

4 MAR 1960

Rourkela,
29-2-'60.

To
The Works Manager,
Hochtief-Gammon,
Rourkela, I.

268-B
New

Sir,

The following facts are laid down for your perusal, consideration and dispassionate disposal.

I was taken as a purchase Clerk in your esteemed organisation on 19-10-1957 when the purchase officer was Mr. K.T. Pillay and Mr. Kudalkar the commercial superintendent.

As the Company was in the embryo stage there were no transport facilities for transport of goods purchased and there were even no residential quarters constructed. Above these difficulties I was often obliged to work thirteen to fourteen hours daily, sometimes even past mid-night, of course in implicit obedience to the instructions of my Superiors.

This industrious and unremitting application to work coupled with my sense of duty resulted in my achieving the appreciation of my Superiors elicited my rapid increments in my emoluments.

In March 1958 I had to proceed on leave for my connubial celebration.

On my return one Mr. J.C. Agarwal was the purchasing officer. He was, however, pleased with me for my work. He has even entrusted me with cash upto Rs.36000 for cash purchases of humpas from Rajaganpur cement factory. Subsequently when this work was over I was posted for passing timber. I worked under this Officer for six months and won his appreciation and admiration.

Lt. Col. P.K. Ramakrishnan became the Chief Purchase Officer.
Then as my adverse fortune, would have it the existing C.P.O. This Officer suddenly, as soon as he came stopped me from passing timber and posted his favourite one Mr. Kannan for this work from different places, who was passing timber as well as receiving it in the timber yard. Then another neighbour of his home village Mr. Phalgunan who also was there for local purchase was posted for passing timber from M/s. Gajanand Ram Gopal at Rajaganpur and the said Mr. Kannan to receive it at our timber yard. During these times the work allotted to me was to bring quotations from various parties.

After bringing these quotations from about nine parties, my only work was sitting at the phone asking parties about the supply position of Timber.

THE REASON FOR TRANSFERRING ME FROM TIMBER PASSING TO THE ABOVE JOB WAS REPORTED BY MR. RAMAKRISHNAN "THE MANAGEMENT DOES NOT WANT YOU TO DO THIS WORK", WHICH SUBSEQUENTLY I UNDERSTOOD WAS A DELIBERATE FALSHOOD.

Now Sir, the following will be interesting:-

1. The quotation given by M/s. Waliram Dherampal, Gandhi Road, Rourkela was Rs.6.53 np per cft. This was errased and altered by Mr, Sitharam, steno from Mr. Ramakrishnan's officeroom according to Mr. Ramakrishnan's instructions to Rs.6.70 np thus increasing the rate by seventeen np per cft. I was also present in the room. In asking, Mr. Ramakrishnan why alteration was made his reply was the difference obcuring on seven thousand cft. (for which order was placed on him) was to be given to Hochtief-Gammon thus giving them a profit.

Contd.....2.

Similarly the rate Rs.6.50 np per cft. quoted by M/s. D.N. - Prasad and S. Prasad of Manoharpur, were respectively altered to Rs.6.70 np and orders for 5000 cft. were placed on either. The difference altogether coming to Rs.3000 was given by them to Mr. Ramakrishnan at the letters Office.

First I was asked to go to Manoharpur and take Rs.2500 from them, but the contractor told me that he would personally give to Mr. Ramakrishnan. This version of mine was apparently disbelieved by Mr. Ramakrishnan. But, the wrath on me was subsided when the Contractor handed over the money to him personally.

3. Mr. Ramakrishnan's associate Mr. Kannan has given official receipt for 1020 cft. of size timber to M/s. Gajananda Agarwale of Udit Nagar when actually this material has not been received by our Company at all. This fact will be proved by records kept by the Contractor which he is prepared to produce for your perusal on demand.

4. An official receipt for one thousand three hundred and fortytwo cft of size timber has been given to M/s. Gajabandaram Gopal of Rajaganpur when actual receipt of materials is only 1192 cft. by Mr. Phalgunan. The price for the difference viz., Rs.900 was taken by Mr. Ramakrishnan. This material was passed by Mr. Phalgunan on 19-2-1959.

5. A quantity of 4,000 cft, of second class timber at Rs.3/- was passed by Mr. Khanna in January-February 1959 at M/s. Himmat Singka Timber Company, Jansuguda and Sambelpur. The actual rate for this paid to the Contactor was at Rs.3/-per cft. But the company was charged Rs.4.60 np per cft. Again another quantity of about 1,0000 cft. was passed by the same Mr. Kannan from the same party. The Contactor's quoted rate was Rs.6.50 np through mutual arrangement. For all subsequent orders placed with him including those numerated here in an amount of Rs.45,000 is understood have been give by Contractors Himmat Singka Co., and K.D. Latt of Sambelpur to Mr. P.K. Ramakrishnan C.P.O.

When passing timber, length up to 9" are always ignored, but are taken into accounts in issues. Thus deficiencies are generally and mostly made up. All rejected timber which the Contractors do not generally take back invlew of the transport expenses to and fro help a great deal for making up quantities which the actually have not been received, but paid for by the Company.

~~There are numerous other instances to site herein but for fear of trouble of persual, I have refrained from dipecting. The reason for Mr. Ramakrishnan's these anomalies and treacheries.~~

I would briefly lay down that his insatiate desire for profligal indulgence has also resulted in many persons loosing their job in your Company. For example:- Mr. Govindan Nair of P.O.L., Stores was sent to his native place for bringing, Mr. Ramakrishnan, a girl of young age. He was sent a money order of Rs.50/- inddition when he requested through a letter from his country. For reasons, Mr. Govindan Nair returned without a girl and that has stood in his future carrier and increments. Mr. Ramakrishnan is now an enemy of this Govindan Nair who is still in P.O.L. This fact can be verified.

2. Mr. Khan of Cement Godown was given Rs.50/-for the same purpose. He was discharged because he also failed to get a girl.

3. Mr. C.P.A. Nair an educated middle aged gentleman who as working as Furniture in-charge in Main Stores is also understood have been approached for this purpose. When Mr. Nair strongly resented to it he was threatened and firghtened by Me. Ramakrishna and his associate Mr. K.M.S. Pillay from his Office with doors bolted from inside. He was threatened of being beated and teth removed unless he resigned and went away.

Contd.....3.

The poor man as an only alternative resigned this good post and went away in July 1959. He is understood to have come here again and is staying somewhere in Rourkela.

Matter can be verified.

4. Mr. Kedarnath, Mr. Ramakrishnan's peon was asked by Mr. Ramakrishnan to send his newly wedded wife to Mr. Ramakrishnan's Bungalow. The poor man reported the matter to Mr. Potdar, who was kind enough to transfer him subsequently to the Administrative Section.

5. Mr. Dayal Singh, the, then Ramakrishnan's driver had also similiary fate and he also was discharged from service by Mr. Ramakrishnan. There are countless instances vividly elicidating the lothesome and loose character of Mr. Ramakrishnan through, I am not in a position to give tangible proof for the same. They can better be imagined than said on the strength of the instances quoted above.

Sir,

I had to proceed home as my presence there at was inevitable. I applied for leave which owing to the wrath he had against me was not granted, but I could not but go. I proceed home, but after reaching Madras sent a registered letter to Mr. Ramakrishnan for leave. The leave was not granted and this letter was not exposed owing to the facts that a mention of the abovesaid money matters was also in the letter. Not only that he did not grant me leave but I was reported to have absconded with all my belongings which statement his far from truth and is deleberate. During my one and half years service I did not spoil the Firms name, but singerely worked for its fame and benefit.

The ~~an~~ instances to prove his dislike and blatanat partiality towards persons belonging to communities other than schedule castes (as Mr. Ramakrishnan belongs to that caste), for example:-

1. Mr. Baby of P.O.L. was not given any increment during his period of one year's service inspite of the C.S.K. Mr. Desouza's repeated recommendations. He ~~was~~ resign.

2. Mr. Samuel, a graduate, of Timber Yard also met the same fate.

3. Mr. Thomas of central stores resigned his post and now he is working in H.S.L. only due to the same cause.

4. Mr. George, a graduate of central Stores, appointed by you from Bombay is still not given a Rupees increment though he is nearing completion of two year's service.

5. Mr. Uberoi, of purchasing section also met the same fate.

6. Mr. Sitharam, his own Steno, has had no better fate.

But it will be surprising to know that he wrote to his native place and got down to Rourkela some of his castemen and have given them good positions. All persons virtually un-educated are enjoiing in the Office on good treatment and salary for the mere reason that they are of Mr. Ramakrishnan's Community.

These incident have totally brought about an uneffaceable stigma to the reputation of your Company and that unless proper undelayed steps are taken by you for expunging undesirable personalities from your Company, the reputation of the same, I fear will remain coroded.

Contd.....4.

sir,

Approved government servants holding very responsible positions are out for cheating and defalcating Indian Revenue with apparent impunity, and there by trying to enrich themselves with out a fraction of the country ~~are trying~~ with the greatest difficulty to bring up to a level with the advanced nations of the world with unremitting efforts and I fear, if this is allowed to continue it is matter of profound regret, that our country is not going to come up at all. I am personal of the indubitable opinion that the most condign punishment should be inflicted on such ignominious persons. Every action the said Ramakrishnan has done ever since he look up office is treacherous and with a view to cheat India on selfish motive.

The incidents I am quoting here under are unimaginable of being committed by any human being with slightest human sentiments and no man will ever stoop to condescend to perform such mean actions:-

(1) Quotation for G.I. Pipes from Calcutta.

Ignoring low quotation for this items order was placed in October last with person who had quoted for higher rates. This is all preplanned between Mr. Ramakrishnan and his confidential and close associate Mr. K.M.S. Pillay, the purchase Assistant. The materials purchased are all second and ones. They have rejected by Mr. D'souza S.S.K. but of no avail.

(2) M/s. Krishna Saw Mills quoted 22 np per cft. on 24-11-'59 for sawing sleepers. But Mr. Ramakrishnan through mutual arrangement made M/s. Bharath Saw Mills to quote 31 np. thus increasing the rate by 9 np. Ignoring M/s. Krishna Saw Mill (s quotations which suppressed, entire work of sawing works placed with M/s. Bharath Saw Mills, Bourkela.

(3) Quotations for salscantlings were invited from local bazar from different parties Mr. Ramakrishnan received quotations ranging between Rs.6.25 np. and Rs.6.40 np per cft. But he arranged with M/s. Gupta and Bikambarchand and placed order for 5,0000 cft. at Rs.6.70 np.

(4) It is interesting to note that no comparative statement of quotations was prepared at all. Chair Planks and Chair Sleepers were quoted at Rs.6.25 np. and 5.25 np. respectively by various parties from Jamuna Nagar and Ambala. These ignores and order was placed with M/s. Gulabchand Kailaschand and M/s. Vidhyasagar at Rs.6.50 np. and 5.50 np. for a quantity of fifty thousand each.

(5) There are countless irregularities and deliberate cheatings in local purchases made by Mr. Ramakrishnan's Village man and associate Mr. Phalgunan. The unlawful pelf is being shared between Mr. - Phalgunan, and Mr. Ramakrishnan. This Mr. Phalgunan was transferre d from purchase section to Timber Yard as a Store Keeper-incharge Timber Yard granting him a good increment in his salary and overlooking the fact that a huge sum of money is due by him to Company as balance is Cash which was given to him for local purchase from time to time. This dues roughly said to be 25000 Rs. has not been cleared by him and the matter has been reported by account section to H.S.L. Balances of Cash with Mr. Phalgunan were deliberately allowed by Mr. Ramakrishnan to accumulate.

Loading and unloading of materials were being done by one Mr. Tiwary Contactor, who is now H.S.L. Contractor. Since this Tiwary was strictly against giving bribes an standing goosebery for Mr. Ramakrishnan cancelled his contract and entrusted one Mr. Durga Dutta on high rate through mutual understanding with him on the advice of Mr. Ramakrishnan's head Clerk Mr. Chary.

(6) Non-sal Ballies and scantlings were being perpetually rejected during the time of Mr. J.C. Agarwal C.P.O. before Mr. Ramakrishnan. But now non-sal Ballies and scantlings are accepted to a very large percentage though only 5% is allowed through paper.

(7) Quotation has been invited now for timber and Ballies. This material is available in the local market at Rs. 6.25 np. and 6.30 np. The last date of receipt of quotation was announced me 15,260. He has received many quotations,. But order has not been placed as he is apparently waiting to pitch upon a party to quote high rate. If the records are checked this facts can be immediately revealed.

(8) All furniture purchases has been made at Teak Wood rate (high rate) but actually almost all are of sngewood (Cheap Wood) but polish to appear Teak Wood. Similar diabolically treacherous actions for duping India are done with regard to all items like, x cement, steel, petrol, etc; and they are daily occurance.

(9) Pickup allotted for purchase section is more often used for personal purposes like conveying coolies, girls and women to places of privacy and seclution for Mr. Ramakrishnan's enjoyment.

The general opinion in Rourkela is that Mr. Ramakrishnan has duped the Government of India through Hochtief-Gammon a sum of about Rs. Seven Lakhs and Mr. K.M.S. Pillay Rs. two Lakhs through Calcutta, purchases. *The Central Store is deficient by Rs 1800000 (Rs Eighteen Crores today)*

As loyal citizen of our mothercountry, I feel it, my bounden duty to inform all concern about what is going on and it is my humble request on behalf of mothercountry India that persons of eminent position and authorities take up this matter for investigations without the loose of a sigh moment, as it is time for the completion of M/s. Hochtief-Gammon's work in Rourkela Steel Plant.

Yours faithfully,
R. Ravindranathan

cc to:

1. The Works Manager, M/s Hochtief-Gammon, Rourkela. *R.Ram*
2. Mr. Clyn Jones, Director, M/s Hochtief-Gammon. *29/2*
3. Dr. Vogel, Director, M/s Hochtief-Gammon.
4. R.D., H.S.L.
5. P.A. & C.A.A. H.S.L. Rourkela.
6. Chief Minister, Orissa.
7. Sardar Swaran Singh, Minister for Iron and Steel New-Delhi.
8. Prime Minister, New-Delhi.
9. Home Minister, New-Delhi.
10. Comd. S.A. Janke, Leftist Leader, Parliament (Lok Sabha), New-Delhi.
11. Defence Minister, New-Delhi.

From

R. Ravindranathan
Bhangari Viles
Puthan Chira. P.O
(Via) Vinjalakuda
Kerala.

Mobilising Labour In Steel Plants

Communist-Sponsored Meeting At Rourkela

(From Our Own Correspondent)
ROURKELA, May 23.

Communists who made their first appearance in labour field here since the inception of the steel plant held a public meeting last evening under the auspices of the National Federation of Metal and Engineering Workers, India which has been formed recently under the presidentship of Mr. S. A. Dange M.P. and a leader of the Communist Group in Parliament. The meeting was addressed by two Communist M.P.'s Mahamed Illias and Indrajit Gupta & many other Communist labour leaders. Mr. Illias addressing meeting said this Federation is born under the banner of the A.I.T.U.C. to mobilise labour force in the steel plant, in Jamshedpur and in Burnpur for launching united struggle for fulfilment of the just demands in most Constitutional method. Giving an account of labour condition in the Private and Public Sector, he claimed that labour condition is better in the Private Sector than in the Public Sector.

Criticising favouritism and discrimination against some workers in the Rourkela Steel Plant he said the cause of Public Sector enterprise is bound to suffer a setback and efficiency of the plant can never be achieved.

Referring to present operational trouble in the second blast furnace and failure of the dolomite brick plant and other teething troubles in different units of the steel plant here, he urged upon the steel management and the Central Government to take necessary precautions to step up production. Further, he urged upon the Govt. to equalise the minimum pay scale of workers, both in Bhilai and Rourkela without discrimination, since the cost of living at Rourkela is very high. Sri Indrajit Gupta who explained his party stand with regard to the Public Sector enterprise emphatically warned labourers not to launch strike or adopt any violent method to fulfil their demands. Strike, he said was the last recourse after exhausting all constitutional methods. In the Public Sector, condition of labour should be very good and labour must be sincere to his duty so that efficiency of the factories would be better.

the Japanese
factories it had subjected and un-
exception. Its ferocity and turn
scrupulousness made me turn
away from it, and despite all the
assurances to the contrary given
by high-ranking personages, both
USSR and USA.

Delhi,
May 13, 1960

Dear Das,

Your both the letters. I had gone to Bhilai.

There, as regards retrenchment, an all-parties committee has been formed and is conducting the movement. For the time being, some initial success has been achieved and the local administration has agreed to many of our demands, though finally it is the BSP Board of Directors which will decide the issues.

An office of the National Fed. of Metal & Eng. Workers will shortly be opened there. B.N. Mukerjee assisted by Sudhir and, no doubt, Chaube will look after it.

In the mines area nearby, our recent hunger-strike and arrest has placed us on the map. I had been through this area too. Vittal Rao also accompanied us.

We have sent you Rs.100. This will be regularly sent.

A sort of newsletter once a month in OUR for Bhilai and Rourkela will be good. We are making out one from your report and publishing it.

Elias is not here nor is he expected till August.

Have you received the cycle. We wrote to Nihar. And leaflets?

Please continue writing at intervals,

Yours sincerely,

Dear Brother,

1960

8 MAY 1960

After coming from Arsonole I was busy with the union committee work, that is why I could not send you letter before. Here situation is developing very fast. As one ^{another} department are coming in to commission the different forces are active. In this month two unions conferences has taken place. one Rourkela steel and mining mazdoor Congress and another Rourkela Mazdoor Sabha. They belongs to INTUC and H. M. Sabha respectively. one headed by Bata Krishna Ponda and another headed by Shubharwar Barla.

1. The steel and mining-mazdoor Congress conference was held on 11th. April. About 25 delegates has participated. In the evening one mass demonstration with 40 heads has taken place. There was no mass meeting after the conference.
2. The Rourkela Mazdoor Sabha conference was held on 12th. April. About 40 delegates participated in the conference. In the evening one mass meeting called by them at Ambagan Maidan (in side the sector area). Mr. Dubedi M.P. has addressed this meeting. About 1500 workers attended. They placed nine point programme before the workers. Demands was for the permanent workers. There was no demands for the contractor workers. Here one thing should be note that this union (P.S.P.) divide tale among the contractor workers. However their meeting was successful.
3. The Rourkela workers union (-U.T.U.C.) headed by Tadosh Dutta called one mass meeting on 3rd. April near Birra Road junction. (combination of construction and permanent workers area). About 3000 workers participated in this meeting. All the workers was from contractor workers. In this meeting Tadosh Dutta abused Action Committee, and he attacked left and right.

Our Position

On 11th. there was a programme for Labour Minister, Orissa here with all trade union representatives, (it is called representative inquiry committee). Keeping this programme in mind we arranged deputation before this committee and mass meeting on the same day.

Because this the first meeting for the action committee we have taken the following decision.

1. Invitation to Labour Minister and all trade union representatives
2. Invitation to all local unions (including Mysala Jhon)

3. one leaflet (here with attached).
4. Postering, make Procher
5. Sepultation with 25 to 30 heads
6. Mass meeting
7. Shanda - one try couler and another Red Flag, without any symbol.

Our propaganda work started from 7th. and ultimately it was successful.

In our mass meeting two local union representatives attended and they gave their full support to the Action Committee. Participants were P.S.P. union and EXINTUC union. In the same day, same time, same place (distance was 100 yards) H.T.U.C. union held another meeting instate of joining us. This mass meeting was attended by 30 to 40 workers. Our meeting was attended by 300 to 500 (minimum). Attendees were all contractor employees.

In this meeting we gave a call for conference on 15th. and letter on from 15th. to 17th. On 17th. our conference was successful. About 47 delegates attended and one elected Action Committee was formed, with Mr. Patlanayak as a President, C.K. Nair as a general secretary and P.S. Kirdi as a treasurer. All the office bearers are workers. For all this work I have spent about Rs. 300/- (some collection, some loan). Now my hand is empty.

~~Now~~ Now I have taken one step to form one co-ordinating committee with all the local union representatives including Nityamanda Ponda as the representative of "National Federation of Metallurgical Engineering workers". Hope I will success within this month. I have taken one office for N.F.M.E.W. Its charge rent will be Rs. 35/- monthly. I please try to send some more money, so that my work can go smoothly. Because prospect is very good. Move when we meet.

Letter & Tel. ADDRESS.
 Mr. B. Banarjee
 A.-145. Sector. 7.
 Rourkela.
 Orissa.

Money order ADDRESS.
 Ratnakar Misra.
 Rourkela Auto Service
 Hamidpur Road
 Rourkela-2
 Orissa.
 18.4.60.

Yours sincerely
 Mahan Das

Dear Brother,

13 JUN 1960 ✓

31st May, Rourkela.

Received your letter dated 26th, also seen Ponda's letter dated 24th. When Ponda wrote you the letter he had not discussed with me. Now I have explained to him ^{your position} ~~the~~ As regard his money com. Dange assured us that he will send Rs. 100/- as against his wage and house rent.

At the time of nation council meeting I and com. Ponda went there, I contacted com. Dange and held discussion with him in presence of com. Guruscharan Pattanayak, Md. Elias, Nihar and me two. I placed one report before them also the future plan. Com. Dange accepted all and gave me Rs. 300/- + (Rs. 100/- for convene etc.) cash and com. Elias promised Rs. 200/- to pay me (Now he paid Rs. 150/-) for the future work. Due to his position of Missa P.C. Com. Dange accepted my proposal to pay Rs. 100/- every month for some time as against Ponda's wage and house rent.

After coming from there I have started work according to the plan. I am attaching one report with this letter, through that you may come to know the development here. I am living Rourkela within rent period. I may come over there via Bhubaneswar. As com. Dange told me at Calcutta that he is expected here (Guwahati) on 1st June. If com. Dange comes on that day and I could not reach in time then tell him that I am coming.

Rourkela Steel and Mining, Neydoor Congress. I already with us. Its conference is going to be held on 1st week of July. I want some changes in the constitution, office bearer etc. etc. I think it is a serious thing, so, before taking a decision in the conference I must discuss with you comrades. Detail information you can get when I come over there. In previous letter I sent two leaflets and now I am sending one signature form, report with this letter. Most probably you have received M.O. for 10 copies T.M.R. Agency. Hope you are all in good health. Rest when convenient. Nihar & a.

Report.

Munshi. Ahmadin (U. S. S. man & M.T.U. e. Agent) has issued
one leaflet on 20th. May here. He may distributed
at the steel plant. I could not get the reaction
of the workers up till now. I don't know if union is silent.
My impression is, in due course P.S.P. union and I don't
union may write.

- After our 22nd. meeting in H.S.L. area (Ambagan
maidan) Govt. has instituted one case against
us under 472 C.R.P.C. In the case four persons were
involved namely. Mitya nanda Ponda, Bak Krishna Ponda,
Durga Mohanty, Dr. Misra. Simultaneously they have
instituted same case against P.S.P. Union and S.U.C.
union 4 persons. P.S.P. union held their meeting
on 12th. April and S.U.C. union was on 19th. April. Only
after our meeting this case has been started.
They left M.P. and M.L.A.'s from this case. I think
this is the weakness of the case. However please
send the materials if you have any for the case.

There are so many things to write to say but
space is not there. So, when I am coming there
at that time detail discussion will be
made.

REPORT.

1

- Retrenchment, over time (for Hock tief Gammon) demand among the contractor workers is a burning issue. Minimum Rs. 75/- (interim) consolidated pay for the Master roll workers is a burning issue. Dissatisfaction for basic pay among the Permanent workers is a burning issue. This time in Raurkela we should not give the opportunity to the workers to P.S.P. or any other organization. So, we have taken the initiative in our hand this time. We have started campaign practically from 11th. April 1960. After some consolidated work again we have started campaign from 19th. May. First phase of the movement will continue till the conference.
- On 19th. and 20th. May we have distributed our federation leaflet. On 21st. one mass meeting among the Master roll workers was held. About 500 workers attended. On 21st. and 22nd. Mike Prochar was took place for 22nd. mass meeting. On 21st. 8,000 leaflets were distributed. One colorful demonstration and mass meeting was took place. Attendance a lot (some body say 2500 and some body say 3000). Demonstration cover 7 miles area. Such demonstration and attractive meeting with good attendance was not held by any other organization here. Both the meeting was held by National Federation. There was a programme for Labour implementation committee Orissa to come over here on 2nd. to 5th. June. In view of that programme we held one mass meeting from Action committee. About 400 workers attended in this meeting. Main slogan was for the contractor workers. There was a plan for 5th. meeting but that was cancelled because the Implementation committee is not coming on scheduled date. There will be another mass meeting on 19th. June. This meeting will be held on behalf of the Raurkela, Steel & Mining Maydoor congress. After that there will be no meeting till conference.

only consolidated work will be done and for
Preparation work other than agitation side will be
done. For the Permanent workers one signature
form is in the Press. In the signature form interim
demand will be there. I have taken this step
because to popularize this union among the
workers then consolidate them before giving
the membership drive.

- Reaction among ^{all section of} the workers are very good.
In industrial cases are coming to our office.
Workers say "this organisation can do something
for us." After our meeting in the steel Melting
shop the P.O.T.T. had pasted one poster
on their Superintendent's table. In the
poster they have written "More money more
work, less money less work." In the
Blast Furnace one committee has been
formed. They came ahead with their department
- al issues. Signature form is in the Press.

Amon Marter had workers signature campaign
is going on. Posters is good but fear is there.
Norm is attacked.

- S. M. C. Union leader has left Rawkela. Their
middle and lower cadres are starting coming
towards us. Upper leaders are confused.
Now their activities are practically nil. P. S. P.
- union is thinking that "we have to give stiff
fight with the new leaders. Their rank and file
has started thinking. During these days, their
activities also nil.

Occasional are enthused, more friends
are coming to us. Bat-Krishna Ponda (The General
- secretary of the R. S. S. M. M. C.) is more active than ever
K. K. Manjappa Ponda.

Dear Brother.

13 JUN 1960

✓
Rourkela
27.5.60.

On 21st and 22nd two meetings were held. First one was attended by 500 and second one by 3,000. First one was attended by mainly Master Roll workers and second one is mostly Rourkela Steel Project workers. After this meeting result was very good. For Master Roll workers we have given the slogan for signature campaign in the gherao. Gherao slogan was not given openly. For the rest our slogan was, Preparation for the conference in the next month. Conference to form one united union. Then membership drive.

Dog's (CID) concentration has developed to much. Now it is difficult to move in the night even. I have postponed to move for 15 days at least. If I find any thing serious then I may start for Bhilai for some time. Though com. Indrajit told me to leave for Bhilai as early as possible. I am keenly watching the development.

I am attaching sending two leaflets with this letter. I will write you details in the next Dak. Please advise immediately what am I to do. Also let me know when com. Sage is coming there. Hope you are all in good health. Rest when we meet. Yours,

there, it should be assumed, have all democratic fundamental rights under the Constitution; which can never be encroached by the landlord the H.S.L. Even the Zamindars in their heydays had never enjoyed that right in their Zamindari areas. After the abolition of all Zamindaris, this H.S.L. poses itself more than a blessed Zamindar. — So please consult our Law Bureau and inform us whether there are any High Court or Supreme Court rulings in our favour. Also please publish the above matter in the T.U. Record.

I am also protesting to the Steel Minister and a copy of that will be sent to Com. Dange as M.P. kindly see that the matter is pursued.

By the way can you bring out a ~~Steel~~ Special Steel issue of the T.U. Record? I can buy 500 copies. In that case other also can four factories also can take each 500. Please consider and reply.

yours fraternally
Vijayanand Ponda

अन्तर्देशीय पत्र
INLAND LETTER



To

Com. K. N. Srivastava
Secretary - A.I.T.U.
H - Ashoka Road
P.O. New Delhi.

तीसरा मोड़ Third fold

भेजने वाले का नाम और पता :- Sender's name and address :-



NO ENCLOSURES ALLOWED

यहाँ काट कर खोलियें To open cut here

29 JUN 1960

Dear comrade,

Rourkela,
27-5-60.

Received your letter of 24th.

I hope you must have received the leaflets for 22nd meeting with a covering letter. It is good news to hear that Com. Dange has visited N.I.T.U. Hd. Drs.

As for the decisions at Calcutta it was decided by Com. Dange in the presence of Com. Elias, Com. Gurn Charan Patnaik and Com. Nihar that my wage of Rs. 100/- will be paid from your end. Pending this commitment a sum of Rs. 100/- had been sent in April. So I was expecting the continuation with effect from May. After returning from Cal. the local comrades had been informed of this decision. Secondly there is now nothing here after the 22nd meeting. I am ignorant about the arrangements in the

Delhi office. So I will not request you to do anything in this matter out of your way. But in view of Com. the delay in Com. Dange's returning home, I can only request you to exercise your sense of discretion in this matter and act within your limits. And I will not at all be sorry with you if I am inconvenienced by this accidental delay.

On a complaint lodged by the H.S.L. the local police have booked a case of trespass against myself, Bata Krishna Panda of our union, Com. Durga, and Dr. Misro of Tata for holding the public meeting on 22nd within the landed estate of H.S.L. I and Bata Panda were today released on bail. Legally this is not tenable. The land may be of H.S.L. But our meeting was held in the sectors where the workers live by paying rent. So it becomes a public place unless some vacant portions are fenced by the landlord. The workers who live

25 MAY 1960

Dear brother,

Raukela
21.5.60.

Received your letter and money. I had been to Calcutta for 4 days, during National Council meeting. I had a through discussion with Com. Sange. I am moving accordingly.

On 22nd. we have planned for one demonstration and mass meeting. Also on 21st. another mass meeting arranged. I am too busy with programmes.

I have taken copies and leaflets with me. All the leaflets distributed within 20th. may. Now meeting leaflet is in the press.

I am expecting good demonstration and gathering. We have called the meeting in the name of Federation. One unfortunate thing happen is "my expose".

Steel C. D. has come to know regarding me in details. It is partly because Com. Dias and partly circumstance. However conspiracy decision has come out, so I am not serious as before.

I am expecting rousing report will be sent in the next letter. Hope you are in good health. Rest when we meet. Please let me know when Com. Sange is coming back to India.

Yours,

Mohan Das. ✓

May 24, 1960.

Dear Com.Ponda,

Thanks for your letter of 19th May.

2. It would be better if you keep this office informed of the discussions and decisions you have taken with, say, Com.Dange, Indrajit Gupta, Md. Elias, and others. They do not inform us and the result is that often comrades refer to decisions' implementation and we are unaware of the same.

You know that Com.Dange did not come to Delhi from Calcutta and has gone abroad for the WFTU General Council meeting. So it would not be possible for us to send you Rs.100 this time until he returns.

Your reference to leaflets also has put me in the above-mentioned difficulty. I do not know what was discussed at Calcutta. Neither do I know anything about 22-5-60 and Com.Gopalan. I can only infer now that you wanted him there on this date for the meeting. *Next month*

In the circumstances I can only keep the letter pending till Com.Dange's return to Delhi (sometimes the gap is too long). I can take action in his absence only if this office is kept informed of the decisions from time to time.

Please send report of 22nd meeting for TUR soon. We sent you 10 copies of the TUR, in its new bigger size. Please let us know if you can fix up an agency so that we may continue sending the paper.

With greetings,

Yours fraternally,

Yours

(K.G.Sriwastava)

due to structural defects and also due to defective handling by Indian Engineers. I will be writing a separate letter on that to you as well as to the P.M. It is going to be a chronic affair with the furnaces and there is no technical expert of the H.S.L. They have to miserably depend upon the Germans. It's like entrusting the cat to clean the fish or rather the thief to be the judge.

Punjab National Hotel yours fraternally
Rowkela - 1 M. Ponda
19-5-60.

अन्तर्देशीय पत्र
INLAND LETTER

Order. Carefullest packing.



To
Comrade S. A. Dange M.P.
General Secretary, A.I.T.V.C.
4 - ASOKA ROAD
NEW DELHI

← तीसरा मोड़ Third fold →

भेजने वाले का नाम और पता :- Sender's name and address :-

इस पत्र के अन्दर कुछ न रखिये NO ENCLOSURES ALLOWED

← यहाँ काट कर खोलिये To open cut here →

24 MAY 1960

Dear Comrade,

Preparations are briskly going on for the 22-5-60 meeting. A procession will also be attempted. We have invited all the local unions to attend this meeting. Whether others attend or not the Independent union will participate. 8000 leaflets (2000 in English, and 3000 each in Hindi and Oriya ~~have~~ are in the press. Preparatory group meetings of our activists are over. The leaflets of the Federation in five languages have been distributed. But I regret to inform you that we got only 3000 leaflets in all. That is a poor number for Rourkela. The heavy composing charge in 5 languages of such a sizable leaflet could have been offset only by ordering a large number of copies. The Oriya translation was miserable.

The point that all ^{workers of} the five plants should think and act unitedly which was mentioned in the Federation's handbill appears to have caught the imagination of the local workers. So we have restressed that point in our present leaflet which I will send you soon. I am sending today a telegram to Com. Gopala at Gazipur that his name has been announced and that he should not disappoint us.

The leaflets for the meeting has costed us Rs. 90/-. I had paid the Rs. 25/- to Com. Indrajit ~~to~~ to his coming expenses. As the A.I.T.U.C. had asked to acknowledge the receipt of Rs. 100/- sent in April, I hereby acknowledge the same. I hope you would have informed the A.I.T.U.C. office to send the ~~May~~ amount for May.

I have seen the Jamshed judgement. I hope ^{you will} pursue that affair further.

The No. 2. Blast furnace has broken down since 10th.

268-B
April 25, 1960

Dear Com.Ponda,

Your postcard dated 22nd. I had asked Com.Nihar to deliver the cycle for Rourkela. As he is now sunk in the Calcutta elections, he must have forgotten about it. Anyway, I am writing to him to deliver the cycle to you.

If you can manage, you better drop in Calcutta and get the cycle from Nihar who informs me that he has made arrangement for getting the cycle. ~~OK~~

Our discussions last time did not envisage that your wages were to be paid from the AITUC centre. So I am a little worried about what you are writing. That point will have to be discussed and settled later on. I thought your area had taken up the responsibility for your centre. However, we will argue the matters with the responsible people concerned in Orissa. For the present, without any commitment for the future, I am remitting to you Rs.100.

At the end of your card, sending "greetings" is all right. But drop that word "revolutionary"; it is unnecessary.

Yours fraternally,


(S.A.Dange)

National Federation of Metal & Engineering Workers, India

ROURKELA BRANCH

BISRA ROAD

FIRST STEP

Comrades,

Steel workers including construction workers are facing so many problems now a days. Workers of Rourkela have learnt through their experience that without struggle and mobilising themselves, demands can not be achieved. Workers of other steel plants have started mobilising themselves to achieve their demands. We too in Rourkela should not fall behind

Our Federation, headed by comrade S. A. Danga, M. P., in its handbill No. 1 has given the timely call to five steel plant workers for mobilising themselves soon. For launching a united struggle we Rourkela workers should mobilise on the basis of the following main demands.

- 1- Consolidated pay of Rs, 75/- for all Muster-Roll workers.
- 2- Alternative jobs for retrenched workers.
- 3- Immediate appointment of Wage Board for steel workers.
- 4- D.A. to be linked with cost of living index.
- 5 Different Labour Acts should be implemented.

No other organisation had given such a call on an industry basis, because they have no unions in other steel factories. This is serious matter. To help you, think clearly and act unitedly, a public meeting will be held at Ambagan on 22-5-60, at 6 P.M. to be addressed by such eminent labour leaders like Com. Md. Illias. M.P., newly elected M. P. Com. Indrajit Gupta. Com. A. K. Gopalan M.P. expected.

Nityanand Panda

For National Federation of Metals
& Engineering Workers, India

Hindustan Printers, Rourkela-1

Delhi, 26 May

Dear Mohan,

The other day I got a letter from Shri Ponda addressed to big brother complaining about number of leaflets, money for May, etc. etc.

As big brother did not come to Delhi, I could not have talks with him. As I do not know about the discussions held at Calcutta, I am helpless and cannot take any action. If I was informed in time, i.e., immediately after the discussions took place, I could have contacted him on trunk and talked to him. So I have written to Ponda that there is no other way expect to wait for his return because big brother clearly told me not to accept any further financial liability. I can realise that this may cause certain hardship but in the limited scope, I cannot do anything.

I am awaiting next report from you eagerly.

Even if you are partly known, be careful and if necessary absent yourself from there for a short while. It is true that the case is over but we should do things in a planned manner, leaving the initiative with us and not caught by circumstances, when it is possible.

I have not heard when big brother is returning from abroad but he is expected some time in the middle of June.

Yours

Wm

To 27 MAY 1960

Punjab National Hotel
Roussela-1
23-5-60.

The General Secretary

A. I. T. U. C.,
New Delhi.

Dear Comrade,

I hope you must have received my inland cover sent to you after returning from Calcutta. I am now enclosing copies of the recently published leaflets.

Two public meetings had been held one on 21st. and the other on 22nd. The first one was held in the labour colony of the H.S.L. where the unskilled labourers reside and the second was held in the H.S.L. new township called the Sectors. The first one was addressed by Coms. Elias, D.C. Mohanty and Baba Krishna Ponda attended by about 500 workers. The second one was addressed by Coms. Indrajit, U. Misro (Baba) Pranamath Patnaik M.L.A. in addition to the above three, and I had presided over both the meetings. The gathering on the second day was 2,500 and was preceded by a procession of 250. As such, gathering in the meetings was no less than the previous meetings of the H.M.S. or S.U.C. But the procession was half that of S.U.C. The H.M.S.

Ack receipt
use making for
write up in T.M.
VPP
27/5

of late has no processions at all to its credit. About Rs. 200/- had been collected on this occasion and we had to spend Rs. 350/-. The whole thing was no doubt impressive, but for the speeches, The two M.P.s got very little time because of the large number of speakers this time. I shall be careful not to repeat this mistake in future.

The meeting proved to bring our unknown supporters closer to us. Some of them introduced themselves at the meeting place only. The slogans of the Rs. 75/- to Muster-Roll workers, Wage Board for others and fun to fight on an industry basis as a method, these three have attracted the workers. Expectations have risen high amongst the workers and they are now clamouring for our union. We have decided to expedite the merger business within a fortnight. Above all this meeting could give the call to the Muster-Roll workers for a signature campaign for Rs. 75/- pay. com. Bata Krishna Ponda could feel our weight now better and is much enthused. This is also another important outcome.

The signature campaign is scheduled to be completed within next ten days, the merger in 15 days and the conference of the union in first week of July. com. Gopalan's absence was a shock to Kerala friends. Expecting the May amount soon.

yours fraternally
N. Ponda

May 31, 1960

Com. Nityananda Ponda,
Rourkela.

Dear Comrade,

Thank you for your letter of 23rd May (received here on 27th) and your news report of the meeting held on 22nd (received only today).

On the basis of your letter of 23rd, we have made out a news report for the "Trade Union Record" of June 5. Your report was too late.


While your report dated 26th has taken five days to reach here, we wish to point out that you had sent a report on a meeting held on 22nd four days later. From the point of view of obtaining publicity for the report, you will appreciate that so much delay on your part will not be very helpful.

Hope you will be sending us periodical newsletters on developments there.

We have sent you 10 copies of the Trade Union Record, since the last two issues. You have not even informed us if you have received them. Please let us know if a proper agency can be fixed up by you for this journal.

With greetings,

Yours fraternally,


Office Secretary

31 MAY 1960 News for Publication

A Public meeting held in Rowakela by the National Federation of Metal + Engineering Workers India on 22-5-1960 and presided by Com. Nityanand Ponda was attended by about 1500 workers. A procession of about 300 workers preceded the public meeting. Coms. Indrajit Gupta M.P., Md. Elias M.P., Pranavanth Patnaik M.L.A., D.C. Mohanty Gen. Secretary Utkal T.U.C., Udayakar Misra Vice President of Jamshedpur Mazdoor Union, Bata Krishna Ponda General Secretary of Rowakela Mazdoor Congress had addressed the meeting.

The two M.P.s Coms. Gupta & Elias, while welcoming the establishment of such giant steel factories in the public sector, were amazed at the inhuman conditions, which is the lot of the workers here. The unskilled workers called as Muster-Roll and Work-charged are paid a paltry wage of Rs. 1-50 M.P. per day with no D.A., and no rest even on Sundays. These unskilled workers are herded like cattle in Tin Sheds with mat walls in Rowakela where the scorching heat reaches 119°. There are no lighting and latrine facilities to them. Water supply is extremely meagre and medical facilities a farce.

The speakers further pointed out that after a violent struggle in Bhilai the authorities were forced to pay Rs. 75 P.M. to these unskilled workers. But

even this little change has not been extended to Rowakela. As regards other categories of workers there are no fixed scales of pay as yet. A skilled worker here gets a basic pay of Rs. 60 only out of which about Rs. 25/- is deducted for house rent and bus fare. The strike of these technicians last year was ruthlessly suppressed by the authorities.

The lot of the contract workers is still worse. Their hutments are not even covered by tin, but by mats and cardboards. They are not paid double overtime. After retrenchment they have no alternative jobs nor any retrenchment benefit.

In the face of all these problems the leaders pointed out that the existing four unions have proved ineffective. The National Federation which has its organizations in all the five steel factories should be strengthened by strengthening its unions. In conclusion the leaders exhorted the workers to join the Federation's union here and achieve their demands.

At the end a resolution with the following demands was unanimously passed.

- (1) Unskilled workers should get Rs. 75/- P.M. pay instead of the present Rs. 1-50 per day.
- (2) Immediate appointment of a wage-board for steel workers.
- (3) Immediate payment of arrear over-time wages.
- (4) Immediate payment of retrenchment benefits and alternative jobs.
- (5) Enforcement of all Labour laws.

Ranjit National | Nityanand Ponda

लोहे के कारखानों में काम करने वाले मजदूरों

से

देश की सुरक्षा के नाम पर

मुन्शी अहमद्दीन

की

अपील

फ्री ट्रेड यूनियन ब्योरो,
मानगो वस्ती, जमशेदपुर

नीति' की घोषणा की है वह पूरे देश में गड़बड़ मचाने का गुप्त कार्यक्रम तैयार कर चुकी है। टाटा नगर और बनपुर में तो उसने यह सब कुछ शुरू भी कर दिया है और इसके बाद सरकारी मूलिकयत के तीन कारखानों की बारी है।

स्वतन्त्र मजदूर आन्दोलन:—

दुनिया भर में मजदूर आन्दोलन का केवल यही उद्देश्य है कि मजदूर पूँजीपतियों के दमन से बचता रहे और अपने अधिकारों के लिए अपनी युनियन के झण्डे के नीचे संघर्षरत रहे। यही है स्वतन्त्र मजदूर आन्दोलन ! इस पर किसी राजनैतिक पार्टी का कब्जा नहीं होता। इसमें हड़ताल भी होती है लेकिन वह मजदूरों की मांगों और उनके अधिकारों को लेकर होती है।

अपनी रीटी की लड़ाई के साथ-साथ स्वतन्त्र मजदूर आन्दोलन से सम्बन्धित मजदूरों का कुछ और भी कर्त्तव्य है और वह है अपने देश की सुरक्षा के लिए कुछ कर गुजरने का कर्त्तव्य। जब देश की आजादी को खतरा हो तो मजदूर को मैदान में भी निकलना चाहिए।

आज भी ठीक ऐसे ही संकट का समय है। विदेशी दुश्मन चीन हमारे देश के अन्दर घुस आया है। और वह बराबर बढ़ता रहेगा जब तक कि हम उसे ताकत से अपनी सीमाओं के बाहिर न धकेल दें। न केवल अपनी सीमाओं से बल्कि अपने पड़ोसी देश तिब्बत से भी निकाल दें। क्योंकि दुश्मन जब मक तिब्बत से नहीं निकाला जाता हमारी आजादी को खतरा बना रहेगा।

ऐसे संकट के समय मजदूरों का कर्त्तव्य है कि वे कोई ऐसा कदम न उठाए कि जिससे देश के दुश्मनों को बल मिले। बल्कि औद्योगिक उत्पत्ति (प्रोडक्शन) को अधिक से अधिक बढ़ायें और बाकी देशवासियों के कंधे से कंधा मिला कर देश-दुश्मनों का मुकाबला करें। यह तो हुआ "आजाद मजदूर आन्दोलन" !

मजदूर आन्दोलन का दूसरा रूप:—

मजदूर आन्दोलन का दूसरा रूप वह है जब कोई मजदूर संघठन

हो केवल तानाशाही है जो मनुष्यों से पशुओं की तरह मन चाहा काम
बेना जानती है और, कुछ नहीं।

हमारे देश में प्रजातन्त्र के सिद्धान्तों की सफलता और उन्नति को देख कर
कम्युनिस्ट चीन बोलना गया है। क्योंकि, यदि भारत प्रजातन्त्र को साथ लेकर
उन्नति करता है तो फिर एशिया के दूसरे देश उन्नी का अनुकरण करेंगे।
चीन की तानाशाही का नहीं, पूरे एशिया में प्रजातन्त्र का झंडा उड़ेगा,
कम्युनिज्म का कोई नाम लेने वाला नहीं होगा। यही कारण है कि बाहर से
कम्युनिस्ट चीन और अन्दर से भारतीय कम्युनिस्ट पार्टी दुनिया में प्रजातन्त्र
के इस सब से बड़े किले को तोड़ने की कोशिश में हैं।

इसी लिए मैं मजदूरों से कहूँगा कि वे इस खतरे से सावधान रहें। अपने
अन्दर से देश-दुश्मन शक्तियों को बाहर धकेलें और आजाद मजदूर आन्दोलन
का साथ दें। इसी में देश और मजदूर दोनों की भलाई है।

मुन्शी अहमदीन

स्वतन्त्र न रहकर किसी राजनैतिक पार्टी के संकेतों पर काम करता है। जैसा कि हमारे यहाँ “आल इण्डिया ट्रेड यूनियन कांग्रेस” पर कम्युनिस्ट पार्टी का वज्रा है। कम्युनिस्ट पार्टी मजदूरों को उनके अधिकारों का नाम लेकर अपने राजनैतिक उद्देश्यों के लिए लड़ाती है। वह मजदूर-हड़ताल कराती है तो अपनी शक्ति बढ़ाने के लिए। राज-गद्दी पर वज्रा करने के लिए। कम्युनिस्ट पार्टी ने अपने राजनैतिक उद्देश्यों की पूर्ति के लिए “तिलनगाना” में किसानों को लड़ाया, और हजारों कांग्रेसी कार्यकर्तियों को मरवा दिया। पंजाब और पंप्सू के देहातों में किसानों को सरकार से लड़ाया। वहाँ भी बड़े लोगों की जान गई। फिर टाटानगर में १२ मई १९५८ को मजदूरों से हड़ताल कराई और मजदूरों को गोली के सामने ला खड़ा किया। टाटा के बड़े कारखाने तक को तुड़वाने का असफल प्रयत्न किया। यह सब कुछ पहले से सोची समझी योजना के अनुसार राजनैतिक उद्देश्य-पूर्ति के लिए कराया गया। ठीक इसी समय चीनी सेना लद्दाख पर अधिकार कर चुकी थी और आगे बढ़ रही थी। मैं तो यहाँ तक कहता हूँ कि आज भारत की कम्युनिस्ट पार्टी को यह भी मालूम है कि चीन को नया आक्रमण कब करना है, और वह इसी कार्यक्रम के अनुसार देश में तोड़-फोड़ और दंगा-फसाद की तैयारी कर रही है, ताकि बाहर से चीनी फौजें देश के अन्दर आगे बढ़ें और दूसरी ओर देश में प्रशान्ति के कारण द्रोह की आग भड़क उठे और इसके बाद विदेशी और देशी कम्युनिस्ट मिल कर इस देश पर अधिकार कर लें। यह है कम्युनिस्ट पार्टी के मजदूर आन्दोलन का रूप। अब यह निर्णय करना स्वयं मजदूरों का काम है कि वे कम्युनिस्टों के बताये हुए रास्ते पर चल कर देश को विदेशियों के चुंगल में देना पसन्द करेंगे याकि स्वतन्त्र आन्दोलन का साथ देकर देश की स्वतन्त्रता की रक्षा करेंगे ?

कम्युनिस्ट देशों में मजदूरों की स्थिति:—

“मजदूर दोस्ती” का ढँढोरा पीटने वाले कम्युनिस्ट देशों, रूस, चीन और योरोप के पूर्वी देशों के मजदूर दास्ता का जीवन व्यतीत कर रहे हैं। वे आधे-भूले रह कर भी अन्याय और अत्याचार के विरुद्ध आवाज नहीं उठा सकते। उन्हें जो मिल जाए उसी में सन्तोष करना होता है। वहाँ अपनी शिकायतों के विरुद्ध हड़ताल करना तो एक और, जबान हिलाना भी

अपूर्वी है। परघाजमनी, पोलैंड, हंगरी और स्वयं रूस में जब भी कहीं मजदूर हड़ताल हुई, रूसी फौज ने मजदूरों को गोलियों और तोपों से भून दिया।

रूस में आज भी दो करोड़ लोग कंपों में कैद हैं, जिनसे जबदेस्ती काम लिया जाता है और केवल जीने भर के लिए खाना दिया जाता है। इन में लाखों हर वर्ष तड़प-तड़प कर मर जाते हैं। यह है मजदूरों के स्वर्ग रूस चीन और दूसरे कम्युनिस्ट देशों का राज्य, और भारतीय कम्युनिस्ट ऐसे ही राज्य की स्थापना यहां भी करना चाहते हैं।

अब भी समय है कि इस देश के मजदूर सचेत हों ! देश और मजदूरों के शत्रु कम्युनिस्टों से बचें और आजाद मजदूर आन्दोलन के सब से बड़े संघठन "आई० एन० टी० यू० सी" के झण्डे तले आयें।

देश नव निर्माण के माग पर:—

हमारा देश १३ सौ वर्ष की दास्ता, शोषण और अत्याचार के पश्चात स्वतन्त्र हुआ है। इस समय सारे देश और सरकार का ध्यान सुव्यवस्था और निर्माण की ओर लगा हुआ है। एक नये भारत की नींव रखी जा रही है, जिस पर अरबों रुखा खर्च हो रहा है। लाखों अमिकों का पसीना बह रहा है। जब ये प्रयत्न सफल होंगे तो देश का रूप बदल जाएगा। उपज बढ़ेगी, बेकारी, गरीबी दूर होगी। तन ढांपने के लिए कपड़ा मिलेगा, रहने को मकान, बीमार को इलाज और बूढ़ों को बुढ़ापे का सहारा मिलेगा।

एशिया में प्रजातन्त्र का दुगं भारत:—

प्रजातन्त्र में हमें अधिकार है कि हम अपनी राय से सरकार बनायें और अपनी राय से बदल दें। इसमें हमें बोलने की स्वतन्त्रता है, लिखने की स्वतन्त्रता है, धार्मिक विचारों की स्वतन्त्रता है। मजदूरों को अपनी यूनियन बनाने और उसे चताने की आजादी है। अपने अधिकारों के लिए लड़ने और हड़ताल करने की आजादी है। माता-पिता को अपने बच्चों को मन चाही शिक्षा दिवाने की आजादी है। लेकिन कम्युनिस्ट राज्य इनमें से एक भी आजादी नहीं देना। कम्युनिस्ट देशों में आजादी नाम की कोई चीज नहीं है।

Report.

To

The General Secretary,
A. I. T. U. C.

16 JUN 1959
Dear comrade, ✓

On the question of overtime the contractors had referred the issue to the H. S. L. who in their turn referred to the Orissa Labour Department, who in their turn referred it to the Law Ministry for interpretation. The matter was sleeping there. The strike forced the Labour Ministry to act promptly. On the third day of the strike the management received a telegram from the Labour Commissioner Orissa that overtime should be paid at double the rate with effect from July '59 ^{for workers below Rs. 500/- pay.} The management informed the Workers Committee leading the strike that all their demands of overtime, retrenchment benefit will be paid within a week, bonus issues will be considered later but they cannot pay the strike pay. So the main demands being practically met the dispute remained on a small but sensitive issue unsolved.

The strike being illegal and the strike organization not so strong we decided to opt for acceptance of the offer and withdraw the strike. When it was put in the workers' committee the leaders of our Action Committee and Taposh Dutt leader of S. W. C. expressed themselves in favour of acceptance. But the entire followers of Dutt, shallow headed sectarians as they are, opposed that proposal. Dutt as a leader miserably failed to drive reason into the heads of his followers. So the committee decided by an overwhelming majority to continue the strike. Democratically we have now decided to work out the majority decision in spite of our difference with it.

While squashing the orange the sweet juice comes out. Any further squashing will bring out the bitter juice out of its skin. We had marvellously fulfilled the first part of the squash. Driven by circumstances beyond our control we are now facing to taste the second part of the squash. In my opinion there will be now a drift towards the dark alley. I see only one faint ray of hope in this situation, that the management may yield somewhat further for fear of the strike extending to the H. S. L. workers. The strike being an illegal one, payment of strike wages is as much a sensitive issue to a Govt. concern as to the workers. The issue of prestige is equally there on either side. So any further yielding by the management, though not impossible, is a remote possibility.

Due to lack of time I am not

able to write a separate report to the T.U.R.,
I request Com. K.G. S. to pick out the report
from this report and publish.

Being hard up for funds I request
you to send the May & June wage together soon.

* In this strike the P.S.P. union has
not come into the picture at all.

In my previous letter I had
promised to send a report by hand through
a messenger friend who was to go to Delhi
on some other work. That Doctor friend has
cancelled his trip to Delhi. So the report
I had prepared on lth. I am sending herewith
without any alterations. Kindly read
this report together with the report I sent
before lth.

yours fraternally
N. Ponda.

P.S.:- Please change my address
as follows.

N. Ponda
National Federation of Metal & Engineering Workers,
Bisra Road,
Rowkela-1

196 JUN 1960

To

The General Secretary,
A. I. T. U. C.
New Delhi.

Dear Comrade,

After the meeting of 22nd. May our influence has grown markedly both amongst the H.S.L. and Contractor's workers. Workers are now coming to our Federation office either to contact themselves or to complain against the management. The signature campaign of Muster Roll workers is going on. This has also focussed the attention of Muster Roll workers on us. Side by side this has created new hopes in the skilled and unskilled workers, hopes which had been dimmed by the failure of the technicians' strike last year. With a view to meet this rising hope and not to allow other organisations to exploit the same, a memorandum has been drafted and got printed for signatures. The interim wage demands in the second memorandum appear very high in comparison with the present rates. But they are not above the jamshedpur rates. That way, though the rates are quite high, yet they are nearly achievable. At any rate some increase is bound to be achieved, as the present rates are hopelessly indefensible and absurd. As such we run no risk of not achieving anything in the event of a unreasonably high demand. — A public meeting attended by about 400 Contractor's workers on 29th. May demanding payment of arrears of overtime pay brought us to the forefront in the eyes of the Contractor's workers and the S.U.C. union was pushed to the back-benches. This in short is the headway we have made in three directions i.e Muster-Roll, technicians, and Contractor's workers.

On the debit side, ~~we~~ the above gains have earned us the vigilance of the H.S.L. and the Govt. police on one hand and the P.S.P. union on the other. The P.S.P. of late has increased its campaign for its 9 demands by holding sectorwise meetings. The S.U.C. union is missing from the battle field. The field, they had created by labouriously swearing themselves as ~~re~~^{bold} communists, is evidently now shaken by the appearance of the real communists. Their ranks have got confused. Some are crossing to our side. They find themselves helpless against the onslaught of retrenchment of Contractor's workers who mainly constitute their base. It will take some time before they regroup their old line of arguments and slogans. At any rate they are now fast receding to the position of a third force with no hope of recovering their old position. — So, on the whole we are now in a very favourable position, of course moving fast.

To consolidate our present gains and to keep pace with the fast changing situation two main tasks must be fulfilled soon. —

(1) FINALISE THE UNION : With the recent growth of our influence, and workers' expectations from us, the workers are eager to know whether we have our own union or not. All that we answer is about the interim arrangements with the Mazdoor Congress. It is not a satisfactory answer. It certainly fails to create confidence in our ability to face problems. Of course, as matters stand, we have no choice to present them with a union (as OUR union) immediately. They must be made to wait for some time with a promise of "going to be." To make matters more presentable to them, the memorandums have been printed in the name of that union. But we have to finalise the union as ours as quickly as possible. The earliest possible date for that can be 3rd July. But that again is disturbed by the State Council meeting at Berhampur at the same time. So we can fix the confce. of the union on 10th July. Though the life and soul of this union Sri Bata Krishna Ponda is firmly with us, we cannot depend on the present executive, about half of which is inactive & disinterested, a quarter disagreeable and the rest quarter vacillating. So the finalisation work can be done only through a conference with new enrollments from our side. This enrollment will start soon. At the time of this confce. which will constitute the bed-rock of our future organization, a very capable leader nothing short of you, should attend the function, remain here for 3 to 5 days and guide us to shape things in the proper way. Any organizational mistake at this crucial and historic stage will be a very costly mistake. Though unavoidably you happen to be a very tightly busy comrade, the importance you attach to steel and the importance gained by Rourkela as the foremost ~~most~~ organized moving unit in the 3 Public Sector plants can expect your personal participation in shaping its rock-foundation, not to mention the direct knowledge you must have about Rourkela.

(2) EXTEND CAMPAIGN TO OTHER 2 FACTORIES :

Now that the signature campaign has started here, its success depends by half on local mobilisation and by another half on mobilisation at Bhilai & Durgapur. So arrangements must be made to print similar memorandums by the units there basing on their local situation and also keeping close to our demands here. This part of the job needs to be initiated soon at your level. However weak the local units there may be, they can collect some signatures demanding some interim rise in wages. To overcome their other deficiencies this move even can go a long way to help them.

yours fraternally
N. Ponda 6/6/61

Let us take the first stage as an instance. Already by the beginning of this stage an international control organisation is to be set up within the framework of the United Nations. This control organisation shall establish on the spot control over the destruction of rocket weapons, military aircraft and other means which could be used as carriers of atomic and hydrogen weapons. The destruction of missile launching sites shall be carried out under its supervision.

At the same time international inspection teams shall supervise the elimination of military bases on foreign territories and the withdrawal of foreign troops from these territories to within their own national frontiers. The control organisation shall have all facilities to inspect all objectives where the means of delivering nuclear weapons were manufactured in order to prevent their clandestine production.

In the subsequent stages the functions of the control organisation shall be expanded. The prohibition and destruction of nuclear weapons, the abolition of armies, etc., shall be placed under strict control.

After our proposals were submitted in September last year, the question was raised how to ensure the maintaining of international law and order in conditions of general and complete disarmament. The Western powers advanced arguments on the necessity of setting up some kind of international armed forces.

We carefully studied these considerations and drew the conclusion that the only realistic possibility in present conditions would be, in accordance with the United Nations Charter, to place, when necessary, police (militia) detachments at the disposal of the Security Council to ensure keeping the peace. Such police (militia) detachments would remain at the disposal of states after the implementation of general and complete disarmament. This is also envisaged in our latest proposals.

Naturally, such police (militia) detachments should be used exclusively for the maintenance of peace among nations and not for the suppression of peoples who are struggling for their independence and social progress, not for intervention in the internal affairs of states.

These are the main considerations I should like to emphasise in connection with our latest proposals on general and complete disarmament.

The Soviet Government believes that these proposals should be discussed in the 10-Nation Disarmament Committee which will resume its session in Geneva within the next few days.

All the peoples of the world want that the disarmament problem should be solved. That is why the Soviet Government, guided by its invariable policy of peaceful co-existence between states with differing social systems, will stint no effort to achieve a solution of the problem of general and complete disarmament.

We hope that our latest proposals which accord with the interests of safeguarding peace and security will meet with understanding and support on the part of the governments and peoples of all countries.

Dear Brother

13 JUN 1960

Bhilai. 9.6.60.

I am here since last few days. I am surprise to see that as till now no leaflets has been distributed nor they have taken any office.

However yesterday one telegramme has sent to Dhan for leaflets and cycle. I am trying for one office here. I may get within day or two. As regards rent I am paying from my own pocket and I will adjust afterwards.

B. N. Mukherjee has not reached till now. I don't know what you have arranged with him at Nagpur. I am told by local friends that yourself and eabder brother is coming for Jabalpur. They have also requested me to go there. So, I am proceeding towards Jabalpur.

If I wont find you there then I will start for Delhi. Mean while if eabder brother e sees then inform me him that I am coming. Some important thing I am to discuss. Hope you are all in good health. Best when we meet.

yours.

Mohan Das.

MEMORANDUM

To.

The Resident Director, Hindusthan Steel Private Ltd, Rourkela

Sub:— Grant of Rs. 75 p. m. Consolidated pay to Muster-Roll and Work-Charged workers

Sir,

We the undersigned Muster-Roll and work-charged workers employed in the Hindusthan Steel plant at Rourkela, most respectfully submit the following memorandum to you through the Rourkela Steel & Mining Mazdoor Congress for your kind consideration.

We are proud to be employed in building and running this giant steel project in Rourkela as it is a harbinger of prosperity to our industrially backward nation. We had braved against all odds like scorching heat, lack of housing water latrine medical facilities and risks in work all these days, and had worked faithfully and patiently. We had suffered like mute animals with the hope that after construction our lot will improve.

Till now we get a paltry wage of Rs. 1. 50np. per day without any leave facilities including on sundays. You can easily understand, sir, that with the abnormal high prices prevailing in Rourkela this wage of Rs. 1. 50np. per day cannot be justified by any stretch of imagination. We the heroic builders of a new nation cannot go on suffering under inhuman conditions for ever.

We therefore pray you to grant the Muster-Roll and Work-Charged workers a minimum consolidated pay of Rs 75. P. M. with Sundays as holidays and save us from losing our patience.

Hope you will kindly do the needful & oblige.

Yours faithfully

No.	Name	Department	Signature
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June 3, 1960

Dear Com.B.N.,

Thanks for your postcard of 26th May. I was away in Bombay and hence the delay in reply.

2. I understand from press reports that the hunger strike has been called off and some kind of settlement has been arrived at. I hope you will be sending us a report on the same.

3. I am informed by the W.Bengal STUC that Sudhir has not informed them even the address on which leaflets are to be sent. I have asked them to send the same to him C/o Communist Party Office, Raipur. He himself does not reply. I am not sure, even when leaflets are received, these will be distributed.

You can also write to him. I have written a strong letter to him.

With greetings,

Yours fraternally,

KG
(K.G.Sriwastava)

2184
May

June 3, 1960.

Com. Nityananda Ponda,
Rourkela.

Dear Comrade,

Thank you for your letter of 27th
May.

We have given a report on the Rourkela meeting in the TUR of June 5. We are sending 10 copies of the TUR of this issue also. Please let us know if you wish us to continue the same on agency basis.

It would be better if you consult some local lawyer or one in Calcutta, with regard to the tresspass case. Com. Indrajit Gupta/Elias will give you contact, if necessary.

It is not that I do not believe you. It is a question of budgetting. I am told Com. Dange will be back by 10th or so and I will take earliest steps to remit you the money after getting it from him. Unfortunately this is not the period when we get aff. fees and I have limited budget. In case, I get some remittances, I will remit you even earlier.

About steel issue of the TUR, we will think of it.

With greetings,

Yours fraternally,

WGC

(K. G. Sriwastava)
Secretary

To 18 JUN 1960

Comrade General Secretary,
A. I. T. U. C.,
New Delhi.

268-B

Dear Comrade,

Enclosed herewith please find a copy of my letter addressed to the Prime Minister on defects in construction here. I hope you will put some questions in the next session of Lok Sabha.

I had sent one registered letter on 6th to you and another ordinary envelope containing strike news and a report, kindly acknowledge receipt of these two letters soon.

In my previous report I had informed you till the fourth day of the strike. After second thoughts on the 5th and 6th day the S. U. C. leaders came to their senses and ~~de~~ agreed to call off the strike. This was finalised in the presence of the Labour Commissioner of Orissa. Comrade D. C. Mohanty came here on the 5th day of the strike via Calcutta. The delayed decision cost the workers by 3 more days of loss of pay. Only gain was that the first day of the strike having been partially worked was to be paid off, the rest of the days should be compensated by working on Sundays. So the announcement of the strike was done on Sunday and the workers joined duty on Monday the seventh day of the strike.

This was the biggest strike covering about 14000 employees over a period of one week. Police and management had not attempted to arrest the leaders nor to break the strike by blacklegs. Perhaps they were afraid of more serious repercussions. Our participation had been felt by the workers, management and Govt. But our share in this participation could have been increased had I not left the spot to bring a mike on the first evening of the strike. S.V.C. thereby got first opportunity to conduct the meeting we had called and we turned to the defensive. Being penniless we had to ask a mike for credit, which any other comrade other than me cannot procure. Hence I was compelled to leave the spot. We have yet gained no doubt but gained less thereby.

Kindly ^{note} ~~mark~~ the change in address.

National Federation
of Metal & Engineering
Workers

Bisra Road,
Rowkela-1.

yours comradely
J. Sondia
14/1/60

To
The Hon'ble Prime Minister,
Government of India,
New Delhi

Sub:- Constructional defects in Rourkela Steel Plant.

Hon'ble Sir,

Please permit me to draw your sharp attention to the serious structural defects in the Rourkela Steel plant.

The refractory lining in both the blast furnaces is so weak that production is partial and of a poor quality due to enforced low temperatures ~~due to self~~ within which the furnaces have to work. Some of the blow pipes had been filled up by molten slag in furnace No. 2. Removing and replacing of these blow pipes has further weakened the structure of this furnace. The No. 2. furnace was shut down for about 15 days from 10th. May by water flooding into the furnace. This flooding was due to burning away of the tuer (called also pier) which is the lining between the furnace and the water cooler. There is an opinion that the pressure in the water cooler is much higher than the pressure in the furnace which is the reverse in Jamshedpur. In the event of an accident there is always the risk of the furnace being flooded. In this particular case the fore-man Sri Ramaswamy, an ex-officer of the Tatas, is reported to have ordered the shift-in-charge to keep the water tap ^{after the incident} open, instead of closing it. If that be true, the Government must make sure that there was no intentional sabotage by interested parties against this Public Sector plant. Again on 10th. June the molten metal in furnace No. 2 burst out making a new hole in the furnace, and some workers were wounded, one seriously. Some reliable observers have told me that one could observe the defective structure of the furnace in that cross-section of the hole. Workers are now terrified to work in that furnace No. 2 which is nothing short of a death trap. Both these furnaces have never produced to full capacity and it will remain so in future.

On a previous occasion the oxygen pipe in the Steel Melting shop had burst leading to the death of a worker on the spot. In the pig casting section the slab cutting machine had also broken down in the past. Some of its key parts are reported to be second-hand, so, in spite of the presence of this machine gas cutting is resorted to.

I believe these are only a fraction of the total defects. But this fraction is quite sufficient to ~~at~~ alert the Government and take drastic steps.

Under the above circumstances it is now proved that the W. German erection agencies have betrayed the foolish trust reposed in them by the Government, a trust borne out of complacency resulting in not appointing a strong technical expert from Government's side to supervise the defects in construction. The safety clause in the Agreement that the materials will be secured through world tenders had been ignored by the authorities. The German contractors here are contracted not with to the structure to be erected for a fixed cost but strangely they are contracted to the expenses they incur with a percentage of profit on it. Faulty erections if mended are at Government's cost plus about 10% profit to the contractor. Hence the more the mistakes, the more will be the profits of the contractor. Our Exchequer is thereby looted left and right.

I therefore pray you, sir, (1) to appoint a high power committee consisting of some M.P.s from all parties, a supreme court judge, and some highly skilled technical experts, (2) to strictly implement the clause for calling world tenders for all remaining works (3) and to deduct the expenses for faulty erections from the pending bills of the contractors.

Bisra Road,
ROURKELA - 1
Orissa.
14-6-60.

yours faithfully
Nityanand Panda
Organiser,
National Federation of Metal & Engineering
Workers, India,
Rourkela

Copy to Sri S. A. Dange M.P. for information

N. Panda

To
Com. K. G. Srivastava.

Dear comrade, 268-b Rowkela
-4-6-60

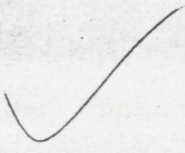
Received the letter of
May 31st. from your office secretary.
Enclosed herewith please find a
sealed letter addressed to Com. Dange,
which please deliver to Com. Dange
immediately he returns. That
letter should not be opened by
any other comrade except Com. Dange
himself.

Yes, I have also received
T.U. Record twice. Please send those
ten copies hereafter to the following
news agency.

Sri Ajit Chakravarty,
News Agent,
opposite bus stand,
Rowkela - 1

With greetings

yours fraternally
M. Londa



New Delhi

June 29

Dear Mohan,

I had an opportunity of discussing the whole thing with elder brother. Good news for you that he is willing to be the president of the union but cannot attend the conference either on 9-10th or 16-17th July. So you need not go to Bengal MPs. His opinion is that you can go ahead with your conference on any of the dates that suit you. Re. Working President, do as local situation demands. Two joint secretaries can be there, if former General Secretary is really willing; otherwise he as General Secretary and Nityanand as Secretary. Mohanty is to be on the Working Committee. You are not to accept any post in the union.

I will be sending your T.A.

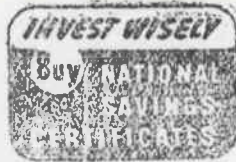
We agree to the engagement of Kar on experimental basis for three months to begin with. Rs.100 (Rs.75 his wage and Rs.25 for other expenses, e.g., rent, stationery, etc. etc.) is sanctioned. Please say on what address this amount should be remitted.

The cycle should be in charge of this comrade.

With regards,

Yours sincerely,

23 JUN 1961



INDIAN POSTS AND



TELEGRAPHS DEPARTMENT



0541

Class }
Prefix } X Code W No. G

Recd. from _____ Sent at _____ H. _____ M. _____
To _____
By _____

Office-stamp

[T-30-5/63]

Handed in at (Office of Origin)	Date	Hour	Minute	Service Instructions	Words
ROURKELA	21	21	45		65

TO AITUCONG NEWDELHI Recd. here at _____ H. _____ M.

ROURKELA MUSTER ROLL WORKERS STRIKE ENTERING NINTH DAY STOP SOME WAGONS
 DERAILED DUE TO RAINS AND LACK OF LABOUR STOP NATIONAL PROPERTY WASTED STOP
 WORKERS DEMANDS VERY SIMPLE STOP DISPUTE HINGES ON CONSOLIDATED PAY OF
 75 RS MONTHLY STOP PRAY INSTRUCT STEEL BOARD TO SANCTION ---
 ---BALAKRISHNA PANDA SECRETARY MAZDOOR CONGRESS
 ROURKELA---

MGIFPAB

COPD SAINIAT 10/30

June 20, 1960

Dear Com.Ponda,

Enclosed is copy of our letter to the Minister for Steel, Mines & Fuel and a press statement we have issued on the strike of muster-roll workers. There is no M.P. here in Delhi and we are trying to get an interview if any MP comes shortly. Shri Panigrahi who is here is ill. He however wrote a letter to the Steel Minister on the strike.


A sum of Rs.100 is being sent.

Com.Dange reached Bombay yesterday and we have forwarded your letter to him at Bombay.

We have received your letter of 14th June and the earlier two letters. In your reports, kindly mention dates instead of saying "third" "fourth" or so days of the strike, etc. That would help reading and understanding properly.

With greetings,

Yours fraternally,


(K.G.Sriwastava)

Com.Nityananda Ponda,
National Federation of Metal & Engineering
Workers, Eisra Road, ROURKELA-1.

(5/2/60)

June 20, 1960

Dear Shri Sen,

Thank you for your letter of 18th June to Shri Dange. A cheque in payment of the bill for the three cycles was handed over to Shri Nihar Mukerjee for onward transmission to you in the second week of May by Shri Dange. However, the purse containing the cheque was pickpocketed from Shri Nihar Mukerjee while he was in ~~Ranchi~~ *Dumapuri* and hence could not be delivered to you. We have advised the bankers lest any unauthorised person may ~~not~~ try to encash the cheque.

Shri Dange is expected back in Delhi in the next week, after his foreign tour and as soon as he returns, we will arrange to send you a cheque in settlement of the bill. We very much regret the inconvenience caused in this respect.

Yours sincerely,

M.S.
(K.G. Sriwastava)

Shri Abhijit Sen,
M/s. Sen Raleigh Industries of India Ltd.,
Mercantile Bldgs.
Lalibazar,
CALCUTTA 1.

20 JUN 1960

087 02

SEN-RALEIGH INDUSTRIES
OF INDIA LTD.

MERCANTILE BLDGS.
LALLBAZAR
CALCUTTA-1.

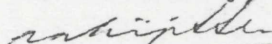
18th June, 1960.

Dear Sri Dange,

Early in May, Sri Nihar Mukherjee requested me to arrange for supply of 3 bicycles to him for which the bill should be sent to your office.

This arrangement was made by me and a supply was duly arranged. I am told by the suppliers that their amount remains unpaid and as it was a cash sale, it is causing them some embarrassment. Probably your office has overlooked the amount. The bill will be sent on receipt of your cheque for the amount. May I please request you to look into this matter.

Yours sincerely,


(ABHINAV SEN)

Sri S. C. Danga,

4 Asoka Road,

New Delhi.

268B

0187

INDIAN POSTS AND TELEGRAPHS DEPARTMENT

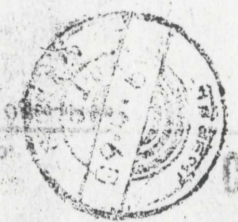
X XD 86 ROURKELA 18 64

SHRI DANGE 4 ASHOKA ROAD NEWDELHI

FIVE THOUSAND MUSTER ROLL WORKERS OF ROURKELA STEEL PLANT ON STRIKE SINCE FOURTEEN DEMANDING MONTHLY TOTAL WAGE 75 RUPEES AND OTHERS STOP SITUATION MAY WORSEN IF NO IMMEDIATE INTERVENTION STOP REQUEST ACCEPT DEMANDS IMMEDIATELY AS DONE IN BHILAI-MOHAMMED ELIAS MEMBER

PARLIAMENT ROURKEL

COPD SAINIAT 1/55



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

INDIAN POSTS AND TELEGRAPHS DEPARTMENT

10 JUN 1960

To The General Secretary
A. I. T. U. C.

Rourkela
8-6-60

Dear Comrade,

I hereby confirm the copy
of a telegram sent to you yesterday
addressed to the Prime Minister as follows-

"Contractor's workmen struck
work today ^{morning} spontaneously demanding
double overtime arrears retrenchment
benefits after native employment
may grant demands"

A supervisor of Motor House No. 1
of the rolling mills under construction
by Hochtief Gammons was discharged
from service. The Govt. labour officer
asked him to be reinstated. But the
Engineer Tantri refused. Workers of
that section in sympathy for the
supervisor struck work, went to other
sections and called upon the workers
to strike. Accordingly the workers
struck work. The second shift at 4
P.M. also followed suit.

I received the news at 11 A.M. from
com. Viridi, went immediately to labour
colony with Sri B.K. Ponda and met Viridi
and Harbans Singh, advised them to
maintain peace, and to turn the
strike as a strike for overtime etc.
A meeting in the evening was also
arranged by the Action Committee.

I then rang to the police S.P. and told him that the strike is spontaneous and he should be careful in handling the situation and not incite the workers in any way. Then we met the labour officer who rushed to the spot. Again we went to the colony and told them the actions we had taken. Returned from the colony sent the telegrams to Prime Minister Steel Minister, Labour Ministers of Union and State, etc. It was three thirty when we took our meals. Then tried to arrange a mike on hire. Out of fear none was prepared to give us the mike. So we decided to conduct the meeting without the mike. When we returned to the colony by 6 P.M. the workers had already gathered. Leaders of the S.U.C. union and of our Action Committee were by then addressing the workers without mike. Taking advantage of the fact that it is the only organised union amongst contractor's workers the S.U.C. leaders were speaking as if it were their own meeting, while Action Committee leaders were challenging that fact, saying that the strike began without the Union. S.U.C.'s Taposh Dutt was allowed first to speak. He supported the strike and called upon the workers to fight under his union. Our comrades Harbans and Viridi proposed let there be a united workers' committee to conduct the strike without the name of the union. Dutt wanted to proceed democratically and asked the workers to vote. The gathering was found equally divided slightly more on his side. I could sense that the dwindling hopes of this Union's followers

were partly rekindled with the advent of this strike. Nevertheless, that we constitute nearly half in strength was an immense relief. It became evident that for the success of the strike no single half can go its own way. A heat ensued the voting. The crowd rose to its feet. In the melee I proposed that for a compromise, that under the leadership of his union let an action committee be formed in which ~~no~~ workers other than his members be taken. He readily agreed. I was the next speaker, I announced this proposal. It was loudly cheered by the entire crowd. Then a committee was formed including Virji & Harbans. Some of the names proposed by the union were actually of people nearer us. In a subsequent review by our com. my proposal was approved as wise, in view of the fact that not only the H. Gammons but other contractors' workers have also joined the strike, the movement would be too heavy for our new shoulders ~~to~~, if we are to carry it alone. A joint endeavour was the only way out. In doing so, to demand that the established and organised union's leadership should not remain by a semiorganised group will be an unfair, unpractical ~~and~~ demand leading to a split amongst the striking workers. During the review it was decided that while we have conceded the leadership of the union in name, ~~in~~ but our workers must lead the strike ably in action and try to win over the workers as far as possible to their fold.

Our workers should try sincerely to make the strike a success.

Today morning a procession of about 5,000 workers went round the town with Dutt and Viridi in their forefront. I greeted the leaders of the procession at our Federation's office. A public meeting was also held at the Bisra road junction.

To sum up, we can fairly say that the management deserved such a strike. The demands are quite achievable. The management of H.S.L. and the contractors are babbled. The workers are at present jubilant. The section heads are cooperating. But this sudden spontaneous strike has unfortunately taken place before two or three days of receiving this month's pay. So without this pay in their pockets it would be difficult to prolong the strike.

More in my next report.

yours comradely
N. Panda



C.-3



1216

INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at H. M.

9 CH 14/40 HRS 37 ROURKELA 7

AT TUCONG, N

CONTRACTORS WORKMEN ~~STRIKE~~ STRUCK WORK TODAY SPONTANEOUSLY DEMANDING
DOUBLE OVERTIME ARREARS RETRENCHMENT BENIFITS ALTERNATIVE EMPLOYMENT
PRAY GRANT DEMANDS.

PRITAMSINGH VIRDI ACTION ~~COMMITTEE~~
COMMITTEE.

15/20

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.
MGIFPAh.—121—30-4-57—91,370 Bks.

24 JUN 1960

268 B

TUN

0058

INDIA POSTS AND TELEGRAPHS DEPARTMENT

O MF 24 ROURKELA 23



AITUCONG OF STEEL NEW DELHI.

... MUSTERROLL STRIKE WITHDRAWN TODAY ON ASSURANCE OF
FOR RESIDENT DIRECTOR FOR SYMPATHETIC CONSIDERATION
OF DEMANDS STOP REQUESTS ACCEPTANCE OF DEMANDS..

... BATAPONDA.

COPIED



Report
on the Muster Roll workers' Strike
in Rourkela.

The sudden strike of the Muster Roll and work charged workers' strike on 14-6-60 took the management and the Unions by surprise, as it followed on the heels of the contractors' workers' strike which had concluded only a couple of days back. This strike was spontaneous as the other one, and in that respect was an indication of the intensity of dissatisfaction of the workers against the management and the miserable rates of wages and other living conditions. While the strike in Grammons started off on the mere discharge of a supervisor, the present burst off was initiated to avail the Rojo a holiday on Rojo ~~of~~ festival day. The immediate reasons of the strikes was small as such. The Muster Roll workers' strike covered about 4000 workers out of a total of about 8000, but fortunately in the key divisions i.e. Railway, Roads, Building, site formation, Controller of Stores, and Public Health. The other half which did not join the strike were in the Horticulture Township etc. divisions some of them were under H.M.S. leadership. These were unimportant divisions.

As for the degree of acute discontent amongst these workers we had gauged it before hand to a large extent, but there was no way for us to give the strike call from our side due to lack of necessary organization. Nevertheless we had prepared ourselves to meet the situation by giving the discontent a preliminary shape through collecting signatures on a printed memorandum. So on the morrow of the strike the strikers themselves approached our office for our lead. Other reasons can be, that a large number of these workers being from Ganjam dist. had their old acquaintance with the red flag while some others from cuttack dist. had their acquaintance with Sri Botopanda when he was organizing in Hirakud. The H.M.S. union and we happened to be in the forefront with almost equal weight after the 22nd ^{May} public

meeting. Nextly the H.M.S. Union had enrolled many of them as its members two years back, but due to its continued inactivity and impotency the workers had lost faith on it. Besides we were new, attractive and full of promise, not to mention ^{of} our successful participation in the recent Gammons strike. All these factors had led them into our fold. The S.U.C. union was in the forefront ~~and~~ along with the H.M.S. till the Gammons strike started. We were in the third rank. After the Gammon's strike, in spite of some of our failings, we had moved into the position of the S.U.C. pushing it to the background. Now after this strike we have moved to the first position in the eyes of the workers, as we were the first force to lead a strike in the H.S.L. enclave. Now the H.M.S. is clearly in the second place.

During the Gammons strike we had lost some of our initiative to the S.U.C. by making a formal approach to the strikers in calling the public meeting in the evening and the S.U.C. got the chance of addressing them first while we were still searching for a mike on credit. Had we asked the strikers to come out near our office, ^{immediately} the tables would have turned against the S.U.C. Having learnt that lesson, we wasted no time in calling the workers to our federation's new office. The one & half thousand strikers who came there were first addressed by us, immediately we formed a negotiating committee and nominated a leader from every subdivision. That made our position secure against alien encroachment. Immediately they were taken out in a procession after formulating their demands. Easy and achievable demands were only placed. (1) Rs. 75 consolidated pay (2) Double overtime since last one year (3) construction allowance (4) Housing with light and water (5) ^{Permanency of service} ~~to vacation~~ (6) strike pay — were the demands.

The tempo of the strike was kept ^{up} by a procession of 3000 on 16th and a meeting in the morning and another in the

every day.
evening. Com. Elias and Com. Durga Ch. Mohanty were immediately sent for. Com. Elias reached on 17th night and Com. Durga on 18th morning. Their presence lent us great confidence. Com. Elias, Durga and myself met the Resident Director on 18th. He pleaded for time to consider the wage demand and refused to pay the strike wage. He almost accepted the other demands. Though we refused to resume work, yet these were the concessions got after the failure of conciliation by the District Labour Officer. It was a fruitful meeting. By then we could understand as to where we stand and how far we can go. The R.D., who usually talks a bit rudely with a superiority complex, was found on that day some what sober, perhaps due to the presence of a M.P.

Till then there was no serious attempt by the management to break the strike. The last three days of the strike witnessed a trial of strength by both sides, each wanting to improve its position before the final bargain would take place. They could not secure any defections from our ranks though they tried through some of their supervisory staff. They then tried to take some contractors with their labour to work. They could secure 400 or 500 such workers one one day. Their number was reduced to half when we could stop some of the contractors from going to work. Their luring our workers with regular job also failed. Their circular to dismiss all those who would not join work on 20th, was received with the response it deserved. From our side picketing was intensified.

The second round of talks took place on 22nd a day late because Coms. Elias and Durga could not return in time. They had gone to contact the Steel Board, Swaran Singh and Orissa Govt. Com. Elias could not return to the last, Com. Mohanty and myself

attended the talks on 22nd. By then the newly organised workers were showing signs of fatigue with eagerness to return to work with some victory to their credit. Between the first round of talks on 18th and the second round on 22nd. the management had obtained the Bhilai rates, contacted their heads the Steel Board etc., had conferred with their local officials, and had arrived at a stiff attitude. Having been caught unawares in the maelstrom of this strike the management had a fluid and soft appearance till 18th. After that their attitude had hardened up. In this crucial and critical situation there were two saving factors on our side. one was the unity of our workers, the other was the contradiction between the H.S.L. Authorities and the Labour Dept. of Orissa. The R.D., who had a personal quarrel with the Lab. Commissioner during Gammon's strike, was eager to settle the issue with us directly without the mediation of his hated Lab. Commissioner. The Lab. Com. was eager to make the R.D. lose some ground to us if only we can strengthen his hands by calling off the strike on his assurance, a strike which was without prior notice.

We were fully aware of the above factors when we met the R.D. on 22nd. He argued that there can be no written settlement as such since the strike was without notice. He said the wage cannot be raised beyond the local prevailing rates. He requested us to call off the strike on the basis of a oral promise of four annas increase in the daily wages of Muster Roll and work charged Mazdoors. i.e. Male Mazdoors would get 1.75 in the place of 1.50 and female mazdoors 1.50 in the place of 1.25. He agreed to no victimisation, payment of over-time since 13-7-59 at double rates within 3 ~~work~~ weeks, to give facilities of C.L. etc to all those who have completed 240 days work, and arranging for better housing with light water and sanitation. We agreed to call off the strike on condition that we would be free to agitate for the rest of our demands.

This proposal was unanimously approved by the 19 member negotiating committee. On the night of 22nd we took the whole 20 of them in two taxis to the residence of the R.D. and got the assurances repeated to their entire satisfaction and thereby prevented any misunderstandings in future about the ~~de~~dealings of their leaders. The committee's decision was placed ~~for~~ before a public meeting of the strikers on 23rd morning and got approved. There were four or five dissident voices. They argued four annas increase was inadequate. We silenced them by demanding an alternative. Immediately the workers returned to work on 23rd. As assured by the R.D. the notification of ~~four~~ four annas increase was announced through an office order ⁱⁿ on the evening of the same day.

This was the first wage increase ever achieved in H.S.L., however small or nominal it may be. So we had successfully shot at the bull's eye which we had aimed at in Calcutta, of course in a different way. The path ~~re~~chalked out at Assansol, that wage problem remains the main problem, was vindicated in this strike. Our ~~at~~ alert watchfulness and push has yielded rich dividends. There can be no doubt about this. The disciplinedness of our organization evident ~~from~~ not resorting to any violence and keeping the police in abeyance has amazed the authorities. The ability of our leadership is now recognised by the workers, H.S.L., and the Govt.

These positive aspects, however, should not blinden us about the negative hangovers of the present strike. (1) That the present mass of strikers who have mostly come to the working class are new from the kisans. They are not yet organised in branches through proper committees. (2) Though we had enrolled about 1200 members during the strike, the majority remain un-enrolled. (3) Above all, the attempts to belittle the gains of the strike by some over-ambitious workers and conscious agents of H.M.S. must be faced. (4) The work-bankers,

mates, and other supervisory staff who were instrumental in whipping up this strike have received no increase in wages. The work charged workers numbering about 300 have received no increase. This is a fertile section for the propaganda of the H.M.S. that nothing has been achieved. After granting double overtime wages, Sunday work has been suspended. This has hit the total pay packet of these sections. The Muster Roll workers who constitute the bulk, of course, will get eight annas more in a month even without overtime work. (5) We lack a proper office with typewriter, clerk etc. and are in difficulty to meet the growing numbers of personal cases. — All these ~~are~~ negative consequences of the strike must be overcome.

At any rate we must now hold the conference on 17th. July. Preparations must be made for that. Meanwhile we are expecting a further increase in pay wages by the mediation of Lab. Com. of D. U. S. Their machinery had already started to move. The possibility of another strike, if our full demands are not met, is sounded from now on to the workers. Much explanatory campaign must be done to prove the victory of this strike. Enrolment of membership, setting right the office, formation of committees, all these tasks must be fulfilled side by side. In ~~the~~ Conclusion, however glaring our advance may appear, we must remember, that it rests on soft unstable soil.

yours fraternally

M. L. D. 1/6/10

265-15

July 4, 1960

Com. N. Ponda,
Rourkela.

Dear Comrade,

We have received your letter of 27th June and the report on the Muster Roll strike.

We have sent you the remittance for July. We are informed that for the month of May, Com. Dange had given you the money, and the remittance sent for June has been acknowledged by you.

Com. Dange is undergoing treatment in a Poona hospital.

Action has been taken on your letter to him.

With greetings,

Yours fraternally,

WMO

(K.G. Sriwastava)
Secretary

27 JUL 1960

To
Com. Secretary,
A.T.U.C.

Dear Comrade,

Rouxela

19-7-60.

The entire staff of the Railway and Postal Services had struck work here during the recent strike. 22 workers were arrested. Some of them gave undertakings in the jail and came out one day before the withdrawal of the strike. This happened due to lack of leadership. We were new to them. So we could not be of much help to them.

The conference of our union here is postponed to mid August due to the last strike and the Conference could not be held on 11th. Every day it is simply pouring here. The Labour Minister of Orissa with his Implementation Committee has come here today. A Delegation of Muster Roll workers are meeting him today for the unfulfilled demands of their last strike.

On 10th. there was a public meeting in Hochtist Gammon Colony by us. The ~~and~~ Goondas numbering half a dozen of the S.U.C. union here disturbed and broke the meeting. We avoided a violent clash with them as we had gone unprepared for such an attack.

We have planned to hold a public meeting there on 24th. and ~~we~~ will reply to their foul tactics.

The rains have dampened us a bit. Due to our representations to the Lab. Minister Orissa after the last strike the minimum wages for Roukela is likely to be amended to Rs. 2/- per day. i.e. another increase of four annas. We had brought out leaflets in this connection demanding such an amendment. Copies of the leaflets are enclosed here with.

I am expected to leave for home for about ten days from 25th. kindly send my July wage by P.M.O. if not already sent.

I hope you must have received my inland cover wherein I had explained in detail this wage problem.

yours fraternally
M. Nanda.

26/7/46
M.N.
28/7/46

APPEAL

TO THE WORKERS OF HOCHTIEF GAMMON & OTHER CONTRACTORS

**Unite and struggle for wage increase and
Sunday as paid holiday.**

Dear Comrades,

The heroic strike of the H. Gammon workers was a success due to the unity of workers. This strike inspired the Muster Roll and workcharged workers of H. S. L. to wage their strike for 9 days from 14-6-60 under the leadership of the Mazdoor Congress, National federation, and A. I. T. U. C. Due to the solid unity and proper leadership these workers achieved a wage increase of fourannas per day for the first time from H. S. L. management. But their demand was a minimum wage of Rs. 75/- p. m. with Sunday as holiday. The Muster Roll workers are still agitating for the achievement of this demand and for wage increases to other categories of workers.

Comrade Durga Charan Mohanty, General Secretary of Utkal Committee of A. I. T. U. C. had met the Labour Minister of Orissa on 29th, June and had urged upon the Orissa Govt. to raise the **MINIMUM WAGES** for Rourkela to at least Rs. 75/- p.m. with Sunday as paid holiday. This is also the demand of the H. Gammon and all contractor workers. In a costly place like Rourkela the present daily wage of Rs.1-75 is after all nothing. Hence our demand to revise the minimum wage for Rourkela is highly just.

To achieve this demand we appeal to you to unite and struggle to the last.

A public meeting will be held on 10-7-60 at 6 p.m. at the H. Gammon Labour colony in this connection.

1. Batakrishna Panda
General Secretary
Rourkela Steel & Mining
Mazdoor Congress,
Rourkela.

2. Nityanand Panda
Organiser
National Metal & Engineering
Workers of India Fadoration,
Rourkela.

APPEAL

TO ALL WORKERS OF H. S. L. & CONTRACTORS

**Rally behind the demand of Muster Roll Workers for revision of
minimum wages to Rs.75 p. m. & Sunday as paid holiday.**

Dear Comrades,

The salaries and wages of all kinds of workers in Rourkela are miserably low even though Rourkela is the costliest place, costlier than Bhubaneswar, Bhubaneswar, Cuttack. The Muster Roll and Work charged labourers of H. S. L. are paid the lowest in Rourkela. They get a paltry wage of Rs.1-50 per day without any paid holiday. They are made to live like cattle in tin sheds without proper facilities of light, water, latrine and sanitation. These are the unfortunate builders of a new India, an industrial India!!

Groaning under inhuman conditions the muster Roll and Work charged workers were forced to strike work from 14-6-60 to 22-6-60 on the second day of this sudden strike the strikers wisely approached the Red flag A. I. T. U. C. and the local Mazdoor Congress union for leadership. Comrade Mohamed Elias M. P., and Com. Durga Mohanty A. I. T. U. C. leader, rushed here to help them. The biggest processions and meetings never before seen in Rourkela were staged by the strikers under the Red flag.

For the leaders it was a difficult strike to handle. As the strike was without notice the Labour Commissioner of Orissa refused to conciliate unless the strike is first withdrawn. The H. S. L. management was equally stiff. But thanks to the solid unity of the workers and due to proper leadership of the red flag the workers achieved a four annas wage increase per day. They have also achieved double rate of overtime wages from 13-7-59, permanent facilities after 240 days of work etc. This is a significant victory for the 5000 strikers, a victory of which all other workers can truly be proud of and get inspiration.

But the striking worker's demand was Rs.75 P.M. and Sunday as paid holiday. They are still now agitating to achieve this demand fully.

This is also your demand, the demand of all workers of H. S. L. and the contractors. A wage increase for one section of the workers can strengthen the demand for a wage increase of other sections.

When the H. S. L. management is refusing for a further wage increase to these Labourers, the Labour Department of Orissa has a duty to fulfil. Its minimum wages rates for Rourkela fixed long back is extremely low and out of date. The Labour Department must revise this rate to atleast Rs.75 P. M. immediately with Sunday as paid holiday and avert further labour unrest in Rourkela.

We appeal to all workers of H. S. L. and contractors to solidly rally behind this just demand as heroic workers of Free India marching towards socialism.

On this occasion, we, in the name of the heroic workers of Rourkela, express our full sympathy and support to the demands of the Central Govt. employees, who are fighting for an increase in their minimum wages and for linking the D. A. with prices and urge upon the Govt. to accept their demands as well as withdraw the repressive ordinance banning their strike.

Bata Krushna Panda

Nityananda Panda

General Secretary

Organiser

Mazdoor Congress

A. I. T. U. C. & National Federation
of Metal & Engineering Workers.

Konarka Printing Works, Uditnagar, Rourkela-1

APPEAL

TO THE WORKERS OF HOCHTIEF GAMMON & OTHER CONTRACTORS

**Unite and struggle for wage increase and
Sunday as paid holiday.**

Dear Comrades,

The heroic strike of the H. Gammon workers was a success due to the unity of workers. This strike inspired the Muster Roll and workchaged workers of H. S. L. to wage their strike for 9 days from 14-6-60 under the leadership of the Mazdoor Congress, National federation, and A. I. T. U. C. Due to the solid unity and proper leadership these workers achieved a wage increase of fourannas per day for the first time from H. S. L. management. But their demand was a minimum wage of Rs. 75/- p. m. with Sunday as holiday. The Muster Roll workers are still agitating for the achievement of this demand and for wage increases to other categories of workers.

Comrade Durga Charan Mohanty, General Secretary of Utkal Committee of A. I. T. U. C. had met the Labour Minister of Orissa on 29th, June and had urged upon the Orissa Govt. to raise the **MINIMUM WAGES** for Rourkela to at least Rs. 75/- p.m. with Sunday as paid holiday. This is also the demand of the H. Gammon and all contractor workers. In a costly place like Rourkela the present daily wage of Rs.1-75 is after all nothing. Hence our demand to revise the minimum wage for Rourkela is highly just.

To achieve this demand we appeal to you to unite and struggle to the last.

A public meeting will be held on 10-7-60 at 6 p.m. at the H. Gammon Labour colony in this connection.

1. Batakrishna Panda
General Secretary
Rourkela Steel & Mining
Mazdoor Congress,
Rourkela.

2. Nityanand Panda
Organiser
National Metal & Engineering
Workers of India Fadoration.
Rourkela.

Address of the Minister for Labour in the Meeting of the
Implementation & Evaluation Committee held at Rourkela
on 19th July, 1960.

Friends,

You are aware that affairs of Rourkela with particular reference to the conditions of workmen employed in Hindusthan Steel Ltd. and also those under the contractors were discussed at great length in the Seventh Meeting of the State Labour Advisory Board and it was finally decided that the Implementation and Evaluation Committee already appointed by Government would enquire into the conditions of workers at Rourkela. It is in pursuance of this decision that this committee has at last been convened here to go into some details of the prevailing conditions of workers in this project.

In this connection it is worth while to mention that not infrequently one of the sources of friction between labour and management is inadequate implementation and enforcement of labour enactments, awards, agreements etc. In the recent past some of the causes of the industrial strife is attributable to the fact of non-implementation of the various labour laws. In the matter of application of labour laws to the public sector undertakings it has been held in several Indian Labour Conferences that there should be some standards for the enforcement of labour laws in the public sector in the same way as in the private sector e.g. enforcement of safety measures as contained in the Factories Act and other Labour Laws, welfare provisions etc. It has also been further laid down that the Public Sector should not only be an enlightened employer but also a progressive employer and should serve as a model for the private sector. In the matter of taking penal action for non-compliance with the various statutory provisions there should be no discrimination in favour of defaulting officials in the public enterprises. They should be treated on the same lines as the defaulting company officials in the private sector. Hence it is my appeal to the employers of the Public Sector undertakings to scrupulously follow

follow all the provisions of the various labour enactments so that much of the tension and discontentments will get reduced on that account.

I now invite your attention to the report made available to each member relating to the enquiry held into the conditions prevailing in the Rourkela Steel Plant and request each of you to contribute in his own way how best we may be able to discharge our obligations as Members of the Implementation and Evaluation Committee of the State whose bounden duty it is to protect labour against unfair labour practices and to ensure enforcing of labour laws uniformly.

Confidential

PRELIMINARY ENQUIRY INTO THE CONDITION OF WORKERS AT ROURKELA
BY THE STATE IMPLEMENTATION MACHINERY.

In the Seventh Meeting of the State Labour Advisory Board it was decided that the Evaluation and Implementation Committee already appointed by Government would enquire into the condition of workers at Rourkela and submit a report to the Board before its next meeting. Before arriving at the above decision the mover of the agenda Sri R.N. Samantray while depicting the condition of labour in the steel project dwelt at length on the following among other points.

(i) Non-registration of the Hindusthan Steel Ltd. under the Factories Act.

(ii) Non-payment of overtime wages to the workmen for their working beyond the limit prescribed in the Factories Act.

(iii) Refusal by the management to grant various leave facilities to the workmen engaged on muster rolls and workcharged basis.

(iv) Prevalent of an unduly low minimum wages in utter disregard of all principles for fixation of minimum wages announced in the 15th session of the Indian Labour Conference.

(v) Apathetic attitude of the management to attend conciliation proceedings.

(vi) Absorption of surplus employees.

(vii) Provision for accommodation.

(viii) Non-implementation of the provision of Industrial Employment Standing Orders Act. in that, the Co. does not have a set of certified standing order.

In the Third Meeting of the State Implementation and Evaluation Committee held at Rajgangpur on 10.4.60 it was decided that one of the officers of the State Implementation Machinery would visit Rourkela and make a survey of the condition of workers there and submit a detailed report to the committee before it meets at Rourkela for the purpose. In pursuance of this decision a sample study of the condition of workers in some of the departments under the project was under taken. Another method of enquiry was also adopted by sending out questionnaire to workers'

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workers' associations in Rourkela as well as the management of Hindustan Steel Ltd. The result of this Adhoc Survey which is summarised below along with the report on condition of labour placed before the Implementation Committee in its Second and Third Meeting will, constitute in nut-shell the labour condition in the steel Factory.

Broadly speaking labour legislation in this new factory has so far been treated with scant respect. The Factories Act has continued to be disregarded in several respects, the prescribed limit on working hours is not observed, weekly holidays are not granted nor is overtime paid for. Display of factory notices are the exception rather than the rule. With this back-ground it is now necessary to place some facts about the departments covered during the course of enquiry.

(1) Parkera Pump House of Hindustan Steel Ltd.

Date of inspection - 28.5.60

Total Strength working on muster roll - 55

Categories of workmen employed:

Worksarker
Electrician
Pump Mechanic
Pump Driver
Choukidar
Helper
Unskilled Mazdoors

No. of women workers employed -- 5 (eight)

Names of workmen contacted from whom the facts detailed below were ascertained.

-
- | | | |
|------------------|---|------------------------------------|
| 1. Raibari | ↓ | All of village Gurujang, a Village |
| 2. Parbati | ↓ | on the bank of the river Brahmani |
| 3. Babi | ↓ | just opposite to the pump house . |
| 4. Lakhi Mullick | ↓ | |
| Pump fitter | ↓ | |

This is a pump house meant for pumping water from the river Brahmani and is a factory within the meaning of Sec.2(m) of the Factories Act. Neither the establishment has been registered under the Factories Act nor the provision of law to the extent noted below are followed. Breaches of the nature indicated below were noticed.

(i) Abstract of the Factories Act, Payment of Wages Act and rules framed thereunder were not found to have been displayed.

(ii) Notice of periods of work for adult in accordance with the provision of Sub-section(2) of Sec.108 showing clearly for every day the periods during which adult workers may be required to work was not found to have been displayed and much less correctly maintained as required under Sec.61 of the Factories Act.

(iii) Adult workers in the establishment were found to have been working for more than forty-eight hours in a week thereby contravening provision of Sec. 51 of the Factories Act, 1948.

(iv) The adult workers were allowed to work in weekly off days regardless of provisions contained in Sec.52 of the Factories Act, 1948.

(v) Violation of provision under Sec.55 of the act was being perpetuated in that the workers were not being allowed an interval for rest of at least half an hour after they had worked for 5 hours at a stretch.

(vi) Provisions in the Factories Act in regard to payment of extra wages for overtime contained in Sec.59 continued to be violated from the inception of the factory with impunity.

(vii) Though there is a provision in the Factories Act prohibiting the employment of women beyond the hours of 7 p.m. the pump house continued to work three shifts with women workers engaged to work in each shift. The women employees noted above stated that they used to work in all the shifts beginning from 6 A.M. to 2 p.m., 2 p.m. to 10 p.m. and 10 p.m. to 6 A.M. It is highly illegal to have allowed the women employees to work in the night and more so beyond 10 p.p.m. with utter disregard of the mandatory provision made in Sec. 66 of the Factories Act.

(viii) In the absence of any register of adult workers having been maintained showing therein the name of each adult worker, his nature of work, group and shifts to which he is allotted and other particulars it is not possible to effectively check any contravention of various provisions of the act. The rule 81 of the Orissa Factories Rules, 1950 enjoining upon the employer of factory to maintain a register in form No.12 with sufficient detail was continued to be contravened.

A good number of workers both skilled and unskilled whose names were borne in the muster roll complained that they

are made to work on all the days of the week without payment of overtime wages. Besides in the last rainy season they were made to work overtime for which no payment was ever made to them. In the register mentioned above there is a column for keeping record of total weekly hours worked by an employee. In the absence of the register in question and the requisite details no relief can be extended to the employees aggrieved in as much as the amount of overtime work can not be ascertainable and paid for. This omission on the part of the management has gone to adversely affect the pecuniary interest of the workmen and has put them in jeopardy. To cite one specific instance one Lakhi Malik, Fitter temporary pump- house xx was first appointed on 14.1.56 as a workcharged employee. He has been made regular since one and half years. During the period he worked as a work charged employee he used to work on all the days of the week and was also doing overtime work. For this he has never been paid any extra wages as required under the law. Even during his present job he is not paid for his extra work. Sri Bobind Sethi, helper and Anirudha Sundar nai, helper are two more persons who came up with similar grievances. The amount due to these workmen in particular and all those who work like this is a sum quite unascertainable in the absence of the register cited above with specific details and the workmen will continue to lose their money on this account till such time the required particulars as prescribed under the law are kept.

Violation of Sec.79 of the Factories Act regarding annual leave with wages. No record of leave with wages is kept xxx nor leave cards issued to the workmen.

Make up Water Works - Hindustan Steel Ltd.

Manufacturing process- Pumping of water

Date of inspection 28.5.60

Neither the establishment has been registered under the Factories Act nor the provision of laws to the extent noted below are followed.

No. of workmen working on Muster Roll --48

No. of workmen working as Regular - 22

On verification of the register of attendance maintained at the spot it was noticed that the workers were ~~xxxxxx~~ marked present on all the days of the week. For this they were not being paid any extra wages as provided under Sec.59 of the Factories Act. Some times regular workers are made to work continuously for 16 hours for which they are paid a compensatory off instead of overtime wages. By such a procedure the provision of the Factories Act contained in Sec.59 and 64(iii) continued to be violated.

Excepting the attendance register referred to above no other registers and notices as are required to be maintained or displayed under the Factories Act, Payment of Wages Act and Rules framed thereunder were found to have been kept in the factory office.

Field maintenance and Mechanical Division of Hindustan Steel Ltd.

1. Nature of work done - Mechanical and maintenance work
Not registered under the Factories Act.
2. No. of workers engaged - 290

Field maintenance and Mechanical Division.

Attendance register for the month of May showed that workers coming to duty are not marked present on the same day in the attendance register. On 26.5.60 i.e. on the date of inspection attendance of worker upto 18th only was marked. On enquiry it was ascertained that attendance is generally taken on the spot on slips of papers by the man-in-charge and these papers when collected entries in the register kept in office is recorded. This is a violation of rule 104 of the Orissa Factories Rules, 1950 which enjoins on the manager of the factory to keep daily attendance of worker in master roll in Form No.25.

acquittance roll of the work charged employees whose register of payment was found to have been kept in the office did not show the date when payments are generally made. In the absence of this the complaints of the employees about the delayed payment of wages could not be ascertained. Besides this the pay master who is required under rule of the Orissa Payment of Wages Rules to notify to the Inspector under the Payment of Wages Act the date of such payments two months in advance had failed to go by this provision of law.

About 50 workmen the names of some of whom are given below came with a complaint that they were being made to work on weekly holidays and were also made to work extra hours on week days without payment of overtime wages. They are -

1. Sri D.C.Giri, Helper
2. Sri L.N.Biswal, Helper
3. Sri U.P.Dubey, Helper
4. Sri J.N.Barik, Helper
5. Sri Somnath Mohanty, Helper
6. Sri B.Pratihari
7. Sri P.R.Guha, Fitter
8. Sri Chittaranjan Sen, Helper
9. Sri Trinath Sahu, Helper
10. Sri P.N.Des, Mechanic
11. Sri S.Banerji, Drill operator
12. Sri Sudarsen Prusty, Mechanic

During the course of inspection of various registers the representative of the management in charge of maintenance Division stated that no overtime work was being done by the employees. Against this statement of the management the above named workmen stated that they were actually made to work overtime without any payment. From this it appears that no record of overtime work is kept in any register prescribed for the same nor the workmen are paid for the same as alleged by them. This evidently goes to indicate to what extent an employer of a public sector undertaking strikes in his ideal to be a progressive and model employer.

Workers in muster roll and workcharged establishments of motor garage, coke oven, Blast Furnace, steel melting shop, power plant, central repairing shop, By-product Plant etc. are made to work on weekly off days in contravention of Sec.51 and 52 of the Factories Act. Extra wages for over time work are also not paid to these workmen regardless of provision made in Sec.59 of the Act.

These workmen are also not allowed annual leave with wages as required under Sec.79 of the Factories Act nor leave books are issued to workers as specified in Rule 89 of the Orissa Factories Rules, 1950.

The names, designation and rate of pay of the workmen in some of the above mentioned department who have been deprived of the benefit of the Factories Act stated above are furnished in a separate sheet attached.

Condition of workers employed on muster roll and workcharged basis.

No. employed as workcharged - 2214

No. employed on muster roll - 5319

A huge number of workmen engaged in various departments of the management both in the plant and township as per the evidence collected from them (a list showing the names of persons enclosed) get no weekly rest days nor over time wages for extra hours of work done no leave what so ever is allowed to them. This distinction of the management between their employees on muster roll and those working on regular basis is in clear violation of various provision of Factories and other acts and is therefore basically wrong and warrants immediate change of management labour policy in this respect. Similarly the workers employed on workcharged basis only get leave for 15 days in a year not regulated according to the provisions laid down in Sec.79 of the Factories Act. This amount of leave is not availed of during one calendar year, is not carried forward to the next calendar year as provided under the above Act and Rules framed thereunder. No leave book to workers is either issued nor other provisions of leave rules contained in chapter VII of the Factories Act are followed. By such discrimination a huge bulk of labour population mostly continuing on muster roll and workcharged basis have hitherto been deprived of various benefits to which they are otherwise entitled to in par with their counter part termed as regular. Since the inception of the project regular attendance and other service records of these categories of workmen have not been kept as it were, with a view to deprive these employees of their retrenchment benefit, leave with wages, overtime wages maternity benefit and so on.

Drinking water: Effective arrangement has not so far been made for sufficient supply of wholesome drinking water in various production units and at other places in plant site.

Latrines and Urinals: Though it has been laid down in the Factories Act for provision of sufficient latrine and urinal accommodation of prescribed types to be conveniently situated and accessible to workers at all times while they are at the factory this has yet not been acted upon.

According to rule 40 of the Orissa Factories Rules there shall be at least one latrine for every 25 males upto the first 100 and one for every 50 thereafter.

Where females are employed there shall be at least one latrine for every 25 females.

Rule 44 of the Orissa Factories Rules specifies the number of urinals to be provided. Though the factory has since started production attention has not been given to provide the workmen with these elementary and at the same time most essential requirement.

Spittoons: Not a single spittoon was seen any where in the factory premises and much less their maintenance ensured.

Excessive weight: Provision has been made in Orissa Factories Rules that no woman unaided by another person lift carry or move by hand or on head, any material, article, tool or appliance exceeding the maximum limit in weight of 65 lbs. The women employees employed in Steel Melting Shop were found carrying on head bags of fluorspar weighing much in excess of 65 lbs. This is a contravention of Sec.34 of the Factories Act and rule 57 of the Orissa Factories Rules, 1950.

In order to evade application of various provisions of the Factories and other Acts the surplus workers on muster roll of other non-factory departments are often engaged in various factory units.

Protection to eyes: The workmen employed in the Blast Furnace Dept which comprises of 3 units such as pig casting machine, blast furnace and gas cleaning plant are ^{not} provided with suitable goggles to avoid risk of injury to their eyes from ~~particles~~ particles or fragments of molten iron thrown off in the course of processing. The workmen employed in this process and in similar other processes are not supplied safety dresses nor boots as a means of protection to their limbs against the

the burning heat of the surface. The scale car operators who are required to work near the fire are not provided with suitable masks.

Washing facilities, facilities for storing and drying clothing and facilities for sitting where workers are obliged to work in a standing position have yet not been provided in the factories and in this respect the management continue to violate the provision of Sec. 42, 43 and 44 of the Factories Act, and Rules thereunder.

Similarly provision for canteen, shelter, rest room and lunch rooms do not exist nor steps have yet been taken to ~~xxxxx~~ provide well equipped crèches for use of children of women workers employed in the factory.

The management further continues to violate the provision made under Sec. 49 of the factories act and rules framed thereunder, by their failure to employ requisite number of welfare officers with prescribed qualification as laid down therein.

Industrial Relations: One of the sources of friction between labour and management is inadequate implementation and enforcement of labour enactments, awards and agreements etc. In the recent past some of the causes of the industrial strife can be traced to the fact of non-implementation of various labour laws.

A standing joint consultative machinery or Works Committee which could effectively reduce the extent of industrial unrest has yet not been created in the rapidly expanding steel plant.

In addition to this the management have not so far taken any step for the creation of a grievance machinery and have formulated their own grievance procedure in the light of one envisaged under the code of discipline in industry.

Labour is not a commodity and besides being a factor in industrial production, still remains a human being, first and last, who needs, just as any other human being does, such social and physical amenities as rest, relaxation, housing, reasonable environmental conditions at the place of work, industrial safety and hygiene, recognition of his status and dignity as worker, right to organise and bargain with his employer and redress of his grievances arising out of his terms and

conditions of employment. All these problems form the basis of the problems of industrial relations and it is high time that the management of Hindustan Steel Ltd realise this in their endeavour to minimise industrial unrest in their undertaking.

The management's apathetic attitude towards the State Conciliation machinery and the lack of interest shown during the course of the proceeding in matters of resolution of conflicts has resulted in the failure of almost ~~xxx~~ all the conciliation proceedings so far under taken. Instead of satisfying the workers' urge for self expression leading to industrial peace a sense of frustration and an absence of confidence has been created in the state conciliation machinery. A list of disputes referred to the State Conciliation Machinery together with the notes of the parties to the dispute is enclosed, which would show the measure of success achieved in each case.

The Industrial Disputes Act as ~~xx~~ amended ^{now} has sought to secure conclusive determination of disputes by voluntary reference of disputes to arbitration by written agreement and for enforcement of agreements between the employer and workmen reached otherwise than in the course of conciliation. The tendency ^{now} ~~xxx~~ being more towards the settlement of the differences by negotiation, conciliation and voluntary arbitration and a policy that resort to compulsory adjudication should not be ordinarily available, the management of Hindustan Steel Ltd. on each occasion when suggested for reference of the dispute to arbitration in the event of a failure of conciliation proceedings have declined to do so. Since expansion of ~~xx~~ the public sector envisages an increasingly greater responsibility for worker and when it is desired that condition of work in public undertakings are expected to set an example for the private sector, administrators handling such undertakings have to be specially watchful of labour interest.

Electrical Division Plant.

<u>Name</u>	<u>May, 1960</u>	<u>Rate per day</u>
1. Sri Saita Nayak	Helper	Rs. 2.25
2. Sri Anam Charanan Sahu	Khalashi	Rs. 2.00
3. Sri Sukadeb Biswal	Helper	Rs. 2.25
4. Sri Baghunath Nayak	-do-	Rs. 2.25
5. Sri Brajgopal Panda	-do-	Rs. 2.25
6. Sri Some Gram	-do-	Rs. 2.25
7. Sri Kunjabihari Mohapatra	-do-	Rs. 2.25
8. Sri Kurti Nayak	-do-	Rs. 2.25
9. Sri Purnan Pasait	-do-	Rs. 2.25
10. Sri Somara Lekra	-do-	Rs. 2.25
11. Sri Gopiram Sahoo	-do-	Rs. 2.25
12. Sri Balaram Singh	-do-	Rs. 2.25
13. Sri Srichar Behera	Lineman	Rs. 3.00
14. Sri Nayal Tirki	Helper	Rs. 2.25
15. Sri Anath Paradhan	Khalasi	Rs. 2.00
16. Sri Natabar Sethi	Khalasi	Rs. 2.00
17. Sri Haninarayana Ram	Helper	Rs. 2.25
18. Sri / Ghanshyam Ram	Helper	Rs. 2.25
19. Sri Sarat Ch. Mohanty	Khalasi	Rs. 2.00
20. Sri Mangal Bhumiz	Helper	Rs. 2.25
21. Sri Debraj Rana	Khalasi	Rs. 2.00
22. Sri Mashi Prakash	Khalasi	Rs. 2.00
23. Sri K.C.Naik	Electrician "D"	Rs. 2.25
24. Sri K.C.Misra	Helper	Rs. 2.25
25. Sri Prehalad Mohanty	Driver	Rs. 4.00

No weekly upto the date i.e. 27.5.50

Central Repairing Shop

<u>Name</u>	<u>Place</u>	<u>Rate</u>	<u>Period of Service</u>
1. Sri Rajkanwar Singh	OS	Rs.2/-	2 years
2. Sri Rashunath Das	-do-	Rs.2/-	-do-
3. Sri M. Dhal	-do-	Rs.2/-	-do-
4. Sri Naziruddin	-do-	Rs.2/-	1 year
5. Sri Khasu Prasad	-do-	Rs.4/-	Beggar August, 1959
6. Sri Gopal Makhari	-do-	Rs.4/-	-do-
7. Sri Brundaban	-do-	Rs.4/-	-do-
8. Sri Sagar Sulekha	-do-	Rs.4/-	-do-
9. Sri Indramani Jena	-do-	Rs.1-8-0	Khalasi 1.1.59
10. Sri Kamar Tahid Khan	-do-	Rs.2/-	2 years
11. Sri Abimaya	-do-	Rs.2/-	2 years
12. Sri P.M. Patra	-do-	Rs.4/-	Craneoperator 25 June, 1959
13. Sri Bhum Naik	-do-	Rs.2/-	Khalasi 10.11.57
14. Sri Hari Naik	-do-	Rs.2/-	-do- 1957

The above muster roll workers are working on all seven days a week, but are not being paid extra wages at double rates. Annual leave not available.

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Public Health Division.

<u>Name</u>		<u>Rate per day</u>
1. Sri Gokulananda Mohanty	Pump Driver	
2. Sri Madhab Ch. Das	Muster roll Driver	Rs.3/-
3. Sri Batakrishna <i>Bourist</i>	Khalasi	Rs.1/8/-
4. Sri Lakshmidhar Choudhury	Khalasi	Rs.1/8/-
5. Sri Sudhakar Naik	Khalashi	Rs.1/8/-
6. Sri Dharamidhar Behera	Khalashi	Rs.1/8/-
7. Sri Upendra Das	Khalasi	Rs.1/8/-
8. Sri Sunakar Rout	Pump Driver	Rs.3/-
9. Sri Bhikari Ch. Mallik	Mech. Helper	Rs.2/8/-
10. Sri Mangle	Khalasi	Rs.1/8/-
11. Sri Albis	Khalasi	Rs.1/8/-
12. Sri Abdul Sattar	Khalasi	Rs.1/8/-
13. Sri Jagannath	Khalasi	Rs.1/8/-
14. Sri Samo	Khalasi	Rs.1/8/-
15. Sri Dhato Barik	Khalasi	Rs.1/8/-
16. Sri Kalandi Naik	Pump Driver	Rs.3/-
17. Sri Kulamani	Puxmp Driver	Rs.3/-
18. Sri Amardeo Singh	Khalasi	Rs.1/8/-
19. Sri Fulena	Khalasi	Rs.1/8/-
20. Sri Chema Bukru	Khalasi	Rs.2/-
21. Sri Dinabandhu Sahu	Helper	Rs.2/-

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Conciliations from 1958.

Sl. No.	Parties to the dispute	Nature of disputes	No. of workers involved	If failed reasons of failure	If settled when	Date of report to Govt.	Remarks.
1	2	3	4	5	6	7	8
1.	The management of H.S.Ltd. and their workmen of electric represented by Rourkela Mazdoor Sabha affiliated to H.M.S.	11 demands - Regular Medical facilities, increment & accommodation etc.	-	Failure 28.12.59 - while parties could not come to any settlement	-	No.1648(2)/L.O. dated 28.12.59	
2.	The management of H.S.Ltd. and P.H.Deptt. and their workmen represented Rourkela Mazdoor Sabha (affiliated to H.M.S.)	10 demands Gradation, Promotion, Accommodation & Medical facilities etc.			Settled on 21.1.1960	No.129(2)/L.O. dated 22.1.1960	Implemented in full
3.	The management of H.S.Ltd. and its workmen of P.H. Deptt. represented by Rourkela Steel & Mining Mazdoor Congress.	Increment, Accommodation, Permanent service & Holidays etc.	36 workmen	Failure 6.2.60 failed as the parties could not come to any settlement		No. 287 dated 6.2.60	
4.	The management of H.S.Ltd. & its workmen of the finance Deptt. Adviser and H.S.Ltd. represented through Hindustan Steel Workers Association (Affiliated I.M.T.U.C.)	Promotion, Increment etc of pay etc.	8 workmen	failure 26.2.60 failed as the parties could not come to any settlement		No. 450(2)/L.O. dated 26.2.60	
5.	The management of H.S.Ltd. & its workmen security Deptt. represented by Rourkela Mazdoor Sabha	Discharge from service, construction allowance etc.		Failure 16.1.60 failed as the parties could not come to any agreement		No.310(2)/L.O. dated 13.2.60	Did not merit reference

1	2	3	4	5	6	7	8
6.	The management of H.S.Ltd. & its workmen Sri M.K.Jenka represented by North Orissa Workers Union, Rourkela	Termination of service of Sri	One	Failure 27.1.60 failed as the xxxxxx parties could not come to any settlement.		No.175(2)/L.O. dated 2.2.60	
7.	The management of H.S.Ltd. and its workmen in Railway Division represented through Rourkela Mazdoor Sabha, Rourkela (aff - H.M.S.)	Retrenchment of workers		Failure 15.2.60 failed as the parties could not come to any settlement		No.319(2)/L.O. dated 15.2.60	
8.	The Management of H.S.Ltd. & its workmen in steel smelting Shop of H.S.L. represented by Rourkela Steel & Mining Mazdoor Congress, Rourkela	Discharge, Promotion, increment etc.	20 xxxxxx workmen	Failure 11.2.60 failed as the parties could not come to any settlement		No.658(2)/L.O. dated 11.3.60	
9.	The management of H.S.Ltd. & xxxxxx its workmen Sri Khadal Swain represented by North Orissa Workers Union, Rourkela	Non-payment of earned wages of Sri Khadal Swain from 23.1.60 to 5.2.60	One		Settled. Paid to workers all arrears wages	No.1192(2)/L.O. dated 18.5.60	
10.	The management of H.S.Ltd. & its workmen represented through North Orissa Workers Union	Re-employment of K.N.Sahoo	One		Settled. The management agrees to consider his case as soon as vacancy arises	No. 1384(2) dated 16.6.60	
11.	The management of H.S.Ltd. Rourkela & its workman represented through North Orissa Workers Union, Rourkela	Reinstatement of Sri Dama Acharya	One		Settled the management agrees to reinstate Sri Dam Acharya	No. 1385(2)L.O. dated 16.6.60	
12.	The management of H.S.Ltd. & its workman Sri M.C. Mohanty P.F.Deptt. represented through Rourkela Mazdoor Sabha, Rourkela	Retrenchment of Sri M.C.Mohanty	One	Failed as the parties could not come to any settlement		1386(2) L.O. dated 16.6.60	

1	2	3	4	5	6	7	8
13.	The management & its workmen Health Deptt. through Rourkela	H.S.Ltd. Charter of demands consisting 12 demands represented through General Secretary Mazdoor Sabha,			Settled dated 21.1.60	123/L.O. dated 22.1.60	3L-48/59
	The management & its workmen Deptt. through Rourkela Mazdoor Sabha	H.S.Ltd. Retrenchment of two workmen represented through the General Secretary, Rourkela Mazdoor Sabha	two	Failed as the parties did not agree		1387 dated 16.6.60	
15.	The management & its 8 workmen of Power Plant deptt. through General Secretary Rourkela & Mining Mazdoor Congress	H.S.ltd. Discharge of 8 workmen represented through General Secretary Rourkela & Mining Mazdoor Congress	8	-do-		1286(2) dated 4.6.60	
16.	The management of Security Department & its workmen represented through Rourkela Mazdoor Sabha	H.S.Ltd. Discharge of workers represented through Rourkela Mazdoor Sabha		Failure since parties could not come to any settlement	20.1.60	No.132/L.O. dated 23.1.60	3L(e)-6-60

Hindusthan Ltd., Rourkela -

Besides the nature and extent of irregularities placed before the last meeting the following defects in respect of the establishment noted against each were noticed. The Management who were requested to rectify these defects have yet not replied saying the action they have taken or propose to take to set right the various breaches noticed in respect of their establishment.

(1) Field Mechanical and Maintenance Division:-

The establishment is yet to be registered under the Factories Act. It was given to understand by the management that they were taking steps to get same registered soon. The following registers were produced for inspection. They are (1) Register of fines, (2) Register of deduction, (3) Register of Advance, (4) Record of Lime Washing and Painting, (5) Register of Adult workers (6) Register of Leave with Wages, (7) Attendance register. The first 4 registers were blank registers and the rest had some entries not filled in properly.

Since the establishment had not been registered under the Factories Act it was found that no report on accident was being sent to the concerned Inspector of Factories. Notices as were required to be exhibited under the Orissa Factories Rules and Orissa Payment of Wages Rules were found to have not been displayed in any conspicuous place of the establishment. Previously the employees were being required to work on all 7 days of the week and this practice have of late been discontinued in pursuance of instruction given to the management during my enquiry on the previous occasion. But the workmen have not so far been paid their arrear wages on account of their overtime work on days of rest. Besides this, the Management were found contravening the provisions of section 64(iii) of the Factories Act by allowing the workmen to work extra hours for more than the hours prescribed. Further the violation of the provisions of section 59 of the Act is more a rule rather than an exception. This is the case in respect ~~of~~ of all the establishments of the project and the Manager of the factory continues to violate the provisions of law in this respect with impunity. I have impressed upon the management to rectify these defects soon.

(2) Jhirnani Intake Well This establishment where 25 workmen were found working was running without registration. This is a small pump house running with the aid of power since over a year. During investigation the employees complained of non-payment of overtime wages for extra hours of work done by them. They were being made to work on all the days of the week and were not being granted any leave with wages as required under section 79 of the Factories Act. All the provision of the Factories Act; Payment of Wages Act and rules framed thereunder in regard to Health, Safety, Welfare, Working Hours, Payment of overtime wages, Leave etc. were being contravened by the management ever since the factory started working. In my opinion these irregularities which are of very serious in nature and merit immediate attention of the Management for which they be directed to rectify them within a specified time.

(3) Timber Workshop. - The complaint regarding non-implementation of agreement made between the Management of Timber workshop and the workmen represented by Rourkela Mazdoor Sabha

was enquired into on previous occasion and the management as a result of persuasion had partially implemented the agreement by paying arrear overtime wages etc. to the workmen. The employees who were not being given a weekly off are now being allowed to enjoy that facility. The terms of the agreement regarding fixation of grades and scales of pay of employees in various categories, provisions of housing accommodation etc. remain yet to be implemented by the management. The management when contacted about the non-fulfilment of the agreement told that in consultation with the Union they had taken time upto 31.1.60 when full compliance with the terms of the agreement will be ensured.

4. Dodsal (F) Ltd.- M/s. Dodsal (F) Ltd. are contractors under Mannasman employed in laying pipe lines in the project. The establishment of this firm has been registered under the Factories Act. The total strength of the firm at present is 218. Though the factory has been registered long since, the firm is about to be wound up after completion of the work. The management when asked for the production of necessary register etc. pleaded ignorance of the factory law. In fact no registers or records were found to have been maintained in this undertaking. The employees though continued to get overtime wages at twice the rate of their ordinary rate of wages, the rate at which this overtime work was being done was quite alarming. In most cases daily overtime hours to which an employee was put exceeded 10 to 12 hours as against 50 being the total number of hours of overtime fixed for any quarter under section 64(iii) of the Factories Act. No wage register beyond 15 days are kept in the factory office as they are sent to the head office at Bombay for record. As a result of this the wages register which indicates the hours of overtime worked by an employee and the rate paid therefore and adherence to the limit prescribed under the Act etc. is not available for scrutiny by any Inspector under the Act. This is a serious breach of law which the Management were cautioned by me several times during my inspections on past occasion when I was the District Labour Officer there. This fact may be brought to the notice of the Factories Inspectorate and suitable action taken

at their end to put a stop to this breach of law by the Management.

(5) M/s. Hochtiff Gammon - This is one of the biggest firm in the project engaged in various civil engineering works. The provisions of Minimum Wages Act and Rules framed thereunder continue to apply to all labourers engaged in Civil Engineering Works while the workmen working in workshop are covered under the provisions of the Factories Act and Rules framed thereunder. During the course of inspection flagrant violation of the above laws ~~xxx~~ were noticed to the extent noted below.

* Extra wages for overtime are never found to have been granted to the employees at double the ordinary rate of wages as required under 25(i) of the Orissa Minimum Wages Rules as amended from 13.7.59. The workmen were also neither getting such wages at one and one fourth of their ordinary wages prior to the amendment of the above Rule on 13.7.59. This company continues to employ as many as 12681 employees who have been deprived of this vital benefit in their earning ever since their respective appointments in the firm.

To cite some example, an extract of the muster roll from 1.1.60 to 15.1.60 is given below which will reveal the extent of overtime work done and payment made therefore at single the rate.

Name	Overtime work done	Rate of wages	Overtime earning.
Sri Sovaram, Carpenter, Helper	11 hours	3.50	4.50 single rate.
Sri R.Vasu Panikar, Peon	38 hours	2.50	11.87 "
Sri M.Hasan, Peon.	30 hours	2.50	9.37 "
Sri Abdulla, Driver	79 1/2 hours	5.00	49.68 "
Sri Buttai Pandit, Helper	16 1/2 hours	3.00	6.00 "

On 1.1.60 and 10.1.60 Mr. Pandit was put in 8 hours of work besides his normal 8 hours duty.

16.12.59 to 31.12.59

Sri Umesh Ch. Deb,
Mixture Operator.

16.12.59	3 hours		
17.12.59	3 hours		
18.12.59	3 hours		
21.12.59	4 hours		
22.12.59	4 hours		
23.12.59	4 hours	38 hours	4.50
24.12.59	8 hours		21.37 single rate
27.12.59	3 hours		
28.12.59	3 hours		
29.12.59	3 hours		

Sri P.K.Pillay, Pipe fitter	43 hours	5.78	30.90
Sri Thawan Das, Electrician	30 hours	5.00	18.75
Sri Guna Choudhury, C/P/operator	38 hours	3.50	16.62
Sri Dhurba, Loco, Helper	41 hours	2.50	12.81

Rajbali Plumber worked on all the seven days in the work without payment of overtime wages and compensatory off.

Thus the provisions of the following Rules of the Orissa Minimum Wages Rules were found to have been contravened by the management.

- (i) Rule 22 regarding publicity to the minimum wages fixed under the Act.
- (ii) Rule 23- regarding grant of weekly holidays.
- (iii) Rule 24(c) - regarding working hours of adult.
Rule 24(2) regarding spread over.
- (iv) Rule 25(1) regarding of extra wages for overtime.
Rule 25(2) regarding maintenance of register of overtime wages showing overtime payments.
- (v) Rule 26(2) - Regarding issue of wage slips.
Rule 26(ii)- Regarding maintenance of muster roll.
Rule 26(6) - Regarding working hour notice indicating hours of work.

Hindusthan Steel Ltd., Rourkela.

The management of Hindustan Ltd., Rourkela Steel Project were found to have partially implemented the agreement in respect of their Timber workshop made with the Rourkela Mazdoor Sabha a union affiliated to Hind Mazdoor Sabha. During investigation they were requested to take steps to avoid any further delay in the implementation of that portion of the agreement yet not implemented. The management were further found to have violated the agreement dated 29.7.57 with the representatives of Rourkela Mazdoor Sabha with regard to adoption of a set of standing Orders for the workmen of the project by 1.9.57. In course of enquiry it was intimated by the management that they were taking steps to get a set of standing Orders certified soon for their establishment.

Complaints regarding wrongful termination of services of some workers of electrical department belonging to the Hindusthan Steel Ltd., Rourkela during the pendency of conciliation proceedings, changes in the conditions of service of workmen without notice and violation of various statutory provisions by the management in their central garrage, public health and electrical departments were received during the period from the Rourkela Mazdoor Sabha. On enquiry the following defects were revealed. The establishments concerned to which the provisions of the Factories Act apply do not maintain any registers, records and display any notice as are required under the various provisions of the Factories Act and rules framed thereunder. The rules framed under the Payment of Wages Act are not observed.

1. Workers are allowed to work for more than 48 hours a week in contravention of section 51 of the Factories Act.
2. They are made to work on every first day of the week in contravention of section 52 of the Factories Act.
3. They are allowed to work for more than ^(nine) hours a day in contravention of section 54 of the Act.
4. Work is carried on regardless of the provision contained in section 56 of the Factories Act.
5. Extra wages for overtime specified under section 59 of the Factories Act are not being paid to the workers in all cases of overtime work done. No register showing the extra hours of work done is also maintained.
6. Register of adult workers as required under section 62 and register of leave with wages as required under section 79 of the Act are not being maintained nor leave card issued to the workmen.
7. Workers are not allowed leave with wages as required under section 79 of the Factories Act. The management have been requested to rectify these defects soon.

Dear Brother
Comrade

Rourkela.
20th. July.

I received your letter dated 29th June in time. I am sorry I could not send you reply in time firstly because to follow up the situation after strike, secondly for preparation for the conference, thirdly to form Party branch and organising dist. committee of our Party. After hard work for 20 days I achieved the following.

1. I formed 6 Party branches with 65 Party members. Out of which 2 from Contractors side and 4 from operational side. Also dist. organising committee with 11 comrades is going to be formed within few days. All of them has fill up their Party forms.

2. After coming from there I have issued two leaflets. I sent the leaflets through open letters.

3. After received your letter I talked with Bata Krishna Panda and other local comrades and decided the following office bearer. Also I have discussed with com. Barga Mahanty. He has accepted the same.

- President:- S. A. Dange. M.P.
- V. " - Md. Elias M.P.
- V. " - Chintaman Panigrahi M.P.
- V. " - Barga Mahanty
- V. " - Harish Roy.
- working " - Bata Krishna Panda.
- Sec. secretary - Nityamanda Panda.
- Secretary.
- Asst. organising secretary I will be filled up. Two will be kept vacant.

Due to central Govt. employees strike and other factors conference has been fixed on 7th. August. So, if you want to make any change then let me know as early as possible.

As regards Bhilai I could not do anything due to the pressure of work. Now I have decided to go within few days. I am coming back again before the conference. I will let you know after fixing him (com. Kar) to where you have to send it. Mo.

I have not received my T.A. up till now. dont know what is the reason. Hope you will take care for sending the same. Hope you are all in good health. Rest when we meet.

Yours sincerely

Mohan Das.

about Rs. 60/- P.M. + tiffin Rs. 20 and other exps. Rs. 20/- . So I had drawn only Rs. 75 for March and had not charged anything more afterwards depending on your remittances. I have not seen my wife & three children since the last 5 months. I will go home for 10 days on 21st. and may bring down my family as they are in my father in law's place for the last 9 months. So kindly see I receive the remittances on the first week of every month, and the remittance for July may be sent before 21st. to enable me to bring down my family. I will be drawing another Rs. 50/- from next month from the local unit.

Receipts :- collections Rs. 551
 from A.I.T.U.C. 450
 " " (T.A) 100 Total 1101-00

Expenses :- Travelling Rs. 319-62
 Postages " 20-50
 Office " 67-86
 Stationery " 25-94
 cycle " 21-81
 Mike with rikshaw 194-25
 Printing 181-00
 Miscellaneous 35-65
 whole timer's wage 75-00 Total 941-63
 Balance .. 159-37

out of the above balance my friend who had kept that money has spent away and he says that he has not got his wage from you. so practically the unit has no balance on hand. Apart from the above expenses we had collected Rs. 1300 and spent Rs. 1400 during the strike from the funds of the Masdoor Congress.
 yours faithfully
 M. Parida

अन्तर्देशीय पत्र
 INLAND LETTER



To
 Comrade K. G. Srivastava
 Secretary,
 A. I. T. U. C.
 4 Asoka Road,
 P.O. New Delhi

तीसरा पत्र Third fold

भेजने वाले का नाम और पता :- Sender's name and address :-
 CORRECT AND COMPLETE ADDRESS ENSURES QUICK DELIVERY

NO ENCLOSURES ALLOWED

धो फाट कर खोलिये To open cut here

11 JUL 1960

Dear comrade,

Rovikala,

7-7-60

Namaste. Received your letter of 4th. inst. today and the remittance of Rs. 100/- yesterday.

I joined here towards the end of February. We met at Assansol in March. Being new to the T.V. front I preferred to represent this wage question before com. Dange through my leaders while travelling to Calcutta from Assansol. Finding no response, I referred the issue to com. Dange straight. He quickly responded saying that the matter had not been properly represented to him, nevertheless he sent a hundred rupees, saying without any future commitment. This was received by me in April. By that time with much difficulty I had drawn only my March wage from the local organization. So I adjusted that remittance for

my April wage. Then I met com. Dange at Calcutta on 11th. May or so. He consented there for the continuance of this remittance. But no money was given there on that account. Com. Dange gave our unit some amount, but that was for a different purpose. (Rs. 300 for that purpose and Rs. 100 as T. A. for two) Subsequently Rs. 150/- was received from com. Elias towards that purpose and a fifty is still due on that account. — As com. Dange went out without visiting Delhi the next remittance was delayed and when it was received in June was adjusted towards my May wage. As such the present remittance should be taken for June only.

As you are not always posted with what transpires between us and com. Dange, I felt it necessary to clarify the position for the purpose of your accounts. I am furnishing below a statement of accounts from the beginning till 30th. June. In the beginning I was dining in a mess where I had to pay Rs. 40 P.M. After coming to Bisra Rd. office I have to dine in hotels costing

Dear Brother,
Sending two leaflets for your
information and publish as much
in your trade union
Record. Please ~~not~~
knock the door you may
get another one.

Yours truly
✓

268B ✓

Francis
19.7.60.

ଉତ୍କଳ ପ୍ରାଦେଶିକ ଚେତ୍ର ସୁନାମ କଂଗ୍ରେସ

Utkal Provincial Committee

ALL INDIA TRADE UNION CONGRESS

Ref. No.

Cuttack-1.

Dated 20.7.1960.

Camp. Roukela.

Dear Comrade,

The State Implementation and Evaluation Committee met here yesterday to enquire into the conditions of workers in the Hindusthan Steel. Mostly Complaints were made a year ago by the Representative of H.S.L. on the working at the H.S.L. and the violation of the different labour laws. Subsequently we took up the question in the Labour Advisory Board and the State Implementation and Evaluation Committee - It was decided to enquire into the different allegations and to discuss the steps to be taken.

The Labour Deptt's Evaluation Unit enquired into details and submitted a report to the Committee for discussion. I am sending herewith a copy of the said Committee report. The report was discussed in the Committee meeting yesterday. The Committee was presided over by the Minister of Labour Sri R.B. Misra. The Deputy General Manager & Sardar Amar Singh of H.S.L. represented the H.S.L. There were 2 other employer representatives. I was the only Labour representative - After preliminary discussion the H.S.L. representative agreed that they would immediately rectify all the mistakes found existing today within a period of one month and submit a report to the Labour Commissioner for presentation to the next meeting of the Committee after a month & a half.

I stressed over the question of ^{implementation of} all the tripartite Agreements in H.S.L., Fixation of minimum wage as per 15th Indian Labour Conf., Recognition of the status of the workers as equal partners, Agreement to settle up on for arbitration

fairly conciliatory. Here it may be noted that the State Govt follows a policy of getting the concurrence from appropriate Govt or appropriate Govt Deptt before referring any matter to adjudication. Therefore not a single dispute has been referred to adjudication during the whole period of 5 years in Rourkela because the Govt of India or the Ministry of Steel would not agree to it.

I criticised the Govt policy for delaying fixation of minimum wage for Rourkela though the recommendations have been made two years back, for non-implementation of labour laws and for showing a discriminatory attitude to the workers of Public sector particularly in the reference of disputes to adjudication etc.

It is at least the ~~best~~ points made out in the Enquiry Report are mostly + essentially true and the H.S.L. authorities should comply with it within a maximum period of fortnight and ~~the Govt~~ submit the report to the Labour Commissioner who shall place before the Committee the compliance report within 1½ months.

In the afternoon the Labour Minister and the members of the Committee visited the Ruston Roll Labour Colony of the H.S.L. - They went round the colony and saw the wretched condition of houses, latrines, water supply etc. In a meeting of the Ruston Roll workers numbering about a thousand the Labour Minister declared that the Govt has decided to raise their wage from ~~Rs 1.75~~ 1.75 daily to Rs 2.00 a day. A notification to this effect under the M.W. Act and about the wages of other category of workers ~~was~~ on Ruston Roll and workcharged are to be made shortly say within a period of one month. It is promised to supply rice at controlled rates.

ଉତ୍କଳ ପ୍ରାଦେଶିକ ଟ୍ରେଡ୍ ୟୁନିୟନ କଂଗ୍ରେସ

Utkal Provincial Committee

ALL INDIA TRADE UNION CONGRESS

Cuttack-1.

Ref. No.

Dated 195 .

୩

in fair price shops to be opened near the colony. Moreover the D.G.P. of H.S.L. who was present there also declared that payment of overtime dues ~~has been~~ would be made very shortly - within a fortnight. The workers wanted to question the Labour Minister on many other problems but he abruptly left the meeting.

Thereafter we addressed the meeting and exhorted the workers to join the union to fight for their other demands which were mainly confined to absorption into the permanent cadre and plant. We congratulated the workers on their brilliant victory.

Now as a result of this decision on the daily wages ~~of~~ under R.W. Act the Contractor Labours under ~~Hochkef~~ Hochkef Gammon numbering about 15 thousand shall get the benefit. We have decided to have a rally in the Colony of Gammon on 24th and mobilise the workers for this 2/- wage which will mean daily $\text{₹ } 25$ W.P. increment per worker.

We propose to have the conference your union in the 2nd week your August after consultation with Com. Indrajit + Elias. We are thinking of having Com. Chintamani Panigrahi as one of the offic bearers of your union.

It is high time that we meet to review the situation + take steps.

[Signature]

Dear Brother

1

(2680)

✓ Kawkela
U. S. Co.

I received your M.O. (No. 175/-) on 9th August.
I am sending you one trade union report
to Mr. Elias in the same date. Please see it
thoroughly. One thing I want to say strongly
that Swarga Mohanty is shifting the conference
date purposely. My feeling is either Orissa P.C.
is not serious about Kawkela or Swarga is
shifting with some motives. Local comrades
are serious to finish the conference as early
as possible including Bata Krishna Panda.

Conference could be held without
Swarga Mohanty, but later on complication may
arise, that is why I am shifting the date. At the
time of national federation first meeting
Swarga made some complain against me
to Indrajit and Elias. You can discuss the
things with them. In the last month he promised
to give one Monda comrade from ~~State~~
Barbil in front of 19 comrades and that has
not executed.

In the other side Nitya Nanda
left the office without consulting me, also
we has not informed the same to the organizing
dept. council of Party unit here. How
comrades will keep confidence on him?
He is a new comer in the trade union office
Also he is not a hard working comrade
rather he is a very fellow. With one instance you
will understand how far it is correct.

At the time of last Hoch-lieb
Gemmon strike, though initiative was in our
hand but leadership was snatched away by
workers union. It is only because Nitya Nanda
was sleeping us to Z. P. M. knowing that he has

to go in the meeting at 5 P.M. as it was fixed by him. He went there at 2.30 P.M. and told the ~~the~~ comrades that he was searching for Mike. ^{Even} till now he hid this thing to me. This time I come to know through one non-party man and he is Bala Krishna Panda.

Under the above circumstances I think because I have no position in the trade union or inside the Party, Ormira leader is not taking it seriously the matter which I am advising to them. Now under the above circumstances I

think we must be serious about Rowkela Conference must be held in this month. If you can send Com. Elias for three days here before the conference ~~must be held in this month~~ then I can hold the conference purely without taking any board's help. I am confident because our local comrades are ~~are~~ very serious about it and they are very honest and energetic. Due to my peculiar condition I want one or two comrades for the conference.

Remember till to day we are a first force in this area, we could not live the situation in the hand of humbug. Don't forget we spent more than one thousand Rupees and energy for this area.

Please show this letter to elder brother and take decision as early as possible. I know you have so many work to do as you are in a position. But my earnest request to you to take this matter as urgent one.

I am leaving to tomorrow for Bhalai as you know my programme. If you want my presence in this month then let me know through Bhalai

New Delhi
August 23

Dear Mohan,

All your letters have been received. I am sorry that no reply couldn't be sent earlier. You know the situation here for the last few weeks. Your latest letter of 17th August was also received today.

Just now it is not possible for Gopalan or Banerjee to come over there but we shall try for it after their work in the Sabha ~~is~~ is over.

It would be better if you keep in contact with Prakash Roy who is working in the mines. He wrote to me asking for the forms for collecting signatures. I hope you have them and if you have, you may pass it over to him.

Because you are now in Bhilai, I am not replying to you on the points which you raised about your previous place. I will talk with Mohanty, Elias and Indrajit when they will be here for the Working Committee meeting on 11/12 September.

Elder brother is still in hospital and expected here next month.

Yours

Dear brother,

6 AUG 1960

Rowrkela
23.7.60

You might have received my both letters. Orissa Govt's notification has come out through their notification on minimum wage as Rs. 2/- for Rowrkela. After this notification master roll workers now going to receive Rs. 2/- as against Rs. 1.50. It is a grate achievement for us at the same time for the workers on the basis of this we are organising unskilled workers & contractors. On 24th July there was a proposed march only with two demonstrations. Our work is going on very fast.

I asked him ^{com. Burga Mohanty} was here for another comrade for this area, and he agreed to send within 1st. week of August. Within this month one Monda comrade is supposed to come from Barbil. He will stay for 15 days. Now I have adopted one side campaign and another side cadre recruitment.

Implementation committee of Orissa Govt. was here in the 3rd. week of July. In the meeting R. D. told that within 4 thousand master roll workers about 3 thousand will be absorbed in the plant. After this information I have given the slogan before the master roll workers that they should come in the office, Department wise and list their name, designation, length of service etc. I am expecting result will be better.

Tomorrow I am going for Philai for a week.
After coming from there I shall let you
know the position of Philai.

Please send my T. A. as you
have written me in the 29th. June letter.
Hope you are all in good health. Rest
when we meet.

yoursincerely,

Mahon Das.

N. D.

~~one~~ Just now I informed regarding
one ~~at~~ accident. Detail I will write
in the next letter.

M. D.

Dear brother.

L. 6 AUG 1960

Bhilai
2. 8. 60.

You might have received my letters. To morrow I am leaving for Raourkela. I will stay there up to 12th August. Send letters or money only up to that time. After that you send my letter and money at Bhilai address.

I reached here on 25th July and find Com. Kar has not fixed as yet. He is now at Calcutta. Your money is kept with Sudhir Mukherjee (you know what type of man he is). Here I had a talk with Deffence comrades and other friends for Com. Kar. Accordingly I sent wire to him and expected here within 3rd August. Rs. 100/- from PITUC should be court. From August. Another Com. Hamid Khan has been fixed on the basis of local collection. Within 2nd week of August two whole timer will be in our hand. I have taken one tentative programme for the August. One leaflet will be issued with 3rd week and then mass meeting in 4th week of August.

Leaflet will be beggar one because of a bederation leaflets reaction could not be gathered due to wrong way of distribution. Budget for the August we have decided Rs. 500/- minimum. I don't know how far we could able to collect. Please arrange to send the cycle to Ganga Chaudhary, from there it will be hand over to Com. Kar.

I have started Party and trade union organization spontaneously. I am expecting if I succeed in first sort then within three months our position will be much better than today. So, please arrange to send Com. A. K. Gopalan, Com. S. M. Banerjee Com. Elion from Delhi for 28th August mass meeting. This Combarination I must receive within 14th August either in Raourkela or in Bhilai. So that I can use their name in the leaflet, which is going to be a live in the 15th meeting. If you can send some extra money for the movement then it will be help full to us. No need of sending money for Com. Kar in August. I sent one letter to Com. Homi Bage, starting all the programmes.

Please let me know the condition of elder brother as I am very much worried. I will be glad if you can let me know the latest position in the central government employees. Don't put me in trouble through not send is money to me in time. Hope

You are all in good health. Rest when
I write.

Yours sincerely,

My Bilai address:—

Adhir Barman

P. No. 66 (T. S.)

Street No. 27

Sector - 4

Bilai, M. P.

Mohan Das.

N. B. Following questionnaire I sent to different groups.

1. How many groups here? and what is the number of each group?
2. How many number of languages, party organs in coming here?
3. How many in the operation from each group and what is there department?
4. What is the strength of your department?
5. What is the position of INTUE or any other union of your department?
6. What are the pay scale in your department?
7. Is there any agitating point among the workers?
8. Have you any party letter or credential from your original place?
9. Can you offer as a whole timer?
10. If you want to state any thing?

My Dear Com. K. G.

Bhilai

17. 8. 60.

I reached on 15th and ~~don't find~~ [✓] any letter from your side. I wrote you so many letters on the development of Rowkela and Bhilai. But unfortunately I have not received any answer from you. May be you are busy with your work.

After coming from Rowkela I ~~don't find~~ com. Kar has not turn up till now. So, in our 15th August meeting we decided not to call him back. One local comrade named Raghavan has offered as a whole timer. So, for the time being we decided that com Raghavan and Hemid Khan should remain in the office. Com. Sudhir Mukherjee ~~has~~ has not attended our meeting ~~and~~ dated 31st July and 15th August. However, all has been broken.

We have decided to issue one leaflet within next week of August and 11th. next for mass meeting. Please try to give com. S. M. Banerjee and com. A. K. Gopalani as situation demands. After sometime I will let you know the detail position of Bhilai.

Since last night physically I am not well. However, I am continuing my work without any stoppage. Now I want your confirmation about the date and persons. Please try to write bit detail about the present situation and our programme. Hope you are all in good health. Rest when we meet.

N.B.

From now you send my money to Ganga Chabe's address. This address is with our office.

Yours,

Mahon Das.

B. T. B.

INDIAN POSTS AND



0149

TELEGRAMS DEPARTMENT

No.

Recd. at _____ B.

Sent at _____

H. _____

M. _____

Office Stamp

From _____

To _____

By _____

By _____

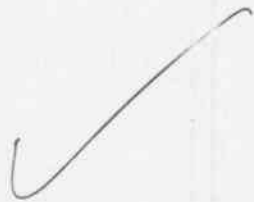
0 VI 81 ROURKELA

19 AIT CONG NEW DELHI :

CONCILIATION UNHELPFUL MANAGEMENT ADAMANT STRIKE INEVITABLE

PREPARING VIGOROUSLY DARGA NOT COME SEND INDRAJIT WIRE REMITTANCE

: PONDIA :



MOHAPAR-325-27-5-52-81,500-85

union's meeting, to some others as a joint meeting. Some workers had reached the meeting place. We of course sent our volunteers and called back our workers before their meeting started. Last time they had played their hand at confusion. This time they will not lag behind, from 4th onwards we had cautioned our workers of their confusing role.

We are now running on loans. We have not been able to enroll a lot of red flag workers for not having been able to call the conf. and change the suspect name of Maydoor Congress. The rainy season is a drag. The mit collections have also dwindled as the contractor workers are on the verge of leaving. In this back-ground the strike situation has arrived. — I had written to you in one of my letters of July that a hundred rupees is due to my wages account, explaining the accounts in full. The Rs. 100 given to Shanker by com. Dange at Calcutta was expressly for travelling expenses. Out of the grant for the movement Rs. 300/- was paid at Calcutta & Rs. 50 by com. Elias subsequently, Rs. 150/- is due on that account. Out of the Rs. 350 we got com. Shanker took away Rs. 125 for his Delhi trip. Practically we got half of C. I. Dange's grant. This month's remittance also has not reached me to date. (See margin)

अन्तर्देशीय पत्र
INLAND LETTER



To
Comrade K. G. Srivastava,
Secretary, A. I. T. U. C.,
4-Aroka Road,
P.O. New Delhi.

भेजने वाले का नाम और पता :- Sender's name and address :-

NO ENCLOSURES ALLOWED
Antyagonist Dange

यहाँ फाट कर खोलिय To open cut here

As per accounts the dues is :- May month's wage 100 + 150 balance of grant + 125 Shankar's = Rs. 375. Kindly talk over this matter with com. Dange. Accounts be as it may, please remit soon as much as possible. J. Gondla.

Roukela
211

268-B Roukela

6-9-60

Dear Comrade,

In my last letter I had informed you that a final decision would be taken at the public meeting of Muster Roll (casual) workers about the strike. I had also informed you that we would try to bide for time. But most of the ^{leading} workers pressed for an early strike. They felt that the rainy season when there will be more demand for work would be the most favourable period for this strike. Subsequently the management may not be in need of the present Muster Roll force. We felt it to be a reasonable cause. So it was decided to strike on 21st. Sept. Notice of strike was served today i. e. sixth.

The demands are :-

- (1) Reinstatement of the 37 retrenched mazdoors of Steel Melting Shop.
- (2) Permanent service for all those who have completed 3 months of service. Retrenchment if any should be on the principle of 'last come first go' category. Reprise taking the construction and production sections as a whole.

Please do arrange to bring com. A. K. Mahalanobis as well as com. Shrivastav.

(3) After 240 days of work workers must be entitled to earned leave and casual leave. This should be credited in the leave cards.

(4) Immediate payment of arrears of overtime wages

(5) A consolidated pay of Rs. 75 P.M. to all mazdoors, and proportionate increase for work-charged staff and work sarkars, metes, Khalasis etc.

(6) Dismiss one Rama Chandra Biswal, zamadar of security force for beating & insulting 10 female coolies on 30-8-60.

(7) full payment of strike wages including of the June strike.

The concerned workers are in a good mood in favour of the strike. Strike fund will be collected within a day or two. Meanwhile the conciliation machinery ~~is~~ is expected to move. Two days back the ~~Managing~~ Resident Director M. Ganapati has been replaced by one Shivaraman I.C.S. ex-chief Secretary of Orissa.

As for the demands a good part of it is achievable. The H.M.S. union which is aspiring to be the hon of Roukela had called a meeting today against our strike move. They had told our workers that it is our

MEMORANDUM

To

The Resident Director,
Hindusthan Steel Private Ltd., Rourkela.

218-B ✓

Sub:—Grant of interim increase in wages to
Unskilled, Skilled, and High Skilled workers.

Sir,

We the Unskilled, Semi-skilled, Skilled and High Skilled workers of the Rourkela Steel Plant most respectfully submit the following memorandum to you through the Rourkela Steel & Mining Mazdoor Congress for your kind consideration.

We are proud to be employed in building and running this giant steel project in Rourkela as it is a harbinger of prosperity to our industrially backward nation. We had braved against all odds like scorching heat, lack of housing water latrine medical facilities and risks in work all these days, and had worked faithfully. We had suffered patiently with the hope that after construction our lot will improve.

But unfortunately we are paid very miserably low rates of wages unheard of in Steel or Engineering industries. The unskilled workess are only paid a basic salary of Rs. 30/- p. m., while the sami-skilled workers get Rs. 40 p. m. except a few who get Rs. 60/-. Most of the skilled workers get Rs. 60/- p. m. Only a few of them get some Rs. 80/-, some Rs. 100/-. some Rs. 120/- and some others Rs. 150/- p. m. Lastly the high skilled workers get only Rs. 150/- p. m.

Firstly, these scales of pay for a worker cannot make his both ends meet with the abnormally high prices prevailing in Rourkela. Secondly, you will surely agree, sir, that these scales of pay are far far less than the scales paid in the same Steel indntry even by private capitalists like the Tatas. The present scales in Rourkela cannot be justified by any excuse by the State Sector which is expected to be an ideal paymaster than the capitalists, especially when the iron and steel of Rourkela is sold at the same price as that of Jamsedpur.

We hope that the demand of the Steel workers for the appointment of a Wage Board voiced by the National Federation of Metal & Engineering Workers is going to be granted by the Government. Pending that we pray you to grant us the **interim minimum increase in our basic wages to Rs. 60/- for Unskiled, Rs. 80/- for Semi skilled, Rs. 150/- for Skilled, Rs. 250/- for High-Skilled workers per month and save us from losing our patience.**

Yours faithfully.

No.	Name	Designation	Department	Signature

Sept 7, 1960

Dear Com.Ponda,

Thanks for your letter of 30th August.

We are using the report on your struggle regarding the 25 casual workers in the next issue of TUR. As regards women workers, we are taking up the issue. It is very difficult to take it up in Parliament now as the session is about to end.

I would suggest that you finish your conference as early as possible and don't delay it for long.

As regards strike, take the opinion of the workers, concretise the demands after careful consultation with workers, put them positively before the Administration, HSL, State Government, State Implementation Committee as well as the Implementation & Evaluation Committee at the Centre, before deciding on strike. This is very essential.

We shall have a talk with Com.Mohanty when he comes here for the Working Committee meeting and let you know on other details.

With greetings,

Yours fraternally,

4/10
(K.G.Sriwastava)

Rowley
file

268-B

Sambalpur.

21/19.

Dear Comdr Dargy.

yesterday evening

I returned from Ranchhilla.

Angry as have arrived at
some agreement. By which
discharged workers will be re-employed.

It will get the outline payment
before Pige. which they were
so long denied. All the major
demands are conceded, and the wage

increase which they are unable to
concede as it is under the
consideration of Govt. by O.S.S.E.
All these matters are in regard
to Maber P. & Co. workers.

As regards

there is no question of general
works of the Ranchhilla plant.

I shall write to you on
T. W. day etc after my
arrival at Cuttack.

Wishes you to be in
good health.

With love & greeting.

Yours

Respectfully

Gundam Patra

To

Comrade K. G. Srivastava,
 Secretary, A.I.T.U.C.
 New Delhi.

Dear comrade,

Kamaste. I had gone home on leave from 28th July and returned here on 13th. I had also paid my last visit to Koraput district of which I was in charge. During my absence the offensive of the management started.

First they retrenched 37 women mazdoors from the Steel Melting Shop. The retrenchment order mentions no reason. Secondly these workmen happen to be the senior most with about $4\frac{1}{2}$ years of service in H.S.L. Thirdly they were engaged in a work of permanent nature. We had filed complaints to the management and to the Govt. Labour officer. 29th August was the last day of their service. Negotiations with the management have failed. They said that they have made it a policy not to employ any women workers in the factory. Besides six workers with three years of service ~~now~~ in the Oxygen plant have also been retrenched. We are trying to contact them. These retrenchments are contrary to provisions under sections 257. & 6. of the I.D.A. Act. The management is not prepared to respect the I.D. Act even though it is a Govt. project.

Secondly some 55 casual + mazdoors were served with charge sheets for slowness in work and trying to assault their officers. In my absence com. Bata Ponda led a mass deputation to the Dy. General Manager and the charge sheets were withdrawn.

Thirdly after the mass deputation to the Resident director on 27th July and subsequently this deputation each time with about 2000 workers the management closed the gates of the administrative building which is outside the factory premises. We have to get in only after obtaining passes. Twice

passes were refused to us. We have complained that to the R. Director, Swaran Singh and Orissa Govt.

Now the main problem is about the retrenchment of the 37 women in godowns. They have a strong legal case for reinstatement. I hope the Central Govt. as a matter of policy cannot approve of discriminating women from employment in a factory. They were only working in the day time. Nature of work was to carry head loads of waste bricks, other wastages from steel. They had worked in the Steel Melting Shop for about $1\frac{1}{2}$ years in production during their $4\frac{1}{2}$ years service. They are Adivasi women, some of them displaced persons. So if the central ministers can be moved properly there is hope for their reinstatement. But that having its limitations I shall leave you to judge as to how far something can be done. From our side we have sent letters to the Steel Minister. — Namely this is a clear violation of 25-7. (not mentioning reason of retrenchment) and 25-6. (not respecting last come first go) of the I.D. Act. In view of the adverse comments of the Orissa Govt. on the management for treating Labour Laws with scant respect this violation of 25-7 & 6 if can be laid in Parliament may prove to act as some pressure. The minister will find it very difficult to explain. So you kindly think on this aspect and move the Parliament office as you deem proper.

This side conciliation through Labour Officer has less hope of success. Though you will try to do your best what can be done at Delhi level, at our level the workers of Muster Roll are highly agitated over this retrenchment. It has shattered their hopes of getting absorbed here, now that seniormost workers are kicked out from permanent jobs without

assigning any reason. These casual workers have also not got their arrears of over time pay as agreed by the management during the last strike. The notification by Orissa Govt to fix minimum wages at 5.2/- for Rourkela, which was promised by the Labour Minister on 20-7-60 at a meeting of the workers has not yet come out. The situation is now very oppressive to the casual workers. They rightly feel that if at this rate retrenchment is carried out, now that work is coming to a close in construction they will lose the little chance they have to fight afterwards unless they start a tough fight just now when their services are still in need for three months more.

Then a strike at this stage has its own disadvantages, firstly rains, secondly cadres, thirdly finance, fourthly sympathy of the regular workers or a sudden flare up of the regular workers who are neck deep in discontent, how far we can control this, or we lead them also and march, all these are the problems we have to consider. After considering all these on 28th we called a meeting of casual workers in their colony and felt their pulse. They appeared to favour a strike. With caution we took a provisional vote. It was unanimous. To take time for reparations we have told them that on 4th we will call a larger meeting after issuing a leaflet. There the final ballot will be taken. Take it for granted it will be in favour of a strike. We will no doubt try to nip some 'ifs' and 'buts' in the decision, as well as leave the timing of the strike to the leadership. But something serious is now on the agenda and we must act.

I had rung up to Com. Mohanty who is now cut off from us due to floods. We could not get him on the phone and conveyed the message. Hope we will meet him on 7th ~~or~~ Sept or so at Calcutta on his way to Delhi.

Through him we shall furnish you further clarification. We hope on his return he will pass through Rourkela. At that time we will hold the conference which we could not hold due to com. Mohanty's inability to attend. We have written to him fixing 8th Sept. for the conference and have asked for his opinion.

As regards the strike if you feel any clarification is needed from me you can summon me to Delhi or visit yourself here once. Through the occasion of the strike of casual workers of H.S.L. we can bring the regular workers into the arena of a strike sooner than through other ~~non~~ normal course. In other words there is a possibility of a total strike in H.S.L. by using the casual workers' strike as a handle. The lag is only in our organizational resources. In the meeting of 28th we gave the call for the preparation of such a total strike. The response is encouraging. The H.M.S. union in their executive meeting two days ago took a decision to call a strike soon.

Today ~~some~~ ten women mazdoors out of the retrenched not knowing our decision not to receive their final payment went to the factory and waited for others. The Security Police of H.S.L. physically dragged them to the S.M.S. office and forcibly made them to sign in the pay register. Then they were necked out after putting their hands into their blouses and snatching away their gate passes. We reported this to the police and the Labour Officer but to of no avail.

Bisra Road,
Rourkela,
30-8-60

yours comradely
Nityanand Panda
30-8-60

HINDUSTAN STEEL LIMITED
ROURKELA

Ref. No. W-19(3)/3086

9th. Sept. 1960

To
The District Labour Officer,
Government of Orissa,
Rourkela

Ref :- your memo 1966/L.O dated Rourkela
the 6/7 th. Sept. 1960.

Sir,

With reference to your memo cited above in connection with the strike notice served by the Rourkela Steel and Mining Mazdoor Congress, Bisra Road, Rourkela, I give my comments in respect of the demands put forth by the said union.

1. 37 muster roll mazdoors including 33 Adivasi women workers from the Steel Melting Shop have been retrenched with one month's notice due to completion of work in which they were engaged. Retrenchment has been made in conformity with Section 25 F of Industrial Disputes Act. All the outstanding dues in respect of these workers including retrenchment benefits were kept ready for disbursement to the workers on the last day of their retrenchment when only 9 out of the entire retrenched group came forward to receive their payment and the rest did not turn up. The amount was therefore, deposited back with the Accounts Department and will be made available to such workers whenever they present themselves for payment before the Accounts Officer (PA I II). As such there was no irregularity involved in their retrenchment.

2. Times without number, it has been impressed on the workers and union concerned that our strength in the regular set up being about 13,000 only, it will not be possible to absorb

Comments of
the management
to our strike notice
J.P.

all the workers engaged in the construction work numbering about 27,000. As such, you will appreciate that retrenchment is inevitable. However, absorption of temporary workers on the basis of seniority is being strictly adhered to and all efforts are made to curtail retrenchment as far as possible. Even where the retrenchment is effected the retrenched workers are getting the first preference in matters of absorption and re-employment in the plant whenever such opportunities arise.

In view of this, the demand placed by the union to the effect that workmen after completion of 3 months service should be made permanent, is unreasonable.

3. Leave as per Section 19 of the Factories Act, is applicable only in respect of workers engaged in factories and not to all workers employed under Hindustan Steel Ltd. and whatever leave is due to such workers as per the Factories Act is being availed by them.

4. Attempts are being made to pay the arrears of overtime as soon as possible.

5. The rates of wages of the unskilled mazdoors under Hindustan Steel Limited were recently revised on the basis of the prevailing wage structure in and around Rourkela.

As such, it is not feasible to pay all mazdoors Rs. 75 consolidated pay per month with retrospective effect from July, 1958.

6. The allegation of the union regarding Sri R. Biswal beating and insulting 10 female mazdoors of Steel Melting Shop on 30-8-60 with the help of security jawan is absolutely without any substance.

7. Payment for the previous strike period from 14-6-60 to 22-6-60 cannot be made, the strike being illegal and unjustifiable. This fact was explicitly stated to this union representative, who met the Resident Director on the request before withdrawing their strike unconditionally. However disciplinary action against the workers was waived by the Resident Director on the request of the said union. As such the question of payment for this period does not arise at all.

Yours faithfully,
For Hindustan Steel Limited
Rourkela Steel Project
Sd/- C. M. Mahapatra
Labour Welfare Officer.

Hindusthan Steel Limited
No. 19(3)/3171-(3) (Copy)

25. 20th Sep. 1961

To

The Conciliation Officer
Rourkela.

Assurance of
the management to
the Conciliation Officer
M.F.

Sir,

With reference to your discussion with my Labour Welfare Officer to the strike notice served by the Rourkela Steel & Mining Mazdoor Congress, I am to point out on behalf of the management, that we have been trying to fix up the 37 retrenched females and we hope to employ them on Muster Roll basis within the next 15 days, in view of the fact that there is going to be need for such employees in some of our departments and these employees will undoubtedly be given priority as far as absorption in the regular cadre is concerned. They would however be asked to take their dues pending for disbursement with the Accounts Department. Efforts will be made for their reemployment from the morrow of the withdrawal of the strike notice.

2. In the matter of absorption, temporary workers are absorbed on the basis of seniority. Whenever there is retrenchment, the retrenched worker gets first preference in absorption.

3. As regards casual leave, in respect of employees who have completed continuous service of 240 days, the management is examining the question of casual leave and in fact this has already been taken up prior to the serving of the strike notice.

4. As regards overtime payment, we have decided much earlier to pay it in course of two months and efforts are being made to start payment even before the Pujā.

5. In respect of the demand for a wage increase, I write to say that the matter is under the consideration of the State Government and we shall abide by their decision.

6. In respect of allegation against Sri R.C. Biswal the Labour Welfare Officer shall take up a formal enquiry, if the same has

not already been taken up by the police.

7. As regards wages for the strike period, we however cannot pay anything for the strike period. But, the union is at liberty to take up the matter with the appropriate Government Authorities, if they so like.

In view of this, you are requested to advise the union concerned to withdraw their strike notice.

yours faithfully,
for Hindustan Steel Limited,
Rourkela Steel Project,
sd - Amar Singh
Dy. General Manager (P)

Memo No. 3047 dt. 20-9-60

Copy forwarded to the General Secy.
Rourkela Steel and Mining Muzdoor
Congress for information.

y - f.
sd - G. C. Misra
Dist. Labour officer
20-9-60.

Rourkela Steel & Mining Mazdoor Congress
Rourkela.

Regd. No. 237

our letter
of withdrawal
of strike notice
M.S.

Ref. No. RSMME-395/60

Dated 20th. Sept. 1960

To

The District Labour officer - cum - Conciliation
officer, Sundergarh, Rourkela.

Sub:- Strike Notice

Sir,

With regards to our strike notice served on the Management of M/s. Hindustan Steel Ltd. on 6-9-1960, we beg to submit that on the basis of your letter No. . dated . . . containing a copy of the assurance of the management addressed to you, we are partly glad that some of our demands had been met therein. But we regret that some more demands have still remained unfulfilled. In view of this partial fulfilment of the demands and with a view to allow the management some more time to sympathetically consider our other demands without the embarrassment of a strike situation our Union has decided to withdraw the strike notice.

Hence, we beg to inform you that the said strike notice of 6-9-1960 is hereby withdrawn with effect from today the 20th September 1960.

Yours faithfully

SD- B. K. Panda, 20/9

General Secretary

Rourkela Steel & Mining Mazdoor Congress
Rourkela.

Sept 29, 1960

Dear Com.Ponda,

Thanks for your report of 24th Sept.
It is quite interesting.

The comrade who is dealing with cash in our office is not here at the moment and hence I cannot tell you whether the money has been sent or not. Normally, the remittance was to be made in the first week.

However, I have sent you today by T.M.O. a sum of Rs.100. We will adjust the accounts later on.

Have you fixed up the date of your conference?

I had a talk with Shri L.N.Mishra, Deputy Minister for Labour regarding Rourkela strike notice and he told me that he is going to intervene.

comrade
Hope to hear from you from time to time.

With greetings,

Yours fraternally,

VRS

(K.G.Sriwastava)

12 8 SEP 1960

The Secretary, A.I.T.U.C.
New Delhi

Rowkela
21-9-60

Dear comrade,

Namaskar. It appears you had thought that we had given strike notice for all the workers of H.S.L. That is not true. The strike notice was only for Muster Roll & Work charged workers.

We had seen that there were some demands backed by provisions of law which had remained unfulfilled and violated by the management. These were the problems of re-instatement of the 31 mazdoors who were retrenched illegally, the arrears of overtime dues, absorption in regular cadre from temporary posts, casual leave etc. Which ever union would make a show that it is agitating for these demands will achieve success. Even one can achieve some significant success by a threat of a strike. So we took advantage of a situation presented by the management due to its chaotic conditions. The retrenchment of 31 mazdoors provided the immediate heat for a strike situation. The minds of the workers were agitated on this issue apprehending similar indiscriminate retrenchment in future. The past background was also favourable to us in as much as the onessa Labour Dept. had passed strong strictures against the management for its violation of labour laws and the responsibility for the June strike was squarely placed on the shoulders of the management. Hence it was such a background where the management was lurking in a defensive position.

Putting forward the demands we started negotiations with the management and moved the Labour officer simultaneously. As was to be expected the negotiations failed, and still worse, the management failed to reply to the queries of the Govt. Labour officer. This was towards the end of August. By then we were thinking to start the strike in October, little knowing that workers will not wait for so long. Our leading workers in Muster Roll pressed for a quicker strike notice, arguing that the management will not be in need of the present temporary labour force in October after the rains are over. A strike at that time would be futile. We conceded this argument to be reasonable. But cutback was cut off by that time from Rowkela due to floods. We informed cutback by telephone of the decision.

After the strike notice of 6-9-60 conciliation started, you can observe from the comments of the management of 9-9-60 that they had not conceded anything substantial therein. They did not concede anything substantial because they were thinking that we will not be able to go in for a strike. They were influenced by the thin gatherings in

in our meetings and processions which were less than even those of June. We could not collect any strike funds till 16-7-60 as the payment was not over by then. So our preparations were poor in reality. Com. Boto Panda and myself were the only two solitary organizers. Out of this most of the time I was tied down to negotiations and only Boto Babu was available for agitation and organization. After 17th we decided to whip up the organization side of the business. The volunteers were screwed up. We felt, may be we have to launch a real strike. We were almost in the position of the Govt. employees during their last strike. So on 19th. we could stage a big demonstration of about 2000 workers. This had its tonic effect on the management. In the conciliation of 20th. they agreed to take back the 37 retrenched and pay overtime starting from before the Pujas. If one adds to this their ^{preliminary} acceptance of the principle of seniority for absorption as regulars, and to examine the question of casual leave, we felt, this would be somewhat satisfactory. Comrade Guruscharan Patnaik who was here by then, also expressed satisfaction. But the costliest issue of wage rise remained to be fulfilled by the Orissa Govt. That was a lag since the workers are not going to get some money more immediately, as they had got 4 annas last time.

We were doubtful as to how far our inexperienced and kisan-like workers would accept this agreement. On 20th. evening we had called a public meeting. Before that we called the volunteers apart and consulted them. We found them strongly and unanimously in favour of a strike on the morrow. We then asked them ~~as~~ about the lag in the preparations. They said, they would keep awake the whole night, collect the entire funds due, and enlist further volunteers. We had to yield against our will. In the public meeting we gave the call for a strike on the morrow and took another vote. It was unanimous. The gathering was about 2000, most of them, we knew, had come only to know as to what they are going to get than as to what they will be called upon to do.

In spite of this sudden turn for a stronger line, that too unprepared, we were could count on the reasonableness of our demands. We felt, that if worse comes to worst, even by a formal strike we can move the Orissa Govt. to come out with its announcement of a four

four annas further wage rise, which had been decided by the Council of Ministers. That would enable us to come out with success after a strike of a week or ten days. That was our consolation.

Unwittingly the Orissa Govt. came to our rescue after that fateful public meeting. The management was also expecting till that meeting that we will declare a withdrawal as we had agreed in the conciliation subject to ratification. Finding the agreement rejected they too went panicky. They too were not prepared to face a strike. We found the Dy. General Manager running to the Police and magistracy. They all conferred.

At midnight the Sub-Divisional Magistrate a supporter of the H.S.L., who is the next conciliation officer served a conciliation notice on us. That was another turning point. After that notice a strike on the morrow would become illegal as per 22(d) of J.D. Act. Hurriedly we called a meeting again in the colony at 2 A.M. and explained the implications of that notice. It was decided to withdraw the strike. At 4 A.M. we went to the Labour officer and withdrew the strike notice on the basis of his previous conciliation. But the midnight meeting was attended by some volunteers, and the large number of workers were ignorant of this decision.

In the morning of 21st. we announced the midnight decision to return to work. by a microphone. ~~the~~ workers who heard of this decision, as was to be expected, reacted very badly against the decision to withdraw the strike. The H.M.S. union immediately took advantage and circulated a rumour that we took Rs 8000 from the management. Some thought it might be true. In the evening of 21st. the workers attacked our volunteers with strong words. On 20th. we both the organisers were on our feet for more than 24 hours without a wink of sleep. So on 21st. after a meal in the noon we were in no position to visit the colony. Conscious of the reaction that would be boiling in the colony, we had our confidence in the strength of truth, and decided not to face it in its first sweep. Let the storm pass off, and the minds cool down, so that they can properly receive our arguments in support of the truth. Thinking so we reclined for the noon. In the evening we attended office, met the volunteers

there, took stock of the reactions, and fixed a public meeting on the next day i.e. 22nd.

In that meeting we explained the implications of an illegal strike for 3 hours. As calculated by us the tide of discontent and suspicions came down. Our volunteers in the colony had done a good explanatory campaign before the meeting on 22nd. That too bore fruit. We found that ordinary workers expressed in favour of our decision and in their language explained the horrors of an illegal strike and the wisdom of the union in saving the workers from a crash. We assured them that we can go in for another strike on the wage demand if it is not fulfilled within a month.

Collections during the strike was about Rs. 200/- which were spent away in the preparations. The rest could not be collected due to want of cadres. We will try to collect something more. In the meantime we have gone into some loans.

We have got a call from the contractor workers of Dodsai to organise them. We are attending to that also. On 25th there will be another meeting of Muster Roll workers where we intend to give a call for further funds to fulfil the remaining part of their demands. Meanwhile we will also move the Orissa Spvt. We intend to send a delegation to Bhubaneswar soon. We have informed com. Dur a to come here soon and help us to finalise the accounts and also the Conference.

It is really surprising that you left me semi-starved this month without ending even the Rs. 100/- wage for September. Today is 24th. You can imagine my plight. In my letter of 6-9-60 I had given you an account of other dues including the wage for May. I am now neck deep in loans. While I am expected to keep worried with the growing movement here, I have been forced to suffer worries for my family and my own maintenance from day to day. The estimates of com. Shanker that Rs. 200 will be collected from our branches here has practically boiled down to Rs. 30 P.M. Every pie that comes goes for the movement. Boto babu is also in miserable plight. So no hope of funds from the union till the conference is over. Received your telegram but do not the letter you mentioned therein. Enclosing herewith copies of the strike notice and comments as desired by you. PRAY SEND REMITTANCE BY WIRE. TREAT THIS AS S.O.S. CALL.

Yours fraternally

K. Panda. 24-9-60

Form P

(Of the Orissa Industrial Dispute Rules)

Form of Notice of Strike to be given by Employees in a public Utility Service .

Name of the Union:- Rourkela Steel & Mining Mazdoor Congress,

Address:- Bisra Road, Rourkela, K.

Ref: N^o. RSMMC.386/60)

Dated, the 6th Day of Sept, 1960.

To
The Resident Director,
Hindustan Steel Ltd, Rourkela.

Dear Sir,

In accordance with the provisions ~~of~~ contained in Sub-Section (1) of Section ~~22~~²³ of the Industrial Dispute Act, 1947 we hereby give you notice that we proposed the Mustor Roll and Work-Charged employees to go on Strike on 21st Day of September 1960 for the reasons explained in the annexe.

Annexe:- statement of the case :-

Yours faithfully
sd- B. R. Panda
General Secretary
R. S. M. M. Congress.

1. Reinstatement of the 37 mazdoors including 35 Advisi~~ed~~ women, who have been retrenched unjustly and illegally from 30.8.60 , without any loss of wages for the illegally retrenched period.
2. All workmen who have completed three months of service should be treated as permanent in the Registers of the Hindustan Steel Ltd and any retrenchment should be effected on the principle of 'Last come first go' categorywise taking the construction and production sections of Hindustan Steel Ltd, as a whole.
3. All workers who have completed 240 days of work should be given earned leave with wages as per section 79 of the Factories Act, and casual leave. All such earned leave should be credited in the leave books of the workers who have earned such leave .
4. Immediate payment of arrears of overtime dues, payment of which is being dragged since the last 3 months .
5. All mazdoors must be paid a consolidated pay of Rs.75/-

P.T.O.

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per
Rs.75~~per~~ month with effect from July 1958 and proportionate increase
in the wages of work -Charged and other categories of Mustor-Roll
Workers e.g., Work sarkars, Mates ,Khalasis etc .

6. Dismiss RanChandra Biswal, Zamadar of Security Force
for beating and insulting 10 Female mazdoors of Steel Melting Shop
on 30.8.60 with the help of 12 security Z~~aw~~ans .

7. Full payment of wages for the Strike period .
Strike wages for the just and legal Strike from 14.6.60 to 22.6.60
still remains unpaid.

Mours Faithfully

Sd.

(B.K.Panda)
General Secretary ,

Rourkela Steel and Mining Mazdoor Congress.
Rourkela .

REF : No. RSSMC-389/60

Dated ... 14.9.1960.

To
The Conciliation Officer,
Rourkela.

Sub: COMMENTS ON THE STRIKE NOTICE.

Sir,

After going through the comments dated 9.9.60 signed by ^{their Labour Welfare Officer for} the Management of Hindustan Steel Ltd., we submit our comments as follows :-

1. 37 retrenched : The 37 mazdoors of Steel Melting Shop (SMS) are temporary workers, called by the Management with a strange name of "Muster Roll" workers, who had been in continuous service for the last 4½ years. The muster roll belong to different categories e.g. mazdoors, mates, work arkars workers, Keymen, Khalasis, Carpenters, Blacksmiths etc., all of them are taken into a pool from which they are made to work in construction and production operations from time to time as it suits the needs of the Management. This is the practice in vogue, which should explain the nature of their employment in the absence of any contract. So these 37 mazdoors of S.M.S. were retrenched from the pool of temporary workers, and not from ^{the} S.M.S. department alone. As such their seniority should be taken into consideration as per section 25 G of the Industrial Disputes Act. Our assertion is that they are in the seniormost service under the mazdoor category in ^{the} pool, and cannot be retrenched while their juniors continued in service. Hence this retrenchment is illegal.

Secondly, Section 25 F (A) of the Industrial Dispute Act demands the management to serve a written notice "Indacating the reasons for retrenchment" in unmistakable terms. In the retrenchment notice served by the Management no reasons have been indicated. As such the retrenchment notice is again illegal.

We now venture to ask the Management, whether these

there was really no reason in their minds at the time of serving the notice? It would be inconceivable to say that there was no such reason in their minds. So there was some reason. Were they shy to mention that? Some time before these notices were served, by the Deputy General Manager (P) [DCM(P)] had explained the procedure for retrenchment vide his Circular No.W-1(5) dated 25.7.60. To indicate the reason is also advised therein. The management cannot now explain away that its well-read officers were ignorant of this statutory provisions.

Can we suggest to the management that the real reason for this retrenchment was the attempts of some officers to exploit the fair sex amongst the retrenched ~~mazdoors~~ mazdoors, some of them well built young ladies? Is it a fact that the Resident Director (R.D.) got annoyed at this affair and ordered this retrenchment? Is it true, that to hide the scandal some old women mazdoors and a few male mazdoors were also included in the list of young ladies? Such is the talk amongst the workers. This may be true, may be false.

But the above impression was further strengthened during our talks with the D.G.M. (P), the R.D., and his P.A. Mr. Ramani. The Labour Welfare Officer, (LWO) who is made to represent the Management, was also present during our talks with the D.G.M. (P) on this question. When we first met the D.G.M. (P) on this question he replied that the R.D. had personally ordered this retrenchment on the principle that no women should be employed within the factory, and that he had nothing to add.

Then we telephoned to the R.D. His P.A. Mr. Ramani refused to give the connection to R.D. After we posed the seriousness of the question he asked us to hold on, Perhaps after consulting the R.D. he asked us first to convince him before we get in touch with the R.D. Having no other go we took him to represent the R.D.

His version was that they were retrenched due to their work being considered onerous, and the R.D. is trying to transfer them to work which would be less onerous. We were thunder struck by this explanation. After all when have the managements taken to lighten the onerousness of their hated and illtreated workers without any complaint from the workers ? Are we in the midst of socialism ? May be, since this is a public sector project. But our experience and the remarks of the Orissa Govt. are, that there in H.S.L. the existing meagre Labour Laws are respected as an exception than as a rule. So our original impression was further strengthened to the effect that since physical onerousness should primarily be complained by the workers concerned, which is not the case here then the representative of the R.D. must have meant moral onerousness. If the Management was so very concerned with physical onerousness, then retrenchment and consequently starvation is certainly no less onerous.

On 28th August, a Sunday, when the last date of notice was nearing us, we telephoned to the R.D. at his residence. We were impatient and desperate by then as the promised transfer orders did not come out till the eleventh hour. We were fortunate to talk to him direct. His reason was that in the interests of smooth running of the factory they were retrenched and asked us to see the D.G.M. (P). Though we felt it useless to see the D.G.M. (P) any more on that issue, we were concerned very much with the reason. This vague reason of smooth running also strengthened our previous impression. We admit that we have no direct proof in support of our impression. It is derived from the talk of workers and strengthened by the various reasons given by the representative of the management, all leading to strengthen that impression, when the case was fresh, and the management had less time to look up a false reason.

Then on 9/8/60 we had lodged a written complaint with the Management, that Section 25 F and G of the I.D. Act had been violated by this retrenchment. Two or three days after

that as usual a copy of that complaint was sent ^{by Govt.} to the Labour Officer. ^{subsequently we also complained to the Labour Officer} As usual they sent reminders. But the Management could not reply neither to us nor the Labour Officer till our strike notice was served on them. We can now boldly suggest that this failure to reply was due to their long search for a false yet seemingly valid reason.

The simple reason they have supplied in their comments to our strike notice, that the concerned work was over, could have been given before. If they could have given such a reply earlier, we could have proved that such work was continuing. But after finding us agitating over this issue they have closed down a part of that work to prove their case. It cannot be forgotten, that these workers, though temporary, were engaged in production work of carrying metals and wastes in the S.M.S. so long this part of the work is not replaced by machinery as in Jamshedpur this work is bound to continue. They have not explained as to ^{by} what machinery such work is replaced.

Hence we submit to you, Sir, even if the work is really over, it is not and cannot be a reason for retrenchment, but only a consequence of retrenchment, which was motivated by the puritanic policy of the Management not to employ women inside this factory.

With regard to this puritanic policy of the Management, we further submit that the constitution of India forbids any discrimination based on sex. While we fully appreciate the pious aims of ^{the} R.D., we strongly differ with his method of curbing the evil. If such is the evil, then the real culprits being the officers should have been taken to task and not these innocent and helpless coolies.

The Management has also not notified a list of the workers to be retrenched at least one week ahead of serving notice, as required under the Orissa Industrial Disputes Rules.

Many of the retrenched are Adivasis who should be uplifted by employing them in Industries. There are also a few displaced persons amongst them, who had lost their home and lands in the area taken over by H.S.L. The Management has an obligation

to keep them employed. During the last strike in June the R.D. had assured us to try for employing at least one member from each displaced family.

At this grave violation of statutory provisions the workers are greatly agitated, and are panicky about indiscriminate retrenchment by the management in future. Needless to mention this issue was the immediate provocation for the strike notice.

So, the retrenchment notice is unjust and more so illegal. The Management need not stand on false prestige. They should at once withdraw the illegal retrenchment notice, and reinstate those workers paying their normal wages for the illegally retrenched period.

2. Leave : In our strike notice we had demanded for 2 kinds of leave. One is earned leave for those who work in the factories of H.S.L. and the other casual leave for all the temporary workers. In their comments the Management has claimed to be regularly paying earned leave to all factory workers.

Our humble submission is that they have never paid any earned leave to the muster roll and workcharged workers in their Factories nor any leave books given to them as per Law. As far leave books even the permanent workers of the Factory have not got them, not to speak of temporary workers. Strong structures were passed against the management by the Inspector of Factories in July on this issue. The Management had begged for a month's time to mend this and other violations of Law. The Government of Orissa was under no obligation to give even a day's time to the Management, since Law is Law. Any violation of Law must be penalised. This being a Public Sector Project, perhaps, the Govt. did not mind to be a bit lenient, and we too did not object. It is now two months. We and the Govt. must repent for that leniency, which we feel, if anything has only encouraged the Management to persist in its violation of statutory provisions.

As for casual leave, temporary workers engaged in non-factory sections deserve some such leave. In ordinary construction works of a casual nature, say lasting one season or one year, no such leave may be given. But in long range

range construction works like the Hirakud or Rourkela where work continues for 5 or 10 years some such leave must be provided for. Ours is a Welfare State. This H.S.L. is an offspring of that conception. The Management of H.S.L. cannot ignore its obligation towards implementation of that conception of a Welfare State.

These construction workers are the bed-rock on which the industrialisation of the country depends. A Welfare State simply cannot be conceived of without the Welfare of this bedrock.

Life long these construction workers will work for 5 to 10 years in each construction place of the country, and life long they will not enjoy any paid leave. It is simply nightmarish to think of such a life. Yes, some private capitalists may refuse to give such leave, as the Law is inadequate. But a Govt. wedded to the principles of socialism and a Welfare State cannot deny such minimum and elementary facilities to these unbranded patriots of the nation in one of its own public undertakings. If the R.D., who had spent long years in construction works, would have been denied some such paid leave on the plea, that in each project his work was temporary, we believe he would have simply revolted and resigned. Even now some of the supervisory staff working in non-factory sections get paid leave. Then why not other categories of construction workers especially mazdoors get that benefit, such discrimination, explained away by any law or contract, is bound to create heart-burnings and consequently industrial unrest.

We have explained above our ~~non-negotiable~~ claims based on the minimum natural justice in a Welfare State. As far custom and usage the workers in Hirakud were getting paid leave, even though their work was temporary. ~~xx~~ Even here at Rourkela a section of the temporary staff working under Dodsal, Larsen & Toubro, Modern India are getting paid leave. Even in H.S.L. the supervisory staff in non-factory sections get paid leave.

After our claim is backed by natural justice and by custom and usage, if it is not fulfilled, then it can be backed by a bargaining strength. In the past these temporary workers due to lack of organization could not bargain for this demand. Now that they are organized in our Union is no secret. Let the Management accept this just and legitimate demand and avoid any trial of strength which will be highly detrimental to its prestige.

In that case one question would arise as to the quantity of paid leave. In our strike notice we had not mentioned ~~specifically~~ specifically the number of days with a view to allow the management to determine the number of days on the basis of its practice towards other workers in the establishment. Once the principle of giving some casual leave to these temporary employees is agreed ~~upon~~ upon, we believe, there^{re} will be little room for any dispute on the number of days.

3. Permanency and Retrenchment : We welcome the assurances of the Management in their comments of 9.9.60 that they will absorb as many of their temporary workers as possible. These labourers had worked here on a nominal wage not merely for love of that wage but with an ambition and hope that they will be permanentised here after construction is completed. With the construction ~~first~~ fast approaching its ~~definitive~~ dead end, the anxiety of the workers is increasing. Absorption on the basis of seniority has been accepted by the Management since July. Prior to that many juniors and even outsiders were absorbed. As such the senior workers with 3, 4 even 5 years of service have a just ~~grouse~~ ^{grouse} against the past policy of absorption. They want to ~~recognize~~ rectify the past injustice. One method would be to immediately resuffle the appointments on the basis of seniority. That may be a laborious process with the management. So we have asked for a less laborious method to continue as it is till retrenchment, and at the time of retrenching take the junior-most list and retrench, be they in construction or production, - be they temporary or regulars. Except those regulars who are under any contract to the contrary effect, Section 25 G of the I.D. Act recognised only one difference between worker and worker i.e. the difference in category and not departments.

The actual trouble arises at the time of actual implementation of the above principle. Number W-1(5)/Circular of the HSL dated 25.7.60 envisages some queer conceptions about the retrenchment ^{clause 3 of that circular lays down, that if a worker absent has been absent continuously for 14 days, all his service previous to} provisions. Such absence should be ignored while calculating retrenchment compensation. It also lays down that retrenchment compensation cannot be calculated on any service prior to 3 years because the management does not preserve records of attendance

attendance of more than 3 years. Needless to mention, ~~of~~ sir, this portion of the circular is a law against law in the face ^{of} clear and decisive provisions of section 25 F (b) of I.D. Act. Retrenched workers have to go back to their native places ~~so~~ far off from Rourkela. Actually they need more compensation than provided by law. Contractors in many places ~~including~~ ^{those} of H.S.L. pay to and fro expenses to their workers. But here in H.S.L., there are such authorities who do not hesitate to snatch away the meagre facilities granted by Law. What a callous approach, what a stony and heartless approach towards labour problems!! You of the labour department, who are guarding and fostering healthy industrial relations, sir, should take note of not only the individual violations of law in particular, but also the whole approach in general, and the mentality behind it. This attitude smacks of a stong hatred and vidictiveness for labour.

From the above mentioned circular one can ~~conclude~~ that the workers who will be retrenched will not only lose their compensation for any service beyond three years, but also it will become impossible to ascertain as to who is senior by how many days, who is to be ~~retrenched~~ first, and who is to be absorbed first on the basis of seniority, now that records prior to 3 years are not expected to be found with the management. These are practical problems, grave in nature, which would be more than enough to incite the workers to extreme actions like strike. On flimsy pretexts such suppression of records can be imagined if practised by some capitalists to evade taxes, or by some departmental heads for suppressing evidence of fictitious names of labourers whose salaries they might have pocketed or by cruel managements for depriving the labourers of their service rights and retrenchment compensation. But it cannot be imagined how such arbitrary distruction of records can be done in a public sector project, like the H.S.L. where every naya pisa is accounted for, audited, *

audited, reaudited, and records to be preserved carefully. Be that as it may the workers have a right to demand the recognition of their services in full by obtaining a written list of temporary workers with their joining dates from the management, since no reliance can be placed on the chaotic condition of the management, that they will be governed on the basis of seniority in matters of retrenchment and absorption, will entail little implementation. Hence it is not for nothing that we had demanded the implementation of a just and statutory provision in our third demand of the strike notice.

(4) OVERTIME : The management had agreed in middle of June this year to pay the arrears of overtime dues with retrospective effect from 13.7.59 as advised by the Labour Commissioner of Orissa. The overtime pay at double the rates is a statutory claim denied by the management all along. It got accumulated for years. Under the pressure of two lightning strikes in June the management agreed to pay a small part of the total arrears of only eleven months out of a total of about 4 to 5 years; that too without giving the grace, as it was achieved at the intervention of the Labour Commissioner. Even the dues under this small portion is delayed since the last 3 months. Why this inordinate delay? Is the management considering this ~~as dues~~ as a charity or a gratis to its workers so that it can pay at its own sweet pleasure? Or does the management consider that these temporary workers who are paid a negligible wage of Rs. 45/- p.m. are so rich enough as to wait for months together? Actually the workers have done a gratis to the management by not insisting on the entire overtime dues. In the interest of better industrial relations the management should have quickly say within a fortnight of the agreement, paid this little dues and should have tried to pacify the discontent of the workers over the past reluctance of the management to pay at double the rate.

rate.

There can be no justification ^{for} ~~of~~ this delay of ~~in~~ the management, especially when its own contractors e.g. Hochtief Gammons had paid off their dues about a month ago to about double the number of workers than H.S.L. ~~is~~ has to pay. After all the management of H.S.L. is expected to be more efficient and prompt than its contractors. *is viewed by the workers with distrust to the effect that the management*
This long delay of the management ~~would~~ would swindle away ~~that the~~ with this dues as retrenchment is nearing. We the leaders of the Union, who do not distrust the management to that extent, are helpless to convince our workers in the face of this inexplicable delay by the management. Even after inviting a strike notice on this second immediate issue the management does not appear to have learnt any lesson out of its past failures, as can be observed from its ~~f~~ comments. Even now they continue to say "as soon as possible". This is such a vague ~~the~~ term that it may mean a day or even a decade. The workers are in no mood to wait any longer than a week or two at best. We expect that the management might have gone some way in calculating the days of overtime. With a little more concentration they can easily prepare the bills within a week or two. After all it is plain accounts only to calculate per worker the number of Sundays he had attended out of a total of about 48 or so. Nothing ~~may~~ very complicated in this.

(5) Rs. 75/- Pay. : With regard to our demand for a minimum consolidated pay of Rs. 75/- p.m. we beg to submit the following reasons :

(a) The cost of living in Bournkela is the highest in Orissa, more than even at Calcutta. As such, we had demanded in our June strike that the then existing wage of Rs. 1-50 Np. ^{was} wholly inadequate and had asked for Rs. 75/- p.m. ~~(and offered us 1 annas increase in the daily wage and asked us to withdraw the strike. We had expressly told him~~

Contd.....

Rs.75/- p.m. At that time the R.D. had agreed that personally he had no objection if their Beard sanctioned Rs.75/- pm and offered us 4 annas increase in the daily wage and asked us to withdraw the strike. We had expressly told him, that in such an event, he should not object to our agitating for a further rise. The Labour Commissioner of Orissa had also asked us to withdraw the strike first, so that he would intervene on this and other issues.

As the Labour Commissioner's intervention failed, we again moved the matter with the Orissa Government. On 20.7.60 the Hon'ble Labour Minister of Orissa, Sri Rajaballabha Misra assured our workers that he will raise the minimum wages of Rourkela to Rs.2/- per day. It really pains us to know that the Gazette Notification fulfilling this assurance is delayed till now. Nevertheless that assurance even in its value of an opinion of a Labour Minister cannot be ignored. But this Rs.2/- per day is only a minimum wage, certainly not a reasonable wage, and much less a living wage to which the workers are entitled. Hence if we have put the minimum reasonable wage at Rs.75/- p.m. there is nothing unreasonable to the management. On the contrary the workers can say, it is still unreasonable from their point of view. The H.M.S. Union, Rourkela Mazdoor Sabha has demanded a minimum wage Rs.104/- p.m. We have reduced it to Rs.75/- which shows how practical our proposal is.

(b) The same management of H.S.L. pays Rs.70/- to its temporary construction mazdoors at Bhilai, who have completed six months of service. Because Rourkela is more costly than Bhilai, we have asked for Rs.5/- more. Hence we are more than reasonable to the management if we have asked it to pay its own rates of Bhilai as applied to Rourkela, especially when Rourkela is no less costly than Bhilai. We have a right to question the H.S.L., as to how they can discriminate their workers in Orissa adversely as compared with their workers in Madhya Pradesh? It would be a source of indirect incitement to provincial contd...

provincial feelings.

(c) The H.S.L. being a Public Sector project is expected to set an ideal in Labour Affairs to its own contractors. But the contrary is the case here. Its contractors ^{nam} Gannon Dunkerly and Brittanian are even now paying Rs. 2/- per day to their mazdoors. Hence the Rs. 1-75 NP wage of H.S.L. is highly unreasonable.

(d) The argument of the management that they are guided by the local rates cannot be accepted in as much as no local rates of wages remain static. Take Rourkela for example. Here the local rate was 8 annas per day six years ago. Then it increased to 12 annas, then to Re. 1/- then to Rs. 1-25-Np. and so on. Now it stands at Rs. 2/- as mentioned in the previous paragraph. A wage depends mainly on the need of the worker and the ability of the management. The local rate is of secondary consideration. After all it is we the people who make and unmake local rates.

(e) Will you believe it sir, if we submit that the H.S.L. at present is paying a basic pay wage of only eight annas per month to a temporary mazdoor!! You will of course refuse to believe it. But it is a stark fact. A mazdoor is paid only Rs. 45/50 NP. per month by the H.S.L. The same H.S.L. pays a Dearness Allowance of Rs. 45/- p.m. to a regular mazdoor even now. Now out of the total pay Rs. 45.50 NP per month of a temporary mazdoor, if we deduct Rs. 45/- as D.A. the balance of basic pay is only 8 annas, sir, This is incredible.

(f) The four annas won by the muster roll mazdoors is again not extended to work charged mazdoors who get only Rs. 39/- and some Rs. 45/- p.m. Similarly it was not proportionately extended to other categories of Muster roll workers like Mates, Worksarkars, Khalasis, Gateman, Keymen etc. Perhaps the management thought that by forcing the temporary workers to accept a discriminatory wage rise, they would be able to enjoy a quarrel between workers in

workers who got 4 annas and those who did not get. Even if the management would deny such a motive, the consequence would remain the same. But the situation has now boomeranged on the management in the shape of this strike notice. The R.D. had promised to consider sympathetically for a proportionate wage rise. It has yet to be fulfilled.

(g) Ramachandra Biswal : - The ill-treating of 10 female nazdoors on 30.8.60 near the S.M.S. by Security Zamadar Rana Chandra Biswal had taken place in broad day light. In their comments the Management has denied of such an accident. It only shows their lack of enquiry into the incident.

In this connection we beg to submit that the Security Force of H.S.L. by its very name is organized as a gang of storm troopers to suppress the legal and legitimate rights of the workers. We have no objection if they keep gatekeepers to guard the properties of H.S.L. But the H.S.L. is maintaining this Security Force as a parallel police force on military lines. This is an indirect insult to the Orissa Police force which is always available to guard against any breach of peace any-where, and to protect the lives and properties of all without exception. The H.S.L. is regularly training the Security Force on military lines with parades and military discipline together with an unnecessary section of spies. This so called Security Deptt. has gradually become all powerful to the extent of becoming by itself a super-managementlike the Finance Department of H.S.L. The R.D. being the chief of this Project becomes no chief in matters of Security and Finance. All these hundreds of Security personnel under war like preparations are bound to feel psychologically at war with some body or other. And this some body is no other than the poor workers of H.S.L. and the shopkeepers in the factory. Once they knew their position as all powerful, some of the hot heads amongst them take to insulting and illtreating the workers. Even the Superintendent of Police was no exception to this ill-treatment. About a

was no exception to this ill treatment. About a month ago we were not surprised to read in the newspaper about the dismissal of an Assistant Security Inspector for ill-treating a woman worker.

In the above mentioned background, Sir, you have to judge the incident of 30.8.60. Out of the 37 retrenched workers of S.M.S. 40 female mazdoors had gone near the S.M.S. to receive their retrenchment dues at about 7 A.M. They waited for other ~~their retrenched~~ retrenched workers till 10 A.M. when this Zamadar R. C. Biswal came to them with 12 Sepoys called ~~them~~ zamans and ordered them to go and receive their dues. They refused to do so till their other comrades came. At this the Zamadar got wild and hit an elderly woman by a cane like thing. Then the group who were sitting got up terrified and the zamans came and dragged them to the S.M.S. where they were forcibly made to give their finger prints and some monies were paid off. While dragging them to the S.M.S. some zamans had caught hold of them with their hands on the breasts of these labour heroines. After the payment was forcibly over the Zamadar ordered the zamans to remove their gate-passes from within their blouses. Immediately the zamans pounced upon these sister workers and penetrated their hands into the blouses of the workers and removed away the gate-passes from the middle of their breasts, breasts which had held dear those cards for years together with pride, pride that they were employees of a great undertaking as the H.S.L. Then the muscles of their necks were put to test by the Security force as if to examine how well they had carried head loads of dolomite, fire clay bricks and earth in the past, by necking them out at every step till they crossed the gates with a final word "Sali log never try to step into this factory again". True, this factory has no need of its mothers, when they had joined the H.S.L. little did these Adivasi women know that they will be rewarded in this pattern after labouring for 4½ years and after constructing this giant project to the nation. While our Prime Minister prefers to allow one of these Adivasi female mazdoors to inaugurate some of the Nation's Development Projects than himself availing that honour, here

here in H.S.L. the honour and reward for such workers is really matching .

The above scene was enacted before a large number of workers working nearby. We have heard of evidences narrating the same story to us. In the early hours of that day we heard that an unusually large concentration of Security Forces was posted that day around the S.M.S. At about 11 A.M. two workers ran to our office and gave us the news. Immediately we reported the matter in writing to the Govt. Labour Officer who at once proceeded to the H.S.L. office. Somehow the Asst. Labour Officer Mr. Patro could not get into the factory and make an enquiry on the spot. By that time every-thing must have been over.

Simultaneously we telephoned to the Police Station and the Dy. S.P. about this happening. We also informed the same to one Mr. Misra a Sub. Inspector of the Central Intelligence Deptt. We do not know about his findings. He was at the gates of the Factory and went in after we informed him. A criminal case can easily be lodged against the accused. But as the concerned females are poor and now jobless, that road is blocked for them. That does not mean their comrades who are still in service, cannot agitate for justice from the management.

Our Prime Minister Sri Jawaharlal Nehru had once advocated hanging black-marketeers to the nearest lamp post. In comparison with that this crime deserves more than hanging. If we have only asked for dismissal, we should be considered to be comparatively liberal. If the Management would still persist in its denial of the incident, then we will be ready to submit this case for an impartial inquiry by any officer the Labour Commissioner or Labour Minister of Orissa would be pleased to appoint and accept his findings as binding. In that case if still the guilt is proved, will the H.S.L. Management dismiss the guilty ?

7. Strike Wages : Wages of the last strike period from 4.6.60 to 22.6.60 have not been received by the workers. These workers are mostly poor mazdoors, who have come here

from different parts of Orissa including some Adivasis and most of them illiterate. Till they struck work most of them were not organized in any union. As such it was not possible for them to give a formal strike notice. Getting suffocated under the inhuman conditions under which they were made to work and live, desperately and spontaneously they struck work. For such a situation these workers cannot be held responsible. The management should take that blame.

Secondly the project was then not declared as a Public Utility Service. Hence not serving a notice cannot be illegal under any law.

Thirdly, the management had conceded a part of the demands by giving a 4 annas wage rise to mazdoors, for payment of overtime dues etc. It now cannot be argued that there were no just grievances for which the management alone is responsible.

Fourthly, the workers from their experience had seen that the management was not paying any regard to conciliation machinery. Even during and after the strike conciliation attempts had failed. But for that strike the workers could not have achieved the gains of 4 annas wage increase etc.

Fifthly the R.D. had rightly felt that the wages are low and deserve to be raised, there can be no justification to deduct a part of the insufficient wages so long it is not illegal under the law.

Lastly the H.S.L. has been declared as a Public Utility Service after the last strike. Their present strike notice has proved their bonafides beyond question that they have full regard for the law and conciliation machinery.

CONCLUSION.

In conclusion we beg to submit to you, Sir, that we would have no need to explain ourselves at such length and tax your patience, had the management been good enough to respond seriously and sympathetically to our above mentioned 7 demands, a good part of which is backed by statutory provisions of law, and the rest firmly founded on legitimately just and

and reasonable grounds. Also we beg to submit further, that this strike has been forced upon us by the management against our will.

We would not do justice to all concerned if we fail to mention that a considerable part of the above grievances owes its origin in the failure of the Orissa Government to implement the recommendations of the Labour Advisory Board to revise the minimum wages of Rourkela some two years ago. With a view to mitigate that failure we have made the present wage demand of Rs.75/- per month with retrospective effect from July'58. The Orissa Government should have recognised the fact, that the H.S.L. is not an ordinary management. It is running under a bureaucratic set up, ~~and~~ adamant against reason and law, and devoid of initiative and independent thinking at this Project's level, be these due to wrong policy of its Board or due to personalities. During the last strike we had seen the pathetic condition of the R.D. when he was struggling for the grant of a 4 annas wage increase to raise the mazdoors wage to Rs.1.75 nP. per day while his contractors were paying that rate and personally he was in full sympathy with our demand. So he has no powers to be guided by his conscience. As such the H.S.L. is destined to suffer from serious ~~an~~ industrial unrest till things are mended there. The Orissa Govt. should have noted long back that when the H.S.L. is violating statutory provisions it can never satisfy the legitimate demands ~~for~~ of labour which fall beyond the purview of law.

Hence in Rourkela there was a special reason for the Orissa Govt. to be more vigilant against the malpractices of H.S.L. and protect the legitimate interests of the large number of unskilled and semi-skilled labourers most of whom hail from Orissa by raising their minimum wage to a satisfactory level. They have miserably failed to implement the recommendations of their L.A.Board. At least the assurances of the Hon'ble Labour Minister to raise the minimum wages to Rs.2/- per day should have been notified within a month as promised. This will lead the labourers to loose faith in the bonafides of their

Labour Minister, and the Government has ~~at~~ a duty not to let down such a highly placed person as the Labour Minister. So a considerable part of the blame for the present strike should be shared by the Orissa Government.

Before deciding ~~on~~ this strike notice we had very cordially approached the heads of the management and had tried our best to make them see reason, but to of no avail. We had even tried to harmonize the strained relations between the heads of the management with their workers, by taking these temporary workers to their Administrative Office and requesting the R.D. to meet them on two simple demands. That was a golden opportunity for the R.D. to speak to the workers direct and show them as to how concerned he is about their welfare. The gathering was all along orderly and peaceful. No slogans were raised. Nothing to be embarrassed. The behaviour of the R.D. was very strange. While he fully conceded the two demands of paying overtime dues quickly and absorption on seniority basis, he frowned on the workers for coming in such large numbers he branded it as high handed and disturbance. Said he less of course, in comparison with what he did afterwards. The gates of this office were closed to the closed to the workers unless they get a pass. First we felt that this was meant perhaps to prevent any mass of workers approaching their officers. Perhaps they were afraid to face their workers who must ~~xxxxxxx~~ be smelling foul to them. But to our dismay we discovered that it was also meant against the representatives of workers. On 2 occasions we were allowed to have passes after long waiting, the gate-clerk every time going to consult his superiors before giving us the pass. On the first occasion he point blank told us that passes cannot be given to union leaders. Only after returning from there, and telephoning to the L.W.O. of H.S.L., the S.D.M. and the S.P. we got a pass for that day. On another occasion the ~~xxxx~~ Asst. Labour Officer of Govt. Mr. Patro took our representative with him to the H.S.L. office to meet the L.W.O. He had his pass and went in. At the gate we applied for a pass in writing mentioning the programme

fixed by Mr. Patro. After 15 minutes of consultations with his superiors the gate clerk returned us a slip that the L.W.O. is in the factory and refused to give the pass. Walking 2 miles we returned back to the Govt. Labour Office, where we had left our cycles, and telephoned Mr. Patro about the insult we received by attending his programme. Then we slapped our ~~own~~ own cheeks determined never to go to the blessed gate of that office again till amends are made there.

We had applied to the management for passes into the factory as well as their office long back. For getting the factory pass we had been recommended by the Superintendent of Police. We have not received a reply even.

Another impediment for direct negotiations is that the R.D. seldom gives time to us to meet him. He or his P.A. would often advise us to see the D.G.M.(P). To our misfortune we have found the D.G.M.(P) feeling diffident to give a decision without being ordered by the R.D. So we were able to transact little business with the D.G.M.(P) whom we found to be like a post office below the R.D. Even when we have a chance to talk to the R.D. we have found him to bear little patience to hear our problems fully. With all respects to him we would inform you, Sir, that in a discourse he only talks and seldom hears the other side. When he talks ^{he talks} in a rude tone, the tone of a master to his slave, the tone he uses not only to workers but also representatives of the workers. It is high time that he recognises his workers and their leaders as his equals.

The path of direct negotiations being blocked to us, we had turned to the Govt. Labour Officer. We had placed our complaints with him from time to time. Copies of our complaints were promptly sent to the management for comments. On two issues concerning items No. 1 and 6 of our strike notice the Labour Officer has told us that the H.S.L. has not sent any reply.

Finding that the Govt. Labour Officer had also suffered our fate, neglected and disregarded, we came to the conclusion that the management does not understand the language of neither

law nor reason. We strongly feel, that they should thank us now, that we have taken recourse to ~~xxxx~~ talk in the language they understand, the language of direct action or strike, the language we avoid to talk unless we are driven from pillar to post.

In between direct negotiations and the Government Labour Officer we have forgotten to mention a middle procedure we could avail of. That procedure is to avail the help and Cooperation of the Labour Welfare Officer of H.S.L. We have found that the present L.W.O. is quite satisfactory. But he is rendered helpless to play his full role, as he is always used by the management as the management's lawyer towards all claims of workers before you and other impartial bodies. Even the present comments of the management are signed by him instead of some other executive officer. As a result of this, the workers are losing faith on his impartiality and judiciousness; whereas convention demands that such people should not only be judicious, but also appear to be judicious. On most of the above issues we had tried to avail his co-operation, but he also is suffering our own fate. In this respect we have found the administrative officers of H.S.L. ignorant about many labour laws, because they never feel the necessity to study them, since they are not to represent their case in consonance with law. So they go on violating labour laws and after that they take the L.W.O. to defend them willy-nilly, and expect the labourers to have faith again on the L.W.O.

Driven from pillar to post by the callous attitude of the management the temporary workers have served strike notice as a last resort. The last report of the implementation and evaluation Committee of Orissa had squarely laid the blame for our June strike on the shoulders of the management. They shall not escape that stricture even this time, unless they can see reason before 21.9.60. That report felt the necessity to administer the remark to the management, that labour is not a commodity in production but a living human factor influencing production. We can now add that labour in a public sector project

is more than a partner in production, and the H.S.L. authorities are their ^eunelected representatives appointed by the representatives of the whole people. We feel, that the above remark in the report has been lost to the winds. It deserves to be repeated now in a stronger language.

Finally, we take this opportunity to assure you, Sir, that we shall be amenable to all your reasonable conciliation and are always ready to avoid a trial of strength between the workers and their unelected representatives, if the management accepts our above mentioned 7 demands.

With our best regards,

Yours faithfully,

General Secretary,
Bourkela Steel & Mining Mazdoor
Congress.

To
Com. Secretary, A. I. T. U. C.,
New Delhi.

Rourkela,
26-9-60

Dear Comrade K. G.,

Namaste. By yesterday's post I had sent you copies of the strike notice and our comments of 21 typed pages in reply to the management's comments to our strike notice, a copy of which I am sending today herewith together with the management's assurances to the conciliation officers and our letter of withdrawal of the strike notice. Kindly acknowledge receipt of the same.

In my yesterday's letter I had written to you about the financial position. I am in an awfully precarious condition for having not received my wages for May and September. The loans I had incurred here on the basis of the assurances of com. Dange will now lead to kill me politically unless the dues is remitted to me immediately. Pray, do something in the matter.

October 2, 1960

Dear Com.Ponda,

I have received your letter of 26th September. I have replied to your earlier letter yesterday.

It mentioned in my last letter that a sum of Rs.100, your allowance, has been sent by TMO.

Regarding your claim of Rs.375, I have written to Com.Dange at Poona and asked ~~xx~~ him to send you direct from there.

We will continue remitting you the monthly allowance and if you do not receive it by 7th of any month, please immediately inform us. Usually all MOs of this nature are despatched from this office in the first week of the month.

For the splendid work that you are doing, why should we try to starve you. Within the limited budget that we have, we assure you that we will try to help you.

Your October wage will reach you by 10th October since, as I wrote to you, our comrade dealing with cash has gone out of station and will be returning by 5th October or so. We will write you a postcard when we remit the money.

With greetings,

Yours fraternally,

(K.G.Sriwastava)

To The Secretary, (268-B)
Orissa State Council, C.P.I.,
Cuttack.

Dear comrade,

The strike notice of the temporary workers (muster roll + Work charged) in H.S.E. had been withdrawn on 20th Sept. due to partial fulfilment of the demands and due to extension of conciliation proceedings overnight. After discussing with you we had agreed to withdraw the notice considering the assurances of the management as satisfactory. After you left in the morning of 20th. we called the leading workers and placed the assurances before them in evening. In spite of our persuasions they insisted that a strike is still necessary as we have not got an immediate wage rise. On this issue the management had assured us that the matter is under the consideration of the State Govt. and they will abide by that decision. First we had felt that the wage rise announcement by the Govt. can be achieved by a little more move at the state level especially after the clear assurances of the Lab. Minister to that effect with retrospective effect; whereas by going in for a strike with weak preparations may at best achieve the wage rise but not with retrospective effect. That way the workers may be losers. So we tried to persuade the workers to accept the management's offer. By that time the management had also accepted in full three demands out of seven i.e. re-employment of 37 retrenched workers, giving a time limit of 2 months to clear off arrears of overtime dues, and agreeing to absorb temporary workers as permanent only on the basis of seniority. As for casual leave they had not outright rejected it but had agreed to examine it.

But we found that the workers were in no mood to accept this offer which they had got by simply giving a paper notice. These are workers who have joined the working class

fresh from the kisan class. They were neither prepared to contribute to the strike fund till the last day of the notice, nor were they prepared to forego the advantages of a strike by the union, which they felt would increase their wage. So we were facing a greedy kisan in his new garb of a proletarian. When we felt that further persuasion will only break their faith in us we gave up the attempt and tactfully changed our tone. We patched up the affair by telling them that we agree the offer was not very reasonable, but only to rouse them to necessary preparations for a strike we were persuading them to accept the ~~offer~~ offer, though we really did not mean so. They then agreed to keep awake that whole night and prepare the volunteer squads and collect the strike funds.

With the above assurance from the workers we decided to go in for strike on the morrow. We had to change our calculations accordingly. The next calculation was as to how best we can organise the strike so as to exert some pressure on the management. We felt, after all the issue is only of hastening the acceptance and not ~~to~~ ~~the~~ the acceptance itself, since it had been promised by the minister. Let us try just to create that minimum pressure necessary to bring the desired result, so we thought. Going in for a strike was a risk which we had tried to avoid. Yet we decided to take that risk.

In the public meeting in the night we strongly gave the call for the strike in such a way as would ^{be} offset any impression that might ~~had~~ have created that we were fighting shy for a strike.

After that the management at once contacted the S.D.M. (The next conciliation officer and got a conciliation notice served on us at midnight. That was another turning point. A strike on the morrow then would be illegal. We were faced with no alternative

but to withdraw the notice or face police repression and dismissals. Our kisan like workers will be cowed down and demoralised. The other unions will laugh gleeefully in their sleeves and will fatten on our misfortune. This is what we will get if we would have still ~~waste~~ gone in for the strike. The Govt. authorities were getting ready for the morrow. We had lost by then the goodwill of the Lab. conciliation authority as we ^{had} rejected a successful conciliation.

Hastily we called a meeting of the workers in the colony at about 2 A.M. Our workers who had so heroically declared to remain awake the whole night could not be roused from their slumber. With much difficulty we got half a dozen workers. They were leading workers. They agreed with us to withdraw the notice. At 4 A.M. we went to the Labour officer, woke him up, and withdrew the notice on the basis of the management's assurances. The decision was announced in the morning that the strike is postponed due to sudden conciliation notice. ~~One~~ one can imagine the surprise and the hostile reaction of the workers. Even most of the leading workers were swayed away. It was a crisis of the first magnitude for the leadership to solve. The two Pondas were at the end of their wits after taking three sharp twists within a single night. These workers are our only capital. We cannot afford to loose them, yet we were not in a position to see them in their face.

After taking stock of the reaction on 21st. September we decided to boldly face them in a meeting on 22nd. Our strength was in the truth. We explained the truth of the situation, the perils of an illegal strike, and the consequent postponement of the strike to a more convenient date. We exposed the treachery of the management and the subservience of the S.D.M. to the management. Almost all the leading workers appeared to be convinced, and a doubt could be created in the hostility of the middle of the way

workers, while the backward sections were still feeling^{the} unsavoury taste in their mouths. Though we could not find any stiff hostility after our explanation, it would be a deception to think that all were fully convinced. After that through some more meetings the explanatory campaign was further carried forward.

We had could not get the participation of our only T.U. leader, com. Durga ch. Mohanty either before or after the crisis. Fortunately on 29th Com. Govind Pradhan M.L.A, who is the reputed kisan leader of Ganjam Dist. from where most of our workers have come, came here to attend to the sickness of his daughter here. For five days we engaged him briskly in meeting the workers. He proved to be a very effective healing factor.

But now again new hopes have risen in the workers. This time a strike will not be withdrawal without success, so they feel. This new hope has to be given shape. To take them through something other than a strike is not possible because nothing solid can be achieved from that soon. The management has started protracting the implementation of its assurances. The Orissa Govt. being on the verge of a ministry resignation is in a dilapidated condition. Nothing expeditious can be expected from it. The workers, who are on the verge of retrenchment, want to have something hot hot. Now or never is their position. Also there is a need to demonstrate that we can do a strike, as we could not do it last time. We feel the trend is overwhelmingly towards a strike. But...

But the reality is, the position is not strong for a strike, as it is. The last wound has not been healed fully. Even suppose it is healed, the scar is very fresh. These workers are of a preliminary type,

not yet experienced enough to take any twists and turns as the situation demands. They are difficult to move, but once move they will sweep forward in a single direction, but only a single direction. They can be easily demoralized. This is a characteristic that has its advantages in pushing them into a predetermined direction and achieve some thing, and disadvantages in its unreliability of direction.

The task of the leadership is to combine these two aspects of the need for a strike and rousing the workers in a single direction. This demands a vigorous mobilisation. This can be done if we can get the best and suited leaders from P.C. as well as the cent. c.

M.L.A.s Com. Govind Pradhan, Harihar Das and Lokanath Choudhury, and com. Durga plus one or two M.P.s preferably Coms. Elias and Indrajit ~~together with~~ should come here and share their work in rousing the workers towards a strike. The pit falls of 1st time should be tried to be avoided.

As for the timing of the strike it will be towards the 3rd week of October. Any postponement means again 3rd week of November, as the workers get their pay on 16th. November would dampen the spirits of the workers. Hence we opt for October. We will take a final decision when com. Durga comes here on 8th.

We therefore request the State Council to arrange for the success of the strike.

Romkela - }
5-10-60 }

yours comradely
Nityanand Landa.
Secretary,
D.O.C.

copy to comrade K. G. Srivastava.

Dear comrade K.G.,

Namaste. Many thanks for your two letters of 29th & 2nd Oct. I am really sorry for having written strongly about the wage. In the midst of a critical struggle my starving condition made me write a bit strongly. So please ignore the strong tone if I had used in those letters. Having received no letter from you for a long time had also increased my anxieties.

It was really reassuring to read your letter of 2nd Oct. I am highly grateful for your kind anxieties about my well being and that of the movement in Kourkela.

Most probably we are going to strike this month. This time we must make a determined bid. This strike is the last stage of our activities amongst the temporary workers, on the success of which we will pass on to the leadership of the permanent workers here. A failure here means a dark future. Even inactivity here will also mean the same. Unless we achieve something substantial, something glamorous for the temporary workers, the permanent workers will see little difference between us and other unions. Our glamour is in action and less in words. This is our everlasting glamour.

As such you will exert yourself in full to make this stepping stone a success. Kindly send Coms. Elias, Indrajit, or Panigrahi soon before 20th. Kindly also inform Com. Dange to remit the Rs. 375 soon during this struggle. Cannot I expect you here during this struggle?

With greetings

yours fraternally

N. Bhande - 5/60

268-B



7-10-'60.

Dear Com. Ponda,

As I wrote to you earlier I had referred about your old dues to Com. S.A.D.

He has replied that at present he is not in a position to pay anything more. When we are in a position to pay more, we may see.

We have decided to remit you Rs. 150/- per mensem, instead of Rs. 100/- as upto now. This will include rent and other expenses. At the moment there is no possibility of increasing this grant for any purpose.

Rs. 150/- for the month of Oct. '60 has been remitted today by M.O. Every month in the first week it will be remitted.

With greetings,

Yours fraternally,

UHW

(K.G.Sriwastava)



268-13
For favour of publication.

Correspondent: N.K. Pathak

"Unity and Strength of Organisation can stop -
-retrenchment of workers" T.U. Leaders call to the workers
of the Bhilai Steel Project.

BHILAI 9.10.60 "United action of Metal and Engineering -
- of India is the only guarantee of achieving the
legitimate demands. Setting of a Wage Board, fighting
retrenchment, and in case of genuine surplus securing
alternative employment, immediate grant of interim relief
are some of the common problems of workers engaged
in building up of mighty Steel Mills which produce iron
and steel so vital in the life of our nation" observed

Com. Homi Daji, General Secretary Of the M.P. Trade Union Congress
while addressing a 10,000 strong workers rally in Bhilai.

The meeting was the first held under the auspices of The
National Federation Of the Metal And Engineering Workers Of India
in the Bhilai Steel Project. The response of the workers was
tremendous and all present acclaimed as biggest ever held in
Steel Town of Bhilai. Although the meeting was to have begun
at 6 P.M. the workers started gathering at 4.

The meeting was presided over by Com. Sudhir Mukerji a
wellknown labour leader and vice-president of M.P. Trade Union
Congress. Apart from Com. Homi Daji, the other notable speaker
was Com B.N. Mukerji, a respected leader of Berar who is known in
wellknown in this region too for his services to people.

Com. B.N. Mukerji in his speech called upon the workers to
unite under one banner and fight the offensive of the management
and the reactionary policy of the Govt. He recalled the experiences
of the central Govt. Employees and the mounting dissatisfaction
in the ranks of workers due to anti-labour policies of the Govt.
He narrate in detail how even elementary amenities of water
and houses are denied to workers. He quoted Bhilai as a glaring
example where workers lead a wretched life.

Com. Homi Daji dealt with various problems in his speech.
He declared amidst loud cheers that the workers are proud of
their giant Steel Mills but they are equally jealous in defending
their rights. They will not allow these giant enterprises to
be sabotaged by devotees of Private Sector nor permit bureaucrats
to undermine and malign through their deeds and misdeeds.
Govt's rigid approach to various problems, violation of the
decisions of the Tripartite Conferences, refusal to constitute
a representative Wage Board and its failure to provide alternative
jobs to workers before retrenchment is further an aggravating
the situation. Com. Daji quoted instances how divergence in the
central cabinet and powerful re-actionary pull from behind
is doing immense damage to workers as well as to enterprises in
the Public Sector. Com. Daji called upon the workers to unite
and coordinate their struggle in Bhilai with those of other
Metal and Engineering -Est- Enterprises in the country. Wide and
prolonged applause greeted him when he declared that the AITUC
was well aware of the workers grievances and assured no rest
till demands are not met.

Com. Sudhir Mukerji in his presidential address reiterated
the demands of the workers and demanded immediate constitution
of a Wage Board, adequate quarter facilities and treatment of
workers as an equal partner in the management of the industry.
He emphasised the urgent need of providing alternative jobs
to workers before retrenchment and urged the Govt. not to allow
the skill and experience of thousands of workers to go waste.
He read out to workers a draft of the memorandum and asked the
workers to participate in the Mass Signature Campaign as a
first step towards a mighty movement for securing their
legitimate demands.

The meeting ended with thunderous cheers
and slogans at 8.30 P.M.

N.K. Pathak

Mass matter
18.10.60

To
Comrade Editor, Trade Union Recd. S.
Secretary, A.I.T.U.C.
New Delhi.

218-1

Workers gherao in Rowkela.

10th. day of the 10th month 1960 will be long remembered as a day of gheraos in Rowkela. The workers were agitated on the issues of immediate payment of arrears of overtime dues and permanent service. These are temporary workers of Hindustan Steel Ltd. termed as Mister Roll and work charged workers engaged in construction with a promise of being absorbed in the regular set up of the plant. They were resentful over the nepotism and corruption in recruiting into the regular set up. The lightning gheraos caught the officers unprepared.

The Mazdoor Congress led by the A.I.T.U.C. had organised the gheraos. First the Deputy General Manager Sriman Singh's car was stopped by 30 female coolies, who had been assured in writing to be re-employed after being unjustly retrenched, and the promised date had lapsed. Being caught unawares the D.G.M. got them re-employed on the same day. Simultaneously three more gheraos were taking place at the same time in the Public Health division, the field Maintenance Division and the Railway division. The P.H.D. Engineer Mr. Garudachar was surrounded by about 300 workers. Another Engineer Mr. Ghosh of the F.M. division was surrounded by his angry workers numbering 300. The administrative building was surrounded by the 500 workers of Railway Division. Mr. Ghosh could only get out of his office at 10 P.M. under police escort. The management has agreed to expedite absorption of these temporary workers in permanent posts. It was a day of great commotion, but no violent incidents.

12-10-60.

Kalyan and Janda

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**ROURKELA STEEL & MINING
MAZDOOR CONGRESS
SECOND ANNUAL CONFERENCE
BISRA ROAD, 30-10-60.**

Dear Comrade,

You know that the Mazdoor Congress as an independent Union had all along been fighting for the demands of the Steel workers here. It had won a wage increase and double overtime payment for the temporary workers of H. S. L. It is going to achieve demand after demand by uniting the workers of all sections.

After completion of construction the regular workers will have to intensify their struggle for better scales of pay and other demands. This can only be achieved by the cooperation of the workers of all the 5 steel factories. Since the last 8 months our Union has secured the cooperation of the A. I. T. U. C. led by Sri S. A. Dange M. P. who is also the leader of other 4 Steel factories. This weighty cooperation and our union's sincerity has secured first place for our union amongst the steel workers of Rourkela today.

To strengthen our union this second Annual Conference is going to be an historic session where many important decisions will be taken. Leaders from other 4 steel factories and Sri Indrajit Gupta M. P. and Sri Md. Elias M. P. will attend, Sri Duraga Mahanty the Orissa Trade Union Leader will open the Conference.

You are requested to attend the evening meeting in thousands and render all cooperation to make this conference a grand success.

Programme :—

- 8 a. m. Flag hoisting
- 8. 30. a. m. Delegate session.
- 2. 30. p. m. Procession from labour Colony
- 4. 30. p. m. Public meeting at Bisra Road
Junction,
- 8. 30. p. m. Executive Committee Meeting

Yours Comradely

B. K. Panda

General Secretary

Press Release:-

Union Conference

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The 2nd annual conference of the Rowkela Steel & Mining Mazdoor Congress was held on 30-10-60 with Sri A. C. Roy in the chair. 20 delegates from various departments of the steel plant had attended. The eminent labour leader of Orissa Sri Durga Charan Mahanty opened the conference. In the evening an open session of the conference was held in which more than one thousand worker members had participated, addressed by the eminent leaders from Jamshedpur Sri Ali Amjad and Dr. Sri Udayakar Misra, and the Durgapur leader Sri Nihar Mukherji, presided by Sri D. C. Mahanty.

A noteworthy feature of the conference is that this independent union established two years back has opted itself to affiliate with the A.I.T.U.C. in as much as it has elected Sri S. A. Dange M. P. the renowned topmost labour leader of India as its president.

Resolutions with the following demands had been passed in this conference. -

1. Govt. must appoint a wage board for steel workers soon. Meanwhile the workers should get an interim basic wage of Rs. 60 for unskilled, Rs. 80 for semi skilled, Rs. 150 for skilled and Rs. 250 for high skilled without any discrimination in the same category doing the same work. This interim scale is almost equal to the existing rates in Tata's. The temporary mazdoors in construction should get a consolidated pay of Rs. 75 P.M. in the place of the present Rs. 1.75 N. per day, and proportionate increase for other categories of temporary workers. The present contract system of appointment should be abolished.

2. Alternative jobs should be provided. The doubling of the capacity of the plant should start from 1961 without any gap and not from 1962. The temporary workers of H.S.L. should be absorbed in the regular set up soon. Residents of Orissa especially the displaced Adivasis should be given first preference in all appointments.

(3) Safety devices should be provided to all workers working in dangerous operations.

(4) Hochtief Grammon Contractors should pay 10% profit bonus to the workers.

(5) Meeting places for workers should be provided in every sector of the steel town. Cases for holding meetings at Ambagan should be withdrawn forthwith and Ambagan be declared by the Orissa Govt. as a public place.

(6) The assurance given by the Orissa Labour Minister on 19-7-60 to revise the Minimum Wages of Rourkela to Rs. 2 per day should be implemented forthwith or let him resign.

(7) Police and management repression in Guruda mines of Barbil should be stopped and all cases on workers withdrawn. Workers and people of Orissa should help the Guruda mine workers.

(8) The Orissa Implementation Committee report on Rourkela should seriously be pursued by the Orissa Govt. and the H.S.L. authorities be ~~prosege~~ prosecuted.

(9) H.S.L. should provide alternative quarters before demolishing the labour colony near the gas tank.

(10) Leaders of the I.N.T.U.C. union only are allowed to enter the factory. H.S.L. should stop this discrimination and allow other unions same facilities.

(11) No executive of H.S.L. Management should be an office bearer of any union. The present director of the Steel Board Mr. Michel John being the president of a local union is anomalous and unhealthy to trade union practice.

The name of the union has been changed to "Rourkela Steel Mazdoor Union", and the number of executive members raised from 21 to 41.

The new office bearers of the union are Sri S.A. Dange M.P. President, Sri Chintamani Panigrahi M.P., Sri Durga Charan Mohanty, Sri Hareesh Chandra Roy and Sri Md. Elias M.P. as vice Presidents, Sri Bata Krishna Panda as working President,

Sri Nityanand Ponda as General Secretary,
Sri Pratap Singh as Treasurer, Sri Ajit Kumar
Roy and Sri Pritam Singh Virdi as Secretaries
Sri A. K. Ponda, Sri C. I. Nair, Sri Jadumath
Khuntia and Sri Bimal Choudhury as organizing
Secretaries.

Nityanand Ponda

3-11-60

General Secretary,
Rowkela Steel Mazdoor Union
Paisra Road, Rowkela-1

To

The Editor,
Trade Union Record,
4-Ashok Road,
New Delhi.

268.B

THE ROURKELA REVIEW

A MONTHLY JOURNAL

Dedicated to Planned Economy, Tribal Welfare and the Service of Dridranarayan

Single Copy
25 nP.

Edited by
KIDAR NATH

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2. A Nation's Struggle with Her Poverty—The Strategy of the Phase 138
3. Thirteenth Year of Freedom 141

The Importance and Task of Social Consumption in Czechoslovakia

Social consumption is in Czechoslovakia an important factor which influences the material and cultural standard of all inhabitants.

Under the conception of social consumption in Czechoslovakia are included services which the State grants free to the population, i.e., free of charge. The extent of these services is very varied and considerably extensive. In principle they comprise the health and social service, education and culture for the population. Some services are granted to the population completely free, some of them are partly paid for by the State and a certain part is paid by the population. The absolute majority of services in the medical and social sphere, in education and culture are granted free

Besides social consumption there naturally exist further services which State and co-operative enterprises and organizations grant against payment. These services—sometimes called in contrast to social consumption personal or paid services—judged according to their useful effect, are also of considerable extent. Here belong especially personal transport and communication, rent and communal services, cultural and sports events and some others.

228.13

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social organizations to a considerable part of working people.

5. The major part of costs connected with the welfare for children in nurseries, kindergartens, school centres, hostels is paid for by the State. The population contributes only with a small part. For example, the fee for daily care for a child in a kindergarten including meals (i.e., 2 lunches and dinner) amounts to Kcs 60 monthly at a maximum, i.e., less than the children's allowance for the first child. The expression of the systematic welfare for the child by the State is also this year's increase of children's allowances. In 1959 only the State will pay in children's allowances to employees and pensioners more than Kcs 4 milliards.

6. The State contributes to communal feeding in works canteens, of which there is a considerable number.

7. Rent is very low and the State pays a considerable part of the costs for maintenance and general repairs.

8. Considerable subsidies to theatres and other cultural institutes make it possible to fix a really low entrance fee for these institutions.

Expenditure from the State budget for cultural and social measures increased from 1953 to 1958 by 68%. Their share in the total expenditure of the State budget increased from 22% in 1953 to 38.7% in 1958.

The high standard of the welfare of the State for the population and its continuous rise can be seen in this survey:

		1953.	1958.
Number of children in nurseries	in thousands of children	219.3	262.1
Number of pupils in school centres	„ pupils	116.9	154.0
Number of students accommodated in university hostels	„ students	20.7	31.2
Number of pupils fed in school canteens	„ pupils	359.8	612.2
Number of beds in hospitals per 1,000 inhabitants	beds	6.6	7.3
Number of inhabitants per 1 doctor	inhabitants	760	651 (year 1957)
Number of places in homes of pensioners	in thousands of places	13.9	34.9

Although Czechoslovakia ranks by her standard of social consumption in a leading position among the most advanced countries, the importance of social consumption will not decrease even in the future. On the contrary, its importance and task will continue to grow, and social consumption will become a continuously more important part of the standard of living and in future will even surpass the importance of other factors influencing the material and cultural standard of the population.

The long-term tendency of the development of social consumption follows from these facts :

(a) In the present stage, when construction of the socialist society is being completed, socialist principles of reward for work are applied in an increasingly more decisive measure, i.e., everybody is paid according to the quantity, quality and social importance of his work. This is a concrete expression of the liquidation of the first inequality in the mutual positions of the people (i.e., everybody has guaranteed the right to work and reward according to socialist principles) and at the same time also the expression of the second inequality, which can be liquidated only in a Communist society. This second inequality follows for example from physical difference and ability of individuals in the working process, from the difference of natural or other conditions of the production process as for

example in the differential rent, etc.

(b) At present the ways of satisfying the needs of the people not only through the intermediary of socialist reward for work is already considerably widespread. These methods are services granted free in the form of social consumption of the population.

Social consumption and its development is one of the main ways how to pass from distribution according to quantity, quality and social importance of work to distribution according to the needs of individuals.

A Nation's Struggle With Her Poverty The Strategy of the Phase

(Continued from page 126 of Volume II, No. 9)

This phase of our economy is in contrast with conditions in Russia, where incentives are being given to mothers to bear more children, and in this way increase in population is being promoted. This is because Soviet Union has advanced so much in her economy that there are more jobs than human beings. The state of full employment was attained as long ago as 1930. Now there is almost a shortage of manpower, so much so that even armies had to be disbanded to provide labour force for new works. At the same time their current Seven-Year Plan envisages installation of labour-saving

machines and devices almost in every work. But it has to be realised that the Soviet Union has suffered terribly for nearly three decades to reach this top of the pedestal. As compared to her, we are just beginning to climb up. Another Communist country, China, has also a big and growing population. But she has decided to start and execute large number of works, wherein human energy is utilised by compelling vast number to work harder at low level of wages. As against these developments our planners have chosen a middle of the road course. The gigantic manufacturing works that are being put up, will have the latest labour-saving devices installed. Alongside small-scale industries will be fostered to give employment to large numbers. On the one hand large farms will be created and highly mechanised farming undertaken, and on the other small farmers will continue to own their fields and induced to work co-operatively to ensure better output. State Trading is going to be extended, while private trading will be tolerated all along the line. Everybody is being urged to work harder, yet "do-or-die conditions" are not being imposed.

Thus, so far as we are concerned, a three-fold attack on unemployment has been proposed. Underemployment among agricultural population is to be reduced by intensification of

agricultural and connected operations; while unemployment among non-agricultural people is to be mitigated by creating more jobs in all spheres. And both these measures will be supplemented by check on the growth of population through family planning measures. Still all these measures will mean that during the next Five Years the problem of losing the time and energy of our unemployed and underemployed will persist. Besides, there being no phased programme for absorbing or providing jobs to those who will come out of the Universities, the student section of our population will still be haunted by uncertainties of the morrow. Evidently they will continue to be the spear-heads of agitational approach to our problems. Besides our body politic will remain infested with linguistic, provincial, regional, communal and caste divisions, and will not settle down to Unity and Creative Work.

Yet an important feature of the Outline, as published, is that in the very beginning it has been reiterated that the broad objective of economic policy is to be the achievement of "socialist pattern of society." Accordingly the basic criterion in determining social policies and lines of economic advance is laid down to be the good of the community as a whole, and not private profit or the interests of the few. Consequently it has been made

clear that to the extent the existing social and economic institutions do not fulfil the social purposes in view they have to be transformed or replaced; and the responsibility for reconstituting these social and economic institutions is to rest on the State on behalf of the community. The State has to safeguard the interests of the weaker sections of the community and enable them as speedily as possible to come up to the level of the rest. A socialist pattern has to be based on increased production, as well as equitable distribution of income and wealth. Though the problem of reducing disparities in income and wealth is, in part, one of correcting existing inequalities, yet its more important aspect is represented by the need to create conditions under which rapid growth can be achieved alongside a marked reduction in social and economic inequalities. In a number of directions measures have already been taken during the Second Plan period whose total effect, it is claimed, in reducing economic and social inequalities have been significant. In some of these a greater advance is anticipated in the Third Plan.

But the socialist pattern envisaged in India's Plans do not imply that the economic initiative must rest wholly with the State. Indeed an important role is assigned to private enterprise

in national development. But this is based on the assumption that private sector accepts the broad discipline and values implied in the National Plan, and acts in unison with the public sector. In the private sector are included not only the large organised units in trade and industry who have considerable significance in development, but also millions of farmers, artisans, traders and small industrialists who constitute the bulk. The socialist pattern places special emphasis on their needs, and envisages a rapidly growing co-operative sector in agriculture, medium and small industry, trade and distribution and many fields of social services, because co-operative organisations combine the advantages of individual initiative and small-scale pattern with those of large-scale management and organisation. In industry the objective of the policy is that opportunities which would arise for private enterprise should be availed of by a large number of comparatively small and middle entrepreneurs and possible trends towards concentration of economic power should be checked in the early stages. From the broader social angle it has been considered essential that there should be a wide diffusion of enterprises in the private sector and new entrants should be encouraged, at the same time concentration of economic power and monopolistic tendencies should be countered.

This statement of policy is almost unexceptional. Yet the capitalist Press have bypassed this important announcement. Instead, they have emphasized the sphere of action assigned to organised industry and trade. They have also pooh-pooed the co-operative sector. But to us, this is the most important part of the Plan framework. It almost amounts to a Charter of Freedom from Want, Hunger and Squalor for the masses. It is the only spark that kindles a ray of hope in the majority of our people. Concentration of wealth and economic power in the hands of so few is almost the cause of unrest. If the community at large is somehow convinced that the Government of the day really means to abolish the vast disparities in income and wealth, and provides equal opportunities to all, they will rally round and offer all-out co-operation. But so far there has been very little to carry conviction that, sooner rather than later, we will transform ourselves to a socialist pattern of society. Such transformation will undoubtedly need the forging of new economic institutions, or at least the transformation of the existing ones to subserve the social aim. What has been done in the past is merely a half-hearted attempt to reform things here and there. That reform was never meant to change the very basis of structure. As such, frustration has followed. To the extent that the

Government of the country during the THIRD PLAN period succeeds in changing the basis of the economic institutions which maintain and accentuate disparities in wealth and income, to that extent it will ensure the success of the Plans, and achieve the social objectives behind them.

THIRTEENTH YEAR OF FREEDOM

(Continued from page 133 of Volume II, No. 9)

The number of seats in the first and the second year classes in the Utkal Krushi Mahavidyalaya has been increased this year to 128 from 6. Post-graduate classes on Agronomy, Agricultural Botany and Agricultural Economics have been opened from 19.0.61 under consideration. Grant of loan stipends to candidates for obtaining post-graduate degrees in Agricultural subjects from other Universities is also continuing. 13 candidates are now under such training. The Agricultural Sub-Overseer Training classes at Bala-sore and Rangailunda have been closed and in view of the great need for trained Fieldman Demonstrators for posting in each Gram Panchayat four new Fieldman Demonstrators' Training Centres are proposed to be opened during the current year. When the new Centres are opened, the Fieldman Demonstrators' classes in the Grama Sevak Talim Kendras will be closed. Candidates for appointment as Soil

Conservation Sub-Assistants are also being trained at the Soil Conservation Training Centre, Rajgangpur.

CO-OPERATION

There are 25 weak Central Co-operative Banks. In the process of reorganisation, they have been reduced to 17 in number and Rs. 12.75 lakhs has been contributed to the share capital of these Central Banks as Government share with the concurrence of the Reserve Bank of India. These Central Banks were given subsidy to the extent of Rs. 1.20 lakhs for employing extra supervising staff. This was found inadequate and provision has been made in the additional plan to afford subsidy to these Banks for entertaining 90 additional Supervisors.

A Cadre Committee consisting of officials and non-officials connected with the Co-operative Movement has been set up to prescribe uniform qualifications, scale of pay, conditions of service of the Bank employees and to arrange for their training. The Committee has done the work well. Almost all the staff entertained were trained and the general tone of administration in these Banks has improved to a great extent.

According to the recommendation of the Rural Credit Survey Committee, only 350 Large-sized Co-operative Societies could be organised as against the Second Plan provision for 500 such societies. Each of them got from

Government a share contribution of Rs. 10,000 and staff subsidy of Rs. 1,000 spread over three years. 250 of these societies were to have godown facilities at a cost of Rs. 10,000 each, but actually 140 godowns were sanctioned.

Last year 72 small-sized societies were revitalized. The additional Plan during the current year provides for revitalization of 272 more such societies.

The Second Plan provided for strengthening of the Central Co-operative Land Mortgage Bank existing in the State to afford long-term loan to cultivators. According to the Plan provision a sum of Rs. 6 lakhs was given to this Bank towards share capital and Rs. 2 lakhs more has been sanctioned this year. An additional loan of Rs. 5 lakhs has been given to the Land Mortgage Bank in consultation with the Reserve Bank of India to enable the Bank to raise rural debentures.

The total number of Co-operative Societies in the State has increased from 9,948 to 10,364 and their membership from 9.06 lakhs to 10.26 lakhs. The total credit pushed through this organisation comes to 311 lakhs in shape of short, medium and long-term loans. The long-term investment of the Land Mortgage Bank is now in the order of Rs. 47 lakhs and it has floated debenture of Rs. 47.50 lakhs. The additional

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Plan proposes to set up five Primary Land Mortgage Banks this year:

Credit was integrated with marketing to secure maximum benefit to the Agriculturists. The Orissa State Co-operative Marketing Society has been reorganised with State participation and patronage in share-capital contribution amounting to Rs. 1 lakh, Godown loan of Rs. 1 lakh and subsidy to the extent of Rs. 66,000. 30 Regional Marketing Co-operative Societies were also set up to cover the entire State. Each of them was given share-capital contribution of Rs. 25,000 and financial assistance of Rs. 25,000 for construction of Godown. They were given a staff-subsidy of Rs. 7,000 each spread over a period of 3 years. All these societies have started functioning. Some of the Regional Marketing Co-operative Societies undertook procurement as agents of the Government in Supply Department under the State Trading scheme. 7,992 maunds of paddy and 27,442 maunds of rice were procured by them. Additional Plan provides for setting up 3 Rice mills. 30 Rice-hullers are expected to be provided for Grain Golla Co-operative Societies. During the last two years the Marketing Societies handled fertilisers to the extent of 16,229 tons of nitrogenous fertilisers and 3,240 tons of superphosphate. For the first time the fertiliser reached the doors of the cultivators through these agencies. The 3 old Jute Growers'

Co-operative Societies in Cuttack district were amalgamated into a strong one with 50 large-sized co-operative societies tagged to it. These societies have collected a share capital of Rs. 1 lakh. Last year it did very good business in selling jute to the State Trading Corporation. The turnover was of the order of Rs. 5 lakhs which fetched good profit to the societies as well as benefit to the growers. A Jute Baling Plant is being set up this year to facilitate working of this society. License for establishment of a sugar factory at Aska has been obtained. Negotiation for obtaining plants and machineries from the Tex Maco Company has been finalised. Agricultural Engineering Department is preparing to sink tubewells and one Cane Development Officer has been appointed. The factory is expected to go into production in November, 1961. Attempts are also being made to establish another factory at Bargarh in Sambalpur district. Collection and marketing of hill brooms have been firmly organised on monopoly basis through co-operative societies for the benefit of the Adivasis in Phulbani, Kalahandi and Koraput districts. The business has been established on a firm footing at Bombay and has earned good profit.

An Apex Fishery Co-operative Society has been set up at Balugaon to co-ordinate the activities of Primary Fishery Co-operative Societies composed

of fishermen inhabiting round about the Chilka Lake. Although at outset it had to face numerous difficulties and handicaps from the interested persons, already in the line, yet it has made a good beginning

In the field of Co-operative Housing, the Orissa State Co-operative Housing Corporation has arranged loan to the extent of Rs. 26.21 lakhs from Government. 756 houses have been taken up for construction, out of which 454 have been completed. Besides, the Corporation raised a debenture loan of Rs. 25.00 lakhs, out of which Rs. 1.33 lakhs has been utilised.

There are two subordinate Training Institutes for the training of the Departmental Inspectors, and the Bank Supervisors and the Accountants. Their capacity is to train 80 Inspectors and a similar number of Bank employees. Besides these two, there is an Intermediate Training Institute at Gopalpur-on-Sea for Block Level Co-operative Extension Officers. A Business Managers' Training Institute is also functioning there. Secretaries and Managers of the Co-operative Societies are trained in this Institute at the rate of 160 per year. 304 persons have so far been trained in this Institute.

VETERINARY

Four District Live stock Breeding Farms at different centres of the State will continue during the next year in

order to obtain superior progeny and for supply of milk. The object of the farms is to get improved bulls for stud purposes for upgrading the local cattle with bulls of improved type for optimum production of milk and draught capacity.

The Milk Supply Scheme, Khapsuria, will be converted into the State Live-stock Breeding Farm and continue during the next year. This farm produces 700 lb. of milk per day on an average to meet the needs of Medical College Hospital, Maternity Centres, School and College hostels and partly the citizens of Cuttack. But the main object of the farm is to produce breeding bulls. Provision has been proposed for sanitary and water-supply facilities during the year 1960-61 under the Plan side. To supply milk to the citizens of Cuttack and Bhubaneswar, a new scheme named 'Milk Union' has been sanctioned by the State Government with financial assistance from the Government of India, to be located at Phulnakhara, in between Cuttack and Bhubaneswar. Construction of buildings is being taken up by the P. W. D. In addition to supply of wholesome pasteurized milk to the citizens of Cuttack and Bhubaneswar, the scheme aims at giving a good outturn to the actual producers of milk, the profit of which was so long going to the hands of middlemen, who were collecting milk from the rural areas and selling the

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same in the towns. There is a proposal to form Milk Co-operative Societies in this milk pockets and loans will be granted to breeders to help them produce more milk to feed the plant to be established at Phulnakhara.

Artificial insemination has gained good popularity in our State nowadays. This eliminates the necessity of maintaining a huge number of bulls which can neither be available nor maintained except at colossal cost. According to availability of funds and depending on the quick transport facilities, the artificial insemination method of breeding is being extended to more and more areas every year. So far 8 main and 123 sub-centres for artificial insemination have been opened and ten new sub-centres are proposed to be opened during the next year to achieve the Plan target at a total cost of Rs. 1.468 lakhs.

Nine Key Village Blocks with 54 Key Village Units opened so far will continue during the next year. Provision of Rs. 1,646 lakhs has been proposed for continuing the ten Key Village Blocks during the next year to achieve the Plan target. In these places, where artificial insemination cannot be started due to lack of communications, Key Village Extension Unit is being introduced to upgrade the local cattle by natural service. One such Extension Centre has already been started and another has been provided for in the Budget

to be opened during the next year at a cost of Rs. 0.867 lakhs.

Under the scheme of All India Poultry Development Centres, seven centres have been opened so far and two centres will be opened during the next year at a cost of Rs. 0.363 lakh. Provision of Rs. 1.600 lakhs has been proposed to open the rest three centres during the next year to achieve the Plan target so that all the districts will have one All India Poultry Development Centre in each.

The main poultry farm in addition to two Regional Poultry Farms financed by the Tribal and Rural Welfare Department will continue during the next year. 42 poultry units are also continuing at different dispensaries to cater to the needs of rural people in supplying hatching eggs and birds. Under the Nutrition Programme 16 Block Poultry Units, sanctioned by the Tribal and Rural Welfare Department under the auspices of the UNICEF, are being taken up during this year.

The Veterinary College which was situated formerly at Cuttack has now been shifted to its permanent buildings at Bhubaneswar where a few more essential blocks are yet to be put up. The College has now been a full-fledged one and this was formally inaugurated on the 2nd January, 1960, by Shri Morarji Desai, the Union Finance Minister. 17 students have graduated from the College during this year under

the Utkal University. 83 Students were admitted during this year including the students of other States.

For rendering proper aid to the livestock in interior areas, 166 Veterinary Dispensaries and 688 Veterinary Stockman Centres are working throughout the State. It is further proposed to open 16 new Veterinary Dispensaries and 105 new Veterinary Stockman Centres during the next year in order to achieve the Plan target. A scheme for control and eradication of Rinderpest has been taken up to stamp out the disease of Rinderpest from the entire State by Mass Vaccination.

The permanent building of the Serum Institute has already been completed at Bhubaneswar and after electric, sanitary and gas fittings, the Institute will be shifted from Cuttack. In addition to this, the other existing schemes such as cattle shows, training of Stockmen, appointment of supervisory staff, pasture improvement in key villages and goat multiplication schemes will be continued during the next year.

FORESTS

There has been a steady increase in revenue from the forests during the recent years. A more revenue of Rs. 17.70 lakhs in 1946-47 has gone upto Rs. 281.89 lakhs during 1958-59 which is a marvellous achievement. But even inspite of this, the revenue per acre is less than Rs. 2.00

and is much less than that in other States like the Uttar Pradesh, Bombay and Kerala. More and more money is required to be ploughed back if the forests are to yield better dividends.

The revenue from timber, firewood and bamboos is on the increase as will be seen from the statement below :—

	Timber	Bamboo
1956-57	95.00 lakhs	7.63 lakhs
1957-58	130.86 "	13.59 "
1958-59	163.61 "	17.78 "

This is because of bringing forests under scientific management and also better and intensive working of bamboo forests by paper mills.

With a view to meeting the day-to-day requirement of timber and firewood in the coastal areas of Cuttack, Puri and Balasore, the State Government have launched an ambitious programme of afforestation, and during 1959-60, an area of more than 4,500 acres was planted as detailed below :—

	Casuarina	Cashewnut	Eucalyptus
Puri	2,930 acres	355 acres	32 acres
Cuttack	490 "	227 "	104 "
Balasore	480 "	50 "	...
Ganjam	15 "

The Department has undertaken the working of coupes departmentally. Some coupes are being worked in Bonai Division to feed the Saw Mill at Rourkela and the materials were sold at Rs. 4,52,812.00 during 1958-59. In the same year sleepers worth Rs. 14,97,879.00 were supplied to the Railways.

The ex-Zamindary forests which were transferred to the management of the Forest Department with effect from 15th November 1957 were reorganised during the year 1959-60. 114 acres have been planted up with teak. It is also proposed to construct 100 miles of new roads, 56 buildings, to demarcation 1,395 miles of forests, to survey 600 miles of forests and to plant up 225 acres with teak.

For preservation of wild life of the State for developing the national park area in Mayurbhanj, a sum of Rs. 1,153 lakhs was spent during 1958-59. It is proposed to construct new roads, to improve the existing road and to build rest houses and staff-quarters. It is hoped that by the end of the Second Plan period, a number of good roads and rest houses would have been constructed which will attract foreign visitors to our National Park and thereby earn us valuable foreign exchange.

FISHERIES

Continued stress was given on production of fish seed as rural pisciculture has extended in the State considerably. Fish seed production increased to 1.50 crores as against 90 lakhs in the previous year. In the current year no new centres are proposed to be established as the target for the number of 40 centres during the Second Plan has been fully achieved in 1959-60.

The increased fish seed supply has led to demands from the Gram Panchayats and the public for netting and marketing facilities. The Village Reclamation Service Scheme which looks after these aspects will be continued in 1960-61 on the same scale.

Sea fishery beyond a distance of 3 miles has been virtually untapped in the Orissa Coasts by the State Department of Fisheries for want of suitable boats and technique. Gill netting taken up in 1958-59 was found to be a success, but no effort could be made to catch edible fish as gill netting was successful only for Sharks. In 1959-60 the first small trawler went into operation and the fishing grounds have been found to be so rich that the boat has been able to land nearly a ton of fish a day, consisting of Pomprets, Mackerels and other sea fishes. In 1960-61, experiments will continue with the help of additional boats from the Central Government and advice of technical experts of the F.A.O. of the United Nations Organisation.

The year 1959-60 was a landmark in deep water fishing in Hirakud when a successful method of fishing in deep water was evolved and two batches of fishermen took to it. It is proposed to continue the scheme in 1960-61 with great emphasis on fishing by the fishermen.

Out of 5 fish farms allotted during the Second Plan, three have been

completed and one is nearing completion. The 5th one is to be established in Bolangir district in 1960-61.

In general, the Fisheries Department was able to achieve all the targets fixed and exceeded the same particularly in respect of seed distribution and Hirakud Fisheries. The Department also contemplates to exceed the same in Marine Fisheries.

The swamps reclaimed under the unemployment scheme towards the end of the First Five Year Plan have been properly utilised in setting up new nurseries and model fish farms.

MINIOR IRRIGATION

For the Second Five Year Plan a sum of 1,30,025 lakhs has been provided with a target of 2,00,000 acres for execution of Minor Irrigation works. Out of this a sum of Rs.71,09,686 was spent during the first three years of Plan. The total target achieved during the first two years of the Plan was 62,000 acres. Details of expenditure for the first three years of the Plan as well as the achievement during the years 1956-57 and 1957-58 are given below :-

	Expenditure incurred Rs.	Target achieved. Rs.
1956-57 ...	15,10,451	27,000 acres
1957-58 ...	14,63,143	35,000 acres
1958-59	41,36,092	...
Total	<u>71,09,686</u>	<u>62,000 acres</u>

The achievement for the year 1958-59 has not yet been assessed. For the current year a sum of Rs. 49.50 lakhs has been allotted to the Revenue Divisional Commissioners and Chief Engineer, Irrigation to complete the incomplete Projects of the preceding years of the Second Five Year Plan and to take up about 492 new Minor irrigation projects. As the above amount is not adequate to complete all these Projects, it is expected that some of them will remain incomplete and will be completed only during the year 1960-61.

It is expected that during 1959-60, an amount of Rs. 120.59 lakhs will have been spent. A sum of Rs. 1.20 lakhs has been spent for the Tubewell Scheme out of the Minor Irrigation Provisions. For completion of incomplete projects of the current year and to take up new Minor Irrigation Projects, a sum of Rs. 24,00,000 is being provided for the year 1960-61. In addition to this, a sum of Rs. 6,38,000 is being provided for Lift Irrigation Scheme by electricity. All these amounts are not adequate to meet the requirement, steps are being taken to move the Government of India to sanction more funds for the year 1960-61.

With the object of finding out the actual area brought under irrigation

y the Minor Irrigation Projects and or assessment of water rate etc., a survey of Ayacut is also in progress. A sum of Rs. 171,608 has been provided for the purpose during the year 1959-60 and a sum of Rs. 1,05,187 proposed to be provided for 1960-61.

During the Second Plan the following 13 Medium Irrigation projects were included for execution :-

Salandi	Rs. 465 lakhs
Salki	" 52.85 lakhs
Dhanai	" 35.10 lakhs
Salia	" 69.78 lakhs
Darjang	" 65.86 lakhs
Budha Budhiani	" 35.80 lakhs
Godo Hado	" 40.43 lakhs
Rampadi	" 31.87 lakhs
Joro	" 29.33 lakhs
Pipalpanka	" 100.00 lakhs
Baghua	" 66.20 lakhs
Bahuda	" 125.00 lakhs
Uttei	" 141.93 lakhs

Total Rs. 12,63.21 lakhs

Of these, only the first 7 have been proposed to be taken up during the Second Plan period, the rest being tried over to the Third Plan. When these are completed, an area of 4.22 lakh acres is likely to be irrigated by these Projects.

During 1960-61, the proposed expenditure on these schemes will be Rs. 93.87 lakhs.

IRRIGATION—The total additional amount that will be provided with irrigation facilities in the current Plan period

is placed at 720 lakh acres (Major Irrigation, Hirakud Stage I—4,60 lakh acres+Delta 2.50 lakh acres.+Medium Irrigation under Salki Project—0.10 lakh acres). Minor Irrigation Projects will irrigate 2 lakh additional acres during the period.

INDUSTRIES

Heavy Industries— (i) Iron and Steel— (1) The Rourkella Steel Plant has gone into production of steel.

(2) M/S Kalinga Industries Ltd.— This concern has started production from August, 1959, of pig iron and ferro-alloys from its low shaft furnace at Barbil in Keonjhar district.

(3) M/S Kalinga Tubes Ltd.—The firm has got a licence for manufacture of steel billets in its existing industrial undertaking at Choudwar.

(ii) Paper—(i) Titagarh Paper Mills Ltd., Choudwar—The Mills with an annual capacity of 12,000 tons of all grades of paper have started production.

(2) Messrs. Straw Products Ltd.— They have got licence for erecting a paper mill at Singhapur in the district of Koraput with an annual capacity of 18,000 tons. Acquisition of land is being made and the party has executed an agreement with the State Government for supply of power. Plant and machinery have already been ordered for.

(iii) Cement—The Orissa Cement Ltd. at Rajgangpur continue to main-

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tain their daily production of cement at the rate of 1,100 tons.

(iv) Ferro manganese—The Ferro-manganese Plant at Joda with an annual licenced capacity of 30,000 tons continue to maintain satisfactory progress. Its present daily production is about 90 tons.

Messrs. Jeypore Sugar Ltd. have got a licence for effecting substantial expansion to their existing industrial undertaking at Rayagada for manufacture of Ferro-manganese. After the expansion is effected they shall have an installed capacity of 24,000 tons per annum.

(v) Aluminium—Messrs. Aluminium Industries, Ltd. Kerala who have put up a factory at Hirakud with a capacity of 3,600 tons of rods and 3,600 tons of cables have started production.

Messrs. Indian Aluminium Company, Ltd. have recently got a licence to expand the installed capacity of their factory at Hirakud at 20,000 tons of aluminium ingots from present capacity of 10,000 tons per annum.

(vi) Refractory—Messrs Orissa Cement Company, Ltd. continue to produce about 3,250 tons of refractories and about 300 tons of mortar per month in their refractory plant at Rajgangpur.

Messrs Tata Iron and Steel Company, Ltd. who obtained licence for installation of a refractory plant at Belpahar have already started production. Messrs. Orissa Industries, Barang,

continue to maintain their production of refractories in their plant at Barang. They are also taking steps to establish a refractory plant at Lapanga in Sambalpur district for which they have obtained licence.

Messrs. Orissa Fire Bricks and Potteries, Ltd. who have obtained a licence for manufacture of fire-bricks and potteries at Jharsuguda have already purchased land for the building. They have also received also 50 per cent. of the total capital equipments.

(vii) Manganese-Dioxide—Sri A. R. Chowdhury of Calcutta has recently got licence for establishment of a new Industrial undertaking at Dhenkanal for manufacture of manganese-dioxide with an installed capacity of 1,020 tons.

(viii) Heavy Engineering project—Messrs. Larsen and Taubro, Ltd., Bombay have got a licence for establishment of an industrial undertaking at Hirakud for manufacture of several items of industrial machineries. Steps are being taken for acquisition of land for the project and supply of power to the party.

(ix) Spinning Mill—The Government of India have granted a licence for installation of a Co-operative Spinning Mill at Bargarh with a capacity of 12,000 spindles. A sum of Rs 1,13,000 has already been raised from Primary Weavers' Co-operative Societies towards share-capital. Steps are being taken to raise a further sum of Rs. 6 lakhs very shortly.

(To be continued)

268 P

ROURKELA WORKERS DEMAND WAGE INCREASE

The Second Annual Conference of the Rourkela Steel and Mining Mazdoor Congress held on October 30 demanded immediate appointment of a wage board for steel workers pending which the workers should get an interim basic wage of Rs.60 for unskilled, Rs.80 for Semi-skilled Rs.150 of skilled and Rs.250 for highly skilled job. The meeting further demanded a consolidated pay of Rs.75 p.m. for temporary workers in construction instead of Rs.1.75nP paid per day. A.C, Roy presided over the meeting which was attended by delegates from various departments in the steel plants.

The conference passed a resolution demanding safety devices to workers working in dangerous operations.

By another resolution the conference demanded absorption of temporary workers in regular set up. It suggested the doubling of the capacity of the plant should start from 1961 without any gap and not from 1962.

The conference further demanded among others ten per cent profit bonus to workers employed by Hochtief Gammon Contractors, provision for meeting places in every sectors, withdrawal of cases for holding meeting at Ambagan, provision of alternative quarters before demolishing the labour colony near the gas tank.

The conference also demanded that facilities for entering in the factory premises should be given equally to all unions. At present they are given only to INTUC unions.

It was decided to change the name of the union to "Rourkela Steel Mazdoor Union" and affiliate it to AITUC.

The conference was greeted in person by Ali Amjad, Dr. U.Mishra, Nihar Mukherjee and D.C. Mohanty, General Secretary Utkal ~~SE~~ STUC.

The Executive Committee of 41 persons was elected consisting of S.A. Dange as President, B.K. Ponda as Working President and Nityanand Ponda as General Secretary.

BHILAI WORKERS DEMAND ALTERNATIVE JOBS

Nearly ten thousand workers attended the rally held at Bhilai on October 9, under the auspices of local branch of the National Federation of Metal & Engineering Workers of India. Sudhir Mukerji presided over the meeting which was addressed by Homi Daji M.L.A., General Secretary MPTUC and B.N. Mukerji.

The speakers in their speeches demanded immediate constitution of ~~an~~ a wage board for steel industry, adequate quarter facilities and treatment of workers as equal partners with the management of Industry. They emphasised the urgent need for providing alternative jobs to workers before retrenchment and urged the Government not to allow the skill and experience of thousands of workers to go waste. In the end they appealed the workers to participate in the signature campaign on a memorandum as a first step towards securing their legitimate demands.

MUNICIPAL WORKERS' UNION, ERODE

A sum of Rs.458 collected among the workers by the Municipal Workers' Union, Erode in aid of the poor V. Karuppan who expired on August 23. He was a one of the founders of the union and was its President till ~~at~~ his death.

M.P. MINERS MEMORANDUM TO RAILWAY MINISTER

Samyukta Khadan Mazdoor Sangh, Rajnandgaon Branch submitted a memorandum on October 31, to Jagjivan Ram, Railway Minister when he came to Rajhar Iron Ore Mines under the Bhilai Steel Project for the opening of crushing plant, Railway passenger service and Bhilai Steel Project Hospital.

In the memorandum the workers demanded stoppage of retrenchment without alternative employment and setting up of a committee of representatives of management and about to find out avenues for employment of excess personnel in other public and private sectors. The ~~memorandum~~ memorandum further dealt with the question of gradation, efficiency test and housing quarters for the workers. The workers urged upon the Govt: to set up a Wage Board for steel Industry and its allied mines as well as to grant 65 days bonus as paid by Gua Iron Ore Mines.

The memorandum was handed over personally to the Railway Minister by Prakash Roy, Secretary, Samyukta Khadan Mazdur Sangh. The Minister assured the workers that ~~xxx~~ he would consider the demands.

TRIVANDRUM: Kerala State Transport Workers Union in a special leaflet on the AITUC Day gave a call to the Workers to observe the day and protest against the ~~an~~ attack on TU rights.

CALICUT: The 13th annual general meeting of the Commercial Employees union Calicut in a resolution greeted the AITUC for its glorious record of 40 years. The meeting also greeted WFTU on its successful completion of 15 years.

FOURTH CONFERENCE OF ALL INDIA GILLANDERS EMPLOYEES
FEDERATION.

The fourth Annual Conference of All India Gillanders Employees was held at Madras from September 21 to 24 when annual reports and accounts were passed. The conference elected office bearers for the new year including J. Basu as President and K.C. Bose as General Secretary.

~~xxx~~

THE 14TH ANNUAL MEETING OF STEAM & MOTOR BOAT CREW
ASSOCIATION.

The 14th Annual General Meeting of the Steam and Motor Boat Crew Association, Alleppy held on November 7, in the hall built by the union elected Executive Committee including T.V. Thomas as President and M.T. Chandra Senon as General Secretary. The meeting presided by Kalarkode Narayanan.

INDORE: A meeting held at Indore on October 30, under the auspices of Madhya Pradesh TUC brought forth the main feature of 40 years activities of the AITUC. S.N. Sriwastava a T.U. leader and worker writer presided over the meeting which was addressed by Abdul Kuddus, Pyarelal, Dalal, Prabhakar Adsule and Diwakar.

The meeting passed a condolence resolution on the untimely death of Bhagwan Bhai "Bagi". By another resolution the meeting demanded unconditional reinstatement of the leaders of the Central Govt: employees under suspension. It also demanded early publication of the report of the Pay committee appointed by Govt: of M.P.

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INDIAN POSTS AND TELEGRAPHS DEPARTMENT

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This form must accompany any enquiry respecting this telegram.

12 NOV 1960

D. C. MOHANTY
General Secretary
Utkal Provincial Committee,
All India Trade Union Congress.

At - Rowkela

CUTTACK-1

DI 10-11-1960

Dear Comrade,

I was here for the last two days. Just two days back we had a good success in the struggle amongst construction workers. In the Fertiliser Plant which is under construction the Portania Construction & Iron Co. is the biggest contractor employing about 6000 labourers. Its construction will run for another 5 years. The company has been harassing the workers for a pretty long time. ~~over~~ Most of the unions made attempts but failed to do anything. The workers came to us at last and we began our work a fortnight ago. The management deducted the wages of ~~of~~ ^{so} ~~at~~ ~~agreements~~ workers - they were not even paying overtime ~~for~~ dues. They also dismissed one ~~two~~ carpenter. On these three issues the movement started. The Dist Labour Officer conducted conciliation. But that ~~was~~ ~~not~~ ~~successful~~ in

in failure. The management started a
Bihari + oriya feeling and there was a
great danger of a riot. It made a
serious attack to demoralise the workers.

But we seriously took up the question.
Campaign for Bihari + oriya solidarity
and started ~~an~~ a sudden strike
paralyzing the work - ~~the~~ Most of the
workers joined the strike and the works
were completely isolated. The manage-
ment's game failed. Even bringing
in police + Military police failed. The
workers marched in a procession to the
local Subdivisional Magistrate and
at last towards evening of ~~the~~ a
settlement was arrived at. The Company
accepted all the three demands.
Today a public meeting of workers
will be held where I shall address them.

The Chief Gammon the Union
Union has given a strike notice for
Boms. The situation there is bit complicated.
The work of the company is going to be
winded up within 2 or 3 months. The company
is retrenching workers daily. In a previous
agreement the union conceded the point
that the Boms can only be paid to
the workers if it is paid to the company
by H.S.L. - Now we hear that the
Govt is referring the matter to adjudicator.

D. C. MOHANTY
General Secretary
Utkal Provincial Committee,
All India Trade Union Congress.

CUTTACK-1

3 ✓ D/.....195

Calculation. Therefore it is will be very difficult.
~~The~~ Boycott time adjusication is finalized
there would probably be no body to take bonus.
Now over the HSL has not yet declared a
bonus for the company.

~~The~~ Michael John's Campaign
for membership amongst regular
workers have been going on with full
swing with the full support and partici-
pation of authorities. I understand
their membership has gone up to 3000
by yesterday. These figures are not
confirmed figures.

The magnitude of work is
going up daily. With our work in Britain.
via Construction Company the area of
work cover near about 20 miles area.
Our cadres are few in comparison to
the need.

Hope you have received my
previous letter regarding Barbil. We
monied for the bail for 15 comrades.
The Dist Judge has granted bail to 13
and refused bail to Com. Nirmal Bose
& Com. Arjun. Therefore nothing very
important would happen even if
these 13 come out.

I am staying here for the day
and would go to Hiraikud this night.
I would be staying at Hiraikud for
yesterday and then go to Cuttack.

Hope to receive some ~~news~~
reply from you regarding my forⁿ. send
for Barbil.

Fraternally
Sincerely
S. Choudhary

In Romualdo we are
thinking of giving a strike notice
on 13th Nov. on one demand
your must be all employees i.e.
Implementation of your assurance of
the H.S.L. to pay the arrears of overtime
due by the firm. This has become necessary
The non payment is demoralizing the workers.
I think this is a feasible and necessary

268-B
LOK SABHA

STARRED QUESTION NO.261.

To be answered on the 21st November, 1960.

Labour Laws

*261. SHRI S.M. BANERJEE: Will the Minister of Steel, Mines and Fuel be pleased to state:

(a) whether Labour Laws applicable to other public sector undertakings have since been made applicable to the three Steel Plants; and

(b) if not, the reason for the same?

A N S W E R

THE MINISTER OF STEEL, MINES AND FUEL(SARDAR SWARAN SINGH):

- (a) Yes, Sir.
- (b) Does not arise.

Q.No.261

Shri S.M.Banerjee: May I know whether the attention of the hon. Minister has been drawn to the various statements made by the Labour Minister of Orissa and the Labour Commissioner, Orissa that there is gross violation of labour laws in the Rourkela steel plant? I want to know whether the labour laws have been implemented in Rourkela or not.

Sardar Swaran Singh: I am aware of the comments that appeared in the press. I also had an occasion to look at the report. Most of the things which are mentioned in that report have been rectified. There was one main point in which the labour officers of the Orissa Government insisted that each unit of the plant as it is getting ready should be separately registered under the Factories Act. There was some dispute on that. Action has since been taken to implement all the various things that were pointed out in that report.

Shri S.M.Banerjee: I want to know whether under the Industrial Disputes Act and Rules the Works Committees, Production Committees and Safety Committees are functioning in all these three steel plants; and, if not, why?

Sardar Swaran Singh: It should be remembered that production has started not long ago in these various steel plants. Even then, all the various departments of the steel plants have not gone into production. Therefore, the normal set-up that is to be there when full production starts has not yet been actually enforced. But, by and large, all these various legislative measures have pointed out about certain requirements and they are being complied with.

Shri Palaniyandy: May I know whether it is a fact that there are more workers who have not been made permanent even

Q.No.261 ctd.

(Shri Palaniyandy ctd.)

today, and as a result of that there is discontent among the workers?

Sardar Swaran Singh: This is much too general an assertion, and I do not accept it.

Shri Viswanatha Reddy: May I know whether, after the steel factories have come into full production, it is the intention of the Government to remove this insulation of factories from the labour laws?

Sardar Swaran Singh: There is no insulation of the factories from the labour laws. Therefore, the first part does not arise.

Shri Tangamani: May I know whether it is a fact that some controversy arose over the labour laws, concerning the industrial relations adopted by the Government of Madhya Pradesh, and whether a new formula has been adopted to avoid the previous labour trouble?

Sardar Swaran Singh: I am not aware of the controversy which the hon. Member is mentioning as having arisen between the Government and the project; there is no such conflict between the Government of Madhya Pradesh and the project authorities.

Shri Supakar: Even after the Government of Orissa pointed out the irregularity and violation of labour laws, it still continued. May I know what was the time when these violations were removed - like the employment of women beyond the prescribed hours? What was the time interval between the time when it was pointed out and the time when the defects were rectified?

Sardar Swaran Singh: I could not give the time between the pointing out of the defects and the rectification thereof. But the project authorities have reported that most of the

Q.No.261 ctd.

(Sardar Swaran Singh ctd.)

things have been rectified.

Shri Tridib Kumar Chaudhuri: May I know if the Government formally of Orissa/wrote to the Union Steel Ministry about these things, or the Union Steel Ministry came to know of these things from press reports only?

Sardar Swaran Singh: No, it is not customary for the State Government to write to the Central Government or the Ministry in charge of a particular project. It is essentially a matter between the project authorities and the State Government. If any of the points mentioned in the inspection reports are not accepted by the project authorities, the project authorities are under these very labour laws entitled to represent, or even to appeal against certain of the observations or points that might have been made.

(Qn. ctd. by B)

Q 261 - contd

Shri S M Banerjee: My question was about the formation of the works committees, the production committee and the safety committee. I can understand that till the factory goes into production, the formation of the committee - -

Mr Speaker: Order, order. Hon. Members cannot argue over the matter. What is the question?

Shri S M Banerjee: The question is, whether the works committees are functioning in the three steel plants or not, and if not, what is the reason?

Sardar Swaran Singh: I would require separate notice for this specific point.

Shri T B Vittal Rao: May I know if the Employees Provident Fund Act, 1952 is implemented in these three steel plants and may I also know if it is a fact that the Labour Ministry has drawn the attention of the Ministry of Steel, Mines and Fuel to violations of the law?

Sardar Swaran Singh: I think that the Employees Provident Fund Act does apply to the employees, and I have no knowledge of any point that might have been referred to the Ministry of Steel, Mines and Fuel by the Labour Ministry.

Shri Panigrahi: May I know whether it is a fact that the authorities of the Rourkela Steel project did not accept all the points which were pointed out by the Labour Commissioner to the Government of India with regard to the violations of labour laws in the steel factory and, if so, what are the points of dispute between the project authorities and the State Government?

Sardar Swaran Singh: The project authorities are entitled to point out if they do not accept entirely the points that might be raised in an inspection report just as any other private sector plant is entitled to represent those

Q 261 - contd

Sardar Swaran Singh - contd

points which have been thrown up or are not acceptable to the project authorities. I have already said that on one point particularly, namely, as to whether the project as a whole should be registered under the Factories Act for each department, there was a difference of opinion, and I may also be permitted to inform the hon. House that works like the Tata Works are registered as one unit under the Factories Act and not as individual departments thereof. I would not be surprised if there was any difference of opinion about what was thrown up in the report as between the project authorities and the inspector concerned.

(Q ends)

Starred Question No. 262

To be answered on the 21st November, 1960

AIR SPACE VIOLATION BY CHINESE

- *262. (SHRI P.G. DEB:
(SHRI BHAKT DARSHAN:
(SHRI S.A. MEHDI:
(SHRIMATI ILA HALCHOUDHURI:
(SHRI VIDYA CHARAN SHUKLA:
(SHRI RAMESHWAR TANTIA:
(DR. RAM SUBHAG SINGH:
(SHRI AUROBINDO GHOSAL:
(SHRI HEM BARUA:
(SHRI KORATKAR:
(SHRI KHUSHWAQT RAI: Will the Minister

of Defence be pleased to state;

(a) whether China has rejected India's note on Air Space Violations;

(b) if so, the details of the same; and

(c) any further action taken in the matter?

A N S W E R

THE MINISTER OF DEFENCE (SHRI KRISHNA MENON):

(a) Yes, Sir; that is the case in regard to the protests made up to 10th September, which is the last letter of the Chinese Government

(b) and (c); In this connection, attention is invited to White Paper No. IV laid by the Prime Minister on the Table of the House on the 14th November, 1960

Rourkela
26/11/64

To

Comrade K. G. Srivastava,
Secretary, A.I.T.U.C.,
New Delhi.

NOV 1964

26/11

Dear comrade,
Namaste I have not heard from you long. I have come home on leave to attend my sick mother who has been laid down by a stroke of paralysis. There was no others to look after her. She is now slowly recovering and will survive the stroke. I can be spared from here after a week.

I am enclosing herewith a four page report. From that you can understand that the situation in Muster Roll and Britania is precipitating. I am very impatient to run back to Rourkela as soon as possible. Bata babu is left in charge there. We are trying hard to procure a comrade for the office. Field work is taxing my time so much that I was not able to send this report sooner.

It is well known that separate attention must be given for consciously building the organisation

apart from solving labour problems. I am not able to attend to the former for being absorbed in the latter. So organisation is lagging far behind our successes in solving labour problems. But I am hopeful that once we create a considerable base to keep our foot firmly the lag in organization will be overcome afterwards. That way I am not in despair, but I am not able to fulfil all the demands of the situation. That way I disappoint some friends. But I shall consider myself a success if I can build that minimum base for our organisation from where like a rocket we can have a secured take off. I feel we cannot afford to be overambitious at this stage. The I.N.T.U.C. of late is vigorously pushing itself towards a recognition. They have enrolled about 3000 members amongst regulars without payment of any membership fees. They are already recognised in Bhalai and will easily get recognised here too. With I.N.T.U.C. pushing forward H.M.S. is pushed to the back-ground. I will write to you soon again. Please convey my best regards to com. Dange.

camp: Parlakimidi } yours fraternally
Ganjam st. } N. Mondla. 18/11

To
Comrade Secretary,
A. I. T. U. C., 22 NOV 1960
New Delhi.

Dear comrade,

The last I had written was about the gheraos of October 10th. I had also informed you about the workers of Dodsal & Co construction contractors. Ever since we are pursuing the problems of Muster Roll workers. We had planned another round of gheraos and had fixed a date for that. The workers did not turn up in large numbers due to the dept. heads not allowing the workers from duty under threats of repressal. The news of the intended gheraos was leaked out to the authorities before hand unlike October 10th. They made arrangements to sabotage it and were successful except in the Public Health division where the workers surrounded the engineer Mr. Garudachar for one hour on the demand of absorption into regulars. After an hour he somehow managed to slip away through a back way and we also instructed the workers to abandon the gherao as other divisions did not respond.

The promised overtime dues of the temporary workers has not yet materialized nor is it going to be within November 20th the last date of the written assurance of the management. We have to take some action on that. After consultations with com. Mahanti we have decided to call a give a strike notice on that. Before that we have written to the management and the Govt. reminding them of the assurance. In the event of a strike notice, overtime dues will be the only issue. We have decided not to burden the strike notice with other demands. The notice is bound to be a success much more than the previous one.

As for Dodsal we could not pursue it because it is at its fag end. Only 150 workers are there, the rest have been retrenched. These 150 workers are also on the verge of retrenchment. They are not also united in their approach to us. Much work has to be

done to unite them. In such an unfavourable situation to achieve anything for the workers is also very remote. So we preferred to abandon Dodsral. But we have been taking up stray cases of some contractor workers now and then.

our biggest catch among the contractor workers was on 18th October when the workers of Britania Building & Iron Co. Ltd. contractors of Sindri Fertilisers who are constructing the fertiliser plant here. At present the fertiliser is the only construction where work has recently started and will continue for about 2 years more. That day they had staged a lightning strike and had approached us for leadership. Their demands were reinstatement of 25 retrenched workers and payment of overtime dues. After our intervention the management agreed to the two demands without much fuss.

Prior to our going there the unions of the PSP and Ganatantra Parishad were leading the workers. They could not cut any ice and had voluntarily abandoned the workers, because firstly the management (a Marwari one) was in the habit of breaking its agreements and secondly the workers under such provocation were in no mood to behave in a disciplined manner, and thirdly the union's leadership was only for name's sake and two goonda leaders amongst the workers were the real masters of the situation one a Barma (Bihari) and Naba Mallik (Oriya) as communal leaders of two groups of workers, both being dalals and as such were jealous of each other. The larger group is Oriya. Its leader ~~is~~ Mallik fell out of favour of the management due to his policy of eating the cake and demanding a new one under another threat. His discharge precipitated the strike. But those 2 unions were terribly afraid

of getting involved in some rioting case in spite of themselves. Also they too were not above the influence of the management. So they had fled away giving in writing that they disown the workers as such.

So one can imagine our plight there when we entered the field. After our appearance the management agreed to the demands, tried to pacify the workers and launched a new offensive. With a view to drive away Mallik the management had increased the wage rates of some 80 workers in the wage cards of the first fortnight of October and was expecting them to be loyal. But the strike of 18th, proved otherwise. Mallik could not be discharged. The wages were only unnecessarily raised voluntarily. What is more, in the trail of this litigation the most dreaded union of the red flag entered the field. The cunning management was out to reverse that position. On 22nd October it announced the reduction of the raised wage rates to their old level. No union worth its name can ever compromise with a wage cut. Our negotiations and Govt's conciliation totally failed. The Govt. Labour officers who take a stronger view about H.S.L. usually become soft when it comes to private contractors. We pointed out the violation of Sec. 9.A of I.D. Act. The management argued that "Any change in the conditions of service" also includes a rise in wages which was not notified as per law and hence the increase is illegal, and this illegal position was reversed by the cut. The defective wording of the law was literally in favour of their contention. We of course argued that the spirit of the Act envisages only an adverse change. The officer at last declared a failure of conciliation on 7th November.

We were in a terrible fix. We will be no where in those workers if we compromise with that stand of the management. We were also not sure how far the Bihari workers will respond to a strike call. If the strike fails for want of their cooperation the striking workers will be no where. We were also not sure as to how far we can control the situation from slipping into a communal riot if we decide to take some strong action. I for one was seriously thinking to abandon the field and notify the Govt. that we will not be responsible thence after. But Bata babu was out for a strike. At last we decided to strike on 8th. without notice as Fertilisers are not within the list of public utility services. The decision was kept a secret so as to catch the management unawares. Actually we struck work on 7th. night itself. On 8th. morning we made the 200 workers march to the S. D. M. Some of the Bihari workers were not joining the strike. A kick from our furious Bata babu to one of them was enough to take to their heels. Only Sarma with five or six Punjabi workers were left behind. The strike was a success and also peaceful. The management came down before the S. D. M., the second conciliation officer and signed an agreement with us to restore the wage cuts. Taking advantage of the strike situation we added a demand to reinstate one carpenter Rezak who was discharged two days back for indiscipline. We had also been demanding for a revision of the overtime dues calculations which had been calculated wrongly by setting off the overtime of one week against any absence in another week. These two demands were also met. In the evening after a victory meeting the workers marched in a procession to the work site to receive their wages which they had refused to take till the dispute is settled. After this victory the workers of other contractors in the fertilisers are getting attracted towards us.

camp: Parlo.

-yours fraternally

M. Nanda. 18/11/60

282R

December 14, 1960

Dear Com.Ponda,

Your postcard of 10th inst., on recent developments there.

The addresses required by you are given below:

Com. Mohd. Elias, M.P.,
68 North Avenue,
New Delhi

Com.Indrajit Gupta, M.P.,
Western Court,
New Delhi-1

With greetings,

Yours fraternally,

me

(K.G.Sriwastava)

Form No. 4C.
HINDUSTAN STEEL LIMITED

C O P Y ✓

HINDUSTAN STEEL LIMITED
ROURKELA STEEL PROJECT
ROURKELA : : ORISSA

Office Order No. 3786 dated 9th. December 1960

The Services of Sri Ajit Kumar Ray, Fitter (Passed out Trainee), Blast Furnace Department, Rourkela Steel Project, Rourkela, are hereby terminated forthwith. He is entitled to three months pay in lieu of notice.

His name will be removed from the establishment rolls of this project from the date of release.

Sd - P. Kanungo
Assistant Personnel Officer
(General)

certified to be true copy

M. Ponda 20/12/60
General Secretary,
Rourkela Steel Mazdoor Union.



C.3



3090



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at _____ H. _____ M.

0 00

ROURKELA 24.



DANCE 4 ASHOKA ROAD NEW DELHI.

ROURKELA STEEL MANAGEMENT ARBITRARILY TERMINATES SERVICES OF AJITKUMAR ROY PASSED TRAINEE FITTER BLASTFURNACE WITHOUT SHOWING MX REASON MANagements ACTION HIGHLY PROVOCATIVE ALL REGULAR WORKERS ALARMED PRAY INTERVENE AND REINSTATE TO AVOID SERIOUS LABOUR TROUBLE.

... ROURKELA STEEL MAZDOOR UNION.

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.

MGIFPAh.—860—4-7-59—89,210 Eka.

ROURKELA STEEL MAZDOOR UNION
Reg. No. 237.

P.O./H.O. ROURKELA-1.

SUNDARGARH (ORISSA)

Ref. No. R.S.M.U. _____

Dated _____ 196 .

RESOLUTION ✓

Proposed at the Public Meeting held at Ambagan,
Rourkela on 29th December, 1960.

This meeting is shocked to learn the arbitrary discharge of a permanent worker and a Passed Out Trainee, who was working as a Blast Furnace Fitter for the last 2½ years, since no reason has been assigned by the Hindustan Steel Management. If allowed un-challenged, this discharge would become a dangerous precedent in future, and will render insecure the services of all the regular workers not to speak of other temporary workers, e.g. Muster Roll and Work-charged workers. This discharge is a clear and flagrant violation of the fundamental right granted in the Constitution prohibiting discharges without sufficient reason and without affording full opportunity to defend. Such a gross violation has taken place in a Government Factory is still more tragic. This discharge is the product of the callousness of the H.S.L. top officers towards the sacred interests of labour.

Hence, this meeting resolves to request the Prime Minister, Labour Minister and Steel Minister to intervene immediately and instruct the concerned officials to withdraw the unjust and unconstitutional discharge order and reinstate Sri Ajit Roy.

Proposed by the Chair and carried
out unanimously.

Nityanand Bonda

PRESIDENT OF THE MEETING.

P.T.O.

copy to comrade S. A. Dange M.P. for information and
necessary action in Lok Sabha. *N. Bonda*
President of the meeting.

RESOLUTION NO. 2.

This meeting resolves to draw the sharp attention of the Prime Minister, Labour Minister, and Steel Minister to the pressing problems of workers in Rourkela and requests them to -

- (1) Abolish the contract system of appointment in H.S.L. which is a slave bond imposed on us depriving us from our right to permanent service.
- (2) Appoint a Wage Board for Steel Workers soon.
- (3) Pending the verdict of the Wage Board, pay the following wage grades which are equal with the rates at Jamshedpur.

(a) Unskilled	-	Rs. 80/-	P.M.	Basic Pay.
(b) Semi-skilled	-	Rs. 80/-	P.M.	"
(c) Skilled	-	Rs. 150/-	P.M.	"
(d) High skilled	-	Rs. 250/-	P.M.	"
- (4) Abolish bus charges, Electric charges and house rent to workers of H.S.L.
- (5) Grant of Heat Allowance with retrospective effect.
- (6) Link Dearness Allowance with cost of living index.

Proposed by the Chair and passed
unanimously,

Kityanand Panda

PRESIDENT OF THE MEETING.

✓ (15/6)

Are The Regular Workers Tempory? Can They Be Removed Without Any Reason?

Sri Ajit Roy P.O.T. Fitter of Blast Furnace
discharged without showing any reason. Let all heroic workers of H.S.L.
fight this injustice, and make their jobs permanent.

Dear Comrades,
The management of H.S.L. has suddenly discharged Sri Ajit Roy a prominent P.O.T. fitter working efficiently for more than 2 years in Blast Furnace without caring to mention any reason what so ever. How could this happen without showing sufficient reason.

Many workers in the factory know that Sri Ajit Roy was fighting to abolish the 3 years contract system, to raise the present low grades of pay, to get heat allowance and safety devices for our workers. He had been taking a leading role in the P.O.T. strike of last year, in collecting signatures for grade revision, permanent service etc for regulars, and also in organising departmental committees of workers to achieve their just demands. The injustices by officers were checked in the Blast Furnace. Sri Ajit Roy was respected by other workers as an ideal worker both for his skilled work as a fitter and also in his duties towards his fellow workers. More and more workers were attracted towards the Departmental Committees and the Union.

These just and lawful actions of Sri Ajit Roy were the eyesore of some reactionary officers. These cruel officers were plotting to remove him from his permanent service, but they could not find any defect in his work. So they discharged him without showing any reason.

This is a Public factory run by the Govt. Yet there is no rule of law and reason here. It has turned into a Zamindari of some reactionary officers who are against the very idea of Public factories. There is wide spread corruption in recruitment. Once recruited the workers are harassed through threats, charge sheets, warnings and suspensions. Now they have started to discharge without reason not only Sri Ajit Roy but some more workers are also discharged from other departments. What does it mean? —

It means that no regular worker's job is permanent. It is as temporary as a line drawn on water. Even the P.O.T. worker's job is not permanent. It

means, you can never demand for a higher grade. It means, you cannot join a committee or union to achieve your demand. If you raise your head as a proud worker of an independent country you will be kicked out of the gates of this public factory. Is this the real value of a regular job? This is not simply a question of Sri Ajit Roy's job. This is a larger question affecting all regular workers. This is a question of life and death for the regulars. Today it is the discharge of Sri Ajit Roy, tomorrow it will be your discharge. We cannot and should not allow such a disaster to happen.

Remember comrades, this precious factory has been built by us out of the sweat and toil of all the working people of our nation. It is not the paternal property of any Ramaswamy or any Sambasivam. We workers are their managing partners of this factory. We are not slaves of any officer here. No officer can discharge us without showing sufficient reason. Everything has to be judged here from the highest standards of social justice and Law. This is your sacred right, the right to live like a worker, the right to organise yourself with a view to live and work with honour.

Such a fundamental right is denied to you by some of the reactionary officers. You must fight to snatch away that right from their unwilling hands. For that you must unite in a solid organization strong like steel. You have to strengthen the hands of your union of steel mazdoors. Let all workers of all the 5 unions rise up in one voice against the slavish contract for 3 years and against the illegal discharge of Sri Ajit Roy.

Comrades, your storm is now gathering. It is high time for a fierce agitation. You have only to prepare your minds. Try to convince those who are not understanding the serious need for an agitation. Contribute lavishly for our fighting fund. Many workers are coming forward to us with agitated minds over this illegal discharge. Now let no worker lag behind. Let the united voice of all workers thunder —

Abolish 3 years contract system.

Long live workers' Unity

No discharge without sufficient reason

Long live the Red Flag

Reinstate Ajit Roy & others

Yours faithfully

Batakrushan Panda

Nityananda Panda

Working President

General Secretary

Rourkela Steel Mazdoor Union

122 DEC 1960

To
Comrade K. C. Srivastava,
Secretary, A. I. T. U. C.,
New Delhi.

Dear comrade,

The Britannia co. contractors of the Fertiliser plant had thrown out 300 workers of their subcontractor Jamuna Das and 12 of their own. After negotiations failed with the management the workers struck work from 8th Dec. The management this time also tried to use the Biharis to break the strike. The Oriyas and Adivasis being the majority and determined to picket the gates, the stooges did not dare to go into work. But this time the management succeeded in obtaining the services of the police. The police tried to interfere in our picketings. They were not so rash of course, perhaps because they have come for the first time face to face with us. The threats of the police were of no avail. The strike was a success.

A new feature was that all the contractors Gannon Dunkerley were also affected. Their workers had also a dispute of wrongful dismissals. So the entire Fertiliser was on strike affecting about 2000 workers. Conciliation at the level of Lab. officer failed mainly due to the siding of S. P. and S. D. M. against the Union. They threatened ~~Baba~~ Bata babu to arrest and the management thereby got adamant. The conciliation failed on 9th. In a largely attended public meeting after a procession the police and the S. D. M. were attacked for their pro-contractor attitude. The Anti-corruption Minister of Orissa who is also in charge of Rourkela Affairs was then at Rourkela. Swaran Singh was expected to come on 13th. The conciliation failure report of D. L. O. was against the management. The strike was tight from our side. All this helped

us to win the day with Britannia Co. on 12-12-60. They agreed to reinstate the 312 workers. They pleaded that they had ordered lay off from 3-12-60 due to lack of work and hence it was reasonable and as such would not give the strike wage. We pointed out that as no previous notice was given for lay off, it is illegal and provocative. At last it was agreed that the strike wage should be linked with the legality of the lay off to be adjudged by the D.L.O. whose decision would be binding. So this reference to arbitration was only a face-saving device the management sought for ~~to~~ and we did not object to. It was also inserted in the agreement that no party should create a deadlock leading to stoppage of work. All disputes should be referred to conciliation machinery and their opinion should be binding on both. This is a contractor who always creates trouble and keeps his staff changing. The conciliation machinery has now got fed up with them. This clause will help us in future. But subsequently it was found out that the management is in no mood to come to their senses. They have again begun to discharge people without the permission of the conciliation machinery. We are going to launch a suit against them for breach of agreement and simultaneously refer the dispute for the agreed arbitration from our side, without going in for a strike.

So far all right, But the workers are not forward in giving funds. We run all this show mostly on the displaced persons' money. Our collection machinery is also very inadequate. Last but not least, the movement there keeps us terribly engaged and has dangerously diverted us from work amongst the regular workers of H.S.L. In the next executive meeting I will place proposals for division of work there, for making it self-reliant financially, and for a reduction in the present diversion.

Since the last 2 months we have slowly but steadily taken up the problem of getting employment to the displaced persons of this locality most of whom are tribals. The total number of displaced in this project is 33,000. About 10,000 of them are able bodied males & females. At present about 2 to 3 thousand are jobless and many more will be with the completion of construction. It is a very attractive problem to champion their cause for jobs. Actually Bata babu started on this idea and we all have owned up. After making some meetings in their new settlements they are now made to enrol in the employment exchange that is nearing completion. Meanwhile a delegation consisting of Bata babu one leading female worker and another male worker visited the ministers at Bhubaneswar on 5th Dec. and staged an impressive press confere at Cuttack. That way the problem was brought to lime light. This credit goes to our red flag union and has been a source of jealousy for other unions. Something more than a thousand rupees were collected from them @ Rs. 2 each till now. Yesterday there was a procession of with 1000 displaced persons including a hundred females. You know, that no union save ours has the fortune ^{today} to take out a procession with more than a hundred people in all. This displaced problem is a paying one as well as with long range potentialities. But here again ~~our~~ our trouble is the short of organising cadres, and consequently diversion from work amongst regular workers.

You must be hearing about our fortunes amongst the Muster Roll, Fertiliser and Displaced. You can rightly be inquisitive to know our position amongst the regulars. Yes, for obvious reasons I had avoided to write anything about that. But

we are no less fortunate than other unions in this field, we had been able to organise some workers' committees in some departments and especially in Blast furnace without any union label. I wish we should have concentrated more than we did, our diversions with Muster Roll etc. prevented us from concentrating. We organised what little we could in spite of the diversions. The dept. committees were able to make collective demands and even win small concessions e.g. safety devices, bridling the dept. officers etc. The leader of the B. furnace committee Ajit Roy who was elected last time as our unions Secy. had caught the eye of the management. They were trying to remove him but were not finding an opportunity. It seems they now got impatient and could not wait for an opportunity and have served a termination order on 14th Dec ^{without showing any reason.} As he is a passed on trainee, the P.O.T.s are agitated over this discharge. The organised departments are also reacting against this discharge. We should take up this challenge in right earnest. We have already moved the management and lab. officer. As for the rest we are awaiting coms. Durga Mahanty & Elias. Now that the Parliament is sitting we should not delay. You must sympathetically realise the seriousness of the issue and send com. Elias, or Indrajit. Now that I have got their addresses from you I am also separately requesting them to come. But kindly arrange yourself their programme and inform us. With this struggle hanging before us I am not sure who of us here can attend Coimbatore confce. How is the health of Com. Dange?

Rourkela
18-12-60

yours fraternally
Kalyanand Dande.
General Secretary
Rourkela Steel Mill Labor Union



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INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at _____ H. _____ M.

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AJITROY DISCHARGED SEND ELIAS IMMEDIATELY = PONDA



The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.

MGISPAh.—1271—28-1-58—1,13,350 Eln.

RECEIVED
INDIAN POSTS AND TELEGRAPHS DEPARTMENT
NEW DELHI

ROURKELA STEEL MAZDOOR UNION

Reg. No. 237

P. O./H. O. ROURKELA-1

SUNDARGARH (ORISSA)

Ref No. R. S. M. U

Dated 23-12-1960.

To ✓ Comrade K. G. Srivastava,
Secretary, A. I. T. U. C., New Delhi.

Dear comrade,

I am enclosing herewith a copy of the termination order. Please study it and prepare the legal grounds for us. The D.G.M. (P) said to me that the termination is based on adverse report by the police. All recruitments to regular posts are generally on 3 years contract basis, wherein there is a clause to terminate with 3 months' notice without assigning any reason. But in this case no such contract has been entered into. In the absence of any contract we have to see if there is anything in the standing order. The H.S.U. has only a draft standing order not yet certified. They may be having some such power to terminate in their rules and regulations. That again is how far valid has to be seen. So please consider all the aspects of this serious case.

But one thing, we are not going to bank our cause on the legal side alone. We have taken to organise the workers. Response from the workers is encouraging.

But the cadres are not moving so confidently due to the failure of any leader from outside till now. They have voiced their grievance. even some of the workers are also expecting the arrival of A.I.T.U.C. leaders and are ~~get~~ wondering as to when they would come. The management is also eagerly watching the steps we are going to take. We are in a sort of cold war here. comrade Elias or Indrajit has not still intimated about their programme. The A.I.T.U.C. centre must quickly see to it that some M.P. arrives soon. We have moved the matter to the authorities. conciliation may start soon.

com. Mahanty is ill and had expressed his inability to come for a long time to come. We had been to Jamshedpur. com. Kedar said he will not be available soon. Some others may come towards the end of this month. We are bringing out a leaflet soon. The executive will meet tomorrow. So we request you again to book com. Elias or Indrajit soon and inform us by wire. We have not yet received any reply to our wire of 15th. I know you will be busy preparing for Coimbatore confce. Still please treat this issue here as a prestige issue and act decisively.

yours comradely
T. Sarda.

Gen. Secy.

ROURKELA STEEL MAZDOOR UNION

Reg. No. 237.

P.O/H.O. Rourkela -I

Sundergarh (Orissa)

Ref. No. B.F-7/60

Dated 27-12-60.

To

The Prime Minister

Government of India, New Delhi.

Sub:- Service termination of Sri A.K.Roy.

Honourable Sir,

We beg to confirm the following telegram sent to you on 24-12-60.

" Rourkela Steel Management arbitrarily terminated service of Ajit Kumar Roy passed trainee, fitter Blast furnace without ~~xxxxxx~~ showing reasons. Management's action highly provocative. All regular workers alarmed. Pray intervene and reinstate to avoid serious labour trouble.

Rourkela Steel Mazdoor Union."

In this connection we beg to enclose herewith a true copy of the termination notice for your ready reference. As the Prime Minister of Independent India you are requested to judge the notice a bit impartially. Sri Ajit Roy happens to be a fitter of Blast Furnace whose number in India is very rare, hence precious. Due to dearth of such skilled hands the State had undertaken to train him for two years at a cost of nearly Rs 7000/-. If we add to this qualification his experience of about 22 years at Rourkela you will surely judge him to be a precious hand in the Public Project. He like other technicians works here for half the pay he would have earned at the Tatas. Now suddenly the Management has terminated his services without showing any reasons.

Our Union is not an organisation to defend any worker against whom the Management can show sufficient evidence of bad conduct. But where the Management does not care to even mention the reason no Union worth the name can remain itself blind. The regular workers, as but natural, take this discharge as an insult and attack against their fundamental right to work and live, in spite of being in permanent service in a Public Project. The minds of the workers are highly agitated and are demanding very strong action from our Union. You or the Management may take it to be a prestige issue after we begin to talk in a language of threats or intimidation. We have refrained ourselves to threaten or attack till now and we have preferred to talk in a language of reason, law and social justice.

We know that the Rourkela Project has the worst notoreity in labour affairs in whole of this large country. It is evident to any lay-man from the report of the State Implementation Committee and from compelling you to appoint your Labour Minister Sri Nanda for looking personally into the labour muddles in Rourkela. Are these Himalayan muddles and bunglings ~~xxx~~ not enough for the officers here, Sir, that they wanted to add this biggest bungling to the accumulated heaps? We seriously wonder whether these highly paid ~~xxxxxxx~~ princely housed officers are engaged to manufacture more steel or manufacture more labour troubles? That would lead you to think as to transfer the General Manager Sri Sambasivam or the Blast furnace Supdt. Sri Ramswami or some other officers, a thing that concerns you directly and to us only indirectly. Just now we are less interested in that.

Our present concern is to avoid a showdown between the un-elected representatives of the real Managers (the officers of the HSL) on one hand and the workers who are the real Managers in this public project on the other.

We, therefore, draw your personal attention to this grave problem involved in this arbitrary discharge of Sri A.K. Roy. We are not at all worried about the job of this single worker whose experience and efficiency will surely fetch him a better job elsewhere with a better pay. But Sir, this is not an individual issue. It is a much larger issue involving the very security of permanent service and of a big fundamental right. The officers of the HSL should not be allowed to trample this sacred right under their bureaucratic feet. So we pray you to come down heavily upon this ~~xxxxxx~~ unjust and illegal discharge and order immediate reinstatement of Sri A.K. Roy. Sri A.K. Roy and the workers of Rourkela will be highly grateful to you if you take the trouble of intervening personally as the Prime Minister of our nation and help us to maintain a healthy labour - Management relation in Rourkela for which we here are so thirsty of.

Yours faithfully

N. Panda

(Nityananda Panda)
General Secretary
R. S. Mazdoor Union.

Copy to (i) Union Labour Minister
(ii) Minister for Steel

(iii) Sri S.A. Dange M.P. for information and
for favour of a strong move in the
Lok Sabha and other necessary action.

U.P.

ROURKELA STEEL MAZDOOR UNION

Reg. No. 237

P. O./H. O. ROURKELA-1

SUNDARGARH (ORISSA)

Ref No. R. S. M. U. _____

Dated 27-12-1960.

To
Comrade K. G. Sriwastava
Secretary, A.I.T.U.C.
New Delhi.

Dear comrade,

I hope you must have received my last letter sent from here yesterday. The movement to reinstate com. A.K. Roy is gaining momentum. You must have also received a copy of our telegram sent to P.M., Nanda, Swaransingh etc. The leaflets will be received tomorrow and copies will be sent to you. Unless they reinstate him soon there are possibilities to wage a struggle of the ~~for~~ biggest magnitude which Rourkela had never seen and in which the regular workers will step into the arena of struggle for the first time under the Red Flag. It will be the biggest stake in which failure or success will mean decisive to either extremes of our fate. I hope you will be realising the extreme seriousness of this struggle. The entire favourable reaction is now being channelised by us towards organization. So, if you have not already left for Coimbatore, please send com. Panigrahi, or some other M.P. available to you.

The Britania Co. has violated their agreement of 12-12-60 and had thrown out workers numbering 45. We hear some more are also going to be thrown out. No representative of theirs turned up to the conciliation officer yesterday.

When the Dist. Lab. Officer (D.L.O) rang up today they have promised to attend conciliation tomorrow. The way they are avoiding & disrespecting the conciliation machinery, I am not very hopeful of success. As such we have to make a lightning strike again.

So you will understand that under the above circumstances it will not be possible to send a large delegation from here to Coimbatore. At best I and another comrade can come. Even that will depend on the fast changing conditions. Com. Mohanty had made a trunk call yesterday. He has not yet recovered from his illness. He said he is likely to come here for his court date on 29th. Dr. V. Misra will also come. So we will have a public meeting on that day.

The I. N. T. U. C. had today distributed a leaflet demanding (1) abolish 3 years contract system (2) Full construction allowance ~~in~~ in place of half given now or merge it with basic pay. (3) Free transport to & from factory (4) No electric charge (5) Heat allowance (6) D.A. should be linked with cost of living index (7) Appoint a steel wage board.

In view of my ^{impending} departure to Coimbatore on end of Jan. I request you to send the January remittance a bit earlier than usual to enable me to meet the expenses. More in person.

yours fraternally
A. Panda
Gen. Secretary.