

RAJYA SABHA

Monday, the 7th September, 1981/16th
Bhadra, 1903 (Saka)

The House met at eleven of the
clock, Mr. Chairman in the Chair.

ORAL ANSWERS TO QUESTIONS

**Demands of Aurangabad Line Staff,
Maharashtra Circle**

*301. SHRIMATI VIJAY RAJE
SCINDIA: Will the Minister of COM-
MUNICATIONS be pleased to state:

(a) whether Government have re-
ceived a representation dated the
19th December, 1980 from the Akhil
Bharatiya Tar Yantrik Karmachari
Sangha, Line Staff, Maharashtra Cir-
cle, Aurangabad in respect of their
various demands;

(b) if so, what are the details in
this regard; and

(c) what action Government have
taken on each of these demands?

THE DEPUTY MINISTER IN THE
MINISTRY OF COMMUNICATIONS
(SHRI VIJAY N. PATIL): (a) Yes,
Sir, General Manager Telecommuni-
cations Circle, Bombay has received
two representations both dated 19th
December, 1980 listing the various de-
mands of the employees from the
Union.

(b) The details of demands men-
tioned in each of the two representa-
tions is indicated in the attached
Statement (I).

(c) As the demands mentioned in
representation-I were of an all India
nature and not within the competence
of the General Manager to solve, no
action could be taken by him. As re-
gards demands mentioned in represen-
tation-II, necessary action has been
taken by General Manager Telecom-
munications Circle, Bombay as indi-
cated in the attached Statement (II).

Statement—I

1. Liberalisation of standard norms
for line-staff.

2. General Rules of TA & DA to be
made applicable to Line Staff.

3. Call Duty Staff and Non-Test
Category Staff should be allowed to
enjoy all the 18 holidays.

4. Part time employees should be
made permanent.

5. Norms for regular Mazdoor in
telephone exchanges should be fixed.

6. Casual Mazdoor working for more
than two years should be made
permanent.

7. Telephone Duty Allowance should
be paid to Line-Inspectors.

8. The Duty hours of Chowkidar
should be reduced from 12 hours to 8
hours.

9. Linemen working at night should
be paid Night Duty Allowance.

10. Gatemen and Lady Staff work-
ing at night should be paid Night
Duty Allowance.

11. Promotional Avenues for Group
'D' Staff in Civil Wing.

12. Increase in overtime rates for
Casual Mazdoor.

13. Casual Mazdoor whose wages
are fixed after 720 days to 1200 days
should be paid H.R.A. and C.C.A.

14. Casual Mazdoor should be al-
lowed to enjoy Government holidays
and medical facilities.

15. Line-staff be supplied with
spare parts and maintenance stores.

**Demands contained in Representation-
II**

1. Delay in settlement of individual
claims of staff line O.TA., bills, bonus,
TA payment etc.

2. Non-compliance of orders from Directorate like provision of lockers, rest room, spare parts, etc.

3. Delay for promotion and confirmation of Line staff and Class IV and revision of pay and allowances of part-time employees.

4. Irregular supply of uniforms and livery.

Statement-II

Action taken on Demands mentioned in Representation-II

1. There is no undue delay in the settlement of personal claims subject to availability of funds.

2. Lockers are being supplied in a phased manner. Rest rooms are provided where accommodation is available.

3. The gradation list has been finalised for the erstwhile Aurangabad Division and action initiated for confirmation and promotion. The case for revision of wages for part time employees is taken on hand.

4. The supply of uniforms has been irregular due to supply of cloth being delayed.

SHRIMATI VIJAYA RAJE SCINDIA: Will the Minister be pleased to state when these temporary employees will be made permanent?

SHRI KARTIK ORAON: Sir, the word 'temporary' means temporary and temporary employees will always be treated as temporary. And temporary people are employed because there is no job, regular employment, for them. We cannot put a deadline as to when they will be made permanent. In the Posts and Telegraphs Department, we have got certain guidelines. Perhaps, the hon. Member means casual labourers. About the casual labourers, we have got certain guidelines. If the casual labourers have put in five years of continuous service and at 240 days per year then they will be paid salaries on par with

the employees of Class IV, and they will be provided with D.A. also. But definitely without any guidelines we cannot make all the 70,000 casual labourers permanent; we cannot make all the temporary, all the part-time, people, everybody, permanent.

SHRIMATI VIJAYA RAJE SCINDIA: But is it fair to keep them always temporary when they are working as much as any permanent labourer? Why not have everybody temporary then?

AN HON. MEMBER: For years and years.

SHRI KARTIK ORAON: Fortunately or unfortunately, we cannot treat everybody as Government employee. It is not only a question of putting in of service but also whether they are Government employees or not. We cannot treat everybody, any casual, temporary employee, on par with them.

SHRIMATI VIJAYA RAJE SCINDIA: My second supplementary, Sir. Will the Minister be pleased to state about their bonus? Are they going to receive any bonus and, if so, will it be before the festivals like Dusserah and Diwali?

SHRI C. M. STEPHEN: Sir, the question relates to certain demands that the employees...

MR. CHAIRMAN: Earlier also, this question was there.

SHRI C. M. STEPHEN: Sir, I do not know whether bonus is one of the demands raised by these employees. It is very difficult for me to answer this question straightway. It is very difficult for me. A large number of demands are there. One by one if I am asked, it will be very difficult for me to answer. This question came to my Secretariat on the 3rd. We have to collect information because this is a memorandum submitted...

MR. CHAIRMAN: Why not lay a statement?

SHRI C. M. STEPHEN: ... from the far, lower level and we had to get the information and collect it on telephone. And the whole thing is here....

MR. CHAIRMAN: Can't you get the information and lay it on the Table of the House?

SHRI C. M. STEPHEN: Not even that. Sir, most of these were discussed at the appropriate level. It is an all-India issue. All the issues had to be discussed. Out of these three were discussed and accepted and sent to arbitration. We had rendered a note of dissent. Some have been rejected and finally there was no arbitration. It is these issues that are coming up here—as to whether bonus is available and all that for temporary workers. I am sorry, I am not able to say because I cannot refresh my memory straightway. Bonus is made available to almost all, even to extra departmental people but not as such to the temporary people. This is the position. As for the absorption of the temporary employees as permanent employees, even now at a particular level temporary employees have a prior claim for absorption into permanent posts when the permanent posts become vacant, and so many exceptions are given to them up to a particular level, up to class IV level. It is only there that the temporary people come in—sweepers and all that. Therefore, they have a prior claim when vacancies arise. Only if they are not available, then alone we go out and take people from outside. It depends on the vacancies. When there is a vacancy, temporary workers working for us have got a prior claim provided they have put in 240 days in a year in two successive years, then they will be taken. And even if they are overaged, a concession is shown to them. Taking the number of days they have put in and treating 245 days as a year and deducting that, if that figure comes to the permissible age-limit they are accepted, although at the time of absorption they

are overaged. This much of concession is shown to them. The point that I submit in answer to the hon. Member's question is that temporary workers are taken care of by us. They have got a prior claim and we accept their prior claim if there is a permanent vacancy, and they are absorbed with all sorts of concessions.

MR. CHAIRMAN: One more point was made: would you give them bonus?

SHRI C. M. STEPHEN: That is what I said. I am just not able to say straightway. I will inform the Member after looking into it.

SHRI DIPENDRABHUSAN GHOSH: Just now the hon. Minister stated as to how the casual workers who are put on the job of laying cables and other telephone lines are regularised. But in the Railways there is a system that these casual workers who work on the railway line and complete 180 days in a year, are taken into the temporary establishment after one year, after 180 days' effective work, meaning thereby that they are given the benefit of pay scales and other allowances but they are treated as temporary employees. But in the P & T these casual workers are given benefits of temporary employees, after completion of 5 years of service with 240 days of effective work in a year. Will the Minister kindly state why this discrimination is being meted out between the postal casual workers working in the telecommunication wing and the casual workers working in the Railways? Secondly, these casual workers who are put on the job of laying cables are being made to work on overhead lines, which they are not supposed to do. But they are put on this job. They sustain injuries while doing this job. Some of them are even electrocuted. But because they are casual workers, you do not give them any medical aid, as in the case of regular employees nor are their dependents given any employment in the event of death. I want to know from the hon.

Minister what steps he has taken or proposes to take to give them medical aid or to give employment to the dependents of casual workers who sustain injuries or die in harness.

SHRI C. M. STEPHEN: I am afraid this is becoming a collective bargaining table with the Chairman operating as the conciliation officer. It looks like that. The questions are coming like that.

MR. CHAIRMAN: I know it has been widened very much.

SHRI C. M. STEPHEN: That is what I am submitting. (*Interruptions*) Regarding the question that the hon. Member has asked, I must assume that the information that he has given with respect to the Railways is the correct one...

MR. CHAIRMAN: No, no ... (*Interruptions*)

SHRI C. M. STEPHEN: I cannot go on like this. I can quote other Government departments where these concessions to casual workers are not given. As far as the casual workers' question is concerned, this matter was discussed with the union at the departmental level and an agreement has been arrived at. I would plead with them, let us not form ourselves into an appellate body on an agreement which has been already arrived at to the satisfaction of all the parties.

श्री प्यारेलाल खंडेलवाल : माननीय मंत्री जी ने यह बताया कि उन के डिपार्टमेंट में अन्य डाक कर्मचारियों को रात्रि का भत्ता मिलता है तो क्या कारण है कि महिलाओं और गेटमैन को रात्रि भत्ता नहीं दिया जाता, मैं पूछना चाहता हूँ कि सरकार महिलाओं को और गेटमैनों को रात्रि भत्ता कब से देना स्वीकार करेगी ? और उसी प्रकार जो चौकीदार रात्रि को 12 घंटे तक ड्यूटी देते हैं उन को 8 घंटे

की ड्यूटी का समय कब से देने जा रही है ?

SHRI C. M. STEPHEN: I am very sorry my honourable friend is doing a disservice to the workers because he is compelling me to give an answer which says that we are not going to give night allowance, because it is a round-the-clock operation, and persons have got to do duty at night. On some days some work at day time and some at night time. Persons go on rotation for the night time, but no special night allowance is given to P&T employees. Night allowance on that basis will not be given.

SHRI JAGDISH PRASAD MATHUR: The Minister has said something about bonus for casual labour, temporary staff. I would request him to explain whether the Government has accepted in principle to give bonus to postal employees. Has he agreed in principle to provide bonus to P&T employees or not, and, if so, to what categories?

SHRI C. M. STEPHEN: Under P&T Board all categories are getting bonus. Under an agreement last year onwards bonus is being paid to all categories including the extra-departmental employees.

MR. CHAIRMAN: That is just now answered.

*302. [*The questioner (Shri K.L.N. Prasad) was absent. For answer vide col. . . 35, infra*]

News item under the caption "Door-darshan sets the talent in Traders"

*303. SHRI NARASINGHA PRASAD NANDA:†
SHRI RAMCHANDRA BHARADWAJ:

Will the Minister of INFORMATION AND BROADCASTING be pleased to state:

(a) whether his attention has been drawn to a news item which appeared

† The question was actually asked on the floor of the House by Shri Narasingha Prasad Nanda.