

Ltd., Bhopal to make it a profitable venture: —

(1) Reorganisation at the top and middle management level has been carried out as per the recommendations of the Action Committee on Public Undertakings.

(2) Detailed studies have been carried out in the fabrication shops with a view to indentifying measures for improvement in the time cycle of jobs.

(3) Rigid control is being introduced to reduce idle time to the minimum.

(4) Strict disciplinary measures have been taken to improve shop discipline and ensure proper supervision.

(5) Introduction of incentive schemes to get optimum levels of production as also proposals to reduce absenteeism.

(6) Material management and production control divisions are being strengthened to ensure that the danger signals in respect of materials and components are thrown up sufficiently in advance to enable development of alternative sources.

(7) The setting up of ancillary industries to develop indigenous sources for the various materials and components.

(8) Reorganisation of capital structure of the Company under which a moratorium has been given on the repayment of loan instalments and interest thereon for a period of three years from 1-4-1972.

As a result of the above measures, the Company has earned a profit of Rs. 89 lakhs in the year 1971-72. Higher profits are expected to accrue in the coming years.

### **SPECIAL PROPOSALS TO REHABILITATE THE WAR WIDOWS**

•542. SHRI THILLAI VILLALAN: Will the Minister of DEFENCE be pleased to state:

(a) whether Government have any special proposals to rehabilitate the widows of soldiers who sacrificed their lives in the recent War; and

(b) if so, what are the details thereof?

THE DEPUTY MINISTER IN THE MINISTRY OF DEFENCE (SHRI J. B. PATNAIK): (a) Yes Sir.

(b) The main element of the scheme drawn up for the rehabilitation of the war widows is the liberalised pensionary award. This consists of the last pay drawn, in the case of deceased JCOs/ORs and 314th of the pay of the rank, in the case of deceased officers. In addition, free education upto the first degree level including cost of books, stationery, uniforms, where compulsory, and boarding and lodging in the case of residential students in the educational institutions recognised by Government has been allowed for the children of those killed. Preferences have also been extended, in employment, upto two dependents of the deceased servicemen. Arrangements have also been made for providing assistance in carrying out self-employment schemes and vocational training.

### **DEMANDS OF THE BHARAT ELECTRONICS KARMIKA SANGHA**

•543. SHRI H. S. NARASIAH: Will the Minister of LABOUR AND REHABILITATION be pleased to state:

(a) the demands formulated by the Bharat Electronics Karmika Sangha;

(b) whether there are any rules regulating the promotions of the employees in the said factory and whether seniority is the basis on