

श्री हुकम चंद कछवाय : पक्के बेशरम हैं।

श्री भागवत मा आजाब : हम यह नहीं कहते कि बेशरम हैं, लेकिन शरम आनी चाहिए जरूर। कुरेशी साहब ने जबाब दिया राज्य सभा में, मैंने पढ़ा अखबार में कि एक वाइ-वीकली ट्रेन चलने वाली है दिल्ली से पुनाई गांव तक आसाम के। दस दिन पहले इन से पूछा कुछ तो बताओ, नही वाइ, वीकनी हफते में एक दिन की बताओ, कुछ तो मिल जाये। लेकिन कुछ नहीं। वही है रेल मंत्रालय, वही है रेलवे बोर्ड, यह सफेद हाथी या काला हाथी सफेद हाथी—मोटी मोटी टांग, लम्बी लम्बी सूंड, अकल नदारद, बात ही नहीं मानते हैं हम लोगों की। सारे मेम्बरों ने कहा, आसाम के सारे मेम्बरों ने लिख कर दिया, हम ने लिख कर दिया, वेस्ट बंगाल के मेम्बरों ने लिख कर दिया लेकिन वही हैं मंत्री और वही हैं उन का मंत्रालय।

सभापति महोदय : अब आप अपना भाषण अगले दिन जारी रखियेगा। अब डिस्कशन अंडर रूल 193 लिया जायगा।

16.59 hrs.

#### DISCUSSION RE: LOCK-OUT IN INDIAN AIRLINES

MR. CHAIRMAN: We will now take up the discussion under rule 193. Shri S. M. Banerjee will raise a discussion on the statement made by the Minister of Communications and Tourism and Civil Aviation in the House on the 26th November, 1973 regarding lock-out in Indian Airlines.

SHRI S. M. BANERJEE (Kanpur): Mr. Chairman, I am sorry to raise this discussion at a time when thousands of people could not visit Delhi on the eve of Comrade Brezhnev's visit because of the sudden lock-out declared by the management of the

Indian Airlines. I heard with rapt attention the two statements issued by the hon. Minister, Shri Raj Bahadur, one in reply to the Calling Attention Notice two days back, and another one yesterday.

17.00 hrs.

[SHRI N. K. P. SALVE in the Chair.]

According to those statements, all blame has been thrown on the employees and their organisations. Now it is said that one of the organisations has decided to follow this change in the shifts.

It is stated:

"According to a A.C.E.U.—that is, Air Corporation Employees' Union—spokesman, the Union will not take any decision before 30th November when an emergency meeting of the A.C.E.U. central executive is scheduled in Delhi to discuss the matter and take a decision...."

It also says, the A.I.A.E.A. which is another organisation of Engineers is likely to take an identical stand.

Further, it is stated:

"The prospects for lifting the lock-out declared on Saturday, before 30th November are, therefore, remote if the management remains unchanged in its stand.... The management had stated that it would consider the question of lifting the lock-out if the other unions take the same action as the I.A.T.A. has taken."

What is this organisation called I.A.T.A.? It is a puppet organisation sponsored by the management. Even they did not agree to the suggestion given by the Chairman, Air Chief Marshal P. C. Lal. When they agreed to try the new shift basis, that did not please the Chairman. He wanted a bond from them.

This is what is stated:

"Meanwhile, the representatives of the I.A.T.A.—this puppet organisation—had a meeting with the I.A. Chairman, Air Chief Marshal, P. C. Lal on Monday. At the meeting the Chairman is reported to have reiterated that employees would be let in to work only on a personal bond which the I.A.T.A. representatives refused to accept."

Sometimes, even the puppets have a sense of dignity and honour. They revolted against the most nefarious and autocratic suggestion of the Chairman.

I am surprised to see the manner in which the Minister is feeling helpless in this matter. I am told, after the strike started or the notice was given, the Chairman threatened to resign if the Minister interfered into the matter. We know that he is one of our heroes. But the question is as to whether he is dealing with the civilian employees or Air employees. He was also the Managing Director of the same Corporation. My hon. friend, Shri Raj Bahadur said that he was also the Chairman and the Managing Director of the H.A.L. I know, during that time, there were so many strikes and 26 union workers were dismissed in Kanpur from service. Ultimately, they went to the Labour Tribunal and all of them with the exception of one or two workers, were reinstated. It was a slap on the face of the then management of the H.A.L.

Again, on 23rd of this month, Shri-mati Purabi Mukherjee, the Secretary of the A.I.C.C. was honest enough and she called a meeting of the Members of Parliament and requested the Chairman to address the meeting. Unfortunately, I could not go there. This is what is stated:

"Talking to a group of Members of Parliament representing all the parties, Mr. Lal said that some of the union leaders who met him

today—that is, on 23rd November—agreed to give the new shift pattern "a fair trial" on the guarantee from the management that the improvements in it will be effected in the light of the experience of its working...."

Then, it says:

"Mr. Lal said, those who met him during the day promised to persuade others. At this stage, he did not want to identify the union which was willing to cooperate with the management...."

He goes on saying further about overtime, etc. At one stage, he said that the management is supreme.

Further, it is stated:

"Mr. Lal said that though he wanted the cooperation of the staff, he could not compromise on the fundamental issue of the management having the right to manage its own affairs."

The fundamental right is there. I do not know whether this is guaranteed under the Constitution. In 1973 the Chairman says that the management's right is there. Nobody disputes that. But the employees have no say in the matter; when in international air corporations the employees' representatives have been taken on the Board, when the scheme of participation of labour in the management has been agreed to by the Government, in the age of democracy—if there is any democracy today—the consent of the employees has not been taken.

During the course of a call-attention, Shri Samar Guha had raised certain issues, and Mr. Raj Bahadur quoted three agreements, agreements between the Union and the management—on 2-6-1971, 10-1-1972 and 15-2-1972. This was:

"that the Corporation may revise from time to time the shift arrangements on different basis both in

[Shri S. M. Banerjee]

regard to composition of the shift as well as the shift timings so as to meet the variations in the workload."

And it has been agreed by the Chairman himself, both in the press and in public, that the intention is not to curtail overtime only—that is a very minor issue—but to increase the workload. That is exactly what the Union has said. On the 23rd, the president of the Air Corporation Employees' Union, Shri S. K. Roy Chowdhury, issued a statement:

"Provocation from IAC management."

"For the eleventh day, the air transport remain disrupted, thanks to the autocratic, disruptive and provocative attitude of the management. All our suggestions to break the deadlock have been stubbornly opposed by the management and they are insisting that the illegal and unjustified shift system introduced by them should be implemented before any discussion takes place. Some employees who were working have been shunted out by the management. We have been apprehensive that, even if the new shift system is accepted, the management will be further adamant to make any changes whatsoever...."

This was the suspicion in their mind. They would have agreed to give this new formula a fair trial, but they were afraid that, once they accepted this....

MR. CHAIRMAN: Please try to conclude. This is an important issue. Quite a few members are wanting to participate in this.

SHRI S. M. BANERJEE: That is why, Sir, the Speaker has fixed this at 5.00 p.m. instead of at 3.00 p.m.

MR. CHAIRMAN: We have an hour's time for discussing this. The

number of members wanting to participate in it, as it is, is more than six or seven. The Minister will take 15 minutes.

SHRI S. M. BANERJEE: Let us have at least two hours.

MR. CHAIRMAN: It is not in my hands to extend the time.

SHRI S. M. BANERJEE: The House can extend it.

श्री हुकम चन्द कछवाय (मुरैना) : सभापति जी, कल कहा गया था कि इस के लिए दो घण्टे रखिये, इनने थोड़े समय से कुछ नहीं होगा।

सभापति महोदय : आप इस बात को जानते हैं कि कितना समय दिया जाये, यह मेरे अधिकार के बाहर की बात है। जो समय इस के लिए रखा गया है, उसी समय के अन्दर इस को खत्म करना है। 15 मिनट मिनिस्टर साहब लेंगे और 45 मिनट में सब मेम्बरों को बोलना है।

श्री हुकम चन्द कछवाय : आप को ध्यान होगा, जब 5 बजे के लिए परिवर्तन हुआ था तो इसी उद्देश्य से हुआ था कि 5 बजे रखने से अधिक समय ले सकते हैं।

DR. RANEN SEN (Barasat): This is an important issue. So, the time may be extended.

MR. CHAIRMAN: I will request all the members to be very brief.

SHRI S. M. BANERJEE: As I was explaining, there was a lurking fear in their mind that, once they agreed to the formula, any change would not be acceptable to the management and they would stick to the same thing. That is why they requested to have another round of negotiations.

When the MPs were informed on the 23rd evening by the Chairman of

the efforts he was making to resolve the deadlock, no MP was informed by the Chairman that there was going to be a lock-out. I take it a question of privilege to all sections of MPs. Why did you come and address? We never wanted you to address. That in why I refused to come even to the meeting. When he told the MPs that he was apprising them of the situation, every thing was decided for a lock-out....

SHRI D. D. DESAI (Kaira): Mr. Banerjee might have read in the newspapers that negotiations were going on till three in the morning?

SHRI S. M. BANERJEE: I am talking of Friday, the 23rd. Everything was decided to have a lock-out.

SHRI D. D. DESAI: I am talking of that. Till early morning the negotiations were going on.

SHRI S. M. BANERJEE: The lock-out was declared on Friday night.

MR. CHAIRMAN: In the darkness of the night.

SHRI S. M. BANERJEE: It was known that the MPs were not to be told that there was going to be a lock-out. They were informed that efforts were being made to have a settlement. I still hold that they will not be able to run the Indian Airlines Corporation with the help of the puppet union. Unless both the unions are taken into confidence, unless the employees are taken into confidence in having this change, no amount of persuasion, whether lock-out or DIR or anything else, can help.

Sir, the lock-out was well-timed. This was done exactly on the 26th when Comrade Brezhnev was coming so that all those people who wanted to come here and receive him could not come. I charge the management of the Indian Airlines of sabotaging the whole thing. It was nothing less than that.

Moreover, what is the news to-day? Private companies are coming to the rescue of the IAC. Private companies coming to the rescue of IAC? Very good. Tatas will come to your rescue. 'With the help of the private airlines, the Indian Airlines management will start a skeleton service between Calcutta and Delhi'....

PROF. MADHU DANDAVATE (Rajapur): My humble request to the hon. Member is that when Comrade Brezhnev who is actually a guest and a dignitary of our country, has come over here, I think we should not involve Comrade Brezhnev in the controversy here. Independent of Comrade Brezhnev, we should carry on.

MR. CHAIRMAN: I do not want to tinker with the hon. Member's right to express his views. But Comrade Brezhnev is a respected and a dear guest of the country and so far as Comrade Brezhnev is concerned, if he is left out of the controversy, it will add to the dignity of the debate. It could never be the intention of anyone concerned to sabotage or scuttle anything which would be conducive to according a more welcome reception to Comrade Brezhnev. Keeping this in mind, the hon. Member may proceed.

SHRI SHYAMNANDAN MISHRA (Begusarai): When the Prime Minister herself says that the timing of the no-confidence motion was suspicious (on account of the arrival of Comrade Brezhnev), then why do they blame poor Mr. Banerjee? They are in line with each other.

SHRI VASANT SATHE (Akola): I am making an appeal to Mr. Banerjee. Gracious always as he is, probably in what he is saying, he might have a feeling of anger in that to make that allegation. But, considering its impact, if he could withdraw that remark, I think it would be more gracious.

**DR. RANEN SEN:** There is no question of any withdrawal. He has expressed his opinion. You may differ.

**SHRI S. M. BANERJEE:** Unfortunately, I am here, I cannot go to the Red Fort reception. Yesterday also, I could not go to Palam because of the Indian Airlines trouble. To me this is more important than the visit of Comrade Brezhnev.

The lock-out has been declared. If there is strike in the Railways, do they declare a lock-out? The Minister tries to discuss the matter for hours together and for days together to resolve the difference. Why should there be lock-out in Indian Airlines? If there is difference in the Cabinet, do they declare a lock-out? Therefore I fail to understand all this. It has been said that the employees do not want a settlement. It is not the case. I met them this morning. They are waiting to have a settlement. There is no question of dictating terms to them. It is a two-way traffic. The hon. Minister should cast off his helplessness. He is above the management. He is above the Chairman and the Managing Directors and they are subservient to elected representatives. Let them realise this. He should make another effort to have a settlement. Let him try to do this. Employees do not clamour for overtime. They have made it clear several times before also. They are not for overtime. This is about how shifts should be done. There was no agreement in 1970. There was an agreement of 1972 and you are implementing now, that is, in November 1973. Why was this not done before? These are my submissions.

Regarding private airlines, let them help, I welcome their help. But what about your attitude to the employees? Will you give them a patient hearing or not? There was the television speech of the Chairman, there was no question of overtime etc. That is the main issue. Who runs the management? Is it the employees or the management? In a public undertaking nobody can be termed to be

under the management, because, everybody is an employee of the particular public undertaking concerned. In a piano you have to press the black and white keys to produce a harmonious sound. Like that here also both should work together.

Therefore what I submit is that they should convene a conference of all the unions including the puppet unions. Let us not implement the formula for another fortnight and in the meanwhile let us go into the matter. He should not say: Let them accept the formula, otherwise I will declare a lock-out. That is the attitude of those who do not believe in democracy, in democratic functioning. So, let him not have that attitude. We should not give room to any quarters to exploit the situation and discredit the working of the Indian Airlines.

I request the Minister to realise the gravity of the situation. I can speak on behalf of the employees union that they are trying to negotiate for a settlement. But, Sir, you should not try to bully them, brow-beat them; they have their own prestige and their own dignity. They may not be chairmen, but after all, they are ordinary employees who work for the welfare of the country, for the progress of the country and they should be treated alike as the Chairman. If there is to be an agreement, let it be an agreement for five years, let it be for peace for five years, and let this matter be settled finally and satisfactorily once for all.

**PROF. NARAIN CHAND PARASHAR (Hamirpur):** Mr. Banerjee seems to have taken upon himself the task of defending the employees and he has said that those who are on this side are not sympathetic to the employees. This is not so. I refute this insinuation. I would like to tell him that we are as much concerned with the welfare of the employees as Mr. Banerjee concerned. But we are also concerned with the convenience of the general public who travel by the various aircrafts of the Indian Airlines.

Sir, there must be some kind of understanding of both sides of the picture. He has tried to paint one side only, and what is most unfortunate, he has tried to involve one of our most honoured guests in this controversy.

MR. CHAIRMAN: You forget about it.

PROF. NARAIN CHAND PARASHAR: May I ask him: were the employees not thinking of this? Why did they start all these various kinds of tactics? Is it to paralyse the working of the Airlines? Sometimes there is a wild cat strike; sometimes there is work-to-rule formula and sometimes there is absenteeism without leave, and sometimes they resort to this, that or the other tactics. All this has resulted in a steady deterioration in the flights, in the timings and in the regular schedules of the Indian Airlines.

Now, may I invite the attention of the hon. Member, Shri Banerjee to a report of the Committee on Public Undertakings, which is a responsible Committee of this very House, to what has happened to the services of the Indian Airlines in the past few years?

I read from the 28th Report (1972-73) of the Committee on Public Undertakings presented to this House. They find a deterioration year after year in the percentage of the number of services. They say:

"The number of services delayed to total number of flights had increased from 17.8 in 1967-68 to 35.6 in 1971-72."

But what about the inconveniences to passengers who are delayed at the aerodromes sometimes for more than seven hours? Has he forgotten the inconvenience caused to the people when it is suddenly announced, when somebody comes to the airport, that the flight will not take place? Does Shri Banerjee forget that there is a weeping wife waiting for somebody? Does he forget that there is somebody

who is ailing at the other end for reaching home immediately the person has to go by air? People do not travel by the Indian Airlines for the fun of it. It is not for the payment of extra money that they have paid they want to travel by the Indian Airlines. That is because they want to reach sooner. They cannot afford to travel by the train because it takes a much longer time and if this delay remains and if it is continued and if there is a steep increase from 17.8 per cent to 35.6 per cent, there is no end to it.

Then there is a question of overtime allowance. There is a remark made in Mr. Banerjee's speech that there is no question of overtime allowance there is no question of overtime allowances at any time have come forward with a demand that their overtime allowance should be reduced? I have certain facts and figures to quote. I shall quote from the report of the Committee on Public Undertakings. That is:

"The Committee finds that the amount of overtime paid to the staff of the Airlines was as high as 298.97 lakhs in 1971-72 constituting 18.7 per cent of the total salaries and wages in a year."

"The Committee regret to note.. (Interruptions).

SHRI S. M. BANERJEE: Wherefrom are you quoting?

PROF. NARAIN CHAND PARASHAR: Please listen to me. I am quoting from the Report. I won't allow you to interrupt me. Did I interrupt you when you spoke? Let me quote the salaries and overtime allowance paid per year. The Committee, in their report observed as follows:—

"The Committee regret to note." This is what they have observed. Do you respect this House or do you refuse to listen to the proceedings of

[Prof. Narain Chand Parasbar] the Committee which are being referred to the House? Just listen to it. This is what the Committee says:

"The Committee regrets to note that although, in their Twenty-third Report, in March, 1966, paragraph 250, they recommended that overtime payments will be reduced substantially, overtime payment showed a rising trend—an increase of 170 per cent within a period of five years and the amount of overtime paid had gone up from 11.43 lakhs in 1966-67 to Rs. 29.89 lakhs in 1971-72."

May I invite Mr. Banerjee's attention to this fact? Compare what is the workload of the employees—pilots etc. working in the Indian Airlines to the workload of the people—pilots etc. of that very category working in domestic airlines in foreign countries, in West European countries. There it is 65 hours, whereas it is 52 hours here. Still, there is the same sort of demand going on that it be reduced. When the new shift pattern is introduced is it to increase the workload? I refute this charge. This is not the intention of the management to do that; nor is it the intention of the Government—the ministry—to increase the workload. There is always a tendency to adjust it in such a way that the minimum inconvenience is caused. Whether it is in the Indian Airlines or Government or whether it is in railways or Airlines, they cannot stop the flights during the nights. If the flights are during the day, then the servicing has got to be done in nights. And the employees have to be present on duty for that purpose. With all these amenities, two days' leave of absence without any kind of notice is also allowed. Still we find that all these tactics are being resorted to.

May I also ask Shri Banerjee whether it is in his opinion a fact that the employees of the Indian Airlines are not paid heavily as compared to

the similar category of persons working in the Indian Air Force? Those are the people who are ready to sacrifice their lives for the sake of the country, our Motherland, at any time, at any snowy peak or anywhere else in the world and they are also our own employees. But here these people are getting these fat salaries and they are saying....

SHRI S. M. BANERJEE: The MPs. get more than the MLAs. So, what?

PROF. NARAIN CHAND PARASHAR: If you refer to the facts and figures, you will find that a person who is working in the IAF hardly gets the amount that a person working in the Indian Airlines get. A person who is a Wing Commander in the IAF gets Rs. 1,600 whereas a person who is a jet commander in Indian Airlines, gets Rs. 7,000. This is just one instance that I am giving. There are various other categories where also a similar comparison can be made. Similarly, you can compare the workload on the Indian Airlines employees with the workload on the service personnel on the domestic flights in foreign countries, and you can compare their salaries and allowances and overtime allowance and so on, and you can compare anything and you will find that the Indian Airlines employees are better off as compared to the that others.

But there is a very important issue that I want to raise before the House. Does the House not have a right to control the entire flight services of the country? Does the House not have a right to look to the convenience of the public whom we represent here, the convenience of the sick, the ailing, the wounded and dead? One may try to defend the case of the Indian Airlines employees here, and yet should Parliament not have a voice or say in controlling the salary structure of the Indian Airlines employees? I submit that it should have. It should have every right to do so.

I would request Shri Banerjee to bear one thing in mind while he is defending the rights of the employees,

I also am one with him in saying that if any kind of increase is justified, it should be given to the employees. But at the same time, the convenience of the person who is flying in the aeroplane has also to be looked to, and he has also a right to be attended to. His interests have also to be watched, and his interests may be that somebody is dead at the other end. If the employees are going on a wild-cat strike or they are going to work to rule, what about the weeping eye that is full of tears at the other end? Has my hon. friend ever cared for this? I suggest that we must pay heed and the country must pay heed to the continued deterioration in the service of the Indian Airlines which has caused deep frustration in this country. But for the Indian railways which are there today, this country would have been paralysed in communications. Mr. Brezhnev's visit is a welcome sign, but were the employees waiting for this time? Is this the time when one should continue to support the unjustified attitude, I would not say, unjustified demand of these employees?

My hon. friend had referred to the presence of Mr. Lal and his address to the Members of Parliament. Do the employees not come to us? If the pilots come to us, we listen to them also. Is not Mr. Lal a loyal citizen of this country? Has he no right to explain his attitude to the MPs? How can my hon. friend, therefore, raise any question of privilege against his coming and talking to us? He never raises that question when the pilots come and talk to us.

THE MINISTER OF COMMUNICATIONS AND TOURISM AND CIVIL AVIATION (SHRI RAJ BAHADUR): He was invited to come.

PROF. NARAIN CHAND PARASHAR: As the hon. Minister has pointed out, he was invited to come and talk. I was present on that occasion, but my hon. friend was not. I submit, Sir, that he has every right to come and address the MPs.

SHRI S. M. BANERJEE: But why

did he not say that he was going to declare a lock-out?

PROF. NARAIN CHAND PARASHAR: Mr. Lal in the course of his speech explained the various procedures and the various steps taken by the management and others in the Indian Airlines to meet the situation, and every Member of Parliament to whichever party he belonged was free to ask any question. I was present on that occasion, and I am witness to the fact that he did not say anything that was not sympathetic to the cause of the employees. He only said that the patience of the Indian Airlines was being tried and the country would not like to be tried any further and nothing more.

Now, may I appeal in my humble way to Mr. Banerjee? He is a great trade unionist. He champions the cause of trade unionism. I would suggest that he should appeal to the employees that there are millions of people who are looking forward to a satisfactory improvement in the service of the Indian Airlines, for which he must also work hard and we must also work hard. After all, it is the public money that we are spending and the money that we have spent on an aircraft may be the money that we have taken from a wage-earner, a person who perhaps has no roof to sleep under. Naturally, we must look to this aspect also and not say things which are palatable to one small section of the concerned parties and not to the other.

Let us remember the fact that there are people in the Armed Forces, people in the Border Security Force and people in other departments who are also doing their duty.

As for the right to strike, nobody has denied that in the House. But is it not our right to see, and is it not proper for us to see, is it not also our moral duty to see that satisfactory service is rendered to the public or the people of India? Unless the Members of Parliament and unless the leaders of public opinion rise to the occasion and see to this, nothing would



[Prof. Narain Chand Parashar]  
be appreciated and nothing would be solved satisfactorily.

I would request all sections of the House to see that the inconveniences caused to the people are also brought before the public in a very fair manner and improvement in the operation of the IA is brought about to the satisfaction of the public.

The new shift pattern deserves a trial. If the trade unions, the eight unions of the employees, are sincere, let them come forward with an open heart and an open mind and give a fair trial to the new shift pattern. As the Chairman, Mr. Lal, has said, if it does not work, they are ready to scrap it. Why not give it a trial? How can you experiment without a trial? It must be experimented with. There should be some chance for trial. If there is scope for improvement, they would be ready to modify it. After all, we are all here. We would request Mr. Lal, the management, the hon. Minister and Government to give the employees also a chance. But let the employees come forward and accept it. Then there can be adjustment and settlement.

MR. CHAIRMAN: There is a formidable large list of members in front of me. The issue is extremely important. But much against my wish, I will have to be strict with members. I am afraid I will not be able to allow more than five minutes to each member.

Shri Mohammad Ismail.

श्री मोहम्मद इस्माइल ( बरकपुर ) :  
यह हमारे साथ बहुत बड़भाकी होगी ।

समापति महोदय : बोलने वालों की संख्या बहुत अधिक है ।

श्री मोहम्मद इस्माइल : मुझे से पहले जो स्पीकर बोले हैं और उन्होंने जो ब्रेकनेव साहब का नाम इस में घसीटा उम को मैं समझता हूँ कि उठाना गलत था ।

लेकिन जहाँ तक जनता का सवाल है, पब्लिक की तकलीफ का सवाल है उसमें हम एक राय हैं। जहाँ तक एम्प्लायीज का सवाल है, मैं दो-तीन बातें कहना चाहता हूँ। मैं आशा करता हूँ कि आप इन पर ध्यान देंगे।

दस नवम्बर को उन्होंने नोटिस दिया था और उन को मैन डिमांड यह थी कि स्टेटस को मेंटेन किया जाए, बातचीत की जाए और कोई फैसला किया जाए। लेकिन उन को कोई ड्रीपिंग नहीं दी गई। मैनेजमेंट और चेयरमैन एडमिंट रहे। मैं समझता हूँ कि जो हालान पैदा हुए हैं और पब्लिक को जो इनकनवीनियंस हो रही है उस की मारी जिम्मेदारी जो है वह चेयरमैन पर है और मिनिस्टर पर है।

ओवर टाइम का सवाल उठाया जाता है। लाल साहब अगस्त महीने में चेयरमैन बनें कर आये। उन के दिमाग में यह घुसा कि करोड़ों रुपया ओवर टाइम का जो लोगों का दिया जाता है, इस को बन्द करना चाहिये। जहाँ तक एम्प्लायीज का ताल्लुक है वे हमेशा से ही यह कहते रहे हैं कि ओवर टाइम बन्द कर दिया जाए और हम जो ग्रैंड-स्टाफ्ड हैं, उस कमी को पूरा किया जाए। मैं एक मिसाल देना चाहता हूँ। आप दिल्ली के ही कर्मशियल स्टाफ को लें। पलम में जो स्टाफ काम करते हैं उस को लें। मानिग शिफ्ट में वहाँ 46 आदमी काम करने के लिए होने चाहिये। 28 अपटरनून में होने चाहिये 32 ईवनिंग में होने चाहिये और 8: नाइट में होने चाहिये। अब आप देखें कि मानिग में कितने आदमी काम करते हैं। जहाँ 46 की स्टैन्थ है वहाँ एक्चुअली 26 आदमी ही मानिग में काम करते हैं। इसका नतीजा यह हुआ कि उन पर ज्यादा काम पड़ा, वर्क ओवरलोड हुआ और इसका नतीजा यह निकला कि उनको ओवर टाइम दे कर काम करवाना पड़ा। यहाँ वह

ही नहीं है। थ्रूआउट यह पैटर्न है। कम स्टाफ, ग्रैंडर-स्टाफ और स्टाफ से ज्यादा काम लेना। प्लेन आए तो उन को काम तो करना ही होगा और अगर करना होगा तो अगर वे ग्रैंडर-स्टाफ हैं तो उन को ओवर टाइम भी देना होगा। चेयरमैन के सामने, कारपोरेशन के सामने यह सवाल नहीं आया कि इसको कंसिडर किया जाए कि जो स्टाफ कम है वह पूरा किया जाय। बार बार एम्प्लायीज ने इस सवाल को उठाया कि स्टाफ को पूरा करो, ओवर टाइम का सवाल हल हो जाएगा। लेकिन इस की तरफ अधिकारियों ने कभी ध्यान नहीं दिया। और इस कमी को पूरा नहीं किया गया। लाल साहब मिलिटरी के आदमी हैं, वहां से आए हैं। वह समझते हैं कि जैसे मिलिटरी में काम होता है वैसे यहां भी होना चाहिए, उस तरह का डिमिप्लिन यहां भी होना चाहिये, इसको बन्द करेंगे, ओवरटाइम को। चाहे 46 की जगह 26 आदमी ही हैं लेकिन ओवर टाइम नहीं मिलना चाहिए। स्टाफ बार बार डिमांड करता रहा लेकिन उन्होंने उनकी डिमांड की तरफ कोई ध्यान नहीं दिया। इस तथा दूसरी बातों का नतीजा यह हुआ कि उन्होंने जबरदस्ती और बार्ड फोर्स व बिना नोटिस लाक आउट डिक्लेयर कर दिया। यह एक पब्लिक युटिलिटी सर्विस है। यह लाक आउट लीगल नहीं है। पब्लिक युटिलिटी सर्विस जो है वहां पर भी अगर कोई डिमांड उठती है तो एम्प्लायीज के साथ उनके रिप्रिजेंटेटिव्स के साथ बैठ कर फैसला किया जाते हैं। उन्होंने स्टेट्स को की डिमांड की थी लेकिन उस को माना नहीं गया। फिर उन्होंने स्ट्राइक नोटिस दिया और कहा कि स्टेट्स को मेटेन किया जाए। लेकिन चेयरमैन और मैनेजमेंट झड़ा रहा कि जो यह शिफ्ट प्रणाली है इसका एक्सपेरिमेंट करना पड़ेगा, इस सिस्टम को चलाना पड़ेगा, बार्ड फोर्स इसको वे/चलाएंगे। एम्प्लायीज का

कहना था कि आपको इसको कंसिडर करना चाहिये कि कम स्टाफ से काम लेते हैं, पूरा स्टाफ आप दें, ओवर टाइम हम नहीं चाहते हैं लेकिन कुछ नहीं हुआ। लेकिन उन की बात को माना नहीं गया, उसकी तरफ ध्यान नहीं दिया गया। इसका नतीजा यह हुआ कि ऐसी परिस्थिति पैदा हो गई और वहां पर लाक आउट डिक्लेयर करने की नौबत आ गई। मैं कहना चाहता हूँ कि यह जो लाक आउट है यह नाजायज है, यह गलत है, यह गैर कानूनी है, यह देश के साथ गद्दारी है। गलत तसवीर पेश करके चेयरमैन और कारपोरेशन के अफसर बैठ कर इस किस्म की धांधली करके दहशत क्रियेट करेंगे? मैं समझता हूँ कि जो हालत पैदा हुए हैं इनके लिए एम्प्लायीज जिम्मेदार नहीं, इसके लिए अफसर और चेयरमैन जिम्मेदार हैं।

आप देखें कि 1971 से पब्लिक मनी का किस तरह से गलत इस्तेमाल हो रहा है। 1971 में कर्माशियल मैनेजर्स की संख्या पांच थी। अब वह 18 हो गई है। उनकी तन्खाह तीन हजार से चार हजार है। इसी तरह से डिप्टी प्रोपेरेशनल मैनेजर जहां 1971 में नौ थे अब उन की संख्या 52 हो गई है। उनकी तन्खाह एक हजार से दो हजार है। वैसे ही डिप्टी कर्माशियल मैनेजर जहां 1971 में पन्द्रह थे उनकी ग्राज संख्या 88 हो गई है। वे दो हजार से चार हजार पाते हैं। इस से पता चलेगा कि किस तरह से न पोस्ट्स को आप बढ़ाते चले गए हैं और पब्लिक मनी का गलत इस्तेमाल करते चले आ रहे हैं और जो इन के नीचे काम करते हैं उनकी तन्खाह तीन सौ रुपए तक है।

इसी तरह से इंडियन एयरलाइन्स को जो बिल्डिंग है उस में इसका ग्राफिस न रख कर के दो लाख रुपया किराया दे कर आपने

[श्री मुहम्मद इस्माइल]

कचनजगा में रखा है जो लिक हाउस में है। इसका और अधिक किराया दे कर आप इसको चला रहे हैं और काम कर रहे हैं और ओवर टाइम की बातें करते हैं। जब इस तरह से पब्लिक मनी का वेस्टेज हो रहा है तो क्या आप समझते हैं कि कोई साल्यूशन सम्भव है? जो हालत पैदा हुए हैं उनका साल्यूशन क्या है? यह है कि स्टेट्स को आप मेंटन करें, और लाक आउट उठाने के लिए एम्प्लायोज के साथ बैठ कर नैगोशिएट करें। पब्लिक इनकनवीनियंस का आप ध्यान करें। स्टेट्स को मेंटन करें। बातचीत उठाने के साथ शुरू करें। उसी तरह से आप करें जैसे लोको वर्कर्स के साथ आप ने किया था। जिम तरह से शांति पूर्वक फैसला आपने उन के साथ किया उसी तरह से शांतिपूर्वक फैसला आप यहां भी करें। हमारी आशा है कि आप ऐसा करेंगे। लेकिन अगर आप एडमिंट रहे, आपका एटीट्यूड एडमिंट रहा तो नतीजा बहुत खराब होगा और इसकी सारी जिम्मेदारी सरकार पर होगी।

SHRI VASANT SATHE (Akola):

Mr. Chairman, Sir, I have heard my colleagues, Shri Banerjee and Shri Mohammad Ismail, and as a trade unionist, at the outset I will say, as I said the other day, that my sympathies always go with the employees. Here, I would like to say that I have very much wished that some other methods of taking the employees into greater confidence—I even put it to Mr. Lal—and giving them a feeling of participation—I go to the basic issue—would have avoided this crisis of confidence, as I said, on account of a communication gap.

But, may I submit to Shri Banerjee and Shri Mohammad Ismail that this is not an occasion when we, as good trade unionists, should make it a prestige issue. I will tell you why. What is the matter involved? (Inter-ruptions) Please listen to me. What

is the point involved? The point involved is about overtime. We ourselves say that we do not want this pernicious system of overtime against which strictures have been passed even by the Public Undertakings Committee, and against which we ourselves as trade unionists have been making representations to this House. If that is so, what is the harm in giving this new shift system, which basically hits only the overtime workers, a fair trial?

Let me ask—for the simple reason—do they increase the working hours? No. The working hours are 44, and in fact, in the new shift the working hours are less than 42. Kindly bear this in mind. There is no increase in the working hours. How does the worked increase for a leader? He is not going to carry in these six to seven hours of work, which he is expected to do, more load.

A technician is not going to work more in the six hours than he would do while working in the night shifts for six hours. If he works overtime, he gets double. It was called the balanced system. It was the most unbalanced system formerly. Equal number of men were given to each shift. As you have rightly conceded, if 46 men are required for the night you give them 46 men in the night shift. Previously it was 26, 26, 26 for all the shifts. Therefore, the new shift actually envisages better work allocation and better man-power allocation in the shift where there is greater work. Hence I submit, in all fairness as patriotic citizen and trade unionist, let us not make it a prestige issue. It is not the prestige of Mr. Lal which is involved. It is not the prestige of Raj Bahadurji that is involved in this. It is not our individual prestige or the prestige of a particular trade union. Do we want the Augean's stable of Airlines administration working to be cleared or not. Whether it is the highly paid staff or the commercial staff or it is the delay in the flights or it is the

pilots' working for two hours instead of for four hours, whether it is an Air hostess getting in 10 years of service more than the Air Vice-Marshal—all these things must be taken into consideration.

May I clear one point to Mr. Banerjee. I was there in the meeting of Members of Parliament addressed by Mr. Lal. At that time he had said that he was still hoping that there would be a settlement. That was 6 O'clock. Negotiations broke in the night on Friday. On Saturday morning lock-out notice was put up at 3 A.M.

DR. RANEN SEN: No. it was announced in the All India Radio on Friday night at 8 P.M. I heard it myself.

SHRI VASANT SATHE: Shri Raj Bahadur may make it clear. My information is that the notice of lock out was not given till early Saturday morning. I will not go into the question of negotiations that had already taken place. There was in the particular agreement some provision. I am particular of the legal provisions as a lawyer conversant with Industrial Law. I had asked this question to Mr. Lal, whether the procedure under the Industrial Disputes Act was followed, after negotiations, procedure of arbitration etc. He explained to me in the agreement of 2-6-1967, 10-1-1971 and 15-2-1972 of the respective unions. There was the provision that the Corporation might revise from time to time the shift arrangements at different places both in regard to the position of the shift....

SHRI S. M. BANERJEE: I have quoted that. The 1972 agreement was implemented after a lapse of one and a half years.

SHRI VASANT SATHE: I am not on that point. I am on the point that in the event of no agreed decision the matter will be referred to the Assistant General Manager for a

final decision after consultations with the Central Office. That is the in-built procedure. That was followed. How do we blame the management that they had committed illegality. Therefore, I am appealing to the employees through our colleagues not to make this a prestige issue but give the shift system a fair trial. If there is anything wrong, any injustice to an individual or to a group, I assure you, as a trade unionist, that I shall join my colleagues and raise it in this House in support of the employees. Let our colleagues not make this a prestige. That is the appeal I want to make from this House.

श्री हुकम चन्द कछबाय ( मुर्ता ) :  
सभापति महोदय, जब एयर चीफ मार्शल श्री पी० सी० लाल इंडियन एयरलाइन्स में ग्राये, तो उस के काम का अध्ययन करने के बाद उन्होंने देखा कि ओवरटाइम में बहुत अधिक पैसा दिया जाता है, जिसे सरकार की हानि होती है। उन्होंने यह भी देखा कि जिस समय काम अधिक होता है, उस समय कम लोग काम करते हैं और उस काम को निपटाने के लिए ओवरटाइम देना पड़ता है। इस लिए यह देखते हुए कि किस समय ज्यादा काम होता है और किस समय कम काम होता है, उन्होंने ड्यूटी में परिवर्तन किया कि किस समय कितने लोग काम पर बुलाये जायें।

अगर सरकार और देश के हित को देखते हुए उन को यही करना था, तो वह कर्मचारियों को विश्वास में लेते। तब यह समस्या पैदा न होती। (ध्यान दें) जहां तक मेरी जानकारी है, उन से पहले के अधिकारियों के साथ यूनिन का 2-6-72 का यह समझौता हुआ था कि जब कोई भी परिवर्तन किया जायेगा, तो यूनिन के लीडरों को बुला कर उन से इस बारे में परामर्श किया जायेगा। चूंकि यह नहीं किया गया, इसी लिए यह उत्तेजना फैली। उन लोगों को विश्वास में नहीं लिया गया। इस कारण

[श्री हुकम जन्द कछवाय]

ऐसी स्थिति पैदा हुई, जिस में सरकार को तालाबन्दी का कदम उठाना पड़ा सरकार समझती है कि तालाबन्दी के बाद वे लोग दब जायेंगे और झुकेंगे। लेकिन सरकार का यह सोचना गलत है।

जहां तक श्री पी० सी० लाल का मवाल है, मैं उन का बहुत आदर करता हूँ। वह बड़े अच्छे, बड़े गुणवान्, बड़े बुद्धिमान और काम में बड़े कुशल हैं। लेकिन यह नहीं भूलना चाहिए कि वह मिलिटरी के अफसर हैं। और मिलिटरी का आदमी कैसा होता है, इस का मैं उल्लेख नहीं करना चाहता हूँ। (ध्वबधान) किन्तु कभी कभी स्थान बदलने के बाद अपने स्वभाव और व्यवहार में परिवर्तन करना होता है। जब मंत्री महोदय इस पद पर नहीं थे, तो उनका स्वभाव दूसरा था और इस पद पर आने के बाद उन के स्वभाव में थोड़ा परिवर्तन हुआ है, यह वह स्वयं भी जानते हैं। इसी तरह लाल साहब भी अपने स्वभाव में कुछ परिवर्तन करें। अगर उन से यह मामला नहीं सुलझता है, तो मैं मंत्री महोदय से निवेदन करूंगा कि वह यूनियन के लोगों को बुला कर स्वयं उन से बात करें, लाल साहब को भी बिठा लें, पार्लियामेंट के मेम्बरों से भी चर्चा कर लें।

तालाबन्दी से इस देश की बहुत हानि हुई है। मंत्री महोदय बतायें कि जब से हड़ताल या धीमे काम करना प्रारम्भ किया गया, तब से अब तक सरकार और देश की जनता की कितनी हानि हुई है। पार्लियामेंट के मेम्बर अपने क्षेत्र के लोगों से मिलने और अपने कार्यक्रमों को पूरा करने से वंचित हो गये हैं। मैं कहना चाहता हूँ कि इस मामले को अधिक लम्बा न चलाया जाये। जिन्होंने अपराध किया है, उन्हें दंड मिलना चाहिए। अपराध करने में चाहे वह अफसर आता हो चाहे यूनियन के लीडर आते हों, यह

देखिए और खोज कीजिए कि आखिर मूल दोष कहां है? किस की तानाशाही के कारण, किस की गलती के कारण हुआ?.. (ध्वबधान) .. मेरा यह कहना है कि इस में कौन दोषी है उस की जांच करें, उसे दण्ड दें, हमें उस में कोई आपत्ति नहीं है। परन्तु शीघ्र से शीघ्र इस बात की घोषणा करें कि तालाबन्दी समाप्त की जाती है। लोगों को बुला कर उन्हें काम पर लगाया जाय। सर्विसेज ठीक प्रकार में हों। मेरी शिकायत है कि सर्विस में काफी विलम्ब होता है। इस से काफी लांग परेशान होते हैं। अब यह कोई तरीका है कि दिल्ली से कलकत्ता जब हम जाते हैं तो दो घंटे लगते हैं लेकिन वहां जाने के बाद दो घंटे सामान लेने में लगते हैं। तो उस का फायदा क्या हुआ? इस में कहीं कुछ गड़बड़ी है। उस को आप ठीक कीजिए और मेरा निवेदन है, मैं ने जो बातें उठाई हैं, मैं उस से समर्थन देता हूँ। यह तालाबन्दी नाजायज है और हड़ताल का जो तरीका है वह भी नाजायज है। मैं उस का विरोध करता हूँ। आप ने उन्हें विश्वास में नहीं लिया। उस कारण उत्तेजना फैली। अपने कर्मचारियों को आप विश्वास में लीजिए। वह आपके लोग हैं। आप उन्हें अधिक पैसा देते हैं और अधिक पैसा देते हैं तो अधिक सेवा भी वह देते हैं।

इसलिए मेरा निवेदन है कि इस मामले को शीघ्र से शीघ्र सुलझाया जाय।

**SHRI BHAGWAT JHA AZAD** (Bhagalpur): Mr. Chairman, I concede the important right of labour to strike. I have consistently supported that right of the labour. But the question is how and when this right should be exercised. I am sure it will be agreed to by others as well that the right belongs not only to one section of society but to others as well, and here I am referring to the users. At this particular moment our attention should not be concentrated only on the right to

strike and who made the first move. The important point to consider in this controversy is whether the management has got the right, on behalf of the people, namely, the users of this service as the people who have been called upon to run the Indian Airlines in the most economical way, to take steps to effect economy in the working of the airlines. I do not for a moment hesitate to admit how the leadership and the officials who manage this organisation are responsible for this impasse. But here the point is that once the Chairman of the organisation, Shri Lal, and the new Minister in charge of Civil Aviation have realised the mistake and wanted to set it right, should not the members of this House from all sides and the people outside give them the whole-hearted support which they need?

Let us remember here that nobody is being removed from service. It is not contended by anybody that the pay scales of the employees would be reduced. What is sought to be done is only to rationalise the shift pattern so that more employees will be on duty during the peak hours. The employees do not want the new shift because that will affect their overtime.

Now what is happening not only in Indian Airlines but in the entire Government of India is that the employees while away their time from 10 to 5. Even though the office opens at 10 O'Clock they will come at 11 a.m. They go for lunch at 1 O'Clock and return at three. After 5 O'Clock they will start their work and also earn some overtime. This is how the Government functions.

In this background, if Shri Lal has taken the courage in both hands to set things right, I think he needs our appreciation and support at this moment. It is necessary that we must start somewhere. A good friend of mine was telling me outside that this is not the opportune time for this change. Then, what is the opportune time? Another friend was arguing

just now that we are losing Rs. 1 crore every day, which will come to Rs. 30 crores in a month, so why not give Rs. 2 crores as overtime and avert a strike. This is a fallacious argument. In fact, we have been told that we can save money even after paying overtime rather than losing in crores of rupees by the lock-out. That is not the thing. We support the stand taken by the Indian Airlines and the Chairman. It must be set right. Somewhere, you must start and, naturally, it will pinch somewhere.

What is being questioned? It is not a question of crisis of confidence. It is a question of crisis of extra illegal money that is being stopped for which they did not work. Therefore, it is a correct stand taken by the Corporation.

Now, I would say the other point also. I want to understand: Why this impasse has been brought about? Why did you allow them to work on these lines and have Rs. 2 crores extra payment? Who is responsible? You are responsible; your management is responsible. Let there be no bosses and Basus, impersonal officers, who came on Rs. 1,500 in your Ministry and went to some other Ministry with the previous Chairman on Rs. 3,000 and who made the entire mess of labour and of the Indian Airlines. Being in the Labour Ministry, I saw how such officers have spoiled the Indian Airlines.

I want to understand this. Is this the first and the last act of correction on your part or is it the first of the series of acts that will start against those officers also who have multiplied, according to the Parkinson's Law, their own tribe? I am prepared to support you. You draw Rs. 2 crores. But you must tell us, next time, how much you reduce on the caravan of officers, the Commercial Managers, these Managers and those Managers and these bosses who put the entire lawn of their under telephonic instrument and talk on phone even in their

[Shri Bhagwat Jha Azad]

lawn and gardens. What for is this? There is no law about it in the public sector undertakings. So also in the Indian Airlines.

While I support this action I hope, the labour leaders and the labour will withdraw their agitation and the lock-out will be lifted. But, after that, please don't forget, we shall not spare you if you do not go beyond this and take action against those officers who are damaging the prestige of this country, these highly-paid men. Who pays for them? It is the travelling public. What do you give to them? Even the management is being paid by the public. I hope Mr. Lal will take note of this also. He should take note of the Parkinson's Law, one employing the other. Anybody who comes, he comes with one dozen of their tribe, employs them in different posts and goes away and another man comes and brings a dozen more. The poor Indian Airlines! There is no law of personnel here. Labour too will be contended to have their own law on permanent basis.

Lastly, I would not like to compare it with loco staff strike. Mr. Banerjee you know as a labour leader that there should always be a talk of one dominant union. The Gajendragadkar Commission has also said that. But if you want to have an analogy of loco staff strike, do you want to have so many unions? No. I remember a case, when I was in the Labour Ministry, in the Indian Airlines, under the personal management of one Mr. Basu who spoiled the whole Indian Airlines overnight sprang up one other technicians' union to fight the A.C.E.U. He used to come to me always. The Ministry supported it; Mr. Basu recommended it. But I set my foot down saying, "I will not recognise it so long as I am in the Labour Ministry."

You also pleaded that at that time. I remember the case when you wanted another union in the same Ministry.

I opposed it. Don't play that mischief again. Don't bring in again these bosses and Basu and spoil the Indian Airlines.

With these words, I support this. I hope, the labour will withdraw their agitation and the lock-out will be lifted. At the same time, you will have to tell us how much economy you have made on your officers who is responsible for the mismanagement of the entire thing, giving Rs. 2 crores extra and having a big retinue in the Indian Airlines.

MR. CHAIRMAN: Shri Tha Kirutinan.

Before we proceed further, it is necessary for me to take the consensus of the House. The time allotted for this was one hour. We have already exhausted that time and have taken a minute more. Now do we take it that we conclude it by 6.30 p.m.? That means, only one speaker from this side and one from the Congress and then I will have to call the Minister because he needs a minimum of 20 minutes.

PROF. MADHU DANDAVATE: Only two groups are left out.

MR. CHAIRMAN: A fair proportion has to be maintained. Whenever one member from the Opposition is called one member from the Congress Party has also to be called. There is a formidable list which the Congress Party has given. Let us keep it upto 6.30 p.m. Almost all the points have been covered.

DR. RANEN SEN: Make it 7.00 p.m.

MR. CHAIRMAN: At any rate, your turn will not come, because Mr. Banerjee spoke for about 20 minutes.

SHRI S. M. BANERJEE: Sir, I rose above Party.

MR. CHAIRMAN: Two members from this side and two from the Congress side, and then I will call the Minister.

Mr. Kiruttinan.

SHRI THA KIRUTTINAN (Sivaganja): Mr. Chairman, Sir. I am very sorry that there is a divided opinion about the present lock-out in the Indian Airlines. My friends on the other side were trying their best to justify the lock-out with which we do not agree.

The Indian Airlines is an example for corruption, favouritism, malpractices and such other things. The present situation is not a recent one. My friends on the other side were trying their best to bring out the Public Undertakings Committee's recommendations and some others wanted to clean out the administration also. We are also for it. The administration should be cleaned out. The Indian Airlines has a staff about 16,000. And do you know how many aircraft they are having? Hardly 30. The hon. Minister, in his statement has tried to put the whole blame on the employees. But that is not a fact. The management has utterly failed to improve the efficiency. They must explore all possibilities to lift this lock-out. They must find a compromise with the employees. So, I would like to say that the management is responsible for all these troubles. The management claims that they are trying to bring down the overtime allowances. That is not the question. The question is one of improving the efficiency and bringing down the unnecessary expenditure and running the Corporation profitably.

I would like to bring certain things to your kind notice—how this management has shown favouritism and spoiled the whole administration. As Mr. Ismail was pointing out, in 1971, the Commercial Managers were only five, but the number has gone up to 18 now. The pay scale of Commercial Manager ranges from Rs. 2,500

to Rs. 3,000, and other allowances are also there. The number of Deputy Commercial Managers was 15 in 1971 but it has gone up now to 85. The number of Deputy Operational Manager was six in 1971 and now it is 42 to 45. These are all executives posts. Six Chief Engineers who were appointed are now sitting in the office without any work. Some time back, 200 technical officers, highly qualified people, were recruited and now they are doing only clerical work; they are not allowed to work in the aircraft or sit for the aircraft Maintenance Engineering licence. The Industrial Relations Department has been unusually enlarged. They are all drawing Rs. 3,000 to Rs. 4,000. Who are all these persons? What for have they been employed? What is the actual work that they are doing now? Under what circumstances were these posts created? Are they not the relations and well-wishers of Ministers or big bosses of the Indian Airlines? That I do not know. But I want to know who is responsible for all these appointments. The management of the Corporation. Is it not the management which is responsible for this? Now, the office has been expanded and it has been shifted to a palatial building of a private man for which the Corporation is paying lakhs of rupees as rent....

MR. CHAIRMAN: Where is it.

SHRI S. M. BANERJEE: The name of the building is Kanchenchunga.

SHRI THA KIRUTTINAN: The Indian Airlines Corporation Employees Service Rules, rule No. 62, Chapter III, Temporary duty on tour says:

"An employee proceeding on temporary duty may travel by air or rail or road as may be required and shall be eligible for the following..."

Sir, this is a rule under which some people who are known to them and who are the well-wishers of the big



[Shri Tha Kiruttinan]

bosses are sent on temporary duty on tour and they are enjoying all the privileges by which the corporation's money is being wasted. The employees want the abrogation of this rule but the management is against it. The management is trying to hoodwink the public and put the whole responsibility on the employees. The lock-out is totally illegal, unwarranted and uncalled for. The management has failed to effect a compromise and bring out normalcy and smooth-running of the administration. Therefore, I would like to know from the Government whether the Minister would assure this House that a tripartite meeting in which the Government will also be a party will be convened to find out a solution of these troubles?

SHRI DINESH CHANDRA GOSWAMI (Gauhati): Mr. Banerjee made a serious allegation of *mala fide* against the management for declaring this lock-out. But does he know that taking his argument to the logical extreme, one can say that he has acted *mala fide* by raising this debate here at this hour, to prevent us from joining the public reception? I feel that such glib arguments should not be advanced against a man who has stood by this country and served this country in a more selfless manner....

SHRI S. M. BANERJEE: Nobody is less patriotic. Do you say that the employees are less patriotic?.... (*Interruptions*).

SHRI DINESH CHANDRA GOSWAMI: The previous speaker said that everything is wrong with the Indian Airlines. But the moment you try to correct it, they try to put a restraining hand and create hurdles in the way. The question is that on the one hand you say that everything is wrong. But if a man with a military discipline behind him tries to correct the things, you raise a hue and cry.

The whole question to-day is whether we will make a beginning to cor-

rect the errors which have crept into the Indian Airlines. We are all passengers of the Indian Airlines. In fact, to-day the voice and the sentiments of the people is that if the Indian Airlines cannot be reformed, it is better that the Indian Airlines comes to a stop. That is the psychology of the people to-day.

My friends have said that it should have been done after negotiations. If my information is correct, there were negotiations and the negotiations went to this extent that the Bombay Union agreed to the time shift but at the intervention of the central union they changed their stand. So, to come and say that there were no negotiations is undoubtedly not a correct statement.

We are all for the labour. But, at the same time, remember that by doing this you are not serving the cause of the labour. If the condition of the labourers, if the condition of the wage-earners in the country is to be improved, then we must see that the public services and the public corporations function in a manner that there can be sufficient amount of profit. To-day people have started talking. Look here, if this be the way in which the public corporations function, how can you really keep the confidence of the public sector in the nationalised undertakings? This is one of the things. This is really affecting the goal towards which we are proceeding.

I wholeheartedly support this particular stand that is taken by Mr. Lall, I feel that large number of Members of this House will stand by them. I could have understood the grievance of the workers if the new shift system would have in any way affected the interest of the working class. I could have then supported it. It is not so. It has not affected the working class. They used to get 7 days off after 28 weeks and now under this system they will get 8 days off after

32 weeks. Instead of 44 hours they have to work now for 41 hours and 7 minutes. In this country we have to remember that there are large number of people who are unemployed. The Government should take a decision that there will be no overtime and if necessary fresh people should be employed. On the one hand you want more people to be employed in the country and on the other you want overtime not to be reduced. There is a contradiction in this stand. The sooner this is resolved the better it would be for the country. In Indian Airlines what is the pay scale? The Junior Technician starts with Rs. 300. In Air Force after 30 years the Technician gets Rs. 500. Are we to say that the Technician in the Air Force is less responsible? The less said about the pilots the better. We are paying Rs. 1 crore for the pilots. This does not include the overtime pay. This is only for their hotel charges, for their transport because they have to move in the night. Flight Engineers get Rs. 2,260 to Rs. 2,775 plus Rs. 900 allowance. That come to Rs. 3,000 and odd. Even they have joined the fray. There was a survey conducted which showed that a Loader in Calcutta earns Rs. 1,000 a month, Traffic Assistant earns Rs. 1,000 to Rs. 1,400 and Supervisor earns Rs. 2,000. We have to look at things from the point of view of the economy of the nation. We are facing a serious situation and the management has taken a strong attitude. I am in favour of it. If we go on giving concession after concession we will end nowhere. I am for negotiation but that does not mean that we must go on giving concessions after concessions. People working in public undertakings are employees of the society at large. I congratulate Mr. Lall on the bold step he has taken, and I am in favour of it.

**THE MINISTER OF COMMUNICATIONS AND TOURISM AND CIVIL AVIATION (SHRI RAJ BAHADUR):** I am thankful to hon. Members for the views expressed by them. I have

already given the entire background in my earlier two statements. I don't want to cover the same ground again. Certain points were made requiring attention. I will confine myself to those points.

The charge was made that Mr. Lall came on the scene suddenly, and, as if by a mandate or some type of military order, he wanted to stop all overtime, to revise the shift pattern and all that. Mr. Ismail made this charge. He said Mr. Lall joined in the first week of August, 1973. He has been with us as far back as June, 1971. It was agreed between the then management and the workers that these shifts will be revised.

**DR. RANEN SEN:** In consultation with the union.

**SHRI RAJ BAHADUR:** Mr. Ranen Sen, I would like to read out the agreement about this.

"The Corporation may revise from time to time the shift arrangements on the different basis both in regard to the composition of the shifts as well as the shift timings so as to meet the variation in the workload."

That means the shift system will be linked to the workload and that revision should be made in that. Even if this new provision of alternate shifts is to be made or before the shift arrangements are revised, it will be discussed with the Union. (*Interruptions*) My hon. friend, Shri Sen, is averting ignorance about this that the discussions have taken place. I maintain in letter and spirit that this has been observed. The revision will be discussed with the Union and every endeavour will be made to meet the Union so as to reach a decision.

**DR. RANEN SEN:** But that was not done.

**SHRI RAJ BAHADUR:** Every attempt was made. This was on 18th

[Shri Raj Bahadur]

August itself when the new Chairman said that this had to be done because the people had suffered from certain deficiencies in services, delays and things. I shall not repeat them over and over again as these are very well-known. On the 8th August and on the 22nd September there was a regular meeting. Also on 15th and 16th and 26th October, they did meet. And on the 28th October, after discussion with them a paper containing the new shift pattern was handed over to the workers. From 28th to 29th or till 5th....

SHRI S. M. BANERJEE: I want to know when was the agreement reached and where is the agreement?

SHRI RAJ BAHADUR: Please wait. You must read further. You want to take my time a little further.

"In the event of no agreed decision, the matter will be referred to the Assistant General Manager for a final decision and after necessary consultation with the Central Offices."

So, it is clear that the final decision would be taken after consultation. Since there was no agreement reached even after all the discussions and consultations, the final decision was left to the A.M.O. This was left to the A.M.O. In the case of technicians, it was left to regional director. In the case of engineers, again it is left to the regional director. All these exercises have been gone through faithfully. Why was this gone through—because of the feelings expressed by Shri Goswamy, because of the feelings expressed just now by Shri Jha and, perhaps, by Shri Kachwal. Are we satisfied with the way in which our services have been delayed?

Some figures have been given some time back that between 1967 and 1968, I do not know if I am correct, the number of delays was 78 per cent of the total number of flights. It had

increased to 35.65 per cent in 1971-72 and in September 1973, the percentage of delays was as high as 67 per cent.

DR. RANEN SEN: Your officers are equally responsible.

SHRI RAJ BAHADUR: I am not here to diagnose the disease in that way and I am not here to apportion the blame and pinpoint on that. I am only stating the state of affairs. We always say that we have got a system they will get 8 days offs after soft corner—we should have a soft corner—for the workers; we are not after their flesh or blood. We have got the highest feelings for them. We have also the respect for the management. But, the management and the workers are not the two parties alone. The vital fact is this which affects the travelling public when the delay is caused in the services. It is the passengers who pay for it. I am only referring to this because you referred to the newspaper statement. I am referring to the newspaper statement of an old lady; when she found that the services were not working well she said "they are paid so highly and still they are not satisfied. It is better that the services are closed". This is what she says. I would say that really I would not like to compare and try to provoke the Indian Air Force more. There is no comparison for the valuable service they have rendered.

There is a public feeling in regard to the delays, absenteeism without leave, wild-cat strikes and all these things. This is not the only one union which is resorting to it. A section of the Union or even a group of workers can do it and they can completely paralyse the whole service. If they were to resort to go slow, absenteeism, wild-cat strikes, will these not hold the people to ransom? This is not my word but this is going about all over the country. Are you going to hold us to ransom? If this is the question, what reply shall the Minister give to such a question?

Here, I would say that the mandate comes from no less a body, from no less an authoritative body, than in fact, the most authoritative body of this House, namely, the Committee on Public Undertakings? What do they want me to do? And what do they want the management to do? They say clearly that the actual man-hours booked on various jobs have far exceeded the revised norms fixed in 1969 and the variations ranged not over 1 per cent but from 6 per cent to 365 per cent.

There is another thing also which they say. This is what the Committee on Public Undertakings is asking me to do. They say that unless effective steps are taken to eradicate or considerably reduce the present malpractices and deficiencies (quite a few of which are common to all departments of the Airlines) and to inculcate discipline in the organisation—here is the Public Undertakings Committee wanting me to inculcate discipline in the organisation this spiral of rising man-hours will continue.

Then they say that the two main reasons for low productivity hours were (1) excessive leave hours, and (2) indirect and unallocated hours. Here comes the command from them. They say that the Committee therefore urges that strict control should be maintained on absenteeism, overtime etc. It recommends that the corporation should spare no efforts to increase the productivity and exercise strict check on absenteeism and other wasteful practices.

**SHRI S. M. BANERJEE:** Am I to take it that in future, Government would be accepting all the recommendations of the Public Undertakings Committee?

**SHRI RAJ BAHADUR:** And what did the committee do? They hailed the agreement between the workers and the management as their yardstick and as their guide and they followed that in letter and spirit. After having done that they come to this particu-

lar matter and they come to some decisions.

Now what is the objective of the new shift pattern? The objective of the new shift pattern is to improve productivity and to draw the best by maximum utilisation of the strength that we have in the Indian Airlines both of workers and of staff; then, the strength of the shift which was to serve under the new pattern was to be related to the workload so that thereby we could maximise the on-time operation of the services. This was the objective, namely, on-time operation of the services. This was necessary to ensure efficiency. Both these things were intended to ensure safety as well. As I have already observed, this was what flowed out of those particular agreements. I may tell the House that I have met my hon. friends and the union leaders whom I have also met personally for hours in order to convince them that it should not be allowed to become a question of prestige or a mere stand taken.

**SHRI S. M. BANERJEE:** That should be so on both sides.

**SHRI RAJ BAHADUR:** I can assure my hon. friend that there is no question of prestige on the side of the Government or the management.

**AN HON. MEMBER:** If there is no agreement, let the *status quo* be maintained.

**SHRI RAJ BAHADUR:** Do my hon. friends want that for months and months negotiations should be conducted? After having gone through all these processes and after giving their own word that if there is no agreement, the regional director or the assistant managing director will have the final say or the final decision, no, they want all that to be abrogated. I would appeal to them to consider coolly this new pattern of shift. It should not be a matter of passion, but it is a matter of the safety and the convenience and the efficient running of a

[Shri Raj Bahadur]

very important airline, one of our national airlines, which should be an object of pride for us. Were they not signatories to this agreement that the final say will lie with the regional director or with the assistant managing director? (Interruptions) My hon. friends should not interrupt me in this manner. I would say that they had subscribed their signatures to it. Healthy trade unionism will thrive only if the workers also observe implicitly and without reservations what they are committed to. It is not one-way traffic. I would say that they would have won their battle half if only they would have accepted the new pattern and then asked for amendment, which door is open to them even now also. Even now they can do it. There is a absolutely no difficulty in that.

SOME HON. MEMBERS: Let the lock-out be lifted.

SHRI RAJ BAHADUR: Let us not make on either side any attempt to fish in troubled waters. Is it not my duty and is it not the duty of Shri Banerjee or Shri Kachwal also to tell the workers to abide by their own written word to which they had subscribed their own signatures. Why are they not doing it?

SHRI S. M. BANERJEE: I can prove that no consultation was done and this was thrust on them.

SHRI RAJ BAHADUR: Shri Banerjee has been very unkind to me as well as to the new Chairman.

AN HON. MEMBER: And to the people at large.

SHRI RAJ BAHADUR: He said that Shrimati Purabi Mukerjee called a meeting of MPs and a statement was made by the Chairman but no hint was given of the lock-out. He has

also accused me of breach of privilege. He would remember that on the very first day I had said—and I repeated it in the other House—that if fewer and fewer technicians are available, if fewer engineers are available and aircraft are not available, we shall consider safety to be paramount for ourselves and we shall have to ground all the aircraft. I myself made that statement. I said so in the House; I did not go outside. When there were no aircraft available, when technicians were not coming forward, should we allow the manuals laid down by the DGCA to be flouted? Should we still continue the air services? It is not as if we wanted any lock-out. We did not want a lock-out. (Interruptions) We have been driven to it—here I must say and point my accusing finger—because of the wrong encouragement given by some members of the Opposition needlessly. (Interruptions) Please accept this. I still appeal to them; I again renew my appeal. (Interruptions) I am not asking for surrender.

If I may submit, it is not a question of surrender. If I may repeat his advice, I want them not to surrender. But they should held sacred their own written word, their own signature. They should do so. They should allow the whole issue to be sorted out. Let it be discussed, let it be tried. If there are any defects or hardships, they can be sorted out

It was said that the Chairman threatened to resign if the Minister interfered. This is something very very unkind. It was said that the Minister is helpless. I am not one of those members of this House who, having been given an opportunity to serve the country, will throw the blame or responsibility for anything that happens in my department on the shoulders of the Chairman. For anything that I do, for anything that is done in my department, I am responsible. (Interruptions)

**SHRI S. M. BANERJEE:** Do not take retired personnel (*Interruptions*).

**SHRI RAJ BAHADUR:** I am not a helpless person. Therefore I say with all responsibility that the responsibility is entirely mine. I assume it; I own it.

Another point which must be answered was about top-heavy administration, about the number of officers having increased...

**श्री एस०एम० बनर्जी :** पब्लिक ग्रन्डर टैकिंग्स को सब रिटायर्ड लोगों ने खराब किया है ।

**सभापति महोदय :** आप सुन लीजिये । यह बहुत ही अनफेयर है कि आप उनका वू वाइंट नहीं सुनते हैं । आप मंत्री जी को बात सुन लीजिये ।

**श्री राज बहादुर :** सभापति जी, उनका मतलब मुलजाना नहीं है, बल्कि कन्प्यूशर पैदा करना है क्योंकि उगमें उनका फायदा है ।

उन्होंने एक बात कही ।

I must refer to it. I did not want to import it. He said that this lock-out came at a particular time, when a very distinguished guest was in our midst. This was rather awful.

**MR. CHAIRMAN:** Please do not refer to it.

**SHRI RAJ BAHADUR:** I have to say this. I must also justify and vindicate the position of the management. The welcome to our honoured guest did not depend upon the official class or the business executives who normally travel by the airlines. His welcome depended upon the common man. If he had the occasion to go to Red Fort today, he would have seen that million and millions of people are gathered there to welcome him. They have come by rail. I must again say that this was very very insulting to our guest, and Shri Banerjee must apologise to our guest. Even those who wanted to

come by air, could have come by Air India which was operating from all the four centres. They could have come on the 24th, they could have come on the 25th, they could have come on the 26th, they could have come even today. To welcome our honoured guest, they could have come by rail, by motor or by any other means. I say Mr. Brezhnev is a man of the people. He is a leader of the people. He is not a leader of the business executives or officials. Therefore, I think it ill behoves Shri Banerjee to make a statement like that. I was surprise and shocked at it (*Interruptions*). When a point is made and you have been found in the wrong, please accept it as a gentleman here. Now, he has put me a very difficult question; also Mr. Goswami; and the question first act to rectify the situation? Mr. Goswami asked, "Are you not going to take care that all the ills from which the Indian Airlines suffer should be rectified?" I can only assure him that it is my earnest endeavour, and I will dedicate myself to this, and I will see that the Chairman and the management do dedicate themselves so improve the working, to improve the reliability, to improve the efficiency to improve the productivity, to improve the safety and to secure from the people their utmost satisfaction. For this, if anybody comes in the way, in the way of the working of the Airlines in the way of its objectives, I think he is not being friendly to the workers nor is he being friendly to the management, to the country and to the people who travel by the Airlines. Therefore, let there be no doubt about it. It is the first step, because we have got to ensure that these types of strikes, go-slow, absenteeism—all these things—become a matter of the past. They are illegal. About the lock-out also, I would say—(*Interruptions*) Pardon.

**SHRI S. M. BANERJEE:** It is an illegal lock-out.

**MR. CAIRMAN:** Order please. It is a matter of opinion.

SHRI RAJ BAHADUR: It is not an illegal lock-out, because this absenteeism, go-slow—everything have made it perfectly legal. That is a matter of law. I think you are not a lawyer, Mr. Banerjee. Therefore, you should not really dabble in a thing which is not your subject. As a lawyer, I have satisfied myself. So, I would beg of you, and I would appeal to you, Mr. Banerjee; I wanted to meet you but I did not do so intentionally because this debate was coming. I would still appeal to you, please advise them, if you can, if your advice can go home, that let them respect their own signature; their own agreement, and let them take it as the basis for a new climate, a new step.

SHRI S. M. BANERJEE: If you have got the courage, advise Mr. Lal.

SHRI RAJ BAHADUR: Sir, I am grateful to the House for the support they have lent to this particular

matter, and I can assure the people .... (Interruptions).

श्री हुकम चन्द कछवाय : हानि कितनी हुई है ?

श्री राज बहादुर : कभी बाद में सवाल करेंगे तो बता दूंगा । लेकिन इतना मैं कह देना चाहता हूँ कि जो हानि हुई है वह उस हानि से कम है जिस में लोगों को तंग किया जाता है, उनको परेशान किया जाता है, इर्रिटेशन होता है । उस में ज्यादा हानि होती है । उसको ठीक करना चाहिये और उस को हम ठीक करें यही हमारी मंशा भी है ।

18.31 hrs.

*The Lok Sabha then adjourned till Eleven of the Clock on Wednesday, November 28, 1973/Agrahayana 7, 1895 (Saka).*