes less hours of work will

[Shri S. M. Banerjee]

give more efficiency. That is agreed in all the progressive countries.

So, I would like to know from the hon. Minister whether these employees had any talk with Mr. Khadilkar, the new Minister of State in the Ministry of Labour. I am happy he has come in—and if so, whether an assurance has been given to these employees that there will be no victimisation.

What is done now is to break the morale of the employees, to beat them completely and force them to come to terms and to say that if more workers want to come to terms then the lock-out will be lifted. That will be a tragedy because if you want to beat the workers, demoralise them, they will never be good workers, and naturally that suppressed grudge or grouse will continue.

So, I would request the hon. Minister to give an assurance here and now that nobody will be victimised for this work to rule. After all, work to rule is a bone fide weapon in the hands of the workers. They are prepared to work something beyond the rule provided the industrial relations are good. So, let this code be not implemented, let this productivity scheme be not implemented, unless both the organisations agree to this. And I would request the hon. Minister and his colleague Shri Khadilkar to sit alongside the employees' representatives and seek a permanent solution to this.

We do not want any strike here. We want this to continue, and it is a tragedy that even in the skeleton service which is now being operated, Calcutta is out. I do not know why they do not want to send planes to Calcutta.

So, I would request the hon. Minister to give a definite assurance that there is not going to be any victimisation. Otherwise, there is not going to be industrial peace.

**DR. KARAN SINGH :** The hon. Member has raised the question of productivity, which is important. He has quoted the President's Address. Yesterday, the President said :

“consult leaders of trade unions and managements in order to evolve sound industrial relations and to secure increased productivity consistent with a fair deal for labour.”

What has happened is this that with the new demands for wage revisions which are understandable,—after all, everybody from time to time demands more wages—the management also felt that certain productivity clauses should be inserted into the agreement, because they said that if the workers were to be paid so much more, they should also work more. I do not want to comment at this stage on the rights or wrongs of this. I agree with the hon. Member that this matter should be settled by mutual negotiation, but the theory of productivity and the code of discipline, I think, are things which will gain wide acceptance because, after all, if the public sector is to function efficiently, if it is to generate the surpluses that are necessary for the development of our national economy a certain code of conduct and productivity will have to be injected into the system without in any way humiliating the worker. I agree, as I said in reply to Shri Shashi Bhushan, that if there is an attempt to break or to humiliate the worker, it is entirely uncalled for and it is entirely against the philosophy of this Government. I can assure you that there is no attempt to humiliate them. However we have got to see that the productivity clauses are injected into the agreement; in many cases these clauses are in operation in Air India. What the Indian Airlines is trying to do is to get some productivity clauses injected into the agreement.

**SHRI ATAL BIHARI VAJPAYEE** (Gwalior) : The Air India wages are much higher.

**DR. KARAN SINGH :** Not in all the categories. The hon. Member mentioned my colleague Shri Khadilkar and the Deputy Minister, Dr. Mahishi. We are all involved in this collective endeavour. I can assure him that we shall do whatever we can to help bring about a mutually acceptable settlement. We are anxious that any settlement now reached should ensure industrial peace in the Corporation at least

for sometime to come. This recurrent trouble is something which is injurious to the general public and the Corporation itself. We have lost crores of rupees; we were expecting a profit of Rs. 3 crores this year; probably it will run into loss. We must evolve methods whereby if there are disputes, they should be settled without disrupting the services. I understand that this is an important point and we are doing whatever we can.

**SHRI S. M. BANERJEE :** There should be no victimisation.

**DR. KARAN SINGH :** It depends upon what its definition is. If it means giving a punishment which is unfair and undue to anybody, certainly there will be no victimisation in that way.

**SHRI SFZHIYAN (Kumbakonam) :** For what reasons and for what purpose has this lockout been declared? A pamphlet has been issued by the Chairman which says that throughout the past years, there was frequent, almost continuous, disruption of service due to strikes, work to rule, etc. That pamphlet ends philosophically saying: the fundamental questions which we must all answer are whether there can be peace, discipline and harmony in the country, in the industry if the workmen and their trade unions do not accept their basic obligation, if they are not prepared to abide by the law of the land and established norms of conduct and do not adopt constitutional means and machinery set up under the law. These are philosophical questions and I do not know whether the lockout would answer them. If there are obligations on the part of the workers there are equally obligations on the part of the management. After the expiry of the previous agreement, definite proposals for revision of pay were put before the management under the provisions of the Industrial Disputes Act as early as June 1969. Why was so much time allowed to elapse? Secondly, even in the worst days when pilots were on strike last year, no lockout was declared. I do not know whether it was due to the fact that it was then headed by Mr. Mohan Kumaramangalam. Now he is out of the picture and therefore a lockout has been declared. The hon. Minister in his statement said that the lockout affected

all workmen. I understand that it affects only employees of the low paid category, grades 1 to 9. Employees of grade 10 and above are allowed to work and receive their pay, though there is no work for them as they are just supervisory staff. There is also a misrepresentation that the technicians in the Indian Airlines are already paid high. After nine years of training in the Indian Air Force and in the Navy, they enter service in the IAC and get as low as Rs. 245 as basic salary and after 15 years they reach Rs. 640. I want to know whether the Minister considers this to be a high grade.

I also want to know why the Khosla award was modified unilaterally to benefit certain categories of administrative staff and not the workmen. Will the hon. Minister lay a statement on the Table saying why it was not implemented in full. I hope he will use the good offices of the Labour Minister and also the other Minister sitting to his right, Mr. Mohan Kumaramangalam who happens to know the working of the Corporation, so that an amicable settlement could be reached and normalcy could be restored in the Indian Airlines.

**DR. KARAN SINGH :** The hon. Member has raised a number of issues. He said at the outset that if there was responsibility upon the labour, there was also responsibility upon the management. I entirely agree, — and I have said that earlier, — that this is a bilateral matter and certainly the management also has got a very high responsibility whenever there is trouble of this nature.

The previous agreement expired on the 31st December, 1968 and, as the hon. Member rightly stated, negotiations started in 1969. Unfortunately those negotiations were not able to come to a successful conclusion, and it was as a result of the breakdown of the negotiations that these matters had to be referred to arbitration and adjudication. Had they come to a mutual settlement these questions would not have arisen.

I think you will agree with me that it is not proper for me to comment on whether the demands were exorbitant or whether

[Dr. Karan Singh]

they were not, because this is a matter upon which I for one do not have any strong views. The demands are something which the management have got to see whether they have the capacity to pay with relation to the total wage structure in the aviation industry and outside. I do not want to go into the details as to how much high the pay was or how much low it was. I merely want to say that the wage negotiations failed and as a result of the failure of wage negotiations, the matter under the Industrial Disputes Act was referred to arbitration and adjudication. That is the whole point. It is unfortunate. There is a mechanism. Now, when that mechanism has been brought into force, one wants to await the result of the adjudication, but before that, to disrupt the services, I think, is unfortunate because that goes against the very theory of a mutually negotiated agreement.

The hon. Member said that workmen only were locked out. Now, under the Industrial Disputes Act, there is a division between workmen and management. That is why the term 'workmen' has been used; the term 'workmen' has a certain juridical meaning under the Industrial Disputes Act.

Then, the hon. Member said that during the last pilot strike there was no lock-out. Well, the situation was fairly bad at that time also and I will be perhaps revealing a secret if I say that even at that time, at one stage, we were considering,—rather the management,—this possibility, but luckily that was averted. With 12,000 out of 14,000 people involved, as far as the unions are concerned, as I explained earlier, when the services in any case were coming to a halt, because of the backlog and the cumulative picture that has emerged over the last years, this position was taken.

As far as the Khosla award is concerned, it is fairly a complicated matter. My understanding is that there was no unilateral modification of the Khosla award. Whatever modifications might have taken place, they took place as a result of the negotiations

with the unions; that is my understanding at this moment.

श्री फूलचन्द बर्वा : अध्यक्ष महोदय, इंडियन ऐयर लाइन्स की तालाबंदी इस नई सरकार का एक नया तौहफा है। इससे पता लगता है कि सरकार अपने कर्मचारियों की परेशानी दूर करने के लिए कितनी उत्सुक दिखाई देती है? मैं मंत्री महोदय से जानना चाहता हूँ क्या यह सत्य है कि कर्मचारियों की सुनियतो ने प्रबन्धकों के प्रस्तावों पर विचार करने के लिए 13 मार्च, 1971 को एक बैठक बुलाई थी किन्तु उस बैठक के एक दिन पूर्व ही सुबह चार बजे प्रबन्धकों ने तालाबंदी घोषित कर दी? यह तालाबंदी सर्वथा गैर-कानूनी है। क्या मंत्री महोदय इस बारे में प्रबन्धकों के खिलाफ कोई कार्यवाही करेंगे? क्या यह भी सत्य है कि इंडियन ऐयर लाइन्स कार्पोरेशन के प्रबन्धकों एवं कर्मचारियों में जो विवाद उत्पन्न हो गया है उसको लेकर माननीय उड्डयन मंत्री और माननीय श्रम मंत्री के बीच में वाद-विवाद हो गया है और इसी वजह से इस समस्या के हल होने में काफी विलम्ब हो रहा है और यह मामला अत्यधिक पेचीदा होना जा रहा है?

मैं एक बात और जानना चाहूँगा माननीय मंत्री जी से कि वे अपने कर्मचारियों को, खासकर चपरासी, जमादार और माऊ होने वाले कर्मचारी जो है उनको 165 रुपये मासिक की तनखाह देते हैं लेकिन क्या अन्य केन्द्रीय कार्यालयों में चपरासियों, जमादारों को इसी प्रकार का समकक्ष वेतन दिया जाता है? मैं आपके माध्यम से मंत्री महोदय से निवेदन करना चाहूँगा कि दिल्ली, बम्बई, मद्रास जैसे नगरों में रहने वाले नागरिक किस प्रकार 165 रुपये के अन्दर अपना और अपने परिवार का भ्रष्टाचार-पोषण करेंगे?

मैं मंत्री महोदय से एक बात की जानकारी और चाहूँगा कि भविष्य में, यदि यह विवाद हल हो जाता है, तो क्या कर्मचारियों के प्रति आभ



सदभावनापूर्ण रवैयह अप्पमार्येये ? ऐसत्ते नही होगा कि उनके माथ बदले की भावना से कार्यवाही की जाये, उनकी मविम बुक के अन्दर मलत एन्ट्रीज की जायें जिससे भागे वाले समय में उनकी तरक्की रुके और उनको जो लाभ मिलने वाला है उससे के, वचित रह जायें। इन सारे मसलो के उत्तर में मत्री महोदय से चाहता हूँ। कृपया आप महानुभूतिपूर्वक कर्मचारियों की समस्याओं को मद्दे नजर रखते हुए, देश की वर्तमान परिस्थितियों का विचार करते हुए और देश के अन्दर जो हमारी राष्ट्रीय हानि हो रही है तथा साथ ही साथ जो विमान से लोग आवागमन करते हैं उनकी कठिनाइयों को ध्यान में रखते हुए आप उत्तर दें।

डा० कर्ण सिंह अध्यक्ष महोदय, माननीय सदस्य ने बहुत सारी बातें कही हैं। एक बात उन्होंने यह कही है कि जो तालाबन्दी हुई है वह गैर कानूनी है। हमारा ऐसा विचार नहीं है और हमें जो लीगल एडवाइस मिली है उसके मुताबिक यह गैर कानूनी नहीं है।

हमारे उन्होंने कहा है कि मेरे और मेरे साथी खाडिलकर जी के बीच में या हमारे मजालयों के बीच में कोई मतभेद है। कोई मतभेद नहीं है। हम सब यही ध्यान कर रहे हैं कि यह जो एक कठिन और जटिल परिस्थिति है उसका शीघ्रतः-शीघ्र कोई हल निकले। इसमें सरकार के अन्दर कोई मतभेद होने का प्रश्न ही नहीं उठता है।

माननीय सदस्य ने तनखाह की बात कही। जहाँ तक मैं समझता हूँ इस समय 205 रुपये तनखाह मिल रही है। कुछ लोगों को लेकिन अर्गेंट आप इसका मुकाबला करें हमारी अन्य मस्याओं से तो मैं समझता हूँ कि हमारी एयर लाइन्स की तनखाह जी हैं के, अच्छी ही होगी, दूसरों से बुरी, नहीं होगी।... (अपवाक) ...मेरी जानकारी है कि 205 मिलते हैं। हो सकता है कि 165 बेसिक हो या कुछ और हो।

श्री फूलचन्द बर्मा :... चपरासी, जमादार और माल खोने वाले कर्मचारियों को 165 इ० प्रतिमास मिलते हैं। इस संबंध में आप अपने सवालक में जवाबकारी प्राप्त करने की कृपा करें।

डा० कर्ण सिंह : ठीक है, उनको 165 मिलना होगा, बेसिक पे मिलती होगी या कुछ और मिलता होगा। लेकिन, मैं यह कह रहा था कि जो तनखाह एयर लाइन्स में हैं और जो अन्य सस्थाओं में हैं उनमें अगर आप मुकाबला करें तो कमोवेश देखेंगे कि एयरलाइन्स की तनखाहें बुरी नहीं है बल्कि अच्छी हैं। हम चाहते हैं कि उनमें और वृद्धि हो। विशेषकर निधन वगं की स्थिति में और सुधार हो। और इस समय हमें कुछ और वृद्धि होने की सम्भावना भी है।... (अपवाक) ...

राष्ट्रीय हानि होने की बात ठीक है, राष्ट्रीय हानि हो रही है और साथ-साथ अन्तर्राष्ट्रीय हानि भी हो रही है क्योंकि जितना हमारा पर्यटन का प्रबन्ध था या कार्यक्रम था उसमें बहुत बिघन पडा है। सैकड़ों विदेशी लोग जो यहाँ आने वाले थे उन्होंने अपने कार्यक्रम स्थगित कर दिए हैं क्योंकि यहाँ की मेत्राये अच्छी नहीं चल रही है।

जहाँ तक सदभावना का प्रश्न है मैं समझता हूँ कि बदले की भावना, किसी दिल में नहीं होनी चाहिए। जहाँ तक सरकार का प्रश्न है, हमारे दिल में बदले का प्रश्न ही नहीं है। ये कर्मचारी हमारे ही हैं इसलिए उनके साथ दुर्ब्यबहार या बुरा व्यवहार करने का प्रश्न ही नहीं उठता है। लेकिन हम चाहते हैं कि वे जो कार्य करे वह इस ढंग से करे जिसे राष्ट्रीय हित की वृद्धि हो और यह जो एक बहुत महत्वपूर्ण पब्लिक अन्डरटेकिंग है उसको लाभ हो।

श्री फूलचन्द बर्मा : अध्यक्ष महोदय, (अपवाक)

श्री अटल बिहारी वाजपेयी : अध्यक्ष महोदय, यह क्या तरीका है ? क्या कांग्रेस के सदस्य इस सदन का नियंत्रण करेंगे ? इस सदन के अध्यक्ष आप हैं ।... (अध्यक्ष) ... आप यह निर्णय करिए । श्री फूलचन्द वर्मा एक नवे सदस्य हैं उनका उत्साह बढ़ाने के बजाये अगर कांग्रेस के सदस्य इस तरह से चिस्लायेंगे तो उनके भी किसी मेम्बर को बोलने नहीं दिया जायेगा ।... (अध्यक्ष) ... आप इसको तय करिए । कोई भी मेम्बर इधर से खड़ा होगा और उधर के लोग चिस्लायेंगे कि बैठ जाओ तो इस सदन का काम नहीं चलेगा ।... (अध्यक्ष) ...

अध्यक्ष महोदय : जब मैं खड़ा हूँ तो आप भी खड़े हैं, यह गलत है ।

श्री अटल बिहारी वाजपेयी : आप उनको देखिए ।

अध्यक्ष महोदय . मैं तो पहले आप को देख रहा हूँ । आप बैठिये । अभी तो शुरू हुआ है, शुरू में गर्मी नहीं होती चाहिए ।... (अध्यक्ष) ...

श्री अटल बिहारी वाजपेयी . शुरू किन्ते किया है ? आप जरा थोड़ी नजर उधर भी फेंकिये ।... (अध्यक्ष) ...

अध्यक्ष महोदय : माननीय सदस्य इसकी बहुत फिक्र मत करे । मैं इसका पूरा ख्याल रखूंगा कि नये मेम्बरों के हकों की हिफाजत हो ।

श्री अटल बिहारी वाजपेयी : अध्यक्ष महोदय यदि आप बैठ जायें तो एक मिनट मैं कहूँ लू ।

अध्यक्ष महोदय : मैं कैसे हुकम मान सकता हूँ ? मैं आगे जा रहा हूँ । माननीय सदस्य बैठ जायें ।

I may inform the new Members that in a Calling Attention Notice only those members

are entitled to ask questions whose names have come in the ballot. I would request other hon. Members not to get up.

SHRI ANANTRAO PATIL (Khed) : May I ask a question ?

MR. SPEAKER ; No. You are an old gentleman.

11:40 hrs.

### ASSENT TO BILLS

SECRETARY : Sir, I lay on the Table following five Bills passed by the Houses of Parliament during the Twelfth Session of Fourth Lok Sabha and assented to :—

- (1) The Appropriation (No. 4) Bill, 1970.
- (2) The Appropriation (No. 5) Bill, 1970.
- (3) The Appropriation (Railways) No. 4 Bill, 1970.
- (4) The Appropriation (Railways) No. 5 Bill, 1970.
- (5) The Indian Medicine Central Council Bill, 1970

2. I also lay on the Table copies, duly authenticated by the Secretary of Rajya Sabha, of the following six Bills passed by the Houses of Parliament during the Twelfth Session of Fourth Lok Sabha and assented to :—

- (1) The Foreign Exchange Regulation (Amendment) Bill, 1970.
- (2) The Salaries and Allowances of Officers of Parliament (Amendment) Bill, 1970.
- (3) The Tea Districts Emigrant Labour (Repeal) Bill, 1970.
- (4) The Central Labour Laws (Extension to Jammu and Kashmir) Bill, 1970.
- (5) The Coal Mines (Conservation and Safety) Amendment Bill, 1970.
- (6) The State of Himachal Pradesh Bill, 1970.