

there are a number of boys working on the Southern Railway and their complaint is that there is no security of tenure. How can such a service be satisfactory?

SHRI VASANT SATHE: They are the most filthily dressed people in the world.

DR. HENRY AUSTIN: They are not interested in serving well. They are sometimes even defiant of the travelling public. I travel by the Jayanti Janata often, and I know the situation.

SHRI BUTA SINGH: It is true that most of the bearers are employed on a commission basis. The Committee appointed in 1967 also has not made any specific recommendation in this regard. Uniforms are supplied by the railways. If there is any complaint, the hon. Members may let us know.

SHRI VASANT SATHE: I have raised it again and again.

MR. SPEAKER: Since a large number of hon. Members are rising in their seats and are having grievances, I would suggest that the hon. Minister may invite them and discuss this matter.

Rates for Casual Labourers

*187. **SHRI R. P. YADAV:** Will the Minister of RAILWAYS be pleased to state:

(a) the procedure followed for fixing the rates of wages of casual labourers in the Railways;

(b) whether the casual labourers are to be paid at the rate of 1/30th of the minimum of the scale if the casual rates are not fixed for any reason for a period of 1½ years; and

(c) if so, whether labourers in Delhi have been paid according to these rates?

रेल मंत्रालय में उपमंत्री (जी बूटा सिंह) :
(क) से (ग). एक विवरण तभी पटल पर रख दिया गया है।

विवरण

(क) न्यूनतम मजदूरी अधिनियम से शासित न होने वाले नैमित्तिक श्रमिकों को स्थानीय श्रमदा यथाप्रावश्यक सम्बंधित राज्य सरकार से पुष्टि करने के बाद दैनिक दर से मजदूरी दी जाती है और यदि ऐसी दरें उपलब्ध न हों तो रेलवे के नैमित्तिक श्रमिकों के न्यूनतम वेतनमान के 1/30 की दर से मजदूरी दी जाती है और इसके साथ ही वह मंहगाई भत्ता भी दिया जाता है जो तदनुषंग कोटियों के रेल कर्मचारियों को मिलता है और यदि इनमें से किसी भी ढंग में निर्धारित की गयी मजदूरी की दर सम्बंधित राज्य सरकार के द्वारा समतुल्य अनुसूचित नियोजन के लिए निर्धारित न्यूनतम मजदूरी में कम हों तो मजदूरी की दर राज्य सरकार द्वारा निर्धारित न्यूनतम मजदूरी की दर होगी।

2. न्यूनतम मजदूरी अधिनियम द्वारा शासित नैमित्तिक मजदूर को स्थानीय प्राधिकारियों श्रमदा यथाप्रावश्यक राज्य सरकार से पुष्टि करने के बाद दैनिक दर से मजदूरी दी जाती है, यदि ऐसी दरें उपलब्ध न हों तो रेलवे कर्मचारियों की तदनुषंगी कोटियों के कर्मचारियों के न्यूनतम वेतनमान के 1/30 की दर से और इसके साथ ही वह मंहगाई भत्ता भी जो तदनुषंगी कोटियों के रेल कर्मचारियों को मिलता है और यदि इनमें से किसी भी ढंग में निर्धारित मजदूरी की दर न्यूनतम मजदूरी अधिनियम के अधीन निर्धारित दर से कम हो तो अधिनियम के अधीन उपयुक्त प्राधिकारी द्वारा निर्धारित दरें।

(ख) और (ग). यदि स्थानीय दरें उपलब्ध न हों तो तदनुषंगी कोटियों के कर्मचारियों के न्यूनतम वेतनमान का 1/30

और उन्हें स्वीकार्य नहंगाई भत्ते की दर पर भुगतान किया जायेगा ।

2. दिल्ली में काम करने वाले नैमित्तिक श्रमिकों को स्थानीय प्राधिकारियों द्वारा निर्धारित दरों पर दैनिक मजूदरी दी जा रही है ।

SHRI R. P. YADAV: How many types of casual labourers are there on the railways, and how can they be distinguished? Under what type do the labourers working under 10W come, and what should be their minimum wage in quantum? Is Government in the know of the fact that about 140 casual labourers are working under 10W, New Delhi, and have completed more than six months, and that some of them have worked for 236 to 2,636 days? Is it also a fact that in spite of this, they are not given the scale rate which is mandatory?

श्री बुटा सिंह: हमारे यहाँ दो प्रकार के कॅजुअल लेबरर्स हैं । एक तो प्राजेक्ट्स पर काम करते हैं और दूसरे उस किस्म के वर्कर हैं, जो इमारतों और लाइनों बगैरह को मैनटेन करने के लिए रखे जाते हैं । उन के लिए वेतन इस तरह निर्धारित किया जाता है :

The Casual Labourers governed by the Minimum Wages Act are remunerated on:—

- (a) daily rates ascertained from the local authority or the State Government concerned where necessary; or
- (b) if such rates are not available, at 1/30th of the minimum of scale of pay plus Dearness Allowance applicable to corresponding categories of railway staff; and
- (c) if either of the rate of wages arrived at in the manner indicated in (a) and (b) above happens to be lower

than the minimum wages fixed under the Minimum Wages Act, then the rates fixed by the appropriate authority under the Act.

THE MINISTER OF STATE IN THE MINISTRY OF RAILWAYS (SHRI MOHD. SHAFI QURESHI): I would like to clarify one point.

There is no casual labour on the maintenance side.

SHRI R. P. YADAV: Towards the bottom of the statement, they have said, "Casual labourers working in Delhi are being paid daily wages at the rates prescribed by the local authorities." This is wrong. I challenge it. They have not been able to ascertain it from the local authorities, so far as Delhi Division is concerned. In the light of it, I would like to know from the hon. Minister whether it is not a fact that this payment of casual labour was referred to the Railway Labour Tribunal in 1969 and the Tribunal reported in 1972 and consequently the Railway Board issued instructions to the units to say that payment to non-project, non-scheduled labour will be made after ascertaining from the local or State authorities or in the alternative 1/30th of the minimum scale of pay plus dearness allowance upto the period of four months and after that they will be given the status of temporary employee? Is it also a fact that Northern Railway is not giving these employees their status and benefits of temporary employee? I can just quote an example of PWI, Delhi and you can also take the example of panipala. For years together they are casual labourers? May I know from the hon. Minister whether anything has been done by the Railway or not? If so, what steps the Government is taking in this regard?

SHRI BUTA SINGH: Let me, first of all, make it clear that most of the information that I heard from

the hon. Member is not based on the facts. The facts are that daily wages paid in Delhi division are ascertained from the Delhi Administration in August, 1976, that is, the current month and are fixed at the latest rates given by the Delhi Administration to us. So, it will not be true to say that Northern Railway and the other railways in general are not following what the local authorities say. The rest suggested by the Delhi Administration is Rs. 5.85.

SHRI INDRAJIT GUPTA: This is not the first time that these complaints have been made by railway unions regarding the scandalously low rates of wages which have been paid to the casual labour. With reference to the statement which has been laid on the Table of the House, may I just draw his attention to one example and ask him to explain in terms of this statement? On the South Central Railway, wages of casual labour in Secunderabad and Vijawada is as low as Rs. 2.25 per day. The minimum wages for unskilled mazdoors notified by the local Collectors are as follows:—

	Rs.
Vishakhapatnam	5.50
West Godavari	5.00
Kurnool	4.00
Warangal	4.50
Hydrabad District	5.00
& the twin cities of Hyderabad & Secunderabad	5.00

These people are being paid Rs. 2.20 and yet they give the statement here saying that these wages are fixed according to the local rates. Will he kindly explain how long this state of affairs is going to continue?

SHRI BUTA SINGH: As I reiterated in my reply to the last supplementary, we always take whatever the local authorities or the State Government has to say. But, in this

particular case, as the hon. Member has pointed out something, we will definitely get in touch with the authorities and see that there is no anomaly.

SHRI INDRAJIT GUPTA: I can give so many anomalies, but there is no time to do it. This is only one case.

MR. SPEAKER: You can verify the discrepancy in the rates fixed by the Railway Board and the local authorities.

श्री नाथराम अहिरवार : दया रह सही है कि जो कैजुअल लेबरज् तीन महीने काम करते हैं, उन को दो चार दिन के लिए अलग कर दिया जाता है, ताकि वे छः महीने पूरे न कर पायें और उन को रेगुलर चांस न देना पड़े ?

दूसरे झांसी डिविजन में इस तरह का चल रहा है कि वहां चार-चार, छः-छः साल से कैजुअल लेबर काम कर रहे हैं लेकिन उनको परमानेंट नहीं किया जा रहा है। दूसरी जगह से कम सविस वाले कैजुअल लेबर लेकर परमानेंट कर दिया जाता है। जो छः-छः साल से काम कर रहे हैं उनको परमानेंट नहीं किया जाता है। क्या मंत्री महोदय जानकारी लेकर, जो लोग पहले से काम कर रहे हैं, उनको परमानेंट करवाने की कोशिश करेंगे ?

श्री बुटा सिंह : कैजुअल लेबर की भर्ती किसी प्रोजेक्ट के लिए होती है या सीजनल होती है। जैसे कोई फ्लड आया है या और कोई ऐसी बात हुई है उसके लिए कैजुअल लेबर को रखा जाता है। उनकी सविस मुश्किल से तीन चार महीने चलती है। हमारे ध्यान में ऐसी कोई बात नहीं आयी है। अगर माननीय सदस्य हमको लिखेंगे तो हम उसकी जांच रायेंगे।

प्रत्यक्ष महीबय : इनका दूसरा सबाल डीकेमुरलाइवेगन के बारे में है कि कैजुअल लेबर घाठ-घाठ, दस-दस साल से काम कर रहे हैं।

SHRI MOHD. SHAFI QURESHI:
This matter was referred to a tribunal headed by Mianbhoy. The Mianbhoy Tribunal has given an award for decasualisation of casual labour. We have accepted most of the recommendations of the Mianbhoy Award. It is four months for persons who are working in other than projects and six months for those who are working in projects. That is being followed. But we have received complaints that in certain areas, the services of the labour are dispensed with just two or three days before the four months period is over. We are looking into it.

Relaxation of Curbs on Managerial Remuneration

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*188. **SHRI D. K. PANDA:**

SHRI S. A. MURUGANAN. THAM:

Will the Minister of LAW, JUSTICE AND COMPANY AFFAIRS be pleased to state:

(a) whether Government propose to relax the curbs on managerial remuneration;

(b) if so, the salient features thereof; and

(c) what factors have led Government to take such a decision?

THE DEPUTY MINISTER IN THE MINISTRY OF LAW, JUSTICE AND COMPANY AFFAIRS (SHRI BEDABRATA BARUA: (a) No, Sir.

(b) and (c). Does not arise.

SHRI D. K. PANDA: It is a welcome reply. If the reply is in the negative, the House must be happy. But still,

to be on the safe side, for the purpose of clarification, I would like to ask the hon. Minister whether the reported news-item in the *Hindustan Times* according to which Mr. Bedabrata Barua addressed a meeting of the All-India Manufacturers' organisation at Bombay is correct or not. It is reported:

"The Union Government is considering some relaxations to its guidelines that industrial units not making profits will not be allowed to pay more than Rs. 60,000 per year as remuneration to its professional managers.

The Minister admitted that the guideline was posing problems. The Government was coming up with suitable amendments. Mr. Barua, however, did not elaborate what amendments were being made.

Speaking at a meeting organised by the All-India Manufacturers' organisation, Mr. Barua, stated that the Government had taken some steps to regulate the managerial remuneration in the corporate sector. A ceiling of Rs. 1.30 lakhs per year was imposed. In approving the service conditions of top managers in private sector industry, he said, the Government was guided mainly whether the compensation paid was proper or not for the services rendered."

This is the news-item that has been reported. I want to know whether any such statement has been made and whether those facts have been admitted as has been reported in the newspaper.

SHRI BEDABRATA BARUA: This was a meeting of the All-India Manufacturers' organisation which I addressed. I do not think the whole report is correct. But most of it is in connection with the remuneration of the executives. The question asked to me was, whether the Government wanted to put curbs on the remuneration of the executives who were not