

[Mr. Speaker]

5. Shri Jaisukh Lal Hathi, M.P., and
6. Shri Mahavir Tyagi, M.P.

Shri K. N. Tiwari will be the Chairman of the Committee.

Both the Secretaries of Lok Sabha and Rajya Sabha will be associated with the Committee.

The function of the Committee shall be to advise the Chairman of Rajya Sabha and the Speaker of Lok Sabha on the changes that are considered desirable in the structure of pay and allowances, leave and pensionary benefits to the officers and all categories of staff of the Rajya Sabha and Lok Sabha Secretariats in the context of the decisions of the Government on the recommendations of the Third Pay Commission.

The Committee will make their recommendations to the Chairman of Rajya Sabha and Speaker of Lok Sabha as early as possible.

श्री मधु लियय (बांका) : उस में घाटिकल 98 जोड़िये ।

श्री बी० पी० भोय्ये (हापुड) : अध्यक्ष महोदय, मैं एक जानकारी चाहता हूँ ।

अध्यक्ष महोदय : मुझे से जानकारी मत लीजिये ।

श्री बी० पी० शर्मा : अध्यक्ष महोदय, वित्त मंत्री या पार्लियामेण्टी एफेयर्स मिनिस्टर कैसे इस कमेटी के सदस्य हो पायेंगे और कैसे अपने फर्ज की अदायगी कर पायेंगी ।

**DISCUSSION ON REPORT OF THE
THIRD CENTRAL PAY COMMISSION**
—Contd.

श्री शंकर बयाल सिंह (खतरा) :
अध्यक्ष जी, "मुद्दा से होश में हैं, नजर दिने जवां हैं, लेकिन खुला न भव तक, हम कौन हैं, कहा है ।"

अध्यक्ष जी, बड़े गौर से मैं थापण सुन रहा था जिस में वेतन आयोग की सिफारिशों पर बहुत चर्चा हुई । वेतन बढ़ाओ सब ने कहा, किसी ने यह नहीं कहा कि काम बढ़ाओ, किसी ने यह नहीं कहा कि दक्षता बढ़ाओ किसी ने सुझाव नहीं दिया कि भ्रष्टाचार को हटाओ । सभी वक्तव्यों ने मूल रूप से यह कहा कि वेतन बढ़ाओ । वेतन बढ़े है, मैं इस का स्वागत करता हूँ जो वेतन आयोग ने सिफारिश की है, और मैं वित्त मंत्री महोदय से यही प्रार्थना करना चाहता हूँ कि जो आपके सामने सिफारिश आयी है उन्हें जल्दी से जल्दी आप लागू करने की घोषणा करें । लेकिन एक बात मैं जरूर कहना चाहूंगा कि वेतन आयोग की जो रिपोर्ट आयी है उस में 185 रु० से लेकर 3 500 रु० तक के स्केल दिये गये है, यानी 185 रु० मिनिमम और 3,500 रु० मैक्सिमम दोनों में 20 गुने का फर्क है । मैं कहना चाहता हूँ कि इस पर कम से कम आप एक बार और विचार करे । वेतन बढ़ाने में आप को आपत्ति होती है लेकिन घटाने में तो कोई आपत्ति नहीं होनी चाहिये । इसलिये 3,500 रु० जिन का वेतन मन्जूर किया गया है उस को निर्मम हो कर, जैसे आपरेशन किया जाता है वैसे कम से कम 1,000 आप जरूर कम कर दे और आप देखेंगे कि इस से देश की जनता खुश होगी, खुश होंगे जिन को असंतोष है कि हमारा वेतन कम है ।

आप ने 3,500 रु० किन्हें दिये है ? बड़े बड़े अफसरों को दिये हैं । लेकिन उन का चरित्र क्या है ? वह बिहार में पटना में एक एक कमिश्नर जो आई० ए० एस० हैं,

श्री नाथगुप्ती, उद्योग में जो चरित्र का परिचय दिया है उससे पता चलता है कि उनका चरित्र कितना विनीता और विरा हुआ है। तो आप को एक बार सोचना पड़ेगा क्यों कि राष्ट्र निर्माण की बात है। राष्ट्र में सबसे बड़ी कमी चरित्र की है, राष्ट्रीय निष्ठा की कमी है।

इस सदर्न में इनको आपको सोचना पड़ेगा।

गांधी जी ने कहा था कि दरिद्र नारायण को ऊंचा उठाओ तभी देश असली स्वराज्य प्राप्त कर सकेगा। आपने साठे 29 लाख या तीस लाख कर्मचारियों की बात तो जरूर कही है लेकिन 55 करोड़ जनता का क्या होगा जिस में से तीस करोड़ जनता हमारी ऐसी है जो गरीबी की सीमा के नीचे रह रही है, कसक रही है, इस पर आपने ध्यान नहीं दिया है। इसलिए मैं कहता हूँ कि बढाओं की स्पर्धा में न पड़ कर आम मूल्यों को बढाएं। मूल्य बढेंगे तो कोई भी नहीं करेगा कि हमारा वेतन बढाओ।

वेतन आयोग की सिफारिशों पर आज बहस हो रही है। इस तरह की बहस बहुत बार हो चुकी है। विरोधी दलों के नेता बाह्यवाही लूटने के लिए बहुत बात कह चुके हैं। वाजपेयी जी ने जवानों की बात कर दी। जवानों की बात चढाएँ साहब से बढ कर और कौन कर सकता है? उन्होंने परिवार की बात कह दी। खुद तो बैचलर है, बह परिवार की बातों को कैसे जान सकते

हैं। इसी तरह से बहुत सी बातें भी पीलू मोदी ने कही थीं। वे बेचारे क्या जानें कि डाक वेड पर फलता है या खेत में। इनमें घाब न पड़ें। सरकार की जो मजानक समाजवाद की नीति है, वो प्राप्ति बढाने की नीति है, नरीबों को राहत पहुंचाने की नीति है, उस पर मैं चाहता हूँ कि सरकार मडिय रहे और विश्वास रखे कि पूरा देश उसके साथ है।

SHRIMATI MUKUL BANERJI (New Delhi): I shall only give the points. When the Indian Labour Conference worked out and said that Rs. 314 should be the minimum wage, to fix this up at Rs. 185 is very small. I would like to suggest that for avoiding inflation if something is to be done it should be done from the bigger pay packets than from the minimum wage. And then, apart from the minimum wage, some facilities should be provided to the Government servants because wage alone is not enough, they should be enabled to get things at cheaper rate, at cheaper prices, as is the case in the Defence Ministry, which gives such things to its officials. The Third Pay Commission has favoured the generalists over the specialists. It has tried to work out something against what our beloved Prime Minister has said, namely, 'A nation which does not value trained intelligence is doomed.' The IAS will enter the selection grade in the fourteenth year of service while doctors and engineers will get the selection grade only in the twenty-third year of their service. For allied services there will be various tests whereas for IAS officers there is only one test at the time of entry which will suffice and they will have to undergo no other tests. This is very unfair.

Then 99 per cent of the posts carry special pay. This has been reduced to 75 per cent in the States. Why should there be special pay?

Then, it is very unfortunate to find the pay structure formed by the Pay Commission for School Teachers of Delhi and Central Schools. It has undone all that

(Shrimati Mukul Banerjee)

was done by the Government of India in 1971. The Pay Commission says that while the total existing emoluments should be broadly protected no further increases are called for in the pay scales. But the Principal who was getting Rs. 880 p.m. in the scale of Rs. 700—1100 would now get the scale of Rs. 1050—1600 and an Education Officer who was in the scale of Rs. 740—1100 would get Rs. 1200—1600 which means an increase of Rs. 170 p.m. to Rs. 400 p.m. But in the case of the teachers there is no increase. Hence the disparities between the pay scales of principals and teachers should be reduced by proportionate increases in pay scales and rates of increments to be given to all categories of teachers working in the Central and Delhi schools.

I also wanted to speak about the staff members here but, I am very happy to note that you have already appointed a Committee.

SHRI A. K. M. ISHAQUE (Bairhat): Please give me only five minutes.

MR. SPEAKER: You will please sit down. Now, the Finance Minister.

THE MINISTER OF FINANCE (SHRI YESHWANTRAO CHAVAN): Mr. Speaker, Sir, as I told you, I would require only five minutes. But, that did not mean that there is no important point that has been made here. I think that most of the Members who have participated in this discussion have made useful suggestions on the Report of the Pay Commission which I have presented. When I did it, I had anticipated that this House should have an opportunity to discuss this issue, so that it may be of use to the Government.

I am glad that this House to-day has discussed all the aspects of the Report—the recommendations made by them. According to some, there is some omission in the Report, and according to some there is some strong point made by the Pay Commission. Many Members who

participated in the discussion have made very constructive suggestions. Some Members on the other side have also made some suggestions. So, I can assure them all that it will ultimately be the Cabinet which will have to take a decision in the matter. We have not gone into the matter in the Cabinet because we wanted to know the views of Members of Parliament.

SHRI PILOO MODY: Then we could have had an earlier debate.

SHRI YESHWANTRAO CHAVAN: This is the proper time for discussing it. It is good that we have got the viewpoints of many Members. I can only make one or two points of a general nature.

SHRI S. M. BANERJEE: Will you have another meeting?

SHRI YESHWANTRAO CHAVAN: I am coming to that. Really speaking, though this question is full of difficulties—I do not deny that—we want to solve this question with an attitude of cooperation from our side as well as from the other side. For that matter, it would be much more important that nobody takes any partisan, political position, or any negative position, and this is my expectation. When I say 'negative position', I mean that somebody mentioned one or two points—someone said 'scrap the Pay Commission Report' or 'scrap the J.C.M.'. I would say that this would be a position of resorting to *status quo*. I think one of the Members—I think it was Shri Raja Kulkarni—talked about scrapping it. I think that is a negative position. I would say that in the course of the last five years or so, a most important thing that has happened between the relations of the Government employees and the Government is the emergence of this very important forum—J.C.M. It is a very important one. We are following some new procedures there, where both the employer and the employees can sit together and discuss their problem and try to find

solutions to their problems. So, it is necessary to strengthen that thing.

Some Members, in a spirit of anger, said 'scrap it if necessary'. But, our attitude is not for scrapping it. Our attitude is to strengthen it up. When a Member said that, I think he did not meant it. He just mentioned it by way of an argument. All that I am saying is, let us have this attitude of constructive cooperation. Then I am sure we will be able to find a practical solution to this.

Before I conclude, I must thank all the Members for their participation in this useful discussion.

MR. SPEAKER: The House now stands adjourned to meet again at 11 A.M. on Friday, the 17th August, 1973.

19.09 hrs.

The Lok Sabha then adjourned till Eleven of the Clock on Friday, August 17, 1973/Sravana 26, 1895 (Saka).