

**Freight Pooling for Cement Industry**

\*357. SHRI SHIVA CHANDRA JHA: Will the Minister of INDUSTRIAL DEVELOPMENT, INTERNAL TRADE AND COMPANY AFFAIRS be pleased to state :

(a) whether it is a fact that Government have decided to terminate freight pooling for the cement industry ;

(b) if so, the reasons therefor ;

(c) whether this decision is going to affect the expansion programmes of the cement producers in the South ; and

(d) if so, to what extent and the steps planned by Government to lessen the damage done to the producers in the South ?

THE MINISTER OF INDUSTRIAL DEVELOPMENT, INTERNAL TRADE AND COMPANY AFFAIRS (SHRI F. A. AHMED) : (a) Yer, Sir.

(b) The attention of the Hon'ble Member is invited to the statement made by me in the House on 14-4-1969.

(c) No, Sir.

(d) Does not arise.

**Committee to Enquire into Status of Indian Women**

\*358. SHRI YAJNA DATT SHARMA : Will the Minister of LAW AND SOCIAL WELFARE be pleased to refer to the reply given to Unstarred Question No. 2183 on the 5th August, 1969 and state :

(a) whether the Committee to enquire into the status of Indian women, has since been set up by Government ; and

(b) if so, the terms of reference of the Committee ?

THE MINISTER OF STATE IN THE MINISTRY OF LAW AND IN THE DEPARTMENT OF SOCIAL WELFARE (DR. (SHRIMATI) PHULRENU GUHA) : (a) No, Sir.

(b) Does not arise.

**शाहदरा सहारनपुर लाइट रेलवे के प्रबन्धकों तथा कर्मचारियों के बीच विवाद**

\*359. श्री रघुवीर सिंह शास्त्री : क्या रेलवे मंत्री यह बताने की कृपा करेंगे कि :

(क) क्या सरकार को पता कि शाहदरा-सहारनपुर लाइट रेलवे के प्रबन्धकों तथा कर्मचारियों के बीच काफी समय के विवाद चल रहा है ;

(ख) यदि हां, तो विवाद किन मुख्य बातों पर है ; और

(ग) इस विवाद को हल करने तथा कर्मचारियों की न्यायोचित मांगों को पूरा करने के लिये सरकार द्वारा क्या कार्यवाही की गई है ?

विधि तथा समाज कल्याण और रेलवे मंत्री (श्री गोविन्द मेनन) : (क) से (ग). शाहदरा सहारनपुर लाइट रेलवे में जूनियन ने अपने 14-11-69 के पत्र में सुलह कराने के लिए केवल नीचे लिखे तीन मुद्दों का उल्लेख किया है ;

(i) छः कर्मकारों की बहाली ।

(ii) उन 2 कर्मकारों को वेतन-वृद्धियां पुनः दी जायें, जिनकी वेतन वृद्धियां रोक दी गयी हैं ; और

(iii) तालाबन्दी के कारण जो कर्मचारी 20 सितम्बर, 1968 से 2 नवम्बर, 1968 तक काम पर नहीं गये, उन्हें मजूरी दी जाये ।

तदनुसार इन मुद्दों पर सुलह कराने की कार्रवाई की गयी लेकिन कोई सुलह न हो सकी । सुलह अधिकारी द्वारा पेश की गयी रिपोर्ट पर विचार करने के बाद पहले दो मुद्दों को अधिनियम के लिए एक न्यायाधिकरण को

सौंप देने का विनिश्चय किया गया। तीसरे मुद्दे को अधिनिर्णय के योग्य नहीं समझा गया, क्योंकि लाइट रेलवे के कर्मचारियों ने गैर-कानूनी हड़ताल की थी।

#### Uniform Policy on Salaries in Private Sector

\*360. DR. P. MANDAL :  
SHRI RAM SWARUP  
VIDYARTHI :

Will the Minister of INDUSTRIAL DEVELOPMENT, INTERNAL TRADE AND COMPANY AFFAIRS be pleased to state :

(a) whether Government have been able to lay down a uniform policy on salaries paid in the private sector, as stated by him in his speech at the Consultative Committee meeting held in New Delhi on the 16th September, 1969 and, if so, the details thereof ; and

(b) whether the managerial personnel, being given "fancy salaries", are likely to get a slashing down in their salaries or the lower salaried personnel will get higher salaries ?

THE MINISTER OF INDUSTRIAL DEVELOPMENT, INTERNAL TRADE AND COMPANY AFFAIRS (SHRI F. A. AHMED) : (a) and (b). Government has since laid down revised guidelines relating to the appointment of Managing/Whole-time Directors and Managers in public limited companies and private subsidiaries of public limited companies in the private sector and the imposition of administrative ceilings on their remuneration. A statement giving the revised guidelines is laid on the Table of the House.

#### *Statement*

#### *Appointment of Managing Directors, Whole-time Directors, Part-time Paid Directors and Managers in Public Limited Companies and Ceiling on their Remuneration*

The Central Government has reviewed its policy relating to the imposition of ad-

ministrative ceilings (within the statutory limits laid down by the Act) on remuneration of managing/whole-time or part-time paid directors/managers in public limited companies in keeping with the overall socio-economic objectives of State Policy. The following revised guidelines have, accordingly, been framed for dealing with applications received by the Company Law Board under Sections 269, 310, 311, 309(3) and 198, 387 and 388 and allied Sections of the Indian Companies Act, 1956 :

(1) The maximum remuneration, within the statutory limits laid down by the Act, payable to managing/whole-time or part-time paid director/manager in a public limited company has been fixed as under :

(a) There will be a ceiling of Rs. 90,000 per annum *i. e.* Rs. 7500 per month on salary including dearness allowance and all other fixed allowances.

(b) A commission on net profits upto 1% of the net profits may be allowed in addition to the salary as an incentive for efficient and sound management, but this should be subject to a maximum ceiling of 50% of the approved salary *i. e.* an absolute ceiling of Rs. 45,000 per annum.

(c) Where a company proposes to pay remuneration in the form of commission on net profits alone, this shall be subject to a maximum administrative limit of Rs. 1.35 lacs per annum.

(d) At present there is no overall ceiling for the value of perquisites apart from limits on certain individual items like housing or medical benefits. In future, perquisites to be allowed in addition to salary and/or commission will be restricted to an overall limit of one-third of the salary/emoluments or Rs. 30,000 per annum (Rs. 2500 per month) whichever is less Rs. 3,000 per annum only will thus be ad-