

श्री नागेश्वर प्रसाद शाही : ये भिडर के दलाल हैं ।

श्री महादेव प्रसाद बर्मा (उत्तर प्रदेश) : हम भी इस सदन का त्याग करते हैं ।

(At this stage some hon. Members left the Chamber).

SHRI LAKSHMANA MAHAPATRO (Orissa): There is an attempt to cover up everything. There is no honesty of purpose in the Government. So, in protest, we walk out.

(At this stage some hon. Members left the Chamber).

SHRI YOGENDRA MAKWANA: The Lt. Governor requested the Chief of Delhi High Court to make available the services of a senior District and Sessions Judge for holding the said enquiry. The Chief Justice has deputed Shri D. C. Agarwal, a senior District and Sessions Additional Judge of Delhi.

Shri D. C. Agarwal has been appointed as Commissioner of Enquiry under the Commissions of Inquiry Act. The Commission shall inquire into the circumstances leading to the incident, alleged use of force by the police and also fix responsibility for the lapses. The Commission shall complete the enquiry and submit its report within three weeks.

In the interest of fair inquiry, the Station House officer of the Parliament Street Police Station, who was present at the spot, has been placed under suspension by the Commissioner of Police.

According to the police version, there was no lathi-charge and only a minor scuffle took place when the processionists insisted on going through the Parliament Street where prohibitory orders were in force. In spite of the advice of the police officers to take alternative route, the processionists broke the police cordon. Only

four persons suffered minor injuries. All of them have been discharged by the hospital authorities after first-aid.

Sir, I have covered almost all the points raised by the hon. Members.

MR. CHAIRMAN: Have you anything further to add?

SHRI YOGENDRA MAKWANA: Nothing.

MR. CHAIRMAN: The House will stand adjourned till 2-30 P.M.

The House then adjourned for lunch at nineteen minutes past one of the clock.

The House reassembled after lunch at thirty-three minutes past two of the clock, Mr. Deputy Chairman in the Chair.

SHRI KALYAN ROY: Sir, the Budget discussion is continuing thought one of the Ministers of finance will be here.

THE MINISTER OF STATE IN THE DEPARTMENT OF PARLIAMENTARY AFFAIRS (SHRI SITA RAM KESRI): I am here, Sir.

THE MINISTER OF SHIPPING AND TRANSPORT (SHRI A. P. SHARMA): How many Ministers do you want?

SHRI KALYAN ROY: You alone are capable of tackling all the problems. Even then . . .

STATEMENT BY MINISTER

Government's decision to give productivity-Linked Bonus to Employees of Posts and Telegraphs and Allied Departments

THE MINISTER OF COMMUNICATIONS (SHRI C. M. STEPHEN): Sir, I am sorry I could not make the statement on Friday when it was scheduled to be made.

[Shri C. M. Stephen]

The Government have decided to pay Bonus linked to productivity to the employees working in the P & T Department.

SHRI KALYAN ROY (West Bengal): What did you say—productivity?

SHRI C. M. STEPHEN: Yes, that is the word I used.

An ad-hoc payment of 15 days' wages will be made in the year 1979-80 as a measure of goodwill towards the staff for agreeing to the principle of bonus being linked to productivity. A formula for determining productivity of the employees in the Postal, Telegraphs and Telephone Branches has been evolved and will be applied for payments of bonus from 1980-81 onwards.

The regular departmental employees of the P & T Department, including the P & T Board and those of the Overseas Communication Service and the Wireless Monitoring Organisation under the Ministry of Communications will be covered by the Scheme. Departmental employees drawing a maximum of Rs. 1600/- as monthly wages (which includes Pay, Special Pay, Dearness Allowance and Additional Dearness Allowance) will be eligible for the bonus. For employees drawing a monthly wage of more than Rs. 7501/- but not exceeding Rs. 16001/-, bonus will be calculated at the wage level of Rs. 750/-.

The Casual Labour who have worked for at least 240 days for each year for three years or more will also be given an *ex-gratia* payment on the analogy of bonus (payable to departmental employees. In their case, the payment will be computed on a uniform monthly wage of Rs 150/-. They will also be paid 15 days' wages in 1979-80 as a measure of goodwill.

The Government have also decided to sanction *ex-gratia* payment to the Extra-Departmental employees linked to productivity. The quantum will

be calculated on a flat monthly wage of Rs. 751/-. During 1979-80, they will also be sanctioned the ad-hoc payment of 15 days' wages as a goodwill gesture.

The total expenditure on this account during 1979-80 is about Rs. 13.60 crores and will benefit about 1.5 lakh employees.

It is the Government's earnest hope that the grant of productivity linked bonus will provide substantial motivation towards achieving higher (productivity by way of increased output by the employees and improved quality of service. The staff representatives have also reciprocated the Government's gesture and welcomed the decision.

SHRI KALYAN ROY: We welcome this gesture on the part of the new Government. I also congratulate Mr. Stephen for following so obediently the lines laid down by the Caretaker Government by linking everything with productivity. Is he aware that all the Central Trade Unions today are opposed to link bonus with productivity because productivity, as he is aware, does not depend on workers at all. It depends on 'the management, how they lay out, how they apply inputs, power and other factors. When he has conceded this bonus to the P & T employees, would he also have some dialogue with the Central Trade Unions and the Confederation of Central Government employees including the P & T Unions who have accepted this and find out how the modalities can be worked out?

SHRI S. W. DHABE (Maharashtra): I welcome the statement made by the Minister about the productivity linked bonus. I would like to say that it should be a salient and cardinal principle to have performance bonus in all Government Departments. I would request the Government through you to extend payment of bonus to the remaining Government employees

who hardly represent 20 per cent, if we exclude Defence, P & T and Railways. They should also be given bonus on the same principle of performance.

The problem of extra-departmental staff in the P & T has been there for a long time. Will the hon. Minister see to it that the extra-departmental staff are given regular employment and are brought on regular cadre so that they get every year regular bonus and not any *exgratia* payment?

SHRI SADASIV BAGAITKAR (Maharashtra): May I know from the hon. Minister one thing? The bonus is linked with productivity. I would like to know from the hon. Minister as to what are the norms decided by the Government in his Department as far as productivity is concerned? Is it that the Government has decided upon some sort of work audit of the staff engaged in his Department? Otherwise, how can you measure productivity in a Department or Ministry where the work is of a clerical nature? I would like to know from the hon. Minister what are the norms the Ministry has decided to measure increase in productivity of labour in his Department?

SHRI C. M. STEPHEN: I can assure the hon. House that this formula was not evolved unilaterally. The P&T Ministry has got recognised federation. We had prolonged negotiations with them and the norms were spelt out. It is a foolproof formula that has been evolved spelling out so many things and going downwards. What I want to emphasize is that it is not a unilaterally formula evolved by us unilaterally, but on the basis of bilateral discussions and negotiations an agreement has been reached.

As far as bonus is concerned, there are different concepts. There is the concept of deferred wage; there is the concept of productivity based bonus; there is the concept of sharing profit.

These are different concepts of bonus. As far as this bonus is concerned, it is based on productivity linked concept.

With regard to what Mr. Dhabe said, there is a place for everything. His question was whether the extra-departmental staff will be made permanent. That is a matter which he can probably raise when the discussion on the Budget is taken up, and not now when bonus is announced.

REFERENCE TO THE REPORTED AGITATION BY ONION GROWERS FOR A REMUNERATIVE PRICE FOR THEIR PRODUCE

श्री सदाशिव बागाईतकर (महाराष्ट्र):
उपसभापति जी, अर्थ मंत्री जी ने जो बजट का भाषण किया था उसमें उन्होंने एक जगह उल्लेख किया है कि चालू वित्तीय वर्ष में कीमतें कुछ प्रतिशत बढ़ी हैं। आम तौर पर उपभोक्ता के उपभोग की चीजें जैसे चीनी, गूड़, खंडसारी, आलू, प्याज वगैरह की। यह उनके बजट भाषण का अंग है। लेकिन असल में हकीकत यह है कि प्याज उगाने वाले जो किसान हैं उन किसानों की मुसीबत की कोई हद नहीं है। आप जानते होंगे कि पूरे मुल्क में जितना प्याज उगाया जाता है उसका करीब 80 प्रतिशत हिस्सा महाराष्ट्र के दो जिलों में पूना और नासिक में उगाया जाता है और प्याज की कीमतों में जिस तरह का उतार चढ़ाव होता रहा है उससे प्याज उगाने वाले किसानों पर भारी मार पड़ रही है और उसको लेकर गये दो हफ्ते में तुना जिले में खास कर एक बड़ा तगड़ा आन्दोलन उभरा है। आप को याद होगा चुनाव के कुछ दिन पहले दिल्ली में 8 रुपये 6 रुपये किलो तक प्याज के दाम बढ़ गये थे, और उस वक्त वह कहा जाता था कि प्याज खाने के बजाय एपिल बहुत सस्ता है और किसानों को तो बहुत बढ़िया कीमत मिल रही है। इस तरह का प्रचार उस समय होता