

the Ministry of Home Affairs, in which the said O and M Division has been incorporated, with the responsibility for taking further systematic measures for effecting improvements in administration. This Department has already initiated action in several directions, some of which are referred to below:

- (i) Studies have been initiated for determining appropriate staffing patterns in the Ministries and in Attached and Subordinate offices.
- (ii) In four selected departments, Study Teams are working on streamlining procedures with a view to eliminating delays.
- (iii) Steps have been initiated for improving the arrangements in the various Ministries for supplying information to and dealing with complaints and grievances of citizens.
- (iv) A Suggestions Scheme has been introduced.

An account of the measures taken by the Department will be given in the annual report of the Department of Administrative Reforms.

DISPLACED PERSONS AT ALLAHABAD STATION

480. SHRI BHUPESH GUPTA: Will the Minister of REHABILITATION be pleased to state:

(a) whether Government's attention has been drawn to the "harrowing tale" of 1300 displaced persons at Allahabad station, as reported in the Statesman, dated June 28, 1964, Delhi edition;

(b) whether it is a fact that the assurance given to them in regard to work was not implemented when they had been earlier transferred to Hoshangabad camp;

(c) whether it is a fact that only 40 refugees were given stones to break on a daily wage of Rs. T75; and

(d) whether investigations into the grievances of these displaced persons have been made and if so, with what results?

THE MINISTER OF REHABILITATION (SHRI MAHAVIR TYAGI): (a) Yes, Sir. The news pertained to displaced persons who had deserted from Hoshangabad Camp.

(b) and (c). No, Sir.

(d) The investigations made into the grievances revealed that the allegations made by these persons were baseless, and the refugees were ultimately persuaded to go to camps in Orissa.

LOCK-OUT IN SINDRI FERTILISER FACTORY

481. SHRI P. ABRAHAM: Will the Minister of PETROLEUM AND CHEMICALS be pleased to state:

(a) whether there was recently an indefinite lock-out in the Sindri Fertilizer Factory; and

(b) if so, the reasons therefor, and what was the total loss in production, on account of the lock-out?

THE MINISTER OF STATE IN THE MINISTRY OF PETROLEUM AND CHEMICALS (SHRI O. V. ALAGESAN) : (a) Yes. There was a strike from 16th July, 1964 followed by a lockout from 22nd July, 1964. The lockout was lifted partially on 1st August and completely on 5th August.

(b) The circumstances which led to the strike in July 1964 in the Sindri Fertilizer Factory and which compelled the Sindri Management to declare a lock-out with effect from the morning of 22nd July 1964 are as follows:

2. Three issues between the Management and the Sindri Workers' Union were referred by the State Government in September 1962 to the Bihar

Tribunal for adjudication. These three issues related to appropriate revision of pay scales and removal of alleged discrimination and disparity in pay and allowances of different categories of workmen; fixation of dearness allowance on a rational basis; and finally, the introduction of a retiring gratuity scheme.

3. The Bihar Industrial Tribunal gave its award on the above issues on the 28th April 1964, which became enforceable from the 3rd July 1964. In regard to the first issue referred to in paragraph 2 above, the Tribunal decided that keeping in view the revision already allowed by the Corporation in the case of technical supervisory staff, the minimum basic wages; and the maximum basic wages of the employees covered by the reference be increased by 30 per cent, and 15 per cent., respectively. It also decided that the span of the incremental scale of the lowest category of unskilled workmen be extended to ten years and that of others to 15 years. The Tribunal stipulated that the revised scales shall come into force from 1st April, 1960, and that the revision shall not apply to certain categories of non-supervisory staff specified in the award unless in any case the revised scales were more-favourable to them in which event they would be entitled to opt for the scales allowed by the award. The total number of workmen who are covered by the revision awarded by the Tribunal's award is 3611 and those who did not benefit by the award is about 3500.

On the second issue, namely, fixation of dearness allowance on a rational basis, the Tribunal decided that the dearness allowance should be regulated, in future, by linking it with the all-India consumers price index number.

As regards the third issue, viz., the introduction of a retiring gratuity scheme, the Tribunal directed that the management should introduce a scheme of gratuity on the lines stipulated in this award.

4. The Fertilizer Factory Workers' Union at Sindri has for the last 3 or 4 years been divided into factions, one of which had been agitating for some time to force recognition from the Management as the accredited spokesmen of the Union. The implications of the Award had been clearly explained by the Management to both the groups

and it was also decided to waive any recoveries that may become due on account of the refixation of pay and in cremental scales retrospectively from 1-4-1963.

5. On 15-7-1964, the arrears pay ments due to the workmen covered by the revision of the wage structure under the Award, were disbursed. Those of the workmen who had not derived any benefit from this revision were instigated by a faction of the Union to resort to a strike through speeches delivered at a mass meeting held on that day. The first result of this propaganda was noticed in a slow down in the Transportation Department when the engine drivers, tindals and other workers slowed down placement of empty wagons for ash discharge in the gas plant, in the night shift of 15th July 1964. On 16th July, the sit-down and slow-down strike spread to other plants as well.

6. During the discussions with the Union and the INTUC authorities, it was revealed that certain categories of Sindri workmen wanted much more than what was admissible to them in terms of the Award. In the Tri-par-tite Conference sponsored by the Bihar Labour Commissioner, the minimum expectations of the Sindri workers were put forward on 21st July, 1964, the main point being a demand for a flat increase of 20 per cent, over present wages being allowed to all employees, without affecting their incremental scales as well as the spans of the scales. This demand was clearly an illegal one; because, it challenged the very basis of the Tribunal's decision on the revision of pay scales. It was possible for the Union or the affected workmen to prefer an appeal

against the Tribunal's decision but they had not done so. The strike was declared illegal by the Bihar State Government, on 18th July, 1964, and the sponsor, of the strike were advised by that Government to withdraw it at once. This advice was not heeded.

7. The strikers inside the factory had started indulging in mischief and a number of incidents were reported from 18th July to 21st July, 1964. A serious act of sabotage was committed on 20th July inside the factory. premises resulting in the derailment of a railway engine by the removal of fishplates. An even more serious act of sabotage was committed on 21st July, 1964, when the holding-down clamp bolts and the main bearing bolts in one of the primary air-blowers in the gas plant were loosened resulting in damage to the motor and complete shutdown of the gas plant. As a result of these acts and in order to ensure the safety of the plant, the Management was compelled to declare a lock-out in the factory, from 6 A.M., on 22-7-1964.

8. However, the lock-out was partially lifted from 1st August 1964 and the factory operations resumed on a restricted scale. It was finally lifted on the morning of 5th August, 1964, by which time the vast majority of workers who had shown anxiety to come back to work, were permitted to do so after due verification of their antecedents and on their giving an undertaking to work peacefully and to abide by all lawful orders of the Management.

9. Certain departments and services, such as, administration, water services, hospitals, fire protection, telephones and supervisors in the factory continued to operate throughout the lockout, with about 2700 men, in all.

10. The total loss in production due to the strike and 14 days' lock-out is estimated to be Rs. 68,77,000, in value, while the quantitative loss in fertilizers was:

Ammonium sulphate	..	16,950 tonne*
Double salt	..	1,700 „
Urea	..	1,172 „

CENTRAL SECURITY FORCES

482. SHRI R. S. KHANDEKAR: Will the Minister of HOME AFFAIRS be pleased to state:

(a) whether the proposal to set up Central Security Forces for the protection and guarding of National Plants has been finalised;

(b) if so, when this will be set up; and

(c) what is the total estimated cost for setting up this Force and the number of people to be recruited for this purpose?

THE MINISTER OF STATE IN TBK MINISTRY OF HOME AFFAIRS (SHRI JAISUKHLAL HATHI): (a) to (c). The matter is still under consideration in consultation with State Governments.

STATE WAQF BOARDS

483. SHRI SHERKHAN: Will the Minister of PETROLEUM AND CHEMICALS be pleased to state:

(a) the names of the States where State Waqf Boards have been established; and

(b) the names of members of Mysore State Waqf Board and the term of their office?

THE MINISTER OF PETROLEUM AND CHEMICALS (SHRI HUMAYUN KABIR) (a) The following States have Boards established under the Wakf Act, 1954 (29 of 1954): —

1. Andhra Pradesh.
2. Assam.
3. Gujarat (only in Kutch area).
4. Madhya Pradesh.
5. Kerala.
6. Madras.
7. Maharashtra (only in Marath-wada area).
8. Mysore.
9. Orissa.