

The President has made a reference to Andhra in his Address and you will have ample opportunity.

श्री भोगेंद्र झा (जयपुर) आज के विषय पर आपने रूलिंग दी हो तो वह एक बात है लेकिन यदि पूरे सत्र के लिए एक आम रूलिंग आप देना चाहते हैं तो मेरा आग्रह है इसका रूलस कमेटी के लिए स्थगित कर दिया जाये।

MR. SPEAKER: There is no question of bringing it to the Rules Committee. My ruling is that in respect of matters for which opportunities will be available during the budget session, there can be no adjournment motion. But an exception can be made only in respect of matters which cannot be discussed during the budget session. On all these matters that were raised today, the opportunities are available to discuss these matters during the budget session. I am only following the precedent set up by the distinguished predecessors of mine. I am not introducing any new practice. The practice that was followed by my distinguished predecessors is being followed by me.

SHRI P. G. MAVALANKAR (Ahmedabad): May I submit one thing? When the Opposition wants criticise a certain specific occurrence which is of an urgent and definite nature, should not the House have an opportunity of discussing it during the budget session? An adjournment motion is a very potent weapon in the hands of Opposition to censure the Government. If we are to be deprived of this weapon throughout the budget session, what are we to do? I would request you to kindly refer this matter to the Rules Committee. I earnestly appeal to you to see that the using of this weapon by the Opposition in the form of an adjournment motion is not got rid of by this ruling.

MR. SPEAKER: There is no question of referring it to the Rules Committee.

SHRI P. G. MAVALANKAR: You are denying us this right... (Interruptions).

MR. SPEAKER: No question of denying.

SHRI BHOGENDRA JHA: If you are making a general ruling, you kindly postpone it and refer the matter to the Rules Committee.

MR. SPEAKER: No question of general ruling. The Calling Attention Notice—Shri S. M. Banerjee.

SHRI S. M. BANERJEE: May I in all humility submit one thing? Fortunately, the Calling Attention is in my name. But the question is when we give notice of an adjournment motion on the price-rise which may be a continuing matter, no member, even of the ruling party, will challenge our statement that the line between hunger and anger is becoming thinner and thinner. This time, even when the President was addressing the Members of both Houses of Parliament, there was no jubilation—it was a dignified condolence meeting—they could not thump the tables; they could not applaud the President. It is under those conditions that we gave notice of an adjournment motion. Otherwise, we could have tabled a different motion.

MR. SPEAKER: Now, he may come to the Calling Attention Notice.

12.42 hrs.

CALLING ATTENTION TO MATTER OF URGENT PUBLIC IMPORTANCE  
DELAY IN SUBMISSION OF PAY COMMISSION'S REPORT

SHRI S. M. BANERJEE (Kanpur): I call the attention of the Minister of Finance to the following matter of urgent public importance and I request that he may make a statement thereon:

“The inordinate ‘delay in submission of Pay Commission’s Report causing discontent among Central Government employees and Defence personnel.”

THE MINISTER OF FINANCE (SHRI YESHWANTRAO CHAVAN): Members will recall that, in statement made in the House on 22nd December, 1972, we had informed the

(Shri Yeswantrao Chavan.)

House that the Pay Commission had occasion to review the progress made by them in regard to the finalisation of their report and that some more time was needed by them for this purpose. The Government have been in touch with the Commission thereafter and, according to the available indications, the Report of the Commission is expected to be received before 31st March, 1973.

SHRI S. M. BANERJEE: Sir, I am rather disappointed to read the statement of the hon. Minister of Finance, Shri Y. B. Chavan. I happened to meet him along with the delegation of Central Government employees on 13th of this month and he gave the same reply. I do not know whether the Chairman of the Pay Commission who is sitting on the report for the last 2—3 years has given him any firm date. It will be expected that the Pay Commission will submit its report at least before the Budget session so that a provision could be made in the budget for payment of increased salary and allowances recommended by the Pay Commission. We now find that the Pay Commission is expected to submit its report before 31st March, 1973. That means, they may submit their report on 1st March or even on the 31st March. Then what will happen to those employees who have retired in 1971 and 1972. And what is the Government's decision to pay ad hoc relief to the Central Government employees in view of the fact that prices of all essential commodities have gone up beyond expectations? I would take this opportunity to condemn this Government for its failure on that account. Even today Government is voting and faltering to take a clear-cut decision about take-over of the wholesale trade in foodgrains. The prices of all commodities have gone up and no action has been taken by the Government except giving certain assurances either in this House or outside.

The First Pay Commission submitted its report in one year. The Second Pay Commission submitted its report in two years. The Third Pay Commission is not going to submit its report even in three

years. Whatever I am saying is factually correct.

It is not only the 28 lakhs of Central Government employees who are covered by the Pay Commission. There are also the Army, Navy and Air Force personnel. All of them are greatly agitated over this issue. Because they are Army personnel, they do not open their mouth.

The Pay Commission's report, I am told, is not yet ready. I have said in this House and I am repeating without imputing motives that until the Government provides an alternative job or gives an assurance about that, the Chairman of the Pay Commission is not going to submit the report. I say this in all humility, without imputing motives. I understand what unemployment means because I was myself unemployed once.

There is also a lurking fear in the minds of the government employees that the Pay Commission is going to reduce the retirement age limit from 58 to 55. All these apprehensions are there. Suppose the Pay Commission submits its report in the month of March, as scheduled let us say, 31st March 1973. The Government will have to consider the report. If the report is unanimous and if there is no minute of dissent given by any member, it may be comparatively easy. Then the report will have to be discussed with the staff side of the JCM for implementation. It will take time. Even if the report is unanimous, Government might take three to four months implementing the report. What will happen in between? If you see the figures, already prices have gone up by 18 per cent, nobody can deny that. That report may be submitted by the Pay Commission in the month of March. But what we want is that Government should immediately sit with the employees and discuss. The hon. Minister has very kindly agreed to sit with the employees' representatives on the 31st March. But what I say is that Government should immediately sit with the representatives, of the employees' organisations, with the staff side, and decide about ad hoc relief. Somebody may demand Rs. 80, somebody may demand Rs. 100. Whatever may be the case, in order to instal confidence in

the employees, the representatives of the Confederation of Central Government employees, All India Defence Federations should be invited immediately and Mr. Chavan should sit with them and take a firm decision about *ad hoc* relief.

I am against any interim relief because again it will be referred to the Pay Commission and it may delay it. And what will be the interim relief? The first interim relief was Rs. 15, the second was Rs. 10 and the third was Rs. 7 and it may be Rs. 5 or Rs. 2 this time. So, we are not enamoured of interim relief.

The Government employees are very much agitated. Even yesterday, Mr. Vajpayee courted arrest and I congratulate him although I smelt politics in it... (*Interruptions*). Do you want to Central Government employees to start agitation throughout the country?.....

**SHRI ATAL BIHARI VAJPAYEE** (Gwalior): And that will not be politics?

**SHRI S. M. BANERJEE:** Politics is there. When the prices are going up and this Government is unable to hold the price-line, it is politics and the employees have got every right to indulge in politics and know the reason why. In what direction is this Government moving?

So, I want that immediately a meeting should be held with the representatives of the organised section of the Central Government employees and *ad hoc* relief should be declared here and now. Let us not wait for the Pay Commission's report to come. So my questions are:

Firstly, whether the Government will ask the Pay Commission once again to submit the report before the Budget is submitted on the 28th of this month so that provision can be made, and if they are unable to submit their report, then let the Government sit with the re-

presentatives of the employees and something should be decided bilaterally as to what should be the quantum of *ad hoc* relief which will take care of the erosion in their incomes and also meet the rise in prices of essential commodities

Secondly, I want to have it clear assurance from the hon Minister that the recommendations will be implemented retrospectively from the date the Pay Commission started functioning, to cover the cases of those personnel who have retired in 1971 and 1972 because these benefits must go to them also.

Thirdly, I want a clear assurance that the Government has no desire or proposal to reduce the age of retirement from 58 to 55 because it will be marrying the incentives of those who are working.

I would like the Minister to answer all these points:

**SHRI YESHWANTRAO CHAVAN:** The hon. Member has expressed his concern about the difficulties of the Government servants. I would like to tell him that we are also equally concerned about the hardships and difficulties of the Government employees.

As far as the delay in the report of the Pay Commission is concerned, I can only assure him that we did make our efforts and the Pay Commission itself all efforts to complete the work in time, but, as you know, the terms of reference of the Pay Commission this time were wider than the terms of reference of the previous Pay Commission and, therefore, naturally, they have to examine a larger amount of material and data which was more complicated also. Therefore, they took some time and they could not submit the report before the end of December as we wanted them to do.

It will be much convenient also for us to have the report before the Budget but we have to take into consideration their difficulties also. Now the indication they

[Shri Yeswantrao Chavan]  
have given is that they have also set the time limit for the submission of the report by 31st March

It will not be unfair to the Chairman of the Pay Commission that probably he would not submit the report till a job was found for him. This is very unfair to talk about a very distinguished retired Judge. He is doing his best. Unfortunately he was not well. I can tell you he was not well for more than six weeks. He has had to undergo certain operation and therefore to that extent, he was rather inactive. I did not want to mention this personal thing but as some references were made I mention this. The report I am sure will be submitted before the 31st of March. There is no question of giving any interim relief now.

SHRI S M BANERJEE *Ad hoc*

SHRI YESHWANTRAO CHAVAN  
Interim is also equally an *ad hoc* thing

SHRI S M BANERJEE To be adjusted

SHRI YESHWANTRAO CHAVAN  
There is no question of *ad hoc* because the report itself is expected within a few weeks. As a matter of fact after this Commission was appointed we have given three interim reliefs.

SHRI JYOTIRMOY BOSU (Diamond Harbour) Of what value?

SHRI YESHWANTRAO CHAVAN  
Of whatever value, it is a fact that we have given these three interim reliefs to neutralise the rise in the index.

SHRI JYOTIRMOY BOSU To what extent?

SHRI YESHWANTRAO CHAVAN  
Therefore, there is no question of giving any *ad hoc* relief as such.

SHRI S M BANERJEE I raised two points which he has not dealt with. One was I asked, whether the Commission will be asked or whether the Government will consider that this report will be applied retrospectively, to cover the cases of those who have retired in 1971-72. My other point was whether the age limit will not be reduced from 58 to 55.

SHRI YESHWANTRAO CHAVAN  
These are matters which can be considered only after we receive the Pay Commission's report. These are matters which the Pay Commission is going into and I cannot certainly anticipate the recommendations and express my opinion thereon.

SHRI S M BANERJEE Pay Commission has no hand in it. For retirement age Government can issue directive saying it should not be reduced. You do not know what is happening. Kindly meet the Government employees who are on the verge of retirement. The person is aged 54. He is going to be retired tomorrow. I would request that some sort of

MR SPEAKER Don't enter into arguments.

SHRI S M BANERJEE If Government has no idea to do it, let him say so that Government has no idea. Or, should I take it that they are going to reduce the age?

AN HON MEMBER Silence

MR SPEAKER Shri Atal Bihari Vajpayee

श्री अटल बिहारी वाजपेयी (ग्वालियर)  
अध्यक्ष जी, वित्त मंत्री महोदय ने इतना बड़े सवाल पर इतना छोटा सा बक्तव्य दिया है। (ब्यबधान) अगर यह सुन्दरता का प्रदर्शन नहीं है, यह तो सरकार के पास कुछ कहने के लिये नहीं है इस का सबूत है। वित्त मंत्री महोदय ने कहा वे कमीशन और अधिक समय चाहता है, और उन्होंने यह सकेत दिया है कि 31 मार्च तक अपनी रिपोर्ट ले आयेंगे। अध्यक्ष महोदय, वित्त मंत्री जी ने अपने भाष के अगम में 22 दिसम्बर के अपने बक्तव्य का उल्लेख किया है। और 22 दिसम्बर को भी उन्होंने यह कह था, मैं उद्दिष्ट कर रहा हूँ।

The Commission recently had occasion to review the progress made. With a view to assessing the further time which may

be required by them to complete the remaining work and they think that a little more time would be necessary.

यह 22 डिसेंबर की बात है । और आज हम 20 फरवरी को इकट्ठा हुए हैं, जब यह मामला उठना जा रहा है तभी यह कहा जा रहा है कि थोड़ा सा समय और चाहिये । मैं जानता हूँ कि कुछ व्यक्तितगत बात इस में है । लेकिन एक व्यापक संदेह कर्मचारियों के मन में व्याप्त है कि क्या यह सच है कि पे कमिशन सरकार से इस बीच में विचार विनिमय करता रहा है और किस तरह की सिफारिशें आना चाहिए इस के बारे में कोई अनौपचारिक रूप से चर्चा होती रही है । क्या यह सच है कि सरकार ने भी कुछ संकेत दिये हैं जैसे पे कमिशन ने संकेत दिये हैं ? और सरकार में जो लोग बैठे हैं और जो पे कमिशन के सदस्य के रूप में काम कर रहे हैं वह दोनों बृद्धिमान हैं, संकेतों की भाषा समझ सकते हैं, कोई लिख कर भेजने की आवश्यकता नहीं है । क्या देरी का यह कारण है ? और क्या वित्त मंत्री महोदय यह बता सकते हैं कि 31 मार्च को यह रिपोर्ट आयेगी तो उस रिपोर्ट के बारे में सरकार का रवैया क्या होगा ?

वित्त मंत्री महोदय यह कह कर अपनी जिम्मेदारी से नहीं बच सकते कि अभी कुछ हफ्ते बाकी हैं और हम कर्मचारियों को कोई एक मुश्त देना नहीं चाहते । उन्होंने कहा कि तीन बार अन्तरिम सहायता दी गयी । वह कर्मचारियों पर कोई एहसान नहीं था । आप की नीतियों की विफलता के कारण महंगाई बढ़ी और उस महंगाई के मुआवजे के रूप में कर्मचारियों को राहत दी गई । वह महंगाई आज भी बढ़ रही है । इस समय चीजों के दाम आसमान को छू रहे हैं । कल हजारों कर्मचारी नारे लगा रहे थे । आपको भी यह नारा सुन कर आनन्द आयेगा :

चार रुपये किलो दाल  
रोटी खाओ मिर्च नाल

रोटी मिर्च के साथ खाओ क्योंकि दाल का दाम चार रुपये किलो है और दाल खरीदने की शक्ति छोटे कर्मचारियों में नहीं है । कर्मचारियों के धैर्य का बांध टूट रहा है । इस में राजनीति का प्रश्न नहीं है । अगर महंगाई बढ़ती है तो रुपये की कीमत घटती है और कर्मचारियों का जीवन स्तर नीचे जाता है, उनके परिवारों का बजट विगड़ता है और उन में असंतोष का फैलना स्वाभाविक है । क्या सरकार इस बात पर फिर से विचार नहीं करेगी कि 31 मार्च तक पे कमिशन की रिपोर्ट आने से पहले ही कर्मचारियों को कोई एक मुश्त राहत के रूप में रकम दी जाए जिसका बाद में पे कमिशन की रिपोर्ट आने के बाद में लौटाया जा सकता है । आप कहते हैं कि कुछ ही हफ्तों में रिपोर्ट आने वाली है । लेकिन सरकार के द्वारा इस पर निर्णय लिये जाने में कुछ सप्ताह नहीं हैं । रिपोर्ट आयेगी, फिर उस पर मंत्रिमंडल में विचार होगा, उस में कुछ समय लगेगा और इस तरह से कुछ हफ्ते और निकल सकते हैं । उस बीच में इस बात की भी सम्भावना नहीं है कि दामों का बढ़ना रुक जायेगा या कर्मचारियों की कठिनाइयां कुछ कम हो जायेंगी । मैं इस मौके का लाभ उठा कर वित्त मंत्री जी से अपील करना चाहता हूँ कि 31 मार्च तक पे कमिशन की रिपोर्ट आयेगी और उसके बाद सरकार द्वारा उस पर निर्णय लिये जाने में कुछ समय लगेगा इस वारते इस सवाल पर फिर एक बार मंत्रिमंडल में विचार करें कि क्या केन्द्रीय कर्मचारियों को एक मुश्त रकम के रूप में इस समय कुछ राहत दी जा सकती है या नहीं ? प्रधान मंत्री महोदय भी यहाँ मौजूद हैं । मैं चाहता हूँ कि कर्मचारियों के असंतोष को ध्यान में रख कर और उनकी जो वास्तविक कठिनाइयां हैं उनके प्रकाश में अगर आप एक मुश्त राहत देने का फैसला करेंगे तो कर्मचारी 31 मार्च तक पे कमिशन की रिपोर्ट का इंतजार कर सकते हैं और बाद में उस पर निर्णय लिया जा सकता है ।

13.00 hrs.

**SHRI YESHWANTRAO CHAVAN:** As far as the last part of the question is concerned, I have already said that it is not the intention of Government to give any *ad hoc* relief, as the hon. Minister puts it....

**SHRI S. M. BANERJEE:** Supposing the Prime Minister asks him, he will do so?

**SHRI YESHWANTRAO CHAVAN:** Now, I am answering the question. When I said that we have three interim reliefs, it was not a mere obligation to anybody, but price rise was taking place and there was a commitment that if there was a rise of 10 points on the average price index, certainly that had to be taken into consideration, and on that basis, the relief was given.

The hon. Member has made certain aspersions, if I may say so, which are very typical, shall I say, of Shri Atal Bihari Vajpayee or of the Jan Sangh. He made a certain allegation as if there was some sort of dialogue going on directly or indirectly between the Pay Commission and the Government. It is completely unfair, and I repudiate that sort of suggestion.

**SHRI ATAL BIHARI VAJPAYEE:** Does he mean to say that there is no exchange of views?

**SHRI YESHWANTRAO CHAVAN:** As Government, there is no exchange of views at all. Naturally, people who are asked to go before the Commission to give their views and their evidence certainly do so. There is no question of any exchange of views or discussion or influencing the decisions of the Pay Commission.

**SHRI R. S. PANDEY (Rajnandgaon):** As understood by Shri Atal Bihari Vajpayee.

**SHRI JYOTIRMOY BOSU:** We believe all that he says.

**SHRI K. LAKKAPPA (Tumkur):** I do not subscribe to the views expressed by my hon. friend Shri Atal Bihari Vajpayee regarding the failure of the policy of my Government. But I would like to say that it is a fact that there is a growing tendency on the part of the employees who have been hard-hit as a result of the price rise during the last two and a half years, but most of the contribution for this price rise is due to the ganging up of the reactionary forces in this country which have created a situation where they want to scuttle the progressive politics of the Government, and at the same time, they play with the high business-houses who are holding the responsibility of hoarding foodgrains and essential commodities. I am very happy that our Government are taking steps to control and also take over foodgrains and other essential commodities. I hope and trust that Government will make a speedy attempt in this respect and thus hold the price line.

I would also request Government to look into the inordinate delay in announcing the recommendations of the Pay Commission. I would like to submit that something is going on and the officers are also causing certain delay in announcing this Pay Commission Report. This would create dissatisfaction among the employees and then the reactionary forces will again gang up to take advantage of the situation to mislead the employees. Therefore, I would like to ask whether Government is going to fix a firm date and take such steps as are necessary to relieve this tension among the employees.

I am very glad the hon. Minister has said that the proof of the terms of reference of the Pay Commission is very wide. In this context, I would like to ask whether the Commission is going to minimise the disparity—between the pay scales of the government employees and those of the employees of public undertakings.

**SHRI YESHWANTRAO CHAVAN:** As for the date, I have already indicated the last date. As to what exactly are the recommendations the Pay Commission are

going to make about employees and their relationship with the pay scales of the employees of the public undertakings, I do not know.

**SHRI JYOTIRMOY BOSU:** Do not divulge it.

**SHRI YESHWANTRAO CHAVAN:** There is no question of not divulging; I do not know.

As far as his other suggestions are concerned, certainly they are worth considering.

**SHRI JYOTIRMOY BOSU:** This Government and our colleague, Shri Chavan, certainly deserve congratulations on giving an 82-word statement on an issue which involves 50 lakh employees.

The Third Pay Commission was constituted on 23rd April, 1970. Since then it has been moving at a tortoise speed. It is going to be three years now, with a superannuated Chairman. He said he is not in fit health. But he is indispensable for them.

At that time, the then Minister, Shri Sethi, clearly stated that this is a live issue and it must be handled and finalised at the earliest opportunity—if Shri Chavan will read through these debates, he could find out for himself.

In the meantime, through the skilful manoeuvring of this Government and their pro-monopoly character, the country's economy has gone upside down. It is now evident that a man who works for a living either in an office or a factory is getting less remuneration compared to what he got before 1947 in terms of the rupee's purchasing power.

After the report is submitted, if they do by 31st March, Government will take about a year. I would like to ask why no interim report was submitted. In the Committee on Unemployment, we were trying to do the same thing more or less. We have given an interim report at the earliest opportunity. I would ask the hon.

Minister why the Pay Commission had not given an interim report.

**SHRI S. M. BANERJEE:** They have given.

**SHRI JYOTIRMOY BOSU:** Not that way.

Government took one year to consider the report of the Second Pay Commission. The Madhya Pradesh Government have not implemented or considered the report of the Pay Commission of their State, although one year has passed. Today we see in Kerala that the NGOs and teachers are fighting hard for the constitution of a Pay Commission. But 6,000 of them have been suspended and arrested.

Government must also show consideration for those who have gone on retirement after the constitution of the Pay Commission, that is, 23rd April 1970 when the Third Pay Commission came into existence.

When the Third Pay Commission was constituted, the cost of living index was 220 points. At the time of granting the third interim relief was 238.58, that is, on 12th September, 1972.

In the third interim report, they say:

"We stated in our Second Report (para 12.2) that should the prices continue to rise despite the various measures which the Government might take—

They are not taking any measure at all—

"a review might be called for when the Index average reached 238, this has now happened; the monthly index for July, 1972 (which became available to us in early September) having gone up to 249 the Index average reached 238.58...." etc.

Then, it did not take into consideration, at that point of time, the comparative wage structure and the wage awards of the people employed in doing similar jobs

(Shri Jyotirmoy Bosu)

in the public sector as well as in the private sector. The Government talks frequently about the highly-paid managerial cadre people to be attracted to be public sector for Government employment. There, the job analysis and salary comparison is done with great attention. But when they come to the low paid employees, you certainly become the step mother.

Since the 12th September, 1972 the rise is much faster and the minimum itself per month has been five points, and this is due to the Government's pro-monopoly character. There has been no real attempt to check the prices.

The Reserve Bank bulletin clearly shows that for October 1972—collected up to 30th September, I presume—the price index was 254 points. Today to my mind it will be around 275. Mr. Gajendragadkar had clearly stated that when the rise is 10 points the employees will be entitled to a revision of their remuneration. The National Council of the JCM, on the 28th July 1972 demanded a minimum need based rise of Rs 85. Its Chairman, the Cabinet Secretary of this Government, had assured that this will be implemented, but so far nothing has been done. The employees' real wages are completely upset through the wrong policies and the pro-monopoly character followed by this Government.

Here is a useful editorial written by the *Indian Express* which says:

"Under the Second Pay Commission's formula every 12-month average change of 10 points in the cost of living index calls for one-slab revision of DA for the employees.

The DA formula has been upheld by the Third Pay Commission as an interim arrangement pending the finalisation of its report."

It also says that the "Report of the Second Pay Commission had assumed that the price situation would remain broadly stable only fluctuating within a comparatively modest range." You see how wrong they were in reading this Government and its character.

To show how the real wage is going down, there is a useful report of the National Labour Commission which says in its Table showing the movement of money and real earnings of Class IV employees of Government Railways, 1949-50 to 1967-68, that the Index of Real Earnings per employee—Base 1949-100—from 127 in 1955-56, started declining, it was 115 in 1960-61 next year, it was 113. Then it came to 107 and in 1967-68, it was 101. How wonderful the Samajwadis are practising, the books reveal.

The State Government employees deserve attention. There is no doubt about that. We thought that in the Government of India there is one government which really administers the country. The Second Pay Commission has clearly stated that considering that different State Governments may attach different degrees of importance to the various social objectives, disparities should be regarded as a factor calling for restraint, but not one that would justify the denial to the Central Government employees of the minimum improvement in remuneration, which may otherwise appear to be fair and reasonable. This is what they have said.

Then there are temporary and casual workers about whom we are equally interested and we want Mr. Chavan to make a statement on that. What is the funniest thing is that behind your back, that is, the back of this Parliament, they have changed the terms of reference to this Commission. They have included the IAS and the ICS and the other Central Government employees' remuneration question which was not in the original terms of reference because this beloved steel-frame, who could be made to do all sorts of repression to cow down the political opponents, is very, very necessary. The All India Confederation of Central Government Officers' Associations' resolution clearly says that the Confederation is surprised that instead of going into the first causes for the reluctance of brilliant youngmen to enter into a service of marginal social value and negligible intellectual content, Government has permitted itself to be victimised by the spe-



cious reasoning of the ICS/IAS dominated Home Ministry. If you want, I can give it to Mr. Chavan; it will help him. I am asking Mr. Chavan: Are you withholding the interim award because if you do it the final report will look to be insignificant. We apprehended the class composition of the Commission. It has a number of *status-quo* people, which is at the root of this delay and tortoise speed. We have an ex-judge Chairman. I do not want to talk about him. Mr. Banerjee has said something because he thought it fit; I only say that they are anxious to buy judges by promising jobs; that has been said before. The Indian Civil Service Secretary is British-tailored man; he is personally known to me; I have nothing against him. But we know the close character. You are expecting something to happen which can never happen. They cannot find a good economist, a good sociologist and a good trade union leader to man the committee. Instead they imported people of their own choice.... (Interruptions) I am not talking about Das Gupta; I am talking about the Chairman and the Secretary and others. The entire committee should have been manned by economists, sociologists. You find bureaucrats, retired DIGs and judges, because they are your great patron-saints and protect you under all circumstances. There is no ethics, there is no principle; in 1966 against all fair principles you have arbitrarily increased the remuneration of secretary-class by Rs. 500. Why did you do that? Is that the samajwad you are trying to practise? I ask Mr. Chavan: you have given an assurance that the report will come here on 31-3-1973. Would you kindly tell us; what is the basis on which you have given this assurance and from what date you want to give effect to their recommendation?

**SHRI YESHWANTRAO CHAVAN.** I do not think I need add to what I have already said. He has merely raised some more arguments in favour of his thesis with which I have no quarrel; I need not quarrel. He talked about the class character of the Government, of the Pay Commission and the class character of every one of us here....

**SHRI JOYTIRMOY BOSU:** Not the Speaker you cannot cast aspersions on the Speaker. How do you say everyone here?

**SHRI YESHWANTRAO CHAVAN:** ...Excluding the Speaker. The point is this. It is an undeniable fact that prices are rising and it is having its impact on the life of the common man. When we talk about the prices, we cannot merely talk about a particular class of people; that also betrays class composition. We have to take into account the impact of prices on the entire population, employed and organised people as well as unemployed and unorganised people.... (Interruptions.) Basing on the rising prices as reflected in the average consumer prices index 12 monthly average, for the Government employees we have given three interim reliefs to which I made a reference. According to my information and advice—the average consumer price index in December— at the present moment it will be difficult to work out because the date is not available—had reached about 245.

**SHRI JYOTIRMOY BOSU:** I do not say that you are misleading the House deliberately. On a point of order—this is the Reserve Bank bulletin; the Reserve Bank is not controlled by the CPM; it says that the consumer price index for industrial workers is 254.

**SHRI YESHWANTRAO CHAVAN:** I know that. It is 255 in December. I am talking about the 12 monthly average. I am referring to one set of statistics and you are referring to the other set of statistics.

**SHRI JYOTIRMOY BOSU:** You are referring to a convenient set of statistics.

**SHRI YESHWANTRAO CHAVAN:** I am referring to the set of statistics which we have accepted as the basis for consideration of relief and that is the 12 monthly average. (Interruption). Don't attribute motives. We are as sincere as anybody else about the welfare of the Government employees. We will have to wait for the report which, I am sure, will come by the end of March.

SHRI SAMAR GUHA (Contai): The brevity of the statement of the hon. Minister that has been made has been well acclaimed, characteristically of the Congress Party, on the ground that brevity is the best of a wit. But I want to remind the Government that the issue of Pay Commission is not an issue of 'wit'; it is basically the issue of bread. It has been said that according to "available indications" the report is expected to be received by the 31st March. Almost similar words were used by Mr. Ganesh, his junior, when he said that according to available indications the report may be "made available" by the end of last year. On March 15, 1972, he said in the Parliament that the report will be available "in the shortest possible time, as the work of the commission was in the last lap..." On 30th December, 1972, according to the *Indian Express* report, Mr. Ganesh said that the commission will submit its report by the middle of January, 1973. That is why we have some doubts not only about the reasons of brevity of the statement but also about the words, "available indications" because these are very flexible. Therefore, certainly the Government employees and public at large can have doubts whether really by the 31st March the report will be available to Government.

The Pay Commission's report is not merely inordinately delayed, but with all sense of responsibility, I would say, the report is not only delayed inordinately, but intriguingly delayed. Why do I say so? The Second Pay Commission took two years. The decision to appoint the third Pay Commission was announced on 21st August 1969. But actually it was appointed nine months after, i.e. on 23rd April 1970. So according to your information, it will almost take 3 years for the third Pay Commission to submit its report.

Then, there is another point. The report will be prepared and submitted to the Government. What will be the time required by the Government to consider the report of the Pay Commission?

AN HON. MEMBER: Nine months.

SHRI SAMAR GUHA: Whether nine months or even a year, I do not know. The Government will take to consider the recommendations made by the Pay Commission in their report. I do not know how much time they will take.

Why is this report being delayed so much? It is intriguing to many. Two reasons have been given by the Government. Neither the Government nor the Pay Commission has come out with adequate explanation for the inordinate delay in preparing or finalising the report of the Pay Commission. What are the two reasons given? Firstly, it is the sudden illness of the Chairman of the Pay Commission and, secondly, it is that the term of reference to the Third Pay Commission is wider than what it was in the case of the Second Pay Commission. Now, I do not want to be unfair to the Chairman of the Commission. The Pay Commission is not constituted of one man only. There are eminent economists and other members also in it. The Chairman is a retired judge. There are other eminent persons who are capable of dealing with facts, data and statistics that were submitted in the form of memoranda by various associations. They could consider them and discuss them among themselves. In the case of final decision only they need consult the Chairman. Therefore, the sudden illness of the Chairman cannot be accounted for such an inordinate delay.

About the wider term of reference to the Third Pay Commission, may be Defence personnel were not included in the term of reference to the Second Pay Commission and may be that the need-before minimum wage issue was not there before the Second Pay Commission. But even the Government itself expressed dissatisfaction when the Second Pay Commission Report was out that they should not have taken so much time. Even if they have a wider term of reference, is not a year or so sufficient to take into consideration all the aspects of it? How can you justify this inordinate delay in finalising the report? That is why I use the word "intri-

going"—it appears to many as really intriguing.

I would also like to draw the attention of the House to another fact that all the staff unions, all the Government employees associations and all the important persons submitted their memoranda to the Commission by 31st August, 1971. All the evidence was completed in August, last when the Pay Commission was to consult the Chief Ministers and the Government Secretaries. They also had reached a penultimate stage of making certain recommendations. In August last, when they consulted the Chief Ministers and also the Government Secretaries it meant that the Pay Commission has almost reached a penultimate stage of finalising the report. If that is so, what is the reason that after August last, it has taken another 8-9 months and yet the report has not been finalised. That is the reason why I say, it is intriguing.

I would like to draw the attention of the hon. Minister to the fact that out of 28 lakhs of Central Government employees, 51.4 per cent of them belong to these categories whose basic pay is less than Rs. 100 and, if D.A. is included, the monthly salary is less than Rs. 200. The amounts to 16 lakhs of Central Government employees. It means that 16 lakh families are in a state of suspense for the last three years, not only in a state of suspense but also in a state of tension. The hon. Minister said that the Government has given three interim reliefs. What is the quantum of interim relief? It is Rs. 15, Rs 10 and Rs 7 added together it is Rs 32. I want to know from the hon Minister whether he goes to the market to purchase things. I would like to know from him what is the price rise, during the last three years, of ordinary foodgrains, essential commodities, leave alone other things. Is this meagre amount of Rs. 32 for the lowest-paid employees adequate enough to neutralise this price-rise? How many kilos of wheat how many kilos of rice, how many kilos of dal can be purchased with Rs 32? There are 16 lakhs of Central Government employees whose monthly salary is less than Rs. 200.

This is also the category of employees, those who are running our railways, those who are running our Posts and Telegraphs, there are also the defence personnel in this category of whom we are proud; they sacrifice their lives and are responsible for defending the security of this country. All these 16 lakhs of Central Government employees are suffering on account of this pre-verification, on account of this indecision, on account of the inordinate delay in the finalisation of the report.

There was in Delhi the rally organised by the railway employees during the last December—it was unique; such a rally was never held before; about 1,50,000 employees came from all over the country. 96 per cent of the railway employees have given their verdict in favour of strike in demand of Bonus according to new scheme. There are agitations everywhere—agitation in the railways, agitation in the P & T. What does it mean? It means danger to our communications, danger to our railway system; it means also increasing inefficiently.

The Interim Report of the Pay Commission said that for determining the minimum consumption need, the National Nutritional Advisory Committee had prepared a note and the Medical Council also prepared another note. These notes were submitted to the Government and the Ministry of Health took a long time to decide whether the index that was given by them as minimum consumption need was correct or not. I want to know whether one of the reasons for the delay is due to delay that was made by the Ministry of Health. In considering these reports.

In the Fifth Plan Approach Paper, it has been categorically stated that unless Government determine its policy in advance regarding price, wage and income, setting up of targets for rate of growth for sectoral production will be futile. I want to know from the Government whether it is a fact that the Government's delay in the determination of its policy regarding price, wage and income is another reason for the delay in the submission of the report by the Pay Commission.

[Shri Samar Guha]

Mr. Khadilkar told the Rajya Sabha on 17th November, 1972 that there was a possibility that the Pay Commission might also consider the new scheme of bonus for railway, communication and defence employees...

SHRI S. M. BANERJEE: That is not there

SHRI SAMAR GUHA: Mr. Khadilkar said this in the Rajya Sabha, I want to know whether that is another reason for the delay.

Lastly I want to know from the Government whether the demand that has been made by the Central Government employees for *ad hoc* relief to the extent of Rs 85 will be conceded. Finally, I want to know whether the Government will, within a month after receiving the report of the Pay Commission, finalise their decisions thereon.

SHRI YESWANTRAO CHAVAN: The hon. Member has raised the same questions. I do not think I should again repeat the same answers.

He made a mention about the inordinate delay in the submission of the report. I must also complain about the inordinate delay that has been made by him in making us sit in the House. (*Interruptions*) please have a little sense of humour.

It has certainly been delayed; I do not deny that. But I have explained the reasons for the delay. The terms of reference were a little wider, and the other reasons, I had not mentioned; I would certainly like to mention them now. Really speaking, the discussions and consultations about the terms of reference with the employees' associations took time. Then the question of appointing or selecting labour representatives also took time and ultimately they were not selected.

As there was no agreement about it, that also took some time. It is no use putting the blame entirely on the Pay Commission. The problem is complex. Certainly, we know the difficulties are there.

So, so far as this is concerned, I hope this will convince the hon. members that the delay is there that it is not because of

any other reasons, but because of the complexity of the nature and the initial delay in fixing up the procedure.

The question is: whether it is delayed because the policy on wages and incomes and other things is delayed by the Government. I do not think it has anything to do with the report of the Pay Commission as such.

The third point raised is: whether we are going to delay further Government's decision on receipt of the recommendations of the Pay Commission. I would certainly like to assure the House that we would like to expedite the decisions and take them within a reasonable time. This is all I can say. He mentioned that last time it took 9 months. It was not 9 months because most important recommendations were decided within 3 months.

SHRI SAMAR GUHA: In appointing the commission it took 9 months.

SHRI YESHWANTRAO CHAVAN: That possibly may be true. But I can only say that we will not take under long time in taking the decision.

13.36 hrs

#### PAPERS LAID ON THE TABLE

##### APPROACH TO FIFTH PLAN, 1974—79

THE MINISTER OF COMMUNICATIONS (SHRI H. N. BAHUGUNA): On behalf of Shri D. P. Dhar, I beg to lay on the Table a copy of "Approach to the Fifth Plan 1974—79 (Hindi and English versions). [*Placed in Library. See No. LT-4167/73.*]

##### COAL MINES (TAKING OVER OF MANAGEMENT) ORDINANCE, 1973

THE MINISTER OF PARLIAMENTARY AFFAIRS (SHRI K. RAGHU RAMAIAH): I beg to lay on the Table a copy of the Coal Mines (Taking Over of Management) Ordinance, 1973 (No. 1 of 1973) (Hindi and English versions) promulgated by the President on the 30th January, 1973, under provisions of article 123(2)(a) of the Constitution. [*Placed in Library. See No. LT-4168/73.*]