

Participation of labour for raising productivity in steel plants of SAIL

4233. **SHRI CHIMANBHAI MEHTA:** Will the Minister of STEEL AND MINES be pleased to state:

(a) what are the measures contemplated or taken to improve efficiency and raise productivity and production in Public Sector Steel Plants, and what are the results thereof during the last one year;

(b) whether labour participation at the managerial level and policy making level is being contemplated or given effect to at any level in Public Sector Steel Plants, if so, what are the results achieved by these steps in the direction of raising production and productivity; and

(c) what are the details of the managerial, executive and policy making structure of Public Sector Steel Plants of Steel Authority of India?

THE MINISTER OF STEEL AND MINES (SHRI M. L. FOTEDAR): (a) The measures taken to improve the efficiency and raise productivity and production in SAIL are:-

(i) Ensuring adequate availability of inputs of the right quality and in the required quantity, including import of low-ash coking coal;

(ii) Optimisation and augmentation of captive power generation;

(iii) Systematic maintenance of equipment;

(iv) Moulding of better work culture which focuses primarily on better team work and higher levels of discipline;

(v) Modernisation and technological upgradation of the plants; and

(vi) Re-deployment of surplus manpower for its optimum utilisation.

As a result in 1986-87 SAIL's production touched a high of 6.31 million tonnes of saleable steel, surpassing upon the

previous highest of 6.10 million tonnes in 1985-86. Apart from this the consumption of coking coal per tonne of hot metal was brought down, consumption rate of raw-materials per tonne of hot metal was reduced and consumption of petro-fuels was also brought down.

(b) Yes, Sir. The productive participation of labour at various levels is provided for in SAIL plants. At the national level important policy issues like wages etc. are discussed by the National Joint Committee for Steel Industry (NJCS). The Standardisation Committee (a sub-committee of the NJCS) deals with standardisation of scales of pay, job nomenclature of various categories of employees as well as standardisation of leave, medical and other fringe benefits.

At the Corporate level there is a provision for one Director representing the interest of labour on the Board of SAIL. This post is, however, presently vacant. There is also a Joint Committee of SAIL for production and productivity in which all related matters are discussed.

At the Plant, Zonal and Shop Floor levels there are Joint Committees which are generally organised on functional lines dealing with matters pertaining to production, safety, grievances and welfare of labour.

Although it is difficult to quantify the results achieved in terms of improved production and productivity by participation of labour, the participation system has helped in improving the overall industrial relations and organisational climate for better performance of the plants.

(c) The Top Organisation Structure of SAIL is given in the statement (See below). All policy matters are dealt with at the level of the Corporate Office and the Board of Directors.

Statement

ORGANISATION STRUCTURE

CHAIRMAN

—Vice-Chairman (Projects)	{ Director (Projects) Executive Director (Engg. & Technology)
—Director (Operations)	
—Managing Director (Bhilai Steel Plant)	Executive Director (Works)
—Managing Director (Bokaro Steel Plant)	Executive Director (Works)
—Managing Director (Rourkela Steel Plant)	Executive Director (Project & Modernisation)
—Managing Director (Durgapur Steel Plant)	Executive Director (Project & Modernisation)
—Director (Commercial)	Executive Director (Commercial)
—Director (Finance)	
—Director (Personnel)	Executive Director (MTI)
—Director (Corporate Planning)	
—Director (Research & Development)	{ Executive Director (Technology) —Executive Director (MEL)
	Executive Director (Alloy Steels Plant)
	Executive Director (Salem Steel Plant)
—Managing Director (The Indian Iron & Steel Co. Ltd.)	{ Executive Director (Projects & Modernisation) Executive Director (Growth Division)

Compensation to farmers suffering loss due to substandard fertilizers etc.

4234. SHRI CHIMANBHAI MEHTA: Will the Minister of AGRICULTURE be pleased to state:

(a) whether Government have formulated any general policy to compensate the farmers who have suffered due to substandard fertilizers, seeds, pesticides, etc. and if so, what are the details thereof; and

(b) whether Government are considering to extend the Crop Insurance Scheme to the farmers victimised by the fake

or substandard fertilisers, seeds, pesticides etc. and if so, what are the details thereof?

THE MINISTER OF STATE IN THE DEPARTMENT OF AGRICULTURE AND COOPERATION IN THE MINISTRY OF AGRICULTURE (SHRI YOGENDRA MAKWANA): (a) Only the sale of standard fertilisers, pesticides and seeds is allowed to the farmers under the law. Therefore, the question of formulation of a policy to compensate the farmers does not arise.

(b) No, Sir.