

and under these nine Working Groups, there are eight Sub-Working Groups. Before the meeting of the Joint Commission, two Co-Chairman will review as to what has been the progress in various Working Groups and if there is any shortfall or if any particular attention is to be given in the functioning of the Working Group, they give directions. Thereafter, at the meeting of the Inter-Governmental Commission these areas are identified and reviews take place. Then, whatever necessary instructions and guidelines are to be given, they are being given.

We are having cooperation in a number of areas. Take the example of defence. It is a very important area. During the visit of Russian Prime Minister, Mr. Chernomyrdin to New Delhi last December, a five-year agreement viz., upto year 2,000, was signed and we are placing some orders for buying equipment, spares etc., from the Russians. In addition to that, we are going in for production-sharing joint ventures where all the aircraft having Russian origin would be serving not only in India but also in the Third-world countries. A Memorandum of Understanding for 400 million U.S. dollars had been signed. A joint company had been registered with a Capital of 400 million U.S. dollars. This could be multiplied. The hon. Member is aware that our relations are multi-faceted in a large number of areas. We are working out these details.

#### **Scheme to Improve Productivity**

\*104. SHRI RAJENDRA AGNIHOTRI : Will the Minister of STEEL be pleased to state :

(a) whether the Government have decided to introduce a new scheme to motivate employees to increase steel production;

(b) if so, the main features of this scheme;

(c) the time by when a final decision in this regard is likely to be taken; and

(d) the time by when this scheme is likely to be implemented?

THE MINISTER OF STATE OF THE MINISTRY OF STEEL (SHRI SONTOSH MOHAN DEV) : (a) to (d) Public Sector Undertakings (PSUs) signing Memorandum of Understanding (MOU) with Government have been delegated powers to finalise wage revisions and interalia evolve their own incentive schemes. The National Joint Committee for the Steel Industry (NJCS), as a part of the wage agreement signed on 18.5.1995, has also agreed that a Company Based Performance Linked Benefit Scheme (CBPLBS) would be introduced so as to motivate the employees to put in maximum efforts for improvement of production, productivity and profitability. Accordingly, it was decided to work out a scheme based on parameters like production of saleable steel, gross margin, energy consumption, productivity etc. The details of the scheme are being worked out and it would be implemented after it is finalised by the NJCS.

[Translation]

SHRI RAJENDRA AGNIHOTRI : Mr. Speaker, Sir, I want to ask the hon. Minister at what level employees will be given

benefit under this scheme? Is financial benefit also included in it?

[English]

SHRI SONTOSH MOHAN DEV : As I said in my reply, there are three basic things on which it will be decided.

Regarding details I would like to mention here that I have a long list. I will just read out some salient points. The scheme shall be applicable to all regular workers of the company. The proposed scheme has three parameters viz., the MoU target of saleable steel production; the MoU target of gross margin; and the MoU target of total energy consumption. The total number of employees who will be benefited will be 1,61,295. The annual amount needed will be or and Rs. 22 crore.

There is also a slab. It will be ranging from a minimum of Rs. 75 to a maximum of Rs. 145 which they will get.

[Translation]

SHRI RAJENDRA AGNIHOTRI : I want to know from the hon. Minister that by what time the scheme is likely to be finalised and implemented? Whether employees and their associations have also been consulted in this regard?

[English]

SHRI SONTOSH MOHAN DEV : Sir, as per the agreement that has been signed, the outer time-limit would be within three months. But, I think, within this month it may be finalised. The detailed discussion is going on. All the employees of the Steel Plants except IISCO and Visweswaraiya Steel Plant have all represented in that. INTUC, CITU and other organisations are all party in that Committee and they have all signed this agreement. Now the details are being worked out and within one month it may be done.

Sir, I made a mistake in my previous answer. The quantum of money should be ranging from Rs. 75 to Rs. 145.

[Translation]

SHRI RAJENDRA AGNIHOTRI : When will you implement it?

[English]

SHRI SONTOSH MOHAN DEV : Within one month it will be done. With retrospective effect it will be done.

#### **Power Shortage**

\*105. SHRI BASUDEB ACHARYA:

SHRI PRAMOTHES MUKHERJEE :

Will the Minister of POWER be pleased to state :

(a) whether attention of the Government has been drawn to the new item captioned "Secret report forecasts power crisis", as reported in the Statesman dated July 12, 1995;

(b) whether the said projection has been discussed by the Cabinet Committee of Economic Affairs, and if so, the outcome thereof; and

(c) the concrete steps Government propose to take to meet the power shortage projections in the country?