

SHRI JYOTIRMOY BOSU : I would like to make an appeal to you that there should be a substantive motion which the House should adopt unanimously condemning the US action. A short duration discussion is no solution for this

MR. SPEAKER : So far as the feeling of this House are concerned, they seem to be almost unanimous. We can...
(*Interruptions*)

SHRI ATAL BIHARI VAJPAYEE
Please don't rule out any discussion on this ground.

MR. SPEAKER I have no mind at all. You are making me to make observations. I am more in favour of it than yourself
(*Interruptions*)

Shall we start at 2 p m after lunch ?

SHRI RAMAVATAR SHASTRI
(Patna) : 2½ hours may be allotted

MR. SPEAKER : It will be seen later on

THE MINISTER OF EXTERNAL AFFAIRS (SHRI SWARAN SINGH) : I suppose the House continues to sit till 6 p. m. Why not we start it at 4 p m ?
.. (*Interruptions*)

MR. SPEAKER : It will continue from 4 p.m. till the list is exhausted

श्री रामावतार शास्त्री : अध्यक्ष महोदय, इस बहस को 2 बजे से शुरू किया जाये। वह 2 बजे से 6 बजे तक तो जरूर हो और अगर आवश्यक हो, तो उसके बाद भी जारी रहे।

MR. SPEAKER : They have other work also and we have to accommodate them also.

So we will start at 3 p m. The Government may initiate the discussion at 3 p m.

12.16 hrs

CALLING ATTENTION TO MATTER OF URGENT PUBLIC IMPORTANCE

REPORTED REVIVAL OF 'GO SLOW' AGITATION BY ENGINEERS OF INDIAN AIRLINES

श्री राम सहाय पट्टि (राजनसगाव) : अध्यक्ष महोदय, मैं इन्डियन एयर लाइन्स के निम्नलिखित विषय की ओर पर्यटन और नागर विमानन मंत्री का ध्यान आकषिप्त करता हूँ और प्रार्थना करता हूँ कि वह इस बारे में एक वक्तव्य दे

‘इन्डियन एयर लाइन्स के इंजीनियरों का अधिक वतन और भत्ते सम्बन्धी मांगों के बारे में इन्डियन एयर लाइन्स के प्रबन्धका व साथ उनकी बातचीत असफल हो जान के कारण इंजीनियरों द्वारा धीरे काम करो आन्दोलन पुन आरम्भ किए जाने और उस के परिणामस्वरूप इन्डियन एयर लाइन्स की उड़ानों में विलम्ब होने या उन्हें रद्द किए जाने के समाचार’

THE MINISTER OF TOURISM AND CIVIL AVIATION (DR KARAN SINGH) : The earlier wage agreement between the Management of Indian Airlines and the All India Aircraft Engineers Association expired on the 27th November, 1968. A fresh charter of demands was submitted to the management by the Association on the 29th April 1970, Unfortunately, in spite of prolonged negotiations, an agreement has not yet been arrived at. The Management of Indian Airlines communicated its final offer to the Engineers Association on the 8th February, 1972. On the 22nd February a letter was addressed to the Management by the Association expressing serious disappointment with the offer. Simultaneously, delays started occurring in Indian Airlines services and these are persisting. The inference is inescapable that the Engineers are trying to bring pressure on the Management to concede their demands.

"While I do not wish to enter into details with regard to the proposals, I am satisfied that the final offer made by the Management is fair and indeed generous. The Management of Indian Airlines has been discussing the matter with the Association and has informed it of its willingness to refer the matter to arbitration or adjudication. It is my sincere hope that the concerned Engineers will desist from any activity which disrupts the working of this vital public sector undertaking, causes acute inconvenience to the travelling public and damages the national interest.

श्री राम' सहाय पंडि : श्रीमन्, इस से अधिक और दुर्भाग्य को कोई बात नहीं हो सकती कि इसमें दबाव और दंर करने की नीति तथा फ्लाइट्स के कंसिल होने की स्थिति पैदा करने वाले इंजीनियर लोग जो है इन को इस देश के और प्रतिष्ठानी की भ्रष्टाचार अधिक वेतन मिलता है, हमें उन से बड़ी हमदर्दी है, हमारा जीवन उनके हाथ है, यानियों का-जीवन उनके हाथ है, उन क ज्ञान के सबब में, उन को इयूटी के सबब में, हमें कुछ नहीं कहता है, हम बड़ी हमदर्दी उनसे है, लेकिन जब वे मांग करने हैं तो देश की आर्थिक स्थिति और दूसरे प्रतिष्ठानों में काम करने वाले इंजीनियरों की आर्थिक स्थिति की भी कोई न कोई समझना उन के मन में होनी चाहिए। जो एनएचकेटेड इंजीनियर है हालांकि उनका शिक्षण सरकार के पैसे से हुआ, उनका वेतन 2 हजार रुपये है और उनकी मांग है 2750 रुपये। 650 इंजीनियर्स है। वे पाइलट्स और इंजीनियर्स और इंडियन एयर लाइन्स कारपोरेशन और एयर इंडिया में काम करते हैं किसी भी और प्रतिष्ठान की भ्रष्टाचार 'आधिक' वेतन प्राप्त करते हैं। उनको मांग अथवा 'आप' सुनो, वे ज्यादा झिंझक देना नहीं चाहता, लेकिन वैश्विक सैन्यी यह 2550 रुपये चाहते हैं, हाउस

रेंट 1500 रुपया और 1500 रुपया वैश्विक सैन्यी पर और एनालैस 'दिया जाय' सिटी कम्प्लेसेटरी एनालैस के संबंध में भी 750 रुपये उनकी मांग है जब कि 75 रुपये सभी केन्द्रीय कर्मचारियों के होते हैं। इस प्रकार की मांग का होना बहुत ही सरकार और इंजीनियर्स के बीच की बात है, वह बंटकर बात करेगे कि कितना वह पैसा प्रांगते हैं और कितना वह देगे कितना नहीं देगे, लेकिन सबसे दुर्भाग्य की बात है जइसा से मैंने आरंभ किया था कि जिस समय से कोई मांग पैसा करते हैं उसके बाद गो.म्लो टैकिंगस स्टार्ट करते हैं। उस के कारण जब आप यहाँ से चलते हैं घर से तो आप की एक ग्रेडल वकिंग यह होती है कि हम एक घंटा 40 मिनट में बम्बई पहुँचेंगे और एक घंटा, दो घंटा चार घंटा अगर एयर पोर्ट पर प्रतीक्षा करनी पड़े यह न जानते हुए भी कि फ्लाइट जायेगी या नहीं जायेगी और प्रन्त में यह घोषणा की जाती है कि फ्लाइट नहीं जायेगी या किसी को आप रिसीव करने जा रहे हैं, दो घंटे तीन घंटे फ्लाइट लेट है, तो यह गो.म्लो टैकिंगस, वह एक राष्ट्रीय अक्षरार्थ है, यह एक बड़ी अनुचित बात है। जहा तक सविसेज की बात है या किसी भी कर्मचारी के प्रति यह एक बात राष्ट्र द्रोह की दृष्टि से मैं कहता हूँ कि एक पब्लिक यूटिलिटी कंसिन् में जिसका जनता से संबंध है, बार-बार जब भी चाँटें पेश 'हुए' उनको तर्कबाह 'बढाई गई'.....

श्री. शशिभूषण (शिक्षण दिल्ली) । अध्यक्ष-सहायक, यह राष्ट्र द्रोह, वाद हम अपने इंजीनियर्स के करे में नहीं देखते साक्ष होने देना चाहते हैं, यह सरी एक आर्मिंग है। और कुछ कहिए, राष्ट्र द्रोह नहीं। कृपया तः उनमें से बहुत से लोग, बहुत से इंजीनियर्स को मैं जानता हूँ जो 1942 में

[श्री शशिभूषण]

जेल गए है, देश की आजादी के साथ उनका संबंध रहा है, उनको इतना न कहा जाय, मैं यह कहना चाहता हूँ।

श्री राम सहाय पांडे : बुझाव्य की बात यह है कि शशिभूषण को सब की जानकारी है और सब इनको जानते हैं। मैं आप से कहता हूँ कि गो स्लो यह क्या है? एक रेस्पॉन्सिबिलिटी उनको दी गई। जिम्मेदारी दी गई। उस जिम्मेदारी के बिलाफ अगर खड़े होते हैं, उपेक्षा करते हैं, अपनी ड्यूटी पूरी नहीं करते हैं, एक पब्लिक यूटिलिटी कंसन के ऋठे का नीचे गिराते हैं तो मैं उनको क्या कहूँ? पुरस्कृत करूँ, पद्म श्री दिलवाऊ, पद्म विभूषण दिलवाऊ उनको? प्रशंसा करूँ उनकी?

एक माननीय सदस्य : लोक द्रोह कहिए।

श्री राम सहाय पांडे : लोक द्रोह कह लीजिए आप।

मैं आप से पूछना चाहता हूँ कि एयर फोर्स में जो इजीनियर्स काम करते हैं उन के समकक्ष उनका वेतन स्तर क्या है?

दूसरे मैं यह पूछना चाहता हूँ कि जब मैनेजमेंट ने प्रोडक्टिविटी, एफिशियेंसी और डिस्प्लिन की बात उठाई थी और यह कहा था एक प्रस्ताव में कि इसको ऐडजुस्टिकेशन के लिए नेशनल इंडस्ट्रियल ट्रिब्यूनल को भेज दिया जाय तो क्या उन्होंने एतराज किया था। यह मैं पायलट्स के बारे में कह रहा हूँ। पायलट्स का जब निरीक्षण हो रहा था उस समय एक प्रोपोज़ल यह उन्होंने दिया था कि हम सैनरी, एलायंस तो बढ़ाना चाहते हैं, बढ़ाएंगे लेकिन एक सब से बड़ी बात जो किसी

पब्लिक यूटिलिटी कंसन में हो सकती है उसके लिए उन्होंने प्रोपोज़ल दिया था इम्प्रूवमेंट करने के लिए प्रोडक्टिविटी, एफिशियेंसी और डिस्प्लिन इन तीनों चीजों में। यह तीनों चीजे बढ़े महत्व की है। क्या इन तीनों के निर्धारण के लिए ऐसा प्रस्ताव दिया था जो उन्होंने मंजूर नहीं किया? इस से उनकी प्रवृत्ति का पता चलता है कि जहाँ देश का पैसा लगा हुआ है, जहाँ देश के यांत्रियों की सुविधा की बात है, जहाँ हम बहुत जल्दी यात्रा पूरी करना चाहते हैं, आवागमन की सुविधा बढ़ाना चाहते हैं, उस को इम्प्रूव करना चाहते हैं, उस के लिए एफिशियेंसी बढ़ानी है, प्रोडक्टिविटी बढ़ानी है और डिस्प्लिन पैदा करनी है, यह प्रस्ताव किया गया तो ठीक प्रस्ताव है, बड़ा उचित प्रस्ताव है, क्या इस प्रस्ताव के ऊपर मौलिक रूप से बात करने के लिए उन्होंने ना कर दिया? और कर दिया तो क्या इस से उन की मनोवृत्ति का पता नहीं चलता है? और मैं आप से पूछना चाहता हूँ कि इस संबंध में आप ने क्या किया?

आप यह डीटेल भी दीजिए कि उन कि डिमांड्स क्या है? आप ने कहा कि ज्यादा डीटेल्स में देना नहीं चाहता। लेकिन देश यह जानना चाहता है कि जो अनएजुकेटेड इजीनियर्स हैं, नान-प्रेज्युएट इजीनियर्स हैं, वह दो हजार पाते है तो किसना मांगते हैं? यह मासूम होना चाहिए कि उनकी क्या-क्या मांग है? 2550 रुपये वेंसिक सैनरी मांगते है, 1500 रुपये हाउस रेंट और 1500 रुपये और एलायंस क्या-क्या मांगते हैं यह आप स्पष्ट कीजिए।

मैं एक बात आप से और पूछना चाहता हूँ—नो-स्लो-टैकिंग को रोकने के लिये तब कैंसिलेशन आफ क्लाइंट्स को बन्द करने के लिये आप कोन से ठोस कदम उठाना चाहते हैं

या ऐसा क्यों न किया जाय कि 6 महीने के लिये इस को बन्द कर दिया जाय या एयर-फोर्स को दे दिया जाय या ऐसा भी सम्भव न हो तो आप 6 महीने के लिये अपना पोट-फोलियो छोड़ दीजिये ?

डा० कर्ण सिंह : माननीय सदस्य ने यह बिल्कुल ठीक कहा है कि यह सारी स्थिति बड़ी दुर्भाग्यपूर्ण है। उन्होंने "राष्ट्र द्रोह" नहीं कहा था, "राष्ट्रीय प्रपराध" कहा था, हम इसे किन्हीं शब्दों में कहे, लेकिन इस प्रकार की जो कार्यवाही है यह वास्तव में राष्ट्र हित में नहीं है। इस में दो रायें नहीं हो सकती। हम उन से बहुत हमदर्दी है, लेकिन अब वह हमदर्दी घट रही है, दब बढ रहा है, मुझे ही नहीं, सारे देश का दब बढ रहा है, सारा देश तग आ गया है, कभी पायलेट्स रुठ जाते है, कभी इंजीनियर्स गड़-बड़ करते है

श्री शशि भूषण : आप व्यूरोक्रेट्स को सम्भाल कर रखे।

डा० कर्ण सिंह : यह ठीक है कि यह मेरे मन्त्रालय की बात है और एक प्रकार से यह मेरा दायित्व है कि देश में ये चीज सुचारु रूप से चलें और इस से मुझे बहुत कष्ट होता है। माननीय सदस्य ने जो मनो-वृत्ति और विचारधारा की बात कही है, उस से मैं सहमत हू। उन्होंने दो-तीन ठोस बातें पूछी है—एक तो यह कि एअर-फोर्स में इंजीनियर्स को कितना मिलता है ? वे चाँकड़े इस समय मेरे पास नहीं हैं, लेकिन जहाँ तक मेरी जानकारी है, एअर-फोर्स और हिन्दुस्तान एअरो नाटिकस के जो इंजीनियर्स हैं, उन को इन के मुकाबले काफी कम मिलता है।

दूसरी बात—माननीय सदस्य ने एक वक्ता इन्हें अन्व-एजुकेटेड कहा, अन्व-एजुकेटेड

कहना ठीक नहीं है, प्रण्डर-गेजुएटस हैं, ग्रेजुएटस नहीं हैं।

तीसरी बात उन्होंने यह पूछी थी कि इन की माँगें क्या है ? अध्यक्ष महोदय, इस समय ए० एम० आई (2) को 1587 रुपये माहवार मिलते है, जो कि लोएस्ट है और हायस्ट-एस्सिस्टेन्ट सुप्रिन्टेन्डिग इन्जीनियर का 2337 रुपये माहवार मिलते हैं। इस के अलावा ए० एम० आई (1) और ए० एम० आई (2) को ओवरटाइम एलाउन्स मिलता है, तीनों कैटेग्रीज को शिफ्ट एलाउन्स मिलता है। अब मैनजमेन्ट ने जो ऑफर किया है वह ह. सब से लोएस्ट को यानी ए० एम० आई० (2) को 1989 रुपये माहवार, प्लस ओवरटाइम, प्लस शिफ्ट एलाउन्स। ए० एम० आई (1) को 2560 रुपये माहवार, प्लस ओवरटाइम, प्लस शिफ्ट एलाउन्स। एस्सिस्टेन्ट सुप्रिन्टेन्डिग इन्जीनियर का, जो ग्रेजुएट नहीं है, 2955 रुपये माहवार, गर्गे कि 3000 रुपये माहवार, प्लस शिफ्ट एलाउन्स। इस लिये मैंने अपने मूल वक्तव्य में कहा था...

SHRI VASANIRAO PURUSHOTTAM SATHI (Akola) : What is their demand ?

डा० कर्ण सिंह : उनकी डिमाण्ड है कि वे इस के ऊपर 300-300 रुपये और ज्यादा मांगते है, एक ने तो 800 रुपये मांगे है, इस प्रकार उनकी बहुत सारी डिरेक्ट डिमाण्ड्स हैं, लेकिन आम तौर पर 300-300 रुपये ज्यादा मांग रहे है।

अध्यक्ष महोदय, एविएशन इण्डस्ट्री की जो तनखांहे है, वे देश के बेतन स्तर से बहुत आगे बढ़ कर हैं। हम इस बात को मानते हैं कि ये लोग विशेषज्ञ है, करोड़ों रुपये की मशीनरी चलाते है, इस लिये इन की ओर विशेष ध्यान दिया जाना चाहिये।

[डा० कर्ण सिंह]

लेकिन अब इतना अधिक हो गया है कि इतना वेतन लेना और उस के बाद भी फ्लाइट्स को बिस्केट करना—अब इन को डिफेण्ड करना मेरे बस की बात नहीं है। सारा देश इस पर चीख उठा है।

माननीय सदस्य ने, कहा, नेशनल इण्डस्ट्रीयल ट्रिब्यूनल को भेज दिया जाय—वह दूसरी बात है, प्रायव्हेट्स के सम्बन्ध में है—वह इस समय नहीं है। इन से बातचीत हो रही है। मेरे साथ, लेबर मिनिस्टर से भी ये लोग मिल चुके हैं, मुझ से भी बातें हुई हैं और हम अब भी आशा रखते हैं कि इस प्रकार गलत बातों को त्याग कर, वे अपना कार्य करेंगे। उन की जो रिजनेबिल डिमाण्ड्स हैं, उन को मैनेजमेन्ट के समते रखेंगे और हम ने यहाँ तक कहा है कि जो बातें मान ली जायेंगी, उनके अलावा जो अन्य बातें होंगी, उन को हम आज़िद शत को भेज सकते हैं। इस से ज़्यादा और क्या कह सकता हूँ। लेकिन इस के बावजूद भी अगर इस प्रकार की बातों की जाय तो यह दुर्भाग्यपूर्ण है।

SHRI P. M. MEHTA (Bhavnagar): Mr. Speaker, Sir, the delay in the flight has become so enormous in the Indian Airlines, and there is more than one reason for these inordinate delays. There are basically two reasons for these delays. One is the general inefficiency of the Indian Airlines, and the second is—which is a vital one—the Indian Airlines is indifferent towards their own employees. The maintenance engineers have a basic obligation to certify the airworthiness of the craft, and they do not get the checking instruments or equipment and other store-supplies in time, and this is the cause why this delay takes place in checking the craft ultimately resulting in the delay in flights.

The Aircraft Engineer's Association have declared that they will not certify any aircraft which is not air-worthy, and if they do so, then the Indian Airlines Corporation is playing with the lives of the travelling public, the passengers. Is it not correct, then not to certify the airworthiness of the aircraft if they do not find it airworthy? Against this, what does the management do? The management is hard with these men. This is a very serious matter.

The Indian Airlines have also shifted its basic policy towards labour, that is, the labour policy. The then Chairman, Shri Kumaramangalam, had convened a conference of the trade unions and representatives of the employees. There, they arrived at an understanding that the employees would accept a wage-rise of 15 per cent. The then Chairman, Shri Kumaramangalam, assured the union that the differential in the different categories will be maintained. Now, what happens is, as everybody knows, as far as the labour matter is concerned, the management does not understand the submission of labour; they never hear the plain talks, but they only hear those who show red eyes and the hands of force. That is the main reason why the differential has been increased.

Now, there are other reasons which are not concerned with these maintenance engineers *per se*. In Bombay, the checking counters open 45 minutes or one hour later than the scheduled timings. The Airlines Corporation staff have become so shameless that they do not make any announcements as to when the checking counters will open, and they would not even express a word of regret for causing great inconvenience to the travelling passengers. The passengers are forced to stand in queue in the Bombay and other airports for hours together, and they do not hear as to when the checking counters will open. This also sometimes creates great hardship and inconvenience to the passengers and delay in flights. I would like to ask when this delay

of flights will end and the traffic will be normalised at the airports.

I want also to know—the total force of engineers is nearly 200—whether they have been charge-sheeted for go-slow tactics and, if not, what are the reasons for not charge-sheeting them for carrying on go-slow activities? Has the Engineer's Association made the suggestion to charge-sheet them if they are found guilty of go-slow activities?

What are the findings of the airlines management? Has the Engineer's association made any suggestion for the Minister to intervene? If yes, does he desire to intervene? These persons are spoiling the name of the Indian Airlines and also the image of the Minister. He should take up this opportunity. Lastly, is any dialogue going on at present between the labour Minister and office beares of the engineer's association to refer their demands to arbitration or adjudication and if so, is the Government considering it? In that case why have they delayed the consideration of this point during the last two years?

DR. KARAN SINGH : The hon. Member has made a number of general statements. I should like to say two things. Firstly, it is true that there are other reasons also for delays; it is not only the engineers. For example, there are vultures which seem to be peculiarly proliferating in this climate. We have had five vulture hits, believe it or not, in recent days. However the fact is that the activities of the engineers have also greatly contributed towards increasing these delays. I am not saying that all the delays are due to them but certainly it has been a major contributory factor.

Secondly the hon. Member said something about engineers not having sufficient equipment to check the planes. No such complaint has been brought to our notice. To the best of my knowledge they seem to

be perfectly satisfied with the equipment that they have. Naturally they are supposed to check the air-worthiness of the plane. Nobody expects them to certify a plane that is not airworthy. But coming as it does at the very time when their negotiations are going on, I am afraid that this cannot be looked upon simply as routine checks or routine delays.

He also talks about the differentials in the different unions. There are seven different unions and one officer's association in the Indian Airlines. When you are negotiating with seven separate unions, each with its own capacity for negotiation how is it possible that the exact proportion of differential can be maintained. That is one of the problems that we have been facing

SHRI P.M. MEHTA : The chairman had assured the engineers that the differential would be maintained.

DR. KARAN SINGH : If that is so, there is no question of negotiation. For instance, if you had a single union, you can have an overall package and say this is going to be the agreement. With each union, you have got to negotiate separately, with the engineer's union, with the pilots union and so on. That is one of the major contributory factors for the labour problems in the Indian Airlines—proliferation of union. (Interruptions).

The hon. Member has asked : when will the delays end? I have said in my statement that I hope they will end immediately. I have said that we are prepared to send the points of disagreement to arbitration or adjudication, this has not been done today. We have made this clear. The Engineers met me; they also met my colleague Shri Khadiikar. We made it perfectly clear to them that we were prepared to refer the matter to arbitration. Despite that they have been continuing these tactics. I therefore hope that they will withdraw it immediately.

[Dr Karan Singh]

He also referred to the question of chargesheeting. He is quite right. If this sort of situation continued, we will not only have to consider chargesheeting, if the worst comes to the worst, as we did last time, we may simply have to ground the aircraft for a while. We are not going to tolerate this kind of continuous nonsense among very high paid employees, I am still hoping though, that better sense even at this late hour will prevail and they will realise that there comes a limit beyond which the patience of the Government should not be tried.

SHRI SAMAR GUHA I had drawn the attention of the hon. Minister several times to this matter through letters etc to the allegation which had been there. The ground engineers are not only perhaps one of the most highly paid employees in our country. I could gather from the Airlines office that they are paid Rs 1400-2500; he also referred to their salary. Their scale is Rs 1,500 to Rs 2,500. And every day the ground engineers are given overtime allowance for seven to ten hours and also an outstation allowance for 90 days with Rs 40 to Rs 50 with daily allowance, for 45 days income tax free. That means, on an average each ground engineer gets Rs 4,000 to Rs 5,000 including allowances. How many of our IAS officers, State administrative officers, Directors of National Laboratories, Heads of Departments of Universities or other graduate engineers get such high salaries? Even so, these people, in the name of go slow tactics, work to rule etc., create dislocation in our air service, not only dislocation but disruption. In the Calcutta and Delhi offices there have been some suspensions of air service also. If this is allowed, how can we say anything against those illpaid ordinary workers who resort to go slow tactics or other kinds of agitation? We can not blame them. If such highly paid employees are allowed scope to go slow and indulge in such type of agitation, paralysing the most vital communication line of our country, causing dislocation of trade and

business, I do not know what will happen.

But I do not want to do injustice to them. Even though they are highly paid, they may have their own grievances and demands, but they should be tackled differently. So, I want to know the exact figures about suspensions, dislocation and disruption caused, and whether Government is going to set up a permanent machinery of arbitration to which matters in dispute will be automatically referred, and whose decision will be binding on both the Government and the employees, so that their grievances can also be removed?

Is it a fact that the technicians are not allowed to sign the trip certificates, and that if this is allowed out station duty can be dispensed with? As it is also rather unusual that the ground engineers should get overtime allowance for seven to ten hours a day, may I know whether this over-time duty can be dispensed with, and new recruits taken in if necessary?

These are my questions and I hope the Minister will give categorical answers to them.

DR KARAN SINGH In his general remarks, the hon. member said that the emoluments in the aviation industry are very high. This is true. In fact, as I said, not only are they very high but they are steadily getting higher and they are beginning to bear less and less relationship to the total wage structure in the country. This is a serious matter. I entirely agree with him when he says that at least the high-paid employees should not resort to these tactics. In fact, nobody should resort to these tactics. Nevertheless, one would assume that people getting high salaries would also have a greater sense of responsibility.

He has asked three or four questions. Firstly, with regard to the actual figures of delay, I am afraid it varies from day to day. We have a situation report every

day and it is not possible to give a blanket figure. The situation is fluid. But the more important point is with regard to the permanent machinery. A permanent machinery already exists which provides for bilateral negotiations, conciliation, arbitration and adjudication. This is my grievance against the employees that after the negotiations have failed, they do not make use of the existing machinery. I have no desire whatsoever to deny any section of our workers their democratic rights to negotiate. But why do they not go according to this procedure? Why do they resort to what can only be termed direct action in going slow? I would make an appeal through this august House to all the workmen in Indian Airlines that they should negotiate and if they have any difficulty, they can go in for arbitration. We have never stopped them from going in for arbitration. In fact, we have been keen that they should go in for it. But what is intolerable is that when the negotiations fail, they start bringing this sort of pressure putting everybody in the country to acute inconvenience.

The Essential Services Maintenance Ordinance was in force and I think it has lapsed. The question of declaring it an essential service or otherwise is not immediately under consideration, but we will certainly do whatever may be necessary and warranted by the circumstances.

I do not have any information about the trip certificates. It may be a technical thing and I could find it out if the hon. member wants to know about it.

The question of over-time is very important question. We are paying a large amount in over-time every year. Whether that problem can be solved by more recruitment or not, I do not know; if we only recruit more, we may well end up by having more employees and paying all of them over-time. This is a question which has to be kept in mind, keeping in view the requirements of the situation.

SHRI N. K. SANGHI (Jalore) : I am unhappy at the statement made by the hon. minister. This ding-dong battle between the various organisation unions and the Indian Airlines and Air India is a matter of routine as it has been going on for years. But what has been said is, everything is wrong with the unions and as far as the Government's part is concerned, they are fully aware of everything and they are trying to do their best to see that justice is done. I would like to ask, is it not a fact that the Indian Airlines and Air India Boards are practically trying everything to thwart the working of the unions and organisations and not enabling the employee to get their legitimate rights? We are talking of very high wages. Certainly it is the concern of everyone. We are so ill-paid that we would like that there should not be high wages. If that be so, why not bring forward legislation to put a ceiling on high wages and high profits? That should be the end of the matter. Unless you do that it is the legitimate right of the unions to see that the legitimate rights are not denied to the workers and union members rather than trying to be side-tracking the whole issue. If I may draw the attention of the hon. Minister, the Khosla Committee award was given in 1965 after hearing the viewpoints of the employees of Air India and Indian Airlines Corporation, it is a fact that the government had accepted that the workers of the Air India and Indian Airlines would practically get parity. Then, later on, what happened after the Khosla Committee award? Because Shri J. R. D. Tata is a dynamic personality and he is maning Air India he has been able to get increased emoluments for the pilots and engineers in one way or the other. And whenever there is a rise in the wage or emoluments of the employees of Air India, naturally dissatisfaction sets in among the employees of the Indian Airlines because they do not get any corresponding increase. Would the government not like to tackle this matter by having parity in emoluments in the case of employees of both the organi-

[Shri N. K. Singh]

sations? Either you say that they are two entirely different organisations in which you cannot maintain parity or you maintain parity. Otherwise, there will be dissatisfaction among the employees of the Indian Airlines Corporation. So, it is a very important recommendation of the Khosla Committee award that parity or near parity would have to be maintained between the employees of Air India and Indian Airlines. I would like to know from the government whether this parity in emoluments has or has not been maintained all these years.

Secondly, the Khosla Committee has very specifically mentioned that the differential in salaries between the pilots, technicians and ground engineers should be maintained. In 1970 you have given a big hike to the pilots. Naturally, there has been dissatisfaction among the ground engineers and technicians. There are several unions in the field and naturally when government come to an understanding with one union the other unions are also likely to come up with their demands. So, would you like to take up issues individually with all those unions rather than taking them up jointly with all of them and arriving at a settlement? Otherwise, an impression would be created that government or the Corporation is not keen to tackle the matter when it should be done. The charter of demands was given to the management on the 29th April 1970. Now it is 1972. Two years of protracted discussion have gone on. So, I would like to know whether the differential is going to be maintained between the pilots, engineers and technicians and whether parity or near parity between the emoluments of Air India and Indian Airlines is also going to be maintained.

Lastly, you say you are willing for arbitration and adjudication. Could not all these matters be decided by bilateral discussions? Now that is done only in the case of pilots because without them you

cannot fly the planes. What is the difficulty in having bilateral talks? I understand from the union organisations that when they negotiate and a settlement is arrived at, the whole thing is repudiated by the authorities or board of management and fresh negotiations have to be started. Would it not save time if you have bilateral negotiations?

So, I want to know whether you would maintain parity between Air India and Indian Airlines in the case of emoluments, whether you would maintain the differential between the different categories of employees and what are the difficulties in the way of having bilateral settlement in these disputes.

DR. KARAN SINGH : The hon. Member has attempted to protect the rights of the workers. As I said in reply to a previous question, we are most anxious that the legitimate rights of the workers should be safeguarded. We would also prefer bilateral negotiations. However, it is only when bilateral negotiations break down that the question of further intervention arises.

I think the hon. House would be interested to know that in October 1971 government had issued a general directive that all agreements between the public sector and its employees will be subject to government approval. Because, after all, government have got to keep an eye on the total wage structure in this country. Therefore, bilateral talks are always held to settle disputes. As I pointed out, it is because over all these years settlements have not been arrived at between these categories that this problem has today arisen. Now you cannot say they must always settle disputes bilaterally for that simply means that the management must accept everything that the workers say. That is not something which can be accepted. As I said, the efforts that have been made after taking into account the entire demands of the unions and taking into account what was considered to be

reasonable and fair. As far as Indian Airlines and Air India are concerned, this union happens to be the common union. So, the negotiations are really with a common union and will affect engineers both in Air India and in the Indian Airlines, and the question, in this particular instance, of a differentiation really does not arise.

As to the question of legislation on ceilings on salaries, it is a good suggestion for action, I must say. When we are putting ceilings on all sorts of other things, I am not sure whether a stage has not come.....

SHRI R. V. SWAMINATHAN (Madurai) : It has come.

DR. KARAN SINGH : In which at least some ceiling or some form of upper level will have to be considered. Of course this is a broader matter.

Then, he talked about the Khosia Award. The Khosia award was in 1966 and it did recommend parity or near-parity. That has broadly been adhered to. As far as engineers are concerned, it said specifically that the engineering staff of both the Corporations performed similar duties and their wage structure should be the same. Therefore, as far as the engineers are concerned, as I have said, it is a common union and negotiations are taking place with them, which will cover both Indian Airlines and Air India.

12.52 hrs.

QUESTION OF PRIVILEGE

ALLEGED MISREPRESENTATION OF
SHRI ISHWAR CHAUDHRY'S PARTY-
AFFILIATION IN the Patriot

श्री ईश्वर चौधरी (गया) : अध्यक्ष महोदय, आपकी अनुमति से मैं दो शब्द इसविषय कहना चाहता हूँ कि आज-कल वक्त बदल के नये तरीके का आविष्कार हुआ है। कुम्भार, 14 मार्च, 1972 के 'पैट्रियट' के समाचार में क्या है कि मि०

मोनेश्वर झा, मि० ईश्वर चौधरी, मि० रामाबतार शास्त्री, मि० एस० एम० बनर्जी ब्रास सी० पी० आर्डी० । मैं कहना चाहता हूँ इस सम्बन्ध में कि हम जानते हैं कि ईश्वर चौधरी जनसंघ का है और हमेशा जनसंघ के मंच से बोलता है। हमारे क्षेत्र में बड़ा कनव्यूजन पैदा हो गया है और बहुत सक्रियत हो रही है। हमारे प्रान्त में भी लोगों ने इस तरह से कहना शुरू कर दिया है।

मैं विशेषाधिकार का प्रश्न उठाता हूँ। हमें आपका संरक्षण चाहिए और इस बात का कन्वैरीफिकेशन होना चाहिए। हम चाहते हैं कि जो भ्रम पैदा हो गया है वह दूर किया जाये।

अध्यक्ष महोदय : मैंने इसको प्रसन्नता से देखा था। उन्होंने कहा है कि यह न्यूज एजेंसी की तरफ से आ गया है। वह कहते हैं कि अगर आप चाहेंगे तो वह इसको दुरुस्त कर देंगे और यह ठीक हो जायेगा। हममें कोई बड़ी बात नहीं है। दल बदल की कोई बात नहीं है। आप लोग रोज आपस में मिलकर चलते हैं। आपकी शकल जरा उनसे मिलती जुलती है, इसलिए शायद हो गया हो। (हस्यवधान) ठीक है मैं उनको लिख दूंगा। आप मुझको लिखकर दे दीजिये। कई बफे प्रसन्नता से मिलती हो जाया करती है। यह ठीक हो जायेगा।

12.54 hrs.

PAPERS LAID ON THE TABLE

DELHI MOTOR VEHICLES (SECOND
AMENDMENT) RULES

THE MINISTER OF PARLIAMEN-
TARY AFFAIRS AND SHIPPING AND
TRANSPORT (SHRI RAJ BAHADUR) : I