

Jaive retired after ten or fifteen years of service ?

SHRI PRANAB MUKHERJEE: So far as I know, nobody gets less than Rs. 150. And I mentioned it in the Budget. Therefore, the question which the hon. Member mentioned is not relevant.

MR. DEPUTY CHAIRMAN: Next Question.

♦223. [The questioner (Shri Murli dhar Chandrakant Bhandare) was absent. or answer vide Col 40 ..... infra.]

♦224. [The questioner (Shri F.M. Khan and Shri B. Ibrahim were absent, for answer vide Col. 41 and 42.. infra].

♦225. [The questioner (Shri K.C. Sebastian) was absent. For answer vide Cot. 42 and 43 .....infra].

MR. DEPUTY CHAIRMAN : Question No. 226

#### **Affairs of the Life Insurance Corporation**

\*226. SHRI SURENDRA MOHAN:  
SHRI SYED SHAHABUDDIN : f

Will the Minister of FINANCE be pleased to state:

(a) What is the transfer policy-being followed by the life Insurance Corporation in respect of various categories of employees;

(b) What is the recruitment policy at various levels, particularly the percentage of cadre strength or vacancies reserved for promotion with the eligibility criteria for promotion from the lower to the higher grade; and

(c) What is the selection procedure for promotion and the relative weightage given to seniority, previous

†The question was actually asked on the floor of the House by Shri Syed Shahabuddin.

performance, written test and interview?

THE MINISTER OF STATE IN THE MINISTRY OF FINANCE (SHRI PATTABHI RAMA RAO) :

(a) to (c) A statement is laid on the Table of the House.

#### **Statement**

Direct recruitment is made against sanctioned vacancies at the following levels for each class of employees:

- (i) Class IV—Peons, Liftmen, Watchmen, Cleaners, Sweepers, Drivers and Hamals.
- (ii) Class III—Assistant, Typists, Stenographers, Telephone Operators, Addressing Machines and Punch-card Operators and Record Clerks.
- (iii) Class II—Development Officers.
- (iv) Class I—Assistant Administrative Officers.

Necessary relaxations for candidates belonging to the SC/ST, Ex-servicemen and handicapped employees have been provided as per Government directions from time to time.

*Promotion within Class III and Class IV employees and from Class IV to Class III*

According to the promotion rules applicable to Class III and Class IV employees of the Corporation, the eligibility criteria for promotion from lower to higher cadres are based on specified length of service, qualifications and/or departmental tests and performance.

*Promotion to Class I*

Employees of Class II as well as Class III are eligible for promotion to the cadre of Class I.

According to the existing rules, direct recruitment to the cadre of Assistant administrative Officers can be up to 40% of the vacancies. The rest are filled up by promotion from Class III. Superintendents and Higher Grade Assistants in Class III are eligible to be promoted to Class I.

Promotions are also made to the cadre of Class I from Development Officers in the cadre of Class II, and, they are designated as Assistant Branch Managers (Development) on promotion. Class III employees are not eligible against the vacancies of Assistant Branch Manager (Development).

Generally, for promotion at all 3 vels, length of service, qualifications, performance etc. are taken into account while drawing up panels for selection. Eligible candidates up to five times the vacancies notified are interviewed and selected by a prescribed committee constituted for the purpose. The basis of weightages given by the Selection Committees at various levels is given in the *Annuxre*.

*Promotion within Class I*

Within the cadre of Class I to higher levels, promotions are based on merit, suitability and seniority. Competent authorities at various levels are assisted by committees constituted for the purpose.

**GENERAL**

All employees of the Corporation can be transferred from one office of the Corporation to another.

**Annexure****Basis of Weightage****I. For promotion from Class II to Class I**

(i) Qualification . . . . .	10 marks
(ii) Length of service . . . . .	15 marks
(iii) Performance . . . . .	55 marks
(v) Interview . . . . .	20 marks
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	100 marks

**II. For Promotion from Class III to Class I and within Class III Class IV from Class IV to Class III**

(i) Length of service . . . . .	15 marks
(ii) Qualification . . . . .	15 marks
(iii) Work record :	
(Confidential Report) . . . . .	40 marks
Interview . . . . .	30 marks
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	100 marks

SHRI SYED SHAHABUDDIN : Sir, I have read the statement that the Hon. Minister had laid on the Table of the House. Frankly, I find it rather confusing in at least so far as the part relating to promotion is concerned, and I shall come to that later. Sir, my first question is with regard to the first part of

my question which is on the transfer policy followed by the LIC. Now, there is only a two-line reply : All employees of the Corporation can be transferred from one office of the Corporation to another. That is at page 2 of the statement, at the bottom. This means that all categories of staff from Class IV right

up to Class I—that is to say, peons, liftraen, watchmen, cleaners, sweepers, drivers, hamals, then Class III consisting of telephone operators, clerks, etc., than the officers all of them are transferable throughout the country. That, Mr. Deputy Chairman, simply does not make sense to me either in the interest of the Corporation or in the interest of the country or in the inteiest of the employees. Why should a sweeper be transferable throughout the country ? Why can't categories be made out that some people are not transferable, some transferable within a division, some are transferable within a region, and some people bolding the Class I posts are transferable throughout the country ? That would be a more rational approach and that would be saving a lot of public fund which would be otherwise spent on the unnecessary and irrational and sometimes arbitrary and sometimes penal transfers of one man from one corner of the country to another corner. So, I would like to know from the Hon. Minister whether this policy that h e mentioned in two lines is the result of a deliberate considerat'on or is it simply a historic situation which he has inherited.

SHRI PRANAB MUKHERJEE:

Sir, what I mentioned is the general policy. But there is a pragmatic aspect of the implementation. I do appreciate the views of the Hon. Member and we cannot just start transferring Class IV employee from one area to another. This is not being done. But what is in practice and what is being done, I am telling you that in order to avoid the hardship, the Class III and Class IV employees, which you have in mind, in actual practice are not transferred from one station to another station unless the following reasons are ihere and obviously thesereasonsareonextremely humanitarian consideration'—if somebody wants to have the family transferred on exchange or some ladies want on the marriage grounds. So, by

and large, keeping tlie interests of the employees and if they want it , it is done. Otherwise , normally we do not do it.

SHRI SYED SHAHABUDDIN :

Now, Sir, my second question. Well, I would like the Government to have some clear-cut guidelines with regard to the transfer of Class II and Class I also because India is too big a country and the Corporation has offices all over. Now, I come to the other point, the promotions." Sir, I have read and re-read this part which is spread over a page and a half and more. And I cannot find the possibility of promotion from Cla>s III to Class II. I am told that people jump from Class III to Class I. In class I, 60 per cent of the posts are reserved for promotion. As it is said that direct recruitment can be up to 40 per cent. I deduce that 60 per cent of the posts are available for promotion. But the promotions are from Class III and not from Class II. Why is this distinction made? This is what I do not understand Secondly, Sir, in all these categories, whether it is the promotion from Class IV to Class III to Class II or Class II to Class I, no specific information has been provided by the hon. Minister. And he has only stated generally that we take into consideration a specified length of service, qualification, performance and departmental test or interview, and the weightage is given. But it is not said as to what is the specified length of service in a specific case of promotion from say Class III to Class II, or what is the minimum qualification required, what is the nature of the departmental test, whether it is written test or piofes-sional test or literacy test and for performance again, in one part here it is said , it will have 55 marks and woik record and confidential repoit, will have 40 marks, I want to know whether there is any distinction between performance and wo>k record or is there any other way that the Corporation has of

gudging the performance of the employees, other than the confidential reports.

SHRI PRANAB MUKHERJEE : In reply to the last part, as a seasoned civil servant I would like to have some suggestions from him on whether we can improve it. I am actually at a loss to understand as to what is the golden rule of service record or what you call the C/R or the work record, whether it is subjective or objective. On this, I would like to invite some suggestions, if he can give some, for improvement on it. When I gave a detailed and an exhaustive reply, I thought, hon. Members would be happy; but now I find that this detailed statement has provoked him to ask more searching questions. In regard to what he mentioned about the length of service, the nature of examination, the weightage given to other types of records, the work record or the C/R, this depends, on the various categories of persons, and just it is not possible for me to indicate because it is a very big organisation and various field offices and other types of officers are there and, therefore, it is not applicable universally.

Secondly, it is known that when we enter into some sort of arrangements with the various employees' organisations, though we do not frame it within the rules, we make some sort of understanding to cater to their requirements also. Therefore, over the period, it has become a little complex. That is one of the reasons why we feel that when we are bringing this decentralisation process, it will also give me an opportunity to have a fresh look into it in order to bring some rationalisation which I feel is absolutely necessary.

SHRI SYED SHAHABUDDIN : Is there any promotion from Class 2 to 1 ?

SHRI PRANAB MUKHERJEE : In certain cases, yes; but it depends..

SHRI SYED SHAHABUDDIN : There is no mention here in the statement.

SHRI R.R. MORARKA : Is it not a fact that Class 2 employees, are only the Development officers and therefore, promotion is only from Class 3 to Class 1 ?

SHRI PRANAB MUKHERJEE : Again you have seen that Class 2 officers, the Development Officers are kept within the area of their operation.

SHRI SYED SHAHABUDDIN : But that raises the question that you don't really have a Class 2.

SHRI PILOO MODI : That is a separate activity of the Corporation.

MR. DEPUTY CHAIRMAN Next question.

\*227- [The questioner (Shri Dipen Ghosh) was absent for answer made col. infra.]

#### Reservations for resettlement of ex-servicemen

♦228. SHRI KALRAJ MISHRA:  
SHRI RAM LAKHAN  
PRASAD GUPTA :†

Will the Minister of DEFENCE be pleased to state :

(a) what is the percentage of reservation in Groups C and D posts in Government Departments and public sector undertakings for resettlement of ex-servicemen in civilian life ;

(b) what is the percentage of actual reservations made vis-a-vis earmarked reservations in each of the last three years in each State and Union Territory ;

(c) whether there is any monitoring system to see that the reserved vacancies are actually being utilised ; and

(d) what are the details of the instructions sent to States and Union Territories in this regard ?

†The question was actually asked on the floor of the House by Shri Ram Lakhan Prasad Gupta.

THE DEPUTY MINISTER IN  
THE MINISTRY OF DEFENCE  
(SHRI K. P. SINGH DEO) :

(a) to (d) Statement is laid on the  
Table of the House.

(a) The percentage of reservation  
for ex-servicemen in Groups G and D  
posts in Central Government  
Departments and Central Public Sector  
Undertakings is as follows:—

	Group 'C' Posts		Group 'D' Posts	
Central Ministries/ Departments	10%		20%	
Central Public Sector Under- takings/Banks	14 1/2%	24 1/2%		

(b) State Governments and  
Union Territories Administration  
have also been requested to make

reservations of jobs for ex-servicemen  
on the Central pattern as indicated at (a)  
above. However, the actual percentage  
of vacancies reserved by various State  
Governments and Union Territories  
Administration is indicated in the  
Statement being laid on the Table of  
the House (*See below*).

(c) Yes, Sir.

(d) An officer in each Ministry/  
Department of the Central Government  
and each of its subordinate offices has  
been nominated for overseeing the  
implementation of the reservation  
orders. In addition an officer of the  
Directorate General Resettlement has  
been attached to Director General of  
Employment and Training under the  
Ministry of Labour to liaise with the  
various Ministries/Departments. The  
State Governments have also been re-  
quested to set up similar monitoring  
organisations.

*Reservation of vacancies for Ex-servicemen by State Governments and Union Territories*

State/Union Territories	Class III and Class IV Posts		Remarks
	Percentage of Vacancies		
	Class III	Class IV	
1	2	3	4
Andhra Pradesh	2%	2%	
Andaman & Nicobar	10%	20%	
Arunachal Pradesh	10%	20%	
Assam	2%	2%	
Bihar	..	..	
Chandigarh	10%	20%	
Dadra, Nagar Haveli	10%	20%	
Delhi	10%	20%	
Goa, Daman & Diu	10%	20%	
Gujarat	10%	20%	

1	2	3	4
Haryana	17%	17%	
Himachal Pradesh	15%	15%	only in non-technical.
Jammu & Kashmir	5%	10%	
Karnataka	10%	10%	
Kerala	..	..	
Lakshadweep	10%	20%	
Madhya Pradesh	9%	14%	
Maharashtra	15%	15%	
Manipur	10%	20%	
Meghalaya	..	..	
Mizoram	10%	20%	
Nagaland	..	..	
Orissa	..	..	
Pondicherry	10%	20%	
Punjab	15%	15%	
Rajasthan	12½%	20%—60% posts in the Armed Constabulary also reserved.	
Sikkim	10%	10%	
Tamil Nadu	..	10%	
Tripura	2%	2%	
Uttar Pradesh	3%	3%	
West Bengal	5%	10%	

श्री राम लखन प्रसाद गुप्त : उप-सभापति महोदय, इन्होंने स्टेटमेंट भी दिया है और चार्ट भी दिया है। मैं पूछना चाहता हूँ कि क्या सरकार को यह भी जानकारी है कि उन्होंने एक योजना चलाई है कि जो एक्स सर्विस मेन, खास करके डिफेंस के हैं इन्हें एग्रीड बेड्ड एक्टिविटीज में पार्ट लेने के लिये फाइनेंशियल असिस्टेंस देना चाहिये। 30 जुलाई, 1982 में यह समाचार छपा था और अगर यह देना चाहिये तो यह भी उससे पता चलता है कि जो एक्स

सर्विस मेन, खास करके आर्मी के होते हैं वे उस काम में फिट नहीं हो सकते हैं। क्योंकि जब तक आर्मी में है तब तक उनकी दूसरी रूपरेखा रहती है। गांवों में जाने के बाद और फिर खेती में लगना या फिर दूसरी योजनाएँ इन्होंने चलाई हैं उनको आसरी शाप देना या मनी लेंडर का काम दिया जाय, जिसके लिये 80 परसेंट बैंक रुपया दे और 10 परसेन्ट एक्स सर्विस मेन वेल्फेयर बोर्ड तथा 10 परसेंट डिफरेंस दे, ये सब दूसरी चीजें रहती हैं। तो इन दोनों योजनाओं

के लिये क्या सरकार यह सोचती है कि उसके लिये जितनी ट्रेनिंग की उनको जरूरत है वह ट्रेनिंग वह उनको दे पा रही है और ट्रेनिंग नहीं मिल पा रही है तो क्या वे इनमें फिट हो सकते हैं और नहीं फिट हो सकते हैं तो फिर इस योजना से क्या फायदा और अगर है तो इसमें कितने लोग लगे हुए हैं ?

SHRI K. P. SINGH DEO : Mr. Deputy Chairman, the supplementary asked is not related to this question. But I can take this opportunity to say that after the last meeting of the Kendriya Sainik Board in July, the Raksha Mantri has written to the Chief Ministers regarding a modified plan of TRYSEM system for the ex-Servicemen who will be in the rural areas, and this going to be put up as a pilot project in some of the districts of the State.

श्री उपसभापति: दूसरा सवाल इसके बारे में पूछिये वह सर्विसेंज का है। दूसरी बात पूछी आपने।

श्री राम लखन प्रसाद गुप्त : दूसरी बात यह है कि जो परसेंटेज इन्होंने इसमें दी है, वह परसेंटेज उस हिसाब से बहुत कम पड़ती है जो होनी चाहिये। जिस रेट से एक्स-सर्विसमैन होते हैं और उसके लिये जो परसेंटेज रिजर्वेशन है, जो तृतीय क्लास और चतुर्थ क्लास में इन्होंने दिया है—आन्ध्र प्रदेश में दो परसेंट है, आन्ध्र प्रदेश का एग्जाम्पल दो परसेंट है, असम का भी दो परसेंट है, बिहार का तो इसमें निल ही दिखलाया है और यह सचमुच में निल ही होगा।

तो सचमुच में क्या केन्द्रीय सरकार इसके ऊपर इंस्ट्रक्शंस देने के बाद कुछ सुपरविजन भी करती है कि इम्प्लीमेंट हुआ कि नहीं, और अगर इम्प्लीमेंट

हुआ है, तो जो फिगरेंज दिये गये हैं, क्या वे सही हैं, क्या उचित होगा यह ?

SHRI K. P. SINGH DEO : Sir, the answers to parts (c) and (d) are very clear. There was no satisfactory monitoring system. It has been set up to look into the implementation of the reservations which have been granted by the various Governments and it is too early to say anything at the moment.

श्री जे० के० जैन : उपसभापति जी, मैं मंत्री महोदय से जानना चाहता हूँ कि पिछले दो तीन वर्षों में आर्मी के कितने अफसर तीस साल या चालीस साल की उमर के बीच में रिटायर कर दिये गये हैं ?

क्या ऐसे अफसरों को सरकार दूसरे विभागों में रखने की कोई योजना बना रही है ?

SHRI K. P. SINGH DEO : This is a suggestion, Sir, which will be looked into.

SHRI KRISHNA CHANDRA : PANT : Sir, there is need to inculcate discipline and physical fitness amongst the young people in our schools and also outside schools and, on the other hand, we have a large number of ex-servicemen who have the qualities to impart discipline and physical education to the young. They themselves are retired at an age when 15 to 20 years of active life is left to them. Can these two needs not be combined and the ex-servicemen be used for this purpose ?

SHRI R. VENKATARAMAN : Sir, we have addressed the State Governments to fully utilise the services of the ex-servicemen not only as measure of relief to the ex-servicemen but as a positive method of improving their own services. For instance, they can be taken for same work connected

with the maintenance of law and order; they can be taken in the services in which a certain measure of discipline is required. I have addressed several letters to the State Governments asking them to take up the employment of these ex-servicemen in those fields where they want a certain measure of discipline in the enforcement of rules, etc., and we are getting some response from time to time.

**SHRI KRISHNA CHANDRA PANT :** Sir, I was really suggesting merging of these two things in such a way that in the educational process, say, in the Nehru Yuvak Kendras, in all activities of the young we use the ex-servicemen....

**SHRI PILOO MODY :** Schools.

**SHRI KRISHNA CHANDRA PANT :** ... who retire very young in all schools, in all colleges, perhaps regionally perhaps locally, depending on the finances available, but to make a beginning in which all these people, instead of sitting at home, do useful work, get their pension, get some extra income and fill a need which is felt on the ground because students don't get such people to give them training—marching training, discipline, games and sports and so on.

**SHRI R. VENKATARAMAN :** Now, if the hon. Member's suggestion is that we employ these people as Physical Instructors, Games Instructors and so on in the schools...

**SHRI PILOO MODY :** Instructors, not Inspectors... to teach them.

**SHRI VENKATARAMAN :** Well, I thought you hear properly.

**SHRI J. K. JAIN :** He is on diet. So, he is hard of hearing.  
1443 RS—2.

**SHRI R. VENKATARAMAN :** No, no. He did not put on the earphone. That is why he did not hear properly.

It is a suggestion. In fact, we will take it up in the next meeting and see what the response of the State Governments is to this kind of suggestion. But at the same time we are trying to utilise the services of the ex-servicemen in fields where a certain measure of discipline is required. It has not been monitored, as my colleague, said, till now. There was no system of monitoring the employment of the ex-servicemen. Now we have set up in each State a cell or a Directorate to look into the employment of these ex-Servicemen and see whether they complied with the various recommendations made by us. For instance, we have said that in case of class III and class IV, categories 'C' and 'D' employees 10 per cent and 20 per cent jobs should be reserved for these ex-servicemen. There is nobody to monitor that, and therefore, it has not been possible to observe that. Now we are setting up an institution. They will monitor that and see that it is observed.

श्री जादीश प्रताप माथुर : श्री मंत्री महोदय ने बताया कि वे इस विषय में देखेंगे कि ये लोग स्कूलों के अन्दर इंस्ट्रक्टरों के रूप में लिये जायें। मैं उनकी जानकारी के लिये कह रहा हूँ कि उत्तर प्रदेश में इस प्रकार के इंस्ट्रक्टर लिये जाते हैं, लेकिन उन्हें शायद यह मालूम नहीं होगा कि उनकी सर्विस कंडीशन और वहां के जो लोकल टीचर्स उसी रूप में काम करते हैं उनकी सर्विस कंडीशन और वेतन में अन्तर रहता है। अगर उन्हें यह मालूम नहीं है तो क्या वे इस विषय में भी वे देखेंगे कि उन को जो कुछ दिया जाता है उस में और जो दूसरे उसी प्रकार काम करते हैं फिजीकल ट्रेनिंग के लिये, उन को जो दिया जाता