

SHRI A. B. A. GHANI KHAN CHAUDHURI: Well, I do not know. I have asked categorically about Punjab and Haryana; State Governments and I have got no reply.

MR. CHAIRMAN, N; Question No. 202.

### **P&T Employees' Promotions**

\*202. SHRI / MARPROSAD CHAKRABORTY: Will the Minister of COMMUNICATIONS be pleased to state:

(a) whether it is a fact that the recent withdrawal of the programme of action by the National Federation of P&T employees has smoothened the Pace of progress of dialogue between the P&T Department and the working class representatives;

(b) if so, whether the Government propose to accord early approval to P&T Department its scheme of two time-bound automatic promotions in the service life of each employee to remove their stagnation for 6 to 8 years at the maximum of their respective scales without having the benefit of any increment; and

(c) whether Government propose to favour those P&T employees who are stagnating with the benefits of both the promotion scales as a very special case?

THE DEPUTY MINISTER IN THE MINISTRY OF COMMUNICATIONS (SHRI VIJAY N. PATIL): (a) There has been dialogue all along - between the Administration and the Staff representatives in the P&T Department and the position remains the same.

(b) and (c). A scheme for providing two promotions in one's official career, the first on completion of 16 years and the second on completion of 26 years of service for P&T employees was evolved by the P&T Department. It is under consideration of the Government of India.

SHRI AMARPROSAD CHAKRABORTY: Sir, I have seen Mr. Stephen both as Minister and trade union leader for a long time. You will appreciate, Sir, that this question is pending for many years. And last time, the Minister gave a written assurance that they are going to implement this scheme. And there is a Committee of three Secretaries. The Secretaries Committee also has released it. What is the use of telling this thing again and again that it is under consideration? Hon. Minister, Mr. Stephen is here. We want to know this from him because this P&T Federation had a talk with him directly. He assured that it will be implemented soon. This is my first question, Sir.

SHRI C. M. STEPHEN: Sir, in the first place as for the assurance mentioned by my hon. friend, that was never given. There was an earlier question. The answer was exactly the same; the matter is under consideration of the Government. Sir, this is a matter which has been pending for a long time not only before the P&T Department but with respect to all the Government employees. It was an item before the National J.C.M. which means that it must have the coverage of all the Government employees; otherwise, it does not come before the National J.C.M. This is a proposal, a claim which was put before the Pay Commission that there must be promotions to remove stagnation automatically. The Pay Commission rejected it. After the rejection, the matter came before the J.C.M. again. Sir, I will take just two or three minutes to explain the position. The demand before the National J.C.M. was that there must be a promotion on 15 years of service, there must be some solution for the stagnation, and that for the purpose of selection grade in the place of 20 per cent now, it must be raised to 30 Per cent. That was the demand before the National J.C.M. A Committee was appointed. And they said that these two latter

parts cannot be accepted. With respect to promotion prospects, they said that each Department may be asked to identify three cadres where stag, nation is acute and where something could be done. The matter was >jent to different Departments. Our Department had a problem of an excessively large number of employees and, therefore, we thought that it could be a quid *pro quo* saying that if there is a reduction in the number of employees, then we will relax here and promotion could be given. Some sort of a proposal was made; informal discussions took place. This is a long process. There is not a particular position which I accept and then I implement because it has got to go back to the National J.C.M. This has got to be decided at the Governmental level because different Departments are involved in it. As far as my Department is concerned, I don't stand much to lose by granting since as a quid *pro quo* I get a reduction in the number of employees because the standard is fairly liberal and, therefore, I thought that it was a fairly acceptable proposition. This is only a stage at which the dialogue must start in the entire gamut of the Government Departments. There are other Departments where this quid *pro quo* will not be available. Therefore a promotion to be guaranteed in these departments may affect them badly and repercussions may have to be taken note of.

Sir, my hon. friend asked when we are going to implement it. Well, Sir, as I said earlier, it is still an item on the National J.C.M. In every meeting action taken on this matter is being reported. As far as my Department is concerned a reference was made to me and I responded back. The response must come from other areas and the national JCM must come to some arrangement and then the Government will have to decide. The matter is not yet being considered by the national JCM. This matter can be resolved only through the forum of national JCM. As far as I am con-

cerned, my department is concerned, we have evolved a formula, tentatively, subject to the total consideration against the background of the repercussions of the Government. The final resolution can take place at the national JCM level. The answer can come from there and not from me.

SHRI AMARPROSAD CHAKRABORTY: Mr. Chairman, Sir, the hon. Minister has tried to give many ifs and buts. But ifs and &'s will not solve the problem. It is an admitted fact that this matter is pending for a very very long time. It is also an admitted fact that thousands of employees are stagnating and this is a serious problem. And, it is also an admitted fact that the three Secretaries appointed by the Government have (released the master. So, the information given by the hon. Minister, you will excuse me, is that it is not before the JCM and it should now go back to the JCM. Now it is at the Government level. And, as one thing has been said by the hon. Minister, I have no objection in implementing it in my department, let him do it. Let other departments do it afterwards. He has given an assurance to the national federation. They have withdrawn the strike action. They had given a call for strike. The entire nation will be in great jeopardy if they go on strike. In consideration of the assurance given by the Minister they have withdrawn the strike. But now the Minister is not implementing it. So, what are the reasons. Let him implement it. He has, at one stage, said he has no objection. Let him say openly that.

MR. CHAIRMAN: You are entering into a debate. Ask the question, you want a time-bound programme.

(interruptions)

SHRI C. M. STEPHEN: Sir, let me straightaway say that he has put into my mouth an assurance which I did not give. I did not say that I have no objection because Government departments do not function in isolation. Government departments work as parts of the total Government. There is no

question of my not having objection at all I was speaking about a special situation in my department where I could not possibly have any objection. That does not mean that that could be the Government policy. Government policy can be decided only in totality. Different departments have different views. These will have to be evolved and a consensus will have to be ultimately arrived at. It will be improper, it will be repugnant to the principle of collective responsibility if I say, I have no objection to implement this in my department. I never said it. I did not say it, I do not say it and I will not say it. It can be a part of a total process where the national JCM can ask the different departments to put up their proposals about stagnation. That is only a stage in the process. Unless and until the process is over, there is no question of accepting any proposition. There is no question of implementing any proposition. (Interruptions), I gave no assurance, I made no commitment and I do not make any commitment.

**श्री जगदीश प्रसाद माथुर :** मंत्री महोदय ने बड़ी सहानुभूति भी दिखायी है और कड़ाई भी दिखायी है। उन्होंने जो सीएम की बात कही है, लेकिन उनका रवैया इम्प्लाइज के साथ अच्छा नहीं है। अभी आपने 20 दिसम्बर को एक आर्डर पास कर दिया है वह जो खतरा था भूख हड़ताल का उस की वजह से इम्प्लाइज के साथ जो एग्रीमेंट है उसके बावजूद भी आप उन को अफिस आवर्स में मीटिंग नहीं करने देते चहे उनकी कैंटीन हो या कोई दूसरा कमरा हो। यह आर्डर आप को वापिस लेना चाहिए यह मेरी विनती है और शायद आप उस का जवाब देंगे। वह आप बतायेंगे कि आप ने जो 20 दिसम्बर को आर्डर निकाल दिया है कि वह मीटिंग नहीं कर सकते उसे वापस ले रहे हैं या नहीं।

**श्री सभापति :** आप उन को समझाना बन्द करके सवाल पूछिये।

SHRI MANUBHAI PATEL; He enters into a discussion, debate.

**श्री जगदीश प्रसाद माथुर :** जे सी एम में आपने कहा और क्या यह सच नहीं है कि जे सी एम के अंदर जब जिक्र आया और आपने कहा कि मैं ने स्वीकार किया कि 6 परसेंट लोड कम कर दिया जाय, 16 साल के स्टेशन के बाद जिस में वह 420—560 के ग्रेड में आ जायेंगे और फाइनल मिनिस्ट्रो ने यह अवज्ञेक्षण किया कि यदि आप की मांग मान लें तो सारे गवर्नमेंट सर्वेंट के लिये यह मानना पड़ेगा। तो मेरा क्वेश्चन यह है कि जहाँ पर 6 परसेंट लोड कम करने की बात है वहाँ पर एक्स्ट्रा एक्सपेंडीचर गवर्नमेंट के करने का नहीं आता है। 6 परसेंट की बात समझ में आ सकती है इसको मैं एक्सप्लेन नहीं करूँगा, मंत्री जी को मालूम है। अगर 5 या 6 परसेंट लोड कम करने के बाद गवर्नमेंट बिना खर्च किये सेकंड स्टेज में उनके स्टेशन को दूर कर सकती है तो आपको क्या आपत्ति है। फाइनल मिनिस्टरी को इस बात के लिये प्रेशराइज करें कि जे० सी० एम० ने 6 परसेंट मान लिया है इस लिये आप अपना लागू करें और बाकी को आप देखें। Will you recommend it to the Finance Ministry and say that at least for your Department, the Government will not be required to make any extra expenditure on this account?

**श्री सभापति :** उन्होंने अभी कहा they work as a whole, not independently.

SHRI JAGDISH PRASAD MATHUR: As per your comment, it means that in the next category if there are 100 persons to take the work, they will have only 94. Is that the position?

SHRI C. M. STEPHEN: Don't make this forum for collective bargaining. This we can do elsewhere. For that, departmental council is there. As to whether and what I wrote to the Finance, and what the Finance told, what exactly happened, you will kindly appreciate it is not for me to say. It is a long process; and this process is going on about discussions between different departments.

SHRI MANUBHAI PATEL: Please tell us whether you have recommended.

श्री जगदीश प्रसाद माथुर : जे० सी०  
एम० के अन्दर यह सवाल आया था कि  
आपने 6 परसेंट स्वीकार किया ।

SHRI C. M. STEPHEN: My colleague has already said that we have evolved a scheme; we have evolved a proposal and the matter is under consideration of the Government. Now my Department has evolved a proposal. Now why did I involve it? It is because I have some advantage as I have already explained. That does not mean that the matter is final. The matter can be resolved only at the forum of the national J.C.M. and the national J.C.M. also will not have the last word. After that, it will have to go to the Government, because it is a matter which has very serious implications—That has to be taken into account from the point of view of totality of it. As I said there is no question of a segment of the Government taking a decision for others to go ahead with it. Whatever opinion a segment of the Government may form, is only tentative, to influence the start of a dialogue to go through the final process. It is a process only. At this stage there is no question of anybody implementing it. This started with the agitation business. Let me submit, Sir, the employees do not seem to be so keen or insistent about it. I will quote the final letter from one of the national federations. It says: "I have suggested that if the Department accepts the demand of *pro-rata* wages to Extra Departmental Employees, we would be inclined to call off the present agitation, leav-

ing the other demands to be settled subsequently." And the major demand in the other demands is with regard to two promotions. (*Interruptions*). I am replying; I am saying that the two Members are asking for a time-bound commitment and all that. I am only saying that the employees started by giving a notice of agitation, of non-cooperation and all that for certain things. Now, their final letters says that you give something to Extra Departmental Employees and they will give up the agitation for the other demands to be considered subsequently. That means, for them, this is not so emergent as the hon. Members here think. They say they will consider it subsequently, at a subsequent time, I will take it into account subsequently and this is a matter for the forum of the national J.C.M. and not outside the J.C.M.

SHRI JAGDISH PRASAD MATHUR: What about the circular forbidding the meetings within office premises which is allowed under your agreement?

SHRI C. M. STEPHEN: The question of meetings etc. does not arise out of the question which is about two promotions.

SHRI JAGDISH PRASAD MATHUR: You have forbidden the meetings from 20th of September. Now, there is no threat of agitation. They have withdrawn it. You should have allowed the meetings.

SHRI C. M. STEPHEN: Which meetings?

SHRI JAGDISH PRASAD MATHUR: The meetings which they normally hold within the office premises.

SHRI C. M. STEPHEN: I must get a separate notice for this.

MR. CHAIRMAN: Last question by Mr. Ghosh.

SHRI DIPENDRABHUSAN GHOSH: Sir, it is not right to suggest that the question of two promotions, two time-bound promotions, is under the consideration of the national level JCM.

True, it was once referred to the national level JCM. This was discussed at the national Level JCM. Then, it was decided to refer the issue to the respective departments to settle the issue within the periphery of the respective departmental councils. Accordingly, the issue of giving two promotions to the P&T employees was taken up at the departmental level of the P&T Ministry and, after a long discussion, it was settled that two promotions will be accorded to the employees, one after the completion of sixteen years of service and the other after the completion of twenty-six years of service; and for that, six per cent of the posts have to be surrendered as a matching saving. It was agreed at the departmental level with the concurrence of the hon. Minister of Communications. This was also discussed, talked and settled at the three Secretaries' Committee meeting consisting of the Joint Secretary of Finance, Joint Secretary of Home Affairs and the Secretary in the Ministry of Communications.

MR. CHAIRMAN: What is your question?

SHRI DIPENDRABHUSAN GHOSH: I am telling you; after that, when it was not settled initially when this demand was not met, the employees served a notice on the Ministry, to go in for a programme of non-cooperation. Thereupon, the hon. Minister, Mr. Stephen, himself had asked the National Federation of P&T employees that he would take up the matter with the Government and settle the issue. In the meantime, I lay I know, what steps the hon. Minister has taken to meet the representatives of the National Federation of P&T employees to settle the issue, as advised by the hon. Minister, in his letter written to the National Federation of P&T employees?.

SHRI C. M. STEPHEN: Sir let me straightaway say that no assurance was given to anybody either in writing or orally, that I or the purpose of withdrawing the notice of agitation, anything will be done. Nothing of this kind was done. No assurance was given any-

where. On the other hand, when the Federation people met me and said 'Now, you will have to take steps to get it through', I said very clearly 'No assurance, no commitment; if you think this is on the basis of a commitment, you take back this notice withdrawing this agitation and you restart this thing'. I told them very definitely. Therefore, I repudiate the insinuation that I made any commitment or any assurance.

In regard to the other point, he has narrated a whole sequence of events. This has already been mentioned. He said a meeting has been held at the level of Joint Secretaries. I do not know. If something has been decided at the level of Joint Secretaries, it is not the last word. There are Secretaries and then, there are Ministers. Therefore, it is now only a stage in the process. This is very clear. Otherwise, this could not be done at the level of Joint Secretaries; this cannot be done at that level. In regard to the question whether it is before the national JCM, the hon. Member is free to hold his view that it is not. I assert that it is and I do not change from that stand.

SHRI DIPENDRABHUSAN GHOSH: I can lay the paper on the Table of the House showing the minutes of the National Council of the JCM indicating that this is no more under the consideration of the JCM. If you give me time, I can lay the paper on the Table of the House.

SHRI C. M. STEPHEN: Sir, with your permission, may I clarify, so that I may not be misquoted? I never said that the national JCM did not refer the matter \_\_\_\_ (Interruptions) Please hear me. I never said that the national JCM did not refer the matter to the departmental JCM. They referred it to the departmental JCM, as in the case of all departments. I made an exercise. I responded back as to what should be done with it. It is for the national JCM. In the national JCM, this is still being reported as part of the action taken report. This is still an

item, which means, this is still landing there. He is free to hold his view. I am free to hold my view. My view is, this can be done only at the level of national JCM.

SHRI DIPENDRABHUSAN GHOSH: Will the Minister kindly supply the minutes of the meeting where it has been stated that it requires approval of the National Council.

MR. CHAIRMAN: That is all right. Question No. 203. You have entered into a debate with him.

PROF. SOURENDRA BHATTACHARJEE: It was the Minister who initiated the debate.

MR. CHAIRMAN: That is all over Question No. 203.

#### Import of Raw Materials by M/s. Glaxo

\*203. SHRIMATI AZIZA IMAM<sup>†</sup>  
SHRIMATI USHA MALHOTRA:

Will the Minister of PETROLEUM, CHEMICALS AND FERTILIZERS be pleased to refer to Starred Question No. 9 given in the Rajya Sabha on the 23rd November, 1981 and state;

(a) whether it is a fact that M/s. Glaxo, apart from Triene, Epoxide, and 16-DPA, have also imported and have procured imported Beta Methyl Preg, Triene cathylate, Diosgenin, which are intermediates and raw materials used for the production of Betamethasone;

(b) whether it is also a fact that Glaxo have imported much higher quantity of intermediates than they have reported to Government;

(c) what steps have been taken by Government to procure full details from the company; and

<sup>†</sup>The question was actually asked on the floor of the House by Shrimati Aziza Imam.

(d) what is the price benefit which the company is enjoying on account of import of raw materials and penalti-mates of Betamethasone?

THE MINISTER OF PETROLEUM, CHEMICALS AND FERTILIZERS (SHRI P. C. SETHI): (a) to (d) A Statement is laid on the Table of the Rajya Sabha.

#### Statement

(a) and (b) M/s. Glaxo Laboratories (India) Limited *vide* their letter dated the 13th November, 1981 have reported the imports of the following penultimates {intermediates required for the production of the Betamethasone and 4 its derivatives:—

#### (1) TRIENE:

Year of Import	Quantity imported (Kgs.)
1978-79	50
1979-80	50
1980-81	50
After April, 1981	50

#### (2) 9.11 EPOXIDE

The company have reported import of only 200 grams in April, 1980 for research work.

#### (3) 16-DPA:

25 kgs. of Mexican 16-DPA was reported to have been imported by the company in December, 1980 for relative quality evaluation. The company have intimated that this quantity was rejected on quality grounds and returned and has not been paid for.

The company have reiterated and confirmed the above position as regards the import of intermediates for the production of Betamethasone and its derivatives to my Ministry in their letter of 26th November, 1981. These details do not show that they have