

*matter of urgent
Public Importance*

(b) the number of criminal and civil cases still pending with the Court; and

(c) the steps being taken to dispose of the pending cases?

The Minister of State in the Ministry of Home Affairs (Shri Datar): (a) 442,343 and 459 respectively.

(b) 71 and 235 respectively, as on the 1st February 1958;

(c) The matter has been brought to the notice of the District and Sessions Judge Manipur and it is expected that appropriate steps will be taken to expedite disposal of cases.

Grade II and Grade III Officers

479. Shri Balmiki: Will the Minister of Home Affairs be pleased to state:

(a) the duties and functions of Grade II and Grade III Officers of the Central Secretariat;

(b) whether Government have received any representations regarding unification of these Grades; and

(c) if so, action taken thereon?

The Minister of State in the Ministry of Home Affairs (Shri Datar): (a) To man Category 'B' posts (Section Officers) in the Secretariat and included Attached Offices. The heavier Sections are usually placed under Grade II Section Officers and the lighter Sections under Grade III Section Officers.

(b) Yes.

(c) The suggestion has been noted.

Visit of Pak Air-chief

480. Shri Rameshwar Tantis: Will the Minister of Defence be pleased to state:

(a) whether it is a fact that the Commander-in-Chief of the Pakistan Air Force visited Delhi recently; and

(b) if so, what was the purpose of his visit?

The Deputy Minister of Defence (Sardar Majithia): (a) Yes.

(b) The Commander-in-Chief of the Pakistan Air Force stopped for the night in Delhi whilst on his way to Dacca from Karachi.

Territorial Army

481. Shri Muhammed Elias: Will the Minister of Defence be pleased to state how much money has been spent since 1953 so far on the Territorial Army?

The Minister of Defence (Shri Krishna Menon): Rs. 6,96,00,000.

12 hrs.

PAPER LAID ON THE TABLE

ANNUAL REPORT OF SINDRI FERTILIZERS & CHEMICALS PRIVATE LIMITED

The Minister of Industry (Shri Manubhai Shah): I beg to lay on the Table, under sub-section (1) of Section 639 of the Companies Act, 1956, a copy of the Annual Report of the Sindri Fertilizers and Chemicals Private Limited along with the Audited Accounts for the year 1956-57. [Placed in Library. See No. LT 540/58].

CALLING ATTENTION TO MATTER OF URGENT PUBLIC IMPORTANCE

NON-COOPERATION MOVEMENT BY THE EMPLOYEES OF THE LIFE INSURANCE CORPORATION

Shri Vajpayee (Bairampur): Under rule 197, I beg to call the attention of the Minister of Finance to the following matter of urgent public importance and I request that he make a statement thereon:—

“Non-cooperation movement by the employees of the Life Insurance Corporation.”

The Deputy Minister of Finance (Shri B. B. Bhagat): The Life Insurance Corporation was set up in September, 1956, and soon after that, it

[Shri B. R. Bhagat]

devoted attention to the integration into a common establishment, with uniform terms and conditions of service, of the salaried field workers in the services of the two hundred and odd erstwhile insurers. Very early in the examination of this question, it became clear that it was a complex problem, not susceptible of an easy solution, satisfactory to all, in view of the haphazard conditions prevailing in regard to the field workers with most of the insurers, e.g.

(a) there was no security of service in the sense one understands the expression and the staff were kept on only while they were in top form in securing business;

(b) there were no regular scales of pay or increments, or any standard rules or regulations for grant of various allowances, like dearness allowance;

(c) the total remuneration paid to any officer depended on the business produced by him; if the business was poor, his salary was withheld or his services were even terminated; and

(d) the conditions of working varied greatly from company to company.

Briefly the field staff were regarded only as sales personnel serving and being remunerated at the pleasure of the insurers. The Corporation therefore decided to provide uniform facilities and conditions of work to the field officers working for it, for a year and then take up the question of fitting them into a common establishment in the light of the results of working over this period. In the meantime, the salaries of the staff were continued at levels admissible to them on the 31st August, 1956, with the exception of a few allowances in cases where there was no need to continue them, e.g., a contact allowance or entertainment allowance.

The Corporation put forth its first set up proposals for the integration of field staff, called the categorisation scheme, in September, 1957. While these were broadly acceptable to the staff, attention was drawn to certain aspects and directions in which there was scope for improvement in the proposals. Thereupon the Chairman of the Corporation held a series of discussions with representatives of the field staff in almost all the zones, and improvements were made in the scheme. The Scheme as revised liberalised the conditions of service to a considerable extent. Broad principles were enunciated on the basis of which the staff were to be fitted into a running scale of Rs. 125—500. The uncertainty regarding their service was removed and in respect of leave, gratuity etc., the field staff were to be treated on a par with the administrative staff

Shri M. L. Dwivedi (Hamirpur): It may be laid on the Table of the House.

The Prime Minister and Minister of External Affairs and Finance (Shri Jawaharlal Nehru): It may be laid on the Table. But I would just add one thing. I received a request from the representatives of the insurance workers for an interview to discuss all these matters. I have agreed to see them early next month.

Mr. Speaker: It may be laid on the Table of the House; it is a long one. It may be circulated to all hon. Members.

Shri S. M. Banerjee (Kanpur): This relates to the non-operation movement by the workers of the Life Insurance Corporation. Members are anxious to know the position. The workers are also eager to know the position. So, I suggest that the whole statement may be read out.

Mr. Speaker: Order, order. It is somewhat strange. Does the hon. Member mean that all the workers are hearing what is being read here? Anyhow, it will be published in the newspapers. It will also be circulated to all hon. Members. That is enough. It may be laid on the Table.

Shri B. E. Bhagat: I beg to lay the rest of the statement on the Table.

Portion of the statement laid on the Table

Where the application of the principles enunciated would lead to hardship, either by way of reduction in remuneration or of liability to termination of service, the cases were to be reviewed by a special committee with a view to see how many may be saved. A copy of the categorisation scheme together with a copy of the principles to be adopted for fitting in were placed on the Table of this House on 4th December, 1957 by the late Finance Minister who also referred to the salient features of the scheme during the debate in the House on that day when the Interim Report of the Life Insurance Corporation was taken into consideration. The Central Government has issued an order section 11(2) of the Life Insurance Corporation Act, 1956, to give effect to the scheme and regulations are under promulgation to give effect to the provisions of the Order. The Corporation is now giving detailed shape to the scheme, and working out its precise effect on all the field staff. It is expected that the wage bill of the Corporation in respect of the field staff will go up by Rs. 2 lakhs per month (from Rs. 13 lakhs to Rs. 15 lakhs per month) as a result of the scheme announced.

The National Federation of Insurance Field Workers of India was one of the organisations with which the Chairman of the Corporation discussed the categorisation proposals. While the Federation was impressed with

the improvements made in the scheme it declined to associate itself wholeheartedly with the scheme as the Corporation could not concede two of its demands viz. (i) that under no circumstances should there be any reduction in the emoluments drawn by a Field Worker prior to the setting up of the Corporation and (ii) that under no circumstances should any one's services be terminated. There was no guarantee or certainty attaching to the remuneration admitted to field workers by the companies, or of their service under them. These demands have therefore no relation to the affairs as they existed in the pre-nationalisation days, and hence have no relevance while considering the problem of bringing on the field staff in service of the former insurers on the 31st August, 1956 on to a common establishment under the Corporation. The Chairman of the Corporation however promised the Federation that after the data became available, he would discuss with the Federation cases of field officers in respect of whom the application of the categorisation scheme had resulted in hardship.

The Federation has also placed certain demands before the Corporation; a substantial number of them have been conceded and some are still under consideration. I place on the Table a statement indicating those.

Shortly after the categorisation scheme was finally announced, the Central Zone branch of the Federation called on the field officers in that zone to 'non-cooperate' with the Corporation in the production of new business, to protest against what it called an unfair imposition of the categorisation scheme and the non-fulfilment of its basic demands in regard to reduction in remuneration and termination of service. The movement was started on 19th January, 1958, the second Anniversary of nationalisation. The movement has become an all India affair since 10th February, 1958, under the direction

of the Central body of the Federation.

Government have sympathy with the legitimate aspirations and demands of employees in State undertakings. It is well to realise however that here we are breaking new ground and trying to evolve order out of the chaos that existed under the private insurers in respect of conditions of service of field staff. No prior commitment can thus be possible on the part of the Corporation to concede any of the demands of any section of the staff without ascertaining the data in this behalf. The Corporation has primarily to be run on business principles and obviously in regard to engagement of staff and their remuneration it will have to be guided by business considerations. In a matter like the categorisation of the field staff it is necessary and desirable that the points of difference between the Corporation and its employees should be resolved by negotiation and not by direct action. The Corporation has shown its willingness to discuss cases of hardship with representatives of its employees. I hope the staff in their turn will reciprocate and try to co-operate with the Corporation in an atmosphere of goodwill. They will, I am sure, realise that therein lies their prosperity, as well as, of course the Corporation's.

POINT OF INFORMATION

Raja Mahendra Pratap (Mathura): May I know what has happened to the Question, which is a Short Notice Question, which I have sent on Monday about a village near Gazipur? Those people are suffering very much.

Mr. Speaker: Regarding the Short Notice Question which has been tabled, it will have to be considered. First of all, I must admit it. Then the Minister must accept it. There

are certain questions which cannot really be called questions. They are mere suggestions. I have received some such suggestions from the hon. Member; though he thinks they are questions, they are mere suggestions. They do not even relate to Central subjects. So, he must allow some time to consider it. In course of time, he will get an answer that it is admitted or not admitted.

BUSINESS OF THE HOUSE

Mr. Speaker: Shri Satya Narayan Sinha.

Shri Hem Barua (Gauhati): On a point of information. What about the statement by the Minister of Parliamentary Affairs about the business for the coming week?

Mr. Speaker: The hon. Member has not looked into the Order Paper.

Shri Hem Barua: It is not in the Order Paper.

Mr. Speaker: I was calling the Minister for that very purpose.

The Deputy Minister of Defence (Shri Baghuramiah): With your permission, on behalf of the Minister for Parliamentary Affairs, I would like to announce that the order of business for this House for the week commencing 24th February will be as under:—

- (1) Any part-heard item of business carried over from today's order paper.
- (2) Motion for the reference of the Merchant Shipping Bill to a Joint Committee.
- (3) General discussion of the Railway Budget.
- (4) Discussion on the Seventh Report of the Union Public Service Commission for the year 1956-57 and