

A. I. P. W. C.
I. R. No. 100 Date: 28 AUG 1961
No. Ref. IV-WC/6

PETROLEUM WORKERS' PUBLICATION
BOMBAY, 15.

at Ahmed

23-8-1961

CIRCULAR TO WORKING COMMITTEE MEMBERS:

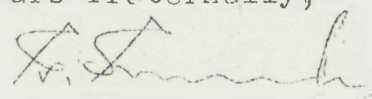
Dear Comrade,

NOTICE
Meeting of Working Committee

I give you hereby notice that a meeting of the Working Committee will be held at Calcutta on the 20th, 21st and 22nd September, 1961. The agenda is as follows:

1. Outstandings of all affiliated unions, sanction for expenditure, etc.
2. "Petroleum Worker" publication.
3. Situation with respect to contract labour and the resolution of the Delegates' Conference.
4. The situation with regard to the extent rationalisation measures already instituted and being planned and our tasks with particular reference to AIPWF Circular No. AU/7.
5. Government of India's Employees' Provident Fund Scheme and our tasks.
6. Situation and tasks on the renewal of three year long term agreements, with particular reference to Bonus for 1961.
7. Latest Development in the Industry and our tasks.
8. Report on the Administrative Committee Meeting of the TU International and on the visit of the General Secretary of the TUI to our country.
9. ILO Petroleum Committee proceedings and our tasks.
10. Indian Labour Conference and Standing Labour Committee decisions/recommendations.
11. Correspondence from fraternal organisations.
12. Any other business with the permission of the Chair.

Yours fraternally,



G. Sundaram
GENERAL SECRETARY.

cc: ALL AFFILIATED UNIONS.

Ref. IV-AU/12.

CIRCULAR TO ALL AFFILIATED UNIONS:

Reminder

Dear Comrades,

Please refer to my Circulars as under dated 5th August 1961:

IV-AU/9 - Sub: Contract Labour Survey by Government of India.

IV-AU/10

ALL INDIA PETROLEUM WORKERS' FEDERATION

23-8-1961

P.W.U. Delhi
P.W.U. Ernakulam
S.V.E.U. Delhi
B.S.E.U. Madras
H.O.K.S. Poona
O.C.F.S.A. Poona
B.S.R.W.U. Bombay


Annual Return for 1960-61

Dear Comrade,

Please refer to my Circular IV-AU-11 of 5th August and let me have a copy of the Annual Return of your Union filed with the Registrar of Trade Unions by about 31st July this year.

Thanking you,

Yours fraternally,


G. Sundaram
GENERAL SECRETARY

ALL INDIA PETROLEUM WORKERS' FEDERATION

P.W.U. Delhi
P.W.U. Madras
P.W.U. Ernakulam
S.V.E.U. Delhi
B.S.E.U. Madras
H.O.K.S. Poona

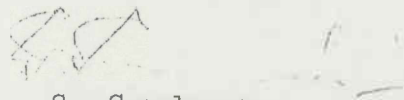
23-8-1961

Accounts - Dues and Outstandings

Dear Comrade,

May I further remind you that notwithstanding my last reminder of 18th August, I have not received the remittances from you yet. Please comply without any more delay.

Yours fraternally,


G. Sundaram
GENERAL SECRETARY.

Subject: Victimization of thirteen Indian Nationals by CALTEX (INDIA) LTD. by "PREMATURE RETIREMENT" in the name of Economy in Administration.

A SHORT ACCOUNT OF THE CASE

In the month of March 1961, as many as 13 Indian Nationals working in Caltex (India) Limited were retrenched by the above Company on false pleas of "premature retirement" and "economy in expenditure". Both the reasons are groundless and the real intentions of the Company was to hit back the Government for their insistence of increasing the percentage of Indian Nationals in higher administrative positions/jobs and the Government's recent entry into the marketing field through the formation of THE INDIAN OIL COMPANY.

The company's reason of "premature retirement" is baseless AS THERE ARE STILL A NUMBER OF MEN BEYOND THE NORMAL AGE OF SUPERANNUATION, who are preferentially retained by the Company for their own reasons. Their number and further details and the real causes for retention deserves a probe at the proper levels.

If saving in administrative expenditure was the real motive, then WHY NOT REDUCE THE NUMBER OF FOREIGN NATIONALS INTENTIONALLY IMPORTED INTO THIS COUNTRY by the Company, since the reduction in the number of foreign nationals by ONE will be almost equivalent to the saving likely on the unjust forcible retirement of all the people affected by the subject victimisation. This needs no amplification in the light of the revelations contained in the questionnaire of the "4th Delegates Conference" of the All India Petroleum Workers' Federation reported in the Petroleum Workers' Magazine of December 1960-April 1961.

From the Service Records of these thirteen affected men, it will be seen that they entered the Company's services years back in the lowest rung of the ladder and had progressively risen to the present position by dint of hard work, perseverance and periodical assessment by the Company themselves. Those who entered in the lowest rung of the ladder were, at the time of this victimisation, drawing four figure salaries, to which they had risen by merit alone and not due to any act of charity especially in a Company who have ruthlessly done away with the services of the long service employees, with a few more years to go, before their normal age of superannuation. This is just a case of finding some convenient batch of Indian Nationals in the Administration with the least backing, in the Company's view.

The people affected by this termination were of the supervisory cadre. They do not fall under the category of workmen coming under the Industrial Disputes Act nor do they comprise of the topmost ranks to whom the Company have to look forward at every stage for their existence in this foreign soil, posted as these top men were with the vital secrets of the inner workings of the Company. Naturally, the Company chose the middle category, who had no statutory body or association to advocate their grievances.

dispensing promotions as an act of charity? Surely not; the facts are plain. The Company wanted a lever to express their "ire" against the Government for its recent Nationalist policies and these helpless people came in handy. That is all.

In the circumstances, these unfortunate Indian Nationals with all their long service, ranging from 20 years to 30 years with some more years to go, up to their normal age of superannuation, are left without a rudder and look forward only to the Public at large, their Elected Representatives and those at the helm of affairs of the "Ship of State" to guide their destinies and champion their cause and redress their just and legitimate grievances.

The Company should be forced to take them back into their service or alternatively pay the damages for loss of legitimate service until the period of their normal superannuation.

A short account of the service particulars of each of the thirteen affected personnel has also been sent to the Hon'ble Minister for Labour, Government of India, New Delhi, accompanied by the enclosed joint Memorandum.

TRUE COPY OF MEMORANDUM DATED 24TH JUNE 1961
ADDRESSED TO THE HON'BLE MINISTER FOR LABOUR
& EMPLOYMENT, MINISTRY OF LABOUR, GOVERNMENT
OF INDIA, NEW DELHI.

Sir,

Sub: Victimisation of thirteen Indian Nationals
by Caltex (India) Limited, by "premature
retirement" in the name of economy in
Administration.

Kindly permit us to refer to the above subject raised on the floor of the Lok Sabha on the 10th and 26th April 1961 and the lame excuses Messrs. Caltex (India) Limited gave to justify their hasty action. Very senior supervisory staff with very long years of service in the Company, men who had risen up from the bottom of the ladder to responsible supervisory positions, earning four figure salaries, have been suddenly thrown out of employment WITH BARELY A FORTNIGHT'S NOTICE. You will well appreciate it was highly unbecoming on the part of the Company to dub these long service loyal employees as "inefficient" overnight.

One of the reasons given by the Company in their letter to the affected personnel was that they were compelled to resort to this measure of premature retirement to effect economy in their working. This point again needs a probe at the proper levels. It is obviously a groundless argument in the face of the information contained in the questionnaire of the "4th Delegates Conference" of the All-India Petroleum Workers' Federation reported in the Petroleum Workers' Magazine of December 1960-April 1961, extract reproduced below:-

"Is it true that in Caltex 70 of the Managerial level drew an average salary of Rs. 11,190/- per head and their salaries cost 18% of the total marketing expenses?"

In the circumstances, to what extent was the Company's economic working really going to improve by the retrenchment of the 13 long service Indian Nationals is a point too obvious to need any elaboration. The real intentions are different than economy; the saving likely on thirteen peoples' retrenchment is just the equivalent of one foreign national intentionally imported by the Company and maintained in this country.

The truth behind the retrenchment is that the Company wants to publicise that even very long service Indian Nationals are unfit to hold high jobs and consequently they are compelled to import their own (foreign) nationals and thereby justify their action in not only flouting the country's demand for greater Indianisation at top levels but also keep their hegemony on. It is impossible to believe that men who had risen up from the lowest rung of the ladder to such senior positions have become suddenly "inefficient", the retrenchment being more in the nature of a reaction by the Oil Company against the country's just demand for Indianisation at higher levels, than a measure of economy.

Another point that deserves consideration is the gentlemen's model agreement arrived at the 15th Session of the Indian Labour Conference in July 1957 at New Delhi, wherein the following condition was accepted as sine qua non in any scheme of rationalisation:

'Sir, we, the supervisory category, who unfortunately are not members of the workens' Union or do we fall under the topmost category, look forward only to the leaders of the country for advocating our cause.

'In short, it is unjust to call long service employees who have seen successive rise in their career as "inefficient". The retrenchment cannot be called a real measure of economy since all the affected personnel put together could not come up to the economy likely to be effected by retrenchment of one single foreign national imported by the Company against the avowed policy of the country to encourage more and more of Indian Nationals to wield higher positions in foreign oil companies.

It is nothing more than an attempt on the part of the company to justify their increasing measure of import of foreign nationals into the country by dubbing Indians as "inefficient" which indeed is a myth in the present era. The inner motives of the Company claiming concessions and privileges on this soil should be understood in time and they be dealt with firmly lest they jeopardise the future of many an Indian National in their employ at various levels, in stages in future.

'We pray for your kind intervention in time to earn for us a fair deal from the Company by investigating into their bonafides and upholding the rights and privileges of Indian Nationals with long association with the Company.

Yours faithfully,

N A M E S

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ALL INDIA PETROLEUM WORKERS' FEDERATION.

SHRI M. DEVI AVAZ", 34, Sewree Cross Road,
SEWREE, BOMBAY 15.

A. I. T. U. C.

I.R. N. 2438 Date 24/11/1961

File No.

280

20-7-1961


The General Secretary,
P.W.U.
CALCUTTA

Re: Working Committee Meeting

Dear Sir,

As you may be aware the A.I.T.U.C. General Council is called to meet in Delhi on the 19th, 20th and 21st August. I think it would suit everyone concerned if our Working Committee meets immediately thereafter in Calcutta, in which case the dates would be 24th, 25th & 26th August. Please let me know if these dates suits you. If you have any other suggestion I would like to hear. I am inform you however that the Petroleum Workmen's Union, Bombay, has called its Annual General Meeting to meet on 8th, 9th and 10th September. I will, therefore, be completely busy after the 27th August onwards for my union work.

Yours truly,



G. Sundaram
GENERAL SECRETARY.

cc: P.W.U. New Delhi.
S.V.E.U. New Delhi.
P.W.U. Madras
B.S.E.U. Madras
H.O.K.S. Poona
B.S.R.W.U. Bombay
P.W.U. Bombay
Com. T.C.N. Menon.

MAY DAY

May Day is the symbol of the down-trodden reaching for the stars - a symbol of hope and of triumph. It was born in blood on 1st. May 1882, and today by 1st May 1961, the workers' pennant will be on the planet Venus.

In 1882, the workers of Chicago in America, struck work demanding 8-hour day and the Police attacked and injured and killed several of the demonstrators and hanged several more a few days later.

The Comrades of the May Day Martyrs dipped their handkerchiefs in the Martyrs' blood and held aloft the red-flag as the symbol of the workers' pledge to end all exploitation and establish workers' rights, through out the globe.

Today, our conditions are tolerable because numberless of our worker-comrades laid down their lives and sacrificed their all so that we may prosper.

Imperialism and colonialism and economic exploitation are crumbling everywhere.

In Egypt and Laos and Cuba, the cobra of capitalistic exploitation has had its fangs plucked out. Today the worker is the ruler in half of the world and he has gained strength and power to defend himself and is in a position to keep the warmongers at bay.

The socialistic is the shape of the world of tomorrow and when we contemplate the tremendous strides the worker has taken during these 80 years, we bow in reverence in homage to the martyrs of May Day and we look forward to a world of peace and plenty where the exploiter shall be no more and wars shall be banned for ever and peace will reign supreme.

If we are to be worthy of our salt, and of our heritage, we must honour May Day and turn up in large numbers to participate in May Day Celebrations.

All our Union Members are earnestly requested to gather at our Union Premises on 1st May 1961 at 4 p.m. A procession will be taken out from there to Loane Square at 4-30 p.m. and from there, we will march to the meeting along with numerous other Unions.

LONG LIVE MAY DAY!

ALL GLORY TO THE MAY DAY MARTYRS!!

LONG LIVE PETROLEUM WORKERS' UNION!!!

சோஷலிசத்தை கொக்கி சென்றுகொண்டிருக்கிறது உலகம். கடந்து 80 ஆண்டுகளில் தொழிலாளர்கள் அடைந்துள்ள முன்னேற்றத்தையும், மேம்பாட்டையும் நினைத்து, இதை சாதரிய மாக்கிய மேதின விரகளுக்கு நம் முடிதாழ்த்தி அஞ்சலினை செலுத்துகிறோம்.

உலகில் என்னென்றைக்கும் போர் தடை செய்யப்பட வேண்டும், சமாதானமும், சுயேட்சமும் நிலைபெற வேண்டும் என்பதே நம் வாய்க்காலும்.

நம் பாரம்பரியத்தின் சிறப்பிற்கும், உயர்வுக்கும் ஏற்றவகையில் வரும் மேதினத்தை கொண்டாடுவோம். அன்று நடைபெற இருக்கும் மேதின விழாவில் நாமெல்லோரும் தவறுது கலந்து கொள்வோம்.

குறிப்பு: 1-5-1961 அன்று நம் சங்கத் தோழர்களனை வரும் சங்கக் காரியாலயத்திற்கு மாலை 4 மணிக்கு வருமாறு கேட்டுக் கொள்கிறோம். வேண்டி கொயிலிருந்து மாலை 4-30 மணிக்கு சென்னை தொழிற்சங்கங்களின் மாபெரும் உர்வல மொன்று புறப்படும். அதில் நாமும் கலந்துகொண்டு மேதின கூட்டத்திற்கு அணிவகுத்துச் செல்வோம்.

மே தினம் வாழ்க!

மே தின விரகள் வாழ்க!!

பெட்ரோலியம் தொழிலாளர் சங்கம் வாழ்க!!!

மே தினம்

1961



சர்வதேச தொழிலாளரின் ஒற்றுமை தினமான
மே தினத்தன்று உழைக்கும் சகோதரர்களனைவருக்கும்
எங்கள் வாழ்த்துக்களை தெரிவித்துக்கொள்கிறோம்.



பெட்ரோலியம் தொழிலாளர் சங்கம்,
பென்னை.

பெட்ரோலியம் தொழிலாளர் சங்கம்

சென்னை-1.

பாமராய், ஊமையராய், செவிடர்களாய், உலகனைத்தும் இழிவு சொல் பான்மை கெட்டிருந்த தொழிலாளர் சமுதாயம் தன் கீழாக்கத்தின்று எழுந்து உரிமைக் குரல் எழுப்பிய நாள் மேதினம்!

மாக்களாக மதிக்கப்பட்டு வந்த மக்கள் கூட்டம் தம் அவல நிலையை உதறித்தள்ளி, உரிமை கேட்டு போர் முரசு கொட்டிய நாள் மேதினம்!

இம்மேன்றால் சிறைவாசம் ஏனென்றால் வனவாசம் என்று அடக்குமுறை தாண்டவமாடிய காலத்தில் தோண்டொன்றே தொழிலாகக்கொண்டிருந்த உழைப்பாளர் கூட்டம் தம் முஷ்டியை உயர்த்தி சுரண்டலின்று விடுதலை கோரி வீர முழக்கம் செய்த நாள் மேதினம்!

கேவலம் கூலிக்குழைக்கும் கூட்டம் என்று இழிவாகக் கருதப்பட்டுவந்த தொழிலாளர்கள், 'இன்னல் வந்துற்றிடும்போ ததற்கஞ்சோம். ஏழையராகி யினி மண்ணிற்பூஞ்சோம், தன்னலம் பேணி யிழி தொழில் புரியோம்' என்று பிரதிக்கை செய்து கொண்டு எடுத்தேறலோம் இந்த அடிமை வாழ்வை என்று ஆர்ப்பு தெழுந்த நாள் மேதினம்.

தாழ்வுற்று வறுமை மிஞ்சி வாழ்ந்த தொழிலாளர்கள் இன்று சுந்தர மண்டலத்திற்கு செல்லும் வழியைக் கண்டு பிடிக்கு

மளவிற்கு உயர்த்துள்ளார்கள். 1947 முதல் நாள் குறுதி வெள்ளத்தில் தே

அன்று 8 மணி வேலை கோரி ிர வேலைகிறுத்தம் செய்தனர். அவர் முறை ஏவிவிடப்பட்டது. உயிரிழந்து ரோர் பலர். இந்த ராதத வெறியாட்டு குள், தொழிலாளத் தலைவர்கள் பன்

அன்று உயிரிந்த தியாகச் செய்ததெடுத்த செங்கொடியின் ம் உலகெங்கும் தொழிலாளரின் உரிமை பிரதிக்கை செய்து கொண்டனர் தெ

தொழிலாளர் போராட்டங்களில் எண்ணிலடங்கா தியாக சிலர்களின் வாழ்க்கை ஓரளவிற்கு மேம்பாடுடன் அவர்கள் செய்த தியாகத்தின் உயர்

ஏகாதிபத்தியமும், காலனி ஆட் டலும் எங்கு பார்த்தாலும் சரிந்து அடி டிருக்கின்றன.

எகிப்திலும், ஸாவோசிலும், ரண்டல் நாகத்தின் விஷப்பற்கள் உலகத்தின் பாதிப்பரப்பிற்குமேல், தெ இன்று இருந்துவருகிறது. தன்ன சக்தியைப் பெற்றதோடல்லாமல், யுத் வர்களாக ஆக்கியுள்ளான் தொழிலாள

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DIFFICULTIES OF WORKS COMMITTEES

WORKING PAPER No 2.

1. During the year 1959, a survey was conducted of the functioning of Works Committees in Bombay. During the course of this Survey, personal interviews were also held in a number of undertakings.
2. Over the question of difficulties experienced in the functioning of the Works Committees, the following opinions had been expressed by the Management and the Workers' representatives (Refer "A Survey of the Functioning of the Works Committees in Bombay City conducted by the Statistics Division of the N.C. Corporation Pvt. Ltd" published by the Ministry of Labour and Employment, Government of India):—
 - (i) Lack of interest among workers (in a small undertaking). Management wanted workers to take active part. Workers also wanted to use the Committee, but stated that they were not trained for it.
 - (ii) Lack of fruitful discussions (in an office).
 - (iii) Workers' representatives insisted upon the presence of the union representatives.
 - (iv) Outside union influence over the workers' representatives in the Works Committee.
 - (v) Existence of two rival unions interested in the workers. Both of them wished to be recognised by the management. It was learnt that the representatives of the workers often insisted upon the recognition of their respective union by the management before agreeing to discuss any problem.
 - (vi) Management preferred to deal with all the problems through the union.
 - (vii) Difference of opinion among workers and management whether elections should be departmentwise or general. Management preferred departmentwise elections, while workers preferred general.
3. In spite of the above-mentioned difficulties, the managements of most of the functioning Works Committees had expressed satisfaction with the working of the Working Committees.

4. Currently, another survey is being conducted to study the causes of non-functioning of the Works Committees in undertakings where the Works have not been constituted or reconstituted.
5. During the course of this survey, it has been observed that the following difficulties have been coming in the way of the formation of the Works Committees. As the survey is still under progress, the difficulties mentioned below should be taken only as indications of the existing situation. Hence quantitative estimates are not given in this paper.
6. The Managements of some undertakings have stated that they have been unable to constitute or reconstitute the Works Committee as there has been no response from workers. It appears that in some undertakings, the management asked the respective unions to furnish information regarding their membership in accordance with rule 42 of the Industrial Disputes (Bombay) Rules 1957. The Unions did not give any information, and the managements, after consulting with the State Labour Commissioner's office, put up notices inviting nominations from the workers directly, treating the Unions as if they did not exist. In these cases, there was no response from the workers.
7. In one such undertaking, there were two unions. One union submitted information as regards their membership. The membership was less than half of the total workers in the undertaking. The other Union did not give any information. Therefore, the management proceeded with the elections treating the latter Union as non-existent. At the time of election, in accordance with rule 43, workers were to be divided into two groups, one group being the members of the union and the other being the non-members of the union which had submitted information. It is learnt that the Union wanted to nominate all the 8 representatives of the workers. Management allowed them to nominate four representatives only, to which the Union subsequently agreed. However, the Union, after nominating 4 representatives, suggested the names of the remaining four representatives also, who were also members of the Union. Management objected and took up the matter with the State Labour Commissioner's office, who upheld the management's objection. Management insisted that a

separate voters' list according to rule No. 44, be prepared, in order to enable them to hold elections from the constituency of the workers who were non-members of the union. For this purpose, management asked for a list of the union members. The Union did not give the detailed list, as according to rule 42, they had to give only number of their members and not the names. For this reason, it had not been possible to reconstitute the Works Committee.

8. In another undertaking, when the Works Committee had been functioning, workers insisted on placing demands relating to wages, promotion, etc. at the Works Committee. The management did not wish to discuss these demands at the Works Committee meetings.
9. Workers wanted all the Works Committee decisions to be binding, to which also the management did not agree. It was learnt that the management was agreeable to making certain decisions, such as, those regarding discipline and similar matters, binding on both the parties, but not on all matters.
10. Management felt that workers took advantage of both the Works Committee and the Union for settling same issues. Management further felt that the Union interfered with their working more than what they should. It appears that the management had settled an incentive scheme with the workers and the latter had agreed to cooperate. Subsequently, the Union did not approve of the scheme, with the result that when the scheme was about to be introduced, workers refused to cooperate.
11. Workers wanted milk to be distributed to all the workers in the foundry section. Management felt that what they needed was salt pills to replenish the salt lost in perspiration.
12. Management provided the workers in foundry with certain type of boots. The workers felt that these boots were not convenient. Workers wanted different type of boots. Lack of good food, stoppage of production bonus, lack of proper medical aid, lack of vehicles and/or drivers to carry people to hospitals in the event of accidents, lack of sufficient water for drinking and washing purposes (in this connection, the workers had men-

tioned that they had wanted a motor to be fixed, but the management showed their inability to do so immediately, as it required special sanction of the Municipal authorities), stoppage of advances from monthly wages, no special grades for different types of workers, as distinct from skilled, semi-skilled workers, were other difficulties experienced by the workers.

13. Workers had also experienced the difficulty of language, since the deliberations of the Works Committee were conducted in Hindi but minutes were maintained in English. They felt that sometimes there were differences between the problems discussed and the statements made.
14. Workers felt that the management did not listen to them and lost faith in the working of the Works Committee. So, they resigned en-block and tried to take up all the matters through the Union.
15. This undertaking employed nearly 1000 workers, and, very soon, workers found that they were not able to get many problems solved because of lack of direct contact with the management. Management also found it difficult to communicate with the workers except through the notice board. Therefore, after the Works Committee had not been functioning for two years, they formed a departmental Committee. In the formation of this Committee, no formal consultation with the Union is necessary. Nor is there a formal representative of the management. The Heads of the departments attended these meetings as necessary, and subsequently place the matters before the management for their final decision. Meetings are called by the workers. The workers have accepted the fact that the decisions of this Committee will be recommendatory and not binding, although in the case of the Works Committee, the same workers felt that the decisions should be binding.
16. Both the management and the workers have been satisfied with the smooth functioning of this departmental Committee. The Committee has been functioning for 4 years.
17. In another undertaking, where according to the management, there had been no response from the workers, it was learnt from the workers' repre-

sentative that proper representation had not been given to workers of the junior grades. This undertaking was a sales office, employing about 150 persons.

18. The workers expressed the opinion that since there were no separate electorates for workers of different grades, usually senior officers got elected as representatives of the workers. The workers further felt that the senior officers generally sided with the management. This made the workers' lose their faith in the functioning of the Workers' Committee and resulted in their non-cooperation in the constitution of the Committee.
19. In another undertaking, where the workers had not given nominations for elections, the management expressed the opinion that they were satisfied with the existing state. They preferred to deal with the workers through the Union. The management representative said that since the Union was strong, even the decisions taken at the Works Committee meetings had to be ratified by the Union before they would be implemented. Therefore, they felt that the Works Committee would involve duplication of work. The management was not clear as to the differences in the functioning of the Workers Committee and the Union.
20. The workers of this undertaking expressed the opinion that during the functioning of the Works Committee, the management did not listen to the workers' difficulties. According to the workers, the Works Committee had been of no tangible benefit to the workers. On the contrary, the workers felt that by expressing their difficulties in the Works Committee, it created strained relationship between them and the management. Workers also felt that the management did not implement the decisions taken at the Works Committee meetings. They further expressed that they had been experiencing difficulty with language. They did not know English, and the notice pertaining to Works Committee during its tenure were exhibited in English. As a result of these experiences, the workers lost faith in Works Committees and preferred to deal with the management through their Union.
21. In another undertaking, the Works Committee had

stopped functioning as a result of a strike. After the strike was over, the management asked the Union to furnish information regarding membership in accordance with rule 42. The Union informed them that it was not interested in the functioning of the Works Committee. This undertaking has a sister concern in the same compound and the workers wanted a representative from that concern to be elected on the Works Committee. Management did not agree, and the workers refused to form Works Committee.

22. The representative of the workers confirmed the above reason for the non-formation of the Works Committee and also added that, of late, they had been experiencing delay in getting decisions at the Works Committee. In this respect, the most disturbing problem to the workers seemed to be delay in the formation of the Credit Society.
23. Workers of this undertaking agreed that they preferred to settle many matters through the Works Committee instead of dealing with all matters through the Union, as the atmosphere in the Works Committee meetings was more congenial and amicable.
24. Another undertaking had a factory and a Head Office. Management wanted to have two Works Committees, one for the factory and one for the Head Office. At the request of the management, the Labour Commissioner's office had issued two separate orders for each of the two Works Committees. Management, according to rule 42, asked the Union for information but the Union did not respond.
25. In this undertaking, it was further learnt that the workers had wanted the decisions of the Works Committee to be binding rather than of a recommendatory nature. Management did not agree to this.
26. Almost all the workers of this undertaking were members of the Union, and it was learnt that the activities of the Union were controlled by very few people who dominated all the Committees, e.g. Sports Committee, Canteen Committee, etc. As such, the management felt that there was no need of a Works Committee, because at this Committee also they would have to discuss the same matters

with those very people with whom they had already discussed them at some other Committee.

27. In another undertaking, there were two unions both claiming majority of workers as their members. Under rule 42, management asked for information. Both the Unions stated the number of members but did not give the department-wise distribution. Management invited nominations treating the Unions as non-existent. Workers did not respond. In this undertaking, it was learnt that decisions were usually taken in the presence of Conciliation Officers.
28. In another undertaking, the Union did not furnish the information asked for by the management, in accordance with rule 42. Subsequently, the Union nominated members to the Works Committee. It is learnt that when the management asked the workers to give their suggestions for increasing the production, the workers' representatives asked for better tools and fans in hot places of work. Management provided these facilities, but did not get the expected production. It was learnt that at the time of packing also, defective items were being discovered, indicating that workers concerned throughout the line of production had not detected the faulty items. The items manufactured were such that at each stage, the defects of the previous stage should have been detected. It was learnt that the management did not deal with the Union directly. The workers approached the management either through their supervisors or through the Labour Officer. The management usually met the Unions in the presence of the Board of Conciliation or the Conciliation Officer.

CONCLUDING REMARKS :

29. From the interviews conducted so far in the undertakings where the Works Committees have not been functioning, it appears that, in most of the cases, there exists a pull between the workers and the employers. The workers have tried to get certain benefits pertaining to their working conditions, welfare amenities, remuneration, etc. When these benefits have not been obtained, or when there has been delay in getting decisions from the management, the workers have lost faith in the Works Committees.

30. While talking to the representatives of the management and the workers during these interviews, we have gathered the impression that the basic difficulty in making the Works Committee function is that the goal has been lost sight of. We feel that relations between the Workers and the employers would improve considerably if it is realised that the common goal of the workers and the employers should be nothing short of "OPTIMUM SERVICE TO SOCIETY AND HUMANITY THROUGH PRODUCTIVITY". This goal should always be kept in sight and given the first value by the workers and the employers. All else should be secondary to this goal.
31. Once this goal is accepted, the priorities should be fixed in keeping with it. In this connection, we feel that, keeping this goal in view, the relations between the workers and the employers can be improved considerably if the duties and responsibilities are divided in the following three categories:—
- (i) The workers should be principally responsible for the quality and quantity of work, including the technicalities involved in the work.
 - (ii) The employers should be principally responsible for proper administration of the undertaking, including the financial administration.
 - (iii) Right type of representatives should be selected from both sides to effect a happy blending of the above two functions. These representatives should work for the common good, leading to the goal of service and production of goods and commodities.
32. In the last category, the Works Committees can become very helpful instruments for bringing about smooth relations between the workers and the employers. Once the goal and the above principles are accepted, further details for solving the difficulties of the Works Committees can also be worked out.

(S. P. Vaswani)

February 1, 1961.

Dear Com. Sundaram,

I am so sorry that I am replying to your letter of 24th December so late. The reason you know.

The Model Grievance Procedure passed by the Sub-Committee were to be placed before the S.L.C. for confirmation but some-how the Ministry has taken it for granted that it has approval of all the three parties and implementing it. Neither have employees ever raised this point. So it is being enforced in the name of agreed decisions. We can also go ahead on this basis.

With greetings,

Fraternally yours,

ms.

(K.G. SRIWASTAVA)
SECRETARY.

Com. G. Sundaram,
General Secretary,
Petroleum Workmen's Union,
"Shramajeevi Avaz"
34, Sewree Cross Road,
Sewree,
Bombay.15

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

Tel: 61453

" Shramajeevi Avaz " 34, Sewree Cross Road, Sewree

Ref:

Bombay 15, 24-12-60

A.I.T.U.C.
4, Ashok Road
NEW DELHI

Grievance Machinery and
Code of Discipline

Dear Com. Srivastava,

I was compiling a detailed reply to the Secretary of the M.R.T.U.C. who circulated to all the affiliated unions here and in which he had copied your circular No. STUC 23/60 dated 7th November.

The point on which I want some confirmation from you is this. The Grievance Machinery has to be I believe on the basis of the Model Grievance Procedure published in TUR of October 5, 1958. That procedure was discussed as per your writing on page 8 of that TUR in the Tripartite Sub-Committee Meeting on Grievance Committee. You had also stated in the penultimate paragraph that the recommendations of the Sub-Committee will be placed before the next meeting of the Standing Labour Committee expected to be held in November 1958, for approval. The proceedings of the 17th Standing Labour Committee held on October 28th and 29th 1958 in Bombay appears in TUR of November 20, but I could not find any reference to the approval on the grievance procedure and the constitution of grievance Committee. Proceedings of the 18th session of the Standing Labour Committee appear in TUR of January 20, 1960 *and no mention of it either.*

I could not place my hands on other issues of TUR which may perhaps have contained the decision i.e. approval to the Grievances *procedure.*

Knowing as you do that one must be fully armed legally and technically to deal with Shri Shantilal Shah in the Implementation Committee, I would like you to help me on this specific question as to when the model grievance procedure and the constitution of grievance committee were approved.

Handwritten notes:
S.M. + 50 → 10.12.60
G.P. + M. + H.E.

Fraternally yours,



G. Sundaram
GENERAL SECRETARY.

The Chairman & the Members of the Reception Committee
OF
The Second Delegates' Conference
OF
The Petroleum Workers' Union

cordially invite you to participate in the Inaugural Function to be held
at No. 33, Coral Merchant Street, Mannady, Madras-1.
on 8th, April 1961 at 3 p.m.

Shri G. SUNDARAM (A. I. P. W. F.) inaugurates
the Conference and

Shri S. MOHAN KUMARAMANGALAM (BAR-AT-LAW) presides

Madras,
29-3-'61.

T. E. Jeevarathnam
Chairman.

ALL INDIA PETROLEUM WORKERS' FEDERATION
BOMBAY 15.

467/21 MAR 1961

18th Mar 1961.

C I R C U L A R.

ALL MEMBERS OF THE WORKING COMMITTEE

GENERAL SECRETARY'S REPORT FOR THE
DELEGATES' CONFERENCE.

I have dictated the first draft Report for our Delegates' Conference, which follows herewith. I myself have to go through corrections and various improvements which are no doubt called for. I wish to do so assisted by your comments and if you can possibly let me have them before you come for the Working Committee Meeting on the 25th, I shall be ready for the final Report to be adopted on that day before making copies for the Delegates' Conference. I leave it to you, however, to do your best in any way you think fit to help me in the compilation of a good report.

Thanking you,


G. Sundaram
GENERAL SECRETARY.

Fellow Delegates,

We gather here for the 4th Delegates' Conference after nearly 2½ years since we met in Delhi for the 3rd Delegates' Conference.

HOW LONG TERM SETTLEMENTS WERE FINALLY CONCLUDED
ON A REGIONAL BASIS FOR THE MARKETING AND DISTRI-
BUTING EMPLOYEES.

The 3rd Delegates' Conference resolved on a number of important issues. The main issue was that to fight for the National Tribunal should continue and affiliated unions were called upon to agitate for creating conditions so that con-

Conference also gave the authority to the newly elected Working Committee to take all such steps as are necessary including an indefinite strike in case the National Tribunal is not set up within one month.

The subsequent course of events disclosed that the path towards achieving a National Tribunal was beset with numerous difficulties. Not only had the long term agreements voluntarily signed by the affiliated union, B.S.E.U. Madras but the forced conclusion of a long term agreement by a minority rival INTUC Union to bind nearly 5000 petroleum workers in Greater Bombay were proving handy both to the employers and to many interested quarters to resist the setting up of a National Tribunal.

The Working Committee which met from 8th to 10th December 1958 reviewed the situation and particularly a communication from the Govt. of India that they saw no justification for appointment of a National Tribunal, met the Minister for Labour Shri G.L. Nanda and result of the discussions led to his calling a Tripartite Conference to resolve the disputes in the petroleum industry.

The outcome of this Tripartite Conference which was held in New Delhi on 19th January 1959 is a matter which is known to all. It brought us new opportunities and new responsibilities arising from the basic outcome that the regional settlements are to be pursued and the National Tribunal was out of question because it was opposed not only by rival unions who had been invited and who came to this Conference but also by the employers and 4 State Governments.

One thing however is a solid game that the convening of this Tripartite Conference was a blow to the employers who had banked upon disrupting the unity of the petroleum workers organised by us and our affiliated unions and the enumeration of the membership of the affiliated unions by Government authorities made it clear that we are the most representative organisation at least among marketing and distributing employees.

The period of many months from January 1959 was a period during which all these affiliated unions who had not concluded long

possible in the new situation. You will find along with this report the latest special issue of the "PETROLEUM WORKER" in which I have a given a summary of the terms of all the long term settlements as well as the wage and salary charts which came into force as a result of the long term settlements. There is no doubt at all that the anarchy and the terms and conditions of service which the Oil Companies planned and ~~presented~~ persuaded in maintaining continuous through these long term settlements. Even the consolidated wage structure in Madras is not a feature of the other long term settlement. The question is who benefits by such a situation; the employers or the employees. Should such a state of affair continue even now. If not what possible can we do in the light of the experience we gained in pursuing the path for the national tribunal three years ago. Should there not be an altogether new wage structure in which the bulk of the Dearness Allowance is merged, particularly after the new wage structure decided by Central Government for lakhs of its employees. These are concrete questions for the deliberations at our Conference and I do feel that an answer should be found which can satisfy all petroleum workers and strengthen their unity.

THE GLORIOUS STRIKE STRUGGLE AND THE CONCLUSION OF
THE LONG TERM SETTLEMENT BY THE BURMAH-SHELL REFINERIES
WORKERS' UNION.

The two issues of Petroleum Worker which you will find here-with contained exhaustive reports on the glorious struggle waged by the Burmah-Shell Refineries Workers' Union and the conclusion of a long term settlement after the withdrawal of the strike through the intervention of the then Chief Minister of Bombay State. Should the petroleum workers in the marketing and distribution industry not acknowledge this achievement as also their own and if so what steps should be taken to give effect to this desire. The Conference may discuss this question and take appropriate decisions. While doing do the Conference may also note the significance of the discussions by the Supreme Court Judges in the Stanvac Refinery appeal with regard to the need based wage and fair wage and their money values.

SUPREME COURT DECISIONS ON BONUS APPEALS.

4 appeals survived in the Supreme Court after the compounding of the various appeals which were pending with respect to bonus in the Delhi region. These 4 pertained to 1) Employers appeal over 4½ months bonus for 1956 Calcutta Installations workers for 1955, 2) Stanvac Refinery (Employers and employees appeal over 5 months bonus for 1956), 3) employers appeal over 4½ months bonus for the clerical staff of Burmah-Shell Refineries workers for the year 1956 and 4) employers appeal over 6 months bonus for Ernakulam Installation Workers for 1957. The outcome of the 2nd and 3rd appeals is a victory for the workers. I have printed these two appeals along with the commentary by the well-known Trade Union Lawyer Com. A.S.R. Chari. The Delegates' Conference may discuss these appeals from the stand point of

- 1) Should not the bonus be uniform throughout India both for clerical and manual workers of
- 2) What should be the quantum.

RATIONALISATION, ECONOMY DRIVE AND CONTRACT LABOUR SYSTEM.

Another important resolution adopted at the 3rd Delegates' Conference was on the above subject. The situation facing the petroleum workers since the conclusion of long term settlements in the distribution industry during 1958 and 1959 is one where the main offensive of the Oil Companies has been directed to enforce increased work loads, carry out other rationalisation measures and not only stop recruitment of clerical and manual labour but also contract its volume. The incidence of contract labour has assumed new forms also. The scrutiny by the Government of India's Cost Accountants also came in handy for the Companies to enforce these measures with a new vigour. Whereas sales and distribution operations increased, the level of employment contracted. The coming in of the Indian Oil Company for marketing Kerosene and High Speed Diesel Oil is going to be another weapon in the hands of the Companies to carry out further intensification of work loads and rationalisation measures. In the face of all these circumstances the job contents of various designations and

long term settlements in 1958 and early 1959. How shall the petroleum workers regain the value they have already lost due to the radical changes in their job contents. This is a complicated question because the Oil Cos. refused to be guided by the Model Agreement in regard to rationalisation, a main conclusion of the 15th Labour Conference. For your ready reference I extract below the following three conditions which were accepted as sine qua non in any scheme of rationalisation:

" 1. It was emphasised and agreed that Govt. might make arrangements to ensure that measures of rationalisation which did not serve the real economic interest in the present conditions of the country might be avoided. This principle and what follows would be applicable even in the case of units which had already taken steps to introduce rationalisation but had not completed the process. The following conditions were accepted as sine qua non in any scheme of rationalisation:

- i) There should be no retrenchment or loss of earnings of the existing employees, i.e. the existing complement should be maintained barring cases of natural separation or wastage.
- ii) There should be an equitable sharing of benefit of rationalisation as between the community, the employer and the workers.
- iii) There should be a proper assessment of work-loads by experts, mutually agreed upon and also suitable improvements in the working conditions."

The problem is no doubt acute as far as the clerical and manual labour is concerned. The more the Govt. goes after the Oil Cos. for reducing their overhead costs the more they attack the job security and amenities etc. of the clerical and manual staff because the Oil Cos. will not touch their white elephant, namely the very high incidence of the executives and near executive staff who are paid also very high remuneration.

TRIPARTITE LABOUR CONFERENCE - DECISIONS AND CONCLUSIONS.

Generally speaking notwithstanding the acceptance of the Code of Discipline by the AIPWF and all the affiliated unions the Oil Cos. pay only lip service to their obligations either to the Code of

Labour Conferences. Very important achievement for the workers with regard to the Code of Discipline was the obligation on the employers to establish an adequate and satisfactory grievance procedure on the basis of the model prescribed by a special committee of the Conference. No where this benefit is reached to the petroleum workers. The Conference may review the situation and take appropriate decisions in the light of the experience of the affiliated unions.

The coming into being of a rival National Federation of Petroleum Workers, which is now affiliated to the INTUC by virtue of a decision taken at its second conference held in Calcutta recently offers a golden opportunity to the Oil Cos. to carry on their ill advised policy.

The fact that the rival federation claims a membership of only 6000 workers even at the time of their second conference in February this year is a pointer to us to reinforce the demand of the 3rd Delegates' Conference that the AIPWF should be recognised by the Oil Cos.

6TH SESSION OF THE PETROLEUM COMMITTEE OF THE INTERNATIONAL LABOUR ORGANISATION.

The above session was held in April/May last year and was attended by Shri N.T. Sule, Secretary, Burmah-Shell Refineries Workers Union and Shri T.C.N. Menon, M.P., our Vice President. They were the nominees of the AITUC which was assessed by the Govt. of India as the most representative central trade union organisation of petroleum workers because the Govt. does not recognise trade federations for purpose of representation on I.L.O. The conclusions and the proceedings of this conference are given in the special issue of Petroleum Worker which I have placed herewith for your deliberations.

What is the present position with regard to the action taken on the conclusion No. 49 and 50 of this Session? These conclusions were published in full in the monthly organ "Petroleum Mazdoor" of Bombay Petroleum Workmen's Union, which no doubt the affiliated unions would have read and would like to comment with regard to their experience with the Company management. It should be noted that the

nature. The conclusions do not have binding force. We will have to agitate for ratification and implementation and the Govt. has also to be approached for same. This Delegates' Conference should discuss the concrete needs of the Indian petroleum workers with regard to conclusion Nos. 49 and 50 and to my mind particularly conclusion No. 50 concerning employer employee communication in the petroleum industry.

"PETROLEUM WORKER"

The newly elected Working Committee decided to continue the publication of the "Petroleum Worker and the facts will speak that I have somehow managed to do so. The further continuation of our monthly organ should obviously be placed on a better footing and I hope the Delegates will fully express this on the ~~various~~ various needs to achieve the same.

FRATERNAL RELATIONS WITH BOTH NATIONAL & INTERNATIONAL ORGANISATIONS.

At the time of composing the Delegation for the IIIrd World Conference of the Trade Unions International of Chemical, Oil and Allied Workers (Trade Dept. of the World Federation of Trade Unions) we sought to further strengthen our further relations with the A.O.C. Labour Union by having one of their nominees in the proposed delegation. These efforts didk not bring the necessary results. The Petroleum Refineries /Employees Saba, the recognised unions of the Stanvac Refinery workers supported the cause of the Burmah-Shell Refinery workers at the time of the strike. Recently a Delegation of the Coral Employees Association (Caltex Vizag Refinery) visited Bombay and the Burmah-Shell Refineries Workers' Union helped them with all the data concerning the working, living and service conditions. Our relations with the All India Trade Union Congress are extremely fraternal. Delegates have already noted how the AITUC nominated our leaders on their behalf for the ILO Committee Meeting. The General Secretary, Com. S.A. Dange, personally gave us valuable guidance at the time of the Refinery strike. I also delivered a message to the 26th session of the AITUC at Coimbatore.

All Ceylon Oil Cos. Workers' Union and the Pakistan Petroleum

whatever data they wanted with regard to the service conditions of petroleum workers in our country. Moreover a delegation of the former visited India and the Bombay, Delhi and Madras Unions played host to them.

The 3rd World Conference of Trade Unions International of Chemical, Oil and Allied Workers held in May 1959 was attended by myself and Com. Shivaji Patil of Hind Oil Kamgar Sabha and we travelled and exchanged fraternal greetings with many workers and trade unionists not only in German Democratic Republic but also in Czechoslovakia and Soviet Union. A joint declaration between our federation and the Central Committee of the Oil and Chemical Workers Union of U.S.S.R. was also issued by us on the conclusion of our sojourn in Soviet Union of June 26 1959. The concluding portion of this declaration read "we express our confidence that exchange of delegation of this kind, such an open exchange of information of our trade union activities and the joint discussions on question common to both of us will further contribute to strengthen the ties of friendship between the Oil workers of both our countries and AIPWF and Oil & Chemical workers Union of USSR, for the general fight of the workers in the world for peace and lessening the tension in the world situation.

I also attended the meeting of the Administrative Committee of this Trade Unions International held in April 1960.

Federation maintains fraternal relations with various other constituent of this international by exchange of May Day, New Year, our Independence Day greetings and Republic Day greetings etc.

PARLIAMENTARY DEBATES

NATIONAL POLICY FOR A NATIONAL OIL INDUSTRY.

Delegates are aware of the very important resolution adopted at the last Delegates' Conference and the various moves made by the Government in furtherance of its policy to develop the oil industry in all its phases mainly in the public sector. The AITUC has adopted resolutions at its recent 26th session at Coimbatore which has been reprinted in the "Petroleum Mazdoor", the official organ of the P.W.U. Bombay, a copy of which I am placing you herewith. The delegates may

the furtherance of the speedy development of oil industry in our country with a view to stop the draining of foreign exchange above all as well as to ensure supply of oil products at a cheaper price even while maintaining a high standard of living for the petroleum workers.

ORGANISATION AND MEETINGS

2 scheduled meetings of the Working Committee took place since the last Delegates Conference - 1) immediately after the Conference and 2) in December 1958. Many of the Working Committee members and others who constituted the delegation to the Govt. of India's Tripartite Conference in January 1959 also discussed the major problem of that time and took appropriate decisions. No further meeting of the Working Committee could be convened and at any rate no affiliated union summoned for a meeting of the Working Committee though Bombay Petroleum Workmen's Union offered to play host if a meeting was called.

AFFILIATED UNIONS AND THEIR MEMBERSHIP

P.W.U.	Bombay	3956	as per return of 31-3-60.
B.S.R.W.	Bombay	1270	
Hind Oil Kamgar Sabha	Poona		
Oil Cos. Field Staff Assn. India	Poona		
B.E.E.U.	Madras	1879	
P.W.U.	Madras	363	
P.W.U.	Ernakulam		
P.W.U.	Calcutta		
S.V.E.U.	Delhi		
P.W.U.	Delhi	1615	

FINANCIAL STATE OF AFFAIRS AND AUDITED STATEMENT OF ACCOUNTS

The audited statement of accounts for both the years - ending 31st March 1959 and 1960 are published in the Petroleum Worker, of which I am giving you copies herewith. Our financial position is not sound and I do hope by the time of this Conference all the arrears would have been paid.

only a part of the typists wages as well as the actual postage incurred all other items in connection with the functioning of the Federation Office in their Union Office premises have no doubt contributed to reducing our expenditure to the very minimum.

CONCLUSIONS

The period since the last Delegates Conference was a ~~period~~ period in which I shouldered the duties of a General Secretary. It was not a hectic period nodoubt and I do hope that whatever little I could contribute to maintain the unity of the organisation with the help and assistance from the various affiliated unions, I have done and this brief report will help you to conduct your deliberations in an effective manner.

LONG LIVE THE UNITY OF PETROLEUM WORKERS.

LONG LIVE THE ALL INDIA PETROLEUM WORKERS FEDERATION.

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अमारे त्यां अनाज, धी, ग्राण, भांड, कडोण वगैरे
 कीडयत लावे मणसे.

ड. शीवरी, टोकरशी छवराज रोड, रवण सेनपाल माल,
 मुंण्ड नं. १५. 13-5-61

नं. 330

तारीख 13-5-61

शेड

ड.

To Shree

S. A. Dange

क. क.

(M.P.)

A. I. T. U. C.

Received 16th MAY 1961

Dear Sir,

I am shocked to hear that you are trying to colour varanasi industry. ~~Indians~~ As an Indian and a retail trader I would like to bring to your kind notice the following few lines:

- ① Instead of varanasi education there will be animal-fat education.
- ② Colour of varanasi will not be pleasing Indians after colourization of the industry.
- ③

Shah H.S.

9-11-60

TWELFTH ANNUAL REPORT
AND STATEMENT OF ACCOUNTS 1960-61

Last year we held our Annual General Meeting on the 11th and 12th June. We passed resolutions on major issues which were confronting us and we also resolved on certain organisational measures while electing the new Managing Committee. Generally speaking, I should deal in this Report on the results of our efforts in implementing those decisions and having drawn the appropriate lessons, I should indicate the tasks for the future. However, we must bear in mind the fact that the period ahead is a period of new opportunities and responsibilities. I submit this report with all these factors in view.

It is not necessary for me to repeat in this Report all that have been published in the "PETROLEUM MAZDOOR" on our activities after the last Annual General Meeting. I am giving you herewith the six issues of "PETROLEUM MAZDOOR" which cover this period. I shall only refer to some of the problems we tackled to draw the appropriate lessons.

1. Grievances of our workers at Santacruz Airport:

The workers of all the three Companies at Santacruz Airport had numerous grievances. These were collectively represented both by Burmah-Shell and S.V.O.C. workers and thereafter by us. We represented on behalf of the Caltex. Some relief came to both the Stanvac and Caltex workers and the situation did not aggravate further. However, in the case of Burmah-Shell workers, matters came to a head on the question of compulsory use of chappals insisted upon by the Company. Both the Caltex and Stanvac workers were supplied with boots and the grievance of the Burmah-Shell workers was that they should also have boots which give better protection to their feet for performing their work. The manner in which this grievance was sought to be resolved by the Company led to the mass Charge-Sheeting of the workers, suspending them all on a sudden and keeping them under suspension for a period of 9 days, the period taken by the Company to announce the result of its enquiry into the Charge-Sheets served on them. The workers were not only given a final warning but also deprived of their wages for the period they were kept under suspension during the period of enquiry. We have demanded that in the circumstances of the case both these punishments are unjustified. The Company having not resiled from their position, the matter has been referred to the Asst. Commissioner of Labour, who is still conducting preliminary enquiries in regard to our demand.

In the initial stages the Company stated that they are looking into the grievances both with regard to the chappal as well as others. In the later stage, however, it took up the attitude that the chappal is a part of the uniform and hence must be worn by the workers. Also, that supplying boots in place of chappal would be a financial burden on the Company, and, the workers had no right, because of the provision in the long term agreement, to agitate for this grievance, since the grievance constituted a demand according to the Company.

Another question that arose was whether or not the workers have a right to have an adequate grievance machinery to avoid the strife that ultimately takes place when

we pointed out that this procedure only leaves the employee to the mercy of his immediate Supervisor and that is the reason why a regular grievance machinery should be set up.

Another question that arose is, are the employees not entitled to a benefit which the new Government notification dated 20th February 1960 in the Model Standing Orders of the Government of Maharashtra brought to the working class in general? As per this notification all those who are suspended for enquiry should be paid a subsistence allowance during the period of suspension at a rate not less than 1/3rd of the basic wages and dearness allowance. But, Burmah-Shell has obviously taken the view that even such benefits cannot accrue to these workmen because they have a right under some ancient terms they stipulated for Santacruz workmen to suspend a worker for whatever period they deem necessary.

2. Protest of Installation Workers - Gandhidham (Kandla):

The formation of a new Branch Committee awakened the workers to their long outstanding grievances. They raised their voice of protest and the Caltex simply treated the grievances as an issue of defiance of authority and judged human relations purely from the stand point of legal obligations. For various reasons which I will explain to you in detail in the meeting, the matters took a different turn in Caltex leading to mass charge-sheeting and final dismissal of five persons, i.e. 2 drivers and 3 mazdoors. When various possible avenues for a redressal were either not available or were very much beyond our reach, we negotiated directly with the Company for reinstating these workers. The terms offered were very stiff which had to be accepted under the circumstances, and, 4 out of 5 were eventually re-employed, 2 on the 1st of May, 1 on the 2nd May and the other on the 9th May; the 5th one who is a driver is not interested in working with the Company and was not prepared for the stiff terms insisted upon by the Company.

Shri Raja Kulkarni of Petroleum Employees' Union has lately entered in the scene of Kandla development with a hand bill in English issued in the name of National Federation of Petroleum Workers. He has given photostat copies of three letters written by the Union which as I explained above were the stiff terms demanded by the Company for the employees concerned to regain their jobs. Obviously it is his ambition in issuing this mischievous hand bill in which all kinds of falsehoods are given, an abuse of the freedom of press which we have in our country, that petroleum workers should forget his ignominious and dishonourable act of 1958 when he stabbed the petroleum workers in their back by joining hands with the management for signing unfair agreements with them notwithstanding the open mass protests of petroleum workers before he signed it. But he still has to know what stuff petroleum workers are made of. Like many of his predecessors ignominious attempts in the past to disrupt the unity of petroleum workers, this latest attempt will only rebound back on him. On that I have not the least doubt.

3. Other grievances tackled:

The year through which we passed was in fact a very busy one for us and for our leading cadres because it is during this year our workers felt the full implication of the agreement signed by Shri Raja Kulkarni and imposed on the workers by coercion of the law towards the end of 1958/early 1959. The voluntary retirements in Standard-Vacuum, mostly among workers, some voluntary retirements in Burmah-Shell, and the policy of no replacements for the numerous persons who retired in 1959/60 and 61, introduction of rationalised methods for working all these

brought up numerous grievances of workers which we tackled to the best extent possible. I need not go into the minute details at this time though it is necessary that we have a comprehensive grasp of same when we approach the question of new terms and conditions of service after the expiry of the three year long term agreement.

However, 12 workers of the Burmah-Shell Juhu Training Centre had been representing their grievance for payment of extra hours work beyond 8 hours duty. The Company was dodging them and union's representation produced no better results. Hence we have helped the workers to have recourse to the Payment of Wages Authority before whom applications for the overtime wages due are pending.

Introduction of Govt. Provident Fund Scheme

This is a very recent issue and the resolution of the Managing Committee is already before you. The reply from one of the Company shows that there is going to be no change in the policy of exploiting the legal protection of the long term agreement, which policy was evident in the episodes of the Santacruz and Kandla events narrated above.

Code of Discipline and its obligation

Because of the general acceptance by the Two Central Trade Union organisations to which we are affiliated, namely, the AITUC and the AIPWF of the Code of Discipline at the instance of the Central Labour Ministry, we seem to be bound by this Code of Discipline. However, it was recognised and it is still recognised that a mutually agreed grievance procedure is necessary if this code is to be really worked. From this stand point the policy of Burmah-Shell, S.V.O.C. and Caltex that whatever procedure under Standing Orders, and, where standing orders do not apply, any procedure they may institute, should be accepted by us, constitute in practice the imposition of this Code. The AITUC says that if on our representation for a model grievance procedure as adopted by the Standing Labour Committee (that is what we have been representing since the last two years to Burmah-Shell, S.V.O.C. and Caltex) the employers do not set up one, we can report the violation of the Code of Discipline to the Evaluation and Implementation Committee, first of the State, and, if necessary, to the Centre. The AITUC of course made it clear when it accepted the Code that if employers do not accept the Code in full, the AITUC Unions will be free not to bind themselves to the Code.

The state of affairs in the Evaluation and Implementation Committee in Maharashtra State is such that MRTUC finds it extremely difficult to handle such major issues. We may, however, have to take our own steps in this matter after due consultation with the Central Organisations to which we are affiliated.

Workers' Education Scheme in Bombay

Though this scheme is open for all eligible workers to attend with certain facilities extended by the employers, in practice, there are difficulties in the way of our workers to take advantage of the same. However, the new Managing Committee will have to explore all opportunities available to us and take advantage of the benefits of the scheme.

A.I.T.U.C. & A.I.P.W.F. Conferences

this year. "PETROLEUM MAZDOOR" has already carried the important deliberations of the AITUC Session. "PETROLEUM WORKER", organ of the AIPWF in English, has carried all the details of the Delegates' Conference. A draft resolution is being placed in your hands concerning our tasks arising out of the deliberations of the 4th Delegates' Conference and I shall explain further details while moving this resolution.

The solidarity which we have maintained with other sections of the working class continued during the year and it is known to all of you that the Bombay Installation workers participated in a big measure in the solidarity strike on the 14th July as well as in the mass rally held in observance of Trade Union Rights Day on 2nd September. ** (See page 7)

The coming expiry of the long term agreement & our tasks.

The agreements in Bombay which covered the overwhelming majority of our members expires on 25th November this year and continues to hold good for 2 months more assuming we give notice on the same day i.e. 25th November 1961. The agreements for our workers outside Greater Bombay expire 3 or 4 months thereafter.

One feature common to all the agreements is that bonus for 1961 is an open issue and we have to take this up in good time. The draft resolution which you will be discussing deals with this issue and I am not going further into it here.

The main preliminary task was however one of safeguarding against possible betrayal by Shri Raja Kulkarni. This task has been already taken up by the Delegates in Bombay and I shall place before you at the meeting the final results achieved.

On the approach to vital demands which we will have to raise, there has already been good discussions among Bombay Delegates and they have been summoned up in the draft resolution before you. The basic approach however, remains the same as it has been i.e. since the time we organised ourselves 15 years ago, that there is no need for any burden to be transferred to the consumer as a result of the betterment of our living and working conditions of service. This was our approach in 1949 when the first wage increase was awarded by the Industrial Tribunal Shri Thakore and it has continued to be our approach ever since then in all the demands we have raised including the demand to reach a higher quantum of bonus.

Organisation

After the last Annual General Meeting we held 8 delegates meeting, 9 Managing Committee meetings and 10 Office Bearers Committee Meetings. In addition, there were several sectional meetings both of delegates and workers and mass meetings in Bombay.

We paid visits to Okha and Kandla branches and to Ahmedabad. We could not fulfil the undertaking we gave to the upcountry delegates to visit them during the year. We were too much pre-occupied with the problems of Bombay workers as well as the problems of Okha and particularly Kandla Branch workers. The three branches have of course been functioning effectively during the year. There was organisational weakness in implementing the task of assessing the incidence of rationalisation. This task must be taken up as it is vital in approaching the question of framing proper demands after the expiry of the long term settle-

this period shows that there is considerable lucuna in the Installations' Standing Orders certified long ago and we must complete the task of framing up the necessary revisions to these Standing Orders.

The Union Office is functioning since January this year with three whole timers with the acquisition of our President, who retired from service from January this year. The long spell of absence of Com. H.B. Ghanekar due to illness and accident sustained by him, no doubt was a burden on the other two whole timers. However, the active service of many Office Bearers who put in extra time in the Union Office after their work in the Companies helped to sustain the innumerable activities in which we were engaged during the year.

Membership

The membership position is as follows:

No. of members on books at the begining of year	. 3956
No. of members admitted during the year	<u>287</u>
	4243
No. of members who left during the year (compulsory/voluntary retirement, death etc.)	<u>234</u>
	4009
<u>MALES</u> .. 3980	<u>FEMALES</u> ... 29

There has been a little improvement in our active membership as shown by the above figures. The task of reviving the active membership was kept up throughout the year and some success was achieved. It is to be taken up very seriously now because we must aim at the biggest possible active membership to create the effective sanction behind the demands we will be raising very soon.

"Petroleum Mazdoor"

There has been some difficulty in maintaining regular publication during the year. It has, however, been decided that the necessity for continuing the publication remains and the new Managing Committee should strive to overcome the shortcomings which were revealed during the year under review.

Works Committees.

We have been functioning in the Works Committees to the best possible extent. Though the workers are not quite satisfied; a Works Committee has started functioning in the Kandla Installation of Caltex.

We took part in the Seminar conducted in Bombay on the functioning of Works Committees.

The Standing Labour Committee in its 19th session, held on 28th April considered the recommendations made by the Tripartite Committee on Works Committees. It was agreed "that the existing position in the matter of representation of workers on the Works Committees should not be changed for the present. Other recommendations made by the Tripartite Committee regarding functions, composition of the Works Committees etc. were endorsed". The new Managing Committee should take up the task of guiding our Works Committee Members in the light of these decisions.

last year. Also, the advance collected this year is only Rs.8060/- as compared with Rs. 8918/- last year. Our failure to collect all the subscriptions before the end of the year has resulted in arrears to the extent of nearly Rs. 5000/- accounted as our income. I am handing to you detailed statistics on the relative position of this year as compared with last year in regard to subscriptions collected, arrears due etc. so that you will be able to activate our membership wherever there is some inactivity still not tackled.

The bulk of the donations of Rs. 2517/- constitutes donations contributed by our Kandla Installation workers, mostly from Caltex, towards the relief given to the five workers who were dismissed and who were reemployed later on, as quoted by me earlier.

Members will no doubt take note of the fact that we had recovered about Rs. 1000/- out of old arrears of subscriptions written off.

The expenses were rather on the heavy side. Legal expenses constituted not only the monthly consultation fee of Rs. 100/- but also Rs. 785/- incurred for handling various court cases in Labour Court, Payment of Wages Court and Employees' Insurance Court. The expense of Rs. 2940.80 constitutes Rs. 2745.50 as unemployment benefits to the Kandla Caltex workers, Rs. 100.30 to old Caltex victimised worker Shri Eric Alvares and Rs. 30/- to a Burmah-Shell Okha Installation worker. The higher expenditure under rent, rates, and taxes is due to the levy of additional taxes by Bombay Municipal Corporation as well as increased telephone rentals and charges. The expense under Section 15(j) are being given to you in detail in a separate statement, from which you will see that the unusually heavy expenditure was for holding the AIPWF 4th Delegates' Conference in Bombay towards the end of March and which had cost us around Rs. 2000/-. Of course, if we had attended the Conference of the Federation for which if the venue were to be elsewhere than Bombay, we may have incurred the bulk of that amount by way of railway fare etc.

Conclusion

The restrictive clauses of the long term agreement which bound us during the year naturally restricted the scope for satisfactory redressal of innumerable grievances of the workers. Nevertheless, we had a very difficult period to pass through. The year ahead as I stated in the beginning is a year full of new opportunities and responsibilities.

The Third Five Year Plan has already been ushered. The burden of the plan on the working class due to spiral of increased prices and growing unemployment is common knowledge, however, much we take pleasure in the fact that a new modern India with a high degree of industrialisation is being sought to be created out of the endeavours of the Plan.

The 5th World Trade Union Congress is going to be held in Moscow from December 4 to 16th, 1961. "It will be an outstanding event in international Trade Union life and an important meeting for the workers of the countries on all continents, all trades, all opinions and beliefs and of all trade union affiliations: From its free democratic platform, the powerful voice of the working class of the world will be expressed, determined to obtain through its united struggle the victory of its just cause, the cause of peace, the national independence, democracy and social progress". I have extracted this statement from the

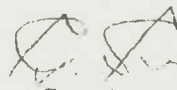
We may also take encouragement from the fact that the era before us in an era where the advanced detachment of the world working class in the Soviet Union is going ahead towards establishing during the next 20 years:

- free maintenance of children at institutions for them and at boarding schools (if their parents wish);
- free tuition at all educational establishments;
- free medical services for all, including medicines, and treatment at sanatoriums;
- rent free housing and free public utilities;
- free public transport facilities;
- free use of certain household and personal services;
- steady reduction of charges for, and partially free accommodation at holiday homes, boarding houses, and tourist camps;
- increasing benefits, privileges and scholarships (grants to unmarried mothers and scholarships for students).

What we, however, have to particularly take note of is the fact that the division and the rivalry in the Trade Union Movement is bound to intensify in the immediate future as General Elections in our country will be held in February next year for which preparations are already going on. A major national issue is promoting national integration, and, we of the working class have to play a major role as we are eminently fitted to do. Not only should we defeat all forces of disruption which caused a certain amount of havoc in the past on our onward march, but we should see that no ground is given for any future disruptors in the unity of our ranks.

PETROLEUM WORKMEN'S UNION ZINDABAD !
ALL INDIA PETROLEUM WORKERS' FEDERATION ZINDABAD !
ALL INDIA TRADE UNION CONGRESS ZINDABAD !

Bombay, |
27-8-1961 |


G. Sundaram
GENERAL SECRETARY

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** Contd. from Page 4 - para 2.

Our relations with Burmah-Shell Refinery workers have become more closer with the shifting of the Union Office of the Burmah-Shell Refinery Workers' Union to our own Union Office premises. The day is not far off when we will all be together in a single organisation.

The office of the AIPWF continues to be in our Union Office premises, and, as before, we are extending as many facilities as possible for the effective functioning of the AIPWF.

I attended the meeting of the Administrative Committee of Trade Unions International, Chemical, Oil & Allied Workers, held in May this year.

Members are aware that at the invitation of the All India Trade Union Congress and ourselves, Com. G. Vanhaute, Secretary General of the TUICOAW visited India on his way back from Indonesia and we had opportunity to hear the inspiring message of international solidarity from him when he was in Bombay for the 1st time.

GOVERNMENT COST ACCOUNTS REPORTS

This Conference of the delegates assembled at the 2nd Annual Delegate Conference of the Petroleum Workers' Union, recall the fact that on the very day the Government of India announced the appointment of Government Cost Accountants to examine the cost structure of the Petroleum products distributed and Marketed by the foreign Oil Companies, the Companies unleashed the new offensive of rationalisation and arbitrary increases in the work load of both the manual and clerical workers.

This offensive continues in various forms and this meeting recalls the united resistance being put up in the various work places. The united resistance and readiness to struggle by the masses of workers have not how ver persuaded the companies to retrace their steps.

This Conference is aware that scrutiny of cost and or negotiations between the Government and the Oil Companies to establishing better norms and cost structure to be effective from 1st April 1961, should have either commenced or is almost likely to commence in the near future. It is the apprehension of the delegates assembled at this meeting that the Oil Companies will utilise this occasion to either justify the unbearable increase in the work loads they have already imposed or to put through futher measures of increase in work loads.

This meeting therefore appeals to the Government of India to publish the report of the Government Cost Accountant in order to help the workers to acquaint themselves with the nature of the economies the Government called upon the Oil Companies to effect and the abuse by the Companies of such well considered recommendations of the Government.

This Conference assures the Government of India that no only the thousands of petroleum workers organised by the Petroleum Workers Union but the many thousands more who are guided by the policies of all India Petroleum Workers' Federation will always be ready and in fact eager to assist the Government in their noble pursuit of effective national utilisat.on of the huge profits the Oil Companies make in distribution and marketing.

This meeting warns the Oil Companies that all their attempt to take advantage of the justified measures enforced by the Government of India in order to harass the petroleum workers will be resisted tooth and nail and the Oil Companies will be solely responsible for all the breaches of industrial peace in consequence of their ill considered actions.

Dated 9th August, 1961.

This is to supplement our report of even date.

1. Stand of the Company

As soon as the Notification was published in the Gazette, Burmah-Shell made a representation to the Provident Fund Commissioner with a request for exemption of this industry from the Act/Scheme. The Govt. could not accede to this request which made the companies apathetic to this scheme and they decided only to implement the scheme as they were required to do without fulfilling the specific responsibility of explaining the scheme to their workmen. Caltex followed Burmah-Shell in toto. They were expecting and might be having some hand in some commotion amongst the workmen if that could help them in any way. They kept absolute restraint in handling this agitation with manifest disinterest and indifference only pressing the State Govt. to bring them into embarrassment. But ultimately, after our intervention, they were rather forced for the release and early resumption of normal functioning.

2. Role of BOPWU

The strike was somewhat spontaneous, presumably organised by interested groups of workmen as indicated in our attached report. BOPWU had no hand at the initial stage, but they contacted B-Shell management on 25th morning to talk, ~~probably~~ probably on this subject also along with others, but subsequently they met the Govt. times and again to discuss this particular issue. On the 3rd day of the strike i.e. 26.7.61 they held a mass meeting at Budge Budge and declared this strike to be their fight and instructed the workmen to continue it till realisation of their demand for refund of accruals. They also assured the striking workmen that there would be no police interference and Govt. would support the workmen in their fight. Thereafter they had several discussions with the Govt. officials including Ministers for manipulation of successful retreat.

3. We must admit our failure to foresee such developments in time. Even at the initial stage, we were not equipped with the objective assessment of the situation. On the advent of the strike, we understood that the strike started with an unrealisable and fantastic demand and therefore we had to find out means of channalising it to a realistic demand. Accordingly, we went to the workers and succeeded in moulding their demand to "settlement of Employees Provident Fund dues through the Companies". The situation till, on the face of the declaration of BOPWU, there came the action at 2-30 A.M. on 28th July 1961 ~~culminating~~ culminating in arrests and injuries. This development changed the situation when we had to observe token strike in protest of the police action. Immediately on 28th morning, we met Burmah-Shell management and made them to agree to

- 1) Release of the arrested persons
- 2) Stand the medical aid to injured persons
- 3) Refrain from any vindictive action
- 4) Open immediate negotiation on the subject

Burmah-Shell management immediately started earnest efforts for the release of the arrested workmen. We went to Budge Budge and held a meeting of workers - the biggest ever held - where it was decided to resume work as soon as the arrested men were released. We presumed this could mature by the day and normalcy could be restored by the next morning. At 8-30 P.M. on the same day (28.7.61) we learnt from B-Shell management that Mr. Walter, Operations Manager of Burmah-Shell, Calcutta, had already contacted the Commissioner of Police, Calcutta, for the release of the arrested workers and were told that the release was a matter of hours for completing the necessary formalities. B-Shell also assured us that in view of the fact that

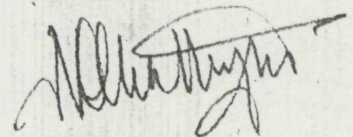
Next morning (28/7/61) we conveyed these developments to the workers and asked them to get back to work.

4. Getting back at Calcutta we learnt from Burmah-Shell that the release was not even then effected for reasons known to the Govt. Although they had done whatever they could do in the matter.

We revert back to the role of BOPWU.

In spite of the assurance of BOPWU to the effect that the Govt. were with the workers and there would be no police interference, the workers experienced police action within a few hours and got infuriated to such an extent that the General Secy. of the BOPWU had to run away from the workers. The workers felt that they were deceived.

BOPWU on studying the developments particularly the workers' decision at our initiative to resume work on release of their colleagues, felt embarrassed and started for hunting a footing and could find nothing more to do than to surrender to the State Minister. The Govt. on taking a stock of the situation, adopted the only possible line to delay the release and to make them (arrested men) over to the BOPWU officials at late afternoon on 29.7.61. Thus it was only the malactivity of the Govt. that let the strike continue *partially* on the 29th also.



(Copy)

Standard Vacuum Oil Company,
Calcutta-1.

June 19, 1961

In reply please refer to:7187.

General Secretary,
Petroleum Workers Union,
3&4, Hare Street,
Calcutta-1.

Dear Sir,

The Government of India has issued a notification extending the Employees' Provident Fund Act 1952 to all Company establishments in India effective June 30 1961.

As you are probably aware the E.P.F. Act applies to employees whose monthly gross compensation (i.e. basic pay plus H.C.L. plus Acting/Duty Allowance) is Rs.500.00 and less. The E.P.F. Act requires that all "covered" employees contribute to the E.P.F. Scheme at 6½% of gross compensation from the salary for July 1961 of employees to whom the Act is applicable. The employee contributions and company contributions will be remitted to E.P.F. Scheme.

The employees participating in the Employees' Provident Funds Scheme will, under the terms of the said Act, cease to be members of the Company's India Provident Fund. The Trustees of the India Provident Fund are arranging to transfer in full, the accounts of such employees to the E.P.F. Scheme and the employees concerned will be individually advised of the amounts transferred for credit to their accounts with the E.P.F. Scheme.

All "covered" employees are requested to complete Form 2 Declaration and Nomination Form.

The employees to whom the India Provident Fund provides benefits superior to those under the E.P.F. Act can join the India Provident Fund "Practically excluded employees" effective July 1, 1961 and contribute the difference between 10% of their basic pay and the contributions made to the E.P.F. Scheme. The Company will make matching contributions to the India Provident Fund. Such employees will be required to complete application for membership (Form I.P.F. - 1A) and Nomination Form (Form I.P.F.-2).

All employees are being advised accordingly.

Very truly yours,

Sd/- O.R. Underhill
Manager.

RAS:CM.

पेट्रोलियम वर्कर्स यूनियन

A. I. T. U. C.

I. R. No. Pat. 124 JUL 1961

File No. Edition.

दूसरा वार्षिक सम्मेलन

साधारण मंत्री का रिपोर्ट

(८ और ९वीं जुलाई १९६१)

१९५९-६१ साल का कार्यकारी समिति

सभापति—श्रीबिक्रम मुखर्जी

कार्यकारी सभापति—श्रीअनन्त कृष्ण मुखर्जी

उप सभापति—सर्वश्री बेचुलाल सेनापति, प्रभासचन्द्र भट्टाचार्य,
शैलेश्वर मिश्र, धीरोदचन्द्र दास, महम्मद मेहबुब,
सेख सौकत आली ।

साधारण मंत्रो—श्रीअतीन साधु

युग्म-मंत्री—वनमाली भट्टाचार्य

उप मंत्रो—सर्वश्री नन्ददुलाल चटर्जी, मुनील कुमार चक्रवर्ती,
क्षिति बर्मण, परेश चन्द्र दास, हरेन्द्र नाथ विश्वास,
श्लोकेन मल्लिक ।

कोषाध्यक्ष—श्रीजीवन कृष्ण चन्द्र

उप कोषाध्यक्ष—सर्वश्री प्रकाश चन्द्र घोष, ताराकृष्ण राय, कमलकान्ति
मुखर्जी ।

कार्यकारी सदस्यों—

सर्वश्री नरनारायण भट्टाचार्य, निर्मलबन्धु राय, सुशील कुमार लाहिड़ी,
मुनोत कुमार सेनगुप्त, चित्ता मुखर्जी, दुलाल सरकार, अलक मिश्र, बिनय
चटर्जी, लक्ष्मीनारायण जाना, भवानीप्रसाद मुखर्जी, असोम कुमार चटर्जी,
परमेश्वर सिं, दूर्गा मजूमदार, इन्दुभूषण चक्रवर्ती, ए-एल कुण्डु, एस-के
चक्रवर्ती, एम-एम बोस, रामा धर, ध्रुव परीधा, सिराजुल हक, भ्रमर बर
मोहान्ति, परमानन्द दास, भि. कामराज, रण बाहादुर, दीलिप कुमार
चौधुरी, तापस दासगुप्त, मुनील मजूमदार, यतीन खान, मान बाहादुर,
वैद्यनाथ घोष, शिशुतोप मुखर्जी, आतियार रहमान, हरिचरण दास, शंकर
सरकार, अनिमेश मुखर्जी, एस-पि राय चौधुरी, रणजित साणवाल,
बामाचरण शानी, तुलशा बैच ।

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पेट्रोलियम वर्कर्स यूनियन दूसरा वार्षिक सम्मेलन

मंत्री की रिपोर्ट

भाइयो,

पेट्रोलियम वर्कर्स यूनियन के दूसरे वार्षिक सम्मेलन के मौके पर आज हम यहाँ एकत्र हुए हैं। हमारे बीच कलकत्ते के औद्योगिक इलाकों तथा अपकंट्री के काम के स्थानों के चारों विदेशी तेलकम्पनियों के करीब ५००० मजदूर कर्मचारियों के कई लड़ाइयों के जरिये तजर्बा हासिल किये प्रतिनिधि मौजूद हैं।

पूँजीवादी दुनिया के चार-चार इजारेदार तेल-मालिक इन विदेशी अमरीकी तेल कम्पनियों और उन के द्वारा नियंत्रित पूँजी का शोषण और हमले से मजदूर कर्मचारियों और आम जनता के स्वार्थों की रक्षा की जिम्मेदारी हमारे ऊपर है। पेट्रोल उद्योग में सारी दुनिया में हर रोज नयी नयी परिस्थिति पैदा हो रही है। इसके फलस्वरूप इस पूँजी के हमले और शोषण का तरीका भी नयी-नयी सूरतें अख्तियार कर रहा है। इसी लिये इस पूँजी की चाल और चेहरे तथा मालिकों की चालबाजियों को ठीक से समझने की ज़रूरत है।

विदेशी तेल कम्पनियों का शोषण किसी दिन भी मजदूर कर्मचारियों के ऊपर आक्रमण के दायरे में ही सीमित नहीं रहता बल्कि हर देश की सरकार को गैरवाजिब शर्तों पर समझौता करने के लिए मजबूर कर जनता का बेरहमी से शोषण करते हैं। इसी लिये पेट्रोल मालिकों का शोषण रोकने के लिए हर संग्राम में आम जनता तथा देश का समर्थन और सहायता पाने का रास्ता भी इसी सम्मेलन में ठीक करना होगा।

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अपना तथा देश के स्वार्थों की रक्षा के लिए पेट्रोल के मजदूर उचित भूमिका अदा करेंगे। साथ ही साथ हमारी सरकार की उद्योग और श्रमनीति का विचार विश्लेषण भी इसी सम्मेलन को करना होगा। क्योंकि मालिकों के हमले के विरुद्ध संग्राम में तथा अपनी मांगों के हासिल करने की लड़ाई में यह नेहायत जरूरी है, इसीलिये इस सम्मेलन की जिम्मेदारी और तात्पर्य असीम है।

हमारे इस सम्मेलन का सबसे प्रधान काम अपने संगठन के नेतृत्व में संचालित पेट्रोल मजदूर कर्मचारियों के आन्दोलनों की सफलताओं और असफलताओं का ठोक से विचार विश्लेषण करना तथा सांगठनिक कम-जोरियों को दूर करने के लिए उपयुक्त रास्ता दिखाना हो है। कमजोरियों और गलतियों के सही कारणों को ढूँढ कर अमली व्यवस्था ग्रहण बहुत कठिन काम है। फिर भी हमें इस काम में अपनी शक्ति भर कोशिश करना होगी। सम्मेलन का दूसरा काम है नया नेतृत्व और नयी कार्य-कारिणों कमेटी का निर्वाचन करना। आगामी दिनों में इसी कार्यकारिणी कमेटी को ही आन्दोलन और संगठन के मुख्य उत्तरदायित्व को लेना होगा हालाँकि यूनियन के हर सदस्य के सक्रिय सहयोग के बिना यह कभी भी संभव नहीं होगा।

अखिल भारतीय पेट्रोल श्रमिक फेडरेशन का सम्मेलन

पिछले मार्च महीने की २७ से ३० तक बंबई में अखिल भारतीय पेट्रोल श्रमिक फेडरेशन का चौथा सम्मेलन हुआ। कई दृष्टिकोणों से यह सम्मेलन बड़ा ही महत्वपूर्ण था। पेट्रोल मजदूरों तथा देश के स्वार्थों के विरोधी विदेशी तेल मालिकों की नीति और कारसाजियों के चलते इस उद्योग में जो नयी परिस्थिति पैदा हुई है उसके बारे में इस सम्मेलन ने विचार विश्लेषण कर मजदूर कर्मचारियों को रास्ता दिखाया है। इसके अलावा अभी हाल ही में सुप्रीम कोर्ट में हमारे वोनस और वर्माजिल

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तथा स्टेण्डर्ड वैक्युम शोधनागार के वोनस के मामलों के फैसलों का विश्लेषण कर वोनस के बारे में पेट्रोल मजदूर कर्मचारियों के कर्तव्योंकी ओर इशारा किया है इस सम्मेलन ने। पेट्रोल मजदूर कर्मचारियों के अक्सर कालीन समस्याओं के बारे में भी उस सम्मेलन ने एक फैसला किया है।

उस सम्मेलन का अत्यंत महत्वपूर्ण फैसला है पेट्रोल उद्योग में रेशनलाइजेशन और ठीकेदार मजदूरों के बारे में। पिछले दस सालों में कम्पनियों का व्यवसाय स्टेण्डर्ड में १९० फीसदी वर्मशिल में २०० फी सदी तथा काण्टेक्स में ३०० फी सदी के बराबर बढ़ गया है। लेकिन कालटेक्स में कुछ आदमियों के बढ़ने के बावजूद वर्मशिल और स्टेण्डर्ड में लगातार मजदूर कर्मचारियों की संख्या कमी है। इसके फलस्वरूप मजदूर कर्मचारियों के ऊपर हमला जिस तरह बढ़ता जा रहा है उसे बताने की जरूरत नहीं। ६ महीने के लिए अस्थायी कर्मचारियों की भर्ती कर कम से कम खर्च में काम कराया जा रहा है।

इस शोचनीय हालत का मुकाबिला करने के लिए अखिल भारतीय फेडरेशन के सम्मेलन ने पेट्रोल के मजदूर कर्मचारी को आगामी दिनों के संग्राम के लिए तैयार रहने का आह्वान किया है।

फेडरेशन के सम्मेलन ने हमारे इस सम्मेलन के काम को आसान कर दिया है।

तेल उद्योग में सरकार और विदेशी मालिक

मौजूदा समय में इस उद्योग में कई तरह के परिवर्तन तथा महत्वपूर्ण घटनाएं हो रही हैं। एक दिन यही विदेशी तेल कम्पनियाँ भारत की तेल-सम्पत्ति के बारे में पूरी तरह से विदेश के उपर निर्भरशील रख कर तथा इजारेदार कारबार का सुयोग लेकर निरंकुश शोषण तथा मर्जी के मुताबिक मुनाफा लूट रही थीं। लेकिन राष्ट्रीय स्वार्थ तथा जनताके

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दबाव से भारत सरकार धीरे धीरे इस तरफ नजर देने को मजबूर हुई है। इस बारे में फेडरेशन के नेतृत्व में पेट्रोल मजदूर कर्मचारियों की भूमिका उल्लेखनीय है। देश में तेल उत्पादन शोधन और सरकारी कोशिश से सप्लाई की चेष्टा शुरू हुई है।

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लम्बे दिनों से ये कम्पनियाँ राष्ट्र के प्रति असम्मानजनक शर्त के साथ भारत में व्यापार करती आ रही हैं तथा निर्मम रूप से जनता तथा मजदूर कर्मचारियों का शोषण कर करोड़ों रुपये विदेश में भेज रही हैं। नतीजा हो रहा है कि एक तरफ जिस तरह राष्ट्रीय उद्योग पंगु हुआ है तो दूसरी तरफ करोड़ों रुपये विदेशी विनिमय मुद्रा की बावत सरकार को देना पड़ रहा है। खान-तेल-मंत्री श्री के, डी, मालवीय के अनुसार विदेश में पेट्रोल और पेट्रोल से बनी चीजें तथा बिना साफ किया हुआ तेल इस देश में मंगाने के लिए १९६६ ई० के आखिर में भारत को वैदेशिक विनिमय मुद्रा की बावत ७०० करोड़ रुपये देने होंगे।

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सरकारी उद्योगों के प्रसार में रूकावट डालने वाली प्रधान दोषकार है असम्मानजनक कर की शर्तें और राष्ट्रीय अर्थ की बर्बादी। बहुत ही सुविधाजनक शर्तों पर तथा बहुत ही कमदामों पर सोवियत रूस भारत सरकार को बिना साफ किया हुआ तेल देने पर सहमत है फिर भी उस असम्मानजनक शर्त के कारण विदेशी तेल कम्पनियों ने इस तेल को अपने शोषनागारों में साफ करने से इन्कार कर दिया है। इसीलिये भारत सरकार रूससे यह तेल नहीं ला सकती है। यह देश और देश की सरकार के लिए अपमान की बात है।

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ये तेल कम्पनियाँ बाहर से तेल और तेल से बनी चीजें वगैरह मंगा कर इस देश के बाजारों में चढ़ी दर में बेचती हैं और अफरात मुनाफा विदेश भेजती हैं। भारत सरकार का कर हड़पने के लिए ये कम्पनियाँ तरह-तरह को साजिशें कर अधिक खर्च दिखा रही हैं।

ऐसी हालत में भारत सरकार कम्पनियों को पेट्रोल से तैयार चीजों के दाम बढ़ाने शर्तों को कठोरता को कम करने और अपने व्यापार के खर्च

पुरीडिबीजेन की स्थानोप यूनियन के मंत्री श्रीरविदास की जबर्दस्ती बदली उल्येखनीय है। जबर्दस्ती बदली ने प्रचण्डरूप धारण कर लिया है अपकण्ट्री के डिपुओं में।

खरच कम कर ने के बहाने कम्पनियां विभिन्न तरह की कर्मटियां कामय कर रही हैं। ये कर्मटियां विभिन्न डिपार्टमेंटों और सेक्शनों में जाकर मजदूर-कर्मचारियों को अतिरिक्त वता रही हैं और इस तरह उनकी हिम्मत को तोड़ कर बदली या ससम्मान जनक काम करा रही हैं।

कम्पनियों की इन कारसाजियों और गुल्मों के फलस्वरूप लोकरी में बहाल मजदूर-कर्मचारियों पर अमानुषिक दबाव बढ़ रहा है।

सबसे बढ़ कर ठेकेदारी प्रथा को खत्म करने का वादा करने के बावजूद कम्पनियां नये नये ठेकेदारों के हाथ में काम सौंप दे रही हैं तथा बहुत जगहों में खासकर अपकण्ट्री के डिपुओं को उठा देने की कोशिश की जा रही है।

मजदूर-कर्मचारियों के ऊपर होनेवाले हर घटना का जिक्र न कर आम तौर से आक्रमणों के चेहरे को यहां बताया गया है। इससे हमें यह समझने में दिक्कत न होगी कि अंग्रेजो-अमरोकी कम्पनियां अपने मुनाफे के लालसा का पूरा करने के लिए मजदूर-कर्मचारियों पर घिनौने तरीके से हमला कर रही हैं।

पेट्रोल उद्योग को असली हालत

लेकिन क्या इन हमलों का सचमुच ही कोई कारण है? सच ही क्या आज उनका व्यवसाय संकुचित हो गया है और संकटग्रस्त है?

मजदूर-कर्मचारी उनके हमले को आसानी से बर्दास्त कर लें तथा निश्चित मान लें इसी लिये कम्पनियां अपने व्यवसाय को शोचनीय हालत की बातें गला फाड़-फाड़ कर प्रचार कर रही हैं तथा मजदूर कर्मचारियों की हिम्मत तोड़ने की कोशिश कर रही हैं। बहुतां को अवसर ग्रहण कराया है।

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यह सच है कि सरकारी उद्योग तेल निकालने शोधन करने और वितरण के मामले में सोवियत रूस और रूमनिया की सहायता से कुछ आगे बढ़ा है। सरकार को यह राष्ट्र के स्वार्थ की रक्षा के लिए मजबूर हो कर करना पड़ रहा है। विभिन्न पांचसाला योजनाओं को सफल बनाने के लिए पेट्रोल से बनी चीजों की जरूरतें निश्चितरूप से बढ़ रही हैं। हमारे देश के विकास के साथ-साथ तेल की जरूरत भी बढ़ती ही जायगी। सरकारी और गैर सरकारी तथ्यों के आंकड़ों से जानकारो रखनेवालों को राय के अनुसार तेल और तेल से बनी चीजों की मांग जितनी बढ़ेगी उसकी अपेक्षा सरकारी और गैर सरकारी पेट्रोल तथा पेट्रोल से बनी वस्तुओं के उत्पादन को दर लम्बे दिनों तक पीछे पड़ी रहेगी।

वास्तव में सरकारी उद्योग जितना भी आगे बढ़ा है उससे इन अंग्रेज-अमरीकी मालिकों का व्यवसाय संकुचित अथवा संकटग्रस्त नहीं हुआ है। भविष्य में भी इसकी कोई आशंका नहीं है। केन्द्रीय खान और तेल मंत्री श्री के. डी. मालवीय ने गत १५ अगस्त को लोक सभा में सरकारी उद्योग और विदेशी मालिकों के मातहत चलनेवाले उद्योगों—विशेषरूपसे शोधनागारों के उत्पादन की परिस्थिति का विश्लेषण करते हुए दिखाया है कि तीसरी योजना के आखिर में १ करोड़ २० लाख टन से १ करोड़ ४० लाख टन तक पेट्रोलियम की वस्तुएं इस देश में काम में लाई जायेंगी। मौजूदा समय में विदेशी तेल शोधनागारों में ६२ लाख ५० हजार टन तेल साफ किया जा सकता है। सरकारो मातहत के नूना माटी और बरीनो के शोधनागारों में करीब ३० लाख टन तेल साफ होगा। तीसरी पांचसाला योजना के आखिर में गुजरात में जो सरकार द्वारा संचालित शोधनागार बनेगा उसके शोधन का क्षमता भी २० टन के बराबर होगी अर्थात् तीसरी योजना के आखिर में जहाँ जरूरत एक करोड़ २० लाख टन से १ करोड़ ४० लाख टन है वहाँ सरकारी उद्योगों में उत्पादन होगा कुल २० लाख टन और अंग्रेज अमरीकी मालिकों द्वारा संचालित उद्योगों का

उत्पादन :होमा ६२ लाख टन। देश की जरूरत की तुलना में यह कुल उत्पादन कम है। मुख्यतः में कहा जाय तो विदेशी मालिकों का व्यवसाय संकटग्रस्त नहीं हुआ है। इन का उत्पादित माल बाजार में पड़ा नहीं रहता। इसी लिये श्री मालकीय ने मालिकों के प्रति व्यंग्य करते हुए कहा है कि इस लिये मेरे दोस्तों को घबड़ाने की कोई जरूरत नहीं है।

मालिकों के खर्च का दायरा

भारत सरकार के चीफ वस्तु एकाउन्ट्स आफिसर ने इन इजारेदार पेट्रोल मालिकों के व्यवसायों के खर्च के दायरे की जांच के बाद, सुना जाता है कि, सरकार ने कम्पनियों के अविश्वास से बेवजह खर्च कमाने के पक्ष में राय दी है। इसी की आड़ में कम्पनियों ने खर्च कम करने के बहाने मजदूर कर्मचारियों पर जुल्म का प्रचण्ड ताण्डव शुरू किया है।

लेकिन थोड़ा गौर करते हो समझ में आ जायेगा कि इस अविश्वास के बाद भी बेवजह खर्च ही रहा है—मजदूर-कर्मचारियों की हालत के सुधार ने के काम में नहीं व्यवसाय के खर्च के बावत अतिरिक्त खर्च दिखा कर भारत सरकार के कर को हड़पने के ह्याल से कम्पनियाँ अत्यंत ऊँचे सूत्रों विज्ञापन के बावत खर्च को दर इस साल अस्वाभाविक रूप में बढ़ा कर तथा ऊँचे ओहदे वाले अफसरों की तलब और भत्ता वगैरह अनापसनाप बढ़ाकर खर्च दिखाया जा रहा है। यहाँ तक कि इन तेल कम्पनियों के अफसरों की तलब और भत्ते के बावत जो खर्च किया जाता है वह इन के व्यवसाय में किने गये कुल खर्च का प्रायः आधे के आसपास है।

हमारा रास्ता

सरकार ने खर्च कम करने के लिए कह दिया है इसलिये कम्पनियों ने जो गोरगुल मचाया है उसकी असली सच्चाई का पर्दाफाश ऊपर की कई घटनाओं से हो जाता है।

यह बात सभी समझते हैं कि और हम भी समझते हैं कि कम्पनियों

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ऐसा करने के कारण हमारे ऊपर चाहे जितना भी जुल्म क्यों न हो, हम जी-जान से इसका प्रतिरोध करेंगे। हमारा विश्वास है राष्ट्रीय हित के लिए पेट्रोल के मजदूर कर्मचारी अगर आगे बढ़ेंगे तो मुष्किल के वक्त जनता उनके साथ होगी। क्योंकि राष्ट्र का हित और हमारा हित अलग अलग नहीं है। अंग्रेज, अमरीकी पूँजीपतियों के हमले से पेट्रोल मजदूर कर्मचारियों की आत्मरक्षा के लिए तथा अपनी मांगों को हासिल करने की लड़ाई में आम जनता की सहानुभूति, समर्थन और सहायता आवश्यक है।

सिर्फ हम राष्ट्रीय उद्योग-वर्धों के प्रसार का समर्थन करते हैं इसलिए हमारे ऊपर हमला होता है ऐसी बात नहीं। इन इजारेदार विदेशी मालिकों की मुनाफा लूटने की इच्छा इतनी प्रबल है कि वे हरवल हमारे ऊपर हमला करने के लिए तैयार रहते हैं। इसलिए आम जनता की सहायता और समर्थन हमारे लिए निहायत जरूरी है। इस ओर हमें विशेष रूप से ध्यान देना होगा।

अब हमें अपने इलाके की जिन समस्याओं का सामना करना पड़ रहा है, उनके बारे में कुछ कहना है।

मुप्रीम कोर्ट में वोनस का मुकदमा

आपलोग जानते हैं कि लम्बे दिनों से हमारे १९५५ ई० के वोनस का मुकदमा मुप्रीम कोर्ट में विचाराधीन था। इसी के साथ बर्मसेल और स्टैण्डर्ड वैकुयम के शोधनागार के १९५६ ई० के वोनस का मुकदमा भी मुप्रीम कोर्ट में था।

पिछले दिसम्बर महीने में मुप्रीम कोर्ट ने अपना आखिरी फैसला दे दिया है।

मुकदमों की सुनवाई के वक्त हमारी यूनियन के दो संयुक्त-मंत्री कलकत्ते के सुप्रसिद्ध वकील श्री पी. के. सान्गाल और दिल्ली से एक दूसरे प्रसिद्ध वकील श्रीजनार्दन अर्मा के साथ आदालत में हाजिर थे। मजदूर

कर्मचारियों की तरफ से हमारे दोनों वकीलों ने सुप्रीम कोर्ट में इन मुकदमों का संचालन किया। मजदूर कर्मचारियों की तरफ से सुप्रीम कोर्ट में और कोई वकील न था। यद्यपि वी. ओ. पी. डब्लू. यू. की तरफ से विलकुल साधारण वकील कोर्ट में उपस्थित थे। उन्होंने एकबार भी अपना मुँह नहीं खोला, यहाँ तक कि माननीय न्यायाधीशों ने भी उन से कुछ पूछने की जरूरत न समझी। यह कहने की जरूरत नहीं कि शुरू से आखिर तक इन मुकदमों में काफी रुपए खर्च करके हमने मुकदमे को चलाया है।

जो भी हो अब सुप्रीम कोर्ट के फैसले का कुछ विश्लेषण करने की कोशिश कर रहा हूँ। इसी के साथ और दो मुकदमों के फैसले को भी लिया जा रहा है। क्योंकि सभी मुकदमों की बुनियादी बात एक ही है। सुप्रीम कोर्ट का यह फैसला कई दृष्टिकोणों से काफी महत्वपूर्ण है। जैसे—

छोटी अदालत के द्वारा दिया हुआ साढ़े चार महीने का वोनस मजदूरों के लिए कायम रहा और इस तरह कम्पनियों के एतराज को नामंजूर कर पहले की अपेक्षा ज्यादा वोनस पाने के अधिकार को खीकार किया गया। कर्मचारियों का मुकदमा छोटी अदालत के दायरे के बाहर (आउट साइड दि रिफरेन्स) होने के कारण उनको इस फैसले के सुयोग से वंचित कर दिया गया।

स्टैण्डर्ड वैक्युम शोधनागार के मामले में मजदूर कर्मचारियों के लिए छोटी अदालत द्वारा दिए पाँच महीने का वोनस मजदूर कर्मचारियों के लिए बरकरार रहा। और इस तरह कम्पनियों के एतराज को नामंजूर कर अधिक वोनस पाने के हक को मंजूर किया गया।

वर्माशिल शोधनागार के कर्मचारियों के मामले में छोटी अदालत द्वारा दिया गया साढ़े चार महीने का वोनस कायम रहा। और इस तरह कम्पनियों के एतराज को नामंजूर कर अधिक वोनस पाने के हक को मंजूर किया गया।

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इसके अलावा मजदूरों की अपेक्षा कर्मचारियों को कम वोनस देने की मांग नीतिगत रूप में नामंजूर कर दी गई ।

सुप्रीम कोर्ट ने स्टैण्डर्ड बैकुअम के मामले में यह फैसला दिया कि मजदूर कर्मचारियों की औसतन माहवारी तीनसौ एक रुपये सोलह नये पैसे का हिसाब उचित माहवारी के करीब है । यहाँ यह गौर करने की बात है कि इसकी अपेक्षा बहुत ज्यादा 'लिविंग वेज' के स्तर में मजदूर कर्मचारियों की आय न पहुँचने में वोनस देने की नीति चालू है । यह फैसला काफी महत्वपूर्ण और भविष्य के लिए भी लाभदायक है ।

यह उल्लेखनीय है कि मालिकों ने वोनस के सर्वोच्च परिमाण को निश्चित कर देने की मांग की थी, जिसे सुप्रीम कोर्ट ने नामंजूर कर दिया ।

आसानो से समझा जासकता है कि सुप्रीम कोर्ट के इन फैसलों को ठीक से अमल में लाने पर पेट्रोल के मजदूर कर्मचारी भविष्य में लाभवान होंगे ।

इसो लिए सुप्रीम कोर्ट के फैसले की बुनियाद पर पूरे भारत के मजदूर कर्मचारियों ने १९६१ के लिए और अधिक वोनस की मांग उठाई है ।

सुप्रीम कोर्ट के फैसले के बाद की हालत

हालाँकि छोटी अदालत और सुप्रीम कोर्ट ने १९५५ ई० के लिए मजदूरों को साढ़े पाँच महीने (एक मजदूर के पूरे साल क कुल वेतन के पञ्चसवें भाग का नौ भाग) का वोनस दिया है, फिर भी कम्पनियाँ गत फरवरी महोने में वोनस देने के समय मजदूरों के पूरे साल के कुल बुनियादी वेतन के हिसाब से (छुट्टी और गैरहाजिरी वगैरद की बावत) वोनस देने को तैयार हुई ।

इसके प्रतिवाद में युनियन को कार्यकारिणी कमिटी ने मजदूरों को वोनस मिलने के पहले ही दिन सोलह फरवरी को वोनस वायकाट करने का हुकम दिया और दूसरे दिन सत्रह फरवरी को एक घंटे की बंठकी हड़ताल करने का आह्वान किया । उस वक्त तक आई. एन. टी. यू. सी. युनियन मजदूरों को वोनस लेने की सलाह देती आ रही थी ।

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बाद

नये संशोधन के अनुसार पेमेंट आफ वेज के मोताबिक कई मजदूरों के नाम से हमने एक मुकदमा दायर किया है।

मजदूरों का बोनस काटने के बाद कर्मचारियों की बारी आई। कर्मचारियों को एक महीने का अतिरिक्त बोनस दिया गया है यह कह कर कम्पनियों ने पिछले मार्च महीने में दिये बोनस से रुपये काटने को तैयार हो गई। हमने कम्पनी के इस बयान और बदकोशिश का प्रतिवाद किया तथा जा कर तीन कम्पनियों के साथ बात चोत शुरू हुई और बोनस काटना बंद हो गया। लेकिन कम्पनीने रुपया काटने की कीशिश को छोड़ा नहीं इसी लिये हम प्रतिवाद भी करते गये। आखिर में मई महीने की तलब शुरू कर ११ या १२ किस्त में रुपया काटने का कम्पनियों ने एलान किया। इसको लेकर कार्यकारिणी कमेटी में कईबार बातचोत हुई और फावला हुआ कि सुप्रीम कोर्ट के फावले के बाद कानूनी पहलू पर विचार कर हमें अपना प्रोग्राम तय करना होगा। इस के मोताबिक प्रसिद्ध वकील श्री पी. के. सन्याल, स्नेहान्सु कान्त आचार्य और श्री ए. ए. लतीफ के साथ हमने बातचोत की। इस के अलावा ट्रेड यूनियनों को मदद करने के लिये दिल्ली के लिगल एड एसोसियेशन की राय भी ली गई। इन सब की सलाह के मोताबिक कम्पनियों द्वारा रुपया काटने के विरुद्ध फिलहाल कोई कानूनी काम करने से हमलोग रुके हुए हैं।

सुप्रीम कोर्ट के फावले के बाद हमारे कुछ रुपये खर्च हुए हैं। इस दुखजनक घटना से इस महत्व पूर्ण फावले की तरफ से हमारा ध्यान हट न जाय इस लिए इस ओर आप का ध्यान खिचता हूँ। हम इस फावले से फायदा उठाने की बराबर कोशिश सुप्रीम कोर्ट के फावले के मोताबिक कलकत्ते के औद्योगिक इलाके के मजदूरों को १९५५ से १९५९ तक अतिरिक्त बोनस मिला है। सुप्रीम कोर्ट में मुकदमे का फसला होने के बहुत पहले ही कम्पनियों के साथ इस तरह का समझौता हुआ है कि सुप्रीम कोर्ट में बोनस की मात्रा अधिक नहीं है। जो ठीक होगा

उसके मोताबिक १९५५ से १९६० तक कलकत्ते के औद्योगिक इलाके के मजदूरों को अतिरिक्त बोनस देना होगा या काट लेना होगा।

जो भी ही अपकन्ट्री के मजदूरों के लिये इस तरह का समझौता पहले न था। अपकन्ट्री के मामले में कम्पनियाँ किसी यूनियन को मानती नहीं। सौ में सौ मजदूर-कर्मचारी हमारी यूनियन के सदस्य हैं।

बकायदा न होने पर भी कम्पनियाँ अमली तौर पर बहुत बार अपकन्ट्री के संबंध में हमलोगों के साथ बातचीत करती रहती हैं। जैसे—राष्ट्रीय ट्रिब्यूनल की मांग के बारे में दिल्ली में त्रिदलीय सम्मेलन के बाद इस फैसले के मुताबिक हमारे साथ बातचीत के सिलसिले में कलकत्ता इलाकों में प्रचलित कुछ सुविधाएँ अपकन्ट्री में चालू की गई हैं।

यह ठोक है कि उस वक्त हमारी सभी बातें नहीं मानी गई—इस वार भी सुप्रीम कोर्ट के फैसले के बाद कलकत्ता के औद्योगिक इलाकों में जो अतिरिक्त बोनस दिया गया है, वह अपकन्ट्री में देने के लिए जो हमारी मांग थी, उसे कम्पनियाँ मंजूर नहीं कर रही हैं। अबतक इस मांग को सीधे तौर पर नामंजूर न करने पर भी कम्पनियों का हल्क मोटे तौर पर यह है कि कलकत्ते के औद्योगिक इलाकों में बोनस पहले के समझौते के मुताबिक दिया गया है। अपकन्ट्री के बारे में कोई समझौता नहीं हुआ है।

कम्पनियों के इस फूटपरस्त रवैये की हमलोगों ने निन्दा का है। दूसरे त्रिदलीय फैसले के मुताबिक अपकन्ट्री में भी यह अतिरिक्त बोनस देना उचित है। अब तरह-तरह की बहानेबाजी से कम्पनियाँ इस फैसले को नहीं मान रही हैं। इसके खिलाफ प्रतिवाद कर और अपकन्ट्री में अतिरिक्त बोनस देने की मांग करते हुए हमलोगों ने केन्द्रीय सरकार से बीच में पड़ने की मांग की है।

हमलोग कम्पनी और सरकार को साफ-साफ बता देना चाहते हैं कि त्रिदलीय सम्मेलन के फैसलों को अगर कम्पनी ने नहीं माना, और

सरकार ने बीच में पड़कर यदि कोई निपटारा नहीं कराया तो ऐसे सम्मेलनों पर मजदूर कर्मचारियों का कोई विश्वास नहीं रह जायगा।

उद्योग में अशांति पैदा होने का खतरा दिखाई पड़ सकता है।

आलोच्य समय में हमारे और भी कुछ काम

वर्कस कमिटी का चुनाव—मजदूरों द्वारा बार-बार मांग करने पर भी लम्बे दिनों से स्टैण्डर्ड वैकुअम के बजबज डिपो में वर्कस कमिटी का चुनाव स्थगित रखा गया था। पिट्ट यूनियन के हाथ से वर्कस कमिटी निकल जाएगी इस डर से ऐसा किया गया था। लेकिन आखिरकार चुनाव हुआ और हमारे द्वारा समर्पित एक खतंत्र उम्मीदवार के साथ सभी सीटों पर हमारी यूनियन के प्रतिनिधि ही चुन लिए गए।

इसका नतीजा यह हुआ कि लम्बे दिनों से कम्पनी के साथ हाथ मिलाकर चलनेवाली वर्कस कमिटी का इतिहास खतत हुआ। मौजूदा समय में वर्कस कमिटी हमारे नेतृत्व में चलती है और सीमित अधिकार के बावजूद यथा शक्ति मजदूरों के हित का काम करती है।

बजबज बमशिल को वर्कस कमिटी के सदस्यों में एक को छोड़कर बाकी सभी हमारी यूनियन के सदस्य हैं।

कालटेक्स के बजबज, पहाड़पुर, रायगढ़ डिपुओं में मौजूदा वर्कस कमिटियों के चुनाव में हम लोगों ने पूरी सफलता हासिल की है। शिवपुर बमशिल की वर्कस कमिटी के चुनाव में हम लोगों ने जीत हासिल की थी।

आई. वी. में वर्कस कमिटी नहीं है। संक्षेप में, पेट्रोल कम्पनियों में जहाँ-जहाँ वर्कस कमिटियाँ हैं, उनमें स्टैण्डर्ड के चित्रगंज डिपो की छोड़कर और सभी वर्कस कमिटियाँ हमारे नेतृत्व में चलती हैं। चित्रगंज में कोई चुनाव नहीं हुआ। तीन मजदूर प्रतिनिधियों में हमारा प्रतिनिधि एक है और दूसरे दो दूसरे यूनियन के हैं। ऐसा समझौता करके ही किया गया है।

इन तमाम वर्का कमिटियों के चुनाव निःसंदेह रूप से क्या यह साबित नहीं करते कि पेट्रोल उद्योग में हमारी यूनियन का असर तगड़ा है।

राज्य-व्यापी आम हड़ताल

केन्द्रीय सरकार के कर्मचारियों की पिछली हड़ताल के समय हमारी यूनियन के नेतृत्व में पेट्रोल के मजदूर कर्मचारियों ने शानदार भूमिका अदा की है। उस हड़ताल के समर्थन में पूरे पश्चिम बंगाल में जो आम हड़ताल हुई थी उसमें पेट्रोल के सभी मजदूर कर्मचारियों ने सत्रिय हिस्सा लिया था। वज्र पहनकर सामूहिक हस्ताक्षर संग्रह करने के जरिये पेट्रोल के मजदूर कर्मचारियों ने शानदार भूमिका अदा की। उस हड़ताल को मदद पहुंचाते के लिए जो केन्द्रीय ट्रेडयूनियन रिलेशन कमिटी संगठित हुई थी, उसमें हमारे संगठन के भी प्रतिनिधि थे।

पश्चिम बंगाल सरकार द्वारा प्रस्तावित सभा और जुलूस नियंत्रण बिल के प्रतिवाद में, केन्द्रीय सरकार द्वारा प्रस्तावित अधिक कर के प्रतिवाद में, पिछले साल आसाम में हुए भ्रातृघाती दंगे के विरुद्ध बेरुवारी पाकिस्तान को देने के प्रतिवाद में, तथा अभी हाल ही में आसाम के सिलचर में सरकार द्वारा ग्यारह आदमियों की हत्या के विरुद्ध पश्चिम बंगाल में जो कई हड़तालें हुई थीं उनमें पेट्रोल के मजदूर कर्मचारियों ने सफलता पूर्वक हिस्सा लिया था।

ऊपर के आन्दोलनों और हड़तालों में पेट्रोल के मजदूर कर्मचारियों का हिस्सा लेना निःसंदेह उनकी देशभक्ति और मजदूर वर्ग की चेतना का परिचायक है। पेट्रोल के मजदूर कर्मचारियों के इस काम के कारण हम बहुत गर्व अनुभव करते हैं।

बाढ़

पश्चिम बंगाल, उड़ीसा और आसाम को बाढ़ में पेट्रोल के मजदूर कर्मचारियों ने बाढ़ पीड़ितों की यथाशक्ति सहायता की थी।

राज्यबीमा योजना

कालकत्ता और हावड़ा के बाद सरकार ने पिछले साल चौबीस परगना और हुगली जिले में भी राज्यबीमा योजना को चालू करने की कोशिश की थी। हमारी यूनियन की कार्यकारिणी कमिटी के हुकम से बजबज शाखा यूनियन ने आगे बढ़कर बाटा, बजबज, चित्रगंज और ब्रिडलापुर इलाके को आई. एन. टी. यू. सो से संबंधित यूनियनों को छोड़ बाकी सभी यूनियनों को लेकर एक प्रतिरोध कमिटी का गठन करने में कामयाब हुई थी। इस कमिटी के नेतृत्व में इन इलाकों में आन्दोलन संगठित किया गया और राज्यबीमा के विरुद्ध जनमत कायम किया गया। उसके चलते सरकार उसे चालू करने की कोशिश न कर सकी।

व्यक्तिगत और सामूहिक समस्याएँ

ऊपर बताए गए कम्पनियों के हमलों के खिलाफ व्यक्तिगत और सामूहिक, दोनों ही क्षेत्रों में हमने अपनी ताकत भर लड़ाई की है। कहीं—कहीं हमने जीतें हासिल की हैं और कहीं—कहीं सफल न हो सके। इसके अलावा और दो एक घटनाएँ जिनके लायक हैं—जैसे—केलटेक्स के श्री डी. के. चटर्जी एवं एस. के. दत्तागुप्त की छँटनी।

इनमें पहले व्यक्ति को 'प्रोवेशनरी पिरियड' खत्म हो जाने के बाद छॉट दिया गया।

यूनियन के साथ बातचीत सफल न होने पर इस मामले को ट्रिब्यूनल में भेज दिया गया। इस पर भी विचार हो रहा है।

दूसरे व्यक्ति को अधिकारियों के हुकम को मानते के कारण चार्जशीट देने पर यूनियन को और से विभागीय जाँच पड़ताल कराई गई।

लेकिन कम्पनी ने उनको छॉट दिया। तब उपयुक्त ट्रिब्यूनल में ही इसका भी विचार हुआ। हमने बैरिस्टर के जरिए इस मामले को कोर्ट में पेश किया लेकिन ट्रिब्यूनल ने छँटनी के हुकम को बरकरार रखा।

स्टैण्डर्ड बैकुअम कम्पनी ने पश्चिम बंगाल के तेल अनुसंधान-कार्य

को बंद कर देने के वहाने से पिछले अगस्त महीने में कलकत्ता ऑफिस के मजदूर कर्मचारियों की छुट्टी कर दी ।

ये मजदूर किसी यूनियन में नहीं थे—फिर भी छुट्टी के बाद जब ये हमारे पास आए तब हमने इनकी शक्ति भर मदद की । पश्चिम बंगाल के श्रमदफ्तर में हमने इस संबंध में रिपोर्ट दी और इसके बारे में एक डिप्टी लेबर कमिश्नर के जरिये कम्पनी के साथ समझौते की बातचीत शुरू की गई । लेकिन कुछ दिनों के बाद ही कम्पनी के पक्ष में फैसला देते हुए डिप्टी लेबर कमिश्नर ने सूचित कर दिया कि यह मगड़ा केन्द्रीय सरकार से संबंधित है । इसलिए वे कुछ करने में असमर्थ हैं । वकीलों की सलाह से हमने इसका प्रतिवाद भी किया, लेकिन कोई नतीजा नहीं निकला ।

स्टेण्डर्ड वैकुअम के चित्रगंज डिपो की मजदूर यूनियन के कार्यवासी श्री दुर्गापाल को बिना नोटिस गैरहाजिर होना, काम में लापरवाही, गैर-सफाई बगैरह की शिकायतों की आड़ में चाजर्सीट दे दो गई ।

आई. एन. टी. यू. सी. के साथ समझौता कर स्टेण्डिंग आर्डर में परिवर्तन किए जाने के कारण कम्पनीने विभागीय जांच में हमारी यूनियन के प्रतिनिधि अथवा हमारे वकील को हाजिर नहीं रहने दिया । चित्रगंज की वर्कर्स कमिटी के एक मजदूर सदस्य विभागीय जांच में हाजिर थे । कम्पनी द्वारा श्री पाल की छुट्टी किए जाने पर आई. एन. टी. यू. सी. यूनियन ने उनको नौकरी दिलाने का वादा किया लेकिन आखिर में इस यूनियन ने कुछ नहीं किया । कालटेक्स के मुजफ्फरपुर डिपो के दरवान श्री कपिल देव मिश्र को चाजर्सीट देकर छुट्टी करने पर हमने इस विषय को सरकार के श्रमदफ्तर में पेश किया । यह मामला अभी सरकार के पास विचार के लिए पड़ा हुआ है ।

काफी दिन बीत गए लेकिन श्रम दफ्तर ने अबतक कुछ नहीं किया है । हमने श्रम दफ्तर का ध्यान इस ओर खींचा है । बजबज स्टेण्डर्ड वैकुअम के मजदूर श्री लक्षणदास टी-बी के शिकार हो गए । कम्पनी ने उन के

साथ विभेदनीति का अनुसरण किया तथा उन की चिकित्सा की जिम्मेदारी लेने से इनकार कर दिया। बाद में हमारी कोशिश से कम्पनी श्रीलक्ष्मण दास को उनकी वकाया मजदूरी चुका दी। बर्मशिल के ओवरटाइम के रेट को लेकर कुछ दिनों पहले आई-एन-टी-यू-सी यूनियन ने कम्पनी के साथ में एक समझौता किया था जिसके चलते बजबज के चपरासियों के रविवार के ओवरटाइम की बावत आमदनी बहुत कम हो गई है। पहले रविवार के ओवरटाइम की बावत जो आमदनी होती, अब उसके पाँच भाग का दो भाग आमदानी होगी। अर्थात् समझौते के पहले जहाँ एक चपरासी की आमदनी करीब ढाई रुपए थी, अब वहाँ करीब दो रुपए होगी। इस मजदूर हित-विरोधी समझौते के प्रतिवाद में बजबज के प्राय सभी चपरासियों ने ओवरटाइम करने से इन्कार कर दिया है। यहाँ यह जिक्र किया जा सकता है कि ओवरटाइम का ज्यादा काम रविवार को ही रहते है। इसलिए इस मजदूर हित विरोधी इस समझौते की तीव्र निन्दा करते हैं। बर्मशिल के शिवपुर डिपो से जो स्टेनशिलर बजबज आए है, उन्होंने और बजबज के और भी कुछ स्टेनशिलरने कम्पनी द्वारा दिए गए नीचे दर्जे का काम करने से इन्कार कर दिया है।

शिवपुर और नरकुलडंगा से जो दरवान बजबज आए हैं, उनके लिए कम्पनी ने क्वार्टर का इन्तजाम नहीं किया है।

मजदूरों के लिए क्वार्टर बनाने की सरकारी योजना के बावजूद कम्पना क्वार्टर बनाने से इन्कार कर रही है। नतीजा हो रहा है कि दरवानों को रहने की असुविधा और ड्यूटी के समय बगैरह के बारे में बड़ी असुविधा हो रही है। हम इस हालत का तीव्र प्रतिवाद करते हैं।

इसके अलावा हमेशा की तरह आलोच्य समय में भी कितनी ही चाजर्ज-शीटों एवं विभागीय जाँचों बगैरह का हमें संचालन करना पड़ा है। अपकंट्री में चाजर्जशीट और विभागीय जाँच खत्म होजाने के बाद हमारे पास खबर दी गई है। ऐसी हालत में स्वाभाविक रूप से हमलोगों के लिए कुछ करना संभव नहीं है।

लाइब्रेरी

पिछले सम्मेलन के फैसले के मोताबिक बजबज में एक छोटासा पुस्तकालय खोला गया है और केन्द्रीय लाइब्रेरी बड़ी और सुसंगठित करने की कोशिश की जा रही है। बजबज की लाइब्रेरी में पुस्तकों की संख्या बहुत कम है। केन्द्रीय लाइब्रेरी में पुस्तकों की संख्या ज्यादा है। पुस्तकालय अपेक्षाकृत समृद्धशाली है। इस में तेल उद्योग से सम्बन्धित अन्तरराष्ट्रीय किताबों और पत्रिकाओं के साथ दूसरी पत्र पत्रिकाएं और अखबार आदि भी रखे जाते हैं। लेकिन उस के उद्देश्य को ठीक ठीक से पूरा नहीं किया जा रहा है। सदस्य इस लाइब्रेरी से फायदा उठाने की कोशिश नहीं करते। इसके अलावा इसके संगठन और संचालन में भी कुछ गलतियाँ हैं। भविष्य में यह लाइब्रेरी और बड़े सदस्य इससे फायदा उठावें और संचालन की कमजोरियाँ दूर हों इस ओर हमें ध्यान देना होगा।

अपकन्ट्री और उसकी समस्याएँ

पिछले सम्मेलन के पहले हमारे प्रतिनिधियों ने विभिन्न इलाकों में जा कर अपकन्ट्री के मजदूरों और उनकी मांगों वगैरह की जानकारी हासिल की। उन की बुनियाद पर सम्मेलन में बातचीत करने के बाद अपकन्ट्री के लिये मांगों को एक तालिका तैयार करने का फैसला हुआ। सम्मेलन में यह भी फैसला हुआ कि अपकन्ट्री में कई इलाकाई सम्मेलन भी किये जाएँ। लेकिन इनदोनों में से किसी फैसले को भी हमलोग ठीक से अमल में नहीं ला सके।

पहले हो कह चुका हूँ कि अपकन्ट्री के सभी मजदूर कर्मचारी हमारी यूनियन के सदस्य हैं फिर भी कम्पनियाँ उस यूनियन को मान्यता नहीं देती हैं। लेकिन इस से क्या हुआ! वे हमारे असरको इनकार नहीं कर पा रही हैं। लम्बी मियाद के समझौते के समय हमारे साथ बातचीत कर कलकत्ते के औद्योगिक इलाके से मजदूरों के लिये जो सुविधाएँ हैं उन्हीं को मोटेतौर पर अपकन्ट्री में भी देने पर राजी हुई हैं।

इसके अलावा अपकन्ट्री के मजदूरों के बहुत से व्यक्तिगत अभाव अभियोगों को दूर करने में हम समर्थ हुए हैं।

अपकन्ट्री के डिपुओं के अलग-अलग होने और एक-एक काम की जगहों में कम आदमी होने से अपकन्ट्री में संगठन और आन्दोलन कायम करना कठिन काम है। इससे फायदा उठाकर कम्पनियां मजदूर-कर्मचारियों पर मनमाना अत्याचार करती हैं। डिपुओं को उठा दे आदमी कम कर काम का बोझ बढ़ा देना, मर्जी के विरुद्ध जब यंहा बदली कर देना, बात बात में बेइज्जत करना, काम का समय निश्चित न करना, कलकत्ते के औद्योगिक इलाकों को बहुत से सुविधाओं से उनको वंचित राखना वगैरह बातें खास-खास हैं।

अपकन्ट्री के इस अपमानजनक हालत को बदलने की ओर हमें विशेष रूप से ध्यान देना होगा। पिछले त्रिदलीय सम्मेलन के फलस्वरूप अपकन्ट्री में हालत कुछ सुधरा पर वह जरूरत के लिहाज से बहुत मामूली है।

यहां एक बात का जिक्र किये बिना नहीं रह सकता। वह है कलकत्ते के औद्योगिक इलाकों में मजदूरों की तुलना में काफी बाद में उनके ट्रेड यूनियन में संगठित होने पर भी तथा केन्द्राय दफ्तर से बहुत दूर रहने पर भी यूनियन के प्रति अपकन्ट्री के मजदूर जो आस्था दिखाते हैं वह सचमुच काविले-तारीफ है।

बाद की मांग-तालिका

कम्पनियों के साथ वर्त्तमान समझौते की मियाद १९६२ ई० के बीच (१६ जून) समाप्त होगी।

हमने गौर किया है कि इस लम्बी मियाद के समझौते के समय कम्पनियां मजदूर-कर्मचारियों के प्रति सुविचार नहीं करतीं। वे इस समय के दरम्यान उद्योग में शांति कायम नहीं रखतीं, यहाँ तक कि यथा-स्थित को भी कायम नहीं रखतीं। रेशनलाइजेशन, ठेकेदारी प्रथा की

बढ़ती, डिगुओं को उठा देना। आदमियों को तादाद कम कर देना और काम का बोझ बढ़ा देना, ऊँचे ओहदे के मजदूरों से नीचे ओहदे का काम कराना तथा तरह-तरह से मजदूर-कर्मचारियों पर हमला करना बगैरह कामों से सारी बातें जाहिर होती हैं। लेकिन मजदूर कर्मचारियों ने ऐसे मौकों पर यथा संभव शांति कायम करने की कोशिश की है।

भविष्य की मांगों की तालिका तैयार करने के ख्याल से जल्द ही पूरे भारत में श्रमिक फेडरेशन की वरकिंग कमेटी की बैठकें आदि होंगी। मांगों की तालिका की बुनियाद पर पेट्रोल मजदूर कर्मचारी जी आन्दोलन करेंगे उसके लिए हमें अपने संगठन को अभी से तैयारी करनी पड़ेगी।

नियम-अनुशासन

पन्द्रहवें श्रम सम्मेलन में सर्व सम्मति से स्वीकृत नियम-अनुशासन को मान लेने के लिए हमारे संगठन से केन्द्रीय सरकार द्वारा अनुरोध करने पर हमने बिना हिचक उसे मान लिया लेकिन पेट्रोल मालिक-अमली तौर पर उसे स्वीकार नहीं कर रहे हैं। केन्द्रीय और प्रादेशिक सरकारें कंपनियों को उसे मानने के लिए मजदूर नहीं कर रही हैं। हमने गौर किया है कि केन्द्रीय और प्रादेशिक सरकारें-दोनों ही यह चाहती हैं कि सिर्फ मजदूर ही इसे मानें। कंपनियों को मनमानी करने की छुट दे कर मजदूरों को इस नियम-अनुशासन में बांधने की कोशिश करने से इसका उद्देश्य बर्बाद हो जायेगा। ट्रेड यूनियनों के जनवादी तरीके से काम करने दे कर उद्योगों में उत्पादन बढ़ाना इसका आर्थिक मूल उद्देश्य था।

लेकिन इस तरफ कम्पनियाँ और सरकार कितना ध्यान देती हैं। हमारा संगठन उद्योग की बुनियाद पर संगठित है। सभी कर्मचारी और मजदूर इसके सदस्य हैं। लेकिन इस मजदूर प्रतिनिधित्व को स्वीकार नहीं किया जाता। पश्चिम बंगाल सरकार इसके लिए कम्पनियों को तो कुछ कहती नहीं उल्टे दलगत स्वार्थ के लिए मजदूरों को अपनी मर्जी के मुताबिक ट्रेड यूनियन में संगठित होने देने का अधिकार छीन

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लिया जाता है। फलस्वरूप पेट्रोल उद्योग में मजदूर बटे रहते हैं और अंग्रेज-अमरीकी विदेशी मालिक इस से फायदा उठा कर हमारे देश और पेट्रोल मजदूर-कर्मचारियों का बेशक-रोक घोषण करते हैं। पेट्रोल उद्योग में मजदूर-आन्दोलन को कमजोर करने का मतलब है राष्ट्रीय हित के लिए सरकारी उद्योग के प्रसार में रुकावट डालना। लेकिन दलगत स्वार्थ के लिए सरकार आज इसी रास्ते पर बढ़ रही है।

इस लिये हम मांग करते हैं कि कम्पनियां और सरकार अपनी इस नीति को छोड़ दे और उद्योगों की बुनियाद पर गठित ट्रेड यूनियनों को खीकार कर लें।

एकता पैदा करने की समस्या

दूसरे-दूसरे उद्योगों के समान हमारे उद्योग में भी एकता पैदा करने की समस्या प्रधान समस्या है। तजुबे से हमने देखा है कि हमारी यूनियन ने और आई. एन. टी. यू. सी. की यूनियन ने जब एक साथ कोई आन्दोलन किया है तब मजदूरों में बड़ा ही जोस पैदा हुआ है और आन्दोलन ने अत्यंत शक्तिशाली रूप धारण किया है। लेकिन ऐसी बातें बहुत ही कम मौकों पर हुई हैं। आन्दोलन के पहले अध्याय में ही आई. एन. टी. यू. सी. की यूनियन के नेता आन्दोलन से अलग हो गये हैं और आन्दोलन ठंडा पड़ गया है। लेकिन यहाँ यह गौर करने की बात है कि संयुक्त आन्दोलन जितने भी हुए हैं, उनसब में उल्लोखनीय सफलता हासिल करना संभव हुआ है। आई. एन. टी. यू. सी. यूनियन के नेता बिल्कुल मुस्किल में पड़े बिना एकता के लिए किसी सूरत में भी आगे नहीं बढ़ते। इस लिये काम में हमलोगों को ही आगे बढ़ना होगा। इस रास्ते से विशेष-विशेष आन्दोलनों में सफलता मिलेगी।

लेकिन इससे स्थायी रूप से एकता की समस्या का समाधान नहीं होगा। यह समस्या और भी कठिन है। सरकार के दलगत स्वार्थ के लिए उनके द्वारा काम में लाई जाने वाली श्रमनीति ने एक कायम करने

की समस्या को और कठिन बना दिया है। कम्पनी द्वारा खोजत और सरकारी समर्थन से पुष्ट यह कम संख्या वाली (माइनरिटी) यूनियन कम्पनियों के साथ समझौता करती है और ट्राइबुनल में रेफरेन्स पाती है यह मजदूर देख रहे हैं। साथ ही साथ वे यह भी देख रहे हैं कि हमारे नेतृत्व में आन्दोलन के बिना ही उपरोक्त घटना नहीं होती। इसीलिये मजदूरों में फूट पड़ी हो रही जाती है। सिर्फ यही नहीं। मजदूरों के एक हिस्से में भीकापरस्तों का ख्याल पैदा होगया है जिसके चलते कुछ मजदूरों का ख्याल है कि दोनों यूनियनों में हो रहा जाय और वे इस स्वये से दोनों यूनियनों से ही अपने को अलग रखते हैं।

इसलिये नीचे से एकता पैदा करने के लिए आन्दोलन के जरिये सरकार द्वारा अपनाई श्रमनीति को बदलवाने की जरूरत है। देश के हर उद्योग में ही यह समस्या मौजूद है। इसलिये सिर्फ पेट्रोल उद्योग में ही आन्दोलन कर यह श्रमनीति बदलवाई नहीं जा सकती। सरकारी श्रमनीति को बदलवाने के ख्याल से देशव्यापी जो मजदूर-आन्दोलन चल रहा है उसके साथ पेट्रोल उद्योग के आन्दोलन को गहराई के साथ जोड़ देना होगा।

केन्द्रीय यूनियन में शरीक होने का सवाल

अब एक और मसले पर कुछ कहना चाहता हूँ। एकता पैदा करने के सवाल पर हमने देखा है कि सरकार की नीतिका बदलवाना बहुत जरूरी है और इसे करना होगा दूसरे मजदूर-आन्दोलनों के साथ संयुक्त रूप से। सिर्फ यही नहीं, आज के दिन में मजदूर-समस्या और उसका आन्दोलन मजदूर-मालिकों के दायरे में सीमित नहीं है—इसका दायरा और प्रभाव काफी दूर तक फैल गया है। आज मजदूर आन्दोलन देश की महत्वपूर्ण घटना का रूप लेकर राष्ट्र की स्वीकृति प्राप्त कर चुका है। इसीलिये केन्द्रीय और प्रादेशिक सरकारों के साथ मालिकों के संगठन तथा केन्द्रीय संगठनों के बीच जल्दी-जल्दी बातचीत चल रही है तथा बैठकें बुलाई जा

पैयार

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पारे काकारिणी
इन्तजामशोगों का
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रही हैं। आज के सरकार मालिक और मजदूर संगठनों की बैठको आदि में मजदूरवर्ग के बारे में काफी अहमियत के फैसले किये जा रहे हैं जिनके असर और नतीजों से पेट्रोल के मजदूर कर्मचारी दूर नहीं रह सकते। सिर्फ भारत में ही नहीं अन्तराष्ट्रीय पैमाने पर त्रिदलीय सम्मेलन हो रहे हैं और उनमें केन्द्रीय मजदूर संगठन अपनी ताकत के अनुसार हिस्सा ले रहे हैं। कभी कभी अन्तराष्ट्रीय पैमाने पर भारत समेत विभिन्न उद्योगों के श्रम-सम्मेलन हो रहे हैं। जैसे आई-एल-ओ में तेल उद्योग के मजदूरों की समस्याओं के बारे में बातचीत हुई है।

मजदूर-आन्दोलन को इस बदलो हुई हालत में पेट्रोल के हम मजदूर कर्मचारी अलग नहीं रह सकते। खास तौर से हमारे उद्योग में काफी महत्वपूर्ण घटनाएं हो रही हैं जिनका जिक्र हम ने पहले किया है। इसलिये हमारा खयाल है कि हमें अपने संगठन को फौरन किसी केन्द्रीय ट्रेड यूनियन के साथ सम्बन्धित करना चाहिये। क्योंकि सरकार द्वारा हमारे देश की चारो केन्द्रीय ट्रेड यूनियन संस्थाएं जैसे ए. आई. टी. यू. सी., आई. एन. टी. यू. सी., एच. एम. एस., यू. टी. यू. सी. स्वीकृत हैं। भारत सरकार ने राष्ट्रीय और अन्तराष्ट्रीय पैमाने पर पेट्रोल उद्योग के मजदूर कर्मचारियों का प्रतिनिधित्व करने के लिये सिर्फ ए. आई. टी. यू. सी. को ही स्वीकार करती है क्योंकि ट्रेड यूनियनों में संगठित भारत के ज्यादातर पेट्रोल मजदूर इसी संगठन के अन्दर हैं। इस के अलावा अभी हाल में भारत सरकार द्वारा गठित "एकजक्यूटिव" कमेटी में भी पेट्रोल मजदूर कर्मचारियों को तरफ से ए. आई. टी. यू. सी. की प्रतिनिधित्व करती है। १५ वें श्रम-सम्मेलन में उद्योग की बुनियाद पर अधिक सदस्यों वाली यूनियन को स्वीकार करने का स्वीकृत तरीका उन्हीं ऊपर बताए चारों केन्द्रीय ट्रेड यूनियन संगठनों के जरिये अमल में लाया जायेगा। हम जानते हैं हमारी विरोधी यूनियन पहले ही आई. एन. टी. यू. सी. के साथ सम्बन्धित हो गई है और उस की सदस्य संख्या जाची गई है और

संस्कृत की गई है। ऐसी हालत में हमारी यूनियन के सदस्यों की संख्या को जाँच की संस्कृति में मारी दीवारी खड़ी हो जायेगी।

आशा है सब तरह से सोच विचार कर अपने मजदूर आन्दोलन के तजुबे से सबक लेते हुए हम सभी यह बात स्वीकार करेंगे कि इन चारों केन्द्रों में यूनियन संगठनों में सिर्फ ए. आई. टी. यू. सी. ही हमारे लिये अच्छा जिससे सम्बन्धित होने के लिये मैं अपनों से सिफारिस करता हूँ। आशा है सम्मेलन इस बारे में उपयुक्त फैसला करेगा।

हमारी संगठनिक समस्याएँ

पिछले सम्मेलन में अपनी सांगठनिक समस्याओं के बारे में जो बातें कहीं थीं मोटे तौर पर आज भी वही समस्याएँ मौजूद हैं अर्थात् यूनियन के नेतृत्व में मजदूरों का हिस्सा लेना, मजदूर कर्मचारियों की जरूरत के मोताबिक चेतना का नीचा स्तर, मौका परस्तीका घूस जाना और कुछ नेताओं में निराशा और निष्क्रियता आदि पैदा हो जाना।

किसी किसी क्षेत्र में हालत और भी बिगड़ी है। पिछले सम्मेलन में हमने कहा था कि उद्योग की बुनियाद पर यूनियनों का गठन करने के फलस्वरूप कम्पनी की बुनियाद पर गठित यूनियनों का नेतृत्व कुछ कमजोर होता है। फलस्वरूप निष्क्रियता का डर बना रहता है हमारा यह डर सच भी साबित हुआ है। पिछले डेढ़ दो सालों में हमारी यूनियन के सक्रिय कार्यकर्ताओं की संख्या घट गई है। यहाँ तक कि मजदूर कर्मचारियों के मामले में इसने एक जाहिरा रख अस्वतियार कर लिया है। हमारे सामने समय सबसे बड़ा संकट कार्यकर्ताओं का है। अगर यह समस्या बनी रही तो हमारा संगठन तेजीसे कमजोर होता जायेगा। मांगों की तालिका की बुनियाद पर और कम्पनियों के हमले को रोकने में तथा सरकार की श्रमनीति बदलवाने के ख्याल से होनेवाला हमारा भावी आन्दोलन पंगु हो जायेगा। कार्यकर्ताओं के निष्क्रिय हो जाने से नेतृत्व में कमजोरी हो जायेगी। जनवादो तरीके से यूनियनों का काम चलाना

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मुश्किल होगा और असल में आज यही हालत कुछ हद तक पैदा होगई है ।

लम्बे दिनों से हमारी यूनियन के मजदूरों के प्रतिनिधित्व को स्वीकार करने में कम्पनियों के तरह तरह के हमलों को रोकने के लिये जहूरत के मोताबिक बहुत कम आगे बढ़ने तथा आर्थिक मांगों की बुनियाद पर आर्थिक आन्दोलन न करने के कारण ही यह सांगठनिक कमजोरी बढ़ी है । हमने गौर किया है कि जब आर्थिक मांगों की बुनियाद पर आन्दोलन नहीं चलाया जाता तो बहुतायत में उत्साह नहीं पैदा होता, जिससे आन्दोलन कमजोर हो जाता है । ऐसी परिस्थिति न चाहने के बावजूद सच्ची घटना के रूप में मौजूद है । फंड में रुपये की कमी का कारण है फंड इकट्ठा करनेवाले कार्यकर्त्ताओं में उत्साह की कमी । हम में जो ताकत है और हमारा जो अस्त्र है उस को ठीक से काम में लगाने पर हमारा फंड और भी मजबूत होगा ।

अपनी सांगठनिक कमजोरी को दूर करने के लिये जहूरी है जोरदार आन्दोलन करना, नये कार्यकर्त्ताओं की भर्ती करना, पुराने कार्य कर्त्ताओं में जोश भरना और उन्हें सक्रिय करना तथा दोनों स्तर के कार्यकर्त्ताओं की चेतना को बढ़ाने का अपनी शक्ति पर प्रयत्न करना । यह काम कठिन और कष्टकर है लेकिन सजग कोशिश और सहयोग से इसे करना सम्भव है ।

हमारा अगला कार्यक्रम

सभी हालतों पर विचार कर अपना अगला कार्यक्रम मैं आप लोगों के सामने पेश कर रहा हूँ । आशा है आपलोग हर तरह से सोच विचार कर इस कार्यक्रम का समर्थन करेंगे ।

(१) हमारे देश में विदेशी तेल मालिक के शोषण का चेहरा आम जनता के सामने लगातार साफ करते जाना होगा । राष्ट्रीय पेट्रोल उद्योग के फैलाव की कोशिश का समर्थन करना होगा । तेल उद्योग में सरकार की कमजोरियों के खिलाफ लड़ना होगा और पेट्रोल मालिक हमारे ऊपर जो भी हमला करें उसे जी जान से रोकना होगा ।

ब्रह्म तक पैदा होगई है।
प्रतिनिधित्व को स्वीकार
न रोकने के लिये जहरत के
की बुनियाद पर आर्थिक
मजबूती बढ़ी है। हमने
पर आन्दोलन नहीं चलाया
आन्दोलन कमजोर हो
वजुद सत्री घटना के रूप में
है फंड इकट्ठा करनेवाले
जो ताकत है और हमारा
हमारा फंड और भी मजबूत

लिये जहरी है जोरदार
करना, पुराने कार्य कर्त्ताओं
में स्तर के कार्यकर्त्ताओं की
करना। यह काम कठिन
ग से इसे करना सम्भव है।

कार्यक्रम में आप लोगों के
ग हर तरह से सोच विचार

के शोषण का चेहरा आम
। राष्ट्रीय पेट्रोल उद्योग
। तेल उद्योग में सरकार
ट्रोल मालिक हमारे ऊपर

Statement of Accounts

Statement of Liabilities & Assets on the 31st day of March 1960

LIABILITIES		ASSETS	
	Rs. nP.		Rs. nP.
Amount in General Fund	41221'86	Cash ;	
		In hand of Treasurer	2838'50
		In hand of Secretary	Nil
		United Bank (High Court)	25422'79
		Burmah-Shell E. H. Co op.	10000'00
		Calcutta National Bank	755'00
		(In Liquidation)	
		Mahalaxmi Bank	857'11
		(under Scheme)	
		Goods & Furniture :	
		Rs. 1228'46	
		Less : depre.	136'50
		Other assets (to be	
		specified)	
		11 shares of Rs. 10/-	
		each in the	
		Mahalaxmi Bank	110'00
		(under scheme)	
Total Liabilities	41221'86	Total Assets	41221'86

for the year 1959-60

General Fund Account

INCOME		EXPENDITURE	
	Rs. nP.		Rs. nP.
Balance at beginning of		Sal. allowances and ex-	
the year	23566'92	penses of establishment	7989'00
Cont. from Members at		Auditor's Fees	250'00
0'25 nP. PM per		Legal Expenses	1134'50
Member	12040'75	Funeral, old age etc.	200'00
Donations	22717'48	Rents, Rates & Taxes	1849'64
Sales of periodicals,		Stationary, Printing and	
books, rules etc.	80'00	Postage	1567'84
Int. on Fixed deposit	22'75	Affiliation Fees and	
Bank Interest	36'93	donations to other	
Admission Fees	46'00	Industries	834'00
		Other Expenses to be	
		Specified:—	
		Trav. & Conveyance	1751'79
		Bank Charges	2'44
		Meeting Expenses	2438'97
		Books & Periodicals	453'33
		Miscellaneous Exp.	155'92
		Balance at the end of	
		year	39683'40
Total	58510'83	Total	58510'83

AUDITOR'S DECLARATION

The undersigned, having had access to all the books and accounts of the trade union, and having examined the foregoing statements and verified the same with the account vouchers relating thereto, now sign the same as found to be correct, duly vouched and in accordance with the law.

9, Hastings Street,
Calcutta-1
The 27th June, 1960

Sd/- K. G. Banerjee & Co.
Chartered Accountant.
Auditor.

Sd/- J. K. Chanda
Treasurer.

Statement of Accounts for the year 1960-61

Statement of Liabilities & Assets on the 31st day of March 1961

General Fund Account

LIABILITIES	Rs. np.	ASSETS	Rs. nP.
Amount in General Fund	34923.65	Cash :	
		In hand of Treasurer	7504.71
		In hand of Secretary	Nil
		United Bank (High Court)	18894.44
		Burmah-Shell E. H. Co-op.	5000.00
		Calcutta National Bank	765.00
		(in Liquidation)	
		Mahalaxmi Bank	857.11
		(under Scheme)	
		Goods & Furniture :	
		Rs. 1228.46	
		Add	726.15
		1954.61	
		Less : Depre.	162.22
			1792.39
		Other assets (to be specified)	
		11 shares of Rs. 10/- each in the Mahalaxmi Bank (under Scheme)	110.00
Total Liabilities	34923.65	Total Assets	34923.65

INCOME	Rs. nP.	EXPENDITURE	Rs. nP.
Balance at beginning of year	39883.40	Sal. allowances and expenses of establishment	7691.52
Cont. from Members at 0.25 nP. PM per Member	11111.25	Auditor's Fees	250.00
Donations	474.48	Legal Expenses	4328.25
Int. on Fixed deposit	687.50	Funeral, old age etc.	60.00
Bank Interest	66.98	Rent, Rates & Taxes	1761.14
Admission Fees	37.00	Stationery, Printing & Postage	251.78
		Affiliation Fees and donations to other Industries	1020.50
		Other Expenses to be specified :—	
		Trav. & Conveyance	681.79
		Bank Charges	2.05
		Meeting Expenses	2373.22
		Goods & Furniture	726.15
		Miscellaneous Exp.	92.95
		Balance at the end of year	33021.26
Total	52260.61	Total	52260.61

Auditor's Declaration

The undersigned, having had access to all the books and accounts of the trade union, and having examined the foregoing statements and verified the same with the account vouchers relating thereto, now sign the same as found to be correct, duly vouched and in accordance with the law, subject to the remarks, if any, appended thereto.

The treasurer retained more than Rs. 500/- (Rupees Five hundred only) in contravention of Article XIII (C)

9, Hastings Street,
Calcutta-1
The 27th June, 1961

Sd/- K. G. Banerjee & Co.
Chartered Accountants.
Auditor.

Sd/- P. C. Ghosh
Asst. Treasurer

(२) पेट्रोल मज कर आने वाले दिनों में

(३) सरकार की सरकार और मालिकों प्रचार और आन्दोलन

(४) पेट्रोल उद्योग मियत देनी होगी तथा के आन्दोलन के जरिये होगी।

(५) अपने संगठन और इस की अहमियत दूसरे मजदूर आन्दोल

ताल्लुक गहरा करना है (६) अपनी सांगठनिक इकाई करने होंगे।

उनकी चेतना बढ़ाने का (७) यूनियन के सक्रिय करना होगा और सहयोग बढ़ाना होगा।

आशा है इस कार्यक्रम कमेटी मजदूर कर्मचारियों करेगी।

यह रिपोर्ट समाप्त ध्यान खींचे बिना नहीं

खासकर आफूका-एशिया उपनिवेश के विरुद्ध उपनिवेशिक शक्तियों के

(२) पेट्रोल मजदूर फेडरेशन के नेतृत्व में मांगों की तालिका तैयार कर आने वाले दिनों में जोरदार आन्दोलन चलाना होगा ।

(३) सरकार की मजदूरी विरोधी नीति को बदलने के लिये तथा सरकार और मालिकों द्वारा नियम और अनुशासन मानने के लिये जोरदार प्रचार और आन्दोलन करना होगा ।

(४) पेट्रोल उद्योग में एकता पदा करने के काम को सबसे ज्यादा अहमियत देनी होगी तथा कम्पनियों के हमले को रोकने और मांगें हासिल करने के आन्दोलन के जरिये आम मजदूरों को एकजुट करने की कोशिश करनी होगी ।

(५) अपने संगठन को ए-आई-टी-यू-सी से सम्बन्धित करना होगा और इस की अहमियत मजदूर कर्मचारियों को समझानी होगी । साथ ही दूसरे मजदूर आन्दोलन का समर्थन करना होगा और उनके साथ अपना ताल्लुक गहरा करना होगा ।

(६) अपनी सांगठनिक कमजोरियों को दूर करने के लिये नये कार्यकर्ता इकट्ठे करने होंगे । पुराने कार्यकर्तियों को उत्साहित करना होगा । उनकी चेतना बढ़ाने का इन्तजाम करना होगा ।

(७) यूनियन के फंड को मजबूत करने के लिये कार्यकर्ताओं को और सक्रिय करना होगा और आम मजदूर कर्मचारियों के साथ भाईचारे का सहयोग बढ़ाना होगा ।

आशा है इस कार्यक्रम को सम्मेलन मंजूर करेगा और नयी कार्यकारिणी कमेटी मजदूर कर्मचारियों के सहयोग से इसे अमल में लाने का इन्तजाम करेगी ।

यह रिपोर्ट समाप्त करने के पहले एक घटना की तरफ आप लोगों का ध्यान खींचे बिना नहीं रहा जाता । वह यह है कि विभिन्न देशों में खासकर आफ्रिका-एशिया और लाटिन अमरीका में उपनिवेश और आधा उपनिवेश के विरुद्ध जनता की लड़ाई है । साम्राज्यवाद और उपनिवेशिक शक्तियों के पंज से मुक्ति से पाने के लिये चलने वाला यह

PETROLEUM WORKERS' UNION

REGD. NO. 4482

[AN AMALGAMATION OF BURMAH-SHELL EMPLOYEES' ASSOCIATION, STANDARD-VACUUM EMPLOYEES' UNION,
CALTEX EMPLOYEES' UNION AND I. B. P. WORKERS' UNION]

3 & 4, HARE STREET : CALCUTTA-1

President : SHRI BANKIM MUKHERJEE, M. L. A.
Gen. Secretary : SHRI ATIN SADIH

Ref.

To

Dated 13/7/1961

280

The Registrar of Trade Unions,
Govt. of West Bengal,
New Secretariat Buildings,
1 Hastings Street,
Calcutta-1.

A. I. T. U. C.
I. R. No. 235.7 Dat 21 JUL 1961
File No. Replied on 21.7.6

Dear Sir,

We have pleasure to forward you the names of the office
-bearers and Executive Committee members elected at the Annual Delegates'
Conference of the Union held on 8th and 9th July 1961.

Thanking you,

Yours faithfully,

GENERAL SECRETARY

- Copy to: Labour Commissioner, West Bengal, Bihar, Assam, Orissa & M.P.
- " to: Chief Labour Commissioner, Govt. of India, New Delhi.
- " to: Manager, Burmah-Shell Oil storage & Distributing Co. of India Ltd., Calcutta.
- " , Standard-Vacuum Oil Company, Calcutta.
- " , Caltax (India) Ltd., Calcutta.
- " , I.B.P.Co. Calcutta.
- Copy to: All affiliated Union of A.I.P.W.F.
- " to: A.I.P.W.F.
- " to: A.I.T.U.C.
- " to: B.P.T.U.C.

PETROLEUM WORKERS' UNION

REGD. NO. 4482

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CALTEX EMPLOYEES' UNION AND I. B. P. WORKERS' UNION]

3 & 4, HARE STREET : CALCUTTA-1

President : SHRI BANKIM MUKHERJEE, M. L. A.,
Gen. Secretary : SHRI ATIN SADIHU

Ref.

Dated.....19

List of Executive Committee Members for the year 1961-62 as elected
in the Annual Delegates Conference held on 8th and 9th July, 1961.

President.	. . . . .	Bankim Mukherjee (Hon)
Working President	. . . . .	Banamali Bhattacharjee
Vice-	"	Bhadrakant Bechulal Senapati
"	"	Kehirode Chandra Das
"	"	Jibon Krishna Chandra
"	"	Dhruva Parida
"	"	Abdul Mabood
"	"	Sankar Sarkar
General Secretary	. . . . .	Atin Sadhu
Joint	"	N.D.Chatterjee
Assistant	"	Paresh Chandra Das
"	"	Sunil Kumar Chakravarty
"	"	Kshiti Barman (Hon)
"	"	S.S.Bose
"	"	Animesh Mukherjee
"	"	Dilip Kumar Chowdhury
Treasurer	. . . . .	Prakash Chandra Ghose
Asstt. Treasurer	. . . . .	Tara Krishna Roy
"	"	Kalipada Sarkar
"	"	Kamal Mukherjee

P.T.O.

PETROLEUM WORKERS' UNION

REGD. NO. 4452

[AN AMALGAMATION OF BURMAH-SHELL EMPLOYEES' ASSOCIATION, STANDARD-VACUUM EMPLOYEES' UNION, CALTEX EMPLOYEES' UNION AND I. B. P. WORKERS' UNION]

3 & 4, HARE STREET : CALCUTTA-1

President : SHRI BANKIM MUKHERJEE, M. L. A.
Gen. Secretary : SHRI ATIN SADHU

Ref.

Dated 19 ..

2.

Executive Committee Members

Shri Harandra Nath Biswas	-	Burmah-Shell	-	Branch Office.
" Pravas Chandra Bhattacharjee	-	" "	"	" "
" Bhyanal Roy	-	" "	"	" "
" Naresch Chandra Bhattacharjee	-	" "	"	" "
" Nimesi Bandhu Roy	-	" "	"	" "
" Sumil Kumar Lahiri	-	" "	"	" "
" Dulal Bhushan Sarkar	-	" "	"	" "
" Sunil Kumar Sen Gupta	-	" "	"	" "
" Debesh Chandra Bhattacharjee	-	" "	"	" "
" Durga Majumdar	-	S.V.O.C.	-	Head Office
" Parameswar Singh	-	" "	"	" "
" Indu Bhawan Chakravarty	-	" "	"	" "
" Babani Prasad Mukherjee	-	" "	"	" "
" Manmatha Bhattacharjee	-	" "	"	" "
" Ram Chandra Puridah	-	Caltex District	-	Office
" Suchangsu Sekhar Sen	-	" "	"	" "
" Phanindra Nath Mukherjee	-	" "	"	" "
" Astendu Das	-	S.V.O.C.	-	Budge Budge
" Sisitosh Mukherjee	-	" "	"	" "
" Man Bahadur	-	" "	"	" "
" Bivash Roy	-	" "	"	" "
" Peter Kar	-	" "	"	" "

P.T.O.

PETROLEUM WORKERS' UNION

REGD. NO. 4452

[AN AMALGAMATION OF BURMAH-SHELL EMPLOYEES' ASSOCIATION, STANDARD-VACUUM EMPLOYEES' UNION,
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3 & 4, HARE STREET : CALCUTTA-1

President : SHRI BANKIM MUKHERJEE, M. L. A.,
Gen. Secretary : SHRI ATIN SADIH

Ref.

Dated..... 19 .

- 3 -

Shri Ananta Ghose	-	Burmah-Shell	Budge Budge
" Tapas Das Gupta	-	"	"
" Bhramarbar Mahanty	-	"	"
" Deben Dutta	-	"	"
" Mahadeo Prasad	-	"	"
" Serajul Haque	-	"	"
" Paramananda Das	-	"	"
" Nilmoni Das	-	"	"
" Amiya Chakravarty	-	"	"
" Govinda Haldar	-	I. B. P.	"
" Biswanath Biswas	-	Caltex	"
" Gabinda Mandal	-	"	Paharpur.
" Sri Sibappiya Roy Chowdhury-	-	"	Ramnagar.
" Ramjhas Singh	-	Burmah-Shell	Sibpur.
" Tulsī Mukherjee	-	S.V.O.C.	Dum Dum
" Pankaj Paul	-	Burmah - Shell	Narke Idanga.
" Bama Charan Sani (Hon)-			
" Tulsī Baidya (Hon)-			

July 20, 1961

General Secretary,
Petroleum Workers' Union,
Delhi

Dear Comrade,

We note your endorsement on your letter dated July 19, 1961 addressed to the Assam Oil Company, New Delhi, in connection with misbehaviour of the Lady Secretary. You have stated that your case for recognition is "stagnating in the implementation committee". Will you please let us have a short note on this question so that we may take necessary action.

With greetings,

Yours fraternally,

Mr. K.G. Sriwastava
(K.G. Sriwastava)
Secretary

Petroleum Workers' Union

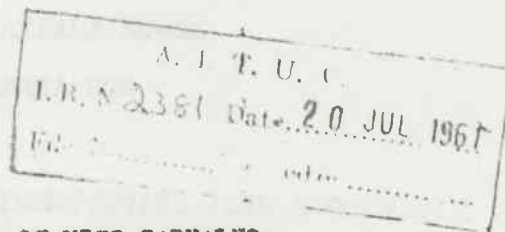
(Regd. No. 109)

4215, TEL MANDI, PAHARGANJ

NEW DELHI

Ref. No. 31-PWDated..... July 19, 1961¹⁹⁵
XXX

The Manager,
Assam Oil Company,
Parliament Street,
NEW DELHI.



Dear Sir,

**MISBEHAVIOUR OF MISS CARVALHO:
LADY SECRETARY.**

We wish to bring to your attention the unbecoming behaviour of the above member of your staff who used ~~the~~ abusive language to our Shri Dhanvir Singh the local President of our Union. Shri Dhanvir Singh had gone as usual to pick her up from her place of residence on the morning of 17-7-1961, as she did not make her appearance at the appointed time, true to instructions, she was left behind. This appears to have rankled in her mind. On the 18-7-1961 she again made her appearance after the appointed time but fortunately she was sighted by Dhanvir Singh as he was leaving, whereupon he stopped the vehicle and picked her up, after taking her place in the vehicle, she gave vent to her feelings, in a manner completely out of proportion to her status in your organisation. It would appear this lady has a very peppery temperament as this behaviour is only a repetition. Further we regret that when the matter was brought to the attention of your Shri P.K. Choudhry by our local Secretary, he was not given a hearing and the matter was summarily dismissed. We regret this attitude of the management.

We do not wish to offer our friendly advice that the management has certain obligations under the code, but if you choose to forget them, we will be forced to take steps, and make you see the consequences of such an attitude.

We trust you will take necessary action and impress on this lady not to involve your Company in a disturbance of the Industrial peace

Yours faithfully,


GENERAL SECRETARY

- c.c. The Labour Commissioner: The Company is not recognising our Union for purposes of negotiations. Our case for violation of the code remains unattended to, as a result our members are being continually harassed.
- c.c. ~~The~~ Conciliation Officers: We would request you to use your good offices and obtain recognition of our Union.

C.S. A.I.T.U.C. : Our case for recognition is stagnating in the Implementation Committee, please assist.

c.c. Shri R.L. Khera Ministry of Labour.

Case for recognition of the Union should at first be decided by Council of the Union. Tell Mr. J. to [unclear]

4.8
2/9/61

PETROLEUM WORKERS' UNION

REGD. NO. 4432

[AN AMALGAMATION OF BURMAH-SHELL EMPLOYEES' ASSOCIATION, STANDARD-VACUUM EMPLOYEES' UNION,
CALTEX EMPLOYEES' UNION AND I. B. P. WORKERS' UNION]

3 & 4, HARE STREET : CALCUTTA-1

President : SHRI BANKIM MUKHERJEE, M. L. A.
Gen. Secretary : SHRI ATIN SARDHU

Ref.

T. R. N. 2198 - 1-8 JUL 1961

Dated 6th July '61. 19

The General Secretary,
Petroleum Workers' Union,
Tel Mandi,
Paharganj,
New Delhi.

Dear Sir,

As advised, we three (myself Com: Vanhaute and Fargacs Pal will be leaving Calcutta by the Kalka Rail on Saturday 8th reaching Delhi Sunday evening. Com. Menon has promised that he reach Delhi a few hours earlier that day and meet us at the Station. But it is better that you also make arrangements to meet us because Com: Menon Plans to reach Delhi only on Sunday an hour or two earlier by plane from Madras and these can be some unforeseen development at the last hour.

On the strength of the telegrams which I received in Madras Com: Menon has written to Oil & National Gas Commission, Dehra Dun that we would be reaching there on Thursday afternoon of 11th. Com: Menon thinks the De Luxe Bus should be alright but if a Car can be had it will be most convenient. I suggest that on your own or with the help of A. I. T. U. C., a car be arranged for not only the visit to Dehra Dun but for the entire durations of the guests' stay in Delhi. I think it should be possible. Only with such a facility I managed the Bombay and Madras tour smoothly. Here in Calcutta the absence of a car is putting the Calcutta comrades to heavy expense for taxes which should be avoided. However, if for any reason the car arrangement is not possible for visiting Dehra Dun, please reserve four seats in the De Luxe Bus leaving at 7 A.M.

As far as the hotel accomundation is concerned Com: Vanhaute and Fargacs Pal, Com. Menon had in view Central Court Hotel I hope you have succeeded in finding Air-accomdited double bed room/suite for them. I may stay with Com: Menon if possible. Otherwise in any nearby hotel which I think can be arranged when I arrive.

The guests suggest that the meeting of Petroleum Workers and for leaders should preferably be completed Monday 10th evening. Thereby, the 12th Wednesday they will be preparing for their Journey very early next day. Please arrange.

I have also told them that in addition to the above meeting which means also a visit to Union Office, these will visit and discussion with Com: Dange in A.I.T.U.C. Office either on Monday or Wednesday and the rest sight serving. No visit to should be arranged in view of the short time at their disposal.

C.C. to A. I. T. U. C.

Yours faithfully,

July 3, 1961

General Secretary,
Petroleum Workmen's Union,
Bombay.

Dear Comrade,

Sahu Chemical Employees Union, Banaras, has asked for pay scales prevalent in various units of chemical industries, required for an important adjudication case.

Kindly arrange to send the information as available with you, i.e., in Tata Chemicals, etc., in Bombay ~~XXXX~~ to the following address:

Com. Ramakant Sharma,
C/o Communist Party Office,
Godowlia,
BANARAS, U.P.

A copy of your communication may also be endorsed to this office.

With greetings,

Yours fraternally,

K.G.

(K.G. Sriwastava)
Secretary

All India Petroleum Workers' Federation

(Registered under Indian Trade Union Act 1926)

President :

Head Quarter Office :

Telegram : "OILWORKER"

Telephone : 61453

Gen. Secretary :

"Shramajeevi Avaz",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Ref. No.

A.I.P.W.F.
I.R. No. 2021
27.6.61
File No.

Dated.....June..24, 19 61

1. The General Secretary,
Petroleum Workers' Union,
NEW DELHI.
2. The General Secretary,
Petroleum Workers' Union,
CALCUTTA.

Dear Comrades,

I have no reply from Delhi to my letter of the 15th in which I had given certain suggestions to take forward the issue of the so-called premature retirement of the Indian personnel in the supervisory cadre of M/s.Caltex (India)Limited.

P.W.Calcutta, has written a letter to P.W.Delhi on the 11th with copy to me in which he ~~gives~~ has given brief details and the names of the five supervisory personnel "retrenched" in Caltex, Calcutta. There is also the information that all the five employees have not taken the settlement from the company, suggesting thereby that they are also aggrieved by the company's premature retirement policy.

After I returned from my visit abroad, Mr.S.A.Ram, one of those affected in Bombay, came to me for advice on the further steps to be taken. The situation is, no-doubt, gloomy when considered from the standpoint of the pronouncements by the Oil Minister in Parliament. There is, however, a bright silver lining to the extent that the speaker of the Parliament has shown utmost concern, thereby keeping a way open for further steps to be taken. In the situation, what can the aggrieved employees themselves do? What can we as the All India Petroleum Workers Federation do to help them? I am not taking up the details, because I have already hinted at various possibilities in my letter to P.W., Delhi, who no doubt took a good initiative for campaigning on this issue with respect to the employees aggrieved in Caltex, Delhi.

To

Date: June 24, 1961.

One thing is very necessary and that is some centralisation at various levels. The step that is now contemplated is centralisation or rather the unification among the aggrieved employees themselves for such a common approach which would make the Ministers to take notice and also help the Members of Parliament to voice public opinion in the Parliament.

With this as the main objective, a memorandum has been drawn up and this has already been signed by three of the four affected employees of Bombay, the fourth man, Mr. Jingham, a native of Delhi, having already gone to Delhi. It is possible that he is already in touch with P.W.U., Delhi, and our Delhi Union may be able to spot him so that his signature could also be obtained locally there.

The plan is this: This memorandum which is addressed to the Labour Minister, Government of India, New Delhi, should be signed by the affected employees of Calcutta and the memorandum should then be forwarded by P.W.U., Calcutta, to P.W.U. Delhi. P.W.U., Delhi, will then collect the signatures of those affected in Delhi and then have one of the aggrieved employees present himself personally to the Labour Minister himself or the P.A.

I am sending herewith a circular drafted by Mr. S.A. Ram himself along with the memorandum and you will find everything self-explanatory. This could be forwarded to P.W.U., Calcutta, who should complete the job expeditiously and forward to the P.W.U., Delhi, for processing it further.

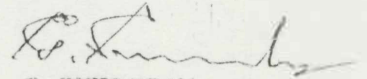
It must be understood that the presentation of the memorandum by itself will not move the Ministry and naturally, some campaign and pressure has to be built up. How are we to do this? Certain key persons of the Parliament should be approached and briefed fully who can take up the case in the ensuing session. Simultaneously, ~~the~~ some local campaigns will have to be run by the affiliated Unions. As you know, I am

To:

Date: June 24, 1961

leaving Bombay on 28th night and will be in Madras and Delhi during the next week. I shall discuss with ~~xxxx~~ you the details of the campaign we should run and other necessary pressure tactics which we will have to organise.

Yours faithfully,

G. SUNDERAM,
GENERAL SECRETARY.

cc: P.W.U., Madras
P.W.U., Bombay
AITUC ✓
Shri T.C.N. Menon.

joint memo proposed to be submitted

Advance copy for
your information & study

4, Co-operative House,
Telang Road, Matunga,
Bombay 19, 24th June 1961.

The Hon'ble Minister for Labour & Employment,
Ministry of Labour,
Government of India,
NEW DELHI.

Sir,

Subject: Victimisation of thirteen (13) Indian Nationals by Caltex (India) Limited, by "premature retirement" in the name of economy in Administration.

Kindly permit us to refer to the above subject raised on the floor of the Lok Sabha on the 10th and 26th April 1961 and the lame excuses Messrs. Caltex (India) Limited gave to justify their hasty action. Very senior supervisory staff with very long years of service in the Company, men who had risen up from the bottom of the ladder to responsible supervisory positions, earning four figure salaries, have suddenly been thrown out of employment WITH BARELY A FORTNIGHT'S NOTICE. You will well appreciate it was highly unbecoming on the part of the Company to dub these long service loyal employees as "inefficient" overnight.

One of the reasons given by the Company in their letter to the affected personnel was that they were compelled to resort to this measure of premature retirement to effect economy in their working. This point again needs a probe at the proper levels. It is obviously a groundless argument in the face of the information contained in the questionnaire of the "4th Delegates Conference" of the All-India Petroleum Workers' Federation reported in the Petroleum Workers' Magazine of December 1960-April 1961, extract reproduced below:-

"IS IT TRUE THAT IN CALTEX 70 OF THE MANAGERIAL LEVEL DREW AN AVERAGE SALARY OF RS.11,190/- PER HEAD AND THEIR SALARIES COST 18% OF THE TOTAL MARKETING EXPENSES?"

In the circumstances, to what extent was the Company's economic working really going to improve by the retrenchment of the 13 long service Indian Nationals is a point too obvious to need any elaboration. The real intentions are different than economy; the saving likely on their thirteen peoples' retrenchment is just the equivalent of one foreign national intentionally imported by the Company and maintained in this country.

The truth behind the retrenchment is that the Company wants to publicise that even very long service Indian Nationals are unfit to hold high jobs and consequently they were compelled to import their own (foreign) nationals and thereby justify their action in not only flouting the country's demand for greater Indianisation at top levels but also keep their hegemony on. It is impossible to believe that men who had risen up from the lowest rung of the ladder to such senior positions have become suddenly "inefficient", the retrenchment being more in the nature of a reaction by the Oil Company against the country's just demand for Indianisation at higher levels, than a measure of economy.

Another point that deserves consideration is the gentlemen's model agreement arrived at the 15th Session of The Indian Labour Conference in July 1957 at New Delhi, wherein the following condition was accepted as sine qua non in any scheme of rationalisation:

"THERE SHOULD BE NO RETRENCHMENT OR LOSS OF EARNINGS OF THE EXISTING EMPLOYEES. I.E. THE EXISTING COMPLEMENT SHOULD BE MAINTAINED BARRING CASES OF NATURAL SEPARATION".

This Agreement has been flouted by the retrenchment under reference.

Sir, we, the Supervisory category, who unfortunately are not members of the Workmen's Union or do we fall under the topmost category,

look forward only to the leaders of the Country for advocating our cause.

In short, it is unjust to call long service employees who have seen successive rise in their career as "inefficient". The retrenchment cannot be called a real measure of economy since all the affected personnel put together could not come up to the economy likely to be effected by retrenchment of one single foreign national imported by the Company against the avowed policy of the country to encourage more and more of Indian Nationals to wield higher positions in foreign oil companies.

It is nothing more than an attempt on the part of the Company to justify their increasing measure of import of foreign nationals in-to the country by dubbing Indians as "inefficient" which indeed is a myth in the present era. The inner motives of the Company claiming concessions and privileges on this soil should be understood in time and they be dealt with firmly lest they jeopardise the future of many and Indian National in their employ at various levels, in stages in future.

We pray for your kind intervention in time to earn for us a fair deal from the Company by investigating into their bonafides and upholding the rights and privileges of Indian Nationals with long association with the Company.

N A M E S.

Yours faithfully,

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.
- 11.
- 12.
- 13.

*17th Oct 1940 to 31st March 1961 for the period
of time affected.*

RECORD OF SERVICE OF SHRI S.A. RAM WITH CALTEX

7th October 1940 to 31st March 1961

<u>Date Entry</u> <u>Service/Year</u>	<u>Capacity</u>	<u>Basic salary</u> <u>per month.</u>	<u>Salary</u> <u>increase by.</u>	<u>Remarks</u>
7th October 1940	Stenographer	Rs.125/-		
1941	Promoted Clerk/Steno.			) Particulars of salary) increases not now be-) ing readily available,) though remember to) have had not only re-) gular yearly increases,) but also special in-) crements justifying change) in classifications.
	to			
1942	"			
1943	" Clerk			
1944	"			
1945	"			
1946	"			
1947		Rs.385		
1948	" Assistant	Rs.415/-	Rs.30/-	
1949	" Supervisor "A"	Rs.505/-	Rs.90/-	
1950	"	Rs.550/-	Rs.45/-	
1951	"	Rs.550/-	-	
1952	"	Rs.575/-	Rs.25/-	
1953	"	Rs.650/-	Rs.75/-	
1954	"	Rs.675/-	Rs.25/-	
1955	"	Rs.700/-	Rs.25/-	
1956	"	Rs.725/-	Rs.25/-	
1957	"	Rs.750/-	Rs.25/-	
1958	"	Rs.775/-	Rs.25/-	
1959	"	Rs.800/-	Rs.25/-	
1st July 1959	"	Rs.1365/-		I Adjusted salary I after merging I with D.A.
1960	"	Rs.1365/-		
31st March 1961	"	Rs.1365/-		

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ALL INDIA PETROLEUM WORKERS' FEDERATION.
"SHRAMAJEEVI AVAZ" Rd. Sewree Cross Road,
SEWREE, BOMBAY 15.

Jun 23, 1961


Com. Mela Ram,
General Secretary,
Chai Bagan Mazdoor Union,
Paltan Bazaar,
DEHRA DUN

A. I. T. U. ...
I. R. No. 2005. Date ... 26.6.61 ...
File No. Rep.

Dear Comrade,

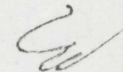
Further to my letter of 20th June, I regret to inform you that we are unable to visit Dehra Dun due to various difficulties which cannot be narrated by me. I am sorry to disappoint you.

Yours fraternally,


G. Sundaram
GENERAL SECRETARY

cc: AITUC: Since I have no news either from you or from Com. Menon about the permission for the guests to visit Oil and Natural Gas Commission, I have abandoned the visit to Dehra Dun.

*I received call from Com. Vanhuli
that they are arriving tomorrow (Saturday)
night by A.I. from Dibrugarh.
I have therefore struck their programme of
visit to Ranchi, Coimbatore and Bombay as
my schedule already completed*



ALL INDIA PETROLEUM WORKERS' FEDERATION.

"SHEPARD" BUILDING, 10, Cross Road,

INDORE.

20-6-61


Com. Divakar
M.P. Trade Union Congress
24, M.G. Road
INDORE.

Dear Com. Divakar,

I have received your letter of 11th June and I also received a message from Com. Srivastava.

Both Com. G. Vanhaute and his interpreter Com. Forgacs Pal are coming to India on 14 days visa. Therefore, there is no chance of my finding time to include Indore on the itinerary of their tour. I have drawn up the tentative itinerary and I am still awaiting for Com. T.C.N. Menon's confirmation to make it pucca. According to the tentative itinerary they would reach Delhi by Saturday, 8th July, 1961, latest and will be leaving Delhi on Tuesday, 11th July 1961, by the Soviet Plane. So the ideal place and time for you to meet Com. Forgacs Pal will be at Delhi on the 9th July 1961.

Fraternally yours,


G. Sundaram
GENERAL SECRETARY.

cc: Com. Srivastava.

ALL INDIA PETROLEUM WORKERS' FEDERATION.
"SIRAMAJEEVI AVAZ", 34, Sewree Cross Road,
SEAWREE, BOMBAY 15.

23-6-1961

Shri N.B. Chetry,
Joint Secretary,
A.O.C. Labour Union
DIGBOI

Dear Mr. Chetry,

I received on the 17th your letter of 13th June, 1961.

I was busy with chalking out programme for the visit of Com. G. Vanhaute, Secretary General, Trade Unions International of Chemical, Oil and Allied Industries (Trade Dept. of W.F.T.U) and his interpreter, Com. Korgacs Pal. They are arriving in Bombay to-morrow night and I am taking them around to Madras, Calcutta and Delhi. I am reaching Calcutta by plane from Madras on 3rd July 1961 evening. We are scheduled to be in Calcutta for the three days, 4th, 5th and 6th July 1961. We are scheduled to leave Calcutta for Delhi either on the 6th July night or on 7th July morning. They are coming on a fortnight's visa and hence it was not possible for me to consult you for a visit to Digboi.

Regarding Retirement age, the following Supreme Court decisions can be cited.

"In fixing the age of superannuation, industrial tribunals have to take into account several relevant facts as (1) nature of work assigned to employees, (2) wage structure, (3) retirement benefits, (4) climate of the place, (5) age of superannuation in force in comparable industries and (6) past practice in retiring employees in the industry.

Guest, Keen, Williams (Private) Ltd. v. Sterling (P.J.) and others - 1960 SCJ. 281-1959(2) LLJ.405-1960 S.C. 1279 -16 FJR. 415.

Where the retirement age has been fixed between 55 and 60 years in various concerns in a particular region and the recent trend of tribunals was towards fixing the age-limit at 60 for retirement, it should be perfectly valid and legitimate to fix the retiring age-limit at 60 years in respect of a particular concern in that region so as to accord with the conditions prevailing therein. The fact that there had been an earlier agreement between the majority of workmen and the Company fixing the age at a lower limit cannot be a bar to revising it and fixing at 60 (Guest, Keen, Williams (Private) Ltd. v. P.J. Sterling and others - 1959 (2) LLJ.405 referred to.)

Dunlop Rubber Co. Ltd. v. Its workmen - 1960 S.C. 207-1959 (2) LLJ.826-17 FJR.267 - 1960 SCJ.525.

It is generally recognised in industrial adjudication that where an employer adopts a fair and reasonable pension scheme, that would play an important part in fixing the age of retirement at a comparatively earlier stage. If a retired employee can legitimately look forward to the prospect of earning a pension, then the hardship resulting from early compulsory retirement is considerably mitigated; that is why cases where there is a fair and reasonable scheme of pension in vogue would not be comparable or even relevant in dealing with age of retirement in a concern where there is no such pension scheme.

The recent trend in the Bombay area clearly appears to be to fix the age of retirement at 60 and following the decision in Dunlop Company case (1959(2) LLJ.826) the Supreme Court ordered that the age of retirement in this case should be fixed at 60.

Imperial Chemical Industries (India) (Private) Ltd. Bombay v. Its workmen - 1960(2) LLJ.716."

I have quoted the above from a recently published book "Digest of Supreme Court Labour Cases" by V.G. Row and published by Madras Book Agency, 337, Thambu Chetty Street, Madras 1. (Price Rs. 12.50).

As far as the benefits are concerned, the standard awards provide maximum 15 months (basic wage) gratuity payable after 15 years' service at the rate of one month per year of service. But, through agreements, higher benefits are being obtained. For example in Mackinnon and Mackenzies, maximum payable is 25 months. If a person dies earlier, the gratuity is payable to the heirs at the rate of one month per year of service.

In the Oil Companies, Retirement Benefits and age are as follows:

	<u>Age.</u>	<u>Benefits.</u>
I.B.P.	55 yrs.	*Provident Fund at 10% and Gratuity - Standard scheme of 15 months maximum.
B.S.	"	-do-
Caltex	"	-do-
Stanvac	"	*Provident Fund at 10% and Gratuity of 15 months or pension at the time of retirement to be opted.

*Provident Fund Act is now being applied by Govt.

The best retirement scheme in Oil Companies is that of Stanvac. Booklets pertaining to this will be sent to you during next week.

Where the merger scheme was applied in Madras at 250

Cost of Living Index by all the three Oil Companies, in the last three years agreement, their retirement scheme in gratuity improved to the extent of the merged D.A. added to the basic wage.

I hope you received the last issue of "Petroleum Worker" containing all the documents of the Fourth Delegates' Conference. Anyway I am sending you one more copy by book post.

Yours fraternally,



G. Sunderam
GENERAL SECRETARY.

cc: AITUC.

ALL INDIA PETROLEUM WORKERS' FEDERATION.
"SHRAMAJEEVI AVAZ", 24, Sewree Cross Road,
SEWREE, BOMBAY 15.

EXPRESS

22-6-1961

The Secretary,
Tamil Nad T.U.C.
6/157, Broadway
MADRAS 1

A. I. T. U. C.	
I. R. No... 1989	Date... 24.6.61
File No.....	Replied on.....

Re: Visit of Com. G. Vanhaute and his
interpreter.

Dear Com. Sundaram,

Thank you for your letter of 21st June.

I take it that you have received the copy of the circular which I sent yesterday through P.W.U. Madras.

After sending that Circular, I came into difficulty today for the booking on Madras Express on 29th from Bombay. There is no booking available till 2nd, July. Hence I have reserved just now seats in Madras Mail on 28th night. Thus, we will reach Madras by the Mail on 30th morning at 6.30 and stay in Madras for three days, 30th, June, 1st and 2nd July in addition to the morning of 3rd July.

There is one thing I should inform you in the meantime. When I last met him in Prague, I discussed and settled with him the programme of his visit to India. That arrangement was that he would first come to Bombay from Indonesia where he was going to attend the Petroleum Workers' Conference there. It is easier for him because there is a Czechoslovakia Airline jet plane coming from Djakarta to Bombay which is the next halft after Rangoon.

The last communication I had from his is a letter dated 5th June which I received on 12th. In that letter he confirmed that he got the visa (application was for 14 days) and that their programme in India would take place "at the date foreseen". He also added that he would wire me the exact day of his arrival in India having booked their seats in Djakarta. Though I have received no cable yet from them, I have gone ahead and fixed all the programme because you realise that we cannot manage things if I get the wire at the eleventh hour. Unfortunately, he did not inform me the address at Djakarta. So, I am not in a position to contact him.

Re: Programme in Madras: You are quite familiar with the manner in which we should keep them busy. Let us take them out of the hotel daily at 9 AM after breakfast, visit factories etc. and bring them for lunch between 1 and 1.30 PM. The factories that they will be keen on visiting would be chemicals, ceramics, glass, paper, plastics and rubber products which fall

in the T.U.I. Some good factories in other industries preferably Indian owned will also be worthwhile. I do not think it necessary that we should take them to Oil Installations because after their visit in Bombay it will only be a duplication. You can plan meetings, contact or otherwise. But mass meetings in halls would be preferable because of the translation - French to English and English to Tamil - requirements. One or two good cultural programmes could be added. I discussed with Com. Janskiram about visits to historical places in which I had in mind showing our cultural heritage in architecture e.g. Mylapore temple. I leave it to you. It is not necessary that I should stay in costly hotels along with them. I must however be in a position to go to them early morning because it is courtesy that I am with them all the time possible and also eat with them. I leave it to you to arrange the best way you can taking all factors into consideration.

Yours fraternally,


G. Sunderam
GENERAL SECRETARY.

cc: P.W.U. Madras

cc: A.I.T.U.C.

Petroleum Workers' Union

(Regd. No. 109)
4215, TEL MANDI, PAHARGANJ,
NEW DELHI

A. I. T. U. C.	
Received.....	1485/24-5-61
Replied.....	
Dated.. 23 rd May.....19 61	

Ref. No.....

280

The General Secretary,
All India Trade Union Congress,
4, Ashoka Road,
New Delhi.

Dear Comrade,

Enclosed please find a copy of the Report,
Accounts and Resolutions adopted at the Petroleum Workers'
Union Conference held at Lucknow ^{from} for 14th to 16th May, 1961.

Yours sincerely,

Y.D. Sharma.
(Y.D. SHARMA.)
GENERAL SECRETARY.

TUR

ms
ms

Handwritten note:
H.C. (H.C.) Res. on
Control System, J.C. (J.C.)
& Petroleum Indus.
ms
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PETROLEUM WORKERS' UNION
4215, TEL MANDI, PAHARGANJ,
NEW DELHI.

GENERAL SECRETARY'S REPORT.

Dear Comrades,

It gives me great pleasure to present to you a report of the activities of our Union since the last Delegates Conference which was held in October, 1959 at Jaipur.

We had just negotiated the Long Term Settlement of 1959 on the eve of the Jaipur Conference. Some of the Settlements were signed before the Conference and a few were signed after the Conference. Immediately after the Conference, therefore, we were confronted with the task of getting the Long Term Settlement properly implemented. In addition to this many new problems also arose and our Union had to tackle the same at various levels. In this report it will not be possible to discuss in detail all the activities of the Union during the last 18 months, but I shall try to indicate the main issues which we had to take up with the various companies during this period. Some of the problems are, of course, common to all the companies and these may be dealt with separately.

BURMAH-SHELL:-

One of the very first problems which the Union had to take up with the Company was the cases of persons whose dates of birth had been wrongly entered into company's records and who had, therefore, been retired prematurely. Five workmen's cases had been taken up by the Union with the Conciliation Officers and one of these had been referred to the Labour Court. It became also clear that several other cases of this nature existed. After a number of meetings with the Company and protracted negotiations, the Union was able to convince the company that it was not a case of few individuals only, but the matter required an overall review so that the workers could be given an opportunity to correct their birth record in the Company in good time instead of having to raise disputes at the time of actual retirement. A comprehensive agreement was entered into between the Company and the Union which is enclosed here. It may be mentioned that some 30 workers have put forward claims for getting their dates of birth revised. These cases are under the consideration of the Company and after the Company has announced its decision in these cases, the Union will scrutinise the evidence submitted in each case and ensure that no legitimate claim has been overlooked. The Union has also requested the Company to take steps to institute a joint medical board for ascertaining the ages of such workers who are not in a position to produce proper evidence as mentioned in the agreement. In this connection the Union has to depend for information mainly on the company as most of the members who have put forward their claims under this agreement have not cared to keep the Central Union Office informed about the nature of their claim or the evidence furnished in support thereof. While it is difficult to state as to how many workers will ultimately be benefited by this agreement, there is no doubt that it has been a great gain to the Union in principle. Requests are coming in from the workers in other companies also requesting the Union to conclude similar agreements with the other oil companies. So far Standard Vacuum and Caltex have refused to entertain any idea of such an agreement on their part. As regards the cases of workers who had already been prematurely retired, the same were settled on the basis of compensation as follows:-

Com. Zakir Hussain	..	Rs 1300/-
Com. Kala Singh.	..	Rs 3650/-
Com. Dalip Singh.	..	Rs 2100/-
Com. Shiv Dayal.	..	Rs 1800/-
Com. Amir Mohd.	..	Rs 800/-

Cont'd.....2

These settlements were welcomed by the workers concerned and all of them have accepted the payments, except Zakir Hussain who, unfortunately, had some second thoughts in the matter and has not so far accepted the payment. We hope the U.P. Provincial Office will be able to convince Com. Zakir Hussain that the Union has secured the best possible settlement for him.

The other problems which the Union had to take up with Burmah-Shell related to the filling up of Selection Grade Posts, increase in workload due to lack of leave reserves, retirements, dismissals or rationalisation, and of medical facilities provided by the company and a number of individual cases, some of which involved the question of trade union rights and other rights of the workmen.

Although, the question of non-filling of Selection Grade Posts was discussed with the Company at many meetings, the Union was ultimately successful in getting the Company to promise to fill up all the Selection Grade Posts in future and since then 4 such posts which fell vacant during the year were filled up. So far, however, 8 of the earlier vacancies remain to be filled up and the Company's contention is that those posts have been abolished due to reorganisation. The Union is still pursuing this matter.

There has been no satisfactory conclusion yet of the other issues and the Union is still pursuing the question of medical facilities and the problems of workload and reduction in the number of workmen, etc. This latter problem is a serious one. While a large number of workmen have left the Company's service for one reason or the other, the vacancies have not been filled, with the result that the workload on the remaining workers has increased. We have to fight hard on this question and insist that whenever a worker leaves the company either through retirement, resignation, discharge or dismissal, his post must be filled up. The Company must also maintain leave reserves both for the clerical and service staff and amend the present policy whereby other employees are burdened with the work of the employees proceeding on leave. The question of Canteen in Burmah-Shell Office is another issue which the Union has taken up with the Company. We want the Canteen to be run by the Company as is the case with the Officers' Canteen and on the lines followed in the Burmah-Shell Refineries, Bombay. The Company put forward the plea that such a demand on our part is barred by the financial clause in the Long Term Settlement. The Union had to struggle for a full and proper implementation of the Long Term Settlement. At the very outset the Company did not reclassify the workers as envisaged in the agreement. The Union succeeded in getting the posts of Head Typists, Head Comptists and Head Machine Operators created and in getting the Selection Grade for the Head Comptists and the Head Machine Operator. While putting them in their proper grade the Management at first did not agree to give special promotional increment of Rs.15/-. This point has now been conceded after prolonged negotiations but the increase has been given only with effect from 1.3.1961. The Union also succeeded in getting certain workers in Shakurbasti reclassified according to the agreements and promoted to the posts of fillers.

A number of disputes relating to individual workers were taken up by the Union. Some of these disputes were such in which the Union did not succeed in getting the workmen reinstated on account of the nature of charges levelled against them. The Union took up the case of Kartar Singh of Patiala to the Labour Court and inspite of the best efforts made by the representatives of our union, we lost the case. Similarly, the Union lost the case of Lal Chand & Bhomi Chand of Meerut Depot, inspite of great pains taken by Central Office of the Union to win this case. Today, Comrades, the trend of the Tribunals is not to award reinstatement to workmen unless it can be proved that the dismissal is an act of victimisation or unfair labour practice.

Besides, the above mentioned cases, the Union took up the cases of Comrade H.R. Makkar, a clerk in the Branch Office and M/s. Prithvi Singh and Surja, driver and cleaner of Shakurbasti Depot. In these cases, however, as a result of negotiations the dismissal of these workers was converted into simple termination of services and they were paid their dues according to rules. All the 3 workmen have been advised to settle their accounts. A more recent case has been that of Com. Merold Lal, driver, Shakurbasti Depot, who has been dismissed from Company's service on the flimsy ground of requesting a written order before he could be instructed to drive a heavy vehicle - he being a light vehicle driver. The Union has decided to take up his case and has been requesting the Concilian Officer, Delhi to expedite the matter. The Company has made an application to the Conciliation Officer, Delhi, seeking approval of their action. Despite repeated reminders, the Company's application remains pending. I suggest that we should not wait any longer and submit a statement of claim for the reinstatement of Shri Merold Lal and get the dispute referred for adjudication.

Our Union also took up the case of Shri Pooran Chand; Watchman, Jullundur Depot, who was involved in a murder case. After some negotiations the Company has agreed to pay him the salary for 7 days which he spent in lock up and Rs.250/- towards the cost of his defence. This workman was involved in the murder case while performing his duties as a watchman of the Company and was acquitted by the Court. His case was fought by the Union and on the recommendations of the Provincial Office, the Union advanced a loan of Rs.400/- to him. It is hoped that he will pay back the Union's loan in the near future.

From Shakurbasti, the Union had to take up the case of Shri J.S. Verma who was not paid any lunch/conveyance allowance by the Company for the period he was required to work at a place other than his normal place of work during his probationary period. After a great deal of negotiations, the Company had to settle the matter amicably by arriving at a mutual settlement. Shri Verma got Rs.200/- as a result of this agreement.

In addition to the above mentioned matters, there have been many other issues which the Union has been taking up with the Company from time to time. In many of these we have been successful and some are still pending for discussion and settlement.

CALTEX:-

We had to face the problem of retrenchment in Caltex when the Company retrenched 2 drivers belonging to Benaras and Bareilly Depots. After a great deal of agitation followed by negotiations, the Company agreed to take back Mewa Ram of Benaras. Regarding Zahuruddin of Bareilly, the Company was prepared to cancel its retrenchment, but wanted to charge-sheet him in connection with a serious accident in which the Company's truck was totally destroyed. Taking all circumstances into consideration and with the consent of the worker concerned, it was decided that he should accept compensation for his past service. For both these workers, an agreement was signed between the Union and the Company. This was done in accordance with the decision of the Central Working Committee. Recently, once again, Caltex has resorted to retrenchment of employees. This matter has been taken up by the Union for agitation and we have succeeded in focussing public attention to this retrenchment. We have to decide what other action our Union should take in the matter. In the Caltex District Office, the Union found that the Company has not been paying overtime to the office employees at the rates prescribed by law. This matter was taken up and the Company was convinced to rectify the mistake. The arrears of overtime for the past several years were paid and almost all the workmen benefitted by it.

In Shakurbasti the Union had to carry on an incessant struggle against the anti-worker and anti-union policies of the Installation Manager. Our Local Secretary, Shri Ram Dhiraj, was charge-sheeted by the Company and it suspended him for one day on the allegation that he was doing trade Union work within the depot during working hours. The Company also filed an application against the Union and Shri Ram Dhiraj for violation of the Code of Discipline. This complaint was taken up by the Implementation Committee and as the same was not substantiated, the Company withdrew its complaint. As a result of discussions held between the Union and the Management in the presence of the Director of Industries & Labour; the suspension of Shri Ram Dhiraj for one day was also withdrawn. This was a great victory for the Union and, although, the Union assured the Management that it did not approve of any worker doing trade union work during working hours, the allegation against Shri Ram Dhiraj was not correct and was the result of prejudices on the part of the Installation Manager. The Installation Manager of Caltex has been pursuing a policy of harrassing other Union Leaders also, like our Vice President, Com. Ram Lal Joshi. The Union has been constantly bringing to the notice of the Management the harmful effects of such a policy being pursued by the Installation Manager at Shakurbasti, and it is hoped that the officer concerned would change his attitude and cooperate with the Union in accordance with the spirit of the Code of Discipline.

It is to be regretted that the Management of Caltex has not yet agreed to provide two overalls (Dangries) to each worker as was earlier agreed by them at the time of Long Term Settlement. This matter is still being pursued by the Union and we have every hope that the Company will honour its earlier commitments and provide two dangries to each worker.

The Case of Shri Gehlot, a clerk in Jodhpur Depot of Caltex, required considerable time and attention from the Union. The case has been fought by us effectively and the award is expected in the near future.

Caltex Management has been violating the Long Term Agreement by making Tank Truck Mazdoors do the work of General Workman. In the case of Saharanpur and Jaipur, the Company has reverted Shri Avtar Singh Shri Umed Singh as General Workmen from the post of Tank Truck Mazdoors. This matter has already been strongly taken up by the Union and as the Company has refused to accept the stand of the Union, we have referred the dispute to the Conciliation Officer for bringing about a settlement. The Union has recently taken up with the Company the cases of Shri Kanahai, Watchman of Lucknow Depot and Shri Basu, Fitter, Jaipur. In the former case, the Union is likely to succeed in saving the workman from dismissal but in the case of Shri Basu, the Company so far refused to supply us with a copy of the enquiry proceedings and the Union is handicapped by the fact that Shri Basu has lost all his papers and is not able to supply any details to the Union. In Caltex also the Union has taken up many other miscellaneous matters and while most of them have been settled satisfactorily, some of the issues are still pending for further discussions with the Company.

STANDARD VACUUM OIL COMPANY:

Comparatively speaking, there have been fewer disputes between the Union and the Management. There have been no individual cases of dismissal. There had been some complaints from the workers against their supervisors and those have been attended to by the Union and in most cases have resulted in satisfactory results.

The Union took up with the Company the question of some 25 casual workmen employed by the Company in Jodhpur. After discussions the Company has agreed to extend to these workmen the same terms and conditions of service as are given to their permanent employees, including benefits of pay scales, leave, holidays, bonus, etc., but excluding provident fund. By this these casual workers have benefitted considerably and they have been given the status of a 'work charged staff'.

The Union has also taken up the demands of the contractor's workmen working in the Shakurbasti Depot of the Company. These workmen have joined our Union and we have put forward their charter of demands which is now pending before the Conciliation Officer. Recently, two of the workmen were suspended by the contractor and the Union was able to get them reinstated. The contractor, Messrs Northern India Goods Transport Co., are agreeable to discuss with the Union the demands of their workmen and hope that we are able to get some substantial benefits for the contractors' workmen. It goes without saying that the Union is continuously pressing its demand that the contract system should be eliminated and the Company should directly employ all those workmen who are now working under the contractors in the installations of the Company, or in transporting the Company's products.

The Company has also agreed on the representation of the Union to provide weekly rest and 30 days privilege leave for its chowkidars. It is regretted that this good example has not yet been followed by Burmah-Shell and Caltex with whom this matter is still under discussions.

In this Company the problem of non-filling of vacancies and of increased workload is as acute as in Burmah-Shell. In the office itself a number of workmen have left the service but these posts have not been filled up, with the result that the workload has considerably increased. The Union is pursuing this matter with the Management.

INDO BURMA PETROLEUM CO.

In I.B.P. a former worker of Delhi Branch was dismissed by the Calcutta Office. He requested our Union to take up his case with the Conciliation Authorities in Delhi. Our Union advised him that as he was dismissed from Calcutta, he should approach the Petroleum Workers' Union Calcutta to fight his case. This person, however, has been misguided into joining some other union which has given him false hope that his case can be successfully fought in Delhi. I have no doubt that he will realise his folly quite soon. For the time being he has created some confusion among our I.B.P. Unit, but it is purely of a temporary character.

ASSAM OIL COMPANY.

The attitude of this Company is very hostile to our Union. It does not recognise our Union and does not agree to negotiate any matter with us. During this period, however, our Union successfully fought in the Supreme Court the case of Miss P. Scott and although the Supreme Court set aside her reinstatement, it considered her dismissal wrongful and awarded very heavy compensation for loss of job. Our Union has filed a complaint against the Assam Oil Company under the Code of Discipline for non recognition of our Union. This complaint is now before the Implementation Committee and we are sure that when the matter is heard, we shall be able to expose the attitude of this company towards its workmen and their union.

GULF OIL (INDIA) PRIVATE LTD.

Recently the workmen of Gulf Oil Ltd., have joined our Union. What brought them to our Union was the threat of closure of the Delhi Office of the Company and the transfer or retrenchment of the workers. Our Union is helping the employees of Gulf India in resisting the unjustified retrenchment and transfer orders.

CONTRACT LABOUR.

The issue which has been very much agitating the minds of our members not only in Delhi but through out the region, is the growing menace of contract labour. Although all the Oil Companies had agreed in the Long Term Settlement of 1959 to reduce and eliminate the contract labour system, not one of them has lived up to its commitments and done any thing about it. Almost 2 years have passed and far from showing any signs of reduction, not to talk of elimination, the menace of contract system has been steadily growing. This has naturally caused great resentment among the workers and there have been persistent agitations and protests throughout the region. In Shakurbasti alone, for more than 6 weeks the workers have vigorously demandstrated against the use of contract labour for loading unloading and transport and for various other jobs. On 20th April 1961 a protest day was observed and demonstrations were held throughout the region by workers in all the depots/offices. I wish to warn the Companies that unless they are prepared to take energetic steps to implement their promise of reducing/eliminating contract labour, the industrial peace in the industry will be difficult to maintain. The mounting anger among the workers in the face of calousness on the part of the companies and the failure of the Government of India to intervene effectively, can lead to an explosive situation resulting in direct action by the workers, as happened in 1957. We on our part sincerely wish to avoid such a situation but this cannot be done unless the companies ~~xx~~ show awareness of the problem and agree to cooperate and eliminate the contract system as envisaged by our Long Term Settlement. In this connection I may refer to the enquiry into contract labour system being conducted by the Labour Bureau of the Ministry of Labour, of the Government of India. We do not know when this enquiry will be completed but would wish to urge upon the Government to take some concrete steps to reduce and eliminate the menace of contract labour. The Union has already discussed this matter with the Managements of the Companies and these discussions are continuing. It is very much regretted that some of the companies resort to legal quibbling in an attempt to escape the problem. It is said for instant that the use of contractors' transport is outside the scope of the clause of the Long Term Settlement. It is a clear attempt to distort the meaning of the clause. The clause of the agreement clearly covers the use of Contractors' Lorries driven by contractors' Labour in place of tank lorries driven by company's labour. We make it clear that we do not mind if the companies get any lorries on lease but we insist that they must be manned by permanent employees of the Company. In the same way, we insist that all operations in the depot, including loading and unloading; welding, etc., which at present are given to contractors' men, should be carried out by the permanent employees of the Company. It is a notorious fact that while the sale of the products of the Companies has increased tremendously during the last several years, the strength of the staff has not only not increased, but in some cases, has actually gone down, comparatively speaking. This conference has to discuss this problem and chalk out a line of action in the matter.

WORKERS' EDUCATION SCHEME.

Several of our important colleagues, such as, Comrades Umed Singh, Kalimullah, Bhudhiwant Sharma and Sumer Chand were selected

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by the Workers' Education Committee to receive training for 3 months in the school run by the Workers' Education Board. These comrades had also an opportunity to visit several important industrial centres of the country. After training, comrade Umed Singh organised a primary training centre in Shakurbasti and Comrades Kalimullah and Budhiwant Sharma in the Standard Vacuum and Burmah-Shell offices. In the days to come we hope to be able to send some more workers for training in the school run by the Delhi Committee of the Workers' Education Scheme.

PARTICIPATION IN AITUC AND AIPWF.

For the first time our Union took part in the 26th Session of the AITUC held at Coimbatore. Our delegation consisted of, besides the General Secretary, Comrades Poduval, S.N. Sharma, G.N. Tandon, Chander Bhan Hero, Balwant Singh. This was a great education for these leading members of our Union. You will know the details of our participation from a report which will be made separately. The General Secretary of our Union was selected a member of the working Committee of the AITUC. A large delegation of our Union also participated in the 4th Delegates Conference of the AIPWF held at Bombay. Our delegates were : Comrades Umed Singh, S.N. Sharma, Narohna Kalimullah, G.N. Tandon, S.N.L. Nigam; Gurcharan Dass Sharma, Hari Lal besides the General Secretary Y.D. Sharma. The Federation deliberated on the problems facing the petroleum workers. A detailed report will be made by the delegation. Our president, Com. Umed Singh, was elected Vice President of the AIPWF and our General Secretary was elected a member of the Working Committee.

PRODUCTIVITY TEAM ON OIL INDUSTRY.

You will be happy to know that the AITUC recommended 3 names to the National Productivity Council for inclusion in the Productivity Team to study the various aspects of the Oil industry in USSR. National Productivity Council has selected the General Secretary of our Union for inclusion in this productivity team which will consist of 8 members. This is a matter of great honour for our Union and our Union is thankful to the AITUC and the National Productivity Council for the opportunity given to our General Secretary to study the oil industry in the technically most advanced country of the world.

I should now mention something about our organisation and finances. For the last 2 years our membership has been verified by the Ministry of Labour, Government of India. Our membership has steadily grown. It has been found, however, that there is a good deal of slackness in the collection of subscription from many Units. If this state of affairs continues, we shall not be able to maintain our membership and financial stability. As a result of the settlement of all our cases pending before the Supreme Court in 1959, we have been able to keep our finances in a satisfactory condition but there is no doubt that the Conference should decide how to further strengthen our Union. I am conscious of the fact that there have been many short comings in the functioning of the Central Office also. We would request all delegates to freely and frankly offer their criticism as well as suggestions on how to make the working of the Union more efficient and fruitful.

Comrades, our Long Term Settlement are due to expire after a little more than a year. The agreement relating to bonus has already expired. We have to once again assess the gains from our agreements and prepare for our fresh demands not only for bonus but also for wages and other service conditions. In the recent period there have been very important awards of the Supreme Court in the matter of bonus for oil workers. I shall place an analysis of these awards

separately before the Conference in the form of a draft resolution. In the light of these awards this Conference has to discuss our future demands, not only for bonus but all other issues as well. This is the most important task of this Conference. Instead of spending too much of time on what has been done or not done in the past, it would be more fruitful to devote our time on what we should do in the days to come.

OUR FUTURE TASKS: -

I place before the Conference the following tasks. The delegates are requested to discuss them, supplement them and finalise them.

1. We must resolutely support the policy and efforts of the Government of India to develop a national oil industry in the Public Sector and demand effective steps to curb the exploitation of our country by foreign oil monopolies. We must expose and counteract the misleading propaganda of the Oil Companies against Public Sector oil industry and against friendly socialist countries like U.S.S.R, Romania and Czechoslovakia which are helping us to develop our national industries. Draft resolutions on these questions are being placed before the delegates.
2. We must resist with all the strength at our command the attempts of the oil companies to resort to retrenchment, increased workload, transfer of jobs to contractors, leasing of depots to agents and such other unfair employment practices under the cloak of economy with a view to increase their profits, particularly in the face of growing public opinion and modest Government measures against their profiteering. Recent retrenchment by Caltex of some Indian personnel has attracted nation-wide attention. Contract labour is increasing in all the Oil companies. Burmah-Shell has launched upon a policy of giving its depots to agents (contractors) giving them the name of "Agent Operated Depots". It is also giving loans to its Agents to buy and operate tank trucks. This company is declaring number of its employees "surplus". For instance a number of employees have been declared "surplus" in the Lucknow Divisional Office of Burmah-Shell and 4 or 5 clerks have been put on what the Company calls "Kerosine Development Survey". In the Branch Office, Delhi, Watermen's posts have been abolished. Both Burmah-Shell and SVOC have used "Voluntary retirement schemes" to get rid of a number of men. Many more instances could be given. It is an important task of the Union to fight against all such measures which have only one aim, namely, how to reduce the number of employees of the Company simultaneously with the expansion of the Company's business and increased work load on the workers.
3. We must intensify our fight against the menace of contract labour system. Two years have passed since the Companies undertook in the long term agreements to reduce and ultimately eliminate contract labour. Far from being reduced, it is being increased. The fight against contract labour system, whether in the private or the public sector, remains one of our most important tasks. In this connection, we must also take the initiative to organise contractors' labour, draw them into our union and fight for decent living and working conditions for them, and against their inhuman exploitation by contractors aided and abetted by the Oil Companies.
4. Ensure implementation of long term settlements in the matter of job classification and fight for a proper policy of recruitment, promotions and transfers etc.

In this respect we have achieved only a limited success. Babulal peon in SVOC, doing Ferroprinter's work was given a special grade. Burmah-Shell has promoted 3 cleaners to the post of drivers. While we appreciate this, we regret the fact that the posts of these cleaners have not been filled yet. A number of selection grade posts remain to be filled. A number of jobs have not been classified properly. On the whole there has been an attitude of tardiness

on the part of the companies in promoting workers. On the other hand, there have been cases where workers have been demoted for no fault on their part. S.C.Chaturvedi, Head Clerk of Burmah-Shell Divisional Office, Lucknow was reverted to "A" Grade. Although he consented to this to avoid transfer, the Union represented to the management that it was not a correct step. He has now been restored to his old post. I have already referred to Caltex reverting two cleaners as General Workmen. In Burmah-Shell Lucknow Depot also Cleaner Jage Ram has been reverted to a General Workman.

Then there has been a number of cases of arbitrary transfers in all the Companies. The Companies may have the legal right to transfer its employees, but then this right must be used in a humane way, taking into consideration the domestic, linguistic and other circumstances of a worker. The policies of the companies in regard to payment of transfer and resettlement allowances are most unsatisfactory and in some cases blatantly discriminatory. For instance while paying a resettlement allowance to clerical staff, Burmah-Shell refuses to give the same to other categories. This kind of discrimination must be ended.

The Companies have adopted the harmful policy of not filling vacancies created by transfer, resignation, discharge, dismissal or death. Their paramount aim seems to be to reduce employment. This is an anti-labour and anti-national policy in a country like ours where unemployment is such a grave problem. We must investigate each case of a job abolition and fight for proper replacement of hands and not allow either transfer of workload on to other workers or transfer the jobs to Agents or Contractors. The maintenance of a leave reserve force is also to be strenuously followed up.

5. We must fight for an increased quantum of bonus from the year 1961 onwards in the light of the Supreme Court decisions in the cases of Refineries. A separate resolution on this subject is being placed before the Conference. In our fight for bonus this time, we must also include the Assam Oil Co.
6. We must draw up a fresh charter of Demands and prepare to secure an all round improvement in the wages and other service conditions in the future agreements to be negotiated with the companies in 1962. This is the task which we must undertake right from now keeping in view our experiences of previous settlements and problems posed by certain categories of our members regarding their grievances left unresolved in the past. In these matters, of course, we have not only to take into consideration the views of our members but also our sister unions and the AIPWF.
7. We must take steps to get the Standing Orders in Shakurbasti and other places suitably modified. When the Shakurbasti (Burmah-Shell) Standing Orders were pending for certification in 1958, sufficient attention was not paid to this problem and the certifying officer failed to appreciate the menacing character of certain clauses of the Standing Orders. Recently, however, when the company submitted same set of Standing Orders for being certified by the U.P. Certifying Officer, we contested the various clauses and fought hard to get the Company's Draft modified in a suitable way. Several hearings had already taken place and many of our objections seemed to appeal to the authorities, when the company suddenly withdrew its application. We raised no objection to that, but our problem of Shakurbasti still remains and we must seek modification of the Standing Orders either by negotiations with the Company or, if necessary, by appealing to the proper authorities.
8. We must get the retiring age of all workmen raised to 60 years. The retiring age of 55 years is a legacy of the past. Recent trend has been to raise it. The Supreme Court in the I.C.I and Dunlop cases has approved 60 years as the retiring age. In our Standing Orders case in U.P., we had raised this issue and we would

have succeeded in getting the retiring age of 60 years, but for the withdrawal of its application by Burmah-Shell. This is an issue which we should take up without delay.

9. While carrying on our persistent struggle for higher wages and bonus and better working conditions, we must not lose sight of our national and international obligations. Our Union should continuously strive to raise the level of consciousness of our members so that they not merely fight for their economic gains but also become champions of all worthy causes, national and international. We must make our contribution to the world-wide campaign for Peace and Disarmament. We must lend our support to the cause of freedom and anti-colonialism. At present, there is a tendency to remain always preoccupied with our own economic demands. When, for instance, the Foreign Oil Refineries refused to refine crude oil purchased by our Government from USSR at lower price and on rupee-exchange basis, we failed to raise our voice of protest against this anti-national stand of the Oil Companies. We also come across propaganda by the Oil Companies that our demand for nationalisation of oil industry will hit the interests of the employees. We must make it clear to all our members that such a propaganda is utterly false. We are strong enough to defend our gains. There should be no doubt that taking all things into consideration, the petroleum workers will be far happier to serve a national oil industry than serve the foreign oil companies.
10. We must make our membership 100%. We must draw into our movement all those workers who are engaged in the petroleum industry, even if they are not directly employed by the oil companies. We must pay particular attention to workers employed by contractors in the various installations of the companies and on their service stations. Within the union we must counteract the tendency which exists at present, among some of our members to think in terms of their particular category. Such a tendency is harmful to the unity of the movement.

Before I close, I would like to express my thanks to all the office bearers and members of the Central Working Committee who have given invaluable help and full cooperation in the work of the Union. In particular I would like to acknowledge with thanks the guidance which we have received from time to time from the AITUC, from Com. S.A. Dange, the General Secretary and Com. K.G. Srivastava, Secretary of AITUC. I would also like to place on record my appreciation of the help given to our Union throughout this period by comrades T.C.N. Menon, Vice President, Com. G. Sundram, General Secretary of the AIPWF and Com. M.P. Sharma, General Secretary of our fraternal union, the Standard Vacuum Employees' Union. I am also thankful to Com. R.C. Poduval who has gladly shouldered the duties of Treasurer since May 1960 when Com. J.P. Vaid had to relinquish them due to his indifferent health.

Comrades, now the statements of accounts will be presented before you.

LONG LIVE THE PETROLEUM WORKERS' UNION

LONG LIVE ALL INDIA PETROLEUM WORKERS FEDERATION

LONG LIVE THE ALL INDIA TRADE UNION CONGRESS.

Y.D. Sharma
(Y.D. SHARMA)
GENERAL SECRETARY.

PETROLEUM WORKERS' UNION (REGD.) : 4215 : TEL WARDI : PAHARGANJ : NEW DELHI

BALANCE SHEET AS AT 31ST. MARCH : 1960.

<u>LIABILITIES :</u>		Rs.	<u>ASSETS :</u>	Rs.
<u>General Fund :</u>			<u>Cash in Hand & With Bankers :</u>	
As per last Balance Sheet :	10,374.34		With Punjab National Bank Ltd., Janpath, New Delhi :	10,141.53
<u>Add : Excess of Income over</u>			<u>Cash in Hand with Treasurer :</u>	<u>2,298.37</u>
<u>Expenditure as per Income &</u>				12,439.90
<u>Expenditure Account :</u>	<u>11,838.56</u>	22,212.90	<u>Securities :</u>	
			With Telephone District Office, New Delhi :	30.00
<u>Building Fund :</u>			With Supreme Court of India, New Delhi :	<u>2,500.00</u>
As per last Balance Sheet :	<u>3,438.43</u>	3,438.43		2,530.00
			<u>Loans & Advances (Partly Doubtful):</u>	
			Standard Vacuum Employees' Union, New Delhi :	139.50
			Shri B.R. Sethi :	830.00
			Shri Kallimullah :	176.14
			Shri N.G. Roy :	12.94
			Shri Sumer Chand :	125.00
			Shri Ram Singh :	49.40
			All India Petroleum Workers' Federation, Bombay :	<u>189.67</u>
				1,522.65
			<u>Advance against construction of Building</u>	
			<u>at Shakurbasti (Unauthorised) :</u>	<u>4,550.00</u>
				4,550.00
			<u>Advances with Provincial Offices :</u>	
			Jaipur :	116.00
			Lucknow :	375.00
			Ambala :	<u>1,426.53</u>
				1,917.53
			<u>Land (Not yet registered) :</u>	
			As per last Balance Sheet :	503.25
			<u>Loss : Amount received :</u>	<u>100.00</u>
				403.25

LIABILITIES :

Rs.

ASSETS :

Rs.

Furniture at Cost :

As per last Balance Sheet : 599.50
Less : Depreciation written off : 35.50

564.00

Books at Cost :

As per last Balance Sheet : 590.00
Additions during the year : 179.35
769.35
Less : Depreciation written off : 69.35

700.00

Typewriter & Gestetner at Cost :

As per last Balance Sheet : 1,071.00
Less : Depreciation Written Off : 107.00

964.00

Prepaid Expenses :

Rent for the month of April, 1960 : 60.00

60.00

TOTAL : Rs. 25,651.33

TOTAL : Rs. 25,651.33

4/5B : Asaf Ali Road,
New Delhi, the 19th. September, 1960.

Sd./- J.P. VAID
TREASURER.

Sd./- Y.D. SHARMA
GENERAL SECRETARY

Sd./- UMED SINGH
PRESIDENT

Auditor's Report to the Members : We have checked the income and expenditure account for the year ending 31st. March, 1960, and the Balance Sheet as at that date with the books and vouchers produced before us and found correct.

Sd./- K.B. MADAN
Prop. K.B. Madan & Co.,
Chartered Accountants.

THE PETROLEUM WORKERS' UNION (REGD.) : 4215, TEL MANDI : PAHARGANJ : NEW DELHI

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDING 31st. MARCH, 1960.

<u>EXPENDITURE</u>	Rs.	<u>I N C O M E</u>	Rs.
To Establishment :	2,083.87	by Subscription :	
To Travelling & Conveyance :	2,120.78	Rs.	
To Rent :	750.00	1959-60 : 13,952.51	
To Printing & Stationery :	925.22	1960-61 : 64.00	
To Postage & Telegrams :	469.64	Arrears : 222.00	14,238.51
To Telephone Expenses :	448.31	By Admission Fee :	19.00
To Electric Charges :	234.08	By Levy on Bonus :	12,578.92
To Affiliation Fee :	46.00	By Misc. Income :	51.39
To Donation & Aid to Members :	1,155.85	By Interest (Net) :	6.00
To Bank Charges :	20.37		
To General Expenses :	601.51		
To Local Unit Expenses :	116.38		
To Legal & Audit Expenses :	787.00		
To Working Committee & Delegates' Conference Expenses :	4,594.40		
To Petroleum Workers :	486.00		
To Depreciation Written Office :	211.85		
To Excess of Income Over Expenditure transferred to Balance Sheet :	11,838.56		
	<hr/> <hr/>		
TOTAL :	Rs. 26,893.82	TOTAL :	Rs. 26,893.82
	<hr/> <hr/>		<hr/> <hr/>

Auditors' Report to the Members as per
Certificate on the Balance Sheet :

New Delhi,
The 19th. September, 1960.

Sd./- J.P. VAID
TREASURER.

Sd./- K.B. Madan
Prop. K.B. Madan & Co.,
Chartered Accountants.

Sd./- Y.D. Sharma
GENERAL SECRETARY

Sd./- UMEDSING
PRESIDENT.

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REPORT
OF THE
DIRECTORS
WITH
ACCOUNTS

OF
Amrit Banaspati Co., Ltd.

For the year ended 31st March, 1961.

GAZIABAD

Amrit Banaspati Company Limited

Bankers:

The Chartered Bank.
The Punjab National Bank Limited.
State Bank of India.
The Central Bank of India Limited.
The Eastern Bank Limited.

Registered Office:
GHAZIABAD

Anrit Banaspati Company Limited,
GHAZIABAD.

1. If any Shareholder desires to have any information in connection with the Accounts, it is suggested that he writes to the Company three days in advance of the Annual General Meeting, so that the necessary explanation or information can be ready at the General Meeting. It is thought that this method will be more convenient not only to the Shareholder concerned but to all who attend the Meeting.

2. Shareholders are requested to bring their own copies of Balance Sheets as no spare copies of Balance Sheets will be available at the time of the Meeting.

3. Shareholders are requested to advise the change in the addresses as soon as one takes place.

4. The Shareholders who have not intimated the name of Father/Husband to the company as already requested vide our circular letter dated 25-1-60 are once again requested to furnish the requisite information in the following form without further delay to meet the requirement of G.S.R. 1408 dated 19-12-59 :

1. Name of the Shareholder.....
(in Block Letters)
2. Father's/Husband's name
(in Block Letters)
3. Occupation
4. Full address
5. Signatures
6. Firm Shareholders are requested in their own interest to disclose the names of partners, or proprietor by giving Documentary Proof or Affidavit and Indemnity Bonds on Proper Stamp papers. It will be of no use to simply inform the names without proof.

Note : While corresponding with us, kindly do not forget to mention your ledger folio number given above your address on the envelope containing the balance sheet.

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Amrit Banaspati Company Limited

Notice of the Twentyfirst Annual General Meeting

Notice is hereby given that the Twentyfirst Annual General Meeting of the members of the above company will be held at the Registered Office of the Company at G. T. Road, Ghaziabad on Saturday, the 16th September 1961 at 11.30 A.M. to transact the following business :

1. To receive and adopt the Directors' Report, Balance Sheet, Profit & Loss Account, and Auditors' Report for the year ended 31st March 1961.
2. To elect a Director in place of R. B. Nanak Chand, who retires by rotation and being eligible offers himself for re-election.
3. To elect a Director in place of Shri Debi Prasad Kanudia, who retires by rotation and being eligible offers himself for re-election.
4. To appoint Auditors and fix their remuneration.

AS SPECIAL BUSINESS :

1. To consider and if thought fit to pass the following resolution as a Special Resolution with or without modifications as may be suggested at the meeting :

RESOLVED that Shri N. K. Bajaj be and is hereby appointed as a Sales Promotion Officer of the company on a monthly remuneration of

Rs. 750/- with annual increments of Rs. 75/- in the grade of Rs. 750-75-1275. All the rules and the benefits such as Provident Fund, Bonus etc. applicable and available to other employees of the company shall also be applicable and available to him. His appointment shall take effect from 17th September 1961. He is related to Shri Girdharilal Bajaj, who is the Chairman of the Board of Directors, being his son. His sister's daughter is married to Shri Debi Prasad Kanudia another Director of the Company.

The Transfer Books of the Company will be closed from 3rd September 1961 to 17th September 1961 both days inclusive.

By Order of the Board,

Tulsi Prasad Khaitan,
General Manager.

GHAZIABAD,

Dated the 24th July, 1961.

A member entitled to attend and vote is entitled to appoint a proxy to attend and on a poll to vote instead of himself. Such proxy need not be a member of the Company. Proxies in order to be effective must be received by the Company at its registered office not less than 48 hours before the meeting.

**Explanatory Statement under Section 173 (2) of the
Companies Act, 1956.**

With regard to the Special Business the Directors submit as follows :

The Sales of the Company have been on an increase and in order to organise the sales of the products of the Company it was considered advisable by the Board of Directors to recommend the appointment of Shri N. K. Bajaj as Sales Promotion Officer. Shri N. K. Bajaj, who is related to two of the Directors of the Company as stated in the Notice has been working honorarily with the Company for the last two years. During this period he was not paid any remuneration nor did he receive any benefit direct or indirect whatsoever. During this period he has been of considerable assistance to the Company in organising sales and the Directors consider that his appointment will be very useful to the Company. While making this recommendation by the Board of Directors, Shri Girdharilal Bajaj did not participate in the discussions or vote on the resolution and Shri D. P. Kanudia did not attend the meeting.

Amrit Banaspati Company Limited

Report by the Directors to the Shareholders

The Directors submit the audited accounts of the Company for the year ended 31st March 1961. The working for the year resulted in a profit of Rs.18,78,273.56 nP from which have been deducted provision for depreciation for the year . . .Rs. 5,92,452.16 nP and provision for Development Reserve Rebate Rs. 95,462.36 nP leaving a net profit for the year . . . Rs. 11,90,359.04 nP.

To which has been added the surplus from E. P. T. Provisions of earlier years Rs. 3,064.85 nP making a total of Rs.11,93,423.89 nP which has been adjusted against the previous year's carry forward loss of Rs. 39,49,241.35 nP leaving a net carry forward loss of Rs. 27,55,817.46 nP which has been carried to the Balance Sheet.

As the profit for the year is small, depreciation for the year ending 31st March 1958 has not been separately provided for. However during the subsequent years to 31st March 1958 depreciation had been provided for without taking into consideration the depreciation for that year and, in doing so, excessive provision had been made. In order to make the provision for depreciation upto date including that for the year ending 31st March 1958 a further sum of Rs. 4,03,800.00 has to be provided for. The provision for depreciation is being made on the book values of the assets and no depreciation is being provided on the appreciation made in the Fixed Assets of the Textile Mill namely Building by Rs. 25 lacs and Plant and Machinery by Rs. 20 lacs.

During the year under review unsatisfactory trade conditions governed the prices of raw materials namely

cotton and vegetable oils. Cotton prices showed an erratic trend and the oil prices soared high leaving little or no margin in manufacturing process of vanaspati. The failure of the cotton crop in India resulted in shortage of Indian cotton and introduction of a quota system for allotment of such cotton. In the case of vanaspati there was an increase in the rate of Excise Duty by Rs. 28/- per ton from the month of February 1961. Besides the difficult raw oil position, the unhealthy cut-throat competition in vanaspati existed even in this year. In spite of the efforts made by some member mills of the Northern Zone Vanaspati Manufacturers and the Vanaspati Manufacturers' Association of India any workable formula for the stabilization of the vanaspati prices could not be achieved. In spite of the above factors the net trading results for the year compares quite favourably to the preceding years. This was achieved by increasing the production of vanaspati during the year with consequent reduction in overheads and, in the case of textiles by improvements in the processing departments and increased amounts of export incentives. The sales also showed a substantial increase from Rs. 5,36,09,305.40 to Rs. 7,01,56,620.86 nP during the current year under report.

The sound programme of renovation and modernisation of the Textile unit was taken in hand and during the year new machinery worth Rs. 4,36,641.81 nP was installed. Further commitments for capital expenditure on new Plant and Machinery to the extent of Rs. 36,82,843.00 had been made till the date of the Balance Sheet. Since the close of the Accounting Year on 31.3.1961 to the date of the report further commitments to the tune of Rs. 12,35,000/- have been made out of which machinery of the value of Rs. 9,20,000.00 was ordered on the basis of deferred payments.

In the case of vegetable product factory the "Continuous Refining Plant" could not be delivered so far for want of Import Licences for some of the components. This is expected to be delivered in the near future. The

commitment for Capital Expenditure for this unit is to the tune of Rs. 4,27,560.00.

The Company's Fixed Assets were kept in good state of repairs and were adequately insured.

Dealing with the notes appearing in the Balance Sheet and the Auditors' Report the Directors have to state:--

1. *Claims against the company not acknowledged as debts* Rs. 17,064.37 :—This claim is being contested and the company has filed a counter claim against the parties for a sum of about Rs. 13,000.00.

2. *Commitment for Capital and other Expenditure* for Rs. 41,10,403.00 :—As reported about capital commitments for Plant and Machinery at about the date of Balance Sheet were for Rs. 41,10,402.00. Further capital commitments since the date of the Balance Sheet to the date of this report are Rs. 12,35,000.00.

3. *Motor and Cycle* Rs. 9,019.35 nP :—This does not require any comment except that the value shown against motor car and cycle represents the value on the date of the Balance Sheet.

4. *Provision for bonus*:—As the amount of bonus could not be worked out for want of an agreement between the trade and the labour union no provision has been made.

5. *Provision for Doubtful Debts*:—No provision for doubtful debts has been made as it is expected that the debts would be recovered.

6. *Adjustment of loss or gain on sale of Plant and Machinery*:—As the machines sold during the year small parts of the block and as their cost was never specified separately the total amount of the sale proceeds was credited to the Plant and Machinery Account.

PROXY FORM

**AMRIT BANASPATI COMPANY LIMITED,
GHAZIABAD.**

I
of
in the district of
being a member of **AMRIT BANASPATI CO. LTD.**,
hereby appoint
of or

..... as my proxy to vote for
me on my behalf at the 21st Ordinary General
Meeting of the Company to be held on the 16th
September, 1961, at 11-30 a.m. and at any adjournment
thereof.

Signed this

Day of

15 n.P.	Revenue Stamps
------------	-------------------

Note:—Attention is invited to Article 99 of the Articles of Association of
the Company.

7. *Arrears of Provident Fund*:—Arrears of Provident Fund are being paid in accordance with the settlement arrived at between the company and the Government of Maharashtra.

8. No provision has been made for the Income tax on the profits made during the year as it will be set off against losses brought forward from previous years.

Two Incometax appeals of the Company in respect of the accounting years 1952-53 and 1953-54 were decided in favour of the Company and a refund of taxes amounting to Rs. 2,25,000.00 is expected.

During the year the following additions were made to Plant and Machinery :—

Plant and Machinery	Rs. 5,30,345.03 nP
Buildings	Rs. 60,661.49 nP

The Balance Sheet and Profit and Loss Account of New Pralhad Mills Ltd., the Subsidiary Company, in respect of the accounting year ending 31st March, 1961 together with the Directors' Report and Auditors' Report thereon is attached herewith in accordance with the provisions of the Act.

The Statement required under Section 212(i)(e) of the Companies Act 1956 has also been appended.

The Directors retiring by rotation are R. B. Nanak Chand and Shri Debi Prasad Kanudia, who being eligible, offer themselves for re-election.

The Statutory Audit of the Accounts of the Company for the last year was conducted by Messrs. V. Sahai & Co., Chartered Accountants. The Audit of the branch at Bombay was conducted by Messrs. Chandabhoy & Jassobhoy, Chartered Accountants, Bombay. Messrs. V. Sahai & Co. the Statutory Auditors of the Company and Messrs.

Chandabhoy Jassoobhoy branch auditors, being eligible offer themselves for reappointment.

Hans Raj Gupta
Girdhari Lal Bajaj
Anand Behari Lal
Rameshwar Prasad Bagla
Nanak Chand

} *Directors*

GAZIABAD,
Dated the 24th July, 1961

ACCOUNTS

AMRIT BANASPATI

Balance Sheet as

Previous Year 1959-60	LIABILITIES		Rs.	nP.	Rs.	nP.
Rs. nP.						
94,75,000.00	SHARE CAPITAL:— (As per Schedule 'A' attached)				94,75,000.00	
	RESERVES AND SURPLUS:—					
		Reserve for Development Rebate as per last				
3,56,407.94		Balance Sheet ...	3,56,407	94		
13,40,312.50		Additions during the year	95,462	36	4,51,870.30	
		Share Premium Account			13,40,312.50	17,92,182.80
	SECURED LOANS:—					
	LOANS AND ADVANCES FROM BANKS:					
	Secured against Stock-in-trade, Stores, Fixed					
	Assets of the Undertaking and guaranteed					
	by a Director and some of his relatives—					
	aggregate amount of loan being					
46,59,790.91		Rs. 70,00,000/-			54,05,737.08	
	FROM OTHERS:—					
		By deposit of Cloth Bales			7,54,891.00	
6,33,834.14		Interest accrued and due on secured loans ...			13,158.87	61,73,786.95
	UNSECURED LOANS:—					
		Deposits from Dealers			1,95,400.00	
		From a Company in which the General				
		Manager is a Director			3,10,886.58	
17,81,921.09		From others			12,69,748.73	17,76,035.31
	CURRENT LIABILITIES AND PROVISIONS:—					
		Sundry Creditors			29,11,764.36	
25,55,743.87		Due to Subsidiary Company—				
		New Pralhad Mills Ltd.			37,45,836.98	
38,80,923.59		Unclaimed Dividends			73,320.27	
74,505.94		Charity Fund			1,04,235.72	
1,06,253.74		Trade Advances			1,44,642.50	
47,542.81		Due to Regional Provident Fund Commis-				
		sioner			3,87,758.04	
6,22,650.20		Due to Trustees, Staff Provident Fund ...			1,34,556.87	
1,07,093.74		Due to Regional Director Employees' State				
		Insurance Corporation Employers' contri-				
		bution			21,595.00	
51,272.00		Due to General Manager of the Company ...			21,401.16	
Nil		Due to Officer of the Company			7,552.00	
11,24,466.53		Other Liabilities			17,11,410.87	92,64,073.77
	NOTES:—					
	1. The 5% Preference shares are redeemable					
	at par at any time after three years from the					
	date of issue i.e. 30th day of May 1946					
	either in whole or in part by giving three					
	months' notice.					
2,68,17,719.00		Carried over ...			2,84,81,078.83	

COMPANY LIMITED.

at 31st March, 1961

Previous year 1959-60 Rs. nP.	ASSETS	Rs. nP.	Rs. nP.
94,73,244.44	FIXED ASSETS:— (As per Schedule 'B' attached)		94,74,027.05
	INVESTMENTS:—		
	Investment in 4% U.P. State Development Loan 1967, face value Rs. 12,800/- purchased at Rs. 99,8/-% (Market quotation not available)	12,736.00	
	Investment in shares of Subsidiary company at cost:		
		Rs. nP.	
	New Pralhad Mills Ltd. 35776 Ordinary shares of	96,36,000.00	
36,48,736.00	Less transferred from Capital Reserve as per Board's Resolution dated 5-12-52	60,00,000.00	36,48,736.00
	NOTE:— Investment in shares of Subsidiary Company are not quoted as the Subsidiary is a Private Limited Company.		
	CURRENT ASSETS, LOANS AND ADVANCES:—		
	A. CURRENT ASSETS:		
210.00	1. Interest accrued on investments	425.08	
19,52,633.99	2. Stores And Spare Parts at cost as per inventories and valuation certified by General Manager	23,25,176.78	
43,931.30	3. Loose Tools and Implements as valued and certified by General Manager	21,173.62	
	4. Stock-in-hand as per inventories and valuation certified by General Manager:—		
13,67,111.19	RAW MATERIALS:— (at cost) 18,11,376.21		
	FINISHED PRODUCTS:		
25,32,022.27	Cloth, Yarn, Waste, Hoops and Tares (sold at contract rates and unsold at market rates), Vegetable Products, Acid Oil and Soaps (at market rate)	20,89,314.23	
84,655.25	STOCK WITH DEPOTS: (At market rates)	3,87,232.00	
	WORKS IN PROGRESS: (Cotton & Yarn (at market rate), Oils and Soap (at approximate cost)	11,42,836.80	
7,78,073.48	Oil in Transit	6,94,993.67	61,25,752.91
1,98,80,617.92	Carried over	84,72,528.39	1,31,22,763.05

AMRIT BANASPATI

Balance Sheet as

Previous year 1959-60 Rs. nP.		Rs.	nP.		Rs.	nP.
2,68,17,719.00	LIABILITIES—(contd.)					
	Brought forward				2,84,81,078.83	
	2. CONTINGENT LIABILITIES:					
	(a) Arrears of Fixed Cumulative Preference Dividends free of Income-tax on 6% Cumulative Preference Shares for the four years ending 31st March 1960 (Gross) amounting to Rs. 4,99,200 are payable including 30% provision for taxes.					
	(b) Arrears of Fixed Cumulative Preference Dividend free of Income-tax on 5% Cumulative Redeemable Preference Shares for the four years ending 31st March 1960 (Gross) amounting to Rs. 6,37,000 - are payable including 30% provision of taxes.					
	(c) No provision for Bonus to Employees has been made.					
	(d) Commitments for Capital and other expenditure amounts to approximately Rs. 41,10,403/-.					
	(e) Claims against the company not acknowledged as debts amount to Rs. 17,064.37.					
	3. No provision for Bad and Doubtful Debts has been made for Bombay Branch.					
	4. No provision for Taxation has been made as there is carry forward loss from the previous year.					
	5. The Company holds 35,776 shares in New Pralhad Mills Ltd. (Subsidiary Co.) of the nominal value of Rs. 35,77,600 out of the total of 36,000 shares of the nominal value of Rs. 36,00,000.					
	6. Motor Car and Cycle Rs. 9,019.35. The depreciated value of Motor Car and Cycle as shown in the Balance Sheet represents the value of Motor Car and Cycle in use on 31-3-1961 at Bombay.					
2,68,17,719.00	Carried over				2,84,81,078.83	

COMPANY LIMITED.

at 31st March, 1961

Previous year 1959-60 Rs. nP.	ASSETS—(Contd.)	Rs. nP.	Rs. nP.
1,98,80,617.92	Brought forward	84,72,528.39	1,31,22,763.05
	(5) SUNDRY DEBTORS (UNSECURED):		
	Debts outstanding over six months:		
	Considered good ...	15,093.17	
	Considered doubtful	87,183.19	
		<u>1,02,276.36</u>	
1,09,926.29	Less Reserve for doubtful debts ...	62,993.25	
		<u>39,283.11</u>	
15,44,048.74	Other debts considered good	22,94,706.61	23,33,989.72
	(6) CASH AND BANK BALANCES:		
	In hand ...	1,93,731.76	
	Cash in transit ...	50,000.00	
	With Banks in C/A ...	21,035.47	
	With Banks in short term deposit ...	61,080.00	
1,96,970.42	With Banks—Margin money against letter of credit	57,240.00	3,83,087.23
	B. LOANS AND ADVANCES:		
	(1) Unsecured considered good:		
	<i>Advances recoverable in cash or in kind or for value to be received (inclusive of Rs. 13,000 deposited in the Court as security deposit in respect of claim made against the Company)</i>		
5,74,434.94			10,51,380.42
	(2) To STAFF:		
	Secured ...	2,500.00	
	Unsecured (inclusive of Rs. 55,899.72, previous year Rs. 16,394.58 due by officers of the company (Maximum balance Rs. 68,643.02, previous year Rs. 14,963/-) ...)	78,466.11	80,966.11
52,311.91			
88,650.00	(3) To others ...		1,650.00
43,785.52	(4) Balance with Chief Accounts Officer, Central Excise, Allahabad & Bombay ...		49,686.95
64,178.11	(5) Deposits ...		54,196.91
2,25,54,923.85	Carried over ...	1,24,27,485.73	1,31,22,763.05

AMRIT BANASPATI

Balance Sheet as

Previous year 1959-60 Rs. nP.	LIABILITIES—(Contd.)	Rs. nP.	Rs. nP.
2,68,17,719 00	Brought forward ...		2,84,81,078.83
	7. No adjustment of loss or gain on plant and machinery sold has been made.		
	8. Depreciation on Fixed Assets of Textile Mills has been provided on the basis of actual cost and no depreciation has been provided on the appreciation amount of Rs. 45,00,000.		
	9. Remuneration and commission of the General Manager from 16th March to 31st March 1961 has not been paid or provided as Central Government sanction of his reappointment is awaited, although the same has been duly passed by shareholders in their meeting on 21st December, 1960.		
2,68,17,719,00	Total ...		2,84,81,078.83

Auditors Report to the Shareholders.

We have audited the annexed Balance Sheet of M/s. Amrit Banaspati Company Limited, Ghaziabad as at 31st March, 1961 and also the annexed Profit and Loss Account of the Company for the year ended on that date, in which are incorporated the Profit and Loss Account and Balance Sheet of Bombay Branch, known as M/s. New Prahlad Mills, duly certified by Messrs Chandabhoj & Jassoobhoj, Chartered Accountants of Bombay.

As required by section 418(4) of the Companies Act, 1956 the company has not paid Rs. 1,34,556.87 and Rs. 3,87,758.04 aggregating to Rs. 5,22,314.91 to the Trustees Staff Provident Fund and to the Regional Provident Fund Commissioner, respectively. Subject to the above we report as under:

- (i) We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purpose of our audit;
- (ii) In our opinion, proper books of accounts as required by Law have been kept by the company so far as it appears from our examination of the books;
- (iii) As required by section 228(3)(c), we have received the audit report on the accounts of the Bombay Branch and have incorporated it in our report;
- (iv) The Balance Sheet and Profit and Loss Account are in agreement with the books of account;
- (v) In our opinion, and to the best of our information and according to the explanations given to us, the accounts subject to the notes at the foot of Balance Sheet, give the information required by the Companies Act, 1956 in the manner so required and give a true and fair view;
 - (a) In the case of Balance Sheet of the state of the affairs of the company as at 31st March 1961; and
 - (b) In the case of Profit and Loss Account of the Profit earned by the company for the year ended on that date.

DELHI,
the 24th July, 1961.

V. SAHAI & Co.,
Chartered Accountants.

COMPANY LIMITED.

at 31st March, 1961

Previous year 1959-60 Rs. nP.	ASSETS—(Contd.)	Rs. nP.	Rs. nP.
2,25,54,923.85	Brought forward ...	1,24,27,485.73	1,31,22,763.05
	CURRENT ASSETS, LOANS AND ADVANCES— (Contd.)		
	LOANS AND ADVANCES—(Contd.)		
3,13,553.80	(6) TAXES PAID: (Income Tax, Super Tax and Sales Tax paid against Assessments which are under appeals or are otherwise considered to be refundable)	1,75,012.59	1,26,02,498.32
39,49,241.35	MISCELLANEOUS EXPENDITURE:— (To the extent not written off or adjusted) Profit & Loss Account		27,55,817.46
2,68,17,719.00	Total ...		2,84,81,078.83

S. D. GARG,
Chief Accountant.

T. KHAITAN,
General Manager.

HANS RAJ GUPTA
GIRDHARI LAL BAJAJ
ANAND BEHARI LAL
RAMESHWAR PRASAD BAGLA
NANAK CHAND

Directors

AMRIT BANASPATI

Profit & Loss Account

Previous year 1959-60			Rs.	nP.	Rs.	nP.
		To Opening Stock on 1st April, 1960:—				
15,77,309.15		Raw Materials	13,67,111.19			
31,97,694.05		Finished Products	25,32,022.27			
6,91,421.42		Works in Progress	7,78,073.48		46,77,206.94	
		„ Raw Materials:—				
3,56,33,593.07		Purchased during the year and expenses incurred thereon			5,27,42,121.63	
		„ Manufacturing Expenses:—				
41,00,375.71		Stores, Spare Parts, Chemicals etc. consumed			49,94,527.44	
13,36,710.10		Power and Fuel consumed			14,60,951.78	
41,891.62		Freight, Transport and other charges ...			43,316.12	
		Repairs to Buildings and Machinery:				
15,874.07		Buildings	23,079.60			
1,86,869.82		Machinery	3,01,064.09		3,24,143.69	
		„ Payments and Provisions for Employees:—				
71,45,588.71		Salaries, Wages and Bonus (including Remuneration of General Manager Rs. 22,967.75 and Salaries and Wages of Rs. 93,590.80 of previous year) ...	83,12,479.03			
32,641.97		Workers and Staff Welfare expenses ...	37,970.36			
4,24,663.44		Contribution to Provident and other Funds	4,73,974.66		88,24,424.05	
32,71,247.79		„ Excise Duty			34,93,910.52	
1,27,719.11		„ Insurance			1,22,886.87	
		„ Rent paid (inclusive of Rs. 7,849.68 of Guest House)	43,281.21			
38,622.76		Less received... ..	8,001.48		35,279.73	
1,76,936.34		„ Rates and Taxes (inclusive of Guest House Rs. 615.32)			1,89,398.70	
5,79,99,159.13		Carried over ...			7,69,08,167.47	

COMPANY LIMITED.

for the year ended 31st March, 1961

Previous year 1959-60 Rs. nP.		Rs. nP.	Rs. nP.
5,36,09,305.40	By Sales:— Vegetable Products, Acid Oil, Soap, Yarn Cloth, Waste, Hoops, Tares, etc.		7,01,56,620.86
	„ Stock-in-trade on 31st March, 1961:		
13,67,111.19	Raw Materials	18,11,376.21	
25,32,022.27	Finished Products	20,89,314.23	
7,78,073.48	Works in Progress	11,42,836.80	
Included in Sales	Stock with Depots	3,87,232.00	
	Oil in Transit	6,94,993.67	61,25,752.91
30,888.98	By Net amount received on contracts for pur- chases and sales of oils and cotton in respect of which delivery of goods could not be given or taken		Nil
21,317.90	By Miscellaneous Receipts		155.07
338.00	„ Share Transfer Fees		543.50
450.00	„ Interest on Securities		450.00
512.00	Income from Investments		512.00
4,74,697.39	„ Processing charges received (in Textile Mills)		9,60,038.98
12,03,961.00	„ Premium of Cotton Quota against Export Incentive Scheme (subject to adjustment— inclusive of Rs. 3,39,570/- of previous year)		[28,75,740.00
1,922.00	„ Profit on sale of Fixed Assets		879.00
1,78,365.30	„ Profit on sale of stores against Incentive Scheme		2,83,716.32
Nil	„ Sundry Credit Balances written back (in Textile Mills)		11,464.85
Nil	„ Provision made in previous year for Bonus no longer required		4,020.17
6,01,98,964.91	Carried over		8,04,19,893.66

AMRIT BANASPATI

Profit & Loss Account

Previous year 1959-60 Rs. nP.		Rs.	nP.	Rs.	nP.
5,79,99,159.13	Brought forward ...			7,69,08,167.47	
Deducted from Sales 3,32,329.97	To Cloth Discount and Allowance ...			58,064.55	
	„ Selling Agents Commission and Brokerage			4,32,107.63	
Deducted from Sales	„ Selling Depots Expenses ...			42,654.71	
	„ Interest (net):—				
	Banks ...	3,17,130.08			
5,19,109.02	Others ...	1,61,993.99		4,79,124.07	
	„ Payments to Auditors				
Included in Misc. Expenses.	As Auditors ...	6,000.00			
	In other capacity ...	3,300.00		9,300.00	
4,66,237.98	„ Miscellaneous Expenses (including Postage, Telegram and Telephone, Printing and Stationery, Bank Charges and Discount, Advertisement and Publicity, Legal charges, Propaganda and Publicity, Travelling Expenses, Railway Siding maintenance, Subscription and Fees, General Charges, Motor Car expenses and Mill expenses etc.) ...			4,77,673.21	
21,132.79	„ Directors and General Manager's Travelling Expenses ...			10,310.90	
6,810.27	„ Directors Fees and Travelling Expenses for attending Board's Meetings ...			6,221.50	
387.90	„ Income Tax on Interest on Securities and Investments ...			356.10	
129.00	„ Loss on Sale of Furniture ...			Nil	
Nil	„ Loss on Sale of Stores Material ...			2,079.78	
27,250.00	„ Guarantee Commission (paid to a Director for guaranteeing Secured Loans from the Bank)...			26,180.60	
5,93,72,546.06	Carried over ...			7,84,52,240.52	

COMPANY LIMITED.*for the year ended 31st March, 1961*

Previous year 1959-60 Rs. nP.	Brought forward	Rs. nP.	Rs. nP.
6,01,98,964.91	...	...	8,04,19,893.66
6,01,98,964.91	Carried over	...	8,04,19,893.66

AMRIT BANASPATI

Profit & Loss Account

Previous year 1959-60 Rs. nP.		Rs. nP.	Rs. nP.
5,93,72,546.06	Brought forward ...		7,84,52,240.52
Nil	To General Manager's Commission on Rs. 8,05,065.81 (Net Profit Rs. 11,90,359.04 plus commission Rs. 19,244.41 and Deve- lopment Rebate Rs. 95,462.32 less Rs. 5,00,000 on which no commission is to be paid) 2.5% upto 15-3-61		19,244.41
4,617.30	,, Bad Debts written off		9,350.00
Nil	,, Amount paid on Contracts for Purchases and Sales of oils and cotton in respect of which delivery of goods could not be given or taken		60,785.17
5,93,729.85	,, Depreciation... ..		5,92,452.16
23,938.50	,, Development Rebate		95,462.36
2,04,133.20	,, Balance Being Net Profit Carried Down ...		11,90,359.04
<u>6,01,98,964.91</u>	Total ...		<u>8,04,19,893.66</u>
41,53,374.55	,, Balance as per last Balance Sheet ...		39,49,241.35
<u>41,53,374.55</u>	Total ...		<u>39,49,241.35</u>

As per our separate report of even date.

S. D. GARG,
Chief Accountant.

DELHI,
The 24th July, 1961

V. SAHAI & CO.,
Chartered Accountants.

AMRIT BANASPATI

SCHEDULE "A"

As on 31st

Description	Authorised		
	No. of shares	Face value per share	Amount
6% Cumulative Preference Shares	1,90,000	10/-	19,00,000
5% Redeemable Cumulative Preference Shares	5,00,000	10/-	50,00,000
Ordinary Shares	8,00,000	10/-	80,00,000
Deferred Shares	1,00,000	1/-	1,00,000
			1,50,00,000

Remarks

S. D. GARG,
Chief Accountant.

DELHI,
The 24th July, 1961.

As per our separate report of even date.
V. SAHAI & Co.,
Chartered Accountants.

COMPANY LIMITED.

SHARE CAPITAL

March, 1961

Issued		Subscribed and paid up			Subscribed and paid up
No. of shares	Amount	No. of shares	paid up value per share	Amount	previous year
1,60,000	16,00,000	1,60,000	10/-	16,00,000	16,00,000
3,96,250	39,62,500	2,45,000	10/-	24,50,000	24,50,000
5,32,500	53,25,000	5,32,500	10/-	53,25,000	53,25,000
1,00,000	1,00,000	1,00,000	1/-	1,00,000	1,00,000
	1,99,87,500			94,75,000	94,75,000

Out of the subscribed capital 72,500 Ordinary Shares are allotted as fully paid up pursuant to contracts without payment being received in cash.

T. KHAITAN,
General Manager.

HANSRAJ GUPTA
GIRDHARI LAL BAJAJ
ANAND BEHARI LAL
RAMESHWAR PRASAD BAGLA
NANAK CHAND

Directors.

AMRIT BANASPATI
SCHEDULE 'B'

As on

Description	Land	Buildings	Plant and Machinery	Electric Installation	Railway siding	Tube Wells
	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.
FIXED ASSETS—						
Book value as per last Balance Sheet	1,51,483.44	12,78,931.83	96,45,156.45	67,123.45	16,902.62	3,841.06
Appreciation on re-valuation in Textile Mills, Bombay in 1952-53 ...	15,00,000.00	25,00,000.00	20,00,000.00	...	...	...
Add Expenditure during the year	...	60,661.49	5,30,245.03	...	...	12,640.44
Total ...	16,51,483.44	38,39,593.32	1,21,75,501.48	67,123.45	16,902.62	16,481.50
Less Sales during the year ...	...	...	46,636.88	...	...	...
	16,51,483.44	38,39,593.32	1,21,28,864.60	67,123.45	16,902.62	16,481.50
LESS DEPRECIATION—						
Depreciation up to 31-3-60 ...	...	6,92,240.83	67,94,405.45	60,714.45	12,507.62	2,850.06
Less Depreciation written back on sales ...	...	...	...	...	...	...
Net Depreciation up to 31-3-60 ...	...	6,92,240.83	67,94,405.45	60,714.45	12,507.62	2,850.06
Depreciation for the year ...	...	56,387.96	5,00,168.22	962.00	307.00	1,363.44
Initial and Additional Depreciation as per last Balance Sheet ...	...	4,725.00	3,78,424.00	...	...	...
Total ...	...	7,53,353.79	76,72,997.67	61,676.45	12,814.62	4,213.50
Balance as on 31-3-61	16,51,483.44	30,86,239.53	44,55,866.93	5,447.00	4,088.00	12,268.00
Previous year balance	16,51,483.44	30,81,966.00	44,72,327.00	6,409.00	4,395.00	991.00

DELHI,
Dated 24th July, 1961.

S. D. GARG,
- Chief Accountant. -
As per our separate report of even date.
V. SAHAI & Co.,
Chartered Accountants.

COMPANY LIMITED.

FIXED ASSETS

31st March, 1961.

Laboratory Equipment	Furniture and Fixtures	Cars and Lorries	Office Equipment	Hand Carts	Trade Mark at cost	Reference Books	Total
Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.
63,438.08	2,49,366.56	1,12,687.96	46,710.66	11,692.99	500.00	3,942.08	1,16,51,777.18
...	...	...	...	...	...	...	60,00,000.00
333.50	14,058.47	14,356.26	7,954.79	666.59	...	476.08	6,41,492.65
63,771.58	2,63,425.03	1,27,044.22	54,665.45	12,359.58	500.00	4,418.16	1,82,93,269.83
...	...	9,221.01	...	...	...	...	55,857.89
63,771.58	2,63,425.03	1,17,823.21	54,665.45	12,359.58	500.00	4,418.16	1,82,37,411.94
52,418.08	1,10,328.56	43,989.96	21,475.66	4,176.99	...	276.08	77,95,383.74
...	...	7,600.01	...	...	...	...	7,600.01
52,418.08	1,10,328.56	36,389.95	21,475.66	4,176.99	...	276.08	77,87,783.73
1,703.50	9,185.67	16,286.91	4,978.79	818.59	...	290.08	5,92,452.16
...	...	...	...	...	...	...	3,83,149.00
54,121.58	1,19,514.23	52,676.86	26,454.45	4,995.58	...	566.16	87,63,384.89
9,650.00	1,43,910.80	65,146.35	28,211.00	7,364.00	500.00	3,852.00	94,74,027.05
11,020.00	1,39,038.00	68,698.00	25,235.00	7,516.00	500.00	3,666.00	94,73,244.44

T. KHATTAN,
General Manager

HANSRAJ GUPTA
GIRDHARI LAL BEJAJ
ANAND BEHARI LAL
RAMESHWAR PRASAD BAGLA
NANAK CHAND

Directors.

**AMRIT BANASPATI COMPANY LIMITED,
GHAZIABAD.**

Statement Pursuant to Section 212 (i) (e) of the Companies
Act, 1956.

(a) The holding company's interest in the Subsidiary—

Name	as on	Number of ordinary shares	Nominal value	Book value
New Prahad Mills Ltd. ...	31-3-61	35,776	35,77,600	*36,36,000
*Actual cost ...	...	...	...	Rs. 96,36,000
Less Amount transferred from Capital Reserve ...	...	...	...	Rs. 60,00,000
				Rs. 36,36,000

(b) The net aggregate amounts of profits less losses as far as
it concerns members of this company is—

(i) Not dealt within the company's accounts :-

Loss for the financial year ended 31st March, 1961 ...	Rs. 3,647
Profit for the other years (1946 to March 1960) ...	Rs. 23,93,797

(This figure has been arrived at after deducting from the
aggregate net profits of the subsidiary as far as they concern the
members of the company, the total amount of dividends received and
already accounted for.)

(ii) Dealt within the company's accounts :—

Loss for the financial year of the
Subsidiary ending 31st March, 1961. NIL

Profit for the previous financial years
of the Subsidiary (since it became this
company's subsidiary namely from
1946 to 31st March, 1957 (amounts
received as dividends out of the said
profits of the subsidiary and account-
ed for in the company's accounts) Rs. 16,39,656

NOTE.—Besides the figures specified above, the Company received a total amount of Rs. 10,99,324/- as Managing Agents Commission and remuneration for the years 1946 to 30.6.1951 for acting as the Managing Agents of the subsidiary company. No such remuneration has been received after that date.

New Pralhad Mills, Limited.

Directors' Report to the Shareholders.

The Directors submit the Audited Accounts for the year ended 31st March, 1961.

The Company has become a Public Company by virtue of Section 43A of the Companies (Amendment) Act, 1960.

The Company's business remained suspended during the year under report though certain necessary business expenses had to be incurred.

The result of the Profit & Loss Account is given as under:—

The Loss brought from last year:	Rs. 2,80,527.14
Add: Loss for the year:	Rs. 3,667.69
	<u>Rs. 2,84,194.83</u>

The Director, R. B. Girdhari Lal Bajaj, who retires by rotation and being eligible, offers himself for re-election.

Messrs. Chandabhoj & Jassoobhoj, the retiring Auditors of the Company, offer themselves for re-election.

The signatures of your other two Directors, Messrs. R. B. Girdhari Lal Bajaj and R. B. Rameshwar Prasad Bagla, could not be taken on this report as they were out of station.

T. P. Khaitan
Mahabirprasad Kedia } *Directors*

NEW PRALHAD MILLS

Balance Sheet as

LIABILITIES	Rs.	nP.	Previous year Rs.	nP.
SHARE CAPITAL:				
Authorised:				
40,000 Ordinary Shares of Rs. 100/- each	40,00,000.00		40,00,000.00	
Subscribed:				
36,000 Ordinary Shares of Rs. 100/- each. Of the above Shares 20,000 Shares are allotted as fully paid up by way of Bonus Shares by Capitalisation of Profit and Reserve	36,00,000.00		36,00,000.00	
NOTE:—				
35,776 Ordinary Shares are held by Amrit Banaspati Co., Limited—Ghaziabad.				
RESERVE AND SURPLUS:				
Post-War E.P.T. Refund:				
As per last Balance Sheet	4,44,690.94		4,44,690.94	
CURRENT LIABILITIES AND PROVISIONS:				
(A) CURRENT LIABILITIES:				
Sundry Creditors	63,345.22		1,89,497.72	
NOTES:—				
(1) Uncalled Liability on Shares partly paid held as Investment Rs. 425/-				
(2) No provision has been made for balance of Law Charges amounting to Rs. 2,500/- pending settlement.				
(3) No provision has been made for Bad and Doubtful Debts.				
(4) The Company has become a Public Limited Company by virtue of Section 43A of Companies (Amendment) Act, 1960.				
Total ...	41,08,036.16		42,34,188.66	

Report of the Auditors to the Shareholders of New Pralhad Mills Limited

We have audited the attached Balance Sheet of New Pralhad Mills Limited, as at 31st March, 1961, and also the Profit and Loss Account of the Company for the year ended on that date, annexed thereto and report that:

- (1) In our opinion, and to the best of our information and according to the explanations given to us the accounts, read with notes thereon, give the information required by the Companies Act, 1956, in the manner so required and give a true and fair view;
 - (a) in the case of the Balance Sheet, of the state of the affairs of the Company as at 31st March, 1961; and
 - (b) in the case of the Profit and Loss Account, of the loss of the Company for the year ended on that date;
- (2) We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit;
- (3) In our opinion, proper books of account, as required by law have been kept by the Company so far as appears from our examination of the Books; and
- (4) The Balance Sheet and Profit and Loss Account dealt with by this Report are in agreement with the Books of Account.

BOMBAY, 7th July, 1961.

CHANDABHOY & JASSOQBHOY,
Chartered Accountants.

LIMITED, BOMBAY

at 31st March, 1961.

ASSETS	Rs. nP.	Rs. nP.	Previous year Rs. nP.
INVESTMENTS:			
(Unquoted Shares).			
500 Ordinary Shares of Rs. 100/- each fully paid of Messrs. National Machinery Manufacturers Limited	50,000.00		
5 Partly paid Ordinary Shares and 1 Partly paid Preference Share of Jupiter General Insurance Co., Limited (Pending Transfer)	62.25		
		50,062.25	50,062.25
CURRENT ASSETS, LOANS AND ADVANCES:			
(A) CURRENT ASSETS:			
SUNDRY DEBTORS:			
(Unsecured).			
Debts outstanding over six months. (Considered Bad)	8,781.05		8,781.05
CASH AND BANK BALANCES:—			
In Hand Nil			12.50
With Bank in Current Account 382 14	382.14		382.14
(B) LOANS AND ADVANCES:—			
(Unsecured).			
(Considered Good unless otherwise stated)			
Advances recoverable in cash or in kind or for value to be received	8,978.92		Nil
Due from Holding Company—Amrit Banaspati Co. Ltd., Ghaziabad (Without Interest). Sundry Advances: (Inclusive of Rs. 1,800/- Considered Bad) (Inclusive of Rs. 8,000/- Previous Year Rs. 8,000 - due by an Officer of the Company. Maximum Rs. 8,000/- Previous Year Rs. 8,000/-)	37,45,836.97		38,80,923.58
	9,800.00		13,500.00
		37,73,779.08	
MISCELLANEOUS EXPENDITURE:			
Profit and Loss Account		2,84,194.83	2,80,527.14
Total ...		41,08,036.16	42,34,188.66

T. KHAITAN,
MAHABIRPRASAD KEDIA } Directors.

NEW PRALHAD MILLS

Profit and Loss Account for the

	Rs. nP.	Rs. nP.	Previous Year Rs. nP.
To Miscellaneous Expenses		925.00	220.00
„ Auditors' Fees		200.00	200.00
„ Law Charges		2,542.69	Nil
Total Rs. ...		3,667.69	420.00
To Balance from last account		2,80,527.14	1,64,072.58
„ Additional Income-Tax and Corporation Tax for the Assessment Years 1948-49, and 1949-50		Nil	1,09,934.24
„ Excess Interest received on Advance pay- ment of Tax under Section 18A in Pre- vious Years now refunded (Vide Order Section 35)		Nil	6,660.81
„ Loss for the year brought down		3,667.69	420.00
Total Rs. ...		2,84,194.83	2,81,087.63

As per our Report annexed.

BOMBAY,
The 7th July, 1961.

CHANDABHOY & JASSOQBHOY,
Chartered Accountants.

LIMITED, BOMBAY.*year ended 31st March, 1961*

	Rs. nP.	Rs. nP.	Previous Year Rs. nP.
By Loss carried down		3,667.69	420.00
Total Rs. ...		3,667.69	420.00
By Refund of Income Tax and Corporation Tax for the Assessment Year 1951-52 ...		Nil	560.49
,, Balance carried to Balance Sheet		2,84,194.83	2,80,527.14
Total Rs. ...		2,84,194.83	2, 81,087.63

T. KHAITAN
MAHABIRPRASAD KEDIA } *Directors.*

Amrit Banaspati Co. Limited

DIRECTORS

1. **Rai Bahadur GIRDHARILAL BAJAJ,**

Merchant, Model Town, Ghaziabad.

Director of:—Amrit Agency Private Ltd., New Prahlad Mills Private Ltd., etc.

2. **Rai Bahadur RAMESHWAR PRASAD BAGLA,**

Merchant, Kanpur.

Director of:—M. D. Jute Mills Co. Ltd., India United Mills Co. Ltd., Upper India Cold Storage Co. Ltd., Indian Textiles Syndicate Ltd., Bagla Brothers (P.) Ltd., New Prahlad Mills Private Ltd., The Mann Industrial Corporation Ltd., Jaipur, The Muir Mills Co. Ltd., Kanpur.

3. **Shri HANS RAJ GUPTA,**

C/o Messrs. H. G. Gupta & Sons, Ajmeri Gate, Delhi.

Director of:—Delhi Iron Syndicate (Private) Ltd., Raj Enamel Works (Private) Ltd., Raj Engineering Works (Private) Ltd., Raj Electrical Works Private Ltd., Raj Gupt Building Construction Private Ltd., Central Distillery & Chemical Works Ltd., Lalit Iron House Private Ltd., Hansraj Gupta & Co. (Patiala) Private Ltd., Rohtak & Hissar District Electric Supply Co. Ltd., Pratap Bank Ltd., Delhi Regd. Stockholders (I. & S.) Assn. Ltd., Punjab Pipe Merchants Association Private Ltd., Indian Hardware Industries Ltd., Tilak Insurance Co. Ltd., Indian Tube Distributors (Private) Ltd., The Sterling General Insurance Co. Ltd., Bharat Kala Kendra (P.) Ltd., Member of the Managing Committee of the Punjab and Delhi Chamber of Commerce, New Delhi, India Porcelain Ltd.

Director-in-Charge:—Hansraj Gupta & Co. Private Ltd., Rampur Engineering Co. Ltd., Delhi Iron & Steel Stockists (CS) Association Ltd., M. P. S. Distillers Trading Corporation Private Ltd., Motor and General Finance Ltd., Delhi (Ex-officio Director).

4. **R. B. NANAKCHAND,**

Advocate, 4 Flagstaff Road, Delhi.

5. **Shri ANAND BEHARI LAL,**

Retd. District Judge, Model Town, Ghaziabad.

6. **Shri DEBI PRASAD KANUDIA,** Merchant

Ganges Flour Mills, Kanpur.

CIRCULAR

31st March 1961

All Affiliated Unions (Ref. IV-AU/5)
All Working Committee Members. (Ref. IV-WC/5)

Dear Comrade/s,

4TH DELEGATES' CONFERENCE - PROCEEDINGS
AND DOCUMENTS.

As will be implied by the numbering of this circular you will have seen from the previous circulars issued in connection with the Conference and which were of course not numbered, the 4th Delegates' Conference was called to meet in Bombay on the 27th, 28th and 29th of March 1961, preceded and followed by Working Committee Meetings on 25th and 26th as well as 30th March 1961. I am dealing in this circular briefly with the proceedings of the Conference and some of the immediate tasks of the affiliated unions arising out of the deliberations of the Conference.

PROCEEDINGS

Working Committee: The Working Committee could not meet on the 25th as only 6 members were available and the agenda before it was such that it was felt a larger and more representative attendance was absolutely essential. The Committee met on the 26th afternoon, attended by 10 members and two other representatives. Items of agenda were scrutinised and appropriate decisions were reached both in regard to the constitution of delegations of affiliated unions and items 1, 3 and part of 4 of the agenda. Discussions on the draft report covered by item No. 2 of the agenda as well as on Resolutions, Item No. 6 of the agenda, went on and the meeting adjourned in the night.

The Working Committee met again at 5 P.M. on the 27th to consider the situation arising out of the unavoidable absence of Com. S.A. Dange, to suit whose convenience the inauguration had been fixed at 6 P.M. for that day. The Committee decided to have Com. Bankim Mukerjee to inaugurate the Session.

The Working Committee met again at 10 P.M. on the 27th and discussed various aspects on a suitable demand for 1961 bonus.

Delegates' Conference: The Conference did not take place on the 27th though scheduled but the day was utilised by a batch of most of the Delegates available in the morning to visit the Burmah-Shell Refinery for which arrangements were made by the affiliated union, Burmah-Shell Refineries' Workers' Union.

The inauguration took place as arranged at 6 P.M. at Kitte Bhandari Hall. The Chairman of the Reception Committee delivered his address in Urdu, a brief translation of which is sent herewith. Com. Bankim Mukerjee spoke on the glorious role of petroleum workers who have all along defended the national interest and the industry even while fighting for better wages and terms of service. Thereafter 8 messages, which had come for the Conference were read, as per copies herewith. President Anant Mukerjee opened the Conference with his introductory speech, a copy of which is sent herewith.

The 1st session of the Delegates' Conference on the 28th morning was attended by delegations as under:

PWU Calcutta - 11 Delegates and 5 observers
PWU Bombay - 11 Delegates and 6 observers
BSRWU Bombay - 6 Delegates and 5 observers

PWU Madras - 4 out of 5 delegates
BSEU Madras - 2 out of 3 delegates
PWU Delhi - 7 Delegates including 2 alternative
Delegates and 1 observer.
SVEU Delhi - 2 Delegates
HOKS Poona - 5 delegates and 1 observer.

Com. T.C.N. Menon, M.P. Special Delegate accredited by
the Working Committee.

All the Delegates and Observors were present in the first session itself excepting Com. Guruswamy, a delegate of BSEU Madras who attended the Conference on the 29th.

The morning session was occupied by the introduction and moving of General Secretary's report and reading of further 2 messages. A copy of the General Secretary's report along with the attachments excepting the two Refineries' judgements and copies of "Petroleum Worker" and "Petroleum Mazdoor", copies of which are already in your possession, is sent herewith.

In the afternoon session the speakers were Messrs. Bose of Calcutta, Thyagarajan of Madras, Y.D. Sharma of Delhi.

Com. Dange, who arrived in Bombay about 4 P.M., then addressed the Conference and spoke on a number of issues which confront the working class in general and the petroleum workers in particular. In the Press Communique which I have issued, copy of which you will find herewith, (I am sorry that due to rush of work and in my anxiety to catch the Bombay Press as well as the P.T.I. in time I forgot to deal in the communique the speech of the Chairman of the Reception Committee as well as the President on the inauguration day - these were in fact circulated to the Press on that day itself - and points of General Secretary's report placed at the Conference,) I have covered some of the salient points he dealt with in his speech. However, I have sent to all Trade Union Papers and Organisations these documents along with the Press Communique and text of the resolutions. Thereafter Messrs. N.T. Sule of BSRWU, Bankim Mukerjee and Bose of PWU Calcutta, participated in the discussions.

In the morning and afternoon sessions of 29th, the speakers were Messrs. Srinivas Sharma, PWU Delhi, Refiq Guljar, PWU Bombay, T.C.N. Menon, Vice President, Janakiram, PWU Madras, Sahaney, SVEU Delhi, N.T. Sule, BSRWU Bombay, Guruswamy, BSEU Madras, Atin Sadhu, PWU Calcutta.

Com. B.S. Dhume, General Secretary of Maharashtra Rajya Trade Union Committee of the AITUC greeted the Conference in the afternoon session, salient points of his speech being given in the Press Communique referred to above.

The General Secretary summed up the discussions and his suggestion to continue discussion further to pin point the issues for the resolutions was agreed and for which a night session was planned.

The General Secretary's report was adopted unanimously.

The Audited Statement of Accounts for the two Financial years ending 31st March 1959 and 31st March 1960, already circulated as printed in the "Petroleum Worker", were moved and adopted.

Election of the new Working Committee: This was taken as the concluding item of the afternoon session. The list of the finally elected Working Committee appears at the end of the resolutions sent herewith.

The mass rally in the open ground in front of Burmah-Shell

Installations in Sewri was addressed by the newly elected President, Shri Atin Sadhu, Com. T.C.N. Menon, Vice President, Shri Shivaji Patil, Member of the Working Committee and by Com. Bose of Calcutta. All the delegates present as well as the newly elected Working Committee were introduced to the mass rally.

A reception was given to the Delegates in the P.W.U. Office nearby.

In the night session discussions continued on the points for resolutions to be adopted on the basis of which the General Secretary was asked to draft the necessary resolutions for adoption in another session of the Delegates' Conference to be held at 11.30 AM on the 30th.

On the 30th morning another batch of delegates visited the Burmah-Shell Refinery and the Conference met thereafter and adopted with suitable amendments after discussion the text of the first 3 resolutions and resolution No. 7 sent herewith, the General Secretary having been authorised to make any change to suit the construction and filling in of glaring omissions. Due to want of time the points for resolutions Nos. 4, 5, 6, 8 and 9 were agreed and the General Secretary was authorised to draft and issue.

"Petroleum Worker" The Conference also decided to continue publication of "Petroleum Worker" as the official organ of AIPWF and increased its annual subscription to Rs. 2/- in order to make it self sufficient. Conference also decided that all affiliated unions shall take their quota for one full year and pay the annual subscription for the same in advance on receipt of which the publication of the paper will be resumed. On receipt of this circular please let me know the number of copies you are ordering and also let me have your remittance at the rate of Rs. 2/- annual subscription for each. Also please do not fail to see that your monthly reports to the Federation Office is sent regularly hereafter. If you can manage to reach them to me by the 5th of every month at the latest I can ensure that the monthly publication reaches you between the 10th and 15th of each month regularly.

As I informed the delegates when they visited the Federation Office I have printed additional copies of the last special combined issue - May/November - priced at 90 nP each. I am sure many of your members would be anxious to have this copy and I request you to let me have your order for same with remittance at 90 nP each.

Thus the Conference finally concluded in the early afternoon on 30th March 1961.

3 other messages received for the Conference but which came subsequently are sent herewith.

8 members of the newly elected Working Committee met on 30th immediately after the conclusion of the Conference with Shri Rafiq Guljar in the chair in the absence of the President and both the Vice Presidents. Among other things the meeting authorised the newly elected Treasurer, Shri Sunil Chakraborty to open a Bank Account for the Federation in any bank convenient to him.

Complied with the request of BSEU Madras, as per their letter of 10th April 1959 to return to them the amount of Rs. 200/- which they had paid towards the item entitled "TCN Menon's Travel Fund Collection Rs. 234/-" appearing on the liabilities of the audited Statement of Accounts for both the years ending March 1959 and 60, This request had been reinforced by Shri Thyagarajan, delegate of the Union at the Conference.

The Working Committee sanctioned leave of absence for the General Secretary to enable him to attend the Meeting of the Trade Unions International of Chemical, Oil & Allied Workers taking

place in Prague, Czechoslovakia, and decided to meet next time in July, for which the Calcutta P.W.U. extended an invitation.

I shall write to you again clarifying certain points of the resolutions and also the action being taken on the resolutions.

I am also writing to you separately with regard to the annual contribution payments still remaining unpaid as well as any other item on accounts and will also send you the official receipts for the money paid to me by your delegation.

Photographs: In order to meet with wishes of all delegates I had arranged number of photographs to be taken of the session, delegates present etc. There are in all 22 different photographs taken. The first seven views the inauguration meeting and which the delegates had already had a look at before they left Bombay. Briefly, the first 4 pictures the Presidential platform showing 1) Chairman Reception Committee reading the address, 2) Com. Bankim Mukerjee delivering the speech, 3), 4) & 5) General Secretary, then Asst. Secretary Sharma and Shri Y.D. Sharma reading the messages, 6) President reading his speech and the 7th a sectional view of the audience at the inauguration. The next 9 views - Nos. 8 to 16, are of the Delegates' Conference in session. 8 is group of Madras, Bombay and Poona Delegation, 9) group of Delhi and Calcutta Delegations, 10), 11) and 12) covers all the delegation in which No. 10 gives a better view of the Delhi Delegation, No. 11 Calcutta Delegation, No. 12 Madras PWU Delegation and Nos. 13, 14, 15 & 16 deal with the views while General Secretary delivers his report. Conference hall is prominent in 13, total view of the delegation in 14 and 15, and No. 16 - Presidential row with Shri Guruswamy and Shri Shivaji Patil and Com. Bankim Mukerjee also caught by the camera. Nos. 17 to 21 deal with the rally. No. 17 pictures the Calcutta delegation being introduced, 18) Delhi delegations, 19) Com. Menon addressing, 20) Shri Shivaji Patil addressing and 21) Shri Bose addressing. The last photograph No. 22 is a group taken at the request of the Refinery Delegates and observers along with such members of the Working Committee as were then present.

I am sorry that due to rush many of the delegates who were anxious to have with them photographs of this Conference and its activities could not see all the 22 photographs taken, though quite a number of them may have seen the first 16. All those anxious also could not place their orders and get the copies before they left.

The purpose of my writing to you now is to find out from you whether your Union and any delegates are anxious to possess any of these photographs in which case please remit to me @ Rs. 1.75 per copy, because all the photographs are in cabinet size and this is the best price I could negotiate.

Lastly, I have posted already to the address of affiliated unions equal number of copies as constituting delegation which attended the Conference, of Press Communique, the text of the resolutions as well as copies of the 3 last messages which were received after the Conference concluded. Affiliated Unions are requested to hand them over to the respective delegates, who also include the newly elected Working Committee Members, so that their files will be complete.

Yours truly,



G. Sundaram
GENERAL SECRETARY

petroleum Workers Union, 4215, Telmandi, Paharganj, New Delhi.

Circular to all members

"Our efforts have brought fruits" "We will come out as victorious" "Keep up the spirits" "Go on showing resentment"

"Parliament is in motion"

We are glad to inform you that your efforts have brought fruits and therefore wish you to continue with same zeal and desire. To be brief we reproduce below a cutting from Hindustan Times dated 11th April, 1961

"MPS CONCERNED AT OIL FIRM'S QUIT NOTICES ON INDIANS

(By our Parliamentary Correspondent)

New Delhi, April 10 - Minister for Oil and Mines K.D. Malaviya had to face a barrage of questions in the Lok Sabha today on the retrenchment of several Indian employees by the Caltex Oil Company. The replies given by him not only left the members cold but also brought sharp comments from the Speaker.

Several members, including Mr. Hem Barua (PSP) and Mr. Sachan Gupta (Comm) voiced strong concern at the policy of foreign companies in India in regard to the employment of Indian personnel. Mr. Gupta asked what steps the Government proposed to take to prevent Caltex from retrenching Indian employees, a number of whom had been served with quit notices.

There were protests from the Opposition benches when Mr. Malaviya, virtually justifying the Caltex's action, said in view of the pressure put by the Indian Government on the oil companies to reduce the prices of petroleum products, they (companies) were no longer in a position to retain such an army of workers. The Government could do little in this matter.

The Speaker interjected and asked why the "axe should fall on the Indian employees." He recalled the statements made on the floor of the House from time to time by the former Commerce and Industry Minister, Mr. T.T. Krishnamachari, that the Government was taking steps to see that the staff in the foreign concerns in India was gradually Indianized. He was, therefore, surprised that quite the contrary was happening now.

OBLIGATION

In other countries, the Speaker said, the Government imposed an obligation on foreign concerns to employ their own nationals. If the Government here had no control over these companies, then gradually they would eliminate the Indian employees.

Mr. Malaviya explained that a large number of employees in Caltex were Indians. Hence, if any retrenchment was to take place, the Indians would inevitably be affected. He had also been informed that Caltex was contemplating reduction in expenditure at the top.

Mr. Barua: Has the Government asked them why they are retrenching so many people?

Mr. Malaviya: The Government has not been told any thing about it. I have no information in regard to any specific reduction.

Answering Mr. Vithal Rao (Comm), the Minister said there was no proposal before the Government to nationalize the oil refineries in the country. The Government had succeeded in getting large number of Indians employed in these refineries. If these firms adopted a policy of retrenchment then it would naturally be to the disadvantage of the Indian employees.

The Speaker said the Government should take steps to see that the Indian employees were not discriminated against and ensured full protection."

We therefore call upon you to join shoulder to shoulder and give a good fight to the company as well as to the government (which seems to be mis-guided) so that the company is forced to restore the services of our affected brothers.

Much depends upon Caltex New Delhi Unit workers who are to give lead to the rest of the employees in the whole District.

In order to achieve success you have to show your resentment in every way to the company as well as to the Government and then Union can assure you that success is yours.

Strengthen your unity

Believe in unity

Unity means success

petroleum Workers' Union Zindabad.

Note:-

We have been shocked to note that Shri K.D.Malaviya seems to be misinformed or ill-informed that is why he has given the impression to the Parliament that in this industry many people are employed by using the words ("army of workers) We have to send our strong protest and convince the Government that this industry is under-employed and there is still a double potential of employment than the present so called army of workers as used by the Hon. Minister. Half of the labour working in their factories is still rotting in the hands of these contractors who should be directly employed by these oil companies. Unnecessary and beyond India's requirement, rationalisation has been introduced in this industry.

General Secretary,
Petroleum Workers' Union, Delhi.

A copy of the Resolution adopted at the General
Body Meeting held on

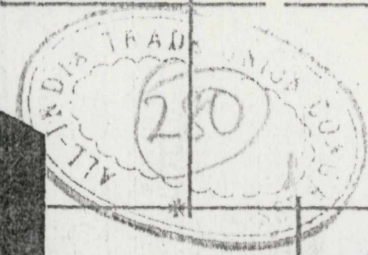
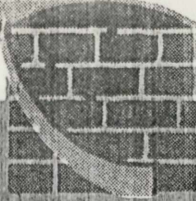
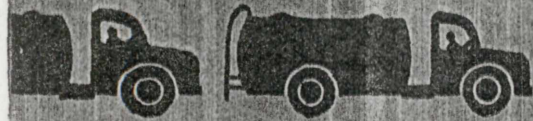
"This General Body Meeting of Petroleum Workers' Union,
.....view with great concern the recent
premature retirements/terminations of services of numerous employees
of the Company on the false plea of economy drive.

This General Body Meeting considers this outright attack
on the livelihood of the employees and their dependents as a pre-
planned drive to introduce rationalization, effect retrenchment,
inspite of their expanding business to hoodwink the Indian Public
as well as Indian Government. This body cannot reconcile itself
with the recent policy of the Company as, on the one hand the company ~~has~~
has resorted to the above drastic measure in utter disregard of the
service rendered by the employees and the future of their dependents
and on the other hand, they have been and still continue to recruit
persons who are related to the big business magnates and bureaucrats.
They also continue to give extensions to their favourites even though
they have crossed their superannuation age. It is strange that the
Company should ignore the simple principle of natural justice of
"last come first go".

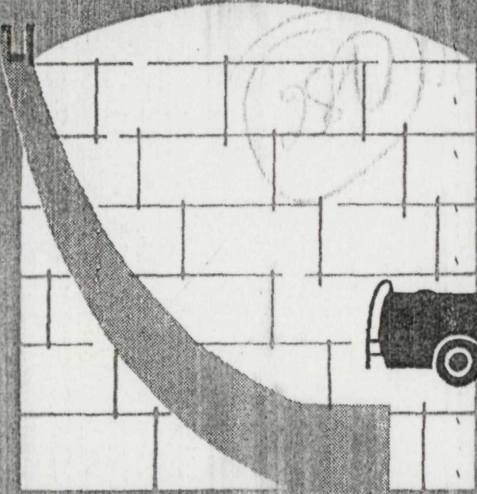
This body, therefore, feels very much indignant over the
present offensives on the employees and takes the opportunity to
lodge its protest. This body also calls upon the Company to re-
consider their attitude and withdraw the letters issued and reinstate
the affected employees. This action in the opinion of house will
truly fulfill the slogan of "Caltex Family" and save it from its
disintegration.

This meeting sincerely request the Central Office of the
Petroleum Workers' Union, Delhi as well as the All India Petroleum
Workers' Federation to take up the matter strongly with the Company
and mobilize the employees.

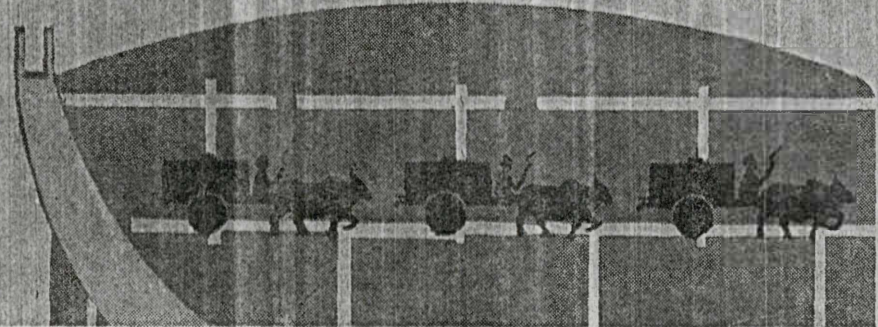
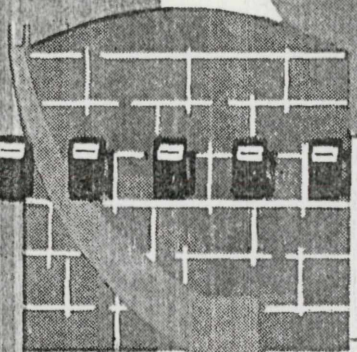
This meeting further request the Local Secretary to forward
a copy of this resolution to General Office at Bombay and Controlling
Officer at New York.



1st Annual Report
1959 - 1960
(From April 1959 To March 1960)

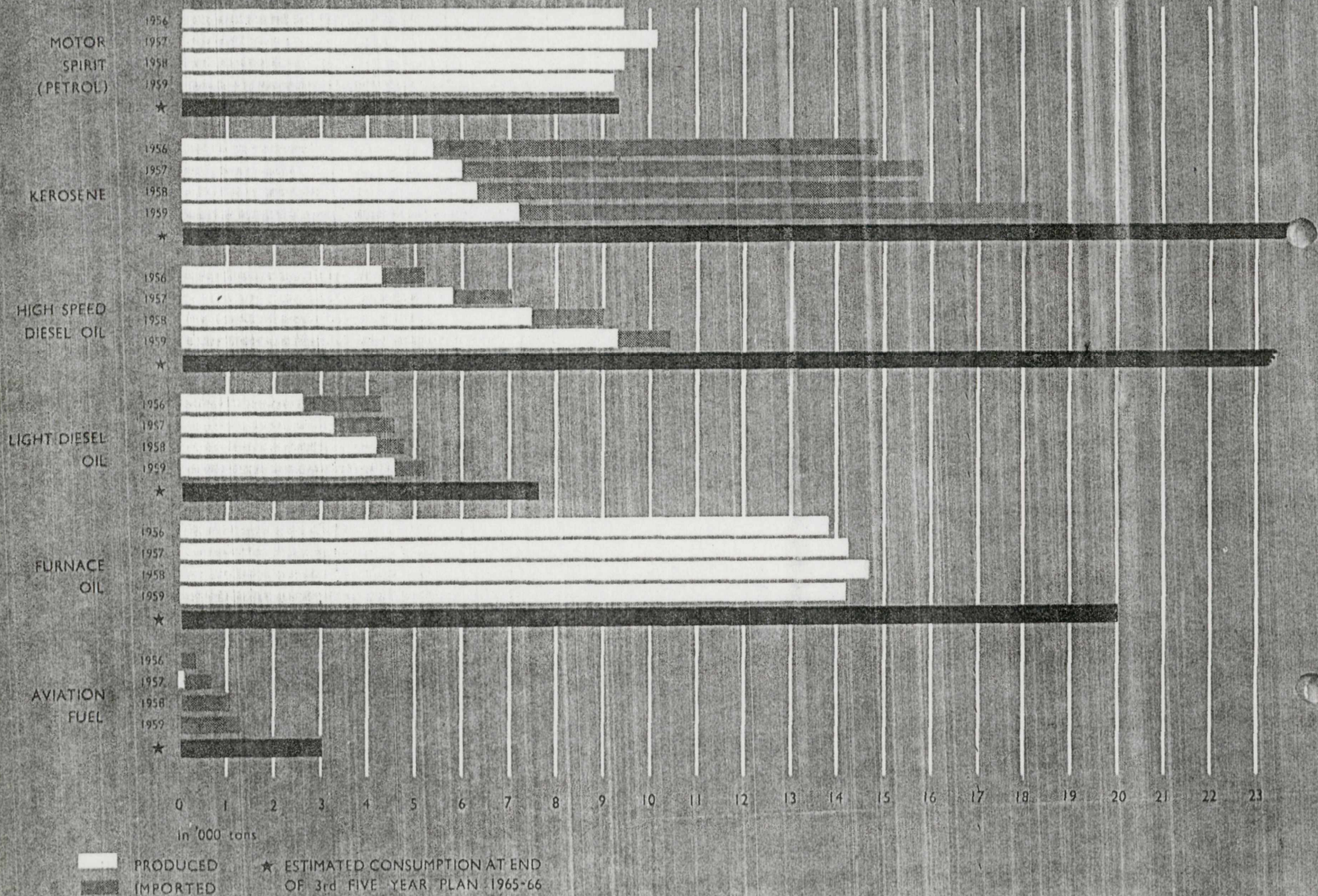


Bygone
INDIAN OIL COMPANY LIMITED



CONSUMPTION OF PETROLEUM PRODUCTS IN INDIA

(PRODUCTION & PRODUCT IMPORT DISTINGUISHED)



In '000 tons

□ PRODUCED
 ■ IMPORTED

★ ESTIMATED CONSUMPTION AT END OF 3rd FIVE YEAR PLAN 1965-66

INDIAN OIL COMPANY LIMITED

1st Annual General Meeting

NOTICE

Notice is hereby given that the First Annual General Meeting of the Members of Indian Oil Company Limited will be held at the Company's Registered Office at "Rashmi", Carmichael Road, Bombay 26, on 28th December 1960, at 3-00 p.m., to transact the following business:—

"To receive and adopt the Directors' Report and the Balance Sheet along with the Auditors' Report for the period ended 31st March 1960."

By Order of the Board,
U. R. KURLEKAR,
Administrative Officer.

BOMBAY,
Dated, 12th December 1960.

*Note:—*A member of the Company entitled to attend and vote at the meeting is entitled to appoint a proxy to attend and vote instead of himself. A proxy need not be a member.

To

1. All Members.
2. A. F. Ferguson & Co.,
Chartered Accountants.

INDIAN OIL COMPANY LIMITED

1st Annual Report 1959-60

(From June 1959 to March 1960)

DIRECTORS' REPORT

To

The Shareholders,

The Directors have pleasure in submitting their First Annual Report with the audited statement of accounts for the year ended 31st March 1960.

Finance

During the year, shares of the value of Rs. 2,25,000 were issued and subscribed against the authorised share capital of Rs. 12 crores. The expenditure during the period was mainly in the nature of preliminary expenses including registration charges.

General

The Company was incorporated on 30th June 1959 and your first Directors were appointed by the President in the month of July 1959. The Managing Director was appointed in January 1960, Shri J. M. Shrinagesh in February and Sarvashri D. C. Baijal and Amolakh Chand in the month of March 1960. All these Directors continued on the Board till the end of the period under

review. Immediately after the formation of the Company, the Central Government (Department of Mines and Fuel) issued to the Company their Instrument of Instructions, in which the following were laid down as the main objectives of the Company:—

- (a) The Company shall take necessary steps to ensure that, within the shortest possible time, it is in a position to arrange for the supply of all petroleum product requirements of all Government Organisations (Central and State) all over the country.
- (b) With a view to be able to handle ultimately at least half of the trade in imports of deficit petroleum products, the Company shall take necessary steps to build up storage and other facilities, so that we have the advantages to effect imports not only from sources already availed of by the trade, but also from alternative sources as well.
- (c) The Company shall build up as far as possible such additional distribution facilities (including retail outlets)

as may be warranted by the growing demand for petroleum products.

- (d) The Company shall take over at the refinery points the entire output (totalling to about 2.7 million tons of petroleum products) of the two refineries that the Indian Refineries Limited shall construct at Nunmati in Assam and Barauni in Bihar.

Imports of Products

Since none of the two planned public sector refineries were expected to go on stream even in the next year 1960-61, the question of imports of deficit petroleum products from the cheapest alternative sources was considered by the Company in consultation with the Central Government. Accordingly in March 1960, it was decided that in pursuance of the Trade Agreement between the Government of the U.S.S.R. and the Government of India, Indian Oil Company should consider importing deficit petroleum products (Superior Kerosene, High Speed Diesel Oil and Aviation Turbine Fuel) from that country and with this end in view enter into negotiations with V/o Sojuznefteexport, Moscow G-200, Smolenskaja Sennaja 32/34 Moscow, U.S.S.R. (Russian Export Agency). During the period under review the negotiations were started, but the actual Agreement was finalised only in the next year, i.e. on 15th July 1960.

First Phase of Plan

In view of this decision to import Russian oil straightaway and also the necessity of taking over the production of the first of the two refineries which was expected to come on stream by the end of December 1961, the Board of Directors of the Company decided that instead of attempting a detailed plan for the entire country, the Company may prepare a limited plan for this purpose. The first phase of this plan of organisation was therefore taken in hand. (Note: This has since been submitted to the Central Government for approval.)

Main Installations

As the Company did not have any storage capacity of its own, discussions were started with the Central Government (especially Ministry of Defence) for handing over some of its installations, which were either lying unused or were inadequately utilised, to Indian Oil Company Limited. Negotiations were still in progress when the year ended. (Note: An installation at Bombay and another at Cochin have since been taken over.)

In short, this was the period during which the Company laid the foundations of its organisation and drew up an outline of its plan for distribution of imported products.

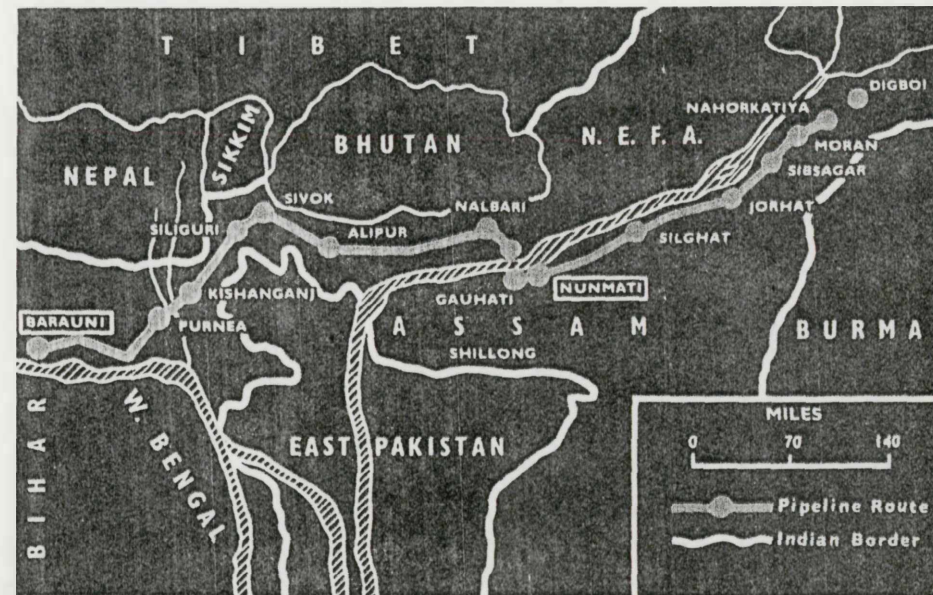
Meetings of Directors

During the period under review, your Directors met on three occasions and except in the second meeting when one of the Directors was granted leave of absence all the Directors were present for these three meetings.

Miscellaneous

Your Directors wish to place on record their appreciation of hard work put in by all the members of the Company's staff under difficult conditions. It is their zeal and effort that has been responsible for the Company's progress during the period under review.

IOC will take over the entire output of the two State-owned oil refineries being set up at Nummati (750,000 tons) and Barauni (2,000,000 tons).



INDIAN OIL COMPANY LIMITED

REPORT OF THE AUDITORS TO THE SHAREHOLDERS

We have audited the attached Balance Sheet of Indian Oil Company Limited, as at 31st March 1960, together with the Profit and Loss Account of the Company for the period from 30th June 1959 to 31st March 1960, annexed thereto, and report that:—

- (1) We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit;
- (2) in our opinion, proper books of account as required by law have been kept by the Company, so far as appears from our examination of the books;
- (3) the Balance Sheet and Profit and Loss Account dealt with by this report are in agreement with the books of accounts;
- (4) in our opinion, and to the best of our information and according to the explanations given to us, the Accounts give the information required by the Companies Act, 1956, in the manner so required and give a true and fair view—
 - (a) in the case of the Balance Sheet of the state of the affairs of the Company as at 31st March 1960,
and
 - (b) in the case of the Profit and Loss Account of the loss for the period ended on that date.

A. F. FERGUSON & CO.,
Chartered Accountants

BOMBAY, 10th August 1960.

COMMENTS OF THE COMPTROLLER AND AUDITOR GENERAL OF INDIA UNDER SECTION 619(4) OF THE COMPANIES ACT, 1956

I have to state that there are no comments upon or supplement to the Auditors' Report under Sub-section(4) of Section 619 of the Companies Act, 1956, on the accounts of Indian Oil Company Ltd. for the period from 30th June 1959 to 31st March 1960.

P. K. SEN,
Director of Commercial Audit

Dated, 11th November, 1960.

BALANCE SHEET AS AT 31st MARCH 1960

LIABILITIES	Rs.	nP.	ASSETS	Rs.	nP.
SHARE CAPITAL			FIXED ASSETS		
<i>Authorised</i>			As per Schedule 'A' annexed	20,488.00	
1,20,000 Equity Shares of Rs. 1,000 each ..	12,00,00,000.00		LOANS AND ADVANCES (Unsecured, considered good)		
<i>Subscribed</i>			Prepaid expenses	550.24	
225 Equity Shares of Rs. 1,000 each fully paid up in cash	2,25,000.00		CASH AND BANK BALANCES Rs. nP.		
CURRENT LIABILITIES AND PROVISIONS			In hand	189.68	
Sundry Creditors	14,876.89		In Current Account with Bank. 1,58,131.65		
				1,58,321.33	
			MISCELLANEOUS EXPENDITURE AND LOSSES		
			Preliminary Expenses .. 31,708.37		
			Profit and Loss Account .. 28,808.95		
				60,517.32	
Total Rupees ..	2,39,876.89		Total Rupees ..	2,39,876.89	

As per our Report attached.

BOMBAY, 10th August 1960.

A. F. FERGUSON & CO.,
Chartered Accountants

S. NIJALINGAPPA
B. ARORA
AMOLAKH CHAND } *Directors.*

Schedule 'A'

SCHEDULE ANNEXED TO AND FORMING PART OF THE BALANCE SHEET AS AT 31st MARCH 1960

FIXED ASSETS	AT COST			Net Depreciated Block as at 31-3-1960
	Additions from 30-6-1959 to 31-3-1960	Gross Block as at 31-3-1960	Depreciation to 31-3-1960	
	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.
Motor Car	14,094.44	14,094.44	234.44	13,860.00
Office Machinery	1,963.40	1,963.40	22.40	1,941.00
Air Conditioner	3,184.90	3,184.90	26.90	3,158.00
Furniture and Fittings	1,533.40	1,533.40	4.40	1,529.00
Total Rupees ..	20,776.14	20,776.14	288.14	20,488.00

BOMBAY, 10th August 1960.

A. F. FERGUSON & CO.,
Chartered Accountants

S. NIJALINGAPPA
B. ARORA } *Directors*

PROFIT AND LOSS ACCOUNT FOR THE PERIOD FROM 30TH JUNE 1959 (THE DATE OF INCORPORATION) TO 31ST MARCH 1960

	Rs. nP.	Rs. nP.	Rs. nP.
To Payments to and Provisions for employees:			By Balance carried to Balance Sheet 28,808.95
Salaries and Wages (including Rs. 7,212.91 to the Managing Director)	15,477.53		
Company's Contribution to Provident Fund (for the Managing Director)	809.14	16,286.67	
.. Travelling Expenses	6,859.74		
.. Motor Car Expenses	190.10	7,049.84	
.. Rent	500.00		
.. Hire charges for Office equipment and furniture	241.11	741.11	
.. Advertisements for Recruitment of Staff		785.06	
.. Telephone and Telegrams	160.54		
.. Printing and Stationery	1,250.81		
.. Postage	206.48		
.. Magazines and Periodicals	285.85	1,903.68	
.. Audit Fees	500.00		
.. Legal Expenses	28.00	528.00	
.. Insurance		54.80	
.. Rates and Taxes		23.33	
.. Miscellaneous Expenses		1,148.32	
.. Depreciation		288.14	
Total Rupees		28,808.95	Total Rupees 28,808.95

As per our Report attached to the Balance Sheet.

A. F. FERGUSON & CO.,
Chartered Accountants

BOMBAY, 10th August 1960.

S. NIJALINGAPPA }
B. ARORA } Directors

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PETROLEUM WORKERS' UNION
3 & 4 Hare Street,
CALCUTTA.

Regd.No: 4482

10th July, 1961

R E P O R T:

TO ALL AFFILIATED UNIONS:

Sub:- 2nd Delegates Conference held in
the premises of Mahabodhi Society
Hall, College Square, Calcutta on
8th & 9th July, 1961.

The Second Delegates Conference of the Union was held in Calcutta on 8th and 9th July, 1961, under the Chairmanship of Shri Bankim Mukherjee, M.L.A., President of the Union. 194 Delegates from different workplaces attended the Conference.

Shri. Indrajit Gupta, M.P., inaugurated the Conference on 8th July, 1961, and delivered a vigorous speech narrating the history of Trade Union Movement in our country and the contribution made by Petroleum Workers under the leadership of All-India Petroleum Workers' Federation. Shri. Gupta dealt with at length the role of monopoly capital in our country as well as in different countries under Capitalism, and the role of the working class for defending their rights and privileges through consistent struggle. In world Capitalism the Oil monopolists hold the supreme power due to the immense resources they have in their command. The Oil companies exploit people of all the countries where they operate. In this respect the Oil Workers in India bear great responsibility not only to safeguard their own interest in terms of economic benefits and for better working and living conditions, but also to fight the evil forces, the oil monopolists represent, in upholding the national interests and for maintaining peace and freedom in all the countries of the World. Shri. Gupta observed that Oil monopolists belong to a class which subjugates the people of Asian and African countries through economic exploitation, and to maintain that exploitation they do not even hesitate to endanger the freedom of those countries or engulf world peace with threats of global war. Therefore, the task of the working class is to liquidate all malicious attempts of imperialism and the Petroleum Workers' by virtue of their being employed by these monopoly Oil Concerns are in the deep of this struggle.

In the above perspective Shri. Gupta observed that it is necessary for Indian Oil Workers to co-ordinate their efforts with the Petroleum Workers in different countries for achieving greater unity and consolidation of their strength to liquidate the common enemy-imperialism the ugly shape of which we find in foreign oil companies who operate in our country as well as in different parts of the world. This

Shri. Gupta also discussed the importance of Oil Industry for industrial development of India and highly praised the Petroleum Workers for their consistent struggles in upholding and defending the national interest involved, in oil. Shri. Gupta highly praised the economic aids given to India by the Socialist countries, viz. Soviet Union and Rumania for attaining self-sufficiency in oil in order to meet her requirements from her own resources without depending upon the foreign monopoly oil companies. From the aids given for exploration, prospecting, drilling and finding of oil, installation of two refineries - one at Gauhati and the other at Barauni - and supply of crude and refined oil at much cheaper rates, it appears that socialist countries are alone interested in our achieving self-sufficiency in oil. In this connection, Shri. Gupta revealed how the foreign oil Companies are exploiting our country and how they are trying to obstruct the growth of our national sector in oil industry.

Shri. Gupta further observed that the oil workers are discharging great national responsibility entrusted upon them by circumstances and history besides fighting for their economic demands and for better working conditions. Shri. Gupta expressed his strong conviction that the Petroleum Workers will continue to play their role on the same line and be a substantial force in all struggles of the Indian working class for better living and working conditions, for safeguarding the democratic rights of the working class, for defending peace and freedom and for achieving industrial development and improved standard of living in order to enjoy the fruits of labour alongside the working class of all the countries in the world, in peace, freedom and democracy.

Comrade J. Vanhaute, Secretary-General of Trade Unions, International of Oil, Chemical and Allied Workers (W.F.T.U.) and Com. Forgas Paul, who came to India on the invitation of A.I.T.U.C., graced the occasion by their presence and conveyed warm fraternal greetings of the members of the Union they represented. Com. Vanhaute while delivering his speech discussed about the condition of Petroleum Workers in different countries of the world and the activities of WFTU in consolidating the unity and struggles of International Oil Workers in order to fight the yoke of war imposed by the imperialists (a substantial part of which is constituted by the monopoly oil companies) and to ensure the onward movement of the Petroleum Workers for improved working and living conditions. Com. Vanhaute also discussed the role of Oil monopoly capital in the international arena and also in colonial, semi-colonial and recently liberated countries and observed that so long these Oil monopolists exist, freedom, democracy and economic well-being of these countries will be always in danger. The foreign monopoly oil companies gain strength from colonial, semi-colonial and recently liberated countries for achieving their freedom and economic self-sufficiency and to safeguard their rights for self-determination. The more the people of colonial and underdeveloped countries gain strength, the monopolies becomes more weak and the working class particularly the Oil workers gain more and more strength in achieving their goal.

employers in different social, economic and political situations and this basic factor warrants concerted move by the petroleum workers of the said countries to fight against their common enemies. The situation, therefore, calls for greater unity and understanding among the oil workers of the world and W.P.T.U. is the prime organisation in giving lead to the oil workers in achieving this end. Comrade Vanhaute highly praised the lead taken by the Indian Oil Workers in this regard and expressed his firm belief that they would continue their efforts in achieving greater unity and understanding for the common cause the International Oil Workers stand for.

On conclusion of his speech Com. Vanhaute was highly applauded by the delegates. Com. Vanhaute presented an emblem of W.P.T.U. to the conference as a token of fraternal relation between WFTU and the Indian Oil Workers and this was acknowledged with tumultuous applause by the delegates.

After conclusion of Com. Vanhaute's speech Com. Sundaram, General Secretary of A.I.M.F., delivered a short speech in appraising the House of the significance of Com. G. Vanhaute's visit to India and the task ahead of Indian Oil workers for achieving greater unity and understanding among themselves and also with the Petroleum Workers in rest of the world for promoting the cause of International brotherhood of world working class.

Sri. Bankim Mukherjee, M.L.A. on behalf of all the delegates, conveyed the warm fraternal greetings to Com. Vanhaute and Forgaspaul and to Com. Sundaram and Indrajit Gupta, M.P. for their presence in the conference and for their most illuminating speeches. After exchange of greetings Com. Vanhaute and Forgaspaul along with Com. Sundaram took leave from the delegates for their onward journey to Delhi.

The messages/greetings sent by Sri. Guljarilal Nanda, Union Labour Minister, Secy. P. C. N. Monon, M.P., Burmah-Shell Employees Union, Madras, Petroleum Workers' Union, Delhi and others were presented to the Conference.

Sri. Atin Sadhu, Secy. presented the report of the Union to the conference on 8th July, 1961 and after lively discussion for two days the conference was successfully concluded on 9-7-61 with General Secretary's report unanimously adopted along with the following resolutions and election of new Office bearers:

1. Affiliation with All India Trade Union Congress.
2. Resolution for the Development of National Oil Industry for the Defence and Improvement of Public Safety and for safeguarding the interest of Petroleum Workers.
3. Resolution on Struggle of the Oppressed Peoples and Peace Movement.
4. Resolution on Housing.
5. Resolution on Demand 1961

- 4-
8. Government Cost Accountant's Report.
 9. Resolution on non-payment of balance Bonus to the members of the up-country staff in line with the Supreme Court decision on 1955 Bonus Appeal.
 10. Resolution on Up-Country Organisation.

The most significant events of this Conference were Comrade G. Vanhaute's presence and Petroleum Workers' Union's (Calcutta) decision for being affiliated to A.I.T.U.C. in pursuance of the earnest desire of the members.

All India Petroleum Workers' Federation

(Registered under Indian Trade Union Act 1926)

President:

Head Quarter Office:

Telegram: "OILWORKER"

Telephone: 61453

Gen. Secretary:

"Shramajeevi Avaz",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Ref. No.

Dated...6-8-61.....19

The General Secretary,
P.W.U.
CALCUTTA

REGARDING THE STRIKE OF THE INSTALLATION
WORKERS AT CALCUTTA.


Dear Comrade,

I refer to your letter dated 31st July 1961, which you have circularised to the other affiliated unions also. Since the event was given publicity throughout India through P.T.I., I thought you would help me with a detailed report with regard to certain aspects of this strike on which you have given no clarification in your letter.

1. The newspaper report was to the effect that the Bengal Oil & Petroleum workers Union advised the strikers to call off the strike and that the Labour Minister intervened. What is the role played by these two bodies vis-a-vis the role played by you in this strike.

2. Please read the front page report in the weekly "Current" of August 2, 1961 under the heading "Calcutta's strangest strike" written by the Editor himself. Have you sent a contradiction to the Editor for publication on the particular allegation in the report that "3,000 Oil Men wont trust Government with their Provident Fund" and the insenuation that "in other words they preferred to trust the private Sector Oil Companies than the Government of India." If you have not sent a contradiction of the damaging report to the Editor of that paper, I request that you do so without fail and let me have a copy which I can publish both in "Petroleum Mazdoor" and "Petroleum Worker".

Yours fraternally,


G. Sundaram
GENERAL SECRETARY.

cc: President, AIPWF.

cc: P.W.U. Madras.

cc: General Secretary, AITUC.

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Aug 23, 1961

Dear Com. Sundaram,

Thank you for your letter of 19th Aug.

2. This question came up to clarify if hunger strikes are violation of code of discipline. We maintained it is not. We still maintain it. It has not been properly reported in the minutes and we have lodged our protest against it and are raising it in the next ILC Session.

Agreement was that though hunger strikes are not violation of code of discipline, Labour Minister specifically appealed to avoid it till all other avenues of the redressal of grievances are finished.

There was no discussion on the grievance procedure as such.

We had referred certain cases where grievance procedure has not been set up by the employer and the Ministry of Labour asked the employer concerned to establish a grievance procedure.

We shall be justified in demanding setting up of grievance procedure on the basis of the Model approved by the tripartite body and if the management refused to comply, report it as violation of the Code.

As long the Grievance Procedure is not there, we have to follow the normal I.D. Act procedure for redressal of grievances.

I hope this clarifies the position.

With greetings,

Yours fraternally,

K.G.

(K.G. Sriwastava)

Com. G. Sundaram,
Petroleum Workmen's Union,
Bombay

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

" Shramajeevi Avaz " 34, Sewree Cross Road, Sewree

Ref:

Bombay 15, 19-8-61

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

A. I. T. U. C.	
I. R. No. 2897	Date 21 AUG 1961
File No.	Replied on

Dear Comrade,

Please refer to your letter of August 14, 1961. The decisions of the 19th Session of the Standing Labour Committee as published on pages 633/635 of the Indian Labour Journal - July 1961, were relied upon by me. There the item 11 is entitled Review of the Working of the Code of Discipline and Implementation Machinery. Sub para 4 of this item 11 states as follows:

"(iv) It was agreed that the existing machinery provided for the redress of grievances should be fully utilised in all cases and that hunger strikes should be particularly avoided."

I would now request you to let me know as to what position we should take.

Yours fraternally,


G. Sundaram
GENERAL SECRETARY

February 1, 1961.

Com. G. Sundaram,
General Secretary,
Petroleum Workers Union,
Shramjeevi Avar,
34, Sewree Cross Road,
Sewree,
Bombay-15.

Dear Comrade,

The conclusions reached in any meeting of ILO are of a recommendatory nature. We have to write to Government and agitate for its ratification and implementation.

The conclusions do not have binding force. For us, they are the basis of our agitation.

So please move accordingly.

With Greetings,

Yours fraternally,

(MS)

(K.G.Sriwastava)
Secretary.

Telegram: "OILWORKER" Bombay.

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

Tel: 61453

"SHRAMAJEEVI AVAZ"

34, SEWREE CROSS ROAD, SEWREE

Ref:

Bombay 15, 24th Jan. 1961

Gen. Secretary,
A.I.T.U.C., No.4, Asoka Road,
New Delhi 1.

Dear Sir,

ILO Petroleum Committee Conclusions
and actions taken on

Further to my letter of 24th December, I have received a reply from Burmah-Shell as per copy attached to which I have also replied as per copy herewith.

The second para of Burmah-Shell's letter is very revealing and I have not been able to tackle that issue in my reply. Please let me know as to what is position of the Govt. of India.

A reply came from Indoburma Petroleum Co. as per copy herewith which is helpful and I am pursuing the same.

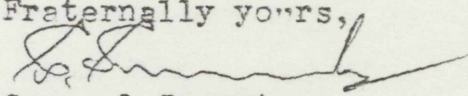
Both Galtex and Stanvac companies have not replied yet.

Conclusion No.49. The only company which gave a reply is Burmah-Shell which stated:

"We are not aware of the contents of Para 7(11)(b) of Conclusion No.49 referred to by you in your letter under reply."

I have answered them.

Fraternally yours,


General Secretary

Encl.3

*These are with conclusion of 1.60
we have to write to the Govt. to get them.
for attaching it should be a basis given
these conclusions may be a basis given
applied but not binding ms
207.*

COPY

BURMAH-SHELL OIL STORAGE & DISTRIBUTING CO OF
INDIA LTD, BURMAH-SHELL HOUSE, BOMBAY 1

IR.PWU.CON

6th January 1961

The General Secretary
Petroleum Workmen's Union
Shramajeevi Avaz
34, Sewri Cross Road
Bombay 15.

Dear Sir,

ILO Petroleum Committee - Sixth Session Re:
Conclusion No. 50 concerning Employer-Employee
Communication in the Petroleum Industry

We have for acknowledgement your letter of the 21st December 1960.

We have not yet been notified of the Conclusions reached in the Sixth Session of the I.L.O., which we understand have yet to be ratified by the Government of India.

Nevertheless, as you know, we have in force at our establishments a set grievance procedure for the redressal of grievances, which is in conformity with the Certified or Model Standing Orders for concerned employees. Under this procedure, an aggrieved employee can directly or through a member of the Works Committee, approach the Manager or any Officer appointed on his behalf. In the employee is dis-satisfied with the reply, he can renew his representation through the Works Committee or through the Trade Union functioning in the industry, of which he is a member. This arrangement has been working satisfactorily and does not, in our opinion, call for a change.

Yours faithfully,
For BURMAH-SHELL OIL STORAGE & DISTRIBUTING
CO. OF INDIA LTD.

sd/-

cc: MRTUC
AITUC - With a copy of the letter under reference
AIPWF

January 20, 1961

The Manager
Burmah-Shell Oil Storage & Distributing Co. of India Ltd,
Ballard Estate, Bombay 1.

I.L.O. Petroleum Committee - Sixth Session
Re: Conclusion No. 50 concerning Employer-
Employee communication in the Petroleum
Industry.

Dear Sir,

We note what you write in the last para of your letter IR.PWU.CON
of 6th January 1961.

You state that you have in force at your establishments a set
grievance procedure which is in conformity with the Certified or Model
Standing Orders for concerned employees. You further state that the
arrangement outlined by you has been working satisfactorily and does not,
in your opinion, call for a change.

First of all you are aware that the Model or Certified Standing Orders
do not apply to your employees in all establishments. For example,
there is no set grievance procedure in your Santacruz establishment
and which therefore has caused a lot of strife already. There is no
set grievance procedure in any depot or office establishments for that
matter.

Secondly, the provisions in the Model or Certified Standing Orders have
been adjudged as inadequate for purposes of Grievance Procedure set by the
Tripartite Indian Labour Conference Sub-Committee. Only after such
an evaluation, an elaborate and adequate procedure was prescribed for all
employees to follow.

Thirdly, whatever set procedure you may have, is not working satisfactorily
for the employee. It may work satisfactorily for you. What is necessary
is to have a grievance procedure which will work satisfactorily with
you and to the employees. That can happen only when you agree to it
and frame a mutually satisfactory procedure on the lines of the prescribed
model grievance procedure.

We therefore reiterate that a grievance procedure on the lines prescribed
by the Model Grievance Procedure be framed mutually satisfactory to both
and applicable to all establishments. Moreover you have not dealt with
the points raised in paras No. 3 and 4 of our letter.

Please let us know.

Yours faithfully,

GENERAL SECRETARY

C O P Y

The Indo-Burma Petroleum Company Ltd.,

Bombay 1.
3rd January 1961.

Ref.R.8-A

General Secretary
Petroleum Workmen's Union,
Sewree, Bombay 15.

Dear Sir,

I.L.O PETROLEUM COMMITTEE - SIXTH SESSION

We would ask your reference to our copy of your letter dated 21.12.60 to the Major Oil companies and in particular reference to your queries/comments on grievance procedures. Kindly refer to your letter to this Company dated 29.9.1959 the last paras of which we undernote for your ready review.

" I have noted that you continue to be of the opinion that there is no reason to modify your existing procedure and that you would be prepared to discuss if we have any particular change in mind.

" I shall advise the workers on the lines of your writing and I shall certainly avail myself of your offer as and when difficulties crop up in carrying on with the existing grievance procedure."

We do not think there is anything we can usefully add insofar as you have made no approach to us in the interim.

As regards preparing minutes of discussions held on important issues we are willing to introduce this procedure immediately on the sole condition that the minutes should not themselves give rise to further extensive discussion/recrimination.

In regard to Notices, we really think there is no need to send you copies of notices relating to internal workings and administration. You are aware that we are ready to meet and discuss any matter which gives you or your members valid concern.

Wishing you the Compliments of the Season.

Yours faithfully,
Sd/ N. Whitehead
Managing Agents.

All India Petroleum Workers' Federation

(Registered under Indian Trade Union Act 1926)

President :

Head Quarter Office :

Telegram: "OILWORKER"

Gen. Secretary :

" Shramajeevi Avaz ",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Telephone: 61453

Ref. No.

Dated.. 24th Jan. 1959

280

C. A. Me
A. G. M.

Dear Com. Janakiram,

Thank you for your reminder of January 20.

I now find that the dates which I can conveniently fix are 13, 14, and 15 of March for the Delegates Conference.

Therefore we must have the meeting of the working committee on 11th and 12th. X

I am suggesting the above dates with the view that employee delegates can definitely resume work on 18th Saturday even if some of them may have to remain in Bombay on 16th for the newly elected Working Committee.

I am leaving tomorrow for Mandla for an urgent conciliation etc. of Caltex Installation workers there and will return to Bombay on 31st. Immediately thereafter, I shall issue all the notices and invitations.

Sincerely yours,

[Handwritten Signature]

cc. Com. Y.P. Sharma -
" Bankim Mukerjee
" T.C.N. Menon

20 FEB 1961

All India Petroleum Workers' Federation

(Registered under Indian Trade Union Act 1926)

President :

Head Quarter Office :

Telegram : "OILWORKER"

Telephone : 61453

Gen. Secretary :

"Shramajeevi Avaz",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Ref. No.

Dated... 14-2-1961.19

Shri Atin Sadhu
C/o. Petroleum Workers' Union
3 & 4 Hare Street
CALCUTTA

280

Dear Com. Atin Sadhu,

I sent a telegram to P.W.U. Calcutta on the 4th February, reading as follows:

"REFERENCE LETTER 24TH JANUARY COPY TO BANKIM REGARDING DATPS ANNUAL CONFERENCE CONSULT ANANT MUKHERJEE AND CONFIRM".

Having waited in vain for a reply I sent another telegram to your Union to-day, reading "REGRET NO RESPONSE MY TELEGRAM SEEKING ANANT MUKHERJEE'S CONFIRMATION DELEGATES CONFERENCE STOP OBTAIN APPROVAL WORKING COMMITTEE MEETING 20TH, 21ST CONFERENCE 22ND, 23RD, 24TH MARCH. TELEGRAPH URGENT.

You must have received or at least must have come to know the text of letter dated 20th January addressed to me by Com. Jankiram with a copy to Com. Bankim Mukherjee and my reply to him dated 24th January with a copy to Bankim Mukherjee. I have in that correspondence proposed Working Committee Meeting on the 11th and 12th and Conference on 13th, 14th and 15th of March, but since I did not get a prompt reply and since a month's notice has to be given for the Delegates' Conference I have suggested new dates in my telegram to-day. If for any reason these dates are not suitable a postponement by one week can be thought of. I see on my list of holidays for Maharashtra State that 30th and 31st March are Public Holidays because of Mhevir Jayanti and Good Friday. If employees convenience is to be given maximum consideration and if they do not wish to avail of or cannot utilise their vacation leave and if I am to presume that 30th and 31st March are holidays for petroleum workers throughout India and Casual leave can be had for three days, then the Conference dates can be Monday, Tuesday, Wednesday, 27th, 28th & 29th March, preceded by the Working Committee Meeting on 25th and 26th March. Any dates beyond these dates will not suit because P.W.U. Madras has fixed their Annual Conference for 8th and 9th and 10th April and I have consented to participate in that Conference in Madras.

As regards the venue of our Conference, I had already consulted Com. Bankim Mukherjee, T.C.N. Manon, Sharma as well as the members in Bombay and it was agreed to have it in Bombay. Working Committee's decision that the burden of the Delegates' Conference should not fall heavily on any single union and therefore in addition to the Delegates' fee a conference levy @ Rs. 4/- per day towards boarding and lodging expenses stands good for our Con-

To _____

Date: _____

ference in Bombay.

Com. Jenakiram had referred in the last para of his letter of 20th January to the rival INTUC Federation convening its session in February. From a news item which appeared on 28th February in a local language paper in Bombay, it appears that the INTUC Federation is holding its first annual convention in Calcutta on the 18th and 19th February. According to this news item representatives of Unions of Bombay, Madras, Cochin and Assam are going to participate to decide on a common line for negotiating new contracts with the Oil Companies. The announcement also says that INTUC Unions from the Public Sector Centers of Bombay, Khabarkotis & Gauhati are also sending representatives to decide the line to be taken for the type of relations to be established with the Government in the Public Sector Undertakings.

The latest information I have is that there is no following for Mr. Raja Kulkarni excepting his voice and the voice of a few self seekers in Bombay. Companies efforts in proping him up have not made any impression on the workers or clerks and all these may be the reason why he chose Calcutta and not Bombay as the venue for his session. It is surprising that the announcement does not make such of the following in Calcutta and in fact there is an absence of reference to the representative of Calcutta Union participating in the convention. What is perhaps more significant is that there is a complete omission of the Vizag Union, the president of which was elected as the President of this Federation when it was formed in Bombay.

Fraternally yours,



G. Sundaram
GENERAL SECRETARY.

cc: Com. Jenakiram
Thyagarajan
Shivaji Patil
T.C.E. Menon
Bankim Mukherjee
Kshiti Burman
Y.D. Sharma
M.P. Sharma

280
February 16, 1961.

Comrade G. Sundaram,
General Secretary,
Petroleum Workmen's Union,
"Shramajeevi Avaz",
34, Sewree Cross Road, SEWREE,
Bombay.15.

Dear Com. Sundaram,

Thanks for your letters of February 8.

Nobody even in the Ministry of Labour & Employment knows what is the full name of this firm "N.C. Corporation". We opposed their first report and their second decision was also taken when our representative opposed it.

I received a report from Com. Vithal Chaudhry. On our instance it has been agreed that the subject of works Committee will be discussed in the Standing Labour Committee at its next session in April 1961.

Your resolution on Oil remains as it was. No change.

Resolution on Social Security has been published in the last issue of Trade Union Record.

Now you can send me a note on the subject of exempting Gratuity from Taxes, giving reference to Law etc. I will see that it is put on the Agenda for Standing Labour Committee or Indian Labour Conference next time.

With Greetings,

Yours Fraternaly,

Vms
(K.G.SRIWASTAVA)
SECRETARY.

10 FEB 1961

Telegram : "OILWORKER" Bombay.

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

"SHRAMAJEEVI AVAZ"

34, SEWREE CROSS ROAD, SEWREE

Tel: 61453

Ref :

Bombay 15, 8-2-1961.....

A.I.T.U.C.
NEW DELHI

Gratuity benefit and Income-
tax deductions.

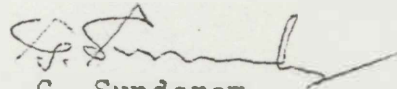
Dear Comrade,

I have not had the opportunity to go minutely through the working papers compiled by a Study Group on Social Security organised by the Government of India, but I know that the resolution that we passed in the 26th Session in Coimbatore refers to Gratuity as item 4 in the resolution.

is

My point in writing this note/to call your attention to the fact that Gratuity is subject to taxation with the result that nearly 1/3rd gratuity many a time is deducted by way of tax when the employee receives the gratuity amount when he retires. If we have not already taken a position I think we should now ask that gratuity also should be exempted from any tax, same one as Provident Fund is, so that the full benefit on Social Security provision reaches the employee concerned. If you consider it feasible you may ask for an item to be placed on the agenda at the next meeting of the appropriate Committee of the I.L.C.

Fraternally yours,



G. Sundaram
GENERAL SECRETARY.

110 FEB 1961

Telegram: "OILWORKER" Bombay.

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

"Shramajeevi Avaz" 34, Sewree Cross Road, Sewree

Ref:

Bombay 15, 8-2-1961

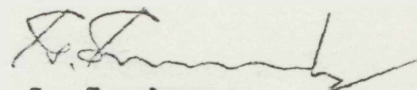
The A.I.T.U.C.
4, Ashok Road
NEW DELHI

Seminar on Works Committees.

Dear Comrade,

I do not know whether you have already received a write up from Com. Vithal Choudhury on the seminar on Works Committees which was held recently in Bombay under the auspices of the Central Board for Workers' Education. I have to bring to your notice that while I was presiding for one of the three papers of this Seminar, Shri R. L. Mehta, Under Secretary to the Govt. of India enquired of me as to who is the N.C. Corporation, represented by one Dr. Vaswani (lady), who was putting forward a particular line which of course I don't like and which I subject to appropriate criticism in my summing as the Chairman. The point is that while going through the tripartite decision I found that it was agreed on tripartite level that N.C. Corporation should be asked to conduct a study on the functioning of Works Committees. During this Seminar, an additional working paper was circulated entitled "Difficulties of Works Committees" under the signature of this lady Dr. Vaswani and she also addressed the Seminar at length in addition. I am sending herewith copy of this working paper, a study of which will certainly give you a clue to the manner in which this expert, N.C. Corporation, seems to play a role for the management. Any way that is my impression and I did reflect that point in my summing up because I was the Chairman for the working paper No. 2 in the Seminar.

Fraternally yours,



G. Sundaram
GENERAL SECRETARY.

Encl:

All India Petroleum Workers' Federation

(Registered under Indian Trade Union Act 1926)

President :

Gen. Secretary :

Ref. No.

A. I. T. U. C.
Received... 373/14-3-61
Replied.....

Head Quarter Office :

"Shramajeevi Avaz",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Telegram : "OILWORKE

Telephone : 61453

Dated... 11-3-61.....19

The General Secretary,
A.I.T.U.C.
4, Ashok Road
NEW DELHI

S.S.S.
Dr. P. Sundaram
to

(280)

Dear Comrade,

The 4th Delegates' Conference of the All India Petroleum Workers' Federation is being held in Bombay from the 27th to 29th March 1961.

This Conference is taking place not only in conformity with the provisions of the functioning of this organisation but also to take stock of the in-roads made by the Oil Monopolists in the living standards of the petroleum workers. The majority of the petroleum workers are in the private sector and particularly in the Distributing Operations. The three year collective contracts which were negotiated almost under a duress by the affiliated unions in the Distributing Operations are about to expire and one of the main tasks of the Conference will no doubt be to plan for a substantial advance in their living standards, in the struggle about to open after the termination of the existing collective contracts.

The oil workers are also engaged in the defence of their vital interest against the foreign Oil Monopolists and for further ameliorating their working conditions.

Our organisation always recollect with gratitude the good-will shown by you whenever we have had occasion to approach you for your good offices at times of crisis in the labour relations between our workers and the Oil Companies.

I extremely regret that I could not send you earlier information about the convening of our 4th Delegates' Conference.

I shall be grateful if you convey to me your valued message which I may read on your behalf to our 4th Delegates' Conference. It would give us great pleasure if notwithstanding my failure in not giving you longer notice, you are able to depute your representative to greet our Conference in person and deliver the message.

I fervently ask you to accept this invitation for attending the 4th Delegates' Conference and I look forward to hearing from you.

I have asked for a message from H.T.S. too

Fraternally yours,
G. Sundaram
G. Sundaram, GENERAL SECRETARY.

NATIONALISE THE PETROLEUM INDUSTRY

The foreign oil monopolies have been gloating that India is forced to import over 90% of the petroleum products consumed in the country either as crude oil or refined products. They further gloated that when the proposed Govt. refineries are put into operation some two years from now, and crude oil is drawn from reserves in Assam, India will still continue to be forced to import about 70% of its requirements. Unless additional reserves are located and drawn on, this 70% will again rapidly climb to the present more than 90%.

The consumption of petroleum products at present is around 60 lakhs tons and even at a modest annual (recurring) rate of increase at 7%, will amount to one crore tons and more in 1965.

About a hundred crores of rupees from India's foreign exchange resources have to be utilised to meet the present imports of both crude oil and refined products. This drain on foreign exchange will increase four-fold by 1976.

These grim facts of the foreign monopoly grip on one of the most vital sectors of our economy and defence, obliged the Govt. of India to take up the development of India's oil industry in the public State Sector which naturally unnerved the foreign oil monopolists.

The friendly help and technical know-how as well as the training facilities offered by socialist Soviet Union and Rumania who have rich experience of developing their oil resources at a fast developing rate in all phases of petroleum industry, viz. prospecting or exploring, producing, refining and distribution, placed the Govt. of India in a position to challenge slowly the monopolistic grip of the foreign oil companies. Both the Oil Minister Malaviya and Prime Minister Nehru rejoiced at the successful strike of oil in Cambay region of Gujerat in which India's oil technicians were assisted by Soviet and Rumanian specialists. Soviet and Rumanian monetary credits on terms favourable to India further helped the Govt. to take up the construction of oil refineries in Gauhati and Barauni and the further prospect of locating a refinery in Gujerat.

team of Soviet specialists now coming to help us in various ways open up the prospect of India's liberation from foreign economic stranglehold in petroleum industry no more ^{remaining} a dream of the Indian people but a practical possibility of the immediate future.

All these developments and the declaration in 1956 of organised petroleum workers under the aegis of the All India Petroleum Workers' Federation that the continuance of the Petroleum Distributing industry monopolised in the hands of the four foreign companies Burmah-Shell, Standard Vacuum, Caltex and Indo-Burma as a part and parcel of private sector, was a menace to the planned economic progress of India under the Second Five Year Plan and therefore demanded the immediate nationalisation of the distributing industry, ~~under the further pressure of public opinion~~ obliged the Govt. of India, under the further pressure of public opinion, to peep into the racketeering nature of the foreign business of petroleum industry, particularly the pricing methods and the structure of petroleum product prices.

A modest challenge of the exorbitantly profiteering character of the pricing system of the foreign oil companies not only led to many far-reaching revelations but also to considerable savings in foreign exchange and our revenue. It is known however that the oil companies are still resisting a full probe of their empire which will yield many more crores of rupees to the Indian exchequer. In fact, the onslaught through their henchmen on the policy of the Govt. to further develop the petroleum industry only in the State public sector, has increased manifold even while they are obliged to give up under the pressure of public opinion some of the key positions they are holding, e.g. the infamous Indo-Stanvac project which established a record for ~~dixxxxxxxxxx~~ drilling ~~ix~~ dry holes mostly at the cost of the Indian taxpayer.

The audacity of the foreign companies reached its height when the Govt. of India in its anxiety to conserve our slender foreign exchange resources, proposed recently to the foreign refineries in Bombay that they utilise the Soviet crude Oil which the Govt. could acquire not only at a

rupee exchange basis. Their audacity in refusing to take the crude oil offered by our Govt. is motivated by the single fact that even such a minor change dictated by national interests will spell a further doom to the exorbitant profiteering character of their business in India. This profiteering character had earlier been exposed in the surrender by Burmah Shell first and by Stanvac recently of the duty protection benefit which the oil refineries had dictated as a further measure of super profits to Govt. of India in the one-sided ^{and colonial-type} ~~characteristic~~ agreements imposed by them for establishing their refineries in our country five years ago. It is known also that the Caltex refinery is still refusing to follow suit and is insisting on its pound of flesh.

the 26th session of the AITUC declares that the foreign oil companies have no more the right to hold India to ransom. The audacious challenges they are throwing to our Govt. from day to day have to be met and can be met. Efforts by the Govt. to control or regulate them will not serve the national needs because the foreign interests are entrenched in many quarters of our economy and administration from where they are bound to thwart and sabotage the feeble steps taken by our Govt. as was witnessed recently in the manoeuvres and sabotage by Stanvac of the attempt by Govt.-owned Indian Oil Company to switch our public road transport in the first instance to the cheaper Soviet High Speed Diesel Oil, the first consignment of Indian-owned oil recently landed in Bombay and Cochin ⁱⁿ Govt.-owned storage.

The 26th session of the AITUC declares that national interests must prevail over foreign profiteering and sabotage.

The 26th session therefore demands that the Govt. of India nationalise all the foreign holdings in the petroleum industry and assure the Govt. that the organised working class of our country and particularly the organised petroleum workers will fully and whole-heartedly support such a bold step which has now become inevitable.

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March 21, 1961

Com. G. Sunderam,
General Secretary,
All-India Petroleum Workers Federation,
Shramajeevi Avaz,
34 Sewree Cross Road,
Bombay 15
.....

Dear Comrade,

Many thanks for your letter dated March 17,
1961, addressed to Com. Dange.

This is to confirm that Com. Dange has
agreed to inaugurate the 4th Conference of the
AIPWF at Bombay on March 27.

Com. Dange is going to Bombay on March 26,
and you please contact him there.

With greetings,

Yours fraternally,

MS
17
(K. G. Sriwastava)
SECRETARY.

All India Petroleum Workers' Federation

(Registered under Indian Trade Union Act 1926)

President :

Head Quarter Office :

Telegram : "OILWORKER"

Gen. Secretary :

" Shramajeevi Avaz ",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Telephone : 61453

Ref. No.

received 447/12-3-61
Police

Dated 17-3-1961 19

Com. S.A. Dange,
General Secretary,
A.I.T.U.C.
4, Ashok Road
NEW DELHI

Inauguration of 4th Delegates' Conference

Dear Comrade,

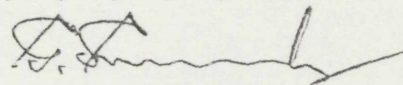
I have already informed by my letter dated 11th March 1961 that the 4th Delegates' Conference of the A.I.P.W.F. is taking place in Bombay on the 27th, 28th and 29th March 1961.

The purpose of writing this letter is to request you to be kind enough to inaugurate our Conference and oblige us.

I do hope that you will accept this invitation and request you to confirm the same so that I can make the necessary announcement.

Thanking you and with fraternal greetings,

Yours sincerely,



G. Sunderam
GENERAL SECRETARY

Yes.
S.A.D.

ALL INDIA PETROLEUM WORKERS' FEDERATION
"Shramajeevi Avaz"
34, Sewree Cross Road, Sewree,
BOMBAY 15.

March 17, 1961

CIRCULAR

All Working Committee Members:

4th Delegates' Conference

Dear Sir,


I have so far received confirmation from the Calcutta Union only, by which they informed me that 11 delegates, 4 Working Committee Members and an Observer will attend the Delegates' Conference and they expect their President, Com. Bankim Mukerjee also to attend.

Inauguration: As you know it was not possible to convene a meeting of the Working Committee which could go into and decide all issues for the convening and organising this Conference. It was also for this reason that in the notice I issued to all Affiliated Unions as per my circular of 22nd February, that I relied upon the decision of the Working Committee meeting which took up the organisational responsibility for the previous Delegates' Conference.

Following the same logic and as I am aware that we had Com. S.A. Dange, 3rd on the list for inaugurating our Conference (failing 1st, Shri G.L. Nanda and second, the then Mayor Aruna Asraf Ali), I approached Com. Dange (he came to Bombay only yesterday evening and left this evening) to-day and requested him that he agree to inaugurate our Conference. I am glad to inform you that he has orally consented to do so. Accordingly, I have written to him to confirm, which we can take as a formal affair.

"Petroleum Worker": I am sorry that the important special issue containing particularly the analyses of all the long term agreements together with the wage charts has been delayed. I am, however, glad to inform you that the period of trial I have undergone in bringing out this issue has come to an end and I hope to send by air freight the copies to the Affiliated Unions, if not on Sunday, 19th at least by Monday, 20th. I do hope that a study of the material will enable the leaders of Affiliated Unions to mould their opinion for the deliberation of our Delegates' Conference.

Yours truly,



G. Sundaram
GENERAL SECRETARY.

cc: All Affiliated Unions.

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

A. I. T. U. C.
Received 446/12-3-61
Ref: Replied.....

" Shramajeevi Avaz " 34, Sewree Cross Road, Sewree

Bombay 15, 17-3-61

The General Secretary,
A.I.T.U.C.
4, Ashok Road
NEW DELHI

230

Workers participation in Management

Dear Comrade,

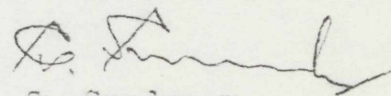
A news item appeared both in the Free Press and Indian Express of 17th March 1961 mentioning that:

"In pursuance of Government's desire to extend the scheme of workers' participation in management, the Labour Minister, Shri G.L. Nanda, is meeting here representatives of the managements and the unions of five major undertakings in the private sector between March 21 and 23 to discuss with them the question of setting up joint management councils in these units."

The first of the five units listed in the news item is Burmah-Shell Refineries, Bombay.

Neither the Union nor I (President) have any intimation and I would like that you let me know in detail as to what we both should do arising from this news item.

Fraternally yours,



G. Sundaram
GENERAL SECRETARY.

SAD

GANPAT SUNDARAM
c/o.PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

Tel: 6422

" Shramajeevi Avaz " 34, Sewree Cross Road, Sewree

Ref:

366/14-3-61

Bombay 15, 8-3-1961

280

The Regional Passport Officer,
Army and Navy Building,
148, Mahatma Gandhi Road
BOMBAY 1

Dear Sir,

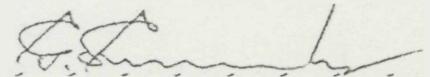
Application for the extension
of validity of passport.

Please refer to correspondence ending with your F.10(4474)60/RPO/R dated December 15, 1960. I am now enclosing herewith a copy of a letter dated 21st February 1961 received by me on the 4th March. You will see therein that I have been invited to attend the meeting of the Administrative Committee being held in Prague during May this year and it is likely that I may also visit other countries who are members of the Trade Union International as per their invitations.

I therefore request you to let me have by return my passport after extending its validity.

Thanking you,

Yours truly,



GANPAT SUNDARAM

cc: AITUC. ✓

TRADE UNIONS INTERNATIONAL OF CHEMICAL, OIL AND
ALLIED WORKERS
(Trade Department of the W.F.T.U.)

Budapest 21-2-61.

367/14.3-61

Com. G. Sundaram
Gen. Secretary
"Shramajeevi Avaz"
34, Sewree Cross Road,
Sewree, BOMBAY 15, India.

Dear friend,

please find here the summons to the meeting of our Administrative Committee; according to our understanding at former such meetings, this is at the same the invitation to participate.

we are very anxious to be assured of your presence in this important meeting and we request you to take all the necessary steps to be able to participate.

We request you also to give us your personal data: name, family, name, date and place of birth, number of passport to facilitate the obtention of a visa.

We also request you to send the same data to Comrade Vesely, whose address we give below. He is charged with the practical organisation of the meeting and with the intervention at the Czechoslovak authorities for the visa.

As regards the tickets, we are just taking the necessary measures together with the Soviet trade Unions for your passage being effected through the USSR: we shall send you the necessary indications and the ticket which will enable you to reach the USSR.

Looking forward to meeting you soon and awaiting your answer, we remain, dear friend,

Yours fraternally

for the TUICOAW

Sd/-

G. Vanhaute, Gen. Secr.

Address of Vesely:

Vaclav Vesely, President of the
Federation of Chemical Workers
Nam, G. Klimenta C.2
PRAHA XI; Zizkov, Czechoslovakia.

TRADE UNIONS INTERNATIONAL OF CHEMICAL, OIL
AND ALLIED WORKERS
(Trade Department of the W.F.T.U.).

Budapest 21-2-61

368/14/3-61

Mr. G. Sundaram
General Secretary
"Shramajeevi Avaz"
34, Sewree Cross Road
Sewree, BOMBAY 15.

To all members of the Administrative Committee, the Auditing Commission and to the invited guests.

Dear friends,

the Secretariat of the Trade Unions International, in agreement with the Secretariat of the World Federation of Trade Unions, decided to hold the 11th meeting of the Administrative Committee of our TUI from the 16th to the 19th of May 1961, in Prague (Czechoslovakia), with the following agenda:

1. The activity, orientation and the tasks of the Trade Union International by applying the decisions of the Executive Committee of the WFTU in the cadre of the preparation of the Vth World Trade Union Congress.
2. Report on the activities and tasks of the industry commission
3. Financial report and report of the Auditing Commission.
4. Diverse questions.

We request the members of the Administrative Committee and the invited guests to make themselves free for this time.

The Federation of the Chemical workers of Czechoslovakia had the amiability to be at the disposal of our TUI for the practical organisation of the meeting and the stay of the delegates in Czechoslovakia.

The Secretariat will communicate you the decisions of the last Executive Committee of the WFTU which is going to be the basis of orientation in the fulfilment of the future tasks of the TUI.

We shall also send you a short note containing the main points to be discussed in the reports on the 1st and 2nd item of the agenda, enabling each delegate to prepare for the discussion.

The Secretariat requests the delegates to arrive in Prague on the 15th of May 1961.

The Federation of the Chemical Workers of Czechoslovakia, availing itself of the opportunity of the presence of the delegates, wants to arrange a programme for them, after the session, until the 25th of May. Hence we request the delegates to arrange their departure according to this programme.

We shall send you in the near future all the necessary indications for the preparation of the Administrative Committee.

With best wishes and trade union greetings

for the TUICOAW

Sd/-
G. Vanhaute
General Secretary.

COPY

280

From

March 8, 1961

Ganpat Sundaram,
C/o Petroleum Workmen's Union,
34 Sewree Cross Road, Sewree,
BOMBAY 15

To

The Regional Passport Officer,
Army and Navy Building,
148 Mahatma Gandhi Road,
BOMBAY 1

Application for the extension of
validity of passport.

Dear Sir,

Please refer to correspondence ending with your F.10(4474)60/RPO/R dated December 15, 1960. I am now enclosing herewith a copy of a letter dated 21st February 1961 received by me on the 4th March. You will see therein that I have been invited to attend the meeting of the Administrative Committee being held in Prague during May this year and it is likely that I may also visit other countries who are members of the Trade Union International as per their invitations.

I therefore request you to let me have by return my passport after extending its validity.

Thanking you,

Yours truly,

Sd.

GANPAT SUNDARAM

Encl:

COPY

TRADE UNIONS INTERNATIONAL OF CHEMICAL, OIL
AND ALLIED WORKERS
(Trade Department of the WFTU)

Budapest, 21.2.61

Mr. G. Sundaram,
General Secretary,
Petroleum Workmen's Union,
Bombay

Dear Friend,

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Sd. G. VANHAUTE,
General Secretary

Burmah-Shell Employees' Union

(Regd. No. 1100.)

Branch:

20/370, Timvottiyur High Road,
TONDIARPET, MADRAS-21.

President:

Shri S. GURUSWAMY, (A.I.R.F.)

Head Office:

"COLLEGE HOUSE"
17, Baker Street,
MADRAS-1.

Ref. No. BSEU/BLDG

Dated 18 Feb 19 61

Hon'ble Sir,

Our Union has a membership of 2000 employees of Burmah-Shell working in the 4 Southern States of India viz., Madras, Andhra, Kerala and Mysore. Our Union was started in the year 1950 and has been functioning as an effective independent Trade Union.

We are constructing our own Union Building at a cost of about Rs.50,000/- at Madras. The Hon'ble Chief Minister of Madras, Shri K.Kamaraj has kindly consented to declare open our new building in the first week of April 1961. On this occasion we intend bringing out a Souvenir.

We request your goodself to kindly contribute an article on any subject concerning Labour. We are very sorry to inconvenience you with such a short notice and in case it is not possible for you to give us an article, we would request you very much to kindly send us a message at least.

Thanking you,

Yours faithfully,

N. Thiagarajan

Com.S.A.Dange, M.P.,
New Delhi.

(N.Thiagarajan)
General Secretary.

ALL INDIA PETROLEUM-WORKERS' FEDERATION
BOMBAY 15.

Feb 14, 1961

CIRCULAR TO ALL AFFILIATED UNIONS
AND WORKING COMMITTEE MEMBERS.

Dear Sir/s,
Sub: Burmah-Shell Refinery Workers
succeed in bonus dispute in the
Appeal before the Supreme Court.

I reproduce below the text of the Judgement delivered by the Supreme Court on 1st February 1961. I shall reproduce the Judgement in the "Petroleum Worker" also and in addition the Bombay Petroleum Workmen's Union will reproduce it in their monthly organ "Petroleum Mazdoor".

There are various implications which have to be carefully gone into in order that the benefit of this appeal is reached to all petroleum workers, both manual and clerical. We are bound to take it as an important item of the agenda for our ensuing Delegates' Conference.

Yours truly,



G. Sundaram
GENERAL SECRETARY.

JUDGEMENT.

DAS GUPTA. J: This appeal by special leave arises out of an industrial dispute between the appellant company, and their clerical staff on the question of bonus for the year 1956. The demand of the workmen was for bonus equivalent to 8 months' total earnings of the year. The company resisted this demand mainly on the ground that there was in existence an agreement between the company and its labour employees, whereby bonus for the year 1956 had been settled at 4½ months' basic wages, that the general practice in awards in the matter of bonus had in the past been to award or grant lesser amounts to clerical employees than to labour, and that in any case, to grant the same rate of bonus to clerical employees and labour employees would be "to encourage or to invite strife and discontent". The Tribunal held that such an agreement as regards bonus for 1956 had been voluntarily entered into on behalf of the workers and was beneficial to them; and was of opinion that the bonus to the clerical staff ought to be on the same scale. On the one hand, it rejected the clerical staff's claim for bonus at a higher rate than what the workmen were entitled to, as this "would lead to industrial discontent and strife", and on the other held that there was no reason to grant the bonus at a lower rate. Accordingly it awarded bonus to clerical staff at the rate of 9/24ths of the basic wages, to the clerical staff, for the year ending December 31, 1956.

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Two content/were raised in appeal. The first is that the Tribunal erred in awarding bonus without having recorded a conclusion as regards the existence and extent of the gap between the actual wages received by these workmen and the living wage. The second contention urged on behalf of the appellant is that the Tribunal erred in granting to the clerical staff bonus at the same rate as was payable to the labour staff, on the basis of the agreement, and should have granted bonus to the clerical staff at a lower rate.

The appellant cannot however be allowed to urge the first contention in this appeal because such a contention does not appear to have been seriously raised before the Tribunal. It is true that in the first part of the written statement filed before the Tribunal on behalf of the Company a statement was made that "the company, craves leave to refer to and rely on, as if incorporated herein, its written statement filed before this Hon'ble Tribunal in Ref. (I.T.) 279 of 1957, and repeats and adopts all the submissions and averments made therein" and that in the written statement filed therein a question that in view of the high wages paid by the company no gap existed between the actual wage and the living wage, was taken. Not only was no independent statement made in the separate written statement which was filed in the present reference, i.e. Ref. No. (I.T.) 106 of 1958 on this question but we find no reference at all in the award made by the Tribunal which heard both the references together to any contention of this nature. No ground that the Tribunal had granted bonus without coming to a conclusion as regards the existence and extent of a gap between the actual wage received by the workmen and the living wage was taken in the petition for special leave to appeal. Even in the statement of case filed on behalf of the appellant no such question had been raised. It is not therefore open to the appellant to urge such a contention now.

In support of the other contention that the Tribunal was in error in granting to the clerical staff bonus at the same rate as was payable to the labour staff, on the basis of the agreement, and that bonus should have been granted to the clerical staff at a lower rate, it is urged that for many years now, the practice in the petroleum industry has been to make a distinction between the clerical employees and the operatives, giving a lower rate of bonus to the former, than what is given to the latter. It is unnecessary in the present case, to consider, whether, if the promise that there had for many years been such a practice of paying a lesser rate of bonus to clerical staff than to the labour staff, that itself would preclude industrial adjudicators from awarding bonus to both classes of employees at the same rate. For, we find that the above premise has not been established. While it is true that in some years, either by award of industrial Tribunal or by agreement, clerical staff of petroleum concerns has got bonus at a lower rate, than the labour employees, it is equally true that in some years at least, clerical staff and operatives have been given bonus at the same rate. Thus for the year 1951, we find that in disputes between the three oil companies. The Burmah-Shell, the Caltex and the Standard-Vacuum and their employees in their Calcutta Office the Labour Appellate Tribunal discussed the matter thus:-

"In the matter for payment of bonus for 1950 both the clerical staff and the working people got bonus at the rate of 3 months' wages, though there was an observation that the working class were on calculation entitled to 4 months. The effect was however that both the groups get bonus at the rate of 3 months' basic wages. During the pendency of the Tribunal proceedings, all the companies made agreements with the Union of the workers that bonus would be granted on the basis of 3½ months wages for the year 1951. We feel that there would be a serious repercussion if we allow to the clerical staff anything in excess of that amount. On the other hand, as the effect of the previous decision had been that both groups got equally, paying to the clerks less than that what has been paid to the working class would give rise to a real discontent." (1)

We find also that when the same question, viz., whether the same rate of bonus should be paid to clerical staff and operatives, was raised before the Industrial Tribunal, Ernakulam, in a dispute between the Burmah-Shell Co. V. Their Workmen (2) learned counsel on behalf of the company conceded that he would not press the point for making a distinction in the matter of payment of bonus. We find therefore that there is no basis for the assumption that the

uniform or nearly uniform practice in the oil companies has been to pay bonus at a lesser rate to clerical staff than to operatives. There is no substance therefore in the argument that the award of bonus at 9/24th of basic wages to the clerical staff, is likely to cause discontent among the labour staff, which has entered into an agreement to receive bonus at the same rate.

The second argument is that as the pay scale of the clerical staff is higher than what the labour staff receive as wages, the gap between the living wage and wage actually received, is less for the clerical staff, and so, it would be wrong to pay bonus, which is primarily intended to bridge this gap, at the same rate to these two classes of workmen. This argument overlooks the important principle that the payment of bonus is based on the fact of contribution by labour to the profits of the industry, and that it has been held more than once by the court that the contribution to be taken into consideration is the contribution made by the workmen taken together as a class, and that it would not be relevant to enquire which section of the workmen has contributed to what share of profits. It was observed by this Court in Burn & Co., Calcutta V. Their Employees in setting aside an award of the Appellate Tribunal of an additional one month's basic wages:-

"The entire profits of the company are the result of the labour of all the workmen and employees in all its units. To grant a bonus to a section of them on the basis of the total profits of the company will give them a share in profits to which they have not contributed If the order of the Appellate Tribunal is to be given effect to, some of the employees of the company would get a bonus while, others not and as observed in Karam Chand Thapar & Bros: Workmen V. The Company (1953 LAC. 152) that must lead to disaffection among the workers, and to further industrial disputes".

A similar view was expressed by this Court in Baroda Borough Municipality v. its Workmen.

It is true that in the cases mentioned above, the Court was considering the question whether one class of employees could be granted bonus, while another class was being granted none at all; and was not considering the question of propriety of different rates of bonus being paid to different classes. But the basis of the decision that all the workmen, taken as a whole contribute to the profits, is relevant also for the consideration of the question whether different rates of bonus between two different classes of workmen are fair; and it is necessary to remember that it is ordinarily not possible to say that one class of workmen, say clerks, contribute more to the prosperity of the industry than another class like operatives. In the absence of some overriding consideration it would not be fair to make a distinction in the rate of bonus between different classes of workmen.

We do not wish however to lay down an inflexible rule that clerical staff and labour staff must always be paid the same rate of bonus. It may happen in a particular industry that wages of labour staff are extremely low, while the pay scale of the clerical staff is many times higher. If a Tribunal in a case like this, being of opinion, that payment of bonus at the same rate will not be fair, and may cause discontent amongst the workers awards bonus at a lower rate to the clerical staff, than to the labour staff, there would be no reason for disturbing the award. The industrial tribunals must have very wide discretion in deciding matters like this; and it is not for this Court to interfere with their exercise of discretion, unless it is plainly arbitrary.

In the present case, the Tribunal fully conscious of the difference in the wage scales of labour and clerical staff has pointed out that the clerical staff came from the middle class whose standard of living is higher, and has stated that this class has

suffered perhaps more than the operative class from rise in prices, and has in consideration of these factors, concluded that it would be appropriate not to award a lower rate of bonus to them. Nothing has been shown to us to justify any doubt about the correctness of the premises mentioned by the learned Tribunal; and the conclusion seems eminently reasonable.

It was urged by the learned Attorney General who appeared on behalf of the appellant company that even though it be true that the standard of living of the middle class from which the clerical staff comes is higher than that of the operatives the difference between the higher average wage received by the clerical staff and that received by the operatives is much more than the difference in monetary terms between the living wage of the clerical staff and that of the operatives. From the statements furnished before us it was attempted to be shown that the starting rate of remuneration of the middle grade for operatives together with what is received in shapes other than the wages was on January 1, 1958, Rs. 188.94 while similar receipts by the middle grade for clerks is Rs. 404.45, that is, the starting remuneration of clerks taking the middle grade as the type is 113.91% more than the starting remuneration for middle grade for labour. As against this it is suggested, the living wage for clerical staff should be taken only 80% more than that for the operatives. We may assume without further investigation the correctness of the statement as regards the comparative remuneration received by middle grade of operatives and middle grade of clerical staff as submitted on behalf of the company. We find no basis however for the assumption that the living wage of clerical staff is only 80% more than that of operatives. It is true that in connection with the determination of wages a formula which appears to have been initiated first by Mr. Justice Rajadhyaksha when he was enquiring into the cost of living of the non-gazetted employees in the Post and Telegraph Department of multiplying the figures reached on the basis of the requirements of the lower class employees by 180% has often been accepted by the industrial tribunals. Assuming however without deciding that this co-efficient of 180% may be properly adopted for arriving at the fair wage requirements of clerical staff from the fair wage requirements of operatives it does not by any means follow that the same co-efficient can be usefully applied in calculating the living wage of the clerical staff from the living wage of the operatives. As has been clearly pointed out by this Court in a recent judgement in C.A. No. 416 of 1958 (Standard Vacuum Refining Co., Ltd., versus its Workmen) the components of a living wage are largely different from those of a fair wage. The difference in the living wage standards of the class to which operatives generally belong and the class to which the clerical staff belongs may produce much greater differences in the money value in the components of the requirement of living wage as between the two classes than the difference in the money value of the components of fair wage of the two classes.

There is no justification therefore for thinking that the living wage of the clerical staff is only 80% more than the living wage of the operatives and so no conclusion that the gap between the living wage and the actual wage is less in the case of clerk than in the case of operatives can be drawn from a consideration of the comparative wages received by them.

We find nothing that would justify us in interfering with the conclusion of the Tribunal that the clerical staff should be awarded bonus at the same rate as the operatives.

The appeal is accordingly dismissed with costs.

(P.B. Gajendragadkar J.) (K.N. Wanchoo J.) (K.C. Des Gupta J.)

February 1, 1961.

IN THE SUPREME COURT OF INDIA
CIVIL APPEAL NO. 416 OF 1958.

The Standard-Vacuum Refining
Co. of India Ltd. ...

Appellant.

Versus

The Workmen & Anr. ...

Respondent.

CIVIL APPEAL NO. 19 OF 1959

The workmen (including clerical staff)
employed under the Company represented
by the Petroleum Refineries Employees
Sabha, a Registered Trade Union, having
its office at Aziz Baug, Chembur, Bombay ...

Appellant

Versus

The Standard Vacuum Refining Company
of India Ltd., Bombay & Anr. ...

Respondent.

JUDGEMENT

GAJENDRAGADKAR, J

These two cross appeals arise from an industrial dispute between the Standard-Vacuum Refining Co. of India, Ltd. (hereinafter called the appellant) and its workmen (hereinafter called the Respondents). This dispute related to a claim for bonus made by the respondents against the appellants for the year commencing on January 1, 1956 and ending with December 31st 1956. The respondents claimed that for the relevant year they were entitled to receive by way of bonus their nine months' total earnings inclusive of all allowances and overtime and extra time earnings. After this demand was made the conciliation officer attempted conciliation between the parties but his efforts failed, and so he submitted a failure report under S.12(4) of the Industrial Disputes Act XIV of 1947. The Government of Bombay then considered the said report and was satisfied that there was a case for reference of the said dispute to the tribunal. That is how the present reference came to be made under S.12(5) of the Act.

The respondents who have made the present claim include 648 employees; amongst them 524 are operatives and 124 belong to the clerical cadre. Before the Tribunal the respondents' case was that during the conciliation proceedings the appellant had admitted its capacity to pay and to meet the entire claim of bonus made by them; and so it was urged that it was unnecessary to screen the respondents' claim through the Full Bench formula. They further alleged that the appellant was not paying a living wage to the respondents and there still remained a large gap between the wage actually received by them and the living wage to which they would be ultimately entitled. According to the respondents their claim for bonus should be examined solely by reference to the gap which had to be filled up between the two wages; and in determining the amount of bonus all the legitimate requirements of the respondents should be carefully considered.

This claim was denied by the appellant. It denied the respondents' allegation that during conciliation proceedings it had admitted its capacity to pay the entire amount of bonus claimed by the respondents. It then specifically averred that in law the

respondents were not entitled to any bonus because the appellant was paying them a living wage, and so one of the essential conditions for the payment of bonus, namely, the need to fill the gap between the actual wage and the living wage was absent in the present case. The appellant then set out its calculations in regard to the average wages paid to the different categories of respondents and supported its plea that they were not entitled to any bonus at all. It may be added that the appellant had already voluntarily paid three months basic wages to the respondents by way of bonus, but since the respondents were making a much larger claim the appellant thought it necessary to raise this general issue of law and to contend that the respondents were not entitled to any bonus at all.

On these pleadings the Tribunal had to consider the said question of law, but it appears that the material produced before it was so limited and meagre that it thought it would not be possible to arrive at any definite opinion on the question of what is the living wage in Bombay; apparently the tribunal also thought that it was unnecessary to do so, because it has observed that the present dispute did not relate to wage scales and that the living wage was an illusive concept. Even so, having broadly considered the contentions raised by the appellant it held "that the wages are fair but there is still in a large number of cases a gap between the actual wage and the living wage." On this finding the tribunal examined the other contentions raised by the parties in regard to the quantum of bonus which should be awarded and it reached the conclusion that the respondents were entitled to receive five months basic earnings "excluding dearness and other allowances and overtime" as bonus for the relevant year. Accordingly it had made an award to that effect and has issued appropriate directions in that behalf. This award is challenged by the appellant in its Civil appeal No. 416 of 1958, and it is urged by the learned Attorney General on its behalf that the tribunal should have held that the appellant was paying a living wage to the respondents and that there was no case for awarding any bonus to the respondents at all during the relevant year. On the other hand the respondents challenge the award by their civil appeal No. 19 of 1959, and it is urged by Mr. Gokhale on their behalf that the Tribunal was in error in not awarding the respondents a higher bonus than five months basic wages. That is how the two cross appeals arise from the award under appeal.

The learned Attorney General has criticised the approach adopted by the Tribunal in dealing with the question of living wage. He contends that it was necessary that the Tribunal should have carefully examined the material produced before it and should have made a definite finding one way or the other. He commented on the fact that the finding is vague and indefinite, and he has contended that the Tribunal should have made it clear as to what it exactly meant when it observed that in a large number of cases a gap between the actual wage and the living wage subsisted. This criticism is partly justified. We think it would have been better if the Tribunal had addressed itself to the question raised before it by the appellant and made a more definite and practical finding. In this connection, it must, however, be added that the oil companies have been raising this plea for some years past and the plea has been consistently rejected by tribunals during all these years. The present tribunal itself has had occasion to deal with this plea raised by the oil distributing companies, and since the plea had never succeeded in the past and no material change had been proved in regard to the relevant year the Tribunal was probably disinclined to treat the plea very seriously and that may explain the approach adopted by it in dealing with the said plea in the present proceedings.

Besides, the Tribunal, took the view, and, we think, rightly that the material produced by the appellant in support of its plea is wholly insufficient and meagre. The point raised is one of general importance and any positive finding on the content of the concept of a living wage in the context of today would naturally affect industrial adjudication in regard to claims of bonus in all

industries. That is why, if the appellant was serious about its contention that the living wage standard had been reached in its wage structure it should have produced more satisfactory evidence which would have enabled the tribunal to attempt the task of concretely defining what the concept of living wage means in the context of to-day. Absence of sufficient and satisfactory material may also explain the approach adopted by the Tribunal in dealing with this issue.

At the hearing before us the learned Attorney-General suggested that we should remand the case to enable his client to lead further and more satisfactory evidence. We have rejected this request. The appellant knew fully well the implications of the plea raised by it and the very large issue which the tribunal would have to consider in dealing with the merits of the said plea. If the appellant was content to support its plea on certain material and did not attempt to lead more satisfactory evidence it cannot blame the tribunal for dealing with the matter on the material such as it was. In such a case it would be futile for the appellant to ask for indulgence from this Court at this late stage. It is admitted that the appellant has paid three months basic wages as bonus to the respondents voluntarily for the relevant year, and we were told that an agreement has been reached between the parties in respect of bonus for subsequent years until 1963. They have agreed that for the two succeeding years the decision of this Court will apply and for five years thereafter a specific agreement has been reached for raising the wage-structure and providing for the payment of bonus at the agreed rate. The learned Attorney-General faintly suggested that the appellant has agreed to pay bonus voluntarily in this manner but the payment is gratuitous and should not affect the main plea raised by it in the present proceedings. Even so, the question raised by the appellant sounds academic and unrealistic and that is another reason why it is not entitled to the indulgence for which the learned Attorney-General has pressed before us. We would, therefore, deal with the point seriously urged before us on behalf of the appellant on the material produced before the tribunal and such additional material as was brought to our notice.

At the outset it is necessary to state that the plea raised by the appellant assumes that as soon as a living wage standard has been reached by any employer it would be unnecessary for him to pay any bonus to his employees. The learned Attorney-General has naturally relied on the decisions of this Court as well as the decisions of industrial tribunals in support of his argument that the Full Bench formula which governs the decision of bonus disputes postulates that a claim for bonus can be entertained. If two conditions are satisfied; the employer must have made profit in the relevant year, which after the deduction of prior charges leaves sufficient available surplus; and there must be a gap between the wages actually paid to the employees and the living wage standard which they hope to reach in due course. In dealing with bonus claims industrial adjudication has so far proceeded on the assumption that in the making of profits labour makes its contribution, and that since it is not receiving a living wage it is entitled to claim that the gap between the actual and the living wages should be filled by the payment of bonus for each relevant year that no doubt appears to be the result of the relevant decisions on the point (vide Muir Mills Co. Ltd. v. Suti Mills Mazdoor Union, Kanpur, The Sree Meenakshi Mills Ltd. v. Their Workmen). We will revert to this point later. Meanwhile let us proceed to examine the merits of the contention that the appellant is paying the respondents a living wage.

It is well-known that the problem of wage-structure with which industrial adjudication is concerned in a modern democratic State involves in the ultimate analysis to some extent ethical and social considerations. The advent of the doctrine of a welfare state is based on notions of progressive social philosophy which have rendered the old doctrine of laissez faire obsolete. In the nineteenth century the relation between employers and employees were usually governed by the economic principle of supply and demand, and the

of the workers those conditions which are necessary for the continuous and efficient fulfilment of its particular function in the social machine".

In 1919 the Commissioner of the Bureau of Labour Statistics conducted a tentative budget enquiry in the United States of America and analysed the objects with reference to three concepts, namely the pauper and poverty level, the minimum of subsistence level and the minimum of health and comfort level; the last was taken for determining the standard of a living wage. This classification was approved by the Royal Commission on the Basic Wage for the Commonwealth of Australia, and it proceeded through norms and budget enquiries to ascertain what the minimum of comfort level should be. The commission quoted with approval the description of minimum health and comfort level in the following terms:-

"This represents a slightly higher level than that of the subsistence, providing not only for the material needs of food, shelter and body covering, but also for certain comforts such as clothing sufficient for bodily comfort, and to maintain the wearer's instinct of self-respect and decency, some insurance against the more important misfortunes - death, disability and fire-good education for the children, some amusement, and some expenditure for self-development".

According to the United Provinces Labour Enquiry Committee wages were classified into four categories, poverty level, minimum subsistence level, the subsistence plus level, and the comfort level. The third category would approximate to the fair wage and the fourth to the living wage. According to the South Australian Act of 1912 the living wage means "a sum sufficient for the normal and reasonable needs of the average employee living in a locality where work under consideration is done or is to be done". On the other hand, the Queensland Industrial Conciliation and Arbitration Act provides that the basic wage paid to an adult male employee shall not be less than is "sufficient to maintain a well conducted employee of average health, strength and competence, and his wife and a family of three children in a fair and average standard of comfort, having regard to the conditions of living prevailing among employees in the calling in respect of which such basic wage is fixed, and provided that in fixing such basic wage the earnings of the children or wife of such employee shall not be taken into account.

The Fair Wages Committee which made its report in 1949 broadly accepted the view expressed by the Royal Commission on the basic wages for the Commonwealth of Australia; "the living wage should enable the male earner to provide for himself and his family not merely the bare essentials of food, clothing and shelter but a measure of frugal comfort including education for the children, protection against ill-health, requirements of essential social needs, and a measure of insurance against the more important misfortunes including old age". The Committee emphasised that "the minimum wage must provide not merely for the bare sustenance of life but for the preservation of the efficiency of the worker. For this purpose the minimum wage must also provide for some measure of education, medical requirements and amenities."

In this connection it would be useful to refer to the observations made by Philli/ Snowden in regard to the concept of living wage. These observations are generally cited with approval by Industrial Tribunals. Said Snowden, "It may be possible to give a precise or satisfactory definition of a living wage, but it expresses an idea, a belief a conviction, a demand. The idea of a living wage seems to come from the fountain of justices which no man has ever seen, which no man has ever explained, but which we all know is an instinct divinely implanted in the human heart. A living wage is something far greater than the figures of a wage schedule. It is at the same time a condemnation of unmerited and unnecessary poverty and a demand for some measure of justice". On the problem

of converting the concept of living wage into monetary terms this is what Showden has said "The amount of the living wage in money terms will vary as between trade and trade, between locality and locality. But the idea is that every workman shall have a wage which will maintain him in the highest state of industrial efficiency, which will enable him to provide his family with all the material things which are needed for their health and physical well being, enough to enable him to qualify to discharge his duties as a citizen". It is in this broad and idealistic sense that Art.43 of the Constitution has referred to the living wage when it enunciates the Directive Principle that "the State shall endeavour, inter alia, to secure by suitable legislation, or economic organization, or in any other way, to all workers, agricultural, industrial or otherwise work, a living wage, conditions of work ensuring a decent standard of life and full enjoyment of leisure and social and cultural opportunities." This court has recognised this idealistic position of the concept of living wage in the case of Express Newspapers (Pvt.) Ltd. & Anr. Vs. The Union of India & Ors.

It would thus be obvious the concept of a living wage is not a static concept; it is expanding and the number of its constituents and their respective contents are bound to expand and widen with the development and growth of national economy. That is why it would be impossible to attempt the task of determining the extent of the requirement of the said concept in the context of today in terms of rupees, annas and pias on the scanty material placed before us in the present proceedings. We apprehend that it would be inexpedient and unwise to make an effort to concretise the said concept in monetary terms with any degree of definiteness or precision even if a fuller enquiry is held. Indeed, it may be true to say that in an underdeveloped country it would be idle to describe any wage structure as containing the ideal of the living wage, though in some cases wages paid by certain employers may appear to be higher than those paid by others. As observed in its report by the Commission of Enquiry on the Emoluments and Conditions of Service of Central Government Employees 1957-1959; "taking a standard family as consisting of four members of whom only one is an earner, the average income of a family at the highest figure during the nine years ending in 1957-58 would work out at Rs. 1166/- per annum or about Rs. 97/- per mensem. The minimum wage cannot be of the order of Rs. 125/- when on the basis of the national income the average for a family works out only to Rs. 97/- per mensem." Therefore, looking at the problem of industrial wages as a whole it would not be possible to predicate that our wages structure has reached even the level of a fair wage. It is possible that even so some employers may be paying a very high wage to their workmen, and in such a case it would be necessary to examine whether the wages paid approximate to the standard of the living wage but in deciding this question the proper approach to adopt would be to consider whether the wage structure in question even approximately meets the legitimate requirements of the components constituting the concept of a living wage. For that purpose it may not be essential, and on the material produced before us it is not even possible, first to determine what in terms of money those constituents would denote in the context of to-day. The learned Attorney-General's argument that we should first determine independently what amount in terms of rupees, annas and pias would be treated as a living wage to-day obviously ignores the complexity of the problem and the poverty of the material adduced by the appellant in the present proceedings.

There is another aspect of this question to which we must incidentally refer. We are dealing with the contents of the living wage in the present appeal not for the purpose of fixing a wage structure; the contention raised by the appellant is that since the wages paid to the respondents have reached the stage of a living wage there is no gap between the actual wage and the living wage, and so there is no occasion to make a claim for bonus. While dealing with this contention there would be no justification for ignoring the idealistic character of the living wage as specified in

On the need-based minimum wage the committee proceeded to observe that as regards fair wages it was agreed that the Wage Boards should go into the details in respect of each industry on the basis of the recommendations contained in the Report of the Committee on Fair Wages. It also placed on record its opinion that the said recommendations should be made applicable to employees in the public sector (Ex. U-5)

The respondents treated this unanimous resolution as the basis for their claim that the wages paid to them by the appellant were no better than the need based minimum contemplated by the said resolution. Accordingly they set out the diet requirements extracted from Health Bulletin No. 25, and converted the said requirements into monetary terms at Rs. 133.75 nP. Having thus arrived at the calculation of the value of the diet requirements of workmen (Exts. U-4 and U-5) they proceeded to make calculations about the money content of the need based minimum wage at Rs. 209.70 (Ex. U-6). This conclusion has been reached on the basis that the minimum diet requirements would be Rs. 113.27 nP. Clothing requirements would be Rs. 9/- rent would be Rs. 42/- and miscellaneous expenditure at 20% of the total of the three preceding items would be Rs. 34.95 nP. Their case was that in view of the fact that Rs. 209.70 nP. approximates to the standard of the need based minimum wage the claim that the wage structure of the appellant has reached the living wage standard cannot be sustained.

On the other hand the appellant sought to justify its claim principally on the calculations made by the Textile Labour Committee which had made its report in 1940. It may be pointed out that in its statement (Ex. U-6) the appellant has used the expressions 'fair wage' and 'living wage' somewhat indiscriminately, and seems to have assumed that the norms prescribed by the Tripartite resolution had relation to a fair wage and not the need-based minimum wage. That, however, does not appear to be accurate. According to the Textile Committee's report the money content of the living wage in 1940 was Rs. 10 - 11 nP. per month. This total was reached on treating Rs. 23/- as food requirements, Rs. 12/- as house rent requirements and Rs. 20/- as miscellaneous requirements. This total is taken as the basis by the appellant in making its relevant calculations. The appellant has then referred to the norms prescribed by the Tripartite resolution and has assumed that the total of the need based minimum wage would be Rs. 40-14-0 and since there had been a rise in the cost of living after 1940 the appellant has multiplied Rs. 41/- by 3.5 which gave the amount of Rs. 143.50 nP. Thus, according to the appellant the need based minimum would not be the said amount of Rs. 209/- as calculated by the respondents. Then the appellant added that even if Rs. 55/- was taken as the equivalent of the living wage in 1940 and the same is multiplied by 3.5 one gets Rs. 192.50 nP and that should represent the living wage in the relevant year.

Having thus reached the figure of Rs. 192.50 nP as the monetary value of the living wage in the relevant year, the appellant purported to support its plea that its wage structure had reached the status of a living wage by relying on the average wages paid by it to the respective categories of its employees. Taking the class of operatives which comprises 524 workmen the average wage packet consisting of the basic salary the dearness allowance and the value of the amenities supplied by the appellant to them equals Rs. 273.65 nP. The average wages in regard to the 124 clerks reach the figure of Rs. 270.11 nP, and the average wages for the total employees taken together reach the figure of Rs. 301.16 nP. According to the appellant whichever figure is taken it is much above Rs. 192.50 and that must lead to the inference that the living wage standard has been reached by the appellant.

That is how both the parties presented their respective contentions before the tribunal and before us.

We have already indicated that the appellant's calculations

employers thought that they were entitled to hire labour on their terms and to dismiss the same at their choice subject to the specific terms of contract between them, if any. The theory of "hire and fire" as well as the theory of "Supply and demand" which were allowed free scope under the doctrine of laissez faire no longer hold the field. In constructing a wage structure in a given case industrial adjudication does take into account to some extent considerations of right and wrong, propriety and impropriety, fairness and unfairness. As the social conscience of the general community becomes more alive and active, as the welfare policy of the State takes a more dynamic form, as the national economy progresses from stage to stage, and as under the growing strength of the trade union movement collective bargaining enters the field, wage structure ceases to be a purely arithmetical problem. Considerations of the financial position of the employer and the state of national economy have their say, and the requirements of a workman living in a civilised and progressive society also come to be recognised. It is in that sense, and no doubt to a limited extent, that the social philosophy of the age supplies the background for the decision of industrial disputes as to wage structure. As Mrs. Barbara Wootton has pointed out, the social and ethical implications of the arithmetic and the economics of wages cannot be ignored in the present age.

It is because of this socio-economic aspect of the wage structure that industrial adjudication postulates that no employer can engage industrial labour unless he pays it what may be regarded as the minimum basic wage. If he cannot pay such a wage he has no right to engage labour, and no justification for carrying on his industry; in other words, the employment of sweated labour which would be easily available to the employer in all undeveloped and even under-developed countries is ruled out on the ground that the principle of supply and demand has lost its validity in the matter of employment of human labour, and that it is the duty of the society and the welfare State to assure to every workman engaged in industrial operations the payment of what in the context of the times appears to be the basic minimum wage. This position is now universally recognised.

In dealing with wage structure it is usual to divide wages into three broad categories: the basic minimum wage is the bare subsistence wage; above it is the fair wage, and beyond the fair wage is the living wage. It would be obvious that the concepts of these three wages cannot be described in definite words because their contents are elastic and they are bound to vary from time to time and from country to country. Sometimes the said three categories of wages are described as the poverty level, the subsistence level and the comfort or the decency level. It would be difficult and also inexpedient, to attempt the task of giving an adequate precision to these concepts. What is a subsistence wage in one country may appear to be much below the subsistence level in another; the same is true about a fair wage and a living wage; what is a fair wage in one country may be treated as a living wage in another, whereas what may be regarded as a living wage in one country may be no more than a fair wage in another. Several attempts have nevertheless been made to describe generally the contents of these respective concepts from time to time. The most celebrated of these attempts was made by Mr. Justice Higgins in his judgement in 1907 in a proceeding usually referred to as the Harvester case. Sitting as President of the Commonwealth Court of Conciliation and Arbitration, the learned judge posed the question as to what is the model or criterion by which fairness or reasonableness is to be determined, and he answered it by saying that "a fair and reasonable wage in the case of an unskilled labourer must be an amount adequate to cover the normal needs of the average employee regarded as a human being living in a civilised community."

In their work "Industrial Democracy" published in 1920 Sidney and Beatrice Webb observed that "there is a growing feeling, not confined to trade unionists, that the best interests in the community can only be attained by deliberately securing to each section

are made on the assumption that the figure of Rs. 50/- to Rs. 55/- per month can be taken to be the monetary content of the living wage in 1940. In support of this assumption the appellant strongly relies on the Textile Committee's report. This Committee was appointed in 1940 and was charged with the duty of conducting an investigation into the question of adequacy of wages in cotton textile industry of the Province of Bombay and to kindred matters relating to the industry. It was asked to enquire, inter alia, into the adequacy or inadequacy of wages earned in relation to a living wage standard, and if it found that in any occupation, centre or unit of the industry wages were inadequate it was asked to enquire into and report upon the reasons therefor. The Committee realised that the data supplied before it was insufficient but nevertheless it thought that it would be possible to consider the broad constituents of the concept of the living wage and use the said measure "not for the determination of a dispute or the grant of an award but only for ascertaining in a general manner whether the present level of earnings is or is not adequate in relation to it." The Committee then examined the material which was available to it; it took the view that the living wage standard should be determined in respect of the family unit, and for its calculation it converted the total number of members in the family into standard consumption units according to the formula evolved by Dr. Aykroyd in his Health Bulletin No. 23. According to this formula each family was assumed to consist of a workman, his wife and two dependants or children and their consumption units were treated respectively as 1.8 and .6 each respectively, total consumption units thus being 3.0. Working on this basis the committee came to the conclusion that Rs. 22.8.0 per month would meet the dietary requirements of the workmen's family. Then the Committee considered the problem of housing and the expenditure on rent and other items of expenditure such as clothing, fuel, and lighting and miscellaneous. In regard to the housing the Committee thought that for a family of four 150 sq. ft. may be held as the minimum in Bombay though according to it the floor area may be put a little higher in less overcrowded places. For this area the Committee thought Rs.12/- would be adequate rent, and for the miscellaneous items of expenditure Rs. 20/- was treated as adequate. It is on these calculations that the amount of Rs. 55/- was held by the Committee to be the monetary value of the living wage standard. Naturally enough the appellant treats this conclusion as the foundation for its claim that it is paying a living wage to the respondents.

✓ In our opinion it would be unreasonable and unsafe to treat the conclusions of this Committee as to the monetary value of the living wage in 1940 as sound and to make it the basis of our calculations today. Incidentally the method of multiplying the figure deduced by the Committee 3.5 is materially defective. ✓ The proper approach to adopt would be evaluate each constituent of the concept of the living wage in the light of the prices prevailing today and thus reach a proper conclusion; but apart from it, the main objection against adopting the figure reached by the Committee is that even in 1940 the said figure could not be properly regarded as representing anything like a living wage standard. ✓ The object with which the Committee proceeded to hold its enquiry was in a sense negative; it was to determine the question as to how far the prevailing wages were deficient having regard to some reasonable concept of a living wage standard. ✓ The material before it was insufficient to determine satisfactorily the money content of the said concept and the Committee itself was conscious that its calculations were bound to be broad and general and conditioned by the data available to it, and what is more important conditioned by the notions of the social justice then prevailing. ✓ Since 1940 the concept of social justice has made very great progress and the constitution of the country has now put a seal of approval on the ideal of a welfare state. Besides, it may seem entirely unrealistic to talk of a living wage in the light of our national economy in 1940 and to evaluate its content at Rs. 50/- to Rs. 55/- per month. ✓ It is obvious that the Committee was really thinking of what is today described as the minimum need-based wage, and it found that judged

by the said standard the current wages were deficient. In its report the Committee has used the word "minimum" in regard to some of the constituents of the concept of living wage, and its calculations show that it did not proceed beyond the minimum level in respect of any of the said constituents. Therefore, though the expression "living wage standard" has been used by the Committee in its report we are satisfied that Rs. 50/- to Rs. 55/- cannot be regarded as anything higher than the need-based minimum wage at that time. If that be the true position the whole basis adopted by the appellant in making its calculations turns out to be illusory. All that the calculations made by the appellant would show is that the wages paid to the respondents are somewhat higher than what would be required by the concept of the need-based wage. It is obvious that between the need-based wage and the living wage there is a very long distance.

This conclusion is strengthened by some of the observations made by the Commission of Enquiry on the Emoluments and Conditions of Service of Central Government Employees. In this report the Commission has referred to the Tripartite Resolution on the need-based minimum wage, and in the light of the exhaustive material produced before it, and after consulting experts and specialists whose advice was available to it, it has reached the conclusion that (a) the minimum remuneration worked out according to the recommended formula may be of the order of Rs. 125/- as compared to Rs. 52.50 which with some exceptions is the upper limit of minimum wages fixed under the law, (b) that it would be about 70 to 80% higher than the rates generally prevailing in the organised sectors of industry where wages are fixed either by collective bargaining or through conciliation and adjudication proceedings, and (c) that it would be well above the highest wages, i.e. Rs. 112/- (in cotton textiles industry in Bombay average for 1958) which any considerable number of unskilled workers are at present getting in the country. (P. 65). It would thus be seen that the figures thus worked out by the Commission in the light of the Tripartite resolution support the inference that the corresponding figure specified by the Textile Report in 1940 approximates to the concept of the need-based minimum wage and no more. We may incidentally add that having regard to its terms of reference the Commission did not feel it advisable to recommend the increase of the Central Employees' wages to the level of the need-based minimum for reasons set out by it in its report. That is why it thought it reasonable to recommend that "the minimum remuneration payable to a Central Employee which at present is Rs. 75/- per mensem should be increased to Rs. 80/- per mensem (P.74).

Reverting to the components of the concept of the living wage once again it may be relevant to observe that the principal component of the dietary requirements of a workman's family is generally examined in the light of Dr. Aykroyd's formula (13). According to Dr. Aykroyd "in dealing with diet it is well to remember the distinction between an optimum and an adequate diet. An optimum diet is one which ensures the functioning of the various life processes at their very best, whereas an adequate diet maintains these processes but not at their peak levels. While it is desirable to work up to standard laid down for an optimum diet, it is essential to know whether enough food is being provided; every effort should be made to ensure at least the standards fixed for an adequate diet." Then the requirements of an adequate diet are examined. Dr. Aykroyd, however, took the view that having regard to our national economy even an adequate or balanced diet may not be within the reach of every one, and so he observed that "it would be wise to effect a compromise by temporarily sacrificing the ideal to the necessity of making the improvement economically possible." With this object he has tabulated the requirements of the improved diet which contains the essential nutrients but which would not be as costly as the balanced diet. Now there can be no doubt that in dealing with the monetary value of the content of the concept of the living wage it would not be enough to evaluate the dietary requirements with reference to the improved or even the balanced diet. The

improved vegetarian diet which has generally been taken into account in making the relevant calculations with regard to a living wage. Under the living wage a workman would be entitled to claim an optimum diet as prescribed by Dr. Lykroyd. Similarly the requirements as to clothing and residence which have been recognised in the Tripartite resolution, though appropriate in reference to a need-based minimum wage, would have to be widened in relation to a living wage. Besides, in determining the money value of the living wage it would be necessary to take into account the requirements of "good education for children, some amusement, and some expenditure for self-development", and it is hardly necessary to emphasise that the content of these requirements cannot be easily converted into terms of money and they would obviously vary from time to time and would show an expansive tendency with the growth of national economy and with the advent of increasing prosperity for the nation as a whole and for any given industry in particular. Therefore, in our opinion, on the material available in the present proceedings it is impossible to resist the conclusion that even the highest average of Rs. 370.11 nP shown by the appellant by calculating wages paid to the clerical staff is much below the standard of the living wage. In this connection it may be pertinent to observe that, in deciding the question as to whether the living wage has been introduced by an employer, normally it would be necessary to examine the wage structure paid to the relevant working class as a whole. It is well established that the claim for bonus is recognised on the basis of the contribution made by the working class as a whole to the profits of the employer, and we think it would be invidious and on principle unreasonable, to isolate a few cases where higher wages may be paid and to claim immunity from the payment of bonus in respect of such cases. In the absence of special circumstances prima facie the most expedient method to adopt would be to take the average of the wages paid to the relevant working class as a whole. It is, however, unnecessary to pursue this matter further and to pronounce a definite decision on it because, as we have just indicated, even taking the clerical category where the average works highest at Rs. 370.11 nP we feel no hesitation in holding that the said average is much below the standard living wage. The said average is much above the need-based minimum and may fall in the medium level of a fair wage; but that itself would show that it is much below the standard of living wage. Similarly, Rs. 273.65 nP which is the average of the operatives as well as Rs. 301.16 nP which is the average of the operatives and the clerical staff taken together may be regarded as constituting wage structure which is above the need-based minimum structure and may be treated as approximating to the lower level of the fair wage. One has merely to take into account the various constituent elements of the living wage to realise that these averages fall far short of the standard of the living wage. In reaching such a conclusion it is hardly necessary first to arrive at a concrete determination as to the money value of the living wage. In our opinion, taking the broad aspect of the concept of the living wage into consideration, and bearing in mind its idealistic and expanding character, it would be possible, and not very difficult either, to say about a given wage, such as the one with which we are concerned in the present appeal, that it does not reach the standard of a living wage. We must accordingly hold that the claim made by the appellant that it is paying a living wage to its employees cannot be sustained. It still remains to consider some of the decisions to which our attention was invited. In Standard Vacuum Oil Company and their workmen the tribunal had to consider the claim for bonus made by the employees, and in determining the quantum of bonus it addressed itself to the questions as to the extent of the gap between the actual wage and the living wage which should be filled by the award of bonus. In that connection the tribunal referred to the Textile Committee's report and assumed that Rs. 50/- to Rs. 55/- that is to say an average Rs. 52-8-0 represented the money value of a living wage in 1940. On that assumption the tribunal made certain calculations and held that its award may be regarded as the first approximation towards attaining the living wage standard. The learned Attorney-General has relied on this decision in support of his argument.

that the basis supplied by the Textile Committee's report was treated as valid for the purpose of determining the money value of the living wage. For the reasons which we have already indicated we must hold that the tribunal was in error in treating Rs. 52-8-0 as the money value of the living wage even in 1940. The same comment falls to be made about the calculation made by the Labour Appellate Tribunal in Burmah-Shell etc. Oil Companies in Madras and Their Employees (15). In that case, the Appellate Tribunal thought that if 50% be added to the minimum wage of the employees that may assist them to attain the goal of the living wage, and this conclusion was based on the Textile Committee's report. Similarly, the calculations made by the Industrial Tribunal Madras in Workers of S.V.O.C. Ltd. (Standard-Vacuum Employees' Union) and Standard-Vacuum Oil Co. Ltd. suffers from the same infirmity. Therefore, the three industrial decisions on which the appellant relied cannot assist it in establishing its contention that a living wage is paid to the respondents.

In Burmah-Shell Oil Storage and Distributing Co. of India Ltd., Bombay and 2 ors. V. Their Workmen the Labour Appellate Tribunal had occasion to consider the content of the living wage. In that connection it referred to the Report of the Fair Wages Committee, and observed that the level of National Income in India is so low that the country is unable to afford to prescribe by law a minimum wage which would correspond to the concept of a living wage. "The rudder is set in the direction of a living wage", observed the Appellate Tribunal, "but the destination is not yet within sight; the gradual emergence of a welfare State will naturally help but even here the progress is necessarily slow". In our opinion, this statement shows the correct approach to the problem of determining the content of the concept of the living wage.

In Standard-Vacuum Oil Company and 2 Ors. V. Their Employees the Labour Appellate Tribunal was called upon to consider the plea that the companies were paying a living wage to their employees. In dealing with the said contention the Appellate Tribunal observed that "the measurement of the living wage standard in terms of money has not been prescribed by the law of the country, nor, as far as we are aware, has it been determined anywhere on any scientific basis". In its opinion, it was not possible nor necessary to fix the amount with exactitude which should form the minimum living wage after an exhaustive enquiry for considering the question of bonus, because, according to the principle laid down the whole gap between the existing wages and the living wage need not be filled up. That is why it thought that it would be sufficient for the purpose if an approximate idea can be formed by taking into account the approximate expenditure on the necessary items of requirements of the living wage standard. On these considerations the plea raised by the companies was rejected. It would thus be seen that the Oil companies have been persistently making the claim before the industrial tribunals that they need not be called upon to pay bonus to their employees on the ground that they are paying them a living wage, and this plea has so far been consistently rejected. As we have already pointed out it may partly be because of this trend of industrial decisions that in the present proceedings the tribunal did not think it necessary to deal with the point elaborately or to make a definite findings.

Before we part with this appeal we ought to add that if we had upheld the appellant's claim it would have been necessary for us to consider the relevance and validity of the respondent's alternative claim that in case living wage is paid by the appellant to them they should be allowed a share in the profits made by the appellant during the relevant year on the basis of profit-sharing. It is true that industrial adjudication so far has consistently emphasised the fact that the payment of bonus is intended to fill the gap between actual wages and the living wage. Obviously no occasion has so far arisen to consider whether a claim for bonus can be made even after the standard of living wage has been attained because no employer has so far succeeded in showing that a

living wage standard has been reached. We are making these observations because we wish to make it clear that our decision in the present appeal should not be taken to mean that as soon as a living wage standard is reached no claim for bonus can be made by the workmen; that is a question which may have to be considered on its merits if and when it arises. Until the stage is reached where a plea that living wage is paid can be reasonably made and proved it is desirable that industrial adjudication in regard to the payment of bonus should not be unnecessarily complicated by raising such a plea from year to year.

That takes us to the appeal preferred by the respondents. The tribunal did not think it necessary to work out calculations because, according to the bonus formula, it was conceded that the available surplus in the hands of the appellant was very large. It, however, took into account the wage scales and salaries in the appellant's concerns and other relevant factors and concluded that awarding five months 'bonus' strikes a fair balance between the conflicting standards of the workmen and the company." Mr. Gokhale contents that five months' bonus is too meagre and that the respondents were entitled to a much higher rate of bonus. On the other hand, the learned Attorney General contends that we should put a ceiling in the matter of awarding bonus so that excessive claims for bonus would be discouraged. In our opinion, it would be inadvisable and inexpedient to put such a ceiling in the matter of awarding bonus. It is now well established that in awarding bonus industrial adjudication has to take into account the legitimate claims of the industry, its share holders who are entitled to claim a return on the investment made by them and the workmen. This Court has consistently refused to lay down any rigid rule or formula which would govern the distribution of the available surplus between the three claimants. The decision of this question must inevitably depend on a proper assessment of all the relevant facts. If wages are small and the profits are high then the workmen would be entitled to have a high rate of bonus. Indeed, if an employer makes consistently high profits and the wages continue to be low it may justify the increase in the wage structure itself; in other words, the award of bonus would have some relation to the wages paid to the employees. It is also true that unreasonably high or extravagant claims for bonus cannot be entertained just because the available surplus would justify such a claim. As has been observed by the Labour Appellate Tribunal in Burmah-Shell Oil Storage and Distributing Co. of India Ltd. Bombay and 2 Ors. v. Their workmen care must be taken to see that the bonus which is given is not so excessive as to create fresh problems in the vicinity that upset emoluments allround or that it creates industrial discontent or the possible emergence of a privileged class. The impact of the award of bonus in an industrial dispute on comparable employments or on other employments in the region cannot be altogether ignored, though its effect should not be over-estimated either. Having regard to the fact that the distribution of available surplus must inevitably depend in each case on its own facts this Court has generally refused to interfere with the decision of the tribunal on the ground that any decision on the question of distribution should be left to its discretion. It is only where the award passed by the tribunal appears to this Court to be wholly unreasonable and to be the result of the failure of the tribunal to take into account the necessary relevant facts that the jurisdiction of this Court under Art. 136 can be successfully invoked. In the present case the tribunal has considered all the relevant factors and has come to the conclusion that five month's bonus would meet the ends of justice. We do not see any reason to interfere with this award.

In the result both the appeals fail and are dismissed.
There will be no order to costs in both the appeals.

P.B. Gajendragadkar. J. K.N. Wanchoo J. K.C. Das Gupta J.
Dated: the 20th January, 1961.

ALL INDIA PETROLEUM WORKERS' FEDERATION

BOMBAY 15.

Feb 20, 1961

ALL AFFILIATED UNIONS AND
WORKING COMMITTEE MEMBERS.

STANVAC REFINERY WORKERS WIN IN SUPREME COURT.

The above is the full text of the judgement of the Supreme Court which rejected the appeal of the Company for reducing the quantum of 5 months bonus awarded earlier by the Tribunal uniformly for both the workers and clerks of the Stanvac Refinery for the year 1956.

I have already sent you the text of the judgement of the Burmah-Shell Refineries and you will have seen the Supreme Court has cited its decision in the Stanvac Appeal. In fact the Stanvac Refinery judgement is a very elaborate and exhaustive one and since it was delivered before the Burmah-Shell Refineries judgement, it is of great importance to us that we assimilate and draw appropriate lessons for the further benefit of the petroleum workers.



G. Sundaram
GENERAL SECRETARY.

PETROLEUM WORKERS' UNIONS
34, SHEETALJI AVAZ,
SEWREE CROSS ROAD,
BOMBAY-15.

CHEMICAL & PHARMACEUTICAL MFG ASSOCIATION.
(ASSOCIATION OF SMALL UNITS OF PHARMACEUTICAL MFGS)

40. Bhagwan Dass & Co.
Bhagirath palace
chandni chowk
Delhi- 6

A. I. T. U. C.
Received 31/3/61
Replied.....

Memorandum.

Plea for Reduction of central Excise Duty proposed on Patent and Proprietary Medicines and exemption on small units.

The Honorable Finance Minister Shri Morarji Desai, in his budget proposal for 1960-61 estimated a revenue of Rs 20 lacks by way of 10% Excise Duty imposed on patent Drugs and medicines. Since the Hon. Finance Minister desires a contribution of 20 lacks only from this Industry, the levy of 10% as Excise Duty is very very exorbitant in view of the following facts:-

1. It has been estimated by All India Bodies of manufacturers of this industry at Bombay and Calcutta that their total sales per year is Rs 70 crores considering only large units of this industry, the output of antibiotics will be of the order of Rs 20 crores and of Galenicals of about 10 crores and the balance of Rs 40 crores will be of patent and proprietary products.
2. A revenue of Rs 20 lacks excise duty as estimated by the Hon. Finance minister can only very well be realised by even imposing 1/2% as Excise duty.
3. In the above estimate the productions from small units have not been taken into account.

It is therefore prayed that not only the heavy Excise duty be reduced to minimum and also that smaller units be exempted totally as in case of Textile Industry. For the purpose of exemption prayed above all those manufacturing units not borne on the registers maintained by the Industrial Advisory, Ministry of commerce and Industry, be taken as the basis.

That the past practice of the Government had been to encourage smaller manufacturers but the effect of this heavy excise duty will be just the opposite in driving the smaller units out of business, because the smaller units depend mostly on patent and Proprietary medicines manufactured by them.

We have to consider further that the total effect of direct excise duty of 10% will not be the only liability on the manufacturers we have to consider as well the Excise duty proposed to be levied on Glass bottles (and its Raw material), papers and cards products, Aluminium seals and products, cellophane papers etc. which alone will raise up the manufacturing cost by another 20%. This combined with the direct Excise duty will break the very existence on which the smaller units depend.

The Existence of smaller units is mainly dependent on the lower rates they offer to consumer and thereby they are responsible in keeping the general price level lower than the bigger units which to have it.

This is in nut shell our case for reduction and or exemption from the proposed central Excise duty.

We hope we have your support and co-operation in bringing these facts to the notice of the Hon. Finance Minister.

President.

220

~~THE USE OF TAXATION AND ITS EFFECT ON PLASTIC INDUSTRIES~~
OF SMALL AND COTTAGE UNIT SCALE:

By the levy of 20% tax on plastic and semi finished plastic material, Hon'ble Finance Minister, Government of India, in his third budget presented in Parliament on 28.2.61, has declared a revenue income of Rs.50,00,000/- (fifty lakhs) likely to be fetched from it, whereas, on scrutiny of the figures shown in the attached sheet, this income comes to several crores by taking into consideration of the products of all the Companies that are manufacturing this plastic materials, powders etc:-

Accepting the figure of Hon'ble Finance Minister as genuine, this amount can be easily realised by a levy of 4% to 5% tax only on the products of these manufacturing companies (shown in the attached sheet), who will well afford to pay it from their abnormal profit. This will save the small Industries, on which thousands and thousands of people, if not lakhs, are living and whose very existence will be at stake or rather they will perish, if they are to pay any tax of this nature from their products.

Apart from the questions of abnormal profits earned by other Companies, if only the figure of Messrs Polychem Ltd. are taken into consideration for analysis, it can be found that this Company, by appointing a sole distributor (who, in their turn, appointing another sub-distributor), are paying a commission, at least 7% - if not more, which expenditure they could easily avoid and spend (a) either for the consumers by reducing the sale price (b) or, in this emergency period, by paying tax to the Government to meet budget expenditures of more emergent nature. - if the said Polychem Ltd., would sell this powder direct to the consumers - without appointing a distributor and sub-distributors for its mediumship.

- - - - -
OUR APPEAL.

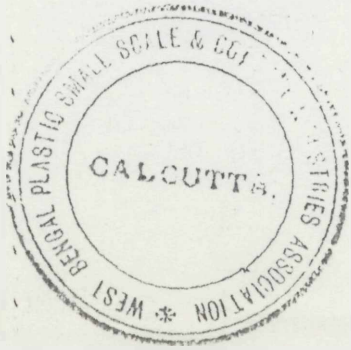
For the simple existence by struggle in these hard days, these poor plastic handmoulders are, anyhow with greatest hardship, carrying on this industry on a small and cottage scale by creating market of their own. If they are forced to enhance the price of their products to higher level further by any taxation, people will discard its use and ultimately their industry will collapse and they will be turned beggars.

The manufacturing companies are, on the other hand, are running a luxury business by making abnormal profits. They can well afford to pay this tax targetted by Hon'ble Minister out of their abnormal profit. If our Government is pleased to give a due consideration to this factor, the aim of the tax fetching the targetted amount of Rs.50,00,00/- lakh will be fulfilled and the poor handmoulders will be saved from this ruinous position, which we pray, our benevolent Government would do.

Issued by

West Bengal Plastic Small Scale
& Cottage Industries Association,
16, Dharamtolla Street, Calcutta-13

Dated, Calcutta,
The 17th March, 1961.



P R E C I S

Estimated Production of Plastic Powder of 3 different
companies in the year 1961-62.

Imperial Chemical Industries (India) P.Ltd.....	Rs.6.00	Crores	appxly.
United Carbide of India P.Ltd.	Rs.3.75	"	"
Polychem Ltd. of Bombay	Rs.1.60	"	"
	Rs.11.35	"	"

- (a) Revenue earned by levy of 20% tax on the above production Rs. 2.27 " "
- (b) Besides, there is imposition of a 50% tax on imported powder as. Figure may be available from 'import'.

(1) Hon'ble Finance Minister, Government of India, in his budget, shows a revenue income of only 50,00,000 (fifty) lakhs from plastic and semi finished plastic material by the above taxation, whereas, from the above statement, it will appear, that the actual revenue likely to be fetched from this material by taxation, will be, not 50,00,000 (fifty) lakhs as shown, but several crores as shown in the above statement.

(2) It being not known how the Hon'ble Finance Minister has arrived at this figure of Rs.50,00,000 (fifty) lakhs and even accepting his figure as correct, this amount can be easily realised from the above big dealers(1) by way of 4 to 5% taxation on their products(2) by asking them to pay this amount out of their abnormal profit(3) and not by enhancing the present rate of powder. This will help the small Industries to outlive, who, otherwise, by this direct taxation, will collapse and thousands and thousands of these sections of industrialists and their dependants will be turned beggars, if they are forced to close their shows, for being unable to push their products in the market for its enhanced price to a higher level.

Issued by
West Bengal Plastic Small Scale
& Cottage Industries Association
16, Dharamtolla Street, Calcutta-13



280

March 24, 1961

Dear Com.Sundaram,

Yours of 21st inst., pointing out certain mistakes in the resolution on Oil and Petroleum printed in TUR of March 5. These mistakes have apparently crept in due to the rush of work and the lack of time to check up the copy before printing. However, the resolution will be properly corrected before it is printed in the Volume being published on the 26th Session. The cumbrous sentences in the resolution could also be set right at that stage.

With greetings,

Yours fraternally,

me

(K.G.Sriwastava)

Com.G.Sundaram,
Petroleum Workmen's Union,
Bombay 15

P.S. With regard to your passport, we had written to the Ministry of External Affairs and Com.Parvathi also met the CPO.

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me

280

March 22, 1961

Com.G.Sundaram,
Petroleum Workers Union,
Bombay.


Dear Comrade,

There has been a slight change in Com.Dange's programme. Since he is required to be in Delhi on 26th March in connection with the World Peace Council meeting here, leading the delegation of the WFTU, Com.Dange would be reaching Bombay only by the morning plane on 27th March. The plane would reach Bombay nearabout 11 A.M. and some more time will be needed to travel from the airport.

Please therefore adjust the programme for Com.Dange at the Federation meeting, on 27th, considering the above, if the conference begins in the forenoon itself.

With greetings,

Yours fraternally,


Secretary

All India Petroleum Workers' Federation

(Registered under Indian Trade Union Act 1926)

President :

Head Quarter Office :

Telegram : "OILWORKER"

Gen. Secretary :

" Shramajeevi Avaz ",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Telephone : 61453

Ref. No.

EXPRESS DELIVERY.

Dated...18-3-1961.19

The General Secretary,
A.O.C. Labour Union
Digboi, Assam.

280

CA. Ar. The

Dear Comrade,

The 4th Delegates' Conference of the All India Petroleum Workers' Federation is meeting in Bombay from 27th to 29th March 1961.

I need not emphasise the various problems the petroleum workers are facing whether they be in the Marketing sphere or in the Refining or in the Production sphere. You are also aware of the big changes which are taking place in our country with the keen and determined effort made by our Government to develop oil in the Public Sector which means conflicts between the Oil Companies who have been monopolising the oil field all along and who naturally see a tough opponent in our Government. All these also bring new problems in the way of security of jobs and standard of living of the petroleum workers.

The 4th Delegates' Conference will have an opportunity to assess and give a helping lead to all the petroleum workers. Com. T.C.N. Menon, M.P. is our Vice President and he would also give us the benefit of his advice in addition to Com. S.A. Dange M.P. whom we have invited to inaugurate the Conference.

I am aware that in order to preserve the unity of your organisation you have not considered affiliation of your union to any central organisation but I am equally anxious that the benefit of your experience should help us in coming to proper conclusions on the burning problems of petroleum workers. May be our deliberations can also be of help to you in the difficult situation you are undergoing with regard to your various demands which still remain unachieved.

I do believe that it would be mutually profitable if you attend the Conference and participate in the proceedings without any commitment on your part.

I therefore request you to accept this invitation to attend the Conference.

With fraternal greetings,

Yours fraternally,

Sd
G. Sundaram
GENERAL SECRETARY.

All India Petroleum Workers' Federation

(Registered under Indian Trade Union Act 1926)

President :

Head Quarter Office :

Telegram : "OILWORK

Gen. Secretary :

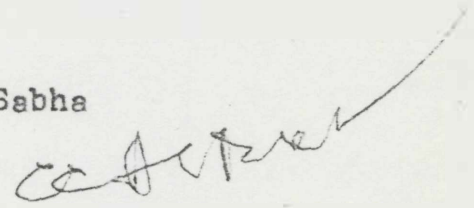
- " Shramajeevi Avaz ",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Telephone : 61453

Ref. No.

Dated...18-3-1961..15

The General Secretary,
Petroleum Refineries' Employees' Sabha
204, New Charni Road
BOMBAY 4.



Dear Com. Tulsi Boda,

The 4th Delegates' Conference of the All India Petroleum Workers' Federation has been convened to meet in Bombay from 27th to 29th March 1961. Com. S.A.Dange is inaugurating the Conference.


I recollect the contacts Com. R.N. Keul had made with you in the past with a view to your Sabha being affiliated to the Federation and also am aware that you had a different approach in regard to the organisation of the refinery workers but all this did not prevent our maintaining fraternal relations.

At any rate we came together so much at the time of the Burmah-Shell Refineries Workers' strike last year and I do fervently hope that we can find common cause with regard to the burning problems of petroleum workers.

I hereby extend our invitation to you to attend our Conference and which please accept and oblige.

With fraternal greetings,

Yours fraternally,

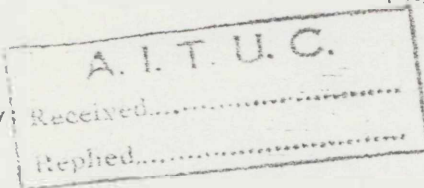


G. Sundaram
GENERAL SECRETARY.

All India Petroleum Workers' Federation

(Registered under Indian Trade Union Act 1926)

President :



Gen. Secretary :

Head Quarter Office :
" Shramajeevi Avaz ",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Telegram: "OILWORKER"

Telephone: 61453

Ref. No.

EXPRESS DELIVERY.

Dated...18-3-1961...19

The President,
Coral Employees Association
Daba Gardens
VIZAGAPATANAM 1.

cc Ardu ✓

Dear Comrade,

I thank you very much for your letter and the good words of appreciation. I shall try and obtain the necessary help for you from the Burmah-Shell Refineries leaders but I am not sure as to how the Financial Statements of Burmah-Shell Refinery working will help you directly in formulating your demands. Generally speaking the profit is so high that they surrendered the Duty Protection much sooner than they were entitled to, presumably with a view to save themselves from heavy taxation which would have been the case otherwise. If it is a question that you wish to make comparison between the operating expenses of the Coral Refinery and the Burmah-Shell Refineries, the financial statements would be of no use to you. Having been for several years in the fight for bonus with these Oil Companies I can tell you one thing straightaway i.e. the manner in which financial statements are compiled by Burmah-Shell differs very much from what it is by Caltex or Standard-Vacuum. The reason is Burmah-Shell Refineries functions as a refining agent of Burmah-Shell Marketing and Burmah-Shell Marketing itself is a commission agent for the parent companies - Shell Petroleum and Burmah Oil Co. as well as Royal Dutch Oil.

Caltex is a wholly owned subsidiary on a 50-50 basis by two parent companies - The Texas Corporation as well as the Standard Oil of California. So, as a subsidiary company they have not only fixed capital but also working capital but you cannot get a real clue of the various other tie-ups they have with the various other marketing operations.

In short what I would like you is to let me have your specific questions and I may try to help you with the answers.

4th Delegates' Conference: The 4th Delegates'

To _____

Date: _____

-2-

Conference of the All India Petroleum Workers' Federation is meeting in Bombay from 27th to 29th March 1961. I know the delicate manner in which you are handling your organisation. It may be that the question of your affiliation to the A.I.P.W.F. may create certain problems which you still have to solve. I do hope, however, that you will benefit at least by being an Observer and a full participation in the deliberations without having any commitment on your part.

I, therefore, extend to you my invitation for the 4th Delegates' Conference and I do hope that you will make it possible to attend.

With fraternal greetings,

Yours fraternally,

G. Sundaram
GENERAL SECRETARY.

All India Petroleum Workers' Federation

(Registered under Indian Trade Union Act 1926)

President:

Head Quarter Office:

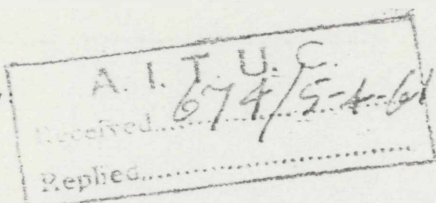
Telegram: "OILWORKER"

Gen. Secretary:

"Shramajeevi Avez",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Telephone: 61453

Ref. No.



Dated. 2-4-1961.....19

REGISTERED A.D.

280

Shri J.C. Saxena
Additional Private Secretary to the
Minister of Labour & Employment
and Planning

NEW DELHI

Sir,

Deliberations of the 4th Delegates'
Conference of the Federation -

Request for suitable action by the
Labour Ministry.

I write, first of all, to request you to convey to the Minister our thanks for the kind message sent by him, attached to your note to me No. APS/LM/2132/61 of March 23, 1961. This message was read to the public who gathered on the inauguration day of the Conference on March 27, and also has been circulated in full text to the Delegates and affiliated unions.

I am also sending herewith copy of the report, which I had submitted to the Conference for discussion as well as a copy of the Press Communique on the deliberations of the Conference.

Secondly, I take the liberty of sending you herewith text of eight of the resolutions of this Conference and request that you bring to the notice of the Minister the need for suitable intervention by the Ministry on the following lines.

1. Resolution No.1 entitled "For the Development of National Oil Industry, for the Defence of Public Sector and for safeguarding of petroleum workers' interests:"

The national tasks being assumed by the organised petroleum workers are bound to bring them into more and more conflict with the foreign oil companies who are the employers of the organised workers. In these conflicts, the State Labour Ministries and Ministers have not been helpful to the organised workers, a factor which was brought to the notice of the Minister during our meetings with him in 1958 and on the occasion of the Petroleum Tripartite Conference convened by him and which had met under his Chairmanship in New Delhi on 19th January 1959.

We apprehend that the close association of both the Maharashtra and West Bengal State Labour Ministers even now

To

Date:

-2-

with the INTUC and IFPW (ICFTU) affiliated rival and minority National Federation of Petroleum Workers (India) is bound to encourage the foreign oil companies to be more and more unfair to the big majority of workers and their unions organised in our Federation (AIPWF).

Hence our request that he take a personal interest in the problems facing us.

2. Resolution No. 3 entitled "On Code of Discipline and its one sided obligations for the employers":

While we are wholly guided by the Minister's exhortation with respect to the Code of Discipline, the fact that our industry falls within the State sphere for purposes of Industrial Disputes Act and that some State Labour Ministers are not above partisanship as was evidenced in the past, encourages the oil companies who are all India employers to follow a policy of divide and rule in their negotiations with us.

The anarchy of the wages system and the other conditions of service of the workers has not been alleviated in any way as a result of the deliberations of the Tripartite Conference. It is our view that this anarchy has only become worse.

I have published in "Petroleum Worker" a compilation of the wage system and other conditions of service which came to prevail as a result of "Regional" but piece meal settlements arrived at soon after the conclusion of the Tripartite Conference of January 1959. I am sending by book-post a copy of this issue of "Petroleum Worker" along with the compilation which will bring out my point.

Hence the need for a nation wide settlement still exists for achieving a measure of unanimity and orderliness in the wages and conditions of service.

It is under these circumstances that the issue of recognition to be given to the All India Petroleum Workers' Federation by the employers under the provisions of the Code of Discipline is a real issue which merits the consideration of the Minister.

3. Resolution No. 4 entitled "Down with the unjust and and unnecessary rationalisation measures":

Vagaries in the functioning of the State Evaluation and Implementation Committees are a damper to the various affiliated unions of the Federation to obtain the solutions because the employers though all India seek to follow different policies for their workers in the various states.

Hence nothing but an enquiry initiated by the Govt. of India would serve the purpose of helping the workers. The Minister may be kindly requested to institute the necessary

To

Date:

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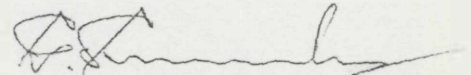
measures for such an enquiry.

4. Resolution No. 5 entitled "On the abolition of Contract Labour":

The survey referred to in the resolution has been initiated by the Director, Labour Bureau, Simla, sometime in June 1960. Our information is that this survey initiated by asking the companies to answer a common questionnaire has been followed by various Enumerators going to the work places perhaps with a view to verify or gather additional information. The oil companies do not want any attention to be focussed to the existence of this evil because they have settled themselves to a basis that they alone determine how their operations should be carried out. It is, therefore, necessary that a survey should help at least to come to conclusions in the direction indicated by the Supreme Court as regards the condition for abolition of Contract Labour. This we feel can be achieved only if all the affiliated unions are closely associated in the survey.

I am attaching hereto a list of the affiliated unions and their addresses and the Minister may be requested to have the Director of Labour Bureau and his officials to really associate our affiliated unions in the survey which is being carried out.

Yours truly,



G. Sundaram
GENERAL SECRETARY

Encl:

cc: President.
cc: Com. T.C.N. Menon.
cc: AITUC. ✓

To _____

Date: _____

LIST OF AFFILIATED UNIONS AND THEIR ADDRESSES

PETROLEUM WORKERS' UNION	3 & 4, Hare Street, CALCUTTA.
PETROLEUM WORKMEN'S UNION	"Shramajeevi Avaz" 34, Sewri Cross Road, Sewri, BOMBAY 15.
BURMAH-SHELL REFINERIES' WORKERS' UNION	Same as above.
PETROLEUM WORKERS' UNION	4215, Tel Mandi, Paharganj, NEW DELHI
STANDARD_VACUUM EMPLOYEES' UNION	L-38, Connaught Circus NEW DELHI
PETROLEUM WORKERS' UNION	12/13, Angappa Naicken Street, MADRAS 1.
BURMAH-SHELL EMPLOYEES' UNION	"College House" 17, Baker Street, MADRAS 1
PETROLEUM WORKERS' UNION	ERNAKULAM (Kerala)
HIND OIL KAMGAR SABHA	54, Budhwar Peth, Kaka Kuwa Mansion POONA 2
OIL COMPANIES FIELD STAFF ASSOCIATION OF INDIA	491, Raviwar Peth, POONA 2.

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All India Petroleum Workers' Federation

(Registered under Indian Trade Union Act 1926)

President :

Head Quarter Office :

Telegram : "OILWORK"

Gen. Secretary :

"Shramajeevi Avaz",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Telephone : 61453

Ref. No.

Dated...~~24~~ 1961...19

Shri K.D. Malaviya,
Hon. Minister of Mines & Oil,
Government of India
NEW DELHI

DELIBERATIONS OF THE 4TH DELEGATES' CONFERENCE OF THE FEDERATION.

Sir,

As I informed you in my letter of 11th March, the 4th Delegates' Conference of the All India Petroleum Workers' Federation met in Bombay from 27th to 30th March, 1961.

I now take the liberty of sending you herewith the text of a resolution entitled "For the Development of National Oil Industry, for the Defence of Public Sector and for Safeguarding of petroleum workers' interests". You will see from this resolution that the petroleum workers, both in the Distribution and Marketing wing as well as in the Refinery, organised by our Federation, have continued to take interest in the problems of the industry and have pledged to continue to play their role in defending the interests of the Public Sector. The petroleum workers also acknowledge in support of the Govt.'s declared policy that the Public Sector as the main Sector in which the industry has to develop.

The organised petroleum workers who have assumed this national task are bound to come into more and more conflict with the foreign oil companies who are the employers. The workers naturally look to the Ministers of our Government for sympathy and help in safeguarding their interest.

While playing this correct role the workers who are now employed in the private sector have to face the impact of the policy of the Government designed to regulate the functioning of the private sector in national interest. You will see that the resolution has dealt with some of the sore questions which have arisen in this connection particularly the vital problem of job security and reasonable working conditions.

I also take the liberty of sending you herewith for your information, 7 other resolutions of this Conference which deal mostly with the problems of the workers.

While we have upraised the Labour Ministry of all the resolutions and problems we are facing and sought his goodwill for appropriate action and I do hope that your Ministry and yourself personally will continue to take interest in the problem of safeguarding the job security of the workers who

To

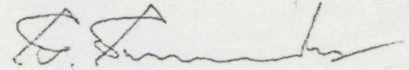
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are already in employment.

I also wish to inform you that Shri T.C.N. Menon, M.P. who also took part in the deliberations of the Conference, has been re-elected as a Vice President of our Federation.

Yours truly,



G. Sundaram
GENERAL SECRETARY.

cc: President.
cc: TCN Menon
cc: AITUC ✓

All India Petroleum Workers' Federation

(Registered under Indian Trade Union Act 1926)

President :

Head Quarter Office :

Telegram : "OILWORKERS"

Gen. Secretary :

"Shramajeevi Avaz",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Telephone : 61453

Ref. No.

Dated.....2-4-1961.19

The Director
I.L.O. India Branch
Mandi House
NEW DELHI 1.

DELIBERATIONS OF THE 4TH DELEGATES' CONFERENCE OF THE FEDERATION

Dear Shri Menon,

I am very thankful to you for the message you sent for our Conference which was read to the public who had gathered on the inauguration day, 27th March 1961. The message has also been circulated to all the delegates and affiliated unions of our Federation.

I am sending you separately by book-post, for your information, all the documents of the Conference, viz. Press Communique issued after the conclusion of the Conference, resolutions and messages, Address of the Chairman of the Reception Committee and the outgoing President and General Secretary's report with enclosures.

You will find resolution No. 7 entitled "Petroleum workers and I.L.O." deals with the role played by our leaders in the 6th Session of the Petroleum Committee held in Geneva last year. In that connection you may be aware that Document IC/P/6/12 entitled "Report of the Working Party on the effect given to the conclusions adopted by the Petroleum Committee at its previous Session" deals on page 5 with the conclusion with regard to resolution No.44. The paragraph 18 which deals with this question states as under:

"The Working Party decided to place resolution (No. 44 concerning conditions of employment of Contract Labour in the petroleum industry in Section I, Group B, which relates to conclusions in regard to which Governments will be asked to provide further information"

It is in this connection you will appreciate the resolution No. 5 entitled "on the abolition of Contract Labour" passed by our Conference and the call of the Conference to the Government to make the collection of data as effectively as possible.

I am also sending you by book-post a copy each of

Date:

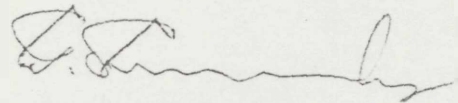
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of the issues of "Petroleum Worker" Vol.2 No. 4/5 and Vol.2 No.6-12, which deals with settlements between the workers' unions and the employers in the industry, both in the Refining and Marketing/Distribution wings concerning wages and other terms and conditions of service. I thought this may be useful because resolution No. 54 "On Study of Wages in the Petroleum Industry" adopted at the last 6th Session decided to "request the governing body of the I.L.O. to take appropriate steps so that the International Labour Office can undertake a wage study in the petroleum industry".

Incidentally the mailing list for our "Petroleum Worker" as well as "Petroleum Mazdoor", the organ of the affiliated union - Petroleum Workmen's Union, Bombay - has the I.L.O. News Service and I do hope that your office receives our publication regularly.

The Proceedings of the 6th Session of the I.L.O. have been dealt with exhaustively in Vol. 1 No.9 and 10 of the "Petroleum Mazdoor" and Vol. 2 No. 6-12 of "Petroleum Worker". The report published in "Petroleum Worker" has been drawn from the I.L.O. News Service and I am sorry due to Printer's error the acknowledgement to I.L.O. News Service was left out in printing.

Yours sincerely,



G. Sundaram
GENERAL SECRETARY.

cc: President.
cc: TCN Menon
cc: NT Sule
cc: AITUC ✓

ALL INDIA PETROLEUM WORKERS' FEDERATION.
"SHRAMAJEEVI AVAZ", 34, Sewree Cross Road,
SEWREE, BOMBAY 15.

2-4-1961

Shri A.D.E. Wijetunge,
General Secretary,
All Ceylon Oil Cos. Workers' Union
No. 9, Albion Place
COLOMBO - 9, CEYLON.

DELIBERATIONS OF THE 4th DELEGATES'
CONFERENCE OF THE A.I.P.W.F.

Dear Comrade,

I thank you for the kind message sent by you for our Conference vide your letter dated 25th March 1961. Your message was greeted with cheers by the delegates of our Conference who have asked me to convey to you their sense of gratitude to the fraternal interest you are taking in the problems and welfare of petroleum workers of our country.

I have sent you separately all the documents of our Conference viz. Press Communique issued after the conclusion of the Conference, resolutions passed and messages received, Addresses of the Chairman, Reception Committee and the outgoing president and General Secretary's Report with enclosures. I do hope that the resolutions of our Conference will acquaint you with the activities and the plans of our Federation to promote the well being of the petroleum workers of our country.

With fraternal greetings,

Yours fraternally,

G
G. Sundaram
GENERAL SECRETARY.

Ce AITUC

ALL INDIA PETROLEUM WORKERS' FEDERATION
"SHRI RAMAJEEVI AVASTI" SEWREE ROAD,
SEWREE, BOMBAY

2-4-1961

Shri Saleem Akhtar Shamsi,
Secretary General
Pakistan Petroleum Workers' Federation
2185-C Gordhandas Market,
Bunder Road,
KARACHI - PAKISTAN

DELIBERATIONS OF THE 4th DELEGATES'
CONFERENCE OF THE A.I.P.W.F.


Dear Comrade,

I thank you for the kind message sent by you for our Conference vide your letter dated 24th March 1961. Your message was greeted with cheers by the delegates of our Conference who have asked me to convey to you their sense of gratitude to the fraternal interest you are taking in the problems and welfare of petroleum workers of our country.

I have sent you separately all the documents of our Conference viz. Press Communiqué issued after the conclusion of the Conference, resolutions passed and messages received, Addresses of the Chairman, Reception Committee and the outgoing president and General Secretary's Report with enclosures. I do hope that the resolutions of our Conference will acquaint you with the activities and the plans of our Federation to promote the well being of the petroleum workers of our country.

With fraternal greetings,

Yours fraternally,


G. Sundaram
GENERAL SECRETARY

GAITUR

ALL INDIA PETROLEUM WORKERS' FEDERATION.
"SHRAMAJEEVI AVAZ", 54, Sewree Cross Road,
SEWREE, BOMBAY 15.

2-4-1961

Com. President,
Union Professionnelle des Travailleurs
de L'Industrie Lourde et de
L'Electrification,
4 Place Lenine,
Sofia, BULGARIA

Dear Comrade,


DELIBERATIONS OF THE 4TH
DELEGATES CONFERENCE OF
THE A.I.P.W.F.

I thank you for the kind message sent by you for our Conference vide your cable dated 27th March, 1961. Your message was greeted with cheers by the delegates of our Conference who have asked me to convey to you their sense of gratitude to the fraternal interest you are taking in the problems and welfare of petroleum workers of our country.

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With fraternal greetings,

Yours fraternally,


G. Sundaram
GENERAL SECRETARY

AITUE

ALL INDIA PETROLEUM WORKERS' FEDERATION,
"SRAMAJEEVI AVAZ", 34, Sewree Cross Road,
SEWREE, BOMBAY 15.

2-4-1961

Com. Vaclav Vesely
President of the Chemical
Workers' Trade Union,
Nam G.Klimenta C.2
Praha XI
Zizkov Czechoslovakia

Dear Comrade,

DELIBERATIONS OF THE 4TH DELEGATES'
CONFERENCE OF THE A.I.P.W.F.

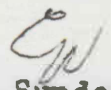
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May I draw your particular attention to the resolution entitled "Solidarity with International and Soviet Trade Unions" which placed on record the consolidation of fraternal bonds between your organisation and ours.

With fraternal greetings,

Yours fraternally,


G. Sundaram
GENERAL SECRETARY

AITUC

ALL INDIA PETROLEUM WORKERS' FEDERATION

"SERAMAJEEVI AVAZ", 34, Sewree Cross Road

SEWREE, BOMBAY 15.

2-4-1961

Com. Laszlo Gal,
General Secretary
Hungarian Chemical Workers' Union
Budapest 76 - Hungary

Dear Comrade,

DELIBERATIONS OF THE 4TH DELEGATES'
CONFERENCE OF THE A.I.P.W.F.

I thank you for the kind message sent by you for our Conference vide your letter dated 24th March, 1961. Your message was greeted with cheers by the delegates of our Conference who have asked me to convey to you their sense of gratitude to the fraternal interest you are taking in the problems and welfare of petroleum workers of our country.

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With fraternal greetings,

Yours fraternally,



G. Sundaram
GENERAL SECRETARY

Attue

ALL INDIA PETROLEUM WORKERS' FEDERATION.
"SHRAMAJEEVI AVAZ", 34, Sewree Cross Road,
SEWREE, BOMBAY 11.

2-4-1961

The President,
Central Committee of
Petrol Gas and Chemical Workers
Union of the Rumanian Peoples Republic,
Str. Stefan Gheorghiu 14
Bucharest - Rumania

Dear Comrade,


DELIBERATIONS OF THE 4TH DELEGATES'
CONFERENCE OF THE A.I.P.W.F.

I thank you for the kind message sent by you for our Conference vide your cable dated 24th March, 1961. Your message was greeted with cheers by the delegates of our Conference who have asked me to convey to you their sense of gratitude to the fraternal interest you are taking in the problems and welfare of petroleum workers of our country.

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With fraternal greetings,

Yours fraternally,


G. Sundaram
GENERAL SECRETARY

AITUE

ALL INDIA PETROLEUM WORKERS' FEDERATION.
"SHRAMAJEEVI AVAZ", 34, Sewree Cross Road
SEWREE, BOMBAY 15.

2-4-1961

The President
National Committee of
Petroleum Workers' Union of China
Trade Union Building
Outside Fushingmen
Peking - China

Dear Comrade,


DELIBERATIONS OF THE 4TH DELEGATES'
CONFERENCE OF THE A.I.P.W.F.

I thank you for the kind message sent by you for our Conference vide your cable dated 25th March, 1961. Your message was greeted with cheers by the delegates of our Conference who have asked me to convey to you their sense of gratitude to the fraternal interest you are taking in the problems and welfare of petroleum workers of our country.

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With fraternal greetings,

Yours fraternally,


G. Sundaram
GENERAL SECRETARY

AITue

ALL INDIA PETROLEUM WORKERS' FEDERATION
"SHRAMAJEEVI AVAZ", 34, Sewree Cross Road,
SEWREE, BOMBAY 15.

2-4-1961

Com. V. Makelski,
Secretary,
Trade Unions International of
Chemical, Oil & Allied Workers
(Trade Dept. of W.F.T.U.)
BUDAPEST 76 - HUNGARY

DELIBERATIONS OF THE 4TH DELEGATES'
CONFERENCE OF THE A.I.P.W.F.

Dear Comrade,


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May I draw your particular attention to the resolution entitled "Solidarity with International and Soviet Trade Unions" which placed on record the consolidation of fraternal bonds between your organisation and ours.

With fraternal greetings,

Yours fraternally,


G. Sundaram
GENERAL SECRETARY

AITUC

ALL INDIA PETROLEUM WORKERS' FEDERATION
"SHRAMAJEEVI AVAZ", 34, Sewree Cross Road,
SEWREE, BOMBAY 15.

2-4-1961

The Chairman
Central Committee
Oil & Chemical Workers Union
Palace of Labour
Moscow V-119 - USSR

Dear Comrade,

DELIBERATIONS OF THE 4TH DELEGATES'
CONFERENCE OF THE A.I.P.W.F.


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With fraternal greetings,

Yours fraternally,


G. Sundaram
GENERAL SECRETARY

Attve

ALL INDIA PETROLEUM WORKERS' FEDERATION
"SRAMATEEVI ANNE" 24, Sewree Cross Road,
SEWREE, BOMBAY 15.

2-4-1961

Com. V. Makelski,
Secretary,
Trade Unions International of
Chemical, Oil & Allied Workers
(Trade Dept. of W.F.T.U.)
BUDAPEST 76 - HUNGARY

DELIBERATIONS OF THE 4TH DELEGATES'
CONFERENCE OF THE A.I.P.W.F.

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With fraternal greetings,

Yours fraternally,

ALL INDIA PETROLEUM WORKERS' FEDERATION.
"SHRAMAJEEVI ANAZ", 84, Seewee Cross Road,
SEWREE, BOMBAY 15.

2-4-1961

Kollege Hoepfner
Industriegewerkschaft Chemie,
Zentralvorstand
Halle (Saale) C-2
Rudolf Breitscheidstr 9 (GDR)

DELIBERATIONS OF THE 4th DELEGATES'
CONFERENCE OF THE A.I.P.W.F.


Dear Comrade,

I thank you for the kind message sent by you for our Conference vide your cable dated 25th March, 1961. Your message was greeted with cheers by the delegates of our Conference who have asked me to convey to you their sense of gratitude to the fraternal interest you are taking in the problems and welfare of petroleum workers of our country.

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With fraternal greetings,

Yours fraternally,


G. Sundaram
GENERAL SECRETARY.

GREATER BOMBAY KEROSENE OIL TANKCART HAULERS'
ASSOCIATION.

~~XXXXXXXXXXXXXXXXXXXX~~
Sewri, BOMBAY - 15

January 9, 1961.

The Hon'ble Chief Minister
Shri Yeshwantraoji Chawan,
Government of Maharashtra,
Sachivalaya, BOMBAY.

Hon'ble Sir,

We the undersigned representatives of cartmen hauling kerosine oil tankcarts in Bombay City, beg to state the following few lines for your kind consideration.

We are about 300 cartmen hauling kerosine oil tankcarts for Messrs Burmah-Shell, Stanvac, Caltex, Indo-Burma and Western India Oil Co. We were getting kerosine oil filled in companies tankcarts through their respective agents. The most of the tankcarts are of 104 gallons capacity. The agents pay company for the kerosine filled in tankcarts and we used to haul them by our bullocks and canvass sales of these companies shop to shop in the Greater Bombay. While canvassing sales we collect the cost of kerosine from shop to shop for the quantities sold and remit the same next day with company's agents. For the canvass and sale of 104 gallons, the agents were paying us all these days Rs. 4.87 towards hauling, canvassing and discount to customers. Out of Rs.4.87, we were spending Rs.1.62 for giving discount to the Shops taking kerosine from the cartmen. Thus, Rs.3.25 only were left with us after one trip of 104 gallons. The total sale of all companies in Greater Bombay is about one lakh and forty thousand gallons per day out of which one lakh and twenty thousand gallons requirement of the city is met by tankcarts.

Till the month of November 1960 we used to make minimum two trips per day and for this we got Rs.6.50 towards hauling. In this remuneration we could meet the expenses towards our bullocks and our families. But when kerosine marketed by State owned Indian Oil Company was introduced in the market, we started losing customer-shops because of its cheaper selling rate of Rs.4.25 per 4 gallons against the above mentioned companies uniform rate of Rs.4.75 for 4 gallons, to the Shop-keepers. However we tried to maintain our customers by offering some more discount (over and above Rs.1.62 as stated above) out of our actual remuneration for hauling the cart. Still it was found difficult to maintain customers and the retailers started rushing for kerosine sold by the Indian Oil Company, with the result our trips were reduced. We can now hardly make one trip a day and thus the amount lesser than Rs.3.25 earned on one trip is found inadequate to meet the expenses towards bullocks and our families. We represented our grievance to the agents of the oil companies but they paid no attention. All our efforts to persuade agents for the last two months have failed and therefore as a last resort we were forced to stop hauling tankcarts of kerosine from Wednesday the 4th instant. Even after we ceased our work, we continued to negotiate with the agents and the companies concerned through our deputations. We have also submitted memorandums stating our grievance, to the companies managements but still no satisfactory solution is coming forward, with the result the entire public in Greater Bombay is put to very much inconvenience.

Finally, our deputation approached the Indian Oil
Company.

the deputation was received by one Mr. ^{Varma} ~~Bayal~~, We explained our grievance and requested him to supply kerosine to us for sale to City shops. We were told that we must have the approval of the Government of Maharashtra and particularly of your department to enable us to get kerosine for sale.

We have to inform you that we are about 300 cartmen who have formed an association by name "Greater Bombay Kerosine Oil Tankcart Haulers' Association" and have a tight grip over the city's kerosine distribution of about one lakh and twenty thousand gallons per day. We therefore request you to look into our grievance and help us to get the remuneration by which it would be possible for us to maintain bullocks and our families. We also request you to explore possibility of supplying kerosine of State owned Indian Oil Company direct ~~nt~~ to us and we assure you that there shall be no break in the distribution of kerosine through Indian Oil Company provided we are assured our daily remuneration. If this is possible we are prepared to give our Association a shape of Co-operative Society in absolute conformity with the rules and regulation of the Registrar of Co-operative Societies.

We hope you will help us by using your good offices to get us out of the dangerous situation created by the Oil companies and their agents and thus overcoming the scarcity and high prices of kerosine shooting up in the city market.

Awaiting your favourable reply and thanking you,

Yours faithfully,

Address:

C/o. Ramavadh Jagannath Karus, Lal Barch New Market, Patlabai Chawl, Room No. 1, Garamkhada, Bombay 12.	1. (Sd) Ramavadh Jagannath 2. (sd) Shantilal 3. (Sd) Bashir
---	---

copy forwarded with compliments to:

- 1) Hon'ble Shri Bharade, Minister of Co-operation & Rural Development, Government of Maharashtra, Sachivalaya.
- 2) Hon'ble Shri K.D.Malaviya, Minister of Oil Fuel & Natural Gas, Government of India, Secretariate, New Delhi.
- 3) Shri K.K.Sahni, Oil & Natural Gas Commission, Central Secretariate, New Delhi.
- 4) Shri Arora, Indian Oil Company, Bombay.

280

10/1/61

Dear Comrade.

I hope you have received telegram and letters we sent for about B.S.R. Bonus Case before the Supreme Court. My report about clerical opinion is almost all ^{clerics} are against settlement. Com. Gul is writing to advising Jawardan Sharma accordingly and also arranging to send a cheque of ^{his} towards fees:

By now you must have got the reports through newspapers about Kerosine oil tank cartmen's strike. This strike has created a very dangerous situation in Greater Bombay. There is a scarcity of Kerosine and prices are shooting

up per bottle of kerosine. Those who get kerosine from Indian oil Co. are selling by bottles and not gallons. Such scarcity of kerosine was never experienced ⁱⁿ by the recent years by the public of Bombay.

I am enclosing a detailed memorandum submitted to the Chief Minister of Bombay by tankcartmen, to give you the correct idea of their grievance. Cartmen leaders are from B.P. Shell Cartmen. These men informed me on Monday last i.e. 2nd Jan. That they have taken a decision of strike. They were organised only on the same day. Strike started on wed. 4th Jan. Then they approached me for guidance on the same morning. We are not ~~directly~~ directly handling the strike. Cartmen want their daily remuneration to be increased and

to achieve this, they are even prepared for an indefinite strike. Today is 7th day of strike, unity is solid, no hesitation on their part. We directed them to all the 5 oil companies. Companies refused to intervene since cashiers are responsible to the agents. Then they approached agents, some agents of SIOC, Caltex, IBP & WIOC are prepared to give some increase but not satisfactory according to cashmen. BPSHELL's agent - Abd Abu Jasademulla is not prepared even to give even a single napa paisa ^{rise} and that is why there is a jam. Then cashiers' deputation approached Indian Oil Co. yesterday their deputation tried to see the Chief minister and the ministers concerned but they are all at Sardar Nagar. However

~~the~~ carlinen submitted their memorandum to Shri Pawaskar secretary of Chief minister. Deputation is trying to see Sri Bhardwaj to-day. Today police pickets are posted on each Co's gate while carlinen are conducting a peaceful picketing. After 7 days of strike, to-day few hoses of kerosine went out of installation under police escort but this will not give any relief to the public. Indian Oil Co's distribution is very slow, pump system is going out of order, all dealers & Societies ^{trying to get} getting kerosine from Indian Oil Co., their stock is getting exhausted. Carlinen are prepared to switch over entire trade of 5 oil companies to Indian Oil Co. provided they are given kerosine

regularly without any break. as they don't want to be paid monthly remuneration instead of daily. If cartmen don't get sufficient increase, some of them want to give up this trade permanently and that is the reason they are not happy with little increase offered by some agents. There is association is formed and they are interested in forming a society in order to get supplies direct from the Co. In the beginning of strike agents were restless but now they are taking advantage of the situation in bringing pressure on the oil companies to reduce their rates. Companies are adamant and these companies think that this depression is not going to last.

long since I.O.C. has running short
of stocks very soon. To-day all
oil companies representatives are in
a meeting with Home minister's
secretary, Cartmen's deputation is also
waiting there. Of all the companies
agents offer something more than only
Cartmen will resume supplies work.
It is first time in very recent years
that when workers approached these
companies for extra kerosine, ~~that~~ their
demand was accepted and everybody
busy carrying this. I am enclosing a
Cartoon appeared in to-days Free Press Journal
which will give you a correct idea of
the situation. I hope to-days meeting at
secretariate will bring some solution.

With greetings to all.
Comradely yours
P.S. Desai

A. I. T. U. C.
Received.. 7/11/7-4-61
Replied.....

ALL INDIA PETROLEUM WORKERS' FEDERATION.
"SHRAMAJEEVI AVAZ", -34, Sewree Cross Road,
SEWREE, BOMBAY 15.

5-4-1961

Shri T.B. Naidu
President,
Coril Employees' Association
Daba Gardens
VIZAPATNAM 1.

Dear Comrade,

4th Delegates' Conference
held in Bombay from 27th
to 30th March 1961.

I had written you in my letter of 18th March inviting you to attend the above Conference which successfully concluded. I regret that you could not attend perhaps due to the late receipt of my invitation or due to some other difficulties you were facing.

I have sent you by book-post all the available documents including the resolutions passed and a list of the newly elected Working Committee.

Please do write to us for any assistance you need which we shall fulfil to the best of our resources.

With fraternal greetings,

Yours fraternally,



G. Sundaram
GENERAL SECRETARY

cc: President AIPWF.
cc: AITUC ✓

A. I. T. U. C.
Received... 710/T-A-61
Replied.....

ALL INDIA PETROLEUM WORKERS FEDERATION
"SHRAMAJEEVI AVAZ", 84, Sowrea Cross Road,
SEWREE, BOMBAY 15.

5-4-1961

The General Secretary,
Petroleum Refineries Employees' Sabha
Aziz Baug,
Ghatkopar-Mahul Road
Chembur,
BOMBAY 71.

4th Delegates' Conference
held in Bombay from 27th
to 30th March 1961.

Dear Comrade,

I had written on your address at 204, New Charni Road in my letter of 18th March inviting you to attend the above Conference which successfully concluded. I regret that you could not attend perhaps due to the late receipt of my invitation or due to some other difficulties you were facing.

I have sent you by book-post all the available documents including the resolutions passed and a list of the newly elected Working Committee.

Please do write to us for any assistance you need which we shall fulfil to the best of our resources.

With fraternal greetings,

Yours fraternally,



G. Sundaram
GENERAL SECRETARY

cc: President, AIPWF.

cc: AITUC with copy of my letter of 18th March ✓

All India Petroleum Workers' Federation

(Registered under Indian Trade Union Act 1926)

President :

Head Quarter Office :

Telegram : "OILWORKI"

Gen. Secretary :

"Shramajeevi Avez",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Telephone : 61453

Ref. No.

Dated...18-3-1961..19

The General Secretary,
Petroleum Refineries' Employees' Sabha
204, New Cherni Road
BOMBAY 4.

Dear Com. Tulsi Boda,

The 4th Delegates' Conference of the All India Petroleum Workers' Federation has been convened to meet in Bombay from 27th to 29th March 1961. Com. S.A.Dange is inaugurating the Conference.

I recollect the contacts Com. R.N. Kaul had made with you in the past with a view to your Sabha being affiliated to the Federation and also am aware that you had a different approach in regard to the organisation of the refinery workers but all this did not prevent our maintaining fraternal relations.

At any rate we came together so much at the time of the Burmah-Shell Refineries Workers' strike last year and I do fervently hope that we can find common cause with regard to the burning problems of petroleum workers.

I hereby extend our invitation to you to attend our Conference and which please accept and oblige.

With fraternal greetings,

Yours fraternally,

G. Sunderam
GENERAL SECRETARY.

ALL INDIA PETROLEUM WORKERS' FEDERATION.
"SHRAMAJEEVI AVAZ", 34, Sewree Cross Road,
SEWREE, BOMBAY 13.

A. I. T. U. C.
Received, 209/7-4-61
Replied,

5-4-1961

The General Secretary,
A.O.C. Labour Union
Digboi, Assam

4th Delegates' Conference held
in Bombay from 27th to 30th
March 1961.

Dear Comrade,

I had written you in my letter of 18th March inviting you to attend the above Conference which successfully concluded. I regret that you could not attend perhaps due to the late receipt of my invitation or due to some other difficulties you were facing.

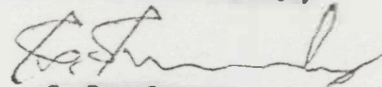
I have sent you by book-post all the available documents including the resolutions passed and a list of the newly elected Working Committee.

We have had the benefit of keeping in correspondence with you in the past at least to the extent of creating some public opinion we are capable of through the columns of the monthly organ "Petroleum Worker" of which I have been sending you copies regularly.

Please do write to us for any assistance you need which we shall fulfil to the best of our resources.

With fraternal greetings,

Yours fraternally,



G. Sundaran
GENERAL SECRETARY

cc: President AIPWF
cc: AITUC ✓
cc: Com. Barin Chowdhury.

A. I. P. U. C.
Received 7/13/7-4-61
Rel

India Petroleum Workers' Federation

(Registered under Indian Trade Union Act 1926)

President :

Head Quarter Office :

Telegram : "OILWORKER"

Gen. Secretary :

"Shramajeevi Avaz",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Telephone : 61453

Ref. No.

Dated 5-4-61.....19

280

Com. Atin Sadhu,
President AIPWF
Calcutta.

4th Delegates' Conference

Dear Comrade,

I have written to the General Secretary of both the United Trade Union Congress and Hind Mazdoor Sabha on 13th March, 1961, as I wrote to other organisations inviting them to accept our invitation to attend our Conference and at least send a message if unable to attend.

I had no reply from either of them.

Yours fraternally,



G. Sundaram
GENERAL SECRETARY

cc: Shri Shiveji Patil
HOKS, Poona.

G. A. Patil ✓

280

Received 7/12/74-61
Replied.....

ALL INDIA PETROLEUM WORKERS FEDERATION
"SHRAMAJEEVI AVAZ", 54, Sewree Cross Road,
SEWREE, BOMBAY 15.

5-4-1961

The General Secretary,
All India Bank Employees' Association
Katra Shahanshahi
Chandni Chowk
DELHI 6.

DELIBERATIONS OF THE 4TH DELEGATES'
CONFERENCE OF THE A.I.P.W.F.

Dear Comrade,

I thank you for the kind message sent by you for our Conference vide your letter dated 24th March 1961. Your message was greeted with cheers by the delegates of our Conference who have asked me to convey to you their sense of gratitude to the fraternal interest you are taking in the problems and welfare of petroleum workers of our country.

I have sent you separately to the address of "Bank Mazdoor" all the documents of our Conference viz. Press Communique issued after the conclusion of the Conference, resolutions passed and messages received, Addresses of the Chairman Reception Committee and the outgoing President and General Secretary's Report with enclosures. I do hope that the resolutions of our Conference will acquaint you with the activities and the plans of our Federation to promote the well being of the petroleum workers.

With fraternal greetings,

Yours fraternally,



G. Sundaram
GENERAL SECRETARY.

Ce. AITUC ✓

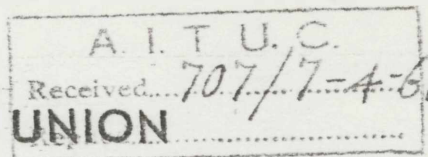
Telegram: "OILWORKER" Bombay.

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

"SHRAMAJEEVI AVAZ"
34, SEWREE CROSS ROAD, SEWREE

Tel: 61453



Ref:

Bombay 15, 6-4-61

Com. K.G. Srivastava,
A.I.T.U.C.
NEW DELHI

280

Dear Com. Srivastava,

Re: My Passport: You stated in your letter of March 24, "P.S." that you have written to the Ministry of External Affairs and that Com. Parvathi also met the C.P.C.

However, I sent a registered letter on 26th as per copy herewith.

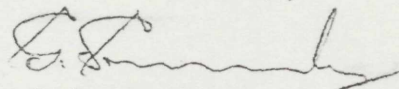
I called this morning and the reply given to me is that "have written for instructions - expect in a week - call again".

Therefore please make one more check up.

AIPWF: I am sending herewith a copy of the Circular of A.I.P.W.F. which narrates the proceedings of the Delegates' Conference in detail.

- Yours fraternally,

Encl:


G. Sundaram
GENERAL SECRETARY.

REGISTERED A.D.

24-3-1961

The Regional Passport Officer,
Army and Navy Building
148, Mahatma Gandhi Road
BOMBAY 1

Dear Sir,

Application for the extension
of validity of passport.

With further reference to my letter of 8th March 1961 which I sent by express delivery, I refer to my call at your office to-day when I came to know that you had not considered my last letter to you dated 8th March.

I was called again on the 28th March, but I wish to inform you that I would be busy on the 3 days, 27th, 28th and 29th March, with the Delegates' Conference of the All India Petroleum Workers' Federation, being held in Bombay and of which I am the General Secretary.

In case you find it difficult to trace in your office my letter of 8th March, I request you to utilise the copy, which I am sending herewith, which also I have signed for the purpose.

You will see from the attachments to my letter of 8th March that all the requirements stipulated by you in your letter of 15th December 1960 (Ref. No. F.10(4474)60/RPO/R) are now fulfilled and I once again request that you issue my passport to me after extending its validity in accordance with the original application I made on 22-4-1960 and which you acknowledged by your letter F.10(4474)60/R of 7th March.

You will appreciate that I will have to obtain visas which require certain amount of time and any delay that is caused in issuing the passport will put me in great difficulties. I am even expecting an invitation for attending the May Day Celebrations, which would mean that I will have to leave definitely early the last week of April and it leaves me very little time to arrange the visas.

I, therefore, once again request you and thank you in advance for your prompt consideration and favourable disposal of my application for extending the validity of my passport A-494353.

Yours truly,

Encl:

GANPAT SUNDARAM

CC AITUC.

GRAMS : "PETROLEUM"

PHONE : 44047

PETROLEUM WORKERS' UNION
(Regd.No.109),
4215, TEL MANDI, PAHARGANJ,
NEW DELHI.

Ref :-No.35/PWU/591

Dated 12th April, 1961.

Shri Gulzari Lal Nanda,
Hon'ble Minister for Labour,
Government of India,
New Delhi.

Dear Sir,

SUB :- QUIT NOTICES IN CALTEX.

We write with further reference to our letter No.PWU/590 dated 11th April, 1961.

This morning there appeared a news in Hindustan Times dated 12.4.1961 stating "Enquiries at the Bombay Office of Caltex show that there has been no retrenchment as such but about a dozen employees from all over the country had been retired before the expiry of their normal tenure. This was done after negotiations with the employees concerned and payment of compensation to them".

At the outset we wish to emphasise that statement of Mr. Malvya has been belied by the Company itself by stating that "there has been no retrenchment as such." As a matter of fact there is no scope of retrenchment in this Company. Rather there is still a big scope of employment if an enquiry is instituted to find how much labour is exploiting at the hands of the Contractors. To what extent unnecessary rationalization has been introduced.

But what we want to bring to your kind notice at present that the Company has tried to misguid the public as well as the authorities by saying that "this was done after negotiations with the employees concerned and payment of compensation to them". As a matter of fact, no negotiations were held with the employees. Rather the employees were served with the quit notices all of a sudden and to their utter shocking surprise. This was kept top secret till the letters were issued. The so called compensation runs only from 2 months salary to 6 months' salary when the employee had served for more than 15/20 years and were yet to serve from 3 years to 16 years. This need not be explained that who would agree to such a drastic attack on himself. This so called compensation is no compensation at all.

This was a policy of pick and choose to throw out those employees who were not yes men of the bosses. Actually Company is still recruiting the persons in the same positions from which these employees have been retired. We would, therefore, pray that the Company should not be allowed to attack the employees under the shelter of economy Drive and reduction in Oil prices.

There are many ways of reducing the expenditure and we feel confident that we can convince one and all with facts and figures that they can reduce the expenses and prices of oil without resorting to any reduction of so called supervisory staff, clerical and labour force.

Kindly take immediate steps and intervene to get the services of the affected employees restored. The families of these affected employees in particular and all petroleum workers in general are looking forward to your timely and valuable assistance. This will also help in maintaining peace in the Industry.

Yours faithfully,


for GENERAL SECRETARY.

CC :- Members of the Parliament.
CC :- General Secy. A.I.P.W.F., Bombay.

Received 802/13-4-61
Replied.....

GRAMS : "PETROIEUM"

PHONE : 44047

PETROIEUM WORKERS' UNION
(Regd.No.109),
4215, TEL MANDI, PAHARGANJ,
NEW DELHI.

Ref :-No.8/PWU/593

Dated 12th April, 1961.

To

ALL AFFILIATED UNIONS.

SUB :- QUIT NOTICES ON EMPLOYEES
IN CALTEX.

We write with further reference to our letter No. 8/PWU/588 dated 8th April, 1961 and attach hereto the copies of various letters/circulars issued by us so far.

We requested you to furnish us with the some data and further wish you to supply us with the following figures :-

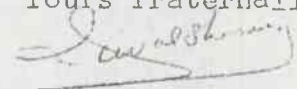
1. Sales of All Products of all Companies but specially of Caltex for the years 1957, 1958, 1959 and 1960.
2. Name of persons affected in Caltex with the following details.

	Present	
Name.	Position.	Age.
		Completed year of services.
3. Names of persons recruited during 1960 & 1961 for the position of Sales Rep, Depot Operators, Sales and Assistant Sales Engineers and other similar positions with details of their relations with big business organisations or Ministries or Government Officials.
4. Names of foreign Officers still in service with the Company in India.

This will help us to brief the members of Parliament and convince the Ministry of this wrong action of the Company.

Immediate reply is requested.

Yours fraternally,



for GENERAL SECRETARY.

CC :-The General Secretary, A.I.T.U.C., New Delhi. } Kindly enlighten
 CC :-The General Secretary, P.T.U.C., Delhi. } us and give your
 } valuable guidance
 } in this regard.

ALL INDIA PETROLEUM WORKERS' FEDERATION.

"Shramajeevi Avaz"
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Received 664/5461
Replied.....

4TH DELEGATES' CONFERENCE.

PRESS COMMUNIQUE

March 31, 1961.

The 4th Delegates' Conference of the All India Petroleum Workers' Federation which was inaugurated on 27th March 1961 in Bombay by Com. Bankim Mukerjee, M.L.A. in the unavoidable absence of Com. S.A. Dange, M.P. General Secretary of the All India Trade Union Congress, concluded its deliberations on 30th March 1961. Attended by 70 delegates and observers on behalf of 8 affiliated unions from all over India of workers and clerks engaged in distribution and refining of petroleum products, the Conference was also addressed by Com. Dange on the second day when he arrived from Delhi. Other prominent labour leaders who took part in the deliberations are Messrs. T.C.N. Menon, M.P., Shri S. Guruswamy of the A.I.R.F. and Y.D. Sharma of New Delhi.

Messages and Greetings for the Conference had come from Shri G.L. Nanda, Minister of Labour & Employment and Planning, Govt. of India, Shri V.K.R. Menon, Director of I.L.O. in New Delhi, from All India Bank Employees' Association, from Petroleum Workers Federations of Pakistan and Ceylon and from eight other fraternal workers organisations in similar trade, viz. the Trade Unions International of Chemical, Oil and Allied Workers (Trade Department of W.F.T.U.) and the Oil and Chemical Workers' Unions of U.S.S.R., Rumania, China, German Democratic Republic, Czechoslovakia, Hungary and Bulgaria.

Com. B.S. Dhume, General Secretary, M.R.T.U.C. spoke on the significance of this Conference being held in Bombay City and conveyed greetings of the organised working class. He dwelt on the achievements of its great affiliate, P.W.U. Bombay, which had to stand up to a tremendous attack when the INTUC disruption came about in November 1958 with the connivance of State Labour Minister in the foisting of long term settlements on petroleum workers. He criticised the anti-labour policies of the Government and expressed that the more and more struggle against employers is taking the form of struggle against Government. "That is the pattern which is evolving. In our strength and organisation our salvation lies", he concluded.

The outgoing President Shri Ananta Mukerjee having retired from Burmah-Shell service gave place to Shri Atin Sadhu, an employee of Stanvac in Calcutta and who has been a Vice President of the Federation since its inception in 1953. General Secretary G. Sundaram was re-elected. The 15 member Working Committee all elected at the Conference has in addition among its 6 Office Bearers, Shri T.C.N. Menon, M.P. as Vice President, and who has been re-elected, Shri Umed Singh, the worker President of Delhi Union, employed in Burmah-Shell as another Vice President and Shri N.T. Sule worker General Secretary of Burmah-Shell Refineries Workers' Union as Asst. Secretary.

Com. Dange stressed in his address to the Conference that the nature of the industry in which the petroleum workers have to deal must be clearly kept in mind because from that will flow the tasks and obligations of the workers and their trade unions. Petroleum industry is one of concentrated power of capital with all its ramifications to our country, to our economy and above all in the exploitation of labour. Com. Dange exhorted the Conference to keep in mind that the workers too have a place in the economy of the country just as the Oil Companies now have and all our

tasks must spring from a national social purpose. "Government may preach equality of capital but that is not the politics of working class. We will discriminate between foreign and national capital and within our country between the State and the private capital". He asked the delegates to realise that there is nothing common between these companies and Government undertakings which are springing up and to work on the basis that all these companies will be nationalised one day. He praised the A.I.P.W.F. for thinking in all these aspects and exhorted them to continue to do so even while demanding and fighting for the highest wages and bonus for the workers. He reminded the delegates of the struggle he had waged years ago for ending the anarchy in the wages system in the textile industry in Bombay and highlighted the coming in of the wage board which are aimed for that purpose. He asked that the A.I.P.W.F. forge suitable measures for uniting all the workers in the industry so that negotiations can take place on the level of the Federation in the absence of a Wage Board. Finally, he brought to the notice of the delegates the competition that is on between the Indian Oil Company and the foreign Oil Companies which will bring up a time for testing the strength and efficacy of A.I.P.W.F.

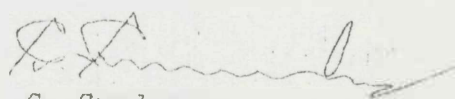
10 resolutions were adopted at the Conference.

An important resolution entitled "FOR THE DEVELOPMENT OF NATIONAL OIL INDUSTRY FOR THE DEFENCE OF PUBLIC SECTOR AND SAFEGUARDING OF PETROLEUM WORKERS' INTERESTS" reviewed the situation in the industry during the last 2½ years, highlighted the spheres and issues which should engage the attention of petroleum workers to defend the national interest and public sector enterprises. The resolution also criticised the Government for not paying enough attention to the vital interests and particularly the job security of petroleum workers who are affected by the coming in and extension of public enterprises in the industry. The resolution also demanded the publication of the report of the Chief Cost Accounts Officer and his recommendations for the economies to be put through the Oil Companies because the failure of the Government to publish this report has been utilised by the companies to attack the working conditions of the workers in a gross manner.

In another important resolution the Conference reviewed the significant gains of recent Supreme Court decisions and exhorted the affiliated unions to agitate and struggle for an adequate bonus for the year 1961.

Other resolutions reviewed the violations of the Code of Discipline by the employers, the situation with regard to contract labour and rationalisation measures going on in an unjust manner and proposed suitable steps to bring relief to the workers. The Conference also eulogised the work performed by the delegation which attended the I.L.O. Petroleum Committee held in Geneva last year and the IIIrd World Conference of Chemical, Oil and Allied Workers held in Leipzig in 1959.

The substance of the resolutions were explained at a mass rally of petroleum workers held in Sewree on the evening of 29th March. Prominent among those who addressed the rally were Shri T.C.N. Menon, M.P. Vice President and Shri Shivaji Patil, M.L.C. Member of the Working Committee.


G. Sundaram
GENERAL SECRETARY

FOR THE DEVELOPMENT OF NATIONAL OIL INDUSTRY, FOR-
THE DEFENCE OF PUBLIC SECTOR AND FOR SAFEGUARDING
OF PETROLEUM WORKERS' INTERESTS.

This 4th Delegates' Conference of the All India Petroleum Workers' Federation congratulates all petroleum workers, the leaders of the affiliated unions, and above all Com. T.C.N. Menon, M.P. our Vice President, for carrying on a sustained campaign for the fulfilment of the tasks decided upon at the 3rd Delegates' Conference to promote the interests of the consumers and the country and to assist the Government to evolve a national policy for a national oil industry.

This Conference notes with satisfaction that the public opinion of our country, in the moulding of which the petroleum workers and the All India Petroleum Workers' Federation took up concrete issues at the time of the last Delegates' Conference held nearly three years ago, enabled the Govt. to achieve the following gains to the country and the consumers:

- a) A change in the pattern of refinery yield, viz. the manufacture of more percentage of Kerosene and High Speed Diesel Oil and lesser percentage of petrol, has now come about as admitted by the Chairmen of Burmah-Shell Refineries' Ltd. at the 7th Annual General Meeting of the Company held in August 1960, in the following words:

"Last year your Chairman reported that the yield of gasoline had been reduced between 1956 and 1958 from 23% to 16.5%, while middle distillate production had been increased from 31.8% to 34.6%. Currently, the Refinery is producing about 15% of gasoline and 45.0% middle distillates". Thus, the pressure on the Government for subsidy to dispose of the surplus gasoline of refinery yield, has eased.

- b) The Indo-Stanvac project for oil exploration in the West Bengal Basin was finally wound up in August 1960 after it had cost the Government Rs. 2.5 crores under the terms of the agreement reached between the Government and the Stanvac in 1950. Thus, the continuous drain of valuable money was saved and made available for fruitful exploration in the Public Sector by the Oil & Natural Gas Commission of the Government of India.

DEFEND PUBLIC SECTOR

This conference is aware of the pronouncement of the Prime Minister in December 1960 that India's policy was dead clear in respect of oil as one of the major industries to be developed in the Public Sector. Also, the notice served by the Minister for Mines and Oil on the foreign oil monopolists operating in India, while speaking during the three hour discussion in Parliament earlier in August 1960, that, unless they revised their policy and reduced prices, their future prospects in the country would not be bright. This Conference calls upon all petroleum workers to carry on a sustained campaign in furtherance of these declared policies of our Government.

This Delegates' Conference further notes that Shri Malaviya, Minister for Mines and Oil, said in Parliament that by the end of 1966 India would have to spend about Rs. 700 crores in foreign exchange to import petroleum products and crude oil for her needs; yet, regrets that the attractive offer of the

Soviet Union to supply crude oil at lesser prices and for payment in rupees to save valuable foreign exchange, could not be made use of by the Government as the foreign oil companies who own the refineries now in operation in our country refused to refine the Soviet Crude Oil. This Conference declares that such an anti-national attitude and policy by the foreign refinery owners who have already amassed fabulous profits out of their operation in our country, deserve to be roundly condemned by all the patriotic people of our country.

The effort by the Government to take the business of distribution of petroleum products in a big way in the Public Sector for which the Government of India signed a new Indo-Soviet Agreement on July 15, 1960, for supply to India Kerosene, High Speed Diesel Oil and other petroleum products from the U.S.S.R., is to be welcomed, because, the prices of Soviet petroleum products are the fairest and most advantageous for both buyer and seller. It is moreover advantageous to India in saving valuable foreign exchange which is otherwise expended, because, the foreign Oil Companies are tied up with their own parent interests for supply of petroleum products to our country. Hence the launching of distribution enterprise by the Government through the Indian Oil Company is welcomed by all consumers including petroleum workers.

DEFEND THE INTERESTS OF WORKERS

However, a situation has already arisen and which is likely to grow affecting the job security of petroleum workers who are working for the foreign oil companies. The foreign oil companies are bound to exploit every little advantage they have and in fact are already understood to be doing so in throwing out petroleum workers out of their jobs on the specious plea that some little business which they were catering to, like publicly owned State Transport services, has gone over to the Indian Oil Company's better products at cheaper prices. Such a situation can also be created when installations or depots are handed over by the companies to the Indian Oil Company.

This Conference declares that it is the bounden duty of the Government to protect the job security of petroleum workers who are already employed in the industry even while the Govt. expands its activities in the distribution of petroleum products which has been the monopoly all along of foreign oil companies. This Conference calls upon all the affiliated unions to exercise close vigilance on the moves of the Oil Companies and Indian Oil Company and take all possible steps including resistance to being thrown out of jobs if all efforts to persuade the Indian Oil Company to take over the man power already employed fail to yield the desired results. This Conference declares and supports this just aspiration and demand of these petroleum workers which corresponds to a similar practice that existed during the war period when installations were requisitioned by Government for operation even by another company.

This Conference is pained to note that about 100 workmen including Supervisors who were employed in the Indo-Stanvac project were thrown out of their jobs by the retrenchment notices served on them by the Stanvac, Producing Operations Section. This meeting deplores the callous attitude of the Govt. in allowing such experienced personnel to be retrenched from an exploration project in which the Govt. did not hesitate to throw away 2½ crores of rupees. This Conference demands that extension of public sector in the Oil Industry should take place simultaneously with the safeguarding of the job security of all workers who are already employed, no matter the present employer may be a foreign oil Company. Any other policy of the Govt. is bound to result in bitterness among all petroleum

workers who are carrying out their patriotic tasks at tremendous risks to themselves while being employed in the foreign Oil Companies.

GOVERNMENT SHOULD INTERVENE IN THE UNNECESSARY AND - UNJUST RATIONALISATION MEASURES OF THE OIL COMPANIES.

The failure of the Government to publicise the report of the Chief Cost Accounts Officer and his recommendations for the economies to be put through by the four distributing oil companies in order for the Government to mop up the additional revenue available through Excise/Custom duties, has been utilised by the Oil Companies to attack the working conditions of the oil workers making them undergo unbearable stress and strain. This Conference demands that the Government should not remain a passive onlooker when the patriotic minded oil workers are being made to suffer by their foreign oil employers merely because they raise their voice in protest against the lavish expenditure of the oil companies in their overhead charges.

If, as is reported, it is true that Burmah-Shell advertising increased 1800% in 1956 over 1948 and 73% over 1951 and similar was the case with the other oil companies, the employees who are being hardpressed by continuous increase in work load and other intensive measures of rationalisation are really concerned about it and want to know it.

If, as is reported, it is true that the wages and salaries of supervisory and managerial personnel of Burmah-Shell constituted about 40% of the total marketing and distribution expenses almost as in the case of other two companies, Stanvac and Caltex, the harassed petroleum workers have a right and must demand that no economies in man power shall be resorted to at the clerical and labour staff level until all the required and possible economies have been put through on the managerial level. If it is true that Stanvac increased the emoluments of the managerial staff on its own initiative by about 70% in 1957 over what it was in 1948 because the Tribunals of our country awarded a nominal increase of 25% for the clerical and labour staff over the niggardly wages and salaries they were then paid, the petroleum workers who know that the total emoluments of the small number of higher category formed about 50% of the total salaries and wages, have a right to resist tooth and nail the intense drive for decrease of man power being enforced by the Stanvac at every work place, and whose management staff was almost double in 1957 over 1948 and 160% of 1951. Is it true that in Caltex 70% of the managerial level drew an average salary of Rs. 11,190/- per head and their salaries cost 18% of the total marketing expenses? Is it also true that staff drawing salary more than Rs. 2,000/- get an allowance equivalent to 156% of the basic salary while for the next lower category (Rs. 1,000/- to Rs. 2,000/-) the allowance came to about 50% of the basic salary?

If all the Oil Companies charge fabulous depreciation on assets which perhaps were written off long ago, there can be no justification to attack the living standards of the employees when the Government asks the companies to put through economies. If lakhs and lakhs of rupees can be spent in maintaining London and New York Offices and if it is true that the expense of the former was 300% in 1957 over 1951 and of the latter by 133% in 1957 over 1948, why should the lower paid employees suffer because the Oil Companies are being asked to put through economies by the Government.

This Conference calls upon all petroleum workers to carry on a sustained campaign to bring pressure on the Govt. to publish the findings of the Chief Cost Accounts Officer and, in the meantime, to defend their interests with all the means available to

BONUS FOR 1961.

The 4th Delegates' Conference of the All India Petroleum Workers' Federation notes that one feature common to all the long term settlements of 1958/1959 for marketing and distribution employees is that, irrespective of the expiry date of some of the agreements going upto the middle of next year, payment of bonus for the year 1961 is not provided in the agreements. The fact, however, remains that bonus payment is a permanent feature for a number of years either as a result of awards or settlements. The further fact remains that most of these petroleum workers have been accustomed to receive bonus in the early part of the year and in the month of January itself.

This Delegates' Conference reiterates that bonus has become a part of their wages and is an issue which vitally concerns them from numerous aspects.

The Conference draws the attention of all these petroleum workers and their affiliated unions to the following significant changes which have taken place since the conclusion of the long term settlements in 1958 and 1959.

- a) The Supreme Court having confirmed a Tribunal award of 4½ months basic wage for the year 1955 for Calcutta labour, service, security and transport staff, upheld the right of the workers to get more bonus than they were receiving before, and, also rejected the contentions of the Company which had gone on appeal for a reduction.
- b) The Supreme Court, having confirmed a Tribunal award of 5 months basic wages for the year 1956 for Stanvac Refinery workers including the clerical staff, upheld the right of the workers to get a higher bonus, and, also rejected the grounds of the Company which had gone on appeal for reduction.
- c) The Supreme Court, having confirmed a Tribunal Award of 4½ months basic wage for the year 1956 for Burmah-Shell Refinery clerical staff, upheld the right of the clerical staff to get not only more bonus than they received before, but also equal quantum of bonus as Labour, Service, Security and Transport staff; and, also rejected the grounds of the Company which had gone on appeal to maintain the disparity in the quantum between these two categories of employees.
- d) The Supreme Court has still before it for disposal an appeal by the employers for reducing the quantum of 6 months bonus awarded by a Tribunal of Kerala for the Ernakulam installation workers for 1957. This award of the Tribunal was defended as just and equitable by the representatives of Kerala Government who participated in the Petroleum Tripartite Conference held under the Chairmanship of Shri G.L. Nanda, Minister for Labour and Employment, in January 1959.

It is a matter of major significance and of particular interest to all petroleum workers that the Supreme Court came to the conclusion in deciding the Stanvac Refinery appeal, that, even Rs. 301.16 (the average wage of operatives and clerical staff in Stanvac Refinery) should be regarded as above the minimum need based wage and "may be treated as approximating to the lower level of the fair wage". The Stanvac Company had invited the Supreme Court to fix a ceiling for bonus awards

but it declined saying "In our opinion it would be undesirable and inexpedient to put such a ceiling in the matter of awarding bonus".

This Delegates' Conference reminds all petroleum workers and their affiliated unions, particularly the workers in the marketing and distributing wing, that they had all along suffered due to the dogged refusal of the four oil companies to pay a higher bonus. This refusal arose out of the wrong contentions of the companies that they were paying a living wage to their workers and that a ceiling is justified on the bonus to be paid. In view of the Supreme Court findings in the above appeals in which the Companies' contentions were proved wrong, a new favourable situation has arisen. This Conference therefore calls upon all petroleum workers and their affiliated unions to assert the rights now available to them by virtue of these Supreme Court decisions.

This Delegates' Conference warns all the Oil Companies that they should not tamper with these newly acquired rights of their workers while negotiating with the affiliated unions for an adequate bonus for the year 1961.

This Delegates' Conference calls upon the Working Committee to constantly give timely guidance to the affiliated unions with regard to the workers claim for 1961 bonus in order to ensure that the new gains are reached to all petroleum workers, and, co-ordinate the activities of the affiliated unions in this struggle in all possible ways.

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ON CODE OF DISCIPLINE AND ITS ONE SIDED OBLIGATIONS
FOR THE EMPLOYEES.

The 4th Delegates' Conference of the All India Petroleum Workers' Federation expresses its grave concern at the continued violation of the Code of Discipline by the Oil Companies. The practice of the Oil Companies is all the more reprehensible when the All India Petroleum Workers' Federation itself has unreservedly accepted the Code and called upon the affiliated unions who have also done so.

This Conference regrets that the Governments, both Central and States, have not taken any steps to remedy the situation which was brought out in the resolution of the last Delegates' Conference held in Delhi in 1958. This Conference protests against the policies adopted by some of the State Governments which are calculated to help only the Oil Companies in their policies. This Conference appeals to the Central Govt. to take effective steps to compel the Oil Cos. to accept without any reservations and live up to all their obligations including full recognition of representative unions and the A.I.P.W.F. and setting up of adequate grievance procedure on the model prescribed by the Tripartite Conference Sub-Committee under the Code of Discipline.

This Conference particularly notes with regret that the Burmah-Shell Refineries workers' Union, one of the affiliated unions of the Federation, has not yet been accorded recognition by the management as provided by the Code of Discipline. This meeting reiterates the equitable stand of the Union in respect of the stringent terms of the Company and demands that the Company shall make no further delay in conceding full recognition to the Union and also urges the appropriate Government authorities to intervene in the matter, should the Company adopt an unhelpful attitude even now.

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DOWN WITH THE UNJUST AND UNNECESSARY RATIONALISATION
MEASURES

The 4th Delegates' Conference reiterates the resolution of the last Delegates' Conference with respect to the attacks of the Oil Companies through numerous measures of rationalisation all of which have already resulted in the contraction in employment of labour and clerical staff in a large measure even while the companies' sales and distribution operations have gone up considerably.

This Conference recalls that a model agreement was reached in the 15th Indian Labour Conference in July 1957 which had laid the following conditions for introducing any schemes of rationalisation.

"1. It was emphasised and agreed that Government might make arrangements to ensure that measures of rationalisation which did not serve the real economic interest in the present conditions of the country might be avoided. This principle and what follows would be applicable even in the case of units which had already taken steps to introduce rationalisation but had not completed the process. The following conditions were accepted as sine qua non in any scheme of rationalisation:

- i. There should be no retrenchment or loss of earnings of the existing employees, i.e. the existing complement should be maintained barring cases of natural separation or wastage.
- ii. There should be an equitable sharing of benefit of rationalisation as between the community, the employer and the workers.
- iii. There should be a proper assessment of work-loads by experts, mutually agreed upon and also suitable improvements in the working conditions."

This Conference declares that the Oil Companies have violated all the above conditions in respect of the inhuman rationalisation measures they have already put through and are still persisting in. Workers and clerks are undergoing acute stress and strain also due to continuous extra time being extracted from them over and above the scheduled working hours.

This Conference demands that the Government of India promptly institute an enquiry with a view to immediately stop the unjust and unnecessary rationalisation measures already instituted and further to reach adequate relief to the workers for the havoc already caused by the companies.

-----oOo-----

ON THE ABOLITION OF CONTRACT LABOUR

This 4th Delegates' Conference recalls that many Tribunals have expressed themselves against the evil system of contract labour prevailing in Oil Companies but the companies have paid only lip service to the recommendations of the Tribunals to either abolish it or restrict it to the bear minimum.

The Supreme Court, while rejecting last year, the appeal of the Stanvac Refining Company over the award of the Bombay Tribunal, upheld the Order of the Tribunal and at the same time held that the following factors should determine the Order of a Tribunal for abolition of contract system.

- i. That the work is perennial and must go on from day to day;
- ii. That the work is incidental and necessary for the work of the factory;
- iii. That the work is sufficient to employ a considerable number of whole-time workmen; and
- iv. That the work is being done in most concerns through regular workmen.

This conference notes that continuous agitation and bitter struggles of the petroleum workers during the last many years to stop the employment of contract labour in the petroleum industry has borne some fruit in that the Labour Ministry of the Government of India has now undertaken survey of the extent of the contract system prevailing in the petroleum industry. It is known that enumerators are going round some of the installations and some studies are being undertaken.

While welcoming this initiative of the Government, the Conference regrets and protests that neither the workers nor the affiliated unions are being associated in this study and enumeration. This Conference declares that Oil Companies are not anxious to help the Government to know the full extent and the wide ramifications of this evil which has taken deep roots, and, demands that proper evidence be taken at all levels. This study will really help the object of the petroleum industry.

This Conference further notes that the Oil Companies are provoking petroleum workers in Delhi and elsewhere to demonstrate against the new spurt of contract labour employment being resorted to by them evidently with a view to confront the Government with a new fait accompli to prejudice the rights of petroleum workers. This Conference appeals to the Government to suitably intervene in this difficult situation created by the companies.

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RAISE THE RETIREMENT AGE.

This 4th Delegates' Conference after having considered the present situation in respect of retirement age of petroleum workers, declares that the limit of 55 years should be raised to 60 years for all workmen employed in the industry.

This Conference also notes that a number of employers have already raised the retiring age from 55 to 60 years. Further, the recent judgement delivered by the Supreme Court enhances the retirement age of the employees of I.C.I.(India)Ltd. to 60 years.

This Conference, therefore, demands of the Oil Companies that they give necessary extensions to all workmen in the petroleum industry who are now being compulsorily retired at the age of 55, till such time the affiliates of A.I.P.W.F. are able to demand and change the present retiring age of 55.

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PETROLEUM WORKERS AND I.L.O.

The 4th Delegates' Conference of the A.I.P.W.F. congratulates Messrs. N.T. Sule and T.C.N. Menon, members of the Working

Committee of the A.I.P.W.F. and who were nominated by the All India Trade Union Congress to represent the petroleum workers on the 6th Session of the I.L.O. Petroleum Committee held in Geneva last year, for the outstanding contribution made by them in the deliberations of this session.

This Conference calls upon all petroleum workers and affiliated unions to familiarise themselves with the conclusions and recommendations of this Committee and campaign for the implementation of all these recommendations which are suited to the petroleum workers of our country.

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SOLIDARITY WITH INTERNATIONAL AND SOVIET
TRADE UNIONS

The 4th Delegates' Conference records with deep appreciation the contribution made by Messrs. G. Sundaram and Shivaji Patil, Members of the Working Committee, who were deputed to attend the IIIrd World Conference of the Trade Unions International of Chemical, Oil and Allied Workers in response to an invitation from that organisation accepted by the A.I.P.W.F.

This Conference further places on record its gratitude to the Oil & Chemical Workers Trade Union of Soviet Union at whose invitation the Delegation not only visited Soviet Oil Fields and Refineries but also met numerous trade unionists in that country. This Conference ratifies the joint declaration on fraternal exchange of Delegations etc. made by our Delegation with the Chairman of the Oil and Chemical Workers Union.

This Conference also expresses its thanks to the President of the Chemical Workers Union of Czechoslovakia on whose personal invitation the Delegation made a short visit to Czechoslovakia and acquainted themselves with the working and living conditions of the working classes in that country.

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APPRECIATION OF THE SERVICES OF THE OUTGOING
PRESIDENT

This Conference acknowledges with a deep sense of gratitude the services rendered by Shri Ananta Mukerjee, who notwithstanding his old age gladly offered to shoulder the burden of the President in the last Delegates' Conference. He has been a tower of strength to the organisation and the Conference wishes him a long life.

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MEMBERS OF THE NEWLY ELECTED WORKING COMMITTEE.

<u>President:</u>	<u>Other Members:</u>
Shri Atin Sadhu, PWU Calcutta	Shri Y.D. Sharma, PWU, Delhi
<u>Vice Presidents:</u>	" M.P. Sharma, SVEU Delhi
Shri T.C.N. Menon, MP (Hon.)	" M.S. Krishnamurthy, BSEU Madras
" Umed Singh, PWU Delhi	" K.S. Janakiram, PWU Madras
<u>General Secretary:</u>	" H.B. Chaubal, PWU Bombay
Shri G. Sundaram, PWU Bombay	" Rafiq Guljar, PWU Bombay
<u>Asst. Secretary:</u>	" Shivaji Patil, HOKS Poona
Shri N.T. Sule, BSRWU, Bombay	" Bankim Mukerjee, PWU Calcutta
<u>Treasurer:</u>	" Kshiti Burman, PWU Calcutta
Shri Sunil Chakraborty, PWU Calcutta.	

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ADDRESS BY SHRI RATIK GULJAR, CHAIRMAN, RECEPTION
COMMITTEE OF PETROLEUM WORKMEN'S UNION AND BURMAH-
SHELL REFINERIES' WORKERS' UNION.

(Translated from Urdu)

Mr. Chairman and dear Comrade Delegates,

It gives me very much pleasure to welcome you all from all the corners of the country on this auspicious occasion of 4th Delegates' Conference of our Federation being held in Bombay for the first time.

As you are well aware, we have been fighting for the last 13 years to achieve unity and have given many sacrifices in this noble cause. Clerk-worker unity has been achieved during this period. One more factor is worth noting that we have now with us our comrades working in production side i.e. Refineries. Refineries' workers have gained strength in the last five years. They waged a stiff battle against the Company and taught them a memorable lesson by waging a very successful strike and finally proved that we the workers whether in Refineries or in offices or in Depots/Installations are one and stand for the same cause.

We have had experience of signing long term settlements with these monopolist companies. You will naturally like to ask what is our experience, who is the ultimate gainer. I would call it a sad experience and the gainer is employers and not the employees. The companies, under the shadow of these long term agreements on account of which they claim credit for having good relations with their employees, before the I.L.O. and different Tribunals have been attacking the workers in the shape of increasing work load, hidden retrenchment, voluntary retirements, rationalisation and finally economic drive.

You are also aware that this long term agreement was thrust upon the Bombay workers by these Companies with the help of rival INTUC union and it was a great task for the union to safeguard against the attacks of the Companies on workers rights. But, it gives me a great pleasure to inform you that the tactics of the Companies and rivals did not succeed in the case of our Refinery comrades. They went into glorious battle against it and finally succeeded.

Now the burning question among the marketing employees is "what after expiration of the present long term settlements". A big question? This Conference has to consider this question seriously and ensure that ugly practices of rivals and companies are not repeated this time. We, the Bombay workers look forward to this Conference to guide us in this regard.

Petroleum workers on marketing side are confronted with many new problems, of increasing work load, sales increasing but the strength of the workers decreasing. No new entrants in the places of outgoing employees. Companies exploit the poverty of the labourers by snatching their bread in the shape of voluntary retirements etc.

I would also like to put before this conference a question which is being generally posed these days by the Companies before the employees and the public that since Government is on the one hand is opening its own Refineries and coming as competitors, and on the other hand is pressing hard for reduction of prices; therefore they are compelled to resort to economy drive. But, in this regard we wish to make it very clear that there is no scope of economy drive so far as the workers are concerned. There is enough to be economised in the sphere of executive and managerial staff.

capitalisation and other innumerable extravagant type of expenses.

The last but not the least is the behaviour of our Labour Minister, Shri Shantilal Shah. He, instead of helping the poor workers creates problems for the workers. He himself doesn't seem to believe in Code of Discipline. Workers feel that he rather flouts the Code. We wish to warn here on this occasion that he would have to repent in the long run. The workers would see the game ~~all~~ through eventually and he won't be able to play with the workers as he had been doing till now by misusing his authority or influence.

We also wish to warn these monopolist companies that they should henceforth give up the policy of dealing with minor and unrepresentative rival unions. If they are really interested in maintaining good relations with their workers they will have to live up to their obligations and really recognise the major unions as collective bargaining agents. They have not yet recognised Burmah-Shell Refineries' Workers' Union which clearly shows how far they are bound by the Principles laid down by the Code of Discipline.

You have all assembled here in this great city of Bombay and we the workers working in marketing as well as Refinery side look forward to you for your previous guidance. I have now grown quite old and retired from the Company's service also. It is now for the young blood to shoulder the new responsibilities, though I would continue to serve this cause in my own humble way till I am alive.

In the end I would on behalf of the Reception Committee and my own thank you all and would assure that we would try our best to make your stay here as comfortable as possible.

BURMAH-SHELL REFINERIES' WORKERS' UNION ZINDABAD!
PETROLEUM WORKMEN'S UNION ZINDABAD!
ALL INDIA PETROLEUM WORKERS' FEDERATION ZINDABAD!
ALL INDIA TRADE UNION CONGRESS ZINDABAD!

ALL INDIA PETROLEUM WORKERS' FEDERATION
BOMBAY 15.

March 26, 1961

4TH DELEGATES CONFERENCE - MESSAGES RECEIVED

Shri G.L. Nanda, Minister of Labour & Employment and Planning,
New Delhi, March 22, 1961:

"It is heartwarming news that the Petroleum Workers' Federation and its affiliates would stand by the Code of Discipline undeterred by any unfavourable circumstances. This is a correct decision and a fine gesture. Along these lines alone the well-being, strength and status of the working class can grow. Please accept my congratulations and best wishes."

Sd/- G.L. Nanda.

Shri V.K.R. Menon, Director, I.L.O. India Branch, New Delhi,
March 17, 1961.

"On behalf of the International Labour Office and on my own behalf I send greetings to the delegates assembled for the fourth conference of the All India Petroleum Workers' Federation.

India's progress in the fields of industry and transport has brought to the fore the importance of the petroleum industry; and it is in recognition of the position gained in the fields of petroleum production and refining in recent years that this country became a member of the ILO's Petroleum Committee, and its representatives attended the sixth session of the Committee held last year.

As part of the work of the Petroleum Committee and its general activities, the I.L.O. has been working for the establishment of better standards of life and work for petroleum workers throughout the world. The deliberations at your session will be directed towards the same end as far as petroleum workers in India are concerned, and it is only natural that the I.L.O. should be deeply interested in them.

I wish your session all success."

Sd/- V.K.R. Menon.

Shri Prabhat Kar, General Secretary, All India Bank Employees
Association, Delhi-6, dated March 24, 1961:

"We acknowledge receipt of your kind invitation on the occasion of the 4th Delegates' Conference of the All India Petroleum Workers Federation.

Your organisation has always stood for and fought for the rights of the petroleum workers and have at the same time made valuable contribution to the cause of the working people. It was the unity of the workers under the banner of your organisation that was able not only to make such advances but also meet and defeat efforts of some disruptive elements to destroy this glorious tradition and unity of the petroleum workers.

Your struggles against the foreign monopolists has always been an outstanding example in the trade union movement. At the time when you are meeting, there has been a fresh attack on the standard of living of the common working people. The new tax proposals will put heavy burdens on the common man. I am confident that you realise that it is the duty of the organised section of the working class to fight against such attacks.

Our organisation has always had good fraternal relations with yours and we cherish the same with pride. In the days ahead we look forward to further strengthening these ties. It is not possible for the undersigned to attend the conference, but I am requesting our Vice President, Com. G.N. Trikannad to attend your sessions.

We wish your conference all success."

Sd/- Prabhat Kar.

Com. V. Makelski, Secretary, Trade Unions International of
Chemical, Oil and Allied Workers, (Trade Dept. of the W.F.T.U.)
Budapest, March 17, 1961:

"Thank you for the invitation to the 4th Delegates Conference of the All India Petroleum Workers' Federation.

Unfortunately the Secreteriat is unable to send a representative to this Conference because, as you well know, we are preparing for the 11th session of our Administrative Committee. On the other hand, there will be another meeting in Prague on the 11th of April, between our Secreteriat and the Secreteriat of the WFTU.

Please convey the following message to your Conference:

The Secreteriat of the Trade Unions International of the Chemical Oil and Allied Workers, on behalf of its 4 million members, greets the 4th Delegates' Conference of the All India Petroleum Workers' Federation and conveys to the participants in the Conference the most heartfelt greetings and wishes for the best of successes.

Dear friends, we wish you new successes in your struggle against the foreign oil monopolies for the vital interests of the workers, for your demands, for social and economic progress, for the safeguarding of Peace.

We are convinced that you will have every success in the struggle for action unity and that you have the support of the petroleum workers throughout the world.

Long live the international solidarity and unity of petroleum workers.

Long live Peace!"

Sd/- V. Makelski.

The Secreteriat of the Trade Unions International of Chemical, Oil and Allied Workers.

Central Committee of Oil and Chemical Workers Union, U.S.S.R.
Moscow, Cable dated March 25, 1961:

"Presidium CC Oil and Chemical Workers Union sends participants of the 4th Delegates Conference of All India Petroleum Workers Federation warm greetings stop We wish indian petroleum workers headed by Federation great success in advancing their living standards and world peace Vasily Krisich, Chairman."

Central Committee of Petrol Gas and Chemical Workers Union of
the Rumanian Peoples Republic, Bucuresti, Cable dated March 24,
1961:

"Behalf workers technicians engineers and employees petrol gas and chemical industries enterprises Rumanian Peoples Republic we convey warm fraternal greetings to fourth Delegate Conference of your Federation stop We wish you dear comrades from all our heart full success in proceedings your Conference and that its decisions lead to new success in strengthening unity of actions working people in your country in the struggle for defending their vital interests for better life social progress peace and cooperation among peoples stop."

National Committee, Chinese Petroleum Workers Trade Union, Peking,
Cable dated March 25, 1961:

"Representing Chinese petroleum workers warm greetings AIPWF 4th Conference stop Wish Indian petroleum workers new success in struggles for vital interests against imperialist monopoly defending peace on basis of continuously strengthening workers organization raising their consciousness stop Wish Conference every success."

Kollege Hoepfner, Industriegewerkschaft Chemie, Zentralvorstand
Berlin, Cable dated March 25, 1961:

Dear Colleagues,

"In the name of the 3,00,000 members of the Trade Union Group Chemistry from G.D.R. and in my own name I convey my best greetings to the conference of the All India Petroleum Workers' Organisation. Cordial greetings to the delegates of the Conference and to all petrol workers of India. We Chemical workers in G.D.R. are incerely interested in the struggle of the Indian workers for the economic independence of their country and a higher living standard. We are sure that your conference will take resolutions to rebuke the exploiters with their united and combined efforts and to reach a higher living standard. We shall take all efforts in the future just like in the past to foster solidarity between our organisations and to extend it. The G.D.R. Chemical workers and the Indian petrol workers have a common enemy, the imperialism which is threatening our peace, and the West German Chemical concerns pursuing a policy of rearmament and trying to eradicate the achievements in G.D.R. Now these profiteers are also reaching for the wealth of India. So we are united in our struggle against imperialism. Long Live peace. Long Live the struggle of the Indian Working class for a

full national independence, for their natural rights and for the improvement of their living standard. Long Live the solidarity of the working class of the whole world and of the Trade Union Group Chemistry all over the world."

(Translated from German).

Com. V. Vesely, President of the Chemical Workers Trade Union,
Czechoslovakia, Cable dated March 27, 1961:

"Dear friends on the occasion of your 4th conference of the Delegates to the All Indian Conference of Oil workers accept our sincere and fraternal greetings stop We wish your negotiations every success and believe that the achievement of your just demands will be a great contribution to the improvement of living conditions and standard of your workers in the fight for progress and world peace."

Shri Saleem Akhter Shamsi, Secretary General, Pakistan Petroleum
Workers' Federation, Karachi, March 24, 1961:

"It gives me immense pleasure to send you this message on my and on behalf of all Petroleum Workers in Pakistan represented by this Federation on the occasion of the 4th Delegates Conference of All India Petroleum Workers' Federation. It is really sad that due to preoccupation at home I am unable to attend personally the meeting of this august body which, otherwise, would have given me a chance to further strengthen the existing fraternal relation.

It is heartening that your Federation has since inception been struggling, of course, not without spectacular results, for the raising of the standard of living of the petroleum workers who are victims of ever increasing cost of living and whims of foreign monopolists of this important industry.

The petroleum workers of Pakistan have also been engaged in the fight for better living condition of life and it will interest the petroleum workers of your country that the hearing of the famous Petroleum Workers case in the Supreme Court has just ended and the judgement is expected in the near future.

I wish every success to your organisation for the tremendous and arduous job opening before it in due course on the expiry of the three years Collective Contract when you, once again, will have to struggle for a decent and substantial advance in standard of living of the petroleum workers of your country.

With best regards and wishes,"

Com. Laszlo Gal, General Secretary, Hungarian Chemical Workers' Union, Budapest VI, March 24, 1961.

"It was a sincere pleasure to read your friendly letter informing us of the convening of your Fourth Delegate Conference.

The Hungarian Chemical Workers' Union has always watched with warm sympathy and friendship the lives and struggles of the workers of India to improve working conditions. We would certainly have liked to take part in your great Conference, but unfortunately your letter of information arrived a bit late, and therefore cannot accept your invitation to take part personally in your Conference. For this reason, allow the leading body of our union to forward warm fraternal greetings on behalf of all chemical and petroleum workers of Hungary to the delegates of the Fourth Delegate Conference of the All India Petroleum Workers' Federation and to all members of your Federation.

We wish you newer grand successes in your deliberations to improve the living and working conditions of your workers and hope that the signing of the new collective agreement will bring newer victories in favour of the workers of your Federation.

Dear Friends; The Petroleum and Chemical workers of Hungary are strengthening the workers' power in our country by gaining newer victories in the building of socialism and by vigorously advancing socialist labour emulation and the brigade movement. We are glad to inform you that concurrently with the rise in productivity we have achieved significant progress in improving the lives of our workers.

It is certainly a good feeling to know that all physical labourers in the Hungarian chemical and petroleum industries will be working a 40 or 42 hour week by the end of this year with no reduction in earnings and, in addition, wages will be raised gradually.

Dear Brothers; On behalf of the Hungarian chemical and petroleum workers, we send you our heartfelt fraternal sympathy and wish your Fourth Delegate Conference grand success in its deliberations.

With warm fraternal greetings,"

Sd/- Laszlo Gal.

Shri A.D.E. Wijetunge, General Secretary, All Ceylon Oil Companies' Workers' Union, Colombo. March 25, 1961.

"We thank you very much for your invitation to participate in your 4th Delegates' Conference of the Federation, but regret very much that it will not be possible for me or any other representative of this Union to be present, particularly due to the exchange restrictions imposed by the present Government.

However, the Executive Committee of the All Ceylon Oil Companies' Workers' Union, requests you to convey the following message to the Delegates' Conference.

'The All Ceylon Oil Companies' Workers' Union sends fraternal greetings to the All India Petroleum Workers' Federation on the occasion of its 4th Delegates' Conference. The workers of our Union mindful of the fact that our struggle is against a common employer extend to the Delegates of the All India Petroleum Workers' Federation, their sincere good wishes. May your deliberations from 27th to 29th be a success, and the ensuing year mark another chapter of rewarding struggle.

Long Live the All India Petroleum Workers' Federation "

Sd/- A.D.E. Wijetunge.

President, Union Professionnelle des Travailleurs de L'Industrie
Lourde et de L'Electrification, 4, Place Lenine, Sofia, Bulgaria
Cable dated March 27, 1961.

"We extend cordial greetings to the member organisations meeting
at the 4th Delegates' Conference of petroleum workers. Wish your
decisions will contribute to the betterment of peace and democracy.
Long live the solidarity of international workers".

(Translated from French).

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WELCOME ADDRESS OF
SRI ANANTA KRISHNA MUKHERJEE, PRESIDENT, A.I.P.W.F.

Comrade, Delegates and Friends :

It is a great pleasure for me to welcome you to-day on the eve of the 4th Delegates Conference at Bombay. To-day I recall with pride April 17, 1953 the Foundation Day of the A.I.P.W.F. at Calcutta when the desire of 20,000 Petroleum Workers organised under 15 active Unions to raise their unity and consciousness on a national level and to co-ordinate their struggle on an All-India basis, was fulfilled.

Great hopes were raised at the call for higher quantum of bonus on a national level and we decided to organise ourselves into Unions on a regional level on Industry basis.

In subsequent stages we have raised our demand for standardisation and improvement of wages and service conditions on a national level. We have given our call for a National Industrial Union in order to further consolidate our unity and solidarity.

We have focussed the attention of the public and the Government to the high prices charged by the foreign oil monopolies, we raised the issue of nationalisation. — Thus placing national interest above our own interest at our Madras conference.

The call for a National Tribunal at Delhi Conference and recognition of the AIPWF is still fresh in our mind.

To-day we are proud of our achievements. We have developed and achieved many things. We have raised our voice in the Indian Parliament. We have developed close fraternal relations with various national and International Trade Union Organisations.

Since the birth of the AIPWF the Oil Companies and other interested forces do not like its development. Attempts have always been made to disrupt our movement at all stages. Our path is Unity of Petroleum Workers. It is not easy. Difficulties were many and we have faced them.

Still we are growing everyday. Now a large section of the Refining Workers are with us.

We have decided to develop as a United Trade Federation. We have Unions affiliated to AITUC, HMS and also Unions having no affiliations to any Central T.U. Organizations. It is no mean achievement to maintain our unity in struggle against the Oil Companies at all stages.

We should not minimise our difficulties. We should be critical of our shortcomings and with such proud records of achievements we should look forward for further consolidation of our unity which alone can guarantee our onward march.

LONG LIVE THE UNITY OF THE PETROLEUM WORKERS

ALL INDIA PETROLEUM WORKERS' FEDERATION,
BOMBAY 15.

GENERAL SECRETARY'S REPORT FOR
THE 4TH DELEGATES' CONFERENCE

Fellow Delegates,

We have gathered here for the 4th Delegates' Conference after nearly 2½ years since we met in Delhi for the 3rd Delegates' Conference.

HOW LONG TERM SETTLEMENTS WERE FINALLY CON-
CLUDED ON A REGIONAL BASIS FOR THE MARKETING
AND DISTRIBUTING EMPLOYEES.

The 3rd Delegates' Conference resolved on a number of important issues. The main issue was that the fight for the National Tribunal should continue and affiliated unions were called upon to agitate for creating conditions so that constitution of a National Tribunal is expedited. The Conference also gave the authority to the newly elected Working Committee to take all such steps as are necessary including an indefinite strike in case the National Tribunal is not set up within one month.

The subsequent course of events disclosed that the path towards achieving a National Tribunal was beset with numerous difficulties. Not only had the long term agreement voluntarily signed by the affiliated union, B.S.E.U. Madras, but the forced conclusion of a long term agreement by a minority rival INTUC Union to bind nearly 5000 petroleum workers in Greater Bombay, were proving handy both to the employers and to many interested quarters to resist the setting up of a National Tribunal.

The Working Committee which met from 8th to 10th Dec. 1958 reviewed the situation and particularly a communication from the Govt. of India that they saw no justification for appointment of a National Tribunal; met the Minister for Labour Shri G.L.Nanda, and the discussions with him led to his calling a Tripartite Conference to resolve the disputes in the petroleum industry.

The outcome of this Tripartite Conference which was held in New Delhi on 19th January 1959 is a matter which is known to all. It brought us new opportunities and new responsibilities arising from the basic outcome that regional settlements are to be pursued and National Tribunal was out of question, because, it was opposed not only by rival unions who had been invited and who came to this Conference but also by the employers and four State Governments.

One thing, however, is a solid gain which is that the convening of this Tripartite Conference was a blow to the employers who had banked upon disrupting the unity of the petroleum workers organised by us and our affiliated unions, and the enumeration of the membership of the affiliated unions by Govt. authorities made it clear that we are the most representative organisation at least among marketing and distributing employees.

The period of many months from January 1959 was a period during which all those affiliated unions who had not concluded long term agreements strove their best to gain as many benefits as possible in the new situation.

You will find along with this report the latest special issue of the "PETROLEUM WORKER" in which I have given a summary of the terms of all the long term settlements as well as the

wage and salary charts which came into force as a result of the long term settlements. There is no doubt at all that the anarchy in the terms and conditions of service which the Oil Companies planned to maintain continues through these long term settlements. Even the consolidated wage structure in Madras is not a feature of the other long term settlements. The question is, who benefits by such a situation; the employers or the employees? Should such a state of affair continue even now? If not, what possibly can we do in the light of the experience we gained in pursuing the path for the National Tribunal three years ago? Should there not be an altogether new wage structure in which the bulk of the Dearness Allowance is merged, particularly after the new wage structure decided by Central Government for lakhs of its employees? These are concrete questions for the deliberations at our Conference and I do feel that an answer should be found which can satisfy all petroleum workers and strengthen their unity.

THE GLORIOUS STRIKE STRUGGLE AND THE CONCLUSION OF THE LONG TERM SETTLEMENT BY THE BURMAH-SHELL REFINERIES' WORKERS' UNION

The two issues of "PETROLEUM WORKER" which you will find herewith contain exhaustive reports on the glorious struggle waged by the Burmah-Shell Refineries Workers' Union and the conclusion of a long term settlement after the withdrawal of the strike through the intervention of the then Chief Minister of Bombay State. Should the petroleum workers in the marketing and distribution industry not acknowledge this achievement as also their own, and if so, what steps should be taken to give effect to this desire? The Conference may discuss this question and take appropriate decisions. While doing so, the Conference may also note the significance of the discussions by the Supreme Court Judges in the Stanvac Refinery appeal with regard to the need based wage and fair wage and their money values.

SUPREME COURT DECISIONS ON BONUS APPEALS.

Four appeals survived in the Supreme Court after the compounding of the various appeals which were pending with respect to bonus in the Delhi Region. These four pertained to 1) Employers' appeal over 4½ months bonus for Calcutta Installations workers for 1955; 2) Stanvac Refinery (Employers' and employees' appeal over 5 months bonus for 1956); 3) Employers' appeal over 4½ months bonus for the clerical staff of Burmah-Shell Refineries' Workers for the year 1956 and 4) Employers' appeal over 6 months bonus for Ernakulam Installation Workers for 1957. The outcome of the 1st, 2nd and 3rd appeals is a victory for the workers. I have made copies of the 2nd and 3rd appeals as well as managed to get a commentary by the well-known Trade Union Lawyer Com. A.S.R. Cheri on the essence of the Stanvac Refinery appeal. You will find copies herewith. The Delegates' Conference may discuss these appeals from the stand point of:

1. Should the bonus be uniform throughout India both for clerical and manual workers?
2. What should be the quantum?

RATIONALISATION, ECONOMY DRIVE AND CONTRACT LABOUR SYSTEM.

Another important resolution adopted at the 3rd Delegates' Conference was on the above subject. The situation facing the petroleum workers since the conclusion of long term settlements in the distribution industry during 1954 and 1955

in the light of the experience of the affiliated unions.

The coming into being of a rival National Federation of Petroleum Workers, which is now affiliated to the INTUC and International Federation of Petroleum Workers (ICFTU) by virtue of a decision taken at its second annual conference held in Calcutta recently offers a golden opportunity to the Oil Companies to carry on their ill advised policy.

The fact that the rival Federation seeks to claim a membership of only 6000 workers even at the time of their second conference in February this year is a pointer to us to reinforce the demand of the 3rd Delegates' Conference that the AIPWF should be recognised by the Oil Companies.

6TH SESSION OF THE PETROLEUM COMMITTEE OF THE INTERNATIONAL LABOUR ORGANISATION.

The above session was held in April/May last year and was attended by Shri N.T. Sule, Secretary, Burmah-Shell Refineries Workers' Union and Shri T.C.N. Menon, M.P., our Vice President. They were the nominees of the AITUC which was assessed by the Government of India as the most representative central trade union organisation of petroleum workers, because, the Govt. does not recognise trade Federations for purpose of representation on I.L.O. The summary of conclusions and the proceedings of this conference are given in the special issue of "PETROLEUM WORKER" which I have placed herewith for your deliberations.

What is the present position with regard to the action taken on the conclusion Nos. 49 and 50 of this Session? These conclusions were published in full in the monthly organ "PETROLEUM MAZDOOR" of Bombay Petroleum Workmen's Union, which no doubt the affiliated unions would have read and would like to comment with regard to their experience with the local Company management. It should be noted that the conclusions reached in any meeting of the I.L.O. are of a recommendary nature. The conclusions do not have binding force. We will have to agitate for ratification and implementation and the Government has also to be approached for same. This Delegates' Conference should discuss the concrete needs of the Indian petroleum workers with regard to conclusion Nos. 49 and 50, and, to my mind, particularly conclusion No. 50 concerning employer employee communication in the petroleum industry.

"PETROLEUM WORKER"

The Working Committee decided to continue the publication of the "PETROLEUM WORKER" and the facts will speak that I have somehow managed to do so. The further continuation of our monthly organ should obviously be placed on a better footing and I hope the Delegates will fully express themselves on the various needs to achieve that objective.

FRATERNAL RELATIONS WITH BOTH NATIONAL & INTERNATIONAL ORGANISATIONS

At the time of composing the Delegation for the IIIrd World Conference of the Trade Unions International of Chemical, Oil and Allied Workers (Trade Dept. of the World Federation of Trade Unions) we sought to further strengthen our fraternal relations with the A.O.C. Labour Union by having one of their nominees in the proposed delegation. These efforts did not bring the necessary results. The Petroleum Refineries' Employees' Sabha, the recognised union of the Stanvac Refinery workers supported the cause of the Burmah-Shell Refineries

workers at the time of the strike. Recently, a delegation of the Coril Employees' Association (Caltex Vizag Refinery) visited Bombay and the Burmah-Shell Refineries Workers' Union helped them with all the data concerning the working, living and service conditions.

Our fraternal relations with the All India Trade Union Congress are very close. Delegates have already noted how the AITUC nominated our leaders on its behalf for the I.L.O. Committee Meeting. The General Secretary, Com. S.A. Dange, personally gave us valuable guidance at the time of the Refinery strike. I also delivered a message to the 26th session of the AITUC at Coimbatore, copy of which is circulated herewith.

All Ceylon Oil Companies' Workers' Union and the Pakistan Petroleum Workers' Federation and its constituents have been furnished with whatever data they wanted with regard to the service conditions of petroleum workers in our country. Moreover, a delegation of the former visited India and the Bombay, Delhi and Madras Unions played host to them.

The Third World Conference of Trade Unions International of Chemical, Oil and Allied Workers held in May 1959 was attended by myself and Com. Shivaji Patil of Hind Oil Kamgar Sabha and we travelled and exchanged fraternal greetings with many workers and trade unionists not only in German Democratic Republic but also in Czechoslovakia and Soviet Union. A joint declaration between our Federation and the Central Committee of the Oil and Chemical Workers Union of U.S.S.R. was also issued by us on the conclusion of our sojourn in Soviet Union on June 26, 1959. The concluding portion of this declaration read:

"We express our confidence that exchange of delegations of this kind, such an open exchange of information of our trade union activities and the joint discussions on questions common to both of us, will further contribute to strengthen the ties of friendship between the Oil workers of both our countries and of AIPWF and Oil & Chemical Workers Union of USSR, for the general fight of the workers in the world for peace and lessening the tension in the world situation."

I also attended the meeting of the Administrative Committee of this Trade Unions International held in April 1960 in Katowice, Poland.

The Federation office maintains fraternal relations with various other constituents of this international particularly by exchange of May Day, New Year, our Independence Day and Republic Day greetings, as well as exchange of periodicals and publications.

NATIONAL POLICY FOR A NATIONAL TRIBUNAL.

Delegates are aware of the very important resolution adopted at the last Delegates' Conference and the various steps taken by the Government in furtherance of its policy to develop the oil industry in all its phases mainly in the public sector. The AITUC has adopted a resolution at its recent 26th session at Coimbatore, a reprint of which is circulated herewith. The delegates may wish to review all these developments and chalk out our new tasks for maintaining a high standard of living and job security of petroleum workers even while furthering the speedy development of oil industry in our country with a view to stop the draining of foreign exchange above all as well as to ensure supply of oil products at a cheaper price.

ORGANISATION AND MEETINGS

Two scheduled meetings of the Working Committee took place since the last Delegates' Conference - one immediately after the Conference and the other in December 1958. Many of the Working Committee members and others who constituted the delegation to the Government of India's Tripartite Conference in January 1959 also discussed the major problem of that time and took appropriate decisions. No further meeting of the Working Committee could be convened and at any rate no affiliated union summoned for a meeting of the Working Committee, though Bombay Petroleum Workmen's Union offered to play host if a meeting was called.

AFFILIATED UNIONS AND THEIR MEMBERSHIP
AS PER RETURN OF 31-3-60

Petroleum Workmen's Union	Bombay	3956
Burmah-Shell Refineries' Workers' Union	Bombay	1270
Hind Oil Kamgar Sabha	Poona	
Oil Cos. Field Staff Assn. India	Poona	
Burmah-Shell Employees' Union	Madras	1879
Petroleum Workers' Union	Madras	963
Petroleum Workers' Union	Ernakulam	680
Petroleum Workers' Union	Calcutta	4121
Standard-Vacuum Employees' Union	Delhi	114
Petroleum Workers' Union	Delhi	1615

Delegates will note that I have dropped the name of Madras Kerosene Oil Workers' Union because it has sought to find its destiny outside the scope of our organisation.

FINANCIAL STATE OF AFFAIRS AND AUDITED STATEMENT OF ACCOUNTS

The audited statements of accounts for both the years ending 31st March 1959 and 1960 are published in the "PETROLEUM WORKER", of which I am giving you copies herewith. Our financial position is not sound and I do hope by the time of this Conference all the arrears and current dues would have been paid.

The courtesy of the P.W.U. Bombay in charging the Federation only a part of the typist's wages as well as the actual postage incurred and bearing the expenditure on all other items in connection with the functioning of the Federation Office in their Union Office premises, have no doubt contributed to reducing our expenditure to the very minimum.

CONCLUSION

It is true that the issues of peace and disarmament have assumed great importance and India has a vital stake in it for ensuring the success of its plans now being attempted with more and more help from the socialist countries, particularly in the development of petroleum industry. We have always endeavoured to make whatever contribution we could to strengthen the cause of peace.

The new budget proposals of the Government of India have the one sided character of imposing new burdens on the common man. Our workers, most of whom have a rate of dearness allowance linked to the fluctuations in the cost of living, may not feel the pinch of the rising living costs as much as others who are not so well placed, would. All the same, the cumulative

character of growing unemployment and the rising living cost hits the family of every petroleum worker. We should therefore raise our voice along with others, and demand that the planned development of our country should first of all adequately raise the living standard of working class, which is called upon to assume the responsibility for increasing production.

The period since the last Delegates' Conference was a period in which I shouldered the duties of a General Secretary. It was not a hectic period no doubt and I do hope that whatever little I could contribute to maintain the unity of the organisation with the help and assistance from the various affiliated unions, I have done, and this brief report will help you to conduct your deliberations in an effective manner.

LONG LIVE THE UNITY OF PETROLEUM WORKERS!
LONG LIVE THE ALL INDIA PETROLEUM WORKERS' FEDERATION!
LONG LIVE THE INTERNATIONAL UNIT OF PETROLEUM WORKERS!

Bombay,
26th March 1961.

G. Sundaram
GENERAL SECRETARY

THE FIGHT FOR A LIVING WAGE - A JUDICIAL LANDMARK

By A.S.R. Chari.

The judgement delivered the other day by the Supreme Court of India in the bonus appeal of Standard Vacuum Refining Co. and its workmen will stand out as an important landmark in Labor's long battle for a better life in a better society.

The claim was in respect of bonus for the year 1956 and the workmen demanded 9 months' total earnings. The Company had already voluntarily paid 3 months' basic wages as bonus and in repelling the workmen's claim the Company maintained that it was already paying its workers a living wage and there being no gap to fill up, no bonus was payable.

The Industrial Tribunal could not, in view of the meagre material, determine what would be the living wage in Bombay. It nevertheless found that though the wages were fair there would be still in a large number of cases, a gap between the actual wages and what might be regarded as a living wage. It awarded 5 months' basic wages as bonus.

Both sides appealed to the Supreme Court and a Bench consisting of Justice Gajendragadkar, Justice Wanchoo and Justice Das Gupta heard the appeals. The judgement of the Court was delivered by Justice Gajendragadkar.

This is a judgement which is bound to have a far reaching effect because it has dealt with several important aspects of the problem of wage structure in a new way, in a new spirit. It will naturally be of great interest to progressives in general and Trade Unionists in particular.

The Basic Approach:

Labor Law is in its origin quite old. When the Black Plague decimated a large section of the population in England, Labor became so scarce that its price naturally went very high. In 1351, the English Parliament enacted the Statute of Laborers which made it a crime for any working man under sixty to refuse to work or to demand wages in excess of those he received before the Plague.

In 1548 another statute "Concerning Conspiracies of Journeymen" was passed which made any combination of workmen organised to seek better wages or lesser hours of work an offence punishable by fine.

In 1720 the English Parliament declared the working day to consist of the hours between "six in the morning and eight at night".

It is true that the classical Economists like Adam Smith and Ricardo declared Labor to be the creator of all values and the source of all wealth.

Nevertheless the Labor market was regarded as a free exchange, a free contract between the capitalist with the strength of capital behind him and the worker, who as an individual had no strength at all except his capacity to labor.

However, the grievous social wrongs perpetrated by such an unequal exchange was not realized as such till labor united, formed associations and pitted against the strength of capital, its strength of co-operative collective organisation.

Mighty class battles were fought out often accompanied by violence and bloodshed. The State entered the arena to regulate these conflicts and the old doctrine of Laissez faire had gradually to retreat. The Iron Law of a Minimum Subsistence Wage which held down the workers had to yield.

This whole long difficult and sometimes bloody history forms the background of modern labor relations.

The Supreme Court in the following passage epitomised this big change in the realm of labor relations in the following words:

"It is well known that the problem of wage structure with which industrial adjudication is concerned in a modern democratic State involves on the ultimate analysis to some extent ethical and social considerations. The advent of the doctrine of a welfare State is based on notions of progressive social philosophy which have rendered the old doctrine of laissez faire obsolete. In the nineteenth century the relations between employers and employees were usually governed by the economic principle of supply and demand, and the employers thought that they were entitled to hire labour on their terms and to dismiss the same at their choice subject to the specific terms of contract between them, if any. The theory of "hire and fire" as well as the theory of "supply and demand" which were allowed free scope under the doctrine of laissez faire no longer hold the field. In constructing a wage structure in a given case industrial adjudication does take into account to some extent considerations of right and wrong, propriety and impropriety, fairness and unfairness. As the social conscience of the general community becomes more alive and active, as the welfare policy of the State takes a more dynamic form, as the national economy progresses from state to stage, and as under the growing strength of the trade union movement collective bargaining enters the field, wage structure ceases to be a purely arithmetical problem. Considerations of the financial position of the employer and the state of national economy have their say, and the requirements of a workman living in a civilised and progressive society, also come to be recognised. It is in that sense, and no doubt to a limited extent, that the social philosophy of the age supplies the background for the decision of industrial disputes as to wage structure."

What is a Living Wage?

The Supreme Court quite naturally had to deal with the concept of a living wage and determine its content.

After examining several attempted definitions of this concept in England, America and Australia and of Indian Committees such as the Fair Wage Committee, the U.P. Labor Enquiry Committee, etc. approved Philip Showden's formulation; "A living wage is something far greater than the figures of a wage schedule but the idea is that every workman shall have a wage which will maintain him in the highest stage of industrial efficiency, which will enable him to provide his family with all the material things which are needed for their health and physical well-being, enough to enable him to qualify to discharge his duties as a citizen".

The Supreme Court pointed out that it is in this broad and idealistic sense that Art. 43 of our Constitution refers to the living wage and that this idealistic position of the concept has been earlier recognized by the Supreme Court itself in the Express Newspapers' case.

Justice Gajendragadkar concludes this part of the

Inquiry in the following words:

"It would thus be obvious that the concept of a living wage is not a static concept; it is expanding and the number of its constituents and their respective contents are bound to expand and widen with the development and growth of national economy. That is why it would be impossible to attempt the task of determining the extent of the requirement of the said concept in the context of today in terms of rupees, annas and pies on the scanty material placed before us in the present proceedings. We apprehend that it would be inexpedient and unwise to make an effort to concretise the said concept in monetary terms with any degree of definiteness or precision even if a fuller enquiry is held. Indeed, it may be true to say that in an underdeveloped country it would be idle to describe any wage structure as containing the ideal of the living wage, though in some cases wages paid by certain employers may appear to be higher than those paid by others. As observed in its Report by the Commission of Enquiry on "Emoluments and conditions of Service of Central Government Employees, 1957-1959", "taking a standard family as consisting of four members of whom only one is an earner, the average income of a family at the highest figure during the nine years ending in 1957-58 would work out at Rs. 1,166/- per annum or about Rs. 97/- per mensem. The minimum wage cannot be of the order of Rs. 125/- when on the basis of the national income the average for a family works out only to Rs. 97/- per mensem". Therefore, looking at the problem of industrial wages as a whole it would not be possible to predicate that our wage structure has reached even the level of a fair wage."

The Divetia Committee Finding:

The Stanvac Company has taken the opinion of the Divetia Textile Labor Committee in 1940 that the living wage in Bombay was Rs. 50-55/- as the basis of its claim and arrived at the figure for the year 1956 to be Rs. 143.50 or Rs. 192.50.

The workmen, however, took the resolution of the 15th Session of the Indian Labour Conference held at New Delhi and the norms laid down by the Tripartite Committee for a need based minimum wage and arrived at the figure of Rs. 209.70 as representing nothing more than a need based minimum wage.

On this aspect of the question, the Supreme Court holds that it would be "unreasonable and unsafe to treat the conclusions" of the Divetia Committee as to the monetary value of the living wage in 1940.

They point out that that Committee had no adequate material, its approach was conditioned by the notions of social justice then prevailing. These notions have changed greatly since then particularly with the acceptance of the ideal of a welfare state.

"Therefore" say the Judges of the Supreme Court "though the expression 'living wage standard' has been used by the Committee in its report we are satisfied that Rs. 50/- to Rs. 55/- cannot be regarded as anything higher than the need based minimum wage at that time at that time".

That has finally put the quietus on the Divetia concept of a living wage. It had plagued the path of Labor in industrial adjudications for many years. It had become the bible of the employees. All that is now over and done with.

The Akroyd Formula:

The Supreme Court proceeded to examine the various

components of a living wage and on the component of diet gave its considered opinion.

. It pointed out that Dr. Akroyd had two concepts in mind, namely, the optimum diet and an adequate diet. That he took into consideration the prevailing state of national economy and held that even an adequate diet would not be within the reach of everyone and so gave the formula for an "improved diet" which was less costly than an adequate diet.

The Supreme Court observes:

"The improved vegetarian diet which has generally been taken into account in making the relevant calculations would be wholly inappropriate in making calculations with regard to a living wage. Under the living wage a workman should be entitled to claim an optimum diet as prescribed by Dr. Akroyd. Similarly the requirements as to clothing and residence which have been recognised in the Tripartite resolution, though appropriate in reference to a need-based minimum wage, would have to be widened in relation to a living wage. Besides, in determining the money value of the living wage it would be necessary to take into account the requirements of "good education for children, some amusement, and some expenditure for self-development", and it is hardly necessary to emphasise that the content of these requirements cannot be easily converted into terms of money and they would obviously vary from time to time and would show an expansive tendency with the growth of national economy and with the advent of increasing prosperity for the nation as a whole and for any given industry in particular. Therefore, in our opinion, on the material available in the present proceedings it is impossible to resist the conclusion that even the highest average of Rs. 370.11 nP shown by the appellant by calculating wages paid to the clerical staff is much below the standard of the living wage."

The Supreme Court points out that similar considerations would apply to every component of the living wage each of which would "show an expansive tendency with the growth of national economy and with the advent of increasing prosperity for the national as a whole and for any given industry in particular."

The Supreme Court finally came to the conclusion that even Rs. 301.16 (the average wage of operatives and clerical staff in Stanvac Refinery) may be regarded as above the need-based minimum and "may be treated as approximating to the lower level of the fair wage."

The Stanvac Company invited the Supreme Court to fix a ceiling for bonus awards but it declined saying "In our opinion it would be undesirable and inexpedient to put such a ceiling in the matter of awarding bonus."

Conclusion:

Such are the main features of the latest Supreme Court Judgement.

Its importance cannot be over-rated. Old outmoded concepts, approaches and formulae which cluttered up the stage in industrial adjudications, have been swept away.

It calls for a new spirit, a new approach which is in harmony with the declared objective of a welfare state and the directive principles as in Art. 43.

The Road to a Living wage has been cleared of the historical overgrowths.

FIRST CONVENTION OF THE NATIONAL FEDERATION OF
PETROLEUM WORKERS (INDIA) (INTUC) HELD AT CALCUTTA
ON FEBRUARY 18TH AND 19TH.

NEWSPAPER VERSIONS BASED PRESUMABLY ON OFFICIAL HAND-OUTS

"Times of India, Bombay - 15-2-1961:"

OIL WORKERS TO CONFER

The entry of the public sector into the oil industry and its impact on service conditions of workers will be one of the subjects to be considered at the first convention of the National Federation of Petroleum Workers (India) (INTUC) to be held at Calcutta on February 18 and 19.

The convention will also evolve a common approach to the negotiations with oil companies for a new agreement during 1961.

Dr. (Mrs.) Maitreyee Bose, Vice President of the INTUC, will preside over the convention. Mr. Abdul Satar, Labour Minister of West Bengal, will inaugurate it and Mr. Shantilal Shah, Maharashtra's Labour Minister, will be the chief guest.

"Free Press Journal, Bombay - 1-3-1961".

FEDERATION OF UNIONS URGENTLY NEEDED
IN PETROLEUM INDUSTRY.

The first annual convention of the INTUC-affiliated National Federation of Petroleum Workers (India) stressed the need for forming a National Federation of different unions when there was no unanimity on the principle of 'one industry one union'.

The convention was held in Budge-Budge (West Bengal) on February 18 and 19 which was attended by 30 delegates from different parts of the country.

The Federation controls six affiliated unions with a total membership of about 6,000 workers out of 30,000 employed in the industry.

The open session, attended by 2,000 petroleum workers of Budge-Budge area, was presided over by Dr. (Smt.) Maitreyee Bose, M.L.A., President of the West Bengal Branch of the INTUC.

Shri Shantilal Shah, the Labour Minister of Maharashtra, who inaugurated the Conference, expressed satisfaction at the progress made by the National Federation during its one year existence. He said the Communists were losing their influence over the labour movement in the country in general, and the petroleum industry in particular.

PRESIDENTIAL ADDRESS

Smt. Maitreyee Bose, in her presidential address, congratulated the petroleum workers of Budge-Budge for a successful one-day token strike on February 16 as a protest against the refusal of the Oil Companies to pay bonus in accordance with the decision of the Supreme Court. She hoped that the dispute would be solved amicably in a tripartite meeting convened by the Labour Commissioner of West Bengal early next week.

She told the gathering that with all the glorious struggles of the Indian working class during the last five decades

the trade union movement in this country was still faced with multiplicity of unions in one industry and in one locality. One union in one industry was an urgent need. If that was not possible in the petroleum industry at least, different trade unions could come under the banner of one National Federation like the one which had now taken shape in an organised form.

Without a National Federation, the collective bargaining strength of the local unions would remain ineffective, she said, and added that the Oil Companies, which had the highest rate of profit, were not giving the best of service conditions to their employees.

Shri Raja Kulkarni gave a gist of the resolutions passed by the delegates session held earlier. In all five resolutions were moved and passed which, inter alia, demanded social and community services from the Oil Companies in the Budge-Budge area.

TWO STANDARDS

The resolution on industrial relations pointed out that it would be wrong to surmise that because of the practice of long-term package-deal agreements in the petroleum industry, industrial relations there were satisfactory. The Oil Companies had two standards: In matters of increasing production they ran swiftly like a race-horse, but on questions of wage-increase, bonus, and service conditions to employees, they moved slowly like an elephant. They acted unilaterally and in discriminatory manner in matters of recruitment, promotion, transfer and seniority. They treat job evaluation as a trade secret.

Another resolution asked the local unions to prepare their own charters of demands which should include demands of adequate wage increase, dearness allowance equal to that paid to the clerical staff, bonus for six months wages, etc.

OTHER RESOLUTIONS

By two separate resolutions the conference decided to affiliate the Federation to the International Federation of Petroleum Workers (ICPTU) and amended the constitution providing for collecting an affiliation fee of 5 nP. per member per year.

Shri Aurobindo Bose of Calcutta was elected President and Shri Raja Kulkarni of Bombay, General Secretary, Shri Kali Mukherjee (Calcutta), and Shri T.S. Ramenujam (Madras) were elected Vice-Presidents, Shri R.S. Watson (Madras) was elected Joint Secretary and Shri Y.C. Vaidya (Bombay) Treasurer.

Message delivered by the General Secretary, All India Petroleum Workers' Federation to the 26th session of the All India Trade Union Congress held in Coimbatore from January 5 to 12, 1961.

I thank you for your invitation to send a fraternal delegation to the 26th session of the AITUC being held in Coimbatore.

Petroleum workers are closely associated with AITUC and have derived inspiration from the messages you sent to us particularly on the occasion of our Annual conferences when the petroleum workers were confronted with important and complicated problems.

Petroleum workers in Burmah-Shell Refinery in Bombay had benefited immensely from the personal interest your General Secretary took and the advice he gave, notwithstanding his delicate health, during the 10 day strike they waged in February last year for winning a fair collective contract which was being thwarted by a rival INTUC sponsored paper union.

Three of our affiliated unions are also affiliated to your organisation and their representatives will no doubt be participating in your deliberations and reaching decisions in the common interest of the working class of our country. The fraternal bonds between the AITUC and our organisation are in fact further represented by the leading positions held by some of the members of our Working Committee in the Working Committee and the General Council of AITUC.

Petroleum workers have always been inspired by the AITUC in playing their role in defending national interests even while defending and advancing their economic and social gains. Allow me to recall in this connection the declaration of the 2nd Delegates' Conference of the AIPWF in March 1956 that the distribution wing of the petroleum industry should be nationalised to help the tasks of the Second Five Year Plan and our further campaign to reduce the exorbitant prices charged for the petroleum products by the foreign oil companies.

Petroleum workers rejoiced recently at the selfless interest you took in nominating our Vice President, Com. T.C.N. Menon and Shri N.T. Sule, General Secretary of Burmah-Shell Refineries Workers' Union to attend the meeting of the ILO Petroleum Committee on behalf of the AITUC which was declared as the representative organisation of petroleum workers by the Govt. of India, notwithstanding the fact that these two organisations are not affiliated to AITUC.

I look forward eagerly to the conclusions of your important deliberations which will no doubt be of immense guidance to petroleum workers also.

I wish the 26th session of the AITUC success and request you to convey our heartiest greetings to Com. Dange and the delegates.

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April 23, 1961

General Secretary,
Petroleum Workmen's Union,
Bombay.

Dear Comrade,

Thank you for your letter of 21st inst. with regard to the visa for Com. Vanhaute, General Secretary, Chemical & Oil TUI and his interpreter visiting India in June-July this year.

We have written to the Ministry of External Affairs requesting them to extend visa facilities to them. We have stated that they are coming at the invitation of the Petroleum Workmen's Union (AITUC) as well as our organisation. This may be communicated to Com. Vanhaute.

We will write to you again when we hear from the Government.

With greetings,

Yours fraternally,

Umo

(K.G. Sriwastava)
Secretary

P.S. Copy of a letter from the External Affairs Ministry re. grant of passport to Com. Sundaram is enclosed.

Umo

280
No. F.9(21)PV.I/61
Government of India,
MINISTRY OF EXTERNAL AFFAIRS

New Delhi, the 25th April 1961

To

Shrimati Parvathi Krishnan,
All India Trade Union Congress,
4 Ashok Road, New Delhi

Sub: Grant of passport facilities
to Shri G.Sundaram

Madam,

I am directed to refer to the correspondence resting with my letter of even number dated the 21st March 1961 and to say that instructions have been issued to the Regional Passport Officer, Bombay to extend the validity of Shri Sundaram's passport by one year.

2. In this connection it may be pointed out that in such cases we expect that the cost of the passage will be met by the delegate or by the Indian organisation sponsoring him, as it is not considered proper to accept the payment of cost of passages from foreign governments or organisations ~~for~~ for our citizens.

Yours faithfully,

Sd.

(S.K.Singh)
UNDER SECRETARY(PV)

A. I. T. U. C.
Received 10/33/25-A-21
Replied.....

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PETROLEUM WORKMEN'S UNION
34, SHRAMAJEEVI AVAZ,
SEWREE CROSS ROAD,
BOMBAY. 15

23-4-1961

EXPRESS DELIVERY

Com. Srivastva,
A.I.T.U.C.
Delhi

Re: My Passport

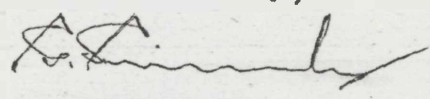
Dear Comrade,

Further to my letter of 21st April, I received yesterday, the following telegram from Air India International, Bombay, which you will find self explanatory:

"RECEIVED PAYMENT YOUR TRAVEL TO TASHKENT
CONTACT IMMEDIATELY"

Please let me know how to handle the situation in the absence of a Passport.

Yours fraternally,



G. Sundaram
GENERAL SECRETARY

PETROLEUM WORKMEN'S UNION
34, SHRAMAJEEVI AVAZ,
BEWREE CROSS ROAD,
BOMBAY. 15.

A. I. T. U. C.
Received, 1004/22-A-67
Replied,

21-4-1961

Com. T.C.N. Menon, M.P.
87 South Avenue,
NEW DELHI

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Re: My Passport

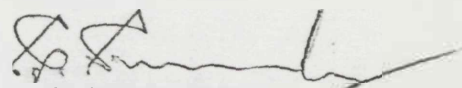
Dear Com. Menon,

I called on the Regional Passport Office on Wednesday, 19th and for the third time in a month was told that instructions are awaited from the Ministry of External Affairs. This time I could meet the Asst. Passport Officer who volunteered the further information that it will take some days. What is one to make of this development? Is it not possible that a decision has been taken not to sanction the renewal of my passport and I am only being given dates until perhaps on the last day nearer to my expected departure I may be told either that the renewal cannot be given or that it is still under consideration. All of which can only mean that I would be putting the T.U.I. in a fix because they would be planning on the basis that I am arriving for the meeting and it would finally materialise that not only will I be absent but no one else may also be present to represent India.

In view of these thoughts I have written to AITUC to review the situation and take suitable action.

If at all possible I would certainly like that you bring to bear whatever influence you can with the Chief Passport Officer before whom probably the matter is pending with a view to know the real position. I am so much besieged with work that I am finding it impossible to come over to Delhi to pursue my application with the Ministry of External Affairs/Chief Passport Officer.

Yours fraternally,



G. Sundaram
GENERAL SECRETARY

C. Arne ✓

April 20, 1961

Dear Comrade Sundaram,

In reply to your question as to the representative character of unions in the Petroleum industry, I am giving you the figures of membership as on 31.3.1960, besides those unions which you already know.

AITUC.:	Pteroleum Workers Union, Delhi	1615
-do- :	-do- Madras	662

INTUC:	Caltex Oil Refining Workers Union, Visakhapatnam	220
-do-:	Assam Petroleum Mazdoor Union Digboi	910
-do-:	All-India Petroleum Employees Union, Lucknow	174
-do-:	Bengal Oil & Petrol Workers Union, Calcutta	1938

As regards the point raised by your President in his letter of April 8, there is nothing that is worth investigating. Verified membership can be higher than claimed membership because of two reasons: a) the annual return filed by the union showed higher membership, and b) the figure computed after the sample survey might sometimes exceed the claim because of its proportionate multiplication. It has happened in many of our cases too.

With greetings,

Yours fraternally,

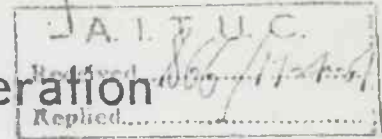
K.G. Sriwastava
K.G.S.

(K.G. Sriwastava)
Secretary

Com. G. Sundaram,
Bombay

All India Petroleum Workers' Federation

(Registered under Indian Trade Union Act 1926)



President: **Atin Sadhu**

Head Quarter Office:

Telegram: "OILWORKER"

Gen. Secretary: **G. Sundaram**

"Shramajeevi Avaz",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Telephone: 61453

Ref. No.

Dated....**15-4-1961**

Com. Barin Chowdhary
General Secretary of
Assam State Committee of
All India Trade Union Congress,
Tinsukhia

AOC Labour Union

Dear Com. Barin Chowdhary,

I have written to you on more than one occasion and have also sent you copies of letters I write to AOC Labour Union. But there is a silence all around which is puzzling to me.

There was a press report in "Assam Tribune" dated Feb.27 that a serious rift has developed in AOC Labour Union and that the present Office Bearers are removed from office by a no-confidence motion passed at an emergent general meeting held under the presidentship of Shri U.C. Bhuyan. That more than 2000 workers cheered loudly when the non-confidence motion was carried. All this arose because the former Secretary had brought forward a resolution to affiliate the union with the INTUC.

This is a serious matter which we in the AIPWF and also the AITUC must seriously concern ourselves and I am anxious that we be furnished with all the facts in order that we may help the consolidation of the unity of AOC workers.

The newspaper report also stated that an ad-hoc Committee was formed for the interim period with Shri U.C. Bhuyan as President and Shri S. Baruah as Secretary and that a decision was taken to hold the elections on March 12 and 13. What happened and what is the present position?

Yours fraternally,

G. Sundaram
GENERAL SECRETARY

P.S. Since writing the above I got just now your letter of 11th April. I am forwarding copy of your letter to our President at Calcutta and also to AITUC and Vice President, T.C.N. Menon, M.P. I am writing to you again in reply to the points raised by you.

cc: Gen. Secretary, AITUC
TCN Menon, M.P.
President, Atin Sadhu.

COPY OF THE LETTER RECEIVED FROM COM. BARIN CHOWDHURY, OFFICE OF THE ASSAM STATE COMMITTEE OF THE AITUC, TINSUKIA, ASSAM.

LETTER DATED 11th April 1961.

I had duly received a copy of your letter to the AOC Labour Union regarding the 4th Delegates' Conference of the All India Petroleum Workers' Federation.

You will be very much glad to know that the Annual Conference of the AOC Labour Union was held on 1-4 April, 1961, and, in the election of Office-bearers, the result is what I had told you in advance in Coimbatore.

INTUC's move to have the Union (AOC Labour Union) affiliated to it got totally defeated. Our friends have not only been elected to responsible positions, but practically whole committee is freed from disruptors. While M. Hussain got elected as President by getting 1742 votes, the INTUC-man Aslam Hussain got 65 votes. Com. N.B. Chetri and P.C. Bhatta-charjee got elected as Jt. Secretaries by getting 1630 and 1551 votes respectively, the INTUC-candidate got 249. Two Asst. Secretaries (ours) got elected uncontested etc. etc. Now you can understand the position. Enthusiasm was great; 1897 members polled and this is an unprecedented record. Sudhin Pramanik's name was proposed but was rejected by the workers. Our socialist-friends who were conspiring against us (and also tried to bring back Mr. Pramanik) got ousted.

Though masses of the workers placed confidence on us, there are defeated generals who are already active in campaigning against us. Uptil now Company's attitude seems to be same inspite of our being elected in Office. The trade union movement in Digboi has thus entered into a very crucial period and much depends upon how we shall act upon.

Postponed work of 'Job Evaluation' will not begin again. I have to-day written to the ILO Director in India and a copy of the letter is sent to you as you told me in Coimbatore. Please help us in all respects.

Please have me a fair idea of how much bonus is being given in Oil Cos. other than AOC during last 4 years, four months' bonus per year was paid as per a bilateral agreement by AOC, and that agreement period is over. New leadership is to bargain anew. So give us whatever informations you have. Are you putting forward demand of Bonus basing on profit or mere bargaining?

Lastly, a few words about retirement benefit. Send us copies of agreements regarding superannuation, pension, provident fund, gratuity etc. prevailing in various Oil concerns.

With best wishes and warm greetings.

Sd/- Barin Chowdhury.

P.S. Just now, your letter dt. 5-4-61 addressed to the Secy. AOC Labour Union with copy to me reached here. I shall enquire whether the outgone leadership had received the "Petroleum Worker" resolutions etc. referred in your letter. But send me also the resolutions if you have spare copies along with your other promised materials.

COPY OF LETTER DATED 11-4-1961 TO THE ILO DIRECTOR:

I have the honour to request you to kindly send us some materials regarding JOB EVALUATION. It would be of great use for us if we can have such books and informative materials regarding OIL INDUSTRY.

We need such materials as early as possible because at present work of "JOB EVALUATION" is being carried on in the Assam Oil Co. Digboi (Assam) where we are to face this problem. Though the trade union there namely AOC Labour Union is an independent one (not affiliated to any national TU Centre) we have fraternal relationship with a very large number of workmen and Union-Officials, and, they are approaching me for guidance in this connection.

Under the circumstances, I am writing you this letter and earnestly desire that you will kindly help us so that we are in a position to tackle the problem.

Thanking you in anticipation...

All India Petroleum Workers' Federation

(Registered under Indian Trade Union Act 1926)

dent:

Head Quarter Office:

"Shramajeevi Avaz",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Telegram: "OILWORKER"
Telephone: 61453
Received: 6/17/46
Replied:

Secretary:

No.

Dated..15.4.61.....19

The General Secretary,
Petroleum Workers' Union
NEW DELHI

Dear Comrade,

Both your letter to me 7/PWU/587 of 8th as well as copy of your letter 8/PWU/588 of same date, I saw on my return from Madras on the 12th. Please address all letters to the office address only. I also received your further handwritten note enclosing copy of your letter to Shri Nanda, your circular to your members etc. on the 13th. Of the 5 supervisory staff prematurely retired in Bombay District, 2 came to me for advice and I have advised them to file Civil Suits.

First of all, get me a full copy of the debate which you can get with the help of AITUC Office.

Secondly, study the resolutions passed at our Delegates' Conference and sit with the interested M.Ps to frame questions for Oil and/or Labour Ministry to answer. Thirdly, get the M.Ps to study the Chief Cost Accountant's report relating to the personnel - labour, supervisory (promoted and direct recruitment separately), managerial (Indian and foreign separately as well as promoted and direct recruitment separately) and ask for the information on the changes in each of the categories from 1956 and onwards. Also ask about the sales both in volume and revenue. The data they get in answer to these questions will help them to put the supplementaries and demand the ending of the unfair labour practices of the Company.

For your information, I have written both to Minister Malaviya and Minister Nanda on 2nd April forwarding copy of the resolutions we passed in IV Delegates' Conference and have sought their intervention. AITUC can help the interested M.Ps in regard to this.

There is possibly a peculiar system of accounting in Caltex by which all the extra money they surrendered to Govt. in 1959 in respect of the new excise levied with retrospective effect from 1958 were debited to the 1959 accounts alone which perhaps explains the loss they show for 1959. That also can be gleaned by M.Ps putting appropriate questions.

I am sorry it is not possible for me to write at greater length now. I cannot leave Bombay till 20th evening train. I have to appear in Small Causes Court on that day. If it

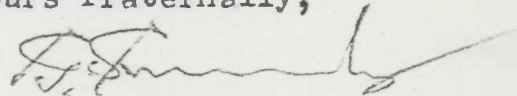
To _____

Date: _____

-2-

is absolutely necessary I am prepared to leave by 20th evening and come to Delhi to assist.

Yours fraternally,



G. Sundaram
GENERAL SECRETARY.

cc: AITUC ✓
cc: PWU Calcutta
cc: PWU Madras
cc: PWU Bombay
cc: Com. T.C.N. Menon.

All India Petroleum Workers' Federation

(Registered under Indian Trade Union Act 1926)

President: **Atin Sadhu**

Head Quarter Office:

Telegram: "OILWORKER"

Gen. Secretary: **G. Sunderam**

"Shramajeevi Avaz",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Telephone: 61453

Ref. No. **AU-6**

CIRCULAR

A. I. T. U. C.	
Received	868/17-4-61
Replied	Date 12-4-1961

ALL AFFILIATED UNIONS

Contract Labour Survey by Govt. of India.

Dear comrades,

During the discussions in the 4th Delegates' Conference, reference was made to a survey now being conducted on the existence of contract labour in the petroleum industry. I had promised to give you a copy of the Questionnaire which I had received (P.W.U. Bombay) from the A.I.T.U.C. I am now sending herewith this Questionnaire (draft) which was received by the A.I.T.U.C. from the Labour Bureau. If it is possible for you to fill the particulars on this Questionnaire you may as well do so and return the same to me, which I can send to the Government through the A.I.T.U.C. with the demand that the survey should also include the information we have collected, in addition to the particulars collected from the Companies by the Government Department.

Yours fraternally,



G. Sunderam
GENERAL SECRETARY

Encl:

cc: AITUC: You had sent the draft questionnaire referred to above along with your letter of December 1st and you had asked us to reach the same before the 5th Dec. It was not possible for us to do such a hurried job.

our suggestions for improvement.

PETROLEUM WORKERS' UNION (REGD)
4215 TEL MANDI,
PAHARGANJ, NEW DELHI.

Ref. No. PWU/

Dated: 11th April 1961.

To

Shri G.J.Nanda,
Hon'ble Minister for Labour & Employment,
Government of India,
North Block,
New Delhi.

Dear Sir,

SUB: STATEMENT OF SHRI K.D.MALAVIYA,
HON'BLE MINISTER FOR OIL & NATURAL
GAS ON THE FLOOR OF THE HOUSE ON
10TH APRIL WITH REGARD TO QUIT
NOTICES SERVED ON EMPLOYEES BY
CALTEX (INDIA) LTD.

We confirm having telegraphed you today as under :

" PETROLEUM WORKERS SHOCKED AT SHRI MALAVIYA'S
STATEMENT IN PARLIAMENT JUSTIFYING CALTEX ACTION
IN SERVING QUIT NOTICES ON EMPLOYEES STOP
STATEMENT DISTORTS FACTS LETTER FOLLOWS "

PETROLEUM WORKERS UNION

We are taking the liberty to address this letter to you and encroach upon your valuable time in order to clear the misrepresentation seems to have been made by Caltex (India) Ltd. to the Hon'ble Minister, Shri K.D.Malaviya and, as a consequence, the wrong impression his statement conveys.

The Hon'ble Minister, Shri Malaviya, in reply to the questions raised by some of the Hon'ble Members of the Parliament has justified and, if we may say so, supported the action of the Caltex (India) Ltd. in dispensing with the services of some of the employees by using the word "RETRENCHMENT" on the plea of cutting down overhead expenses and the Company not being able to employ 'such a large army of workers'. This leads us to the conclusion that the Government of India, including your Ministry, has given a blanket authority in utter disregard of the interest of the workers to effect large scale retrenchment, beginning with the so-called supervisory staff.

The Company, however, in their quit notices served on the employees have not used the word 'RETRENCHMENT' nor have they followed the principle of 'Last Come First Go'. Secondly, the employees affected (so far numbering 30 throughout India) had either put in service of 15 to 25 years and had yet to complete service ranging from 3 years to 20 years. Thirdly, in the recent months this Company has recruited almost double the number of the persons served with quit notices, for similar positions.

How the so-called 'cutting of overhead expenses' will take place, we leave it to your judgment? How the Government of India and, for that matter, the Hon'ble Minister for Oil & Natural Gas could expect CALTEX by affecting the so-called economy measures, to agree to

If the Government of India is really interested in price reduction, they should ask CAITEX and other Oil Companies to reduce their expenses - colossal waste on advertisement, ~~ax~~ interest on over drafts running into lakhs of rupees annually, exhorbitant expenses incurred in building service stations at every nook and corner, entrusting work of all nature of work to contractors at high rates, paying very high salaries to foreign so-called technical staff, etc. etc.

Further, it is pertinent to go into the question as to how CAITEX has shown a loss of 14 lakhs for the year 1959 when their sales have increased by about 20 to 30 percent. How the profits of the other Oil companies have also dwindled when the business has increased manifold ?

We are collecting the details and data in order to belicthe misrepresentations being made by the Oil Companies in order to misguide the Government and would be furnishing the same to you shortly. In the meantime we would appreciate your intervening in the matter to ensure that the employees of the Oil Companies are not harassed and victimised on the plea of false economy. Any understanding between the Ministry of Oil & Natural Gas and/or your Ministry and the Oil Companies on such vital issues affecting the interests of the workers would be unilateral and against the Code of Discipline.

We feel confident that, as in the past, we shall continue to get your valuable support so that industrial peace is not disturbed in this vital industry which may envelope the newly created public sector

Thanking you,

Yours faithfully,


For GENERAL SECRETARY

cc All Members of the Parliament.

cc General Secretary, All India Petroleum Workers' Federation, Bombay.

Petroleum Workers' Union

(Regd. No. 109)
4215, TELMANDI, PAHARGANJ,
NEW DELHI

1036/25-461

Ref. No. 1/PHU/612

Dated. 24th April 19 61

The Manager,
Burmah-Shell,
New Delhi.

Dear Sir,

SUB :- CODE OF DISCIPLINE-ARBITRATION CLAUSE

We find from our discussions/correspondence with you that although you have accepted the Code and displayed it within the office premises still you are violently opposed to referring these questions where we disagree to arbitration. While we are aware that we have avenues under the Industrial Dispute Act to obtain relief, still as you know the code was brought into being to avoid litigation and speedily settle issues. Further our understanding is that the Code is to be accepted in its totality and without any reservation. In the circumstances we do not understand this shyness on your part to the arbitration clause.

We would, therefore, seek a clarification from you as to your official views to that part of the Code dealing with "arbitration".

Yours faithfully,

A. K. Kalimullah
for GENERAL SECRETARY.

CC :- Shri R.L. Mehta, E&I, Northern Block, New Delhi.
CC :- Conciliation Officer, 1-Rajpur Road, Delhi.
CC :- The General Secretary, AITUC., New Delhi.

For information, we shall revert on receipt of the reply from the Company. We trust our understanding that the employers Federation of India has accepted the Code in its totality without and ~~without~~ reservation is correct.

390
April 24, 1961

Dear Com.Sundaram,

Your letter of 21st April to us and another to
Com.Menon and copy to us.

We are informed from C.P.O. that instructions
to grant you passport have been issued from here.
Please ring them up again.

With greetings,

Yours fraternally,

ms
24 Apr
(K.G.Sriwastava)

A I J C
Received 1003/2
Applied...

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

"Shramajeevi Avaz" 34, Sewree Cross Road, Sewree

Tel: 62455

Ref:

Bombay 15, 21-4-1961

Com. Srivatsav,
A.I.T.U.C.
DELHI.

My Passport

Dear Com. Srivatsav,

I called on 19th inst. on the Regional Passport Office and met this time Mr. Kazi, the Asst. Passport Officer. He said that Ministry of External Affairs have been written for instructions and it will take some days.

You will see thus that my repeated calling on the Regional Passport Office here is not going to produce any results for getting the renewal of my passport. Three times I have been told when I called at an interval of at least a week each time that instructions are awaited from Ministry of External Affairs. Every time I call, the whole morning has to be spent going through the routine of that office before an answer can be got. I therefore see no point in calling again.

The fact that more than a month has elapsed since my application for renewal is held up by the Ministry of External Affairs does not augur well for my getting the passport.

The invitation from the T.U.I. of Coaw to attend the meeting of the Administrative Committee being held in Prague next month has been accepted by me and Com. Dange also has endorsed this. I have also put up before the newly elected Working Committee of the A.I.P.W.F. likelihood of my being away.

But, you may like to review the whole situation because of the difficulty in getting the renewal of my passport and take appropriate action. Please let the T.U.I. also know immediately as to what alternative arrangements you are making because they have to arrange for Visas and for travel by a route convenient to them.

Yours fraternally,



G. Sunderam
GENERAL SECRETARY

PETROLEUM WORKMEN'S UNION
34, SHRAMAJEEVI AVAZ,
SEWREE CROSS ROAD,
BOMBAY-15.

A. I. T. U. C.	
Received	1187/4-5-61
Replied	.....

May 3, 1961

Com. Srivastava
A.I.T.U.C.
DELHI

Re: My passport & Journey

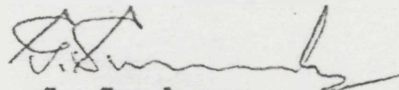
Dear Comrade Srivastva,

Reference P.S. on your letter of April 28, I got my Passport to-day. You will have noted from the letter of the Ministry addressed to Com. Parvathi Krishnan that the Passport has been issued to me only for one year now.

I have also got confirmation of my bookings. I am leaving by the evening plane from Bombay to Delhi on the 10th, departure time being 6.45 P.M. I am leaving Delhi for Tashkent on the 11th morning by Flight SU 054 leaving at 6.20 A.M. I think Com.T.C.N. Menon will be in Delhi and if so I will put up with him for the night. If there is anything to be taken with me it may kindly be left with Com. Menon to whose house I will proceed straightaway from the Airport Terminal Office (I have to get the O.K. on the travel documents at Delhi and hence my necessity to go to the Terminal Office from the Airport).

I have communicated to Com. Vanhaute regarding the representation you have made to the Ministry for the visas for him and his interpreter.

Yours fraternally,



G. Sundaram
GENERAL SECRETARY.

cc: Com. T.C.N. Menon.

The Chairman & the Members of the Reception Committee

OF

THE TWELVTH DELEGATES CONFERENCE

OF

THE PETROLEUM WORKERS UNION, DELHI

*cordially invite you to participate in the Inaugural Function
to be held at Chhedilal Dharamshala opp. Aminuddaula park*

Aminabad, Lucknow

on Sunday, the 14th. May, 1964. at 3 p. m.

SHRI S. M. BANNERJEE, M. P.,

has very kindly consented to inaugurate the conference

R. S. V. P.

Chairman,

Reception Committee,

Chhedl Lal Ki Dharamshala,

Opp. Aminuddaula Park,

Aminabad LUCKNOW.

May 9, 1961

General Secretary,
Petroleum Workers' Union,
New Delhi.

Dear Comrade,

Thank you for your letter of 3rd May on the forthcoming 12th Annual Delegates Conference of your union.

On behalf of the AITUC, we send you our fraternal greetings and good wishes for the success of your conference. The workers in the petroleum industry, although strong in their organisation in militant trade unions, have to reckon with one of the most concentrated power of monopoly capital, represented by international cartels. The national oil policy vis-a-vis the foreign oil monopolists' stranglehold on our economy has also to be discussed by the workers and efforts are to be made to ensure that the workers' interests are not harmed in any manner. These questions, besides the general issues of wages and conditions of work, we hope, would be discussed by your conference and that the conference would help give a positive lead in strengthening organisation, in the fight for realisation of demands.

With warm greetings,

Yours fraternally,

U.P.S.
S. M.
(K.G. Sriwastava)
Secretary

Petroleum Workers' Union

(Regd. No. 109)

4215, TEL MANDI, PAHARGANJ

NEW DELHI

Ref. No.....

Dated.....195

The General Secretary,
All India Trade Union Congress,
New Delhi.

A.I.T.U.C.
1225/5-5-6

Dear Comrade,

We are pleased to advise you that our 12th Annual Delegates Conference will take place at Chedilal Dharamshala, Opp. Aminuddaula Park, Aminabad, Lucknow on 14th, 15th and 16th May, 1961.

Shri S.M. Bannerjee, Member Parliament has very kindly consented to inaugurate our Conference on the 14th and Shri T.G.N. Menon, Member Parliament, Vice President, All India Petroleum Workers' Federation, has been pleased to agree to address our open session on 16th May, 1961.

We shall feel obliged if you kindly attend the Conference in person as an Observer or depute one of your representatives.

In case you are unable to attend the Conference, we shall deem it a favour if you kindly send us your message for the Conference.

With Greetings,

Yours fraternally,



(Y.D. SHARMA.)
GENERAL SECRETARY.

A. I. T. U. C.
Received. 12/28/12 5-61
Replied.....

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

"Shramjoevi Avaz" 34, Sewree Cross Road, Sewree

Ref:

Bombay 15, 8-5-1961

Com. Srivastva,
Secretary,
AITUC
NEW DELHI.

Dear Com. Srivastva,

Re: Visit of Com. G. Vanhaute and his inter-
pretor from T.U.I. C.O.A.W.

I have communicated to Com. G. Vanhaute the contents of your letter of April 28th.

I have a further communication from him that he wishes to visit the Oil Workers Unions in Bombay, Calcutta, Delhi and Madras. He has asked me to bring with me a detailed programme for their stay during the period June 25th to July 9th in our country.

I believe the programme should be 4 days in Bombay, 2 days in Madras, 3 days in Calcutta, 3 days in Delhi, the remaining 3 days and some part of the days allotted to each place will go in for travelling. I think I will have to accompany them on the tour and the journey will have to be by train.

I would like you to let me have your ideas and I shall at any rate contact you on the telephone when I reach Delhi on the 10th night.

Yours fraternally,



G. Sundaram
GENERAL SECRETARY

*Tours on tour
file
11 May*

PETROLEUM WORKMEN'S UNION
34, SHRAMAJEEVI AVAZ.
SEWREE CROSS ROAD.
BOMBAY-15.

9-5-1961

Petroleum Workers' Union
DELHI

Petroleum Workers' Union
MADRAS

A. I. T. U. C.
Received. 12/8/10-5/61
Replied.....

Dear Comrades,
Verified Membership 31-3-1960 - AITUC
position all-India wise in Petroleum
Industry.

The verified membership of various affiliated unions of
AIPWF who are affiliated to recognised all-India trade union
Centres are as follows:

AITUC	- PW.U. Bombay	3778	
	" Delhi	1615	
	" Madras	662	6055
INTUC	- PKU Bombay	908*	
	Caltex Oil Refining Workers' Union, Visakapatnam	220	
	Assam Petroleum Mazdoor Union, Dighoi	910	
	All India Petroleum Employees' Union, Lucknow	174	
	Bengal Oil & Petrol Workers' Union, Calcutta	1938	4150
H.M.S.	Hind Oil Kanger Sabha, Poona	294	294.

* The membership claimed by the Union was only 503. Now
it was verified as 908 is no doubt a surprising thing. The AITUC
Secretary, to whom a reference was made, however, informs:

"Verified membership can be higher than claimed member-
ship because of two reasons:

- a) The annual return filed by the Union showed higher
membership.
- b) The figure computed after the sample survey might
sometimes exceed the claim because of its propor-
tionate multiplication. It has happened in many
of our cases too."

The reason for the P.W.U. Bombay membership not reaching
a figure over @ 4,000 is that the tradition of this union in
collecting all arrears before collecting current subscriptions
is deeply entrenched amongst our workers. The verifying autho-
rities are not prepared to give any consideration and anyone
who is in arrears of more than 3 months as on the 31st March of

of the year is treated as non-member. We are trying to overcome this lack and I do hope to show an improved membership position as of 31st March 1961.

However, the position is one which calls for vigilance by all of us and other well wishers of the AITUC in the petroleum industry.

You will have seen from the Annual Report of the INTUC presented to their 12th session in April 1961 that INTUC is not going to easily tolerate the lead we have already established for the AITUC in petroleum industry. This report on page 128 under the subject heading "6th Session of Petroleum Committee" states:

"It is to be noted that in the selection of workers' representatives for this Committee, the Government of India by-passed the claim of a major organisation of petroleum workers lead by the National Federation of Petroleum Workers. A strong protest was lodged with the Government for their discriminatory policy."

I think all of us should be asking why P.W.U. Calcutta cannot affiliate to AITUC even though there are several AITUC well wishers and sympathisers leading that organisation in opposition to the INTUC affiliated Bengal Oil & Petrol Workers' Union.

The major cleaning up which seems to have taken place recently in the A.O.C. Labour Union, Digboi perhaps will enthuse AITUC sympathisers and well wishers in that Union to affiliate that organisation to AITUC in addition to AIPWF.

PWU Ernakulam is another union which should find a place in the AITUC because it is lead by AITUC well wishers and sympathisers.

As far as BSRWU Bombay is concerned, that Union wishes to merge with P.W.U. Bombay and therefore the question of taking up affiliation to AITUC was not taken up there.

The reality of the situation has to be faced by all of us who are concerned in the matter. National Federation of Petroleum Workers has not only been popped up as a rival all India Trade Federation affiliated to the INTUC but that organisation has taken the step of affiliating further to International Federation of Petroleum Workers and I.C.F.T.U. It looks as though therefore, that we have to be content for sometime with the existence of 2 National organisations for the petroleum workers of our country. If this is the correct evaluation there is no reason why the forces of AITUC should not be consolidated as early as possible. That is the thought which I would like all of you to examine and take appropriate steps.

Yours fraternally,

cc: Com. Kshiti Burman,
Com. Barin Chowdhury
Com. TCN Menon.
AITUC. ✓



G. Sundaram

GENERAL SECRETARY

From

K.S.Menon,
Indo-Persian Oil Company Ltd.,
Ballard Estate,
28/1109, Bombay.1.

To

The President of India,
Rastrapathi Bhavan,
New Delhi.

Respected Sir,

The following facts about the working of the DDT factory at Alwaye is brought to your information for immediate enquiry and action.

I am sure you are aware that the DDT factory at Alwaye is owned by you on behalf of the Government of India.

With advent of the present works manager, Mr. P.K.Narayanaswamy, one member of the Industrial Management Pool, the atrocities of the management has increased. The unnecessary expenditure and unauthorised expenditure from the Indian coffers are narrated in short.

Purchase of furniture from Kottayam. It will be interesting that even though there are many furniture makers at Cochin and Alwaye, the manager has arranged to purchase furniture for Rs. 10,000 or so from one Kurian of Kottayam at the instigation of his assistant, thereby making a loss of nearly Rs. 2000/- to the government. He has even paid transport charges for the furniture and the manager and his assistant drew travelling expenses etc. for the transaction.

The purchase of a Car by the Manager. Please note that prior to his posting to Alwaye, the Manager was a only a foreman in a government factory. Soon after he came to Alwaye, he pitched upon a supplier to the company, one K.K. Abraham at Ernakulam and got a car Hindustan Ambassador (KL.E 28) registered in his name. He has not only procured the car of the customer of the company, who is a supplier of petrol etc., but he has circumvented the rules regarding the disposal of motor cars. For the car was in the name of K.K. Abraham, while the possession of the same was with the Manager of the DDT. This requires investigation. It is rumoured that the petrol he uses is being paid on company's account.

Appointment of the superintendent. Even though there is rule and custom to advertise for the selection of candidates for the posts about Rs. 150, this manager very cunningly and unscrupulously managed to pitchfork his nominee One Mr. Thomas as his superintendent. It is a pity that such a procedure is adopted in a Govt. Company.

Accountants Officers It is irony of coincidence that there has been a successive resignation/dismissals of accountants officers since the advent of the manager. For instance, in the course of 3 years, the following officers have either left or dismissed. Messrs. Satyanathan, Ramaswamy, Parthasarathy, & Krishnaswamy. Now he has pitched upon one small chap who will sing bass to the tunes of the Manager in all matters. This is very dangerous in the interests of the government company.

Fine by the Court. The Company has been fined in the year 1959 by the Magistrate for not remitting the cycle tax in the sum of Rs. 50/- This matter has not been included in the final report to Government and it has been concealed. The expenditure on the case has also been met by the manager.

Appointment of Cost Accountant. One Mr. Paniker, a Life Insurance Agent has been appointed as Cost Accountant even though he has not the prescribed qualifications. Kindly enquire into all these and see right is done.

Yours faithfully,

K.S. Menon

3 Alwaye (Camp)
1.5.61.

Copy to Mr. Dange, Anoka Mehta, Deputy Director of Commercial Audit, Special Police Establishment, Delhi.

Petroleum Workers' Union

(Regd. No. 109)
4215, TEL MANDI, PAHARGANJ,
NEW DELHI.

Ref. No. ³⁷~~53~~/PWU/808

Dated 26th July 1961

The Secretary,
All India Trade Union Congress,
New Delhi.

A. I. T. U. C.
I.R. No. 2570 Date 29 JUL 1961

Dear friend,

With reference to your letter dated 20th July, 1961 we enclose copies of our correspondence with the authorities. We shall be obliged if you will kindly assist in getting this question settled.

ENCL:- As above.

Yours fraternally,

M. Brooks
for GENERAL SECRETARY.

.....
I.R. No. Date

Copy of letter No.37/PWU/550 dated 21st July, 1960 to Shri R.I. Mehta, I.A.S., Joint Secretary, Ministry of Labour & Employment, Govt. of India, New Delhi from the General Secretary, P.W.U., New Delhi.

.....

SUB :- ASSAM OIL COMPANY.

We wish to bring to your attention that the above firm in Delhi is violating the Code by refusing to negotiate with us, who are the representative Union of their employees in Delhi.

They had informed their employees that they would extend to them the conditions of service as prevailing in Burmah-Shell but they have paid only 3 months bonus to their employees whereas the other Oil Companies have paid 3¹/₂ months as bonus. Further other service conditions are not the same as in Burmah-Shell. All our efforts to get them to negotiate with us have failed. We are left with no alternative except to appeal to you to impress on the Company the necessity of honouring the Code.

Thanking you,

Yours faithfully,

Sd/-----
for GENERAL SECRETARY.

CC:-Shri B.D. Joshi, Implementation Committee, Delhi.
Kindly take up the matter in the Committee.

Copy of letter No.37/PWU/584 dated 17th August, 1960 from the Petroleum Workers' Union, 4215, Tel Mandi, Paharganj, New Delhi to the Director of Industries & Labour, Delhi.

...

SUB :- BREACH OF CODE OF DISCIPLINE: REFUSAL OF MANAGEMENT OF ASSAM OIL CO. TO NEGOTIATE WITH THE UNION.

We have received a letter from the Joint Secretary to the Government of India, Evaluation & Implementation Division No. Dy.5204/60-E&I dated 28th July, 1960 that our above complaint has been referred to you for action. We shall be obliged if you will kindly give us some of your valued time, so that we may be able to post you with our case.

Thanking you in anticipation.

Yours faithfully,

.....

Copy of letter No.10720/C.O.I. dated 29.7.60 from the Conciliation Officer (I), 1-Rajpur Road, Delhi to the General Secretary, P.W.U., New Delhi.

....

Sub :- Industrial dispute between M/s Assam Oil Co.Ltd., New Delhi & their workmen.

...

Please refer to your letter No.37/PWU/552 dated the 21st July, 1960, regarding the above matter. In this connection, you are requested kindly to make it convenient to see me in this office on 3.8.60 at 2.30 P.M. with all relevant information for discussion in the matter.

Yours faithfully.

.....

Copy of letter No.Dy.5204/60-E&I dated 28th July, 1961 from the Joint Secretary, Govt. of India, Ministry of Labour & Employment, New Delhi to The General Secretary, P.W.U. New Delhi

....

Sub :- Breach of Code of Discipline. Refusal by Management of Assam Oil Co. Delhi to negotiate with Union.

...

I am directed to acknowledge receipt of your letter No.37/PWU/550 dated the 21st July, 1960 on the above subject and to say that as the matter falls within the sphere of Delhi Administration, Shri L.I. Parija, Director of Industries and Labour, Delhi, who is also Administration's Implementation Officer, has been requested to take necessary action on your complaint under the Code of Discipline and to inform you of the action taken. I am to request that you may also kindly contact Shri Parija for further action in the matter.

Yours faithfully,

.....

PETROLEUM WORKERS' UNION
(Regd.No.109),
4215, TEL MANDI, PAHARGANJ,
NEW DELHI.

COPY.

Ref:-37/PWU/705

Dated 30th November, 60

The Director of Industries & Labour,
1-Rajpur Road,
Delhi.

SUB :- BREACH OF CODE OF DISCIPLINE : REFUSAL
OF ASSAM OIL CO. TO NEGOTIATE WITH
THE UNION.

Dear Sir,

Kindly refer to Shri S.P. Joshi's letter No.11793/C.O.1 dated 4.10.1960 along with the copy of Assam Oil Co's letter No. P4/1 dated 9th September, 1960.

The above mentioned letters were placed before the Central Working Committee of our Union which met recently. After due consideration, our Union submits as follows:-

- 1) The Petroleum Workers' Union is an industrial union and embraces within its fold almost all the workmen of the Oil Companies within the Delhi region. The workmen of Assam Oil Company working in Delhi are also its members. The number of such workmen may be only eight but that is not a material consideration. The fact is that they are members of Petroleum Workers' Union, Delhi and not of the Assam Oil Workers' Union which does not exist in Delhi region.
- ii) The four other Oil Companies, namely, Burmah-Shell, Standard Vacuum, Caltex & Indo Burma Petroleum have recognised the Petroleum Workers' Union as a representative of their workmen in the Delhi region only. The Union seeks recognition from the Assam Oil Co. also for its Delhi workmen and not for workmen who may be employed in Assam or any other region. Even if the said Company has recognised the Assam Oil Workers' Union in Assam, that is no reason for denying recognition to the Petroleum Workers' Union, Delhi as the representative of the Delhi workmen of the Company. The other Oil Companies who recognise the Petroleum Workers' Union for Delhi have also got other recognised unions in other parts of the country. The code discourages multiplicity of rival unions, but it is submitted that there is no rival to the Petroleum Workers' Union in Delhi.
- iii) Bonus is only one of the many items on which an Industrial Dispute may arise. The attitude of either party on the question of bonus can not be the determining factor in the matter of recognition. However, it may be stated that the Company's contentions on the bonus question are not correct. In Delhi, all the other Oil Companies took the stand that the quantum should be decided uniformly for all the Oil Companies on the region-cum-industry basis. This contention, rightly or wrongly, was accepted by the Hon'ble Industrial Tribunal, Delhi and the Oil Companies and the Union are bound by the decision of the Hon'ble Tribunal, unless it is

In any case the question of recognition of the Union and of negotiating with it are wider questions and should not be made dependent on the bonus issue alone. Other disputes also arise and it is necessary that the Company is advised to recognise the Union and negotiate with it. Of course, if there is no settlement on any issue, the Union is always prepared for conciliation, arbitration or adjudication.

Spare copy of this letter for the Company is being enclosed.

Yours faithfully,

ENCL:- As above.

Sd/- Y.D. SHARMA.
(GENERAL SECRETARY.

All India Petroleum Workers' Federation

(Registered under Indian Trade Union Act 1926)

President :

Head Quarter Office :

Telegram : "OILWORKER"

Gen. Secretary :

"Shramajeevi Avaz",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Telephone : 61453

11-8-61

Ref. No.

The General Secretary
P.W.U. NEW DELHI

Dated.....19

Caltex Supervisory Staff
Prematurely retired.

Dear Comrade,

I do believe you received your copy of my letter dated 4th inst. to P.W.U. Calcutta and that as advised therein the Memorandum was sent to you by Calcutta and further that that Memorandum was signed by whoever was available in Delhi and already delivered to the Labour Minister as arranged with you when I had occasion to discuss the subject when I was in Delhi last.

Mr. S.A. Ram, one of the prematurely retired, as you know has taken a leading part and he is extremely anxious that I and he should visit Delhi to push this matter further by interviews with the Ministers or question and answers in Parliament.

When I had discussions with you in Delhi I had hoped that Com. Menon would be there for the Opening Session and accordingly Mr. S.A. Ram had planned that we both should leave for Delhi sometime during this week but I found that Com. Menon is not in Delhi and may be he is not coming for the Session.

This situation calls for a change in the original plan. I think Com. Vithal Rao is in Delhi and if so he could be persuaded to take up this issue. Please therefore contact him immediately on receipt of this letter and also seek the advice of AITUC and telephone me at home on Sunday morning, 13th August, 1961 - Phone No. 65330. I shall be waiting for this call upto 12 in the morning.

Yours fraternally,



G. Sundaram
GENERAL SECRETARY.

L.R. No.	Date
No.	Replied on

cc: AITUC.

SAURASHTRA CHEMICALS WORKERS' UNION

(Regd. No. G 22)

Bavaji Gadiwala's Dalo,
Bhojeshwar Plot, Porbandar.

Dated 15th August, 1961.

To,

The Govt. Labour Officer,
Porbandar.

The General Secretary,
All India Trade Union Congress,
New Delhi.

Shri M.B.Dave,
Implementation & Evaluation Officer,
Ahmedabad.

Sub:- Unfair Labour Practice- Complaint
of Shri M.A.Dave, workman in the
Caustic Plant, Saurashtra
Chemicals, Porbandar.

Dear Sir,

Please find herewith a copy of our letter on the
above subject, addressed to the Works Manager, Saurashtra
Chemicals, Porbandar and inquiry into the matter.

Thanks,

Yours faithfully,
P. G. Ambekar
General Secretary.

A. I. T. U. C.
L.R. No. 2213 Date.....
File No. Replied on.....

SAURASHTRA CHEMICALS WORKERS' UNION

(Regd. No. G 22)

Bavaji Gadiwala's Dolo,

Bhojeshwar Plot, Porbandar.

Dated 15th August, 1961.

To,

The Works manager,

Saurashtra Chemicals,

Porbandar.

Sub:- Unfair Labour Practice- Complaint
from Shri M.A.Dave, Card No. 13 of
the Caustic Plant.

Dear Sir,

It is brought to our notice that after we submitted a complaint of Shri M.A.Dave, with regard to non payment of over time at double rate in violation of the Factories Act, vide our letter dated 11th August, 1961 Shri M.A.Dave was called by Shri D.G.Gokhale, Plant Superintendent, and threatened that he will be dismissed and harrassed as he has submitted this complaint. He was further told that since he submitted this complaint he should resign or be ready to get out of the Factory. This attitude of a responsible Officer of the status of a Plant Superintendent, is most unfair and uncalled for. If this sort of behaviour is allowed to go unchecked the Code of Discipline in the Industry accepted by Employers and the workers through their respective Central Organisations might loose all value and purpose.

The worker has a right to represent his grievance and he ~~cannot~~ expect the redress of his grievance from the Authority and not the threats like this.

We strongly feel that this is a case of violation of section III (c) and request that the complaint be inquired into. The Section III (a) requires the management to take prompt action for settlement of grievances but instead here a worker is threatened for submitting a grievance through his Union.

We have therefore, to request you to please conduct a inquiry in the matter and take suitable action as provided by section III (vi) of the Code.

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

"Shramajeevi Avaz" 34, Sewree Cross Road, Sewree

Ref:

Bombay 15, 7-8-1961

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

A. I. T. U. C.	
I. R. No. 223	Date: 11.8.1961
File No.	Ref:

Dear Comrade,

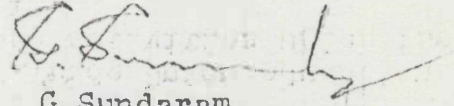
The Bombay Productivity Council issued a circular on 15th June informing about its organisation of 2 weeks course in 'Trade Unionism' for the benefit of worker and Trade Union representatives. They also said that the number of participants was limited to 25 and perhaps because of that their invitation was sent only to selected Trade Unions. Our Union received one and since I was anxious to know what was being done by this body our Union deputed one of our Assisant Secretaries to attend this Course. Incidentally ours was the only AITUC Union which was represented in this Course which finally took place from 24th July to 5th August. I will write to you regarding the impressions of our Asst. Secretary about the course conducted, in which Dr. S.D. Punekar of the Tata Institute of Social Sciences had the major contribution. Meantime, I wish to raise a point for your consideration. I received an invitation on the 1st August from the Bombay Productivity Council stating that the Committee of All India Manufacturers Organisation desired to meet the participants of the 2 week course on "Role of Trade Unions in Raising Productivity". I was curious to know how the subject itself came to be characterised differently in this invitation to me as compared with the title given when the course was organised. I attended this meeting held at the AIMO Conference Hall. There were a few other representatives and INTUC was represented mainly by Shri Ranade. There was no representative from H.M.S. I went there more to observe than to participate and after I heard what Shri Ranade had to say I kept to my original intention of confining myself as an Observer only. The points raised by Shri Ranade were interesting and worth considering for us also.

1. Whether the organisation^{g r} conducting Trade Union education course is within the framework of the activities which the Productivity Council should engage in.
2. Workers education is already handled by Govt. Centres as well as by the Central Trade Union Organisations.
3. The subjects ~~thought~~^{taught} had very little to do with the role of productivity.

I was asked by Com. Kolatkar to give one talk on the subject of Model Trade Union because he could not find time on that day fixed for him and I spoke on the organisation of our Union. That was the reason why I was invited by the Productivity Council to meet the AIMO on the 5th August.

There were a number of interesting features in the discussions which took place, ^{Other} otherwise in this meeting of the 5th August. Since the Chairman Mr. ~~Punekar~~ ^{Purnanik} announced that all the talks are informat, I am not dealing with them here.

Yours fraternally,



G. Sundaram
GENERAL SECRETARY.

cc: M.R.T.U.C.

cc: Com. Kolatkar.

280

August 14, 1961

Dear Com. Sundaram,

Thanks for your letter of 6th August.

2. First of all, I do not know what is the reference you are quoting. I have before me the Government circulated decision of the SLC meeting held on 28th April. Item 11 thereof is a suggestion for organisation of All-India Tours for Industrial Workers. The small note published in TUR also does not give any such decision referred to by you. In fact, in the decision of the SLC of 28.4.61, there is nothing regarding grievance procedure anywhere. So please let me know the correct reference.

3. However, if in our representation for a model grievance procedure as adopted by the SLC, the employers do not set up one, we can report the violation of the Code of Discipline to the E&I Committee, first to the State, and if necessary to the centre.

Technically the Code remains operative for the period the complaint before the E&I Committee.

But the AITUC had made it clear when it accepted the Code that if employers do not accept the Code in full, our union will be free not to bind itself with the Code. If the employer persists in the violation, inform the E&I Committee that as far as this employer is concerned, the Code has no meaning and no application to any party in that concern.

With greetings,

Yours fraternally,

K.G. Sriwastava
(K.G. Sriwastava)

Com. G. Sundaram,
Petroleum Workmen's Union,
Bombay.

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

" Shramajeevi Avaz " 34, Sewree Cross Road, Sewree

A. I. T. U. C.	
I. P. No. 2521	
No. Replies to	

Bombay 15, 6-8-61

Ref:

The General Secretary
A. I. T. U. C.
NEW DELHI.

Grievance Machinery

Dear Comrade,

Please refer to Item 11 of the Conclusions/Recommendations of Standing Labour Committee in the 19th Session held on 28-4-1961.

Our understanding so far has been that the Code of Discipline cannot operate unless the employer concerned has set up a grievance procedure on the lines of the Model prescribed and referred to in the Code. The wording of the conclusion means to us that hereafter no such obligation need be assumed by the employer because their attitude for the last 2 years has been that no elaborate procedure is necessary and that their existing procedure as provided in Certified Standing Orders is enough to which we have always disagreed. For your ready reference we quote that existing machinery in one Company - *Stanvacay provided in their standing orders for installation - some*

"REDRESS OF GRIEVANCES:

31 (a) Any clerk desirous of the redress of a grievance arising out of his employment or relating to unfair treatment or wrongful exaction on the part of a superior shall, either himself or through a trade union of which he is a member, submit a complaint to the Terminal Superintendent or any officer appointed by the Terminal Superintendent in this behalf.

(b). The Terminal Superintendent or any such officer shall personally investigate the complaint at such times and places as he may fix. The Clerk and - (1) Any other clerk of his choice; or (2) where the complaint is made through a trade union, a member of the union, shall have the right to be present at such investigation.

Where the complaint alleges unfair treatment or wrongful exaction on the part of a superior, a copy of the order finally made by the Terminal Superintendent shall be supplied to the complainant if he asks for one. In other cases, the decision of the investigating office and the action, if any, taken thereon by the Terminal Supdt. shall be intimated to the complainant.

Provided that complaints relating to assault or abuse by any person holding a supervisory position or refusal of an application for urgent leave shall be inquired into immediately by the Terminal Supdt. or such other officer or officers as he may appoint.

TERMINAL SUPERINTENDENT'S DECISION TO BE FINAL APPEAL TO TERRITORY MANAGER.

32. The decision of the Terminal Supdt., upon any question arising out of, in connection with or incidental to these Standing Orders shall be final, subject, however, to an appeal to the Territory Manager and without prejudice to any right of a clerk aggrieved by the decision of the Terminal Supdt. or Territory Manager to resort to legal proceedings in a Court of Law."

Please clarify.

Yours fraternally,
G. Sundaram
G. Sundaram

All India Petroleum Workers' Federation

(Registered under Indian Trade Union Act 1926)

President :

Head Quarter Office :

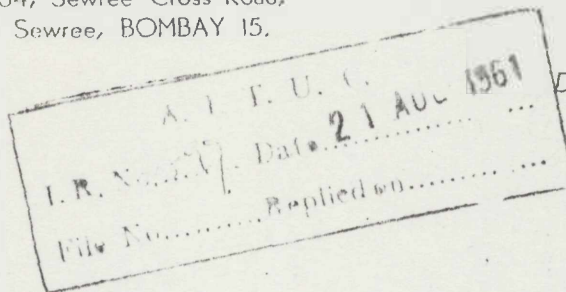
Telegram : "OILWORKER"

Telephone : 61453

Gen. Secretary :

" Shramajeevi Avaz ",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Ref. No.



Dated...16-8-61.....19

The President,
A.I.P.W.F.

Dear Comrade,

I quote below the contents of a letter received from Com. G. Vanhaute, TUICOAW, for your information:

" as we have written in one of our previous letters I am anxious to express once more all the gratitude for the efficient help you gave us during our tour in India.

Our comrades whom we informed are of the same opinion as ourselves: the mission was positive and it contributed to strengthening and developing our position in India.

The direct contact between our International and the workers of India also permitted to attract the attention of the workers, particularly of the oil workers of India on our TUI and we also think that our tour helped to strengthen the bonds of unity among the workers of this industry.

We request you to keep us informed of the developments in the petroleum industry in India and to raise all questions of which you think that we could be helpful in any way.

On the other hand, we beg you to kindly write an article for our Bulletin on our visit to India and of the results of this visit as to the unity of the workers, for the satisfaction of their demands and the development of their independence through the fight against the monopolists. This article would help us to make known the situation of oil workers in India and also to make known the activity of our International in Asia.

I inform you that we have consulted the Federation of Chemical and Oil Workers of the USSR as well as the Federation of Petroleum Workers of Rumania about the exhibition foreseen by the Indian petroleum workers to be organised in Calcutta. It has been agreed with these two Federations that they will furnish you the necessary material: panels with photos, graphic charts and films.

I advised our friends from these Federations to stress two aspects of this exhibition: the technical and social aspect.

As to Rumania, I asked them to give material permitting

To _____

Date: _____

-2-

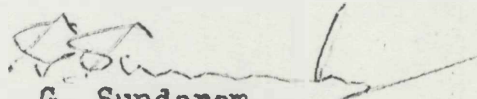
to make comparisons: conveying an idea of the oil industry during capitalism and the conditions in this industry now.

We invite you to write directly to these two Federations; we have agreed with them that this would be the best method to win time. We insist also, as we discussed it with you, that this exhibition should be shown also in Madras, Bombay, Delhi and other petroleum industry centres. This would greatly contribute to the development of the propaganda for your Federation.

We pursue our idea to hold a conference of the oil workers of Asia and we request you to consider this thought, on the basis we have spoken of, so that perhaps we could come to a solution during the Vth World Trade Union Congress.

Once more thank you very much. Looking forward to hearing from you we remain, "

Yours fraternally,



G. Sundaram
GENERAL SECRETARY.

cc AITUC

All India Petroleum Workers' Federation

(Registered under Indian Trade Union Act 1926)

President :

Head Quarter Office :

Telegram : "OILWORKER"

Telephone : 61453

Gen. Secretary :

"Shramajeevi Avaz",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Ref. No.

7-8-61 Dated.....19

Dear Com. Janakiram,


I just received your letter of 5th August asking for postponement of the proposed dates of Working Committee Meeting.

I had told you in my letter of 26th July that I am busy after 27th August. In fact I have a major dispute to handle here on 29th. Then, in addition to P.W.U's annual General Meeting on 8th, 9th and 10th September, I have to look after the Annual General Meeting of various other unions to which I am attached either as General Secretary or as President. It is going to be strenuous for me to find time even for attending the General Council Meeting of the AITUC on the new dates they have fixed namely, 31st August, 1st & 2nd September. That is one aspect of the matter.

Another aspect is that we have in fact agreed in the last Working Committee meeting that we would meet in July itself. There has already been a delay. You know I have given a commitment to both the T.U.I. and Ceylon Comrades that I would visit them during the end of September or early October. If all these factors are taken into consideration a change from the proposed dates for our Working Committee would very much inconvenience me.

You say that you have some pressing work in Madras till 25th. I do not know the nature of same but I am obliged to ask you can you not possibly complete it by 22nd so that you can come to Calcutta on the 24th and after spending 3 days return to Madras on the 28th and then go to Delhi for AITUC General Council. Please let me know by return of post.

Yours fraternally,


G. Sundaram
GENERAL SECRETARY.

cc: President, AIPWF.

Just

14/8/61

All India Petroleum Workers' Federation

(Registered under Indian Trade Union Act 1926)

President :

Head Quarter Office :

Telegram : "OILWORKER"

Gen. Secretary :

"Shramajeevi Avaz",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Telephone : 61453

Ref. No.

Dated 11-8-1961 19

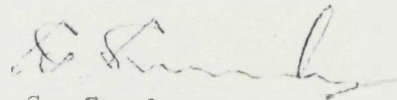
The General Secretary,
A.I.P.W.C.
NEW DELHI

Strike in Calcutta from 24th to
29th July - Petroleum Workers.

Dear Comrade,

You have received a copy of the letter I wrote to I.P.W. Calcutta on the above subject. I have now received two copies of a letter they have written to Com. T.C.N. Menon on 8th July. Since I do not see any indication thereon that a copy has been forwarded to you, I am sending you herewith a copy for your use.

Yours fraternally,



G. Sunderam
GENERAL SECRETARY.

cc: I.P.W. Calcutta:

My information is that Com. Menon is not in Delhi and the rest is self explanatory.

~~CONFIDENTIAL DOCUMENT~~
3 & 4, Hare St., Calcutta.

8th August, 1961.

Com. T.C.N. Menon, M.P.
New Delhi.

110 AUG 1961
ALL INDIA PETROLEUM WORKERS' FEDERATION.
"SHELL" HOUSE, 20, Lower Cross Road,
SHELL BUILDING, FORT STREET, CALCUTTA 15.

Dear Comrade,

We have learnt that the Govt. of India requested Caltex (I) Ltd., for facts with details in regard to the Oilmen's Strike at Calcutta.

We are not aware which of the Hon'ble members notified this query to be discussed in the Parliament and therefore send you the details for proper use. *→ on the 14th*

The Govt. published a notice in the India Gazette dt. 19.5.61 declaring that Oil Industry will come under the Employees Provident Fund Act/Scheme 1952 ~~from~~ from 1st of July 1961. S-V.O.C. in Calcutta took pains to explain the Scheme to ~~this work~~ their workmen through individual circulars and a letter to our Union dt. 19.6.61 (copy enclosed). But neither B/Shell nor Caltex did anything to that effect; instead, they seem to have adopted a hush-hush policy in as much as they simply put up a notice in different work places intimating the staff only of the act without explaining the same.

In the meantime news spreaded amongst the workers of this extension of E.P.F. Scheme over the Oil Industry and about the transfer of accruals to the Govt. The workers naturally become very curious and approached the B/Shell Budge Budge Officers for clarification and explanations of the scheme. None of the officers had a fair idea of the scheme and consequently each of them gave confusing, misleading and contradictory informations to the workers causing grave confusions and apprehensions. The Management's attitude as far we could ascertain through discussion, was that they had no other responsibility what-so-ever than to implement the Act/Scheme.

A good number of workers, particularly those who hailed from Up-country were apprehensive, firstly, of the delatory functioning of the Govt. in reimbursing any amount due from the Govt. and secondly of the inconveniences of communicating with the authorities at Calcutta from their Up-country homes. These apprehensions were infuriated by presumably by the advocacy of the money lender group (on the instigation from ~~the~~ other interested circles) who collect their monthly interest straight at the cash counter every month and realise the principals at the time of retirement of their debtors. They popularised the demand that the accumulations should immediately be paid in cash and the possibility of a good hard cash was taken up immediately by the bulk of the workers. The analysis of this event published in the editorial column of a local news paper (Swadhinata) is enclosed hereto for your perusal.

Commotion created at Burmah-Shell, Budge Budge and groups of workmen from different sections started to approach the local management with the above demand on 24.7.61 at 10 O'Clock and by 3 P.M. the entire Installation of Burmah-Shell, B/Budge ceased to work. Groups of these workers forced IBPC and Caltex, B/Budge to strike work on the same day. But SVOC, B/Budge maintained their normal working. The strike spreaded to the other installation of the Industry such as Paharpur of Caltex, on the next day, and to Sibpur of Shell, Ramkristopur of Stanvac and Ramnagar of Caltex on 26.7.61. The management took up an attitude of non-interference at the place of incident but kept pressing over the Govt. On the 3rd day late at night the Company forced a fleet of 30 tank lorries through the workers with the help of the police force which cleared the workers squatting inside the Installation

Our Union was in constant touch with the authorities and immediately met the three management demanding 1) release of the arrested persons 2) medical treatment of the injured persons 3) no disciplinary action for this strike and 4) immediate negotiation on the subject. The point was made clear that the negotiation should strive to ensure quick reimbursement of E.P.F. Benefit after the retirement. The B/Shell acceded to the demands and others also agreed.

We went to the field and called on all the workmen to resume duties from the next morning (28.7.61) by which time the captives were expected to be released. We have to point out that although the we B/Shell management did their best for release of the arrested workmen the Govt. failed to act promptly in as much as the release was delayed till they had meeting with BOPW (INTUC) at 12 noon next day (28.7.61). The BOPWA who had no part like us at the initial stage of the strike came suddenly in the field to declare this strike as their fights and openly instructed the workmen to continue it till realisation of their illegal and absurd demand, for immediate reimbursement of their accruals. Under the pressure of the Companies the presiding Minister of the State (Sri P.C.Sen) had to ~~the~~ release a statement to the press calling the strike as unjustified and requesting the Union (INTUC) to call it off which they did having found no other alternative and finding that the workers are joining ~~on~~ gradually on our advice.

They have taken a ~~strategic~~ move now by asking the workmen to put in an application under mass signature basing on the ~~Group~~ sentiment to demand the Companies for seeking exemption from this Act/Scheme. ~~under~~

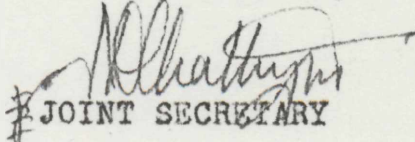
Section 17. Our Executive Committee deliberated on the subject and arrived at the following decisions :-

The extension of EPF Scheme would entail the Oil Companies a huge extra expense every year and therefore if anyone is interested in the exemption, it is only the Oil Companies. The Union welcomes the proposed amendments which will be discussed in the coming Tripertite Conference in September next to the effect that the ceiling should be raised from Rs.500/- to Rs.1000/- and that the rate of contribution should be revised from 6½% to 8½% but vehemently protests against the proposition of comparing the total retirement benefits with that of the EPF Scheme for the purpose of ascertaining cases of exemption.

We forward you the above narrative and the Union's stand for your discrete action.

Thanking you,

Comredely yours,


JOINT SECRETARY

Copy to Sri G. Sundaram, Bombay.
" " Y.D. Sharma, N/Delhi
" " K. Jankiraman, Madras.

ALL INDIA PETROLEUM WORKERS' FEDERATION.
"SHRAMAJEEVI AVAZ", 31, Sewree Cross Road,
SEWREE, BOMBAY 15.

22-6-1961

EXPRESS

Petroleum Workers' Union
CALCUTTA

Re: Visit of Com. G. Vanhaute & his
interpreter.

Dear Com. Bose,

I just now received your letter of 19th June.

I no doubt received your invitation for the Delegates' Conference.

But, the question of adjusting the programme of their visit to Calcutta is beset with insuperable difficulties. When I last met him in Prague, I discussed and settled with him the programme of his visit to India. That arrangement was that he would first come to Bombay from Indonesia where he was going to attend the Petroleum Workers' Conference there. It is easier for him because there is a Czechoslovakia Airline jet plane coming from Djakarta to Bombay which is the next halt after Rangoon.

The last communication I had from him is a letter dated 5th June which I received on 12th. In that letter he confirmed that he got the visa (application was for 14 days) and that their programme in India would take place "at the date foreseen". He also added that he would wire me the exact day of his arrival in India having booked their seats in Djakarta. Though I have received no cable yet from them, I have gone ahead and fixed up all the programme because you realise that we cannot manage things if I get the wire at the eleventh hour. Unfortunately, he did not inform me the address at Djakarta. So, I am not in a position to contact him.

The visa is only for 14 days and a day or two extension can be managed. Therefore they have to catch the Tuesday early morning plane on 11th at the latest for Moscow from Delhi after concluding the Delhi visit.

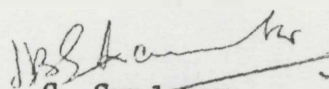
Under such conditions, I find myself helpless to re-arrange the visit to suit your Delegates' Conference.

Re: Programme in Calcutta: You will have received my circular of yesterday. There are three full days made available for Calcutta. You must draw up the programme in a manner that they leave the hotel at 9 AM after breakfast each morning and bring them for lunch between 1 and 1.30 PM. Consult BPTUC and arrange visits to good Indian managed factories of Chemicals, Ceramics, Plastics, rubber products, glass, or paper (all these

come under the industry of the T.U.I.) and also any other good Indian factories of other industries like engineering.

I do not think it is necessary to visit oil Installations in Calcutta because I am showing them in Bombay. Of course arrange meetings, preferably in halls. One or two good cultural programmes can be added. As far as visit to historical places are concerned, include one or two at least. It is not necessary that I should stay in costly hotels along with them. I must however be in a position to go to them early morning because it is courtesy that I am with them all the time possible and also eat with them. I leave it to you to arrange the best way you can taking all factors into consideration.

Yours fraternally,


G. Sundaram
GENERAL SECRETARY.

A. C. I. U. C.
I. R. No. 1928. Date 22.6.61 ...
File No. Replied on

INDIAN WORKERS' UNION (REGD.)
4215, TEL. MANDEI, PAHAR GANJ,
NEW DELHI.

40/PWU / 697

22-6-1961.

The District Manager,
Caltex (India) Ltd.,
New Delhi.

240

Personal attention Mr John O'Garra

Dear Sir,

**VICTIMISATION OF CONTRACTOR'S LABOUR AT
YOUR SHAKURBASTI BULK DEPOT.**

We take this opportunity to invite your urgent attention to the explosive situation created by your contractor, Shri Tek Chand, by victimising his employees, who recently joined our Union. We regret, however, to note that the Management, especially the Installation Manager of your Bulk Depot, Savi Bhadriger has been acting as his aide, in the implementation of his ill-adviced policy and permitting goondas in the Depot premises by Shri Tek Chand through his (Shri Tek Chand's) stooges who are known bad characters. Contractor has not so far paid wages for the month of May 1961 to his employees with the result they and their families are starving.

The present situation at Shakurbasti is, therefore, very delicate and if it is allowed to continue any longer, there is every likelihood of dangerous consequences to follow. Your contractor is openly threatening our members with physical violence through the goondas employed by him under the very nose of your Installation Manager. While we are constantly advising our members to remain peaceful and patient, we hope you will urge upon your contractor and your Installation Manager to stop forthwith the present ill-adviced policy. We make it clear that if the situation is not checked by you in time, you and your contractor will be responsible for the consequences that may follow as a result thereof.

We, therefore, seek your immediate intervention in the matter as you are the principal employer as contractor's workers work under your supervision and in your depot premises.

We have every hope that you will discuss the matter immediately with the Union and discharge your responsibilities as the principal employer, with a view to restoring normal working conditions and peaceful atmosphere at Shakurbasti.

Thanking you,

Yours faithfully,

Udai
(PRESIDENT)

- cc Labour Commissioner, Delhi.
- cc Shri S.P. Soahi, Conciliation Officer, Delhi.
- cc Shri Bindra, Labour Inspector, Delhi.
- cc Superintendent Police, Central District, Delhi.
- cc Delhi State Trade Union Congress, Delhi.
- cc. Gen. Secy, AITUC.

Telephone: 61453

Telegram: "OILWORKER" Bombay.

ALL INDIA PETROLEUM WORKERS' FEDERATION
"Shramajeevi Avaz"
34, Sewree Cross Road,
Sewree, BOMBAY 15.

21-6-1961.

P.W.U. Bombay
B.S.R.W.U. Bombay
P.W.U. Madras
B.S.E.U. Madras
P.W.U. Calcutta
P.W.U. New Delhi
S.V.E.U. New Delhi.

A. I. T. U. C.	
L.R. No. 1963	Date 22/6/61
File No.	Replied on

TOUR PROGRAMME OF MESSRS. VANHAUTE
AND HIS INTERPRETOR FORGACS PAL.

Dear Comrades,

Further to my letter of 8th June 1961, the following is the more detailed tour programme:

B O M B A Y.

Arrival - 26th June 1961 - 1 P.M. Reception Santacruz Airport.
27-6-61: 10.00 AM - Visit Burmah-Shell Refinery & Chembur Housing Colony.
2.30 PM - Visit Bright Bros. Plastic Factory, Tardeo.
3.30 PM - Visit Burmah-Shell Sewree Installation.
5.45 PM - Meet Managing Committee of P.W.U. Bombay.
6.00 PM - Meeting of activists of all affiliates/associates MRTUC (AITUC) in PWU Hall.
28-6-61: 9.00 AM - Visit Swastik Oil Mills, Sewree.
10.00 AM - Visit Carey Milk Colony.
3.00 PM - Visit Burmah-Shell Wadi Bunder Installation.
4.00 PM - Visit Stanvac Mazagaon Installation.
29-6-61: 9.00 AM - Sight seeing.
2.30 PM - LEAVING FOR MADRAS BY MADRAS EXPRESS.

M A D R A S.

Arrival - 30th June 1961 - 5.15 PM. Reception Station?
1-7-1961: Visit Mahabalipuram and Intergram Coach Factory; the latter if permission is obtained earlier by Com.T.C.N. Menon.
2-7-1961: Visit Museum
Get together with the Executives of PWU & BSEU.
3-7-1961: Morning: Sight seeing or visit any factory, if arranged.
2.00 PM - LEAVING FOR CALCUTTA BY PLANE.

C A L C U T T A

Arrival - 3rd July 1961 - 6.00 PM
4-7-1961: Visit Factories and other sight seeing to be arranged.
5-7-1961: Visit Factories and other sight seeing to be arranged.
7-7-1961 - 11.40 AM - LEAVING FOR DELHI BY AIR-CONDITIONED EXPRESS

D E L H I.

Arrival - 8th July 1961 - 10.10 AM
9-7-1961: Visit Factories and other sight seeing to be arranged.
10-7-1961: Visit Factories and other sight seeing to be arranged.
11-7-1961 - 6.00 AM - LEAVING FOR MOSCOW ON WAY TO PRAGUE.

Up till now I have no news from Com. T.C.N. Menon. He had promised to make himself available as he would be in Delhi from 12th or 13th June onwards. But, it looks that he has been detained in Kerala in connection with the struggle of the peasantry and Com. T.C.N. Menon's hunger strike. I am therefore now obliged to arrange the

programme on the basis that he is not going to be available. On this
this I am outlining below the need for Hotel and travel reservations.
I got word from Com. Menon even to-morrow I shall send you a sup-
plementary letter so that his hotel accommodation and travel reserva-
tion can also be done.

HOTEL ACCOMMODATION FOR THEIR STAY:

P.W.U. Bombay is booking in Grand Hotel, Ballard Estate (Air
conditioned rooms).

P.W.U. Madras is booking in Hotel Oceanic or Connemara. May be
they will also try in Dasaprakasa or other hotels preferably Air
conditioned rooms.

P.W.U. Calcutta : Please make reservations in suitable hotel.

P.W.U. New Delhi: Please make reservations in suitable hotel.
If possible in Hotel Janpath itself which
is nearer to A.I.T.U.C.


RAIL AND PLANE BOOKINGS:

P.W.U. Bombay: Please reserve three (3) first class accommo-
dation on Madras Express leaving Bombay at 2.30 P.M. on Thursday,
2nd June 1961.

P.W.U. Madras: Please reserve three (3) air tickets on the
direct plane to Calcutta on Monday, 3rd July 1961, afternoon.

P.W.U. Calcutta: Please reserve three (3) 1st class ^{preferably} Air
Conditioned tickets on the A.C. Express train, leaving Calcutta
on Friday, 7th July 1961.

Yours fraternally,


G. Sundaram
GENERAL SECRETARY.

- cc: General Secretary, A.I.T.U.C. New Delhi.
- cc: General Secretary, M.R.T.U.C., Bombay.
- cc: State T.U.Cs of AITC - West Bengal, Uttar Pradesh, New Delhi
and Tamilnad.
- cc: Com. T.C.N. Menon - New Delhi and Ernakulam

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

Shramajeevi Avaz "34, Sewree Cross Road, Sewree

15.6.61

1852

Ref:

EXPRESS

Bombay 15, 14-6-1961

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

Visit of Com. G. Vanhaute & Com. Forgacs

Dear Comrade,

While I was in Delhi last I informed you that Com. T.C.N. Menon agreed with me to take upon himself the responsibility for the following:

1. Visit to the Ankleshwar Oil Fields and facilities for such visits from the Oil & Natural Gas Commission to be negotiated with the Minister of Oil & Mines, Shri Malaviya.
2. Fixing up the visit to the I.O.C. Installation in Bombay - Wadala and sanction for the same from the appropriate Delhi Ministry.
3. Sanction from the appropriate Ministry for the visit to the Oil & Natural Gas Commission at Dehra Dun.

I tried to contact Com. Menon in Delhi on trunk telephone on Monday, 12th June. I was informed he is out of station. I contacted again this morning but the answer is that he is still out of station. That means Com. Menon is sticking on in Kerala perhaps on account of the hunger strike of Com. A.K. Gopalan.

After I received your letter dated 6th June in which you stated Visas have been issued, I received a letter on the 12th from Com. G. Vanhaute saying that Visas have been granted to them. It is thus certain that they are coming and I read in the newspapers this morning that Shri Malaviya is leaving Delhi in a day or two. Since I am not able to get hold of Com. Menon, I request that you make immediate arrangements with the Ministries concerned for the three items as outlined above.

Fraternally yours,



G. Sundaram
GENERAL SECRETARY.

cc: Com. T.C.N. Menon.

T.C.N.MENON,
MEMBER OF
THE LOK SABHA



87 South Avenue,
New Delhi

A. T. C. I.
I.R. No. 1937 21.6.61.
P.O. No.

June 21, 1961

Shri Das,
Member, Administration,
Oil & Natural Gases Commission,
DEHRA DUN

Dear Shri Das,

Shri Vanhaute, General Secretary, Trade Unions International of Chemical, Oil and Allied Workers, is visiting India, from 25th of June to 9th of July, at the invitation of the All-India Petroleum Workers' Federation. He would like to visit one of the oilfields, preferably Ankleshwar, on the 29th June and also the Oil and Natural Gases Commission establishments at Dehra Dun on the 7th of July or the 8th.

The Russian and Rumanian technicians working in our oilfields are members of organisations affiliated to the Trade Unions International of Chemical, Oil and Allied Workers. As such, Shri Vanhaute is eager to visit the places. May I request you to be good enough to give the required permission for him to visit the two places? I am accompanying them on the tour.

I will be in Delhi till 24th June evening and you may be kind enough to send me a reply at your earliest convenience.

Thanking you,

Yours sincerely,

(T.C.N.Menon)

copy to above

110 FEB 1961

Telegram: "OILWORKER" Bombay.

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

"SHRAMAJEEVI AVAZ"

34, SEWREE CROSS ROAD, SEWREE

Tel: 61453

Ref:

Bombay 15, 8-2-1961

The A.I.T.U.C.
4, Ashok Road
NEW DELHI

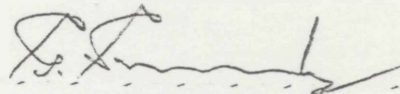
Resolution on nationalisation of Petroleum Industry.

Dear Comrade,

The Coimbatore Session and its proceedings are taking a very important part in the next issue of the Union monthly publication "PETROLEUM MAZDOOR" which as you know is published in five languages, English, Hindi, Marathi, Gujerati and Urdu. I propose to publish the resolution on nationalisation of petroleum industry in full.

This is to enquire whether any changes are being made by you in the text, which is already with you, and the copy of which is what I am proposing to publish in full. Please let me have your reply expeditiously.

Fraternelly yours,



G. Sundaram
GENERAL SECRETARY.

**Text of the Resolution Passed in the 26th Session
of the AITUC at Coimbatore -- Jan. 1961**

RESOLUTION ON OIL AND PETROLEUM INDUSTRY

The foreign oil monopolies have been gloating that India is forced to import over 90% of the petroleum products consumed in the country either as crude oil or refined products.

They further gloated that when the proposed Government refineries are put into operation some two years from now, and crude oil is drawn from reserves in Assam, India will still continue to be forced to import about 70% of her requirements.

Unless additional reserves are located and drawn on, this 70% will again rapidly climb to more than 90%.

The consumption of petroleum products at present is around 60 lakh tons and even at a modest annual (recurring) rate of increase at 7%, will amount to one hundred lakh tons and more in 1965, and perhaps 120 to 150 lakh tons based on Planning Commission estimates.

About a hundred crores of rupees from India's foreign exchange resources have to be utilised to meet the present imports of both crude oil and refined products. This drain on foreign exchange will increase four-fold by 1976.

These grim facts of the foreign monopoly grip on one of the most vital sectors of our economy and defence, obliged the Government of India to take up the development of India's oil industry in the public State sector which naturally unnerved the foreign oil monopolists.

But the Government of India, divided within itself, some of whose Ministers rightly want our independent oil industry to grow, while some others in the same Government oppose it and from within help those foreign monopolies, would not allow any drastic measures against the foreign monopolies.

The friendly help and technical know-how as well as the training facilities offered by the Soviet Union and Rumania who have rich experience of developing their oil resources at a fast rate in all phases of petroleum industry, viz., prospecting or exploring, producing, refining and distributing, placed the Government of India in a position to challenge slowly the monopolistic grip of the foreign oil Companies.

The entire people of India rejoiced at the successful strike of oil in Cambay region of Gujarat in which India's oil technicians were assisted by Soviet and Rumanian specialists.

Soviet and Rumanian monetary credits on terms favourable

to India further helped the Government to take up the construction of oil refineries in Gauhati and Barauni and the further prospects of locating a refinery in Gujarat.

The big team of Soviet specialists now coming to help us in various ways, open up the prospects of India's liberation from foreign economic stranglehold in petroleum industry. This prospect no more remains the dream of the Indian people but a practical possibility of the immediate future.

All these developments and the declaration of 1956 of organised petroleum workers under the aegis of the All India Petroleum Workers' Federation that the continuance of Petroleum Distributing industry monopolised in the hands of the four foreign companies Burmah-Shell, Standard-Vacuum, Caltex and Indo-Burma as a part and parcel of private sector, was a menace to the planned economic progress of India under the Second Five Year Plan and therefore demanded the immediate nationalisation of the distributing industry, obliged the Government of India, under the further pressure of public opinion, to peep into the racketeering nature of the foreign business of petroleum industry, particularly the pricing methods and the structure of petroleum products prices.

A modest challenge of the exorbitantly profiteering character of the pricing system of the foreign oil companies not only led to many far-reaching revelations but also to considerable savings in foreign exchange and our revenue.

It is known however that the oil companies are still resisting a full probe of their empire which will yield many more crores of rupees to the Indian exchequer.

In fact, the onslaught through their henchmen on the policy of the Government to further develop the petroleum industry only in the State public sector, has increased manifold even while they are obliged to give up under the pressure of public opinion some of the key positions they are holding, e.g. the infamous Indo-Stanvac project which established a record for drilling dry holes mostly at the cost of the Indian taxpayer.

The audacity of the foreign companies reached its height when the Government of India in its anxiety to conserve our slender foreign exchange resources, proposed recently to the foreign

refineries in Bombay that they utilise the Soviet crude oil which the Government could acquire not only at the cheaper rates but also on rupee exchange basis.

Their audacity in refusing to take the crude oil offered by our Government is motivated by the single fact that even such a minor change dictated by national interests will spell a further doom to the exorbitant profiteering character of their business in India.

This profiteering character had earlier been exposed in the surrender by Burmah-Shell first and by Stanvac recently of the duty protection benefit which the oil refineries had dictated as a further measure of super profits to Government of India in the one-sided and colonial-type agreement imposed by them for establishing their refineries in our country five years ago. It is known also that Caltex refinery is still refusing to follow suit and is insisting on its pound of flesh.

The 26th Session of the AITUC declares that foreign companies have no more the right to hold India to ransom. The audacious challenges they are throwing at our Government from day to day have to be met and can be met.

Efforts are made by the Government to control or regulate the foreign oil interests entrenched in many quarters of our economy and administered from where they are bound to thwart and sabotage the feeble steps taken by our Government as was witnessed recently in the manoeuvres and sabotage by Stanvac of the attempt by Government-owned Indian Oil company to switch our public road transport in the first instance to the cheaper Soviet High Speed Diesel Oil, the first consignment of which recently landed in Bombay and Cochin in Government-owned storage.

The 26th Session of the AITUC declares that national interests must prevail over foreign profiteering and sabotage.

The 26th Session, therefore, demands that Government of India nationalise all the foreign holdings in the petroleum industry and assures the Government that the organised working class of our country and particularly the organised petroleum workers will fully and whole-heartedly support such a bold step which has now become imperative.

The 26th Session calls upon the entire working class of our country to campaign for the dusting of the reactionary foreign vested interests in this most vital sector of our economy.

GRAMS : "PETROLEUM"

PHONE : 44047

PETROLEUM WORKERS' UNION
NEW DELHI.

Ref:- LOCAL UNIT/PWU

Dated.....1961

The District Manager,
Caltex (India) Ltd.,
NEW DELHI.

Dear Sir,

A copy of the Resolution adopted at the General
Body Meeting of our Unit is reproduced overleaf.

Kindly look into it and do the needful.

Yours faithfully,

LOCAL SECRETARY.
.....Unit.

CC:- The General Manager, Caltex (India) Ltd., Balard Estate,
Bombay.

CC:- The Managing Director, Caltex, NEW YORK.

CC:- The General Secretary, Petroleum Workers' Union, 4215, Tel
Mandi, Paharganj, New Delhi.

PLEASE SEE RESOLUTION ON REVERSE.

10

RESOLUTION NO. 11

ON LOCK-OUT AND FORCED UNEMPLOYMENT OF
12,000 WORKERS IN SWADESHI COTTON MILLS, KANPUR.

This 12th Delegates' Conference of the Petroleum Workers' Union expresses grave concern and anxiety over the situation created by the lock-out and forced unemployment of ~~2~~ 12000 workers in Swadeshi Cotton Mills, Kanpur.

The Conference is of firm opinion that the practice of taking more than eight hours of work on Saturdays and Mondays is a clear violation of the right of eight-hour day and the provisions of the Factories Act.

The Conference demands that this illegal practice in Swadeshi Cotton Mills, Kanpur should be abandoned and the lock-out should be lifted immediately. The Conference directs its units to build solidarity movement in support of the above demands and fulfil the obligations of working class solidarity towards the destitute workers in Kanpur.

THE RESOLUTION ADOPTED AT THE 12TH DELEGATES
CONFERENCE OF THE PETROIEUM WORKERS' UNION
HELD AT LUCKNOW ON 14TH, 15TH & 16TH MAY, 1961.

RESOLUTION ON OIL AND PETROLEUM INDUSTRY.

The foreign oil monopolies interests were ideally served by the fact that over 90% of our requirements of Petroleum Products have had to be imported, further they know that inspite of the addition of two more refineries in the Public Sector the country will still have to import 70% of her requirements and unless additional reserves are located and drawn this 70% will again rapidly climb to more than 90%

The consumption of petroleum products at present is around 60 lakh tons and even at a modest annual (recurring) rate of increase at 7% will amount to one hundred lakh tons and more in 1965, and perhaps 120 to 150 lakh tons based on Planning Commission estimates.

About a hundred crores of rupees from India's foreign exchange resources have to be utilised to meet the present imports of both crude oil and refined products. This drain on foreign exchange will increase four-fold by 1976.

These grim facts of the foreign monopoly grip on one of the most vital sectors of our economy and defence, obliged the Government of India to take up the development of India's oil industry in the public State Sector which naturally unnerved the foreign oil monopolists.

The friendly help and technical know-how as well as the training facilities offered by the Soviet Union and Rumania ~~xxx~~ and Italy who have rich experience of developing their oil resources at a fast rate in all phases of petroleum industry, viz., prospecting or exploring, producing, refining and distributing, placed the Government of India in a position to challenge slowly the monopolistic grip of the foreign oil Companies.

The entire people of India rejoiced at the successful strike of oil in Cambay region of Gujerat in which India's Oil technicians were assisted by Soviet and Rumanian specialists.

Soviet and Rumanian monetary credits on terms favourable to India further helped the Government to take up the construction of oil refineries in Gauhati and Barauni and the further prospects of locating a refinery in Gujerat.

All these developments and the declaration of 1956 of organised petroleum workers under the aegis of the All India Petroleum Workers' Federation that the continuance of petroleum Distributing industry monopolised in the hands of the four foreign companies Burmah-Shell, Standard Vacuum, Caltex and Indo-Burma as a part and parcel of private sector, was a menace to the planned economic progress of India under the Second Five Year Plan and therefore demanded the immediate nationalisation of the distributing industry, obliged the Government of India, under the further pressure of public opinion, to peep into the racketeering nature of the foreign business of petroleum industry, particularly the pricing methods and the structure of petroleum products prices.

A modest challenge of the exorbitantly profiteering character of the pricing system of the foreign oil companies not only led to many far-reaching revelations but also to considerable savings in foreign exchange and our revenue.

-:(2):-

It is known however that the oil companies are still resisting a full probe of their empire which will yield many more crores of rupees to the Indian exchequer.

In fact, the onslaught through their henchmen on the policy of the Government to further develop the petroleum industry only in the State public Sector, has increased manifold even while they are obliged to give up under the pressure of public opinion some of the key positions they are holding, e.g. the infamous Indo-Stanvac project which established a record for drilling dry holes mostly at the cost of the Indian taxpayer.

The audacity of the foreign companies reached its height when the Government of India in its anxiety to conserve our slender foreign exchange resources, proposed recently to the foreign refineries in Bombay that they utilise the Soviet crude oil which the Government could acquire not only at the cheaper rates but also on rupee exchange basis.

Their audacity in refusing to take the crude oil offered by our Government is motivated by the single fact that even such a minor change dictated by national interests will spell a further doom to the exorbitant profiteering character of their business in India.

This profiteering character had earlier been exposed in the surrender by Burmah-Shell first and by Stanvac recently of the duty protection benefit which the oil refineries had dictated as a further measure of super profits to Government of India in the one-sided and colonial-type agreement imposed by them for establishing their refineries in our country five years ago. It is known also that Caltex refinery is still refusing to follow suit and is insisting on its pound of flesh.

This 12th Delegate Conference of the Petroleum Workers' Union declares that foreign companies have no more the right to hold India to ransom. The audacious challenges they are throwing at our Government from day to day have to be met and can be met.

Efforts are made by the Government to control or regulate the foreign oil interests entrenched in many quarters of our economy and administered from where they are bound to thwart and sabotage the feeble steps taken by our Government as was witnessed recently in the manoeuvres and sabotage by Stanvac of the attempt by Government-owned Indian Oil Company to switch our public road transport in the first instance to the cheaper Soviet High Speed Diesel Oil, the first consignment of which recently landed in Bombay and Cochin in Government-owned storage.

The 12th Delegates Conference of Petroleum Workers' Union declares that national interests must prevail over foreign profiteering and sabotage.

The 12th Delegates Conference of the Petroleum Workers' Union therefore, demands that Government of India nationalise all the foreign holdings in the petroleum industry and assures the Government that the organised petroleum workers will fully and whole-heartedly support such a bold step which has now become imperative.

.....
Cont'd.....3

RESOLUTION NO.2.

- : (3) :-

HOMAGE TO MARTYRS.
* * * * *

This 12th Delegates Conference of the Petroleum Workers' Union, pays its respectful homage to the martyrs who laid down their lives fighting heroically in defence of the cause of the working people of our country.

This delegates Conference pledges that their noble sacrifice shall not go in vain and shall continue in the coming years to inspire us to redouble our efforts for the final victory of the great cause for which they sacrificed their lives.

RESOLUTION NO.3.

DELHI 'A' CLASS CITY.
* * * * *

This 12th Delegates Conference of the Petroleum Workers' Union expresses its regret that the Government of India has not so far declared Delhi as 'A' class city although, according to the latest census, its population has increased beyond twenty six lakhs.

This failure on the part of the Government is depriving the workers of the benefits that accrue to them in the form of allowances and thus subjecting them to misery and privations.

This Conference pledges its support with the other Unions in the struggle ahead to win this just and over due demand.

RESOLUTION NO.4.

GOVERNMENT COST ACCOUNTANTS REPORTS.
* * * * *

This meeting of the delegates assembled at the 12th Annual Delegates Conference of the Petroleum Workers' Union, recall the fact that on the very day the Government of India announced the appointment of Government Cost Accountants to examine the cost structure of the petroleum products distributed and marketed by the foreign Oil Companies, the Companies unleashed the new offensive of rationalisation and arbitrary increases in the work load of both the manual and clerical workers.

This offensive continues in various forms and this meeting recalls the united resistance being put up in the various work places. The united resistance and readiness to struggle by the masses of workers have not however persuaded the Companies to retrace their steps.

This meeting is aware that scrutiny of cost and or negotiations between the Government and the Oil Companies to establish better norms and cost structure to be effective from 1st April 1961, should have either commenced or is almost likely to commence in the near future. It is the apprehension of the delegates assembled at this meeting that the Oil Companies will utilise this occasion to either justify the unbearable increase in the work loads they have already imposed or to put through further measures of increase in work loads.

This meeting therefore appeals to the Government of India to publish the report of the Government Cost Accountant in order to help the workers to acquaint themselves with the nature of the economies the Government called upon the Oil Companies to effect and the abuse by the Companies of such well considered recommendations of the Government.

Cont 'd.....4.

This meeting assures the Government of India that not only the thousands of petroleum workers organised by the Petroleum Workers' Union but the many thousands more who are guided by the policies of the All India Petroleum Workers' Federation will always be ready and are in fact eager to assist the Government in their noble pursuit of effective national utilisation of the huge profits the Oil Companies make in distribution and marketing.

This meeting warns the Oil Companies that all their attempts to take advantage of the justified measures enforced by the Government of India in order to harass the petroleum workers will be resisted tooth and nail and the Oil Companies will be solely responsible for all the breaches of industrial peace in consequence of their ill considered actions.

RESOLUTION NO. 5.

BONUS FOR 1961.

The 12th Delegates' Conference of the Petroleum Workers' Union notes that one feature common to all the long term settlements of 1958/1959 for marketing and distribution employees is that, irrespective of the expiry date of some of the agreements going upto the middle of next year, payment of bonus for the year 1961 is not provided in the agreements. The fact, however, remains that bonus payment is a permanent feature for a number of years either as a result of awards or settlements. The further fact remains that most of these petroleum workers have been accustomed to receive bonus in the early part of the year and in the month of January itself.

This Delegates' Conference reiterates that bonus has become a part of their wages and is an issue which vitally concerns them from numerous aspects.

The Conference notes that the following significant changes which have taken place since the conclusion of the long term settlements in 1958 and 1959.

- a) The Supreme Court having confirmed a Tribunal award of 4½ months basic wage for the year 1955 for Calcutta labour, service, security and transport staff, upheld the right of the workers to get more bonus than they were receiving before, and, also rejected the contentions of the Company which had gone on appeal for a reduction.
- b) The Supreme Court, having confirmed a Tribunal award of 5 months basic wages for the year 1956 for Stanvac Refinery workers including the clerical staff, upheld the right of the workers to get a higher bonus, and, also rejected the grounds of the Company which had gone on appeal for reduction.
- c) The Supreme Court, having confirmed a Tribunal Award of 4½ months basic wage for the year 1956 for Burmah-Shell Refinery clerical staff, upheld the right of the clerical staff to get not only more bonus than they received before, but also equal quantum of bonus as Labour, Service, Security and Transport staff; and, also rejected the grounds of the Company which had gone on appeal to maintain the disparity in the quantum between these two categories of employees.

d) The Supreme Court has still before it for disposal an appeal by the employers for reducing the quantum of 6 months bonus awarded by a Tribunal of Kerala for the Ernakulam installation workers for 1957. This award of the Tribunal was defended as just and equitable by the representatives of Kerala Government who participated in the Petroleum Tripartite Conference held under the Chairmanship of Shri C.L. Nanda, Minister for Labour & Employment, in January, 1959.

It is a matter of major significance and of particular interest to all petroleum workers that the Supreme Court came to the conclusion in deciding the Stanvac Refinery appeal, that, even Rs.301.16 (the average wage of operatives and clerical staff in Stanvac Refinery) should be regarded as above the minimum need based wage and "may be treated as approximating to the lower level of the fair wage". The Stanvac Company had invited the Supreme Court to fix a ceiling for bonus awards but it declined saying "In our opinion it would be undesirable and inexpedient to put such a ceiling in the matter of awarding bonus".

This Delegates' Conference reminds the workers that they had all along suffered due to the dogged refusal of the four oil companies to pay a higher bonus. This refusal arose out of the wrong contentions of the companies that they were paying a living wage to their workers and that a ceiling is justified in the bonus to be paid. In view of the Supreme Court findings in the above appeals in which the Companies' contentions were proved wrong, a new favourable situation has arisen. This Conference pledges to assert the rights now available to them by virtue of these Supreme Court decisions.

This Delegates' Conference warns all the Oil Companies that they should not tamper with these newly acquired rights of the workers while negotiating with the Union for an adequate bonus for the year 1961.

RESOLUTION NO. 6.

ON CODE OF DISCIPLINE AND ITS ONE SIDED OBLIGATIONS FOR THE EMPLOYEES.

The 12th Delegates' Conference of the Petroleum Workers' Union expresses its grave concern at the continued violation of the Code of Discipline by the Oil Companies, when the Petroleum Workers' Union itself has unreservedly accepted the Code.

This Conference regrets that the Governments, both Central and States, have not taken any steps to remedy the situation. This Conference protests against the policies adopted by some of the State Governments which are calculated to help only the Oil Companies in their policies. This Conference appeals to the Central Government to take effective steps to compel the Oil Cos. to accept without any reservations and live up to all their obligations including full recognition of representative unions and the A.I.P.W.F. and setting up of adequate grievance procedure on the model prescribed by the Tripartite Conference Sub-Committee, under the Code of Discipline and acceptance of arbitration clause of the Code.

This Conference particularly notes with regret that the Burmah-Shell Refineries workers' Union, one of the affiliated Unions of the AIPWF, has not yet been accorded recognition by the management as provided by the Code of Discipline. This meeting reiterates the equitable stand of the Union in respect of the stringent terms of the Co. and demands that the Co. shall make no further delay in conceding full recognition to the Union and also urges the appropriate Govt. authorities to intervene in the matter, should the Company adopt an unhelpful attitude even now.

RESOLUTION No.7

DOWN WITH THE UNJUST AND UNNECESSARY RATIONALISATION MEASURES.

The 12th Delegates' Conference of the Petroleum Workers' Union expresses its great concern on the attacks of the Oil Companies through numerous measures of rationalisation all of which have already resulted in the contraction in employment of labour and clerical staff in a large measure even while the companies' sales and distribution operations have gone up considerably.

This Conference recalls that a model agreement was reached in the 15th Indian Labour Conference in July 1957 which had laid the following conditions for introducing any schemes of rationalisation.

"1. It was emphasised and agreed that Government might make arrangements to ensure that measures of rationalisation which did not serve the real economic interest in the present conditions of the country might be avoided. This principle and what follows would be applicable even in the case of units which had already taken steps to introduce rationalisation but had not completed the process. The following conditions were accepted as sine qua non in any scheme of rationalisation:

- i. There should be no retrocurement or loss of earnings of the existing employees, i.e. the existing complement should be maintained barring cases of natural separation or wastage.
- ii) There should be an equitable sharing of benefit of rationalisation as between the community, the employer and the workers.
- iii. There should be a proper assessment of work-loads by experts, mutually agreed upon and also suitable improvements in the working conditions"

This Conference declares that the Oil Companies have violated all the above conditions in respect of the inhuman rationalisation measures they have already put through and are still persisting in. Workers and Clerks are undergoing acute stress and strain also due to continuous extra time being extracted from them over and above the scheduled working hours.

This Conference demands that the Government of India promptly institute an enquiry with a view to immediately stop the unjust and unnecessary rationalisation measures already instituted and further to reach adequate relief to the workers for the havoc already caused by the Companies.

RESOLUTION NO.8.

RAISE THE RETIREMENT AGE.

This 12th Delegates' Conference after having considered the present situation in respect of retirement age of petroleum workers, declares that the limit of 55 years should be raised to 60 years for all workmen employed in the industry.

This Conference also notes that a number of employers have already raised the retiring age from 55 to 60 years. Further, the recent judgement delivered by the Supreme Court enhances the retirement age of the employees of I.C.I.(India)Ltd. to 60 years.

This Conference, therefore, demands of the Oil Cos. that they give necessary extensions to all workmen who are now being compulsorily retired at the age of 55, till such time the Union is able to demand and change the present retiring age of 55.

RESOLUTION NO.9.

This 12th Delegates' Conference of Petroleum Workers' Union whole heartedly endorses the demands of the All India Trade Union Congress, as embodied in the resolution adopted by its 26th Session held at Coimbatore in January, 1961. We reiterate these demands:-

1. Repeal of Section 107, 151 and other sections of Cr.P.C. as well as the Preventive Detention Act, M.P. Essential Service and Public Security Act, etc.
2. Amendment of the Police Act and the Police Code.
3. Repeal of Section 4(a) and 4(b) of the Central Government Employees' Conduct rules and similar provisions of the Railway Establishment Code provisions of the Railway Establishment Code and the standing orders; repeal of the Safe-guarding of National Security Rules.
4. All Government employees who fall in the category of 'workmen' under the Industrial Disputes Act should have the right to form trade unions.
5. Right to hold meetings and access to workers or trade unionists in all colonies of workers and townships.
6. Recognition of Trade Unions on the basis of secret ballot of all workers of the undertaking concerned.
7. An end to discrimination against the A.I.T.U.C. and its affiliates.

RESOLUTION NO.10.

ON VICTIMISATION.

This 12th Delegates' Conference of the Petroleum Workers' Union expresses its anger and resentment at the refusal of the Central Govt. to reinstate 700 Central Govt. Employees following their great strike in July last year. Thousands of Central Government employees have been demoted and degraded causing considerable financial losses to them, Beaurocratic departmental heads have been allowed to exercise vengeance and personal prejudice in deciding the quantum of punishment.

Contrary to all assurances, the Government is persuing a policy of victimisation.

The main issue, namely linking of D.A. with prices, on which the Central Govt. employees had to resort to strike, is in fact the demand of all workers of the country. It is the failure of the Govt. to hold the price line, that has aggravated the situation and created crisis compelling employees to strike for obtaining at least a minimum Safeguard against a fall in their income as a result of soaring prices. The cause of the Govt. employees and of their victimised leaders, is therefore, the cause of the working people of the country as a whole & hence demands of all sections of toiling people their whole hearted active support and if necessary, positive action in defence of these victimised leaders.

This Conference takes note of the fact that encouraged by the policies of victimisation and repressions adopted by the Govt. in relation to its own employees, employers in public as well as private-sectors have been embarking on a planned victimisation of militant workers of trade Unions of their employees.

All this constitutes a grave violation of the basic trade Union rights of the workers and calls for the most emphatic condemnation of an prompt and vigorous combativ actions on the part of the entire working class.

This Conference, therefore, pledges to wage struggle on the widest possible scale to successfully counter the afore-mentioned anti-working class practices of the Government and the employers and secure the reinstatement of all victimised T.U. militants.

RESOLUTION ON AFFILIATION TO
ALL INDIA TRADE UNION CONGRESS

The experience of the oil workers at Calcutta region from their struggle in defence of trade union and democratic rights and improvement in service conditions taught them the urgency of organizing and uniting workers on Industry basis in order to resist the policy of the oil monopolies. Such urge for unity of oil workers on Industry basis in place of hitherto company basis brought the Petroleum Unions under the co-ordinated leadership of the Petroleum Workmen's Federation, Calcutta. Under its leadership powerful mass movements were organised and in the process the united struggle of entire workers roused great enthusiasm. Significant successes were recorded through such struggles on the issue of bonus and other service conditions.

In April 1954 such lead came from the 1st delegates conference of the All India Petroleum Workers' Federation to reorganise the Petroleum Unions on the basis of industry in place of Company at each region. In this region during the period from 1953 to 1957 the oil workers organised all their mass actions under the organised leadership of PWF, Calcutta. In all such struggles overwhelming majority of workers and the entire clerical category were united and the impact of such powerful mass actions forced the oil companies to concede new demands. The oil companies which hitherto had managed to keep their clerical and labour employees divided could not tolerate such unity and applied all pressure to perpetuate the division and continued refusing the most representative unions the status of recognised representative for the workers. In spite of all sorts of protest from the workers they continued signing agreements with the minority union Bengal Oil and Petroleum Workers' Union (INTUC). Such policy of the oil companies in refusing the democratic and trade union rights of the workers i.e. to organize under unions of their choice compelled the workers to engage them in a bitter and sustained struggle for recognition of their unions. In this matter the workers could not but note the shameful labour policy of the Government which helped the oil companies to continue such anti-labour policies and the INTUC affiliated BOPWU

to maintain its survival even when the overwhelming majority of workers had no allegiance to it. During this period also we recall the role of the AIPWF in effectively organizing the oil workers on a national level and continue their struggle on a national basis. The call for a National Tribunal for the oil workers came from the AIPWF, the undisputed organised leadership of the oil workers on a national level. Under its leadership not only significant victories were recorded but the Govt. of India was compelled to call a Tripartite Conference on 19th January 1959. Here we find that the oil companies and the INTUC were not undisturbed at the organised struggle of the oil workers on a national level. Local minority INTUC Union representatives from Calcutta and Bombay i.e. BOPWU and PEW were invited at the conference along with the representatives of the AIPWF, under the plea that the INTUC would, in future, form a National Federation. At this conference we also noted the presence of the Hon. Labour Minister of Bombay when none of other State Ministers attended. The oil workers of the country could not but note the reactionary policy of the Bombay Government when they learnt that the oil companies signed long-term settlements with the PEU, Bombay (INTUC Affl.) a hopelessly minority union with "verified" membership of 700, bypassing their recognised union viz. P.W.U, Bombay (AITUC) with verified membership of about 4,000.

In all such struggles and in the light of their experiences the petroleum workers find that the struggle for the recognition of their union of choice is not easy. It is beset with difficulties and raises problems which need serious consideration.

In spite of the reactionary labour policy of the Govt. and the employers, the launching of the successive five year plans necessitated to minimise labour unrest and maintenance of industrial peace for productivity. The great sacrifices made by the working class of the country and the impact of their organised struggles could not be easily ignored.

A change in national labour policy started from 1957 onward where important decisions were taken to regulate the employer-employee relations. The code of discipline and other important labour policy recognising the rights of the Central Trade Unions to speak for the working class of the country has been accepted. In this policy the Trade Unions affiliated to the Central Trade Unions have acquired the right to represent at conferences of national and international level through such Central Trade Unions.

Hitherto the undisputed leadership of the AIPWF as representative body of the oil workers of the country and the affiliation of three of its big regional unions i.e. P.W.U, Bombay, Madras and Delhi to AITUC have compelled the Government to accept the representative character of AITUC as representative of oil workers of the country.

Last year Comrade T.C.N.^{M.P.}Monon and Comrade N.T.Suleh were nominated by the Government of India to attend the I.L.O. as AITUC representative of petroleum industry. This year Comrade Y.D.Sharma, General Secretary of P.W.U, Delhi and Comrade Noble, Jt. Secretary of B.S.E.U, Madras have been nominated by the Government on the study team of National Productivity Council as workers' representatives which will visit the U.S.S.R and other countries. In their struggle for recognition the petroleum workers find, as already stated, ^{that} the difficulties not only come from the resistance of the oil companies and it is not only a problem confined to the workers of oil industry alone but also the issue of recognition of majority union of workers' choice is a problem to the working class of all major industries of the country. The heroic struggle of the Steel Workers of Jamshedpur Majdoor Union against the INTUC affiliated Union is still fresh in our mind. In petroleum industry the announcement of the formation of National Federation by the INTUC is not only significant but also a serious menace to the organised struggle of the oil workers on a national level, as the workers have learnt from experience that INTUC's relationship is closer to the employers and the Government than the workers whose

whose interest they profess to serve. The Indian Worker (INTUC Organ) has long before hinted that the INTUC could not remain satisfied with their position among the petroleum workers and with this followed the formation of the National Federation of Petroleum Workers in 1959.

Apart from the experiences of the oil workers at Bombay where they have been engaged in bitter and sustained struggle against the unholy agreement of the INTUC union, the oil workers of Calcutta region who had hitherto been accustomed to resist the ever-growing offensive of the oil companies through their united actions have found them in a new situation as a result of the long term settlement with the INTUC union. Such settlement does not only fail to fulfil the legitimate aspirations of the workers but raises the most vital issue - how long the oil workers are prepared to tolerate a situation where the union representing the overwhelming majority of workers is not recognised and settlements signed with minority INTUC Union is made binding on all ?

Apart from this, such settlement provides certain binding clauses by which the rights of a worker acquired through tribunal to defend himself by his union, any co-worker or an outside lawyer has been taken away and he can now be defended only by the INTUC Union which virtually places him at the mercy of the employer. Any clause of this nature clearly reveals the unholy character of the agreement and such provisions get the sanction of law through the Industrial Disputes Act.

Such a situation does not confront the workers in oil industry alone but the entire working class of the country has been heroically fighting to safeguard their democratic rights and defend their vital interests.

Our experience teaches us that the only path to fight the menace is to build up broadbased unity of workers and continue the struggle through their united actions under the organised central leadership which has always come from the platform of the AITUC.

The history of the glorious struggles and the heroic sacrifices of the working class in India is the history of the AITUC. The AITUC is still the accepted Central Trade Union by the Government to represent the oil workers on national and international bodies and it is the duty of us all to strengthen this organisation.

In the general interest of the working class and in the interest of oil workers of Calcutta region to carry forward their struggle the PWU, Calcutta hereby decides to affiliate it with the All India Trade Union Congress at this 2nd Delegates Conference being held at Mahabodhi Society Hall, Calcutta on July 8-9, 1961 and directs the new Executive Committee to take necessary steps in the matter.

Proposed by :

Seconded by :

PRESIDENT OF THE MEETING

Resolution for the Development of National
Oil Industry, for the Defence and Improvement
of Public Sector and for Safeguarding the
Interest of Petroleum Workers.

The Second Delegates Conference of Petroleum Workers Union, Calcutta notes with satisfaction the achievement of indigenous oil industry in the Public Sector and considers it as the bounden duty of the Petroleum Workmen to uphold the cause of national interest involved in oil and successfully defend the public sector oil enterprises against all provocative attempts directed to dislodge our Government from pursuing the policy of achieving self-sufficiency in oil. This Conference further records with appreciation that the oil workers of our country under the guidance and leadership of A.I.P.W.F. initiated the move in 1953 in order to convince the Government to adopt a bold policy for achieving self-sufficiency in oil - the life stream of industrial progress and development and since that time the oil workers have played the most decisive role in helping the Government in formulating a progressive policy the accumulative effect of which we find today in the installations of two public sector refineries at Gauhati and Barauni, successful search of oil in Combay and Ankaleswar, intensive search for oil in the potential areas of our country under ONGC, one projected refinery at Combay included in the 3rd Five Year Plan and formation of Oil India Ltd., and Oil India Refineries Ltd. This conference is convinced that the oil workers will continue to play the same role for national cause and urges upon our Government to utilise the co-operation of the Oil Workers for the over-all benefit of our country.

This conference also notes with great concern that the foreign oil companies being apprehensive of losing their monopoly held in oil business in India are taking recourse to provocative measures in order to create pressure on the Government for securing better concession for a new lease of life. This provocation is manifested in their intensive propaganda in preaching that the oil business is facing a crisis due to public sector refineries coming on screen and in the face of it if these foreign distributing and marketing companies are to survive the only recourse left before them is to reduce the cost which according to them essentially mean reduction in employment position. To achieve this end, the Oil Companies have already initiated rationalisation measures for reduction and elimination of work and at the same time handing over regular work to contractors; the major two oil companies, viz: Burmah-Shell and S.V.O.C. have stopped recruitment since 1953 inspite of innumerable vacancies created out of retirement, voluntary retirement, death and resignation of the workmen. This conference is aware of the dubious propaganda lodged by the Oil Companies attempting to create fear and panic among oil workers to the effect that their job security is threatened by the public sector enterprises and calls upon the oil workers to fight relentlessly against all such unscrupulous moves.

The estimated demand of Petroleum Products of our country in 1961 is 7.8 million metric tonnes compared with the consumption of Petroleum Products in 1956 to the tune of 4.9 million metric tonnes. The demand is expected to reach 13.5 million metric tonnes by the end of 1966. As against this demand the public sector oil refineries will contribute to the extent of 5 million tonnes and the foreign oil refineries will enjoy their share to the extent of 6.25 million tonnes and for the balance we will have to depend on foreign oil sources and since the foreign marketing and distributing Companies are intent

is such that oil is facing practically no competition from either coal, electricity or natural gas and this privileged position is likely to continue atleast for the next 15/20 years. The consumption of oil in our country on percapite basis is only 3 gallons compared to 105 gallons in U.S.S.R. and 600 galls: in U.S.A. The huge demand of energy in our country leaves tremendous scope for oil industries' expansion and when we consider that merely 180 million tonnes of animal-dung is wasted every year as domestic fuel which is equivalent to 600 million tonnes of Petroleum products in terms of energy, the foregoing conclusion does not leave any doubt from any quarter.

This conference considers it necessary that our Government should intensify their efforts in finding more oil in potential areas and for this purpose should entirely depend on their own initiative. The experience our national government had with regard to Indo-Stanvac Project is the glaring example which suggests that our national enterprise in oil cannot and should not depend on the foreign oil monopolies. In this respect this Conference records its appreciation the friendly co-operation and help extended by Rumania and Soviet Union for finding oil in Combay and Ankaldaswar. This conference having considered the importance of oil and the question of foreign exchange involved in bringing oil from outside urges upon the Government to increase the allocation of 3rd Five Year Plan for oil. This conferece is aware of the situation arising out of foreign oil refineries' refusal to process crude oil available from U.S.S.R., at a much cheaper cost and urges upon the Government to take effective measure in order that crude oil from cheaper sources like U.S.S.R., may be brought over to our country and processed in refineries owned by foreign oil monopolies to safeguard our national interest and to improve our foreign exchange position for successful implementation of 3rd Five Year Plan. This Conference further urges upon the Government not to allow any more concession to the foreign oil monopolies inspite of their clamour that expansion of the existing refineries under foreign oil companies will require less capital involvement than in the new projects in the public sector.

In reviewing the whole position this Conference urges upon our national Government particularly the Oil Ministry to assist the oil workers in defending their rights and service security in the face of anti-national and anti-employee measures adopted by the foreign oil companies. This conference is aware that this matter has already been brought to the notice of appropriate authorities by A.I.P.W.F. and expresses the hope that the situation is under active survey of the Government. This conference further calls upon the Petroleum Workers to fight relentlessly for defending their rights and for safeguarding the national interest involved in oil.

This conference takes a serious view of the situation arising out of closure of Indo-Stanvac project engaged in drilling operations in W.Bengal as a result of which nearly 100 workers including supervisors were retrenched and deplores the callous attitude of the Government in allowing the said experienced personnel to be retrenched from the oil exploration project in which Government drained nearly Rs. 2½ Crores. This conference demands that extension of public sector in oil should take place simultaneously with service security of the oil workers no matter if the employer be a foreign oil Company. This Conference further

RESOLUTION ON STRUGGLE OF THE OPPRESSED PEOPLES AND PEACE
MOVEMENT.

The Second Delegates' Conference of the Petroleum Workers' Union is of opinion that the struggle for national liberation in colonies, semi-colonies and dependent countries is part of the struggle for world peace against unclear war of total destruction.

This struggle weakens the imperialist powers, smashes the shackles of slavery, increases the family of free peoples, leads to the closing of military bases and extends the zone of peace. In a word, the struggle of the peoples for freedom and peace is merging into a single mighty stream.

This struggle has become a universal need and it requires the support of all individuals and organisations. That is why, millions of peoples throughout the world voice their protest against war and suppression of the liberation movements, particularly in Afro-Asian and Latin American countries.

This conference declares that the petroleum workers of the country cannot keep themselves away from supporting the liberation struggle and the fight for maintaining peace against war.

So, it calls upon the petroleum workers to record their ever increasing support in favour of peace movement and liberation struggles through out the world.

RESOLUTION ON HOUSING

This Second Delegates' Conference of the Petroleum Workers' Union notes with deepest concern the housing difficulties of the Petroleum Workmen in their work places. It also notes with regret the continued reluctance and refusal of the employers in the Petroleum Industry to provide housing accommodation to their workmen. Even the Watch & Ward Staff of these Companies are not fully housed in Companies' existing quarters. The problem has become aggravated at Budge Budge due to the transfer of a number of workmen of Burmah-Shell from N'Danga and Sibpur Depot. Shortage of housing in the vicinity of the work places is most evident and consequently the rent is most high.

The Conference is aware that a number of employers in other Industries have provided housing facilities to their workmen. But it is a matter of regret that the Oil Companies with their vast financial resources did not meet this greatest need of their workmen. Amusingly enough, these Companies expressed their financial difficulties in the construction of quarters.

The Subsidised Industrial Housing Scheme, which is in vogue, is a headway in this direction and it provides ample funds from the Governments for the employers in constructing buildings for the workmen. The Tripartite Labour Conferences discussed this Scheme at length and Government agreed to provide adequate facilities to employers who undertook responsibility in building houses for the workers.

This Conference urges upon the Oil Companies to start construction of buildings for housing their workmen under this Scheme without further delay. It also request the State Governments to extend all facilities under the Scheme.

PROPOSED BY .. D.K. CHOUHURY

PASSED UNANIMOUSLY

RESOLUTION ON BONUS - 1961.

This second Delegates' Conference of The Petroleum Workers' Union, Calcutta in considering the issue of Bonus comes to the following facts :-

For the last decade and over the Oil Companies have paid Bonus to their staff every year and it has become quite imperative for the staff to consider the Bonus as a part of their regular income. This issue has been such that it could not be concluded very easily and there had been so many Tribunals to decide on this particular issue, as a result of which it is observed the quanta had gone higher year to year.

The Oil Companies have done their best to fight out this legitimate demand and one phase has since been concluded with the publication of the decisions given by the Supreme Court in connection to the Appeal made by the Oil Companies against the award given by the Lower Tribunal.

The Oil Workers of Calcutta virtually won against the utmost endeavour made by the oil companies who appointed the Attorney General of India to urge their case. The Supreme Court rejected the companies' demand for reducing the quantum of $4\frac{1}{2}$ months bonus awarded by the 5th Tribunal, Calcutta for year 1955. Similarly the same quantum for Burmah-Shell Refinery Workers was upheld. The 5 months' bonus quantum awarded to the S.V.O.C. Refinery workers was also maintained. The Supreme Court expressed their opinion clearly against putting up any ceiling on bonus quantum and also against the companies' prayer for allowing different quantum for different category of staff viz. Clerks and Labourers by which they had so long been maintaining a division.

The Supreme Court further held that none of these quanta was too much nor it was unnecessary because the average earning of an Oil Worker (amounting to approximately Rs.320/-) ranges only in the lower region of the fair wages and living wage, being something for better remuneration, bonus must continue to be paid.

This Conference takes into its consideration also of the fact that the industries expanding with the rapid industrialisation of the country and it lies in the near future a better scope and a richer prospect.

This Conference also considers that due to the long term agreements the staff for the last 6 years have suffered a loss of a part of their due bonus which they could have legitimately earned had there been no agreement to bind them.

In view of the circumstances outlined above, this Conference assures all the Oil Workers of this region of a good quantum of bonus for the year 1961 and calls upon them to assert their hard earned right derived from the Supreme Court decisions.

This Conference calls upon the Oil Companies also that they should henceforth come forward to settle the bonus - 1961 issue, when it is placed with them, with a fair outlook and proper understanding of the development and settle the issue early through negotiations with the representative Unions for the benefit of all concerned and better functioning of the Industry.

RESOLUTION ON RETIRING AGE

The Second Delegates' Conference of Petroleum Workers' Union, held on 8th and 9th July, 1961, in the premises of Mahabodhi Society Hall, Calcutta having considered the question of retiring age of the workmen engaged in the Oil Companies demands on the employers to raise the retiring age of the workmen to 60 years. This conference records with appreciation the judgment given by the Honourable Supreme Court of India in respect of the retiring age of the Workmen of I. C. I. (India) Ltd., as a result of which the workmen of the said company will be enjoying service life upto the age of 58 years. This conference considers the said judgment of the Supreme Court as a general directive in regard to the retiring age of employees and since it has already been raised to 60 years by several notable employers of Calcutta, this conference is of the opinion that potential employers like the Oil Companies should not debar their workmen from rendering their experienced services and abilities for industrial advancement of the country and general welfare of the companies they work in. This conference, therefore, urges upon the Oil Companies to raise the retirement age from 55 years to 60 years and give timely extension to those employees who are now on the verge of retirement until such time a favourable decision is taken in the matter.

ON CODE OF DISCIPLINE AND ITS ONE SIDED OBLIGATIONS FOR THE EMPLOYEES.

The 2nd Delegates' Conference of the Petroleum Workers' Union expresses its grave concern at the continued violation of the Code of Discipline by the Oil Companies, when the Petroleum Workers' Union itself has unreservedly accepted the Code.

This Conference regrets that the Governments, both Central and States, have not taken any steps to remedy the situation. This Conference protests against the policies adopted by some of the State Governments which are calculated to help only the Oil Companies in their policies. This Conference appeals to the Central Government to take effective steps to compel the Oil Companies to accept without any reservations and live up to all their obligations including full recognition of representative unions and the A.I.P.W.F. and setting up of adequate grievance procedure on the model prescribed by the Tripartite Conference Sub-Committee, under the Code of Discipline and acceptance of arbitration clause of the Code.

This Conference particularly notes with regret that the Petroleum Workers' Union representing the overwhelming majority of the workmen both labour and clerks under the employment of all the four Oil Companies in the States of West Bengal, Bihar, Orissa, Assam and Madhya Pradesh, under the control of their Calcutta Office, has not been recognised as the bargaining agent for Up-country clerical staff and the entire labour categories of workmen except S.V.O.C. and Caltex Head Office and service staff in violation of the Code of Discipline binding on both the workmen and the employers. This Conference condemns the deplorable stands taken by the said four Oil Companies and demands that B-S, S.V.O.C., CTX. and I.R.P. shall make no further delay in conceding full recognition to Petroleum Workers' Union representing all categories of staff - both labour and clerical, and urges upon the appropriate Government authorities to intervene the matter should the Companies continue to follow unhealthy and anti-labour policy in contravention of the agreed decision of the Tripartite Labour Conferences.

RESOLUTION ON NON PAYMENT OF BALANCE BONUS TO THE MEMBERS OF THE
UP-COUNTRY STAFF IN LINE WITH THE SUPREME COURT DECISION ON 1955
BONUS APPEAL.

This Second Delegates' Conference of the Petroleum Workers' Union, Calcutta, has to recapitulate the recent developments in relation to the payment of bonus to the upcountry staff of the Oil Companies. They have always paid a lesser amount of bonus to the members of the Upcountry staff than they paid to the staff engaged in Calcutta Industrial Area. The Union have times and again placed this point before the management but those have proved futile. In the last agreements between the Oil Companies and the Unions operating in this region attempted at least to standardise so far as this bonus payment was concerned, as per outcome of the Tripartite Conference of Delhi. The staff of the Calcutta Industrial Area have been paid an adjustment over and above their earlier receipts of bonus for the years 1955 through 1959 by virtue of the decision of the Supreme Court upholding the award of the 5th Industrial Tribunal on 1955 Bonus dispute. But the cases of the Upcountry staff have not been considered by the management so far. In spite of our representations they have neither replied to us nor they have paid any adjustment to the Upcountry staff.

This Conference views this unjust action of the management to be sheer arbitrary, which conforms to an unfair labour practice and calls upon the managements for immediate redressal of this genuine grievance of the upcountry staff. This conference calls upon the Petroleum Workers of this region to move unanimously on this issue and delegates authority to the incoming Executive Committee to pursue this issue till the favourable and just settlement be achieved.

RESOLUTION ON UP-COUNTRY ORGANISATION

With a view to strengthen the Up-Country Organisation and Unity - and to ensure better co-ordination and regular contact the Second Delegates' Conference of the Petroleum Workers' Union resolves to form Co-ordination Committees at different important regions, such as, Siliguri, Patna, Asansol, Puri and others.

Such Committees shall have the responsibility of co-ordinating different Up-country Centres in close co-operation with respective Local Committees and Central Executive Committee in Calcutta.

To begin with, such a Committee be immediately set up at Siliguri.

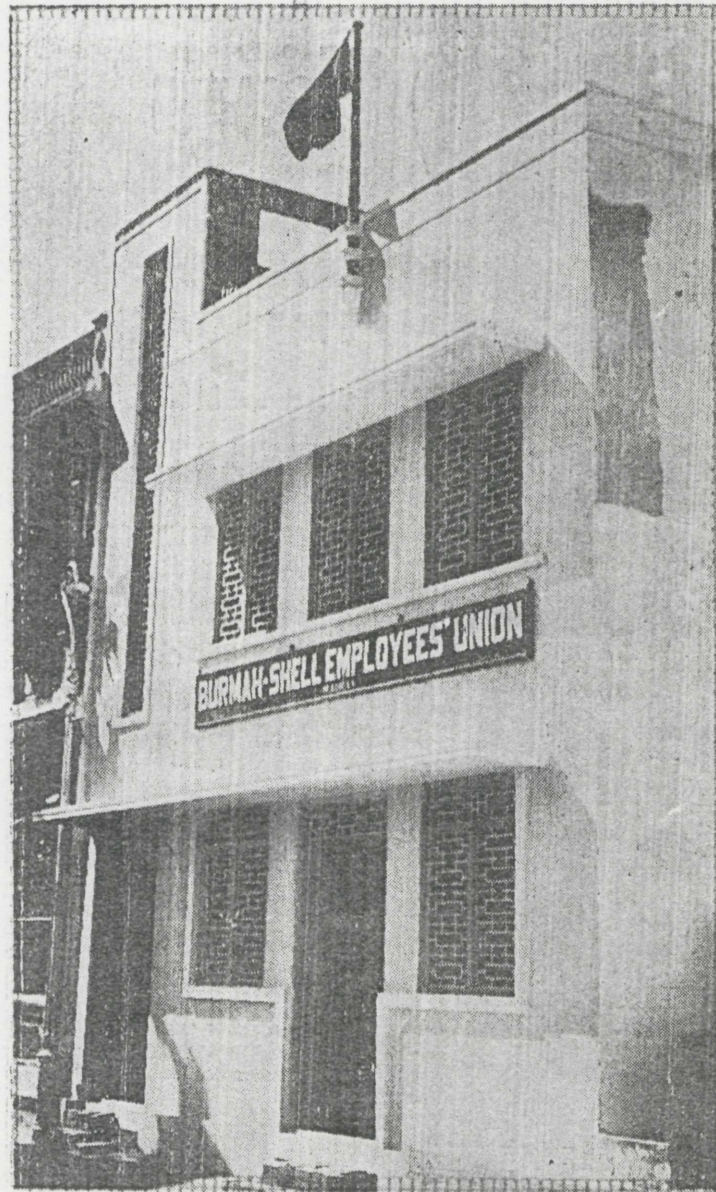
This Conference further resolves to publish a monthly Bulletin of the Union and distribute the same to the members in Up-country.

Burmah-Shell Employees' Union

(Regd No. 1100)

MADRAS-1

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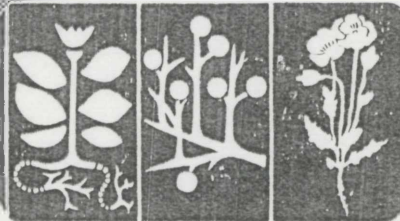


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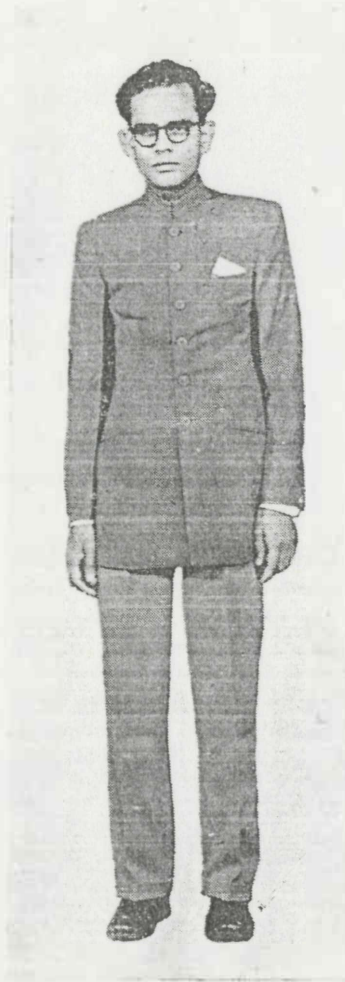
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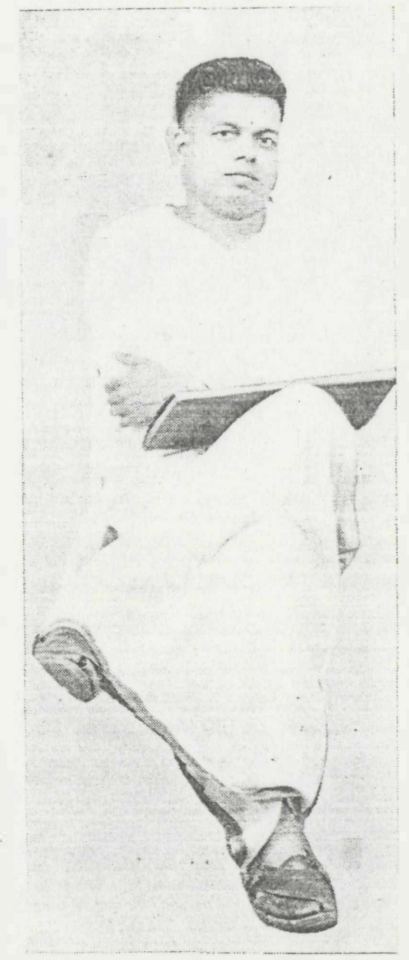
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S. Rajagopal
Gen. Secretary (1951-59)



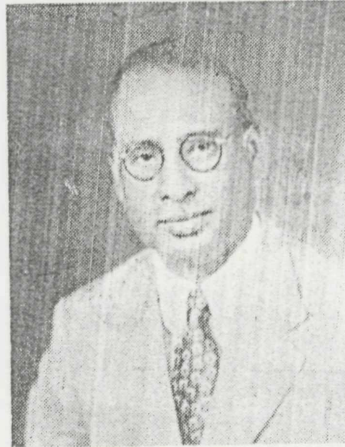
S. Guruswamy
President



N. Thiagarajan
Vice-President (1953-59)
Gen. Secretary (1959-61)



M. Lakshmiipathy
Vice-President (1951-54)



T. T. Sambandam
Vice-President (1950-51 & 1954-61)



A. Daivasigamony
Vice-President (1950-51)



R. Ramachandran
Vice-President (1960-61)



R. Angamuthu
Chairman, Building Committee



T. M. Nagarajan
Vice-President (1959-60)



N. Ramaswamy
Gen. Secretary (1950-51)



D. M. Noble
Gen. Secretary—

MESSAGES

RAJ BHAVAN

Trivandrum

Feb. 21 1961.

Dear Sir,

I am so glad that the Burmah-Shell Employees' Union is constructing its own Union Building at a cost of Rs. 50,000/-at Madras, and that the Hon'ble Chief Minister of Madras, Shri Kamaraj, has kindly consented to declare open the new building. You are running your Union in the right lines and you should always believe in negotiations and voluntary arbitration rather than adjudication. You should come into touch with your employer on every occasion and have a joint standing machinery wherein you can settle all your differences. I wish your function every success.

Yours sincerely,

V. V. GIRI

EMBASSY OF INDIA

Washington. D. C.

March 2, 1961.

Dear Sir,

Please refer to Your letter of the 18th of February. I am very glad to read that Your Union is constructing its own building in Madras and that the Chief Minister has consented to declare it open. I congratulate the Union on the very fine work it has been doing. It is the duty of a Trade Union in India, especially in these days, not only to look after the interests of the employees but also to bear in mind the larger interests of the country and I am sure this is what Your Union has been doing during its existence for a decade.

Yours faithfully,

M. C. CHAGLA

Ambassador of India.

MESSAGES

Hyderabad,
March 3, 1961.

I congratulate the Burmah-Shell Employees' Union, Madras in having constructed its own building at a cost of Rs. 50,000/-. It is but quite fitting that Sri K. Kamaraj Nadar, Chief Minister of Madras has agreed to declare it open during the first week of April 1961. I wish the Union and its activities all success.

D. SANJIVAYYA
Chief Minister.

Hyderabad,
Feb. 22, 1961.

It is indeed a matter of great pleasure that the Burmah-Shell Employees' Union has been able to construct its own building at Madras. It is an important step towards strengthening the Trade Union movement. I hope the building will not only accommodate the Union office but will also serve as a sort of recreation club and a centre of cultural activities for the labour.

I send my good wishes on this happy occasion.

N. RAMACHANDRA REDDY.
Minister for Agriculture, Food & Labour.

Fort St. George,
MADRAS.
Feb. 22, 1961.

I am sorry that I have no time to contribute an article as desired.

I offer to the Burmah-Shell Employees' Union my warmest felicitations and best wishes on the occasion of the opening of a building of their own.

M. BHAKTAVATSALAM.
Home Minister.

MESSAGES

Fort St. George
MADRAS-9.
March 11, 1961.

An affluent trade union is not only an index of employees' prosperity but also of the confidence it enjoys among its members. The Burmah-Shell Employees' Union provides an example of such an institution. I am glad to learn that the Union is to have its own building. I wish its members all the best.

C. SUBRAMANIAM
Minister for Finance, Madras.

New Delhi,
Feb. 27th, 1961.

Dear Sri Thiagarajan,

Thank you for your letter of 18th inst.

I am happy to know that your Union has been making steady progress.

The construction of your Union building is an event of which you and your colleagues can legitimately be proud. It is a matter of satisfaction that on this auspicious occasion you will have the presence and the blessings of the Chief Minister.

With good wishes,

Yours sincerely,
ASOKA MEHTA.

Legislature Communist Party,
Govt. Estate, Madras-2,
March, 16th, 1961.

Dear Comrade,

I am in receipt of your letter dated 18th ultimo, for which I thank you.

I am glad to know that the BURMAH-SHELL EMPLOYEES' UNION is going to own a Building of its own at a cost of Rs. 50,000/-. It is an indication of the real strength and mass membership of the Union. Trade Unions must own their own Buildings, their own cars and other equipments essential for carrying forward the struggle in defending the interests of the workers against the offensive of the employers.

I really congratulate your Union for this great achievement and I wish the Union every success in defending the vital interests of the workers.

With greetings,

Yours fraternally,
M. KALYANASUNDARAM.

MESSAGES

Central Board for Workers' Education,
Nagpur.

20th March '61.

Dear Shri Thiagarajan,

It is with pride, as one who can claim life-long association with labour, that I convey my congratulations to the Burmah-shell Employees' Union on the occasion of the opening of the new premises for housing their offices. Their achievement is in a way a measure of the strength and stability of the trade union movement in the country.

With kind regards,

Yours sincerely,
P. S. EASWARAN.

Dear Sir,

In Indo-Pakistan sub-continent where most of the Trade Unions of today are originally born in the houses of their founder members and the offices of these Unions continue to be housed there till such time they become organised enough to shift to rented accommodation, it is an occasion of great rejoicing to see a single Trade Union build its own office building.

We, the Petroleum Workers of Pakistan are particularly happy that our brethren in Indian Petroleum Industry have achieved this distinction. With a full fledged office housed in adequate premises, I am sure you will be able to render better service to your members more efficiently and expeditiously. Besides it would also be possible for you to start new programmes in your Trade Union.

We congratulate you and your members for this grand accomplishment and look forward for greater co-operation and understanding between the Petroleum Workers in India and Pakistan.

With fraternal regards,

S. A. SHAMSI,
*President, Burmah-Shell Employees Union &
Secretary-General of Pakistan Petroleum
Workers' Federation.*

MESSAGES

Fraternal Greetings and Best Wishes. Inauguration New Building.

Harry H. Pollak
AFLRACIO International Representative
Washington

L. A. Haskins, General Secretary,
International Federation of
Petroleum Workers

On Behalf of Sixhundred Thousand Affiliated Workers in the Petroleum, Chemical and Allied Industries throughout the World the International Federation of Petroleum Workers wish to express congratulations for the accomplishments of your Union in its Ten years of existence and express confidence. Your New Union Building will further contribute to the solidarity and welfare to the Workers. The IFPW dedicated to the Welfare of Workers in A Free Society, applauds your dedication and independent initiative and stands ready to be of assistance whenever possible.

L. A. HASKINS

Sir,

On the occasion of the opening of your new office, I have pleasure in extending greetings and congratulations to the Burmah-Shell Employees' Union on my own behalf and that of our Company. This event is indeed a milestone in your progress.

In the context of events today, particularly in the Oil Industry, the coming days provide a challenge and an opportunity to the Company and every employee to re-orientate and reorganise. It is my hope that the spirit of co-operation and responsibility which has been in evidence in the past will continue to gather momentum to the mutual advantage of all concerned.

(Sd.) S. A. H. Carpenter.
Branch Manager, Burmah Shell, Madras.

C-12 Subrahmanyagar,
Salem-5.

March 31, 1961.

Dear friend,

Thank you for you kind letter asking for a message for the Souvenir to be brought out on the occasion of opening of our Union Building by Shri K. Kama-raj, our State's Chief Minister.

As I still consider myself part of the union, I do not wish to comment on our own achievements but leave it to others and share with you the pride and joy in hearing those words of praise and congratulations.

Long Live BSEU.

Yours fraternally,
S. RAJAGOPAL

ABOUT OURSELVES

Birth and Growth

Economic emancipation has always been inextricably bound with political progress. It is more so in our country, where the working class has been in the vanguard of the struggle for National Independence. The growth of Trade Unionism in India has been closely linked with the divine battle of National Self-Government and the workers of India found vent to their aspirations in the emergence of strong and healthy Trade Unions. The workers of Burmah-Shell are no exception. The spirit of comradeship and collective bargain made headway among the employees of Burmah-Shell, when in 1942 they took serious efforts to form themselves into a Trade Union. Then came the Commercial Employees' Association, which changed what was a lone fight by a few enlightened individuals into an organised development of collective efforts.

A period of trial and error followed and on the momentous day of 19th April 1950, the employees at the Esplanade Office formed themselves into the present Burmah-Shell Employees' Union. The initial membership was 238. This body, with all the attendant malaise of infancy, had to put up a fight against forces of division, discrimination and disruption. The first year itself witnessed intense activity. Recognition was not forthcoming from the Company. Negotiations on our Charter of Demands failed. Conciliation proceedings yielded no results. Distress and dismay were the outcome. The employees resolved to strike. A Strike Committee under the Chairmanship of Com. M. S. Subramaniam was formed with Sub-Committees for publicity and organisation of the strike. However, before we launched the strike, the Government of Madras intervened and referred the matter for adjudication. The award, which was published on 3-4-1951 gave appreciable benefits to the employees in respect of Bonus for 1947, 1948 and 1949, increase in basic

salary, increase in Dearness Allowance and improvement in leave facilities. The Union had to fight for the extension of the benefits of this award to the upcountry and Installation employees and consequently a process of gradual consolidation set in. The upcountry employees joined the Union and the Tondiarpet Installation employees who, till then belonged to a different Union, joined our Union in September 1953 in large numbers. Since then, there has been a continuous inflow of membership, both clerical and labour, and today our total membership is about 2000. Ours has been a unique set-up backed by the determined will and unity of the pen and the spanner—of the clerks and the workers. This beloved Union of ours now stands as a beckon light to all sister organisations, representing as it does, the monumental constructive activity of the employees, all by themselves, almost unaided by any outside agency, after 10 years of toil and moil, strife and struggle.

Leadership

We have, all these years, been able to steer clear of controversial and party politics and in fact we are one of the very few premier trade unions, in this part of the country, which are functioning on a non-political basis.

Com. S. Guruswami (All India Railwaymen's Federation) has been our President since inception. He has been virtually our friend, philosopher and guide. Never was so much owed by so many to an individual. To him we owe much of our present stature.

Com. N. Ramaswamy was the General Secretary of the Union during 1950-52, the difficult days of its childhood and the turbulent periods of initial struggles. Com. S. Rajagopal was at the helm of affairs during the period of growth and consolidation (1952 to 1959) and lavishly lent to this organisation his powers of consummate diplomacy.

Achievements

Reference has already been made to the Industrial Award given in 1951, the very first year of our functioning. From then on, the membership increased and the Union had assumed an All-Branch character by 1953. In 1954, the Union entered into a three-year agreement with the Management. This agreement conferred additional benefits on members in respect of Bonus, Wages and Allowances. However, in 1956, differences arose with the Company on the issue of Bonus for 1956. Negotiations failed. The Company began to make arrangements to conclude an agreement on this issue with the minority-Union and this provoked a spontaneous stay-in-strike by the members of our Union on 23-2-1956. Another strike on 20-3-1956 resulted in Government intervention and the matter was referred to adjudication. An award of 4 months wages as Bonus was given by the Tribunal.

The necessity of adherence to the All-India pattern of pay scales and dearness allowance in Madras Branch also was felt and a memorandum in this regard was submitted to the Company on 11-2-1956 and from then the fight for extension of Bombay Scales of pay and other facilities to Madras has been vigorously pursued. The agreement expired in 1957 and again negotiations were started with the Company for another agreement. All efforts to reach a settlement proved futile and things were heading towards a crisis. Launching of an indefinite strike was imminent when the Government of Madras intervened and at their instance negotiations began again and a new Three-Year Agreement was reached in October, 1958. The highlight of this agreement was the merger of a substantial portion of dearness allowance with the basic salary. This aspect of the agreement with all the obvious attendant benefits has been hailed as a major achievement. We are now in the midst of this agreement period which ends in October, 1961.

External Relations

We have maintained very cordial relationship with sister-Unions in the City, All-India organisations of Labour and also International Trade Unions. Being bereft of any political influence, we have gone more than halfway to meet others and extend our hands of friendship to them.

We are affiliated to the All India Petroleum Workers' Federation which was formed in 1953 to fight for the common causes of the workers of this All-India Industry. Our contribution to the Federation's success has been considerable.

When, in 1952, the Madras Tramway Workers were in distress, we went to their succour. We contributed to the fund raised to perpetuate the memory of Thiru-Vi-Ka in 1953. We gave financial help to the victimised employees of S-V.O.C. and Caltex in 1953/1954. In 1959, when the Indian Express/Dinamani Workers waged their battle of survival, we afforded them financial relief. Whenever occasions demanded, we have never lagged behind in running to the help of sister organisations, both by financial help and by organising demonstrations and processions etc.

In matters pertaining to our industry itself, our practice has always been to act in consultation and collaboration with our sister-Unions in Madras. When we launched the strike in March 1956 through the Branch, the representatives of Standard-Vacuum Employees' Union and Caltex Employees' Union were also with us on the Action Committee of the Strike.

Welfare Activities.

Apart from fulfilling our obligations to our constituents as a Trade Union, we have tried to alleviate some of the social problems of our members, in order to inculcate in the members a sense of family relationship.

Our Union was the first to avail itself of the Special Agency System of the Staff Insurance Scheme sponsored by the then United India Assurance Company Ltd., Madras. Under this scheme, nearly 1015 employees insured themselves for a total sum of Rs. 26 Lakhs. A rebate of 10% on the normal rates of premium was given under the scheme and the premia are recovered from the salaries of the employees every month.

The commission amount earned by the Union over the above scheme has been earmarked as a fund known as "Insurance Benefit Fund" administered by a Board of Trustees. This fund facilitates to keep the policy of individual members to be in force by payment of their premia whenever they are on loss of pay during their period of sickness.

The Union has also set apart a Fund called "The Tuberculosis Relief Fund". Financial help is given from this fund to employees afflicted with Tuberculosis.

Whenever possible, the Union organises cultural festivities along with the Conferences, when the families of the members are given facilities to witness and participate in them.

The Union plays a sustained part in all the social activities directed towards the building of Our Nation. We keenly participate in the deliberations of the Madras Productivity Council. Our President Com. S. Guruswami and our General Secretary Com. N. Thiagarajan are on the Governing Body of this institution.

We have also arranged for the effective utilisation by our members of the benefits of the Workers' Education Scheme.

Buildings for the Union

Desire to own a suitable building to house our Union has been evident among our members from as early as 1954 and efforts were set afoot to realise this ardent wish of our mem-

bers. From time to time, donations were collected from members for this purpose. Last year, we purchased the site of this new building and the construction work was immediately started. To day, we see before us the fulfilment of the cherished dream of a devoted band of members. This building, now worth Rs. 50,000/- stands as a physical monument of the untiring zeal and unflinching loyalty of the members. Every brick of the building will bear ample testimony to the remarkable progress we have made during this brief, yet momentous, period of the last 10 years of our life.

Conclusion.

We are now at the cross roads. We are now on the threshold of new developments. With the ushering in of the Government-owned Indian Oil Company, the affairs of the Oil Industry have assumed special significance. Our rights as employees and our duties as citizens are simultaneously knocking at our doors. There is no gainsaying the fact that the Oil Companies have their own problems and for reasons best known to themselves are trying to blow hot and cold at the same time. There is suspicion and distrust in the air. The Companies are prone to provoke the employees and are trying to cut the nose to spite the face. We cannot rule out the possibility of the Companies trying to put to severe test our sacred ideals as a Trade Union. In this context, it would require more than normal sense of unity and loyalty to face the problems as they come. We are no novices in the art of self-protection and we, in this historic and transitory period of our country, dedicate ourselves anew to the noble tasks ahead. A determined body of men could never look back. We march forward carrying with us the cherished memories of the past and the inspiring yearnings of the future.

**LONG LIVE BURMAH-SHELL EMPLOYEES' UNION !
LONG LIVE THE UNITY OF PETROLEUM WORKERS !!
LONG LIVE THE NOBLE IDEALS OF TRADE UNIONISM !!!**

THE MASTER KEY TO HIGHER PRODUCTIVITY

By T. S. RAMANUJAM, M.A., LL.B. (London)

(Formerly attached to the Information Section, League of Nations, Geneva.

Now, President of the All India Postmen and Class IV Employees Union, Madras Circle)

I think, "Higher Productivity" is no longer a hermetically sealed secret. Many keys have been suggested to open the lock which keeps it hidden. But there is one key which may be called the Master Key, for it can open any lock. For this reason, it may be called The Key, and it is this which I propose to discuss here at some length.

I take my inspiration from an American Detective Fiction writer who has created a character — Victor Grant. Mr. Victor Grant is a management consultant or a confidential investigator. His firm, Victor Grant Associates, is pretty much a one-man operation. He really does not have any associates. And that is just the way he wants it. When people go to him, they don't worry about some Vice-President spilling their case over a shaker of martinis. His staff consists of four legmen on retainer — each stationed in a different part of the country, a research assistant and a secretary.

Mr. Victor Grant has strange views. But he must be right, for he is always successful. Whenever an American businessman consults Mr. Victor Grant, the latter in turn consults his own cerebrum which never fails to reveal to him a few home-truths:— "Everyone knows there are two things you can do with money. You can either save it or spend it. When the American businessman spends it, that means prosperity. When he hoards it, we are in for recession. It is as simple as that. I have just checked over the monthly figures put out by the United States Department of Commerce. The national work week has shrunk. Overtime is down. Scheduled

machine-tools production is off. And planned investments in new homes, roads, plants and products, have plummeted. America is about to be smacked on its economic button. It looks bad, very bad, for almost everybody but me. Because when times get tough, when the little guy sweats over the next month's rent and the big fellow starts cutting back, my business is sure to boom. Keep on consulting me and I shall help you to make a great living. You can do so only by exploding the Great American Myth. What happens when the market flips? People start questioning that Myth and go to you for help.

The Myth! It is taught to every school-child as soon as he starts asking what makes the wheels go round. You can find it in the history books, the economic texts, the financial section of your daily newspapers, the business trade magazines. The Myth is this:— The American businessman is the shrewdest horse-trader in the world. Ever since his forefathers bought Manhattan Island for a handful of heads, he has been pulling one fast deal after another. He knows when to buy and when to sell, when to expand and when to leave well enough alone. In fact, his Know-How for making a buck has the whole world bug-eyed. If a new nation wants to get off its knees, just send it a package of American Know-How, and by God! it will be as sleek and fat as an over-stuffed housecat.

But the only trouble with the Great American Myth, like all Myths, is that It Simply Isn't True. For the most part the American businessman is the biggest dope

when it comes to running his own business. I know because I am helping you to make a living by teaching him Know-How."

I shall now give an example of what Mr. Victor Grant does, acting on the advice of his own cerebrum. A manufacturer of airplanes can't seem to get his production off the ground. He has a \$300,000,000 contract to build 100 planes for the Government. He is supposed to deliver five planes a week. But he is producing only two. If he drops behind his contract, he would lose may be \$100,000,000. A couple of thousand workers in his plant will be out of jobs. And the Government will be behind in its Defence Schedule. The manufacturer calls Mr. Grant in. No one — except Mr. Grant and top-management — knows the reason why Mr. Grant has been tapped, least of all the Government who might take their dollars elsewhere. Mr. Grant is no expert in airplane production, but he knows plenty about manufacturing in general. He interviews the workers, the foremen, the supervisors in charge of the production. He goes over the whole operation from wing to tail. And what does he find? Somethings so simple and obvious that you wonder how they were ever missed! The bathrooms hadn't been cleaned in a year. The production chief had cut out the ten minute morning and afternoon coffee breaks because he thought that this would speed up production. The workers are disgruntled. So they start taking it easy. Although it wouldn't be apparent to the layman, everybody is moving in slow motion. Mr. Grant's advice? Make \$20,000 worth of improvements in the working conditions and give the men back their coffee breaks. The head of the company looks at Mr. Grant as though he thought that the latter was crazy. But he is desperate. He tries it and it works. He saves his job and his company over 100,000,000 dollars.

Some of my readers may shake their heads and say, "It couldn't happen," They couldn't

be more wrong. Things like that happen everyday no matter what the business is. And they happen for a very simple reason. Know-How means more than building planes or selling cosmetics over a counter. It means that the average businessman also has to deal with an X-factor, an imponderable. It is called human nature. If a worker is unhappy because his boss has slighted him or he knows that his wife is playing around with the milkman, he is not going to do a good job. All the mechanical Know-How or his boss's part is not going to help him. If, however, the boss has a little insight about people, some Know-How concerning human nature, he may recognise that the worker has got one hell of a problem. If the boss is smart, he can try and help the worker out. Most of the time, though, the boss doesn't know that the worker exists.

There is another reason why it is important for the boss to possess Know-How about people. Again, I draw inspiration from Mr. Victor Grant's experience. Some employees have a problem. They feel that the boss has cheated them, passed them up for a promotion. Or they are greedy and want to become big shots. But instead of goofing-off as you would expect, they work harder than ever. What they are doing! They are solving their problem by dipping into the boss's cash register or stealing his goods.

But the boss doesn't know this. He couldn't. The employee has been with him for twenty years. The boss trusts him like a brother. He is never late to work and never absent. He has even begun to eat his lunch at his desk. And the boss says to himself, "If only, my other employees were like Joe!" If they were, the boss would have been bankrupt overnight. Jochas stolen \$30,000 in the last two years all because he thinks that the boss passed him up for a promotion.

Again, some of my readers may shake their heads and say, "It couldn't happen". Well,

it does. Right now, as Mr. Victor Grant knows, there are thousands of Joes stealing millions of dollars for hundreds of reasons. And every one of those reasons could be explained by an understanding of Human Nature. That means there are companies that are going to be bankrupt because some honest, zealous, always smiling employee has decided to go into business for himself — the business of pocketing his firm's profits and breaking his boss's back. If only the businessman had a little more Know—How of Human Nature, the Joes wouldn't get away with it. But he doesn't. So he goes to Mr. Victor Grant. Sometimes it is too late! Sometimes, if he is good and he is lucky, he will smell smoke. Usually Mr. Victor Grant can show him who has touched a torch to his profits, his bank-book and his life's work. You should see the expression on his face when Mr. Victor Grant catches the thief!

I wish Mr. Victor Grant is transported to India, in spirit if not in body. In my experience as a trade unionist for the past thirty-five years and more, I can confidently assert that the two eye-sores in industrial relations in India have been and still are inhumanity and nepotism on the part of "business-minded" bosses. Thanks to the activities of the Productivity Council—which is of recent origin in India—the new dimension of Psychology is being given some kind of tip-service by those who are in charge of business-management. Some of them are members of the Productivity Councils. But even in 1961 I have sat across the negotiation table with them and argued in vain. My cerebrum advises me in the 'same way as that of Mr. Victor Grant advises him.' But I fall where he has claimed to have succeeded. I do not know why. The reason must be this; when an employer consults me. Perhaps he thinks I am no expert like Mr. Victor Grant, I often feel dejected because I feel that principles must have the same value, whether they are

mouthered by an expert or not. It looks as if the only way to husband social justice and garner industrial peace and ensure higher productivity in India—at least for some years to come—is that Government should appoint industrial consultants with whom alone Trade Unions will have to negotiate. Is there any room for the application of the know-how of Human Nature whenever retrenchment, dismissal or go-slow is argued out before a boss during negotiation or before a Government Officer during conciliation or before a Tribunal during adjudication?

One boss gets an expert to conduct a work study project in his factory, produces a series of recommendations for technological improvements, quotes Pandit Jawaharlal Nehru for favouring such advance, effects retrenchment of workers, shows the expert's report before adjudicator, and gets the admiration of other employers for having vindicated the cause of Industry under Five-year Plans. Another boss rings up and says, "Holidays (in vogue for the past twenty years) must be cut down, and working hours (also in vogue for several years) must be increased, the Union must consent to these changes in the name of higher productivity, and he does not want to give notice of these changes without the consent of the workmen, unless he is driven to it". Another boss speeds up the machine one fine morning, and when the workers complain against increased work load and request for an arbitration—preferably by the Productivity Council, of which the management is a member, the boss laughs and exclaims, "How can a prerogative of the management be the subject of arbitration!"

I remember in this connection an incident that happened some years ago. I invited the present speaker of India's Parliament, Sri Ananthasayanam, to address the All India Central Excise Employees Association, of which I was then the President. The Collector told him that the boys were going slow. At

once the Speaker advised the Collector to go to the tables of the employees during office-hours and even sit with them and guide them in their work. The Collector, to my agreeable surprise, took the advice in right earnest, acted accordingly and got rid of what he formerly thought as a Himalayan head-ache.

The workers, I admit, have a lot to learn and to contribute. But in a country like India where employers are better placed than the workers in regard to education, organization and resources, the former should in justice take the initiative, and my experience tells that only in such cases anything like a result has been produced.

The Code of Discipline is said to have been now accepted by all the leading employers and workers' representatives. An important clause in that Code is a consent to the use of the Arbitration Method, whenever a dispute remains unsettled by negotiation or conciliation. Unfortunately, most of the employers openly declare their inability to give this consent. In that event, strike, which is the birth-right of the workers, can never be deemed outmoded. A natural consequence is that all attempts at improving industrial relations for purposes of higher productivity will be looked upon with suspicion by the workers as attempts to weaken trade unionism and collective bargaining, and to increase workers' duties and responsibilities without a corresponding guarantee of their legitimate rights and privileges.

The Code of Discipline rightly declares that any attempt on the part of the management to increase the work load should be made only after the prior consultation with and consent of the workers. In practice the managements violate this golden rule of good relations, knowing full well that industrial warfare would be the inevitable result.

The Industrial Disputes Act compels the employer to introduce any change in the working conditions, only after giving a notice

of twenty-one days. The idea is that this notice period can be utilized by the concerned parties for mutual discussion and amicable settlement. But employers do introduce such changes without notice, justify themselves under the pretext that small changes like "changing a tie" do not require such notice and punish workers for disobeying "reasonable orders" of a superior. But workers have to resist such conduct by stoppage of work, as the orders of the superior are clearly illegal and cannot therefore be reasonable.

Yet another source of industrial friction is the arbitrary attitude of managements when they introduce changes in the pattern of work in open violation of the Factory Act clauses for safety, and workers are told that they should obey the orders of their superiors first and then complain.

What is the use of the Parliament of India passing laws for the protection of workers and asking the State Governments to administer them, so long as employers flout them in practice and workers are driven to enforce those laws either by adjudication (if the State Government co-operates) or by direct action?

In these circumstances strikes can never become outmoded; good industrial relations is a gamble; and all talk of Higher Productivity will lead only to a weakening of healthy trade unionism.

Labour will never consent to increasing limitations on its own effectiveness.

In the name of Higher Productivity, Managements are trying their level best to weaken trade unions and make them less able to discharge their responsibilities adequately. Labour has already lost a considerable area of freedom in collective bargaining and in the use of traditional weapons available to it before the introduction of the Industrial Disputes Act and the Code of Discipline. In return labour has gained a limited power to

share in the decision-making process—a power more often denied than conceded in practice. It is high time that labour should seriously reconsider its present position, and find a heart-searching answer to the question “ why should workers suspend their loyalty to socialism and class consciousness ?”

The Master-Key to Higher Productivity is good industrial relations ; and that Key is now in the hands of the managements to

abuse and not to use. If India were to evolve a practical working-class philosophy and psychology, allowing little room for the growth of revolutionary theories and practices, the managements must demonstrate their right and capacity to survive. As things are in India, Capitalism and democratic liberalism cannot guarantee that significant economic, political and social changes will continue to follow the path of evolution rather than that of revolution.

NATIONAL PRODUCTIVITY COUNCIL OF INDIA

Recognizing achievement of higher productivity as one of the principal ways of raising the standard of living of the people, the Government of India set up the National Productivity Council in February, 1958.

The National Productivity Council associates itself with the nation's mighty drive towards a new era of peace, prosperity and happiness. The Council by its objectives and activities participates in achieving the nation's immediate goal of rapid industrialisation through capital conservation on new projects and making the most from the existing resources of men, machine and material.

Objective: The objective of NPC is to generate consciousness of productivity in the country and to sustain it through providing opportunities for training and other services leading to attainment of higher productivity.

On formation, the first task the Council placed before it was to create among labour, management and the general public attitudes receptive to the idea of productivity, thus ensuring a favourable climate of opinion for introduction and application—of modern techniques social and technical—of increasing productivity.

Conscious of the possible undesirable reactions of these modern techniques, in the context of the country's existing economic situation, and of the necessity to guide the movement towards the desired objectives, the Council has laid down in its Charter the following principles:

- (i) In the productivity drive the objective should be to increase production and improve quality by the improved techniques which aim at efficient and proper utilisation of

the available resources of men, machines, materials, power and capital, raise the standard of living of the people, and improve the working conditions and welfare of these changes. The movement does not seek the intensification of labour's burden through increasing work-loads and speed up.

- (ii) Increased productivity in a growing economy will ultimately help in increasing employment by stimulating development of industry. The Government, employers, and the labour should take specific measures to obviate the possibility of any unemployment.
- (iii) Benefits of productivity increase should be equitably distributed among capital, labour and consumers, and these should lead to the renewal and expansion of plant, machinery and equipment.
- (iv) It is of importance to achieve integrated improvement in productivity in all activities of the nation. For the present, however, the scope of functioning of NPC would be limited to the sphere of industries.
- (v) Increase of productivity cannot be achieved without the fullest co-operation between management and labour. It is, therefore, necessary to create a favourable climate through encouragement of joint consultations, participation of labour in management, and promotion of mutual understanding between management and labour.

Constitution:

The National Productivity Council is an autonomous tripartite body. The Council comprises of representatives from the Ministries of Government of India, Organisations of Employers, Organisations of Workers, the Parliament representing Consumers, Small Industries, Institutions of national importance and Local Productivity Councils. Its total membership is 75, and it provides in its constitution that the number of representatives of employers and workers on it should be equal.

The membership of the Council reflects that it has the co-operation and support of all sections representing the various Economic and Social Thinking in the country. The Minister of Industry of the Government of India is the President of the Council.

Organisation

The executive organ of the Council is its Governing Body, elected every year, wherein also the parity of representation of employers and workers is maintained.

The Secretariat of the Council is situated in New Delhi. For its field operations, it has established its Regional Directorates at five most industrialised cities of the country, namely, Bombay, Bangalore, Madras, Calcutta and Kanpur. Its staff consists of the Executive Director, about 40 Specialists in the fields of Industrial Management, Industrial Engineering and Industrial Relations; Information Officer; Secretary; Editor of publication, and about 100 administrative and ministerial personnel. In addition, 15 Foreign specialists, provided by the Technical Co-operation Mission of USA and ILO, are attached to the Council.

The Council is at present entirely financed by the Government of India for its in-country expenditure. For the foreign exchange requirements, the Council has secured considerable

foreign aid mainly from the Technical Co-operation Mission of USA. Other international bodies and foreign Governments providing this aid are ILO, Colombo Plan, and Governments of France, USSR and Czechoslovakia.

Local Productivity Councils :

The National Productivity Council (NPC) feels that its objective can be realised, on a country-wide scale, only through effective decentralisation of its activities, with the Council itself assuming the responsibility of only co-ordination and providing expert services to these decentralised agencies. It has, therefore, established Local Productivity Councils (LPCs) throughout the country to carry the productivity drive to plant level and to mobilise local initiative, talents and other resources.

Like NPC, the Local Productivity Councils are autonomous tripartite bodies. Their membership covers representatives from State Governments, organisations of workers, organisations of employers, industrial units, institutions, organisations and individuals interested in productivity movement. Their Constitution provides that parity between representatives of employers and workers shall be maintained on their Governing Bodies. At present, there are 43 LPCs. They obtain their finances through membership subscriptions which are supplemented by matching contributions from NPC. The NPC provides all its programmes and services to industries through LPCs.

Activities:

The main activities of NPC are three-fold, namely, Information, Training & Technical Exchange within the country and Training & Technical Exchange abroad. In designing these activities, the basic consideration has been that these should promote productivity consciousness, create urge in the industry to introduce techniques of increasing productivity, gather all available information on

these techniques and disseminate them as wide as possible.

Information Services :

Various media are being utilised by NPC for dissemination of information of productivity to industries. These media include Publications, Libraries, Audio-Visual, Exhibitions, Talks, Seminars, Conferences, Symposia, etc.

Publications :

The main publications of NPC include a two-monthly Journal "Productivity", Reports of Productivity Teams, Monthly Information Bulletin, and Pamphlets on various activities of NPC. NPC has, so far, brought out about 25 different publications. The publications of the Council have a very wide circulation and reach almost every important industrial unit and person connected with industry. Of all publications, the Team Reports and the two-monthly Journal "Productivity", particularly interest the readers, as they bring to them the latest techniques of increasing productivity and the experience and practices of industries in foreign countries.

Libraries :

A Central Library of productivity literature consisting of 4,000 books and 300 periodicals has been set up in the Headquarters of NPC at New Delhi. Regional libraries have also been set up in the five Regional Directorates of NPC and each of these consists of 1,000 books and 80 periodicals.

Audio-Visual Activities and Exhibition :

NPC maintains a film library of over 400 productivity films. These films are utilised in NPC's training programmes and for Special Programmes, comprising short talks and film-shows followed by discussions, for various levels of industrial personnel. Exhibitions

depicting applications and benefits of certain techniques of increasing productivity are also organised.

Training within the Country :

The NPC attaches the greatest importance to its training activities. It believes that any country which intends to progress as an industrial nation should possess training facilities providing a complete range of training programme from Seminar and Discussion Activities for Top Management, Technique Courses for Specialists, to Courses for First Line Supervisors. In its drive to provide this comprehensive nature of training, NPC has put its almost entire technical staff, both national and foreign, on this activity.

The training courses provided by NPC cover the subjects of Work Study, Production Planning & Control, Production Engineering and Tool Design ; Quality Control, Wage Incentives, Cost Control, Marketing, TWI, Industrial Safety and Personnel Management. In addition, Management Development Programmes for Junior and Senior Executives are also provided. These training courses range in duration from one to 12 weeks. In each technique course, two-thirds of the total period is devoted to practical work in the plant, where the participants take projects for studies and effecting improvements. Over 2,000 persons have, so far, taken training in these courses.

Technical Exchange :

To exchange notes on methods of increasing productivity and to bring about cross-fertilisation of ideas, the NPC promotes visits of Productivity Teams within the country. The Team comprising representatives of workers, management and technicians visits important industrial units for this purpose and submits a Report which is disseminated to all concerned. Over 25 In-country Productivity Teams have been sponsored so far.

Training, and Technical Exchange Abroad:

Simultaneously with its training and technical exchange activities within the country, the NPC sponsors such activities abroad with the aid taken by it from various sources. These activities abroad include Productivity Teams and Productivity Training.

Productivity Teams of about 10 persons each are sent abroad for a period of about two months to study either specific techniques of increasing productivity or methods and means of increasing productivity in any particular industry. The countries visited by these Teams are generally, USA, UK, West Germany and Japan. Plans are also afoot to send such teams to USSR. By 1961, NPC will have sent over 40 such teams on various industries and productivity subjects.

Under NPC's Foreign Training Programme, young people from industries are sent abroad for a period of 6 to 12 months for intensive training in subjects of Industrial Engineering, Industrial Relations and Industrial Management. This training is mainly organised in USA, UK and France. During the current

year, a few persons would also receive training in USSR and Czechoslovakia. About 200 persons will have been trained under this programme by 1961.

Other Activities :

The other activities of NPC include a number of items such as, Advisory Service, Research, Collection of Case Data, Technical Enquiry Service, preparation of list of Management Consultants, and registration of persons utilisable for promotion of productivity movement.

Conclusion :

The National Productivity Council has now almost completed three years of its existence. Although it is difficult to quantitatively measure the results of this movement in the country, it can be said with pride that the NPC has succeeded in putting the word "Productivity" in the mouth of all persons in industry.

*(Courtesy: National Productivity Council
38, Golf Links, New Delhi).*

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தொழிற்சாலை நிர்வாகத்தில் தொழிலாளர் பங்கு

(திரு. கே. குருமுத்தி, பி.ஏ.,)

தொழிலாளர், மேனேஜ்மெண்டார் ஆகிய இருசாராருக்குமான உறவு முறை பற்றி, 'இரண்டாவது ஐந்தாண்டு திட்டத்தில், பின்வருமாறு விவரிக்கப்பட்டுள்ளது.

"வெறும் பொருளாதார வளர்ச்சியால் ஆர்வம் ஏற்படுவதால் மட்டும் சோஷலிச சமுதாயம் அமைந்து விடாது; சமுதாயத்திற்கு தொண்டு செய்ய வேண்டும் என்ற குறிக்கோள், அந்த குறிக்கோளை விரும்பி ஏற்கும் 'சமுதாயம் ஆகிய இவைகளும் சோஷலிச சமுதாயம் அமைய அவசியமாகிறது. சமுதாய வளர்ச்சிக்கு தமது சக்திக்கு ஏற்ற பங்கும் உண்டு என்பதை ஒவ்வொரு தொழிலாளியையும் உணரச் செய்ய வேண்டும். ஆகவே சோஷலிச சமுதாய அமைப்பிற்கு முதற்படியாக தொழிற்சாலைகளில் ஜனநாயகம் ஏற்பட வேண்டியது அவசியமாகிறது.

திட்டம் வெற்றிபெற தொழிலாளருக்கும், மேனேஜ்மெண்டாருக்கும் இடையே அதிகத் தொடர்பு இருக்க வேண்டியது அவசியமாகிறது. அதற்காக நெருங்கிய தொடர்பினால்,

- (1) உற்பத்தி பெருகுவதன் மூலம் தொழில் வளர்ச்சியடைந்து, தொழிலதிபர்களும், நாட்டு மக்களும் பயனடைவர்.
- (2) உற்பத்திக்கான வழிவகைகளையும், தொழில் நல்ல முறையில் நடைபெற தாம் ஆற்ற வேண்டிய கடமை பற்றியும் தொழிலாளர்கள் நன்கு உணர்வார்கள்.

(3) தமது கருத்துக்களை வெளிப்படுத்த விரும்பும் தொழிலாளருக்கும் அதற்கான வாய்ப்பளிப்பதன் மூலம், தொழில் அமைதி நிலவவும், நல்ல உறவு முறை ஏற்படவும், சிறந்த கூட்டு முயற்சிக்கும் வழியேற்படும்.

மேனேஜ்மெண்டார், தொழிலாளர்கள், தொழில் நுணுக்கம் அறிந்தோர் ஆகியோரின் பிரதிநிதிகளைக் கொண்ட ஓர் கூட்டமைப்பு ஏற்படுத்துவதன் மூலம் மேற்கண்ட நன்மைகளை அடையலாம். அந்த கூட்டமைப்பிற்கு முதலாளிகள், நேர்மையான முறையில், முழு விபரங்களையும் தந்தால், அஃது சிறந்த முறையில் பணியாற்ற முடியும். தொழிற்சாலை யின் எல்லா விஷயங்களையும் பற்றி பரிசீலனை செய்யவும், நல்ல நடைமுறைக்கான சிபார்சுகளைச் சொல்லவும் இந்த கூட்டமைப்புக்கு உரிமை இருக்கவேண்டும். சிறந்த முறையில் நடைபெறும், பெரிய தொழிற்சாலைகளில் இந்த முறையை முதலில் பரிட்சித்து பார்க்கவேண்டும். அப்படி பரிட்சித்துப் பார்த்த இடங்களில் அனுபவத்தில் கண்ட பலாபலன்களைக் கொண்டு, அடிப்படை திட்டங்களை வரை முறை செய்து கொண்டே விஸ்தரிப்பு வேலையில் ஈடுபடவேண்டும்."

தொழிற்சாலையின் நிர்வாகத்தில், தொழிலாளர் பங்கு கொள்ள வேண்டியதின் அடிப்படை கொள்கையை மேலே கண்ட வாசகம் பொதுவாக விவரிக்கின்றது. தொழில் அமைதி நிலவவும், உற்பத்தி பெருகவும் வேண்டுமானால், தமது யோசனைகளை வெளியிட விரும்பும் தொழி

லாளரை திருப்திப் படுத்துவதும், தொழிற் சாலையின் வளர்ச்சியில் தமக்கும் பங்கு உண்டு என்ற எண்ணத்தை தொழிலாளரின் உள்ளத்தில் ஏற்படுத்துவதும், இன்றைய சமுதாய அமைப்பில் மிக மிக அவசியமானதாகும்.

எனவே இந்த நன்மைகளை அடைய நிர்வாகத்தில் தொழிலாளருக்கு சரியான முறையில் பங்கு இருக்கவேண்டுமானால், எப்படி, எந்த அளவில், அஃது இருக்க வேண்டுமென்பதை முதலில் தீர்மானிக்க வேண்டும். நிர்வாகத்தில் பங்கு என்பது நிர்வாகஸ்தர்களுக்கு யோசனை கூறுவது என்பதிலின்றும் முற்றிலும் வேறுபட்டது என்பதை முதலில் உணரவேண்டும். தொழிற்சாலையின் வளர்ச்சிக்கான வழிகளைப்பற்றி யோசனைகூற நல்லதோர் அமைப்பு இருக்கலாம்; ஆனால் அதனையே நிர்வாகத்தில் பங்கு பெற்ற ஓர் அமைப்பாக கொள்ளமுடியாது; ஏனெனில், அந்த யோசனைகளைப் பற்றி முடிவு எடுக்கும் அதிகாரம் அனைத்தும் முதலாளிகளிடமே உள்ளது. ஒன்றுகூடி தீர்மானிக்கும் விஷயங்களை அமுலுக்கு கொண்டுவர அதிகாரம் உள்ள அமைப்பையே நிர்வாகத்தில் பங்குபெற்ற ஓர் உண்மையான அமைப்பாகக் கொள்ளமுடியும். தொழில் துறை ஜனநாயகத்தில் ஒரு சாரரின் முடிவுப்படி நடப்பதற்கோ, தனிப்பட்டவரின் அதிகாரத்திற்கோ இடமிருக்கக் கூடாது என்பது யாவரும் அறிந்த உண்மையாகும்.

நிர்வாகத்தில் தொழிலாளர்பங்கு கொள்ளும் முறையைபரீட்சித்துப் பார்க்க விரும்பும் இடங்களில், மேனேஜ் மெண்டார், தொழிலாளர் ஆகிய இருதரப்பினரின் சம எண்ணிக்கையுள்ள பிரதி நிதிகளைக் கொண்ட ஓர் கூட்டுக்குழு ஒன்றை

அமைக்க வேண்டும். மேனேஜ் மெண்டாரின் பிரதிநிதிகளை மேனேஜ் மெண்டார் நியமிக்கலாம்; தொழிலாளர்களின் பிரதிநிதிகளை தொழிற் சங்கம் நியமிக்கலாம்; அல்லது தெரழிற் சங்கம் இதற்காக ஓர் தேர்தல் நடத்தி பிரதிநிதிகளை தேர்ந்தெடுத்து அனுப்பலாம். தொழிலாளர்களின் பிரதிநிதியாகச் செல்பவர்களில், குறைந்தது ஒருவராகிலும் தொழில் நுணுக்கம் அறிந்தவராக இருக்க வேண்டும்; ஏனெனில் அத்தகையவரின் அறிவாற்றல், புதிய முறைகளைப்புகுத்தி நடத்தும் திறன் போன்றவை மிகவும் தேவையாக இருக்கும். வெளியாரையும் பிரதிநிதிகளாகத் தேர்ந்தெடுக்க, தொழிலாளருக்கு உரிமை இருக்கவேண்டும். தொழிற் சங்கங்கள், தொழிலாளி-முதலாளி உறவு முறை முதலியவற்றின் நாட்டில் இன்றைய தினம் உள்ள சூழ்நிலையில், கூட்டுக்குழுவில் வெளியாரின் தொடர்பு விரும்பி ஏற்க வேண்டியதும், ஒரு அளவுக்கு அவசியமானதும் ஆகும். ஆனால் வெளியார் எத்தனைபேர் கூட்டுக் குழுவில் இருக்கலாம் என்பதற்கு ஓர் வரம்பு கட்டலாம்.

கூட்டுக் குழுவின் அன்றாட வேலைகளை கவனிக்க அவர்களுக்குள்ளேயே நிர்வாகிகளை நியமித்துக்கொள்ள வேண்டும். ஒரு தலைவர், ஒரு துணைத் தலைவர், இரண்டு செயலாளர்கள் இருக்கலாம். தலைவர் பதவி மாறி மாறி வரும் வகையில் இருக்க வேண்டும். அப்போது தான், இருதரப்பிலிருந்தும் தலைமைப் பதவியை ஏற்க ஏதுவாகும். தலைவர் மேனேஜ் மெண்டாரின் பிரதிநிதிகளிலிருந்து தேர்ந்தெடுக்கப்பட்டால், துணைத் தலைவரை தொழிலாளர் தரப்பிலிருந்து தேர்ந்தெடுக்கலாம். இப்படியே மாறி, மாறி, தலைவரை ஒரு தரப்பிலிருந்தும், துணைத் தலைவரை வேறு தரப்பிலிருந்தும் தேர்ந்

தெடுக்கலாம். இரண்டு தரப்பினரும் ஒவ்வொரு செயலாளரைத் தேர்ந்தெடுக்கலாம். எல்லோரும் ஒன்று என்ற உணர்வை தொழிலாளர் உள்ளத்தில் உண்டாக்க இத்தகைய அமைப்பு முறை அவசியமாகிறது.

இந்த கூட்டு நிர்வாகக் குழு ஆற்ற வேண்டிய பணிகளைப்பற்றி அடுத்து கவனிப்போம். கூட்டு பேரத்தின் (Collective Bargaining) அடங்கும் விஷயங்களை, இந்தக் குழுவின் நிர்வாகத்திற்கு அப்பாற்பட்டதாக இருக்கவேண்டும். ஊதியம், வேலைப்பளு, பாதுகாப்பு, தமது குறைகளுக்குத் தீர்வுகாணும் முறை ஆகியவைகள் தொழிலாளர் ஆர்வம் கொள்ளும் தன்மையான பிரச்சினைகள் என்பதும் அவைகளை அடைவதில் தொழிற் சங்கங்களுக்கு பிரத்யேகப் பங்கு உண்டு என்பதையும் உணரவேண்டும். தொழிற் சங்கத்தின் இடத்தை பூர்த்தி செய்யும் ஓர் அமைப்பு கூட்டுக் குழு என்று தொழிலாளர்கள் கருதக்கூடாது. தொழிலாளர்கள் ஒன்று சேர்த்து, அவர்களிடையே நம்பமையை வளர்த்து, அட்டுறியத்தை ஊண்டலை எதிர்த்து நிற்கும் பலத்தைத், தேர்மைக்காக போரிடும் ஆற்றலை அளித்துள்ள தொழிற் சங்கத்தை தொழிலாளர்கள் ஒரு நாளும் புறக்கணிக்கக் கூடாது. தொழிற் சங்கத்தின் ஆசியும், அனுமதியும், கூட்டுக் குழு வெற்றியோடு பணியாற்ற அவசியமாகிறது. எல்லா அடங்களிலும் தொழிற் சங்கத்தின் தாடர்பு இன்றியமையாததாகிறது. அவே இதுபோன்ற கூட்டு முயற்சியில் தொழிற் சங்கம் ஒத்துழைக்க எல்லா முற்கிரமம், தக்க ஏற்பாடுகளும் செய்யப்பட வேண்டும். அங்கவனமின்றி, தொழிற் சங்கம் புறக்கணிக்கப்படுமானால், அவர் கூட்டுக் குழு தொழிற் சங்கத்திற்கு போட்டியான ஓர் அமைப்பாக கருதப்படும்;

எனவே கூட்டுக் குழுவின் அமைக்கும் அடிப்படைத் தத்துவமே ஆட்டங் காணும். அத்தகைய கூட்டுக் குழுவில், தொழிலாளர்களின் பிரதிநிதிகளாக இருப்போர், முதலாளிகளின் கையாட்கள் என சந்தேகிக்கப்படுவர்; எனவே 'எங்கே தொழிலாளர்களின் நம்பிக்கையை இழந்துவிடுகின்றோமோ' என்ற பயத்தில் அந்தப் பிரதிநிதிகள் கூட்டு நிர்வாகக் குழுவில் சரியானபடி பணியாற்ற முடியாமல் போகும்.

கூட்டுக் குழுவின் வேலைகள் இவை, தொழிற் சங்கத்தின் வேலைகள் இவை என்று பிரித்து வரையறுத்துக் கூறுவது கடினமாக இருக்கலாம்; ஏனெனில் சில சந்தர்ப்பங்களில் ஒரு குறிப்பிட்ட பிரச்சினை கூட்டு பேரத்தின் கீழ் வருவதா இல்லையா என்று முடிவுகூட்ட முடியாது. அது போன்ற விஷயங்களில் தொழிற் சங்கமும், மேனேஜ்மென்ட்டாரும் ஒன்று கூடி யோசித்து ஓர் முடிவுக்கு வரவேண்டும்.

கூட்டு பேரத்தின் கீழ்வரும் விஷயங்கள், கூட்டுக் குழுவிற்கு அப்பாற்பட்டது என்றால், பின் கூட்டுக் குழுவில் விவாதிக்கவேண்டிய விஷயங்கள் என்ன என்பது அடுத்த கேள்வி. இது குறித்து மத்திய அரசாங்கம் விளக்கமானதோர் குறிப்பு தந்துள்ளது. அவையாவன :

1. நிரந்தர விதிகளை அமுலாக்குதல்.
2. வேலைகளை நிரந்தரமாக நிறுத்துவது குறைப்பது, அல்லது தற்காலிகமாக நிறுத்துவது.
3. உற்பத்தியில புதிய முறைகளைப் புகுத்துவது.
4. தொழிற்சாலையின் பொதுவான பொருளாதார நிலை, வியாபார நிலவரம்,

உற்பத்தி, விற்பனை ஆகியவைகளுக்கான திட்டமிடுதல்.

5. தொழிற்சாலைகளை நடத்திச் செல்லும் பொதுவான முறை, பொருளாதார நிலைபோன்றவைகள்.

6. லாப நஷ்டக் கணக்கு அதன் சம்பந்தப்பட்ட வரவு செலவு.

தொழில் வளர்ச்சியைக் கருத்தில் கொண்டு, மேற்கண்ட விஷயங்களை கலந்தாலோசித்து, ஒருவருக்கொருவர் திருப்தியளிக்கும் வகையில் ஓர் முடிவுக்கு வரவேண்டுமென்றால், தொழிலாளர்களின் பிரதிநிதிகள் மீது முதலாளிகள் முழு நம்பிக்கை வைத்து, எல்லா விபரங்களையும் அவர்களுக்கு அறிவிக்க வேண்டும். தொழிலாளியை, தொழிற்சாலையின் ஓர் அங்கத்தினர்கள் என்று அங்கீகரித்ததற்கு அடையாளமே கூட்டுக்குழு. தொழிலாளர்கள் வெறும் ஊதியம் பெறுவோர் மட்டுமல்ல, தொழில் ஜனநாயகத்தை உருவாக்குவதில் அவர்கள் கூட்டு அங்கத்தினர்கள். ஆகவே. அவர்களுக்குத் தெரியாமல் எந்த விவரத்தையும் மறைப்பது என்ற பேச்சுக்கே இடமில்லை; அவர்கள் ஓர் உண்மைப் பங்குதாரராக நடத்தப்பட வேண்டியவர்கள். கூட்டுக் குழு வெற்றியோடு பணியாற்ற இதுவே வேண்டப்படுவது. வெறும் உதட்டளவில் பங்குதாரர்கள் என்று பேசிவிட்டு, உள் விவரங்களை கூறாமல் மறைத்தால், அதனால் விரும்புகின்ற பலன் கிட்டாது.

விவாதிக்கும் விஷயங்களில், கூட்டுக் குழு, ஒப்பந்தத்தின் மூலம் ஓர் முடிவுக்கு வரவேண்டும். அதிக எண்ணிக்கையாளர் ஆதரித்தல் என்ற தத்துவம் கூட்டுக் குழுவைப் பொறுத்தமட்டில் ஏற்புடையதல்ல. இந்த மெஜாரிட்டி முறை சர்ச்சரவுக்கும், உறவுமுறை அறுபடுவதற்கும் காரணமாய் அமைந்து, கூட்டுக் குழு

வைத் தோற்றுவித்த குறிக் கோள் தோல்வியடையும். இத்தகைய பரீட்சார்த்தத்திற்கு தக்க தொழிற்சாலையை தேர்ந்தெடுப்பதன் மூலமே இந்த குறிக் கோளை அடைய வெற்றியடையும். அந்த தொழிற்சாலையில் தொழிலாளர் முதலாளிகட்கிடையே நீண்ட காலமாக தோழமையும் அன்பும் கலந்த உறவுமுறை இருந்திருக்க வேண்டும். எழுந்த பிரச்சனைகள் யாவற்றிலும், ஒருவருக்கொருவர் விட்டுக் கொடுக்கும் மனப்பான்மையுடன், நேரடிப் பேச்சுவார்த்தை மூலம் தீர்வு கண்டிருக்க வேண்டும். அங்ஙனமின்றி தேரடி நடவடிக்கையிலும், நீதி மன்றங்களுக்குச் செல்வதிலும் ஈடுபட்டுள்ள தொழிற்சாலைகளில் இந்த திட்டத்தை அமுலாக்க முடியாது. மனக்கசப்பு உள்ள இடத்தில் உண்மையான ஒத்துழைப்பு இருக்கமுடியாது. தொழிலாளர் முதலாளிக் குடையே உள்ள உறவு முறைக்கு ஏற்பவே, ஒத்துழைப்பு இருக்கும். இங்கு தான் தொழிற்சங்கத்தின் பங்கு இடம் பெறுகிறது. கூட்டுக் குழு அமைக்கப்பட்டுள்ள இடங்களில் நல்ல பலமுள்ள ஒரே தொழிற்சங்கம் இருக்கவேண்டும். அப்போதுதான் கொண்டுவரும் தீர்மானங்கள் தொழிலாளர்களின் ஏகோபித்த ஆதரவைப் பெற்று வலுப்பெறும்.

கூட்டுக்குழுவின் தீர்மானங்கள் மேனேஜ்மென்டாரால் ஏற்றுக்கொள்ளப்படவேண்டும். இல்லையெனில் கூட்டுக் குழுவில் அக்கரையின்மையும், அலட்சிய மனப்பான்மையும் ஏற்பட்டுவிடும். ஆகவே மேனேஜ்மென்டாரின் பிரதிநிதிகளாக வருவோர், கூட்டுக் குழுவின் முடிவு மேனேஜ்மென்டாரை ஒப்புக்கொள்ளச் செய்யவல்ல தகுதியும், திறமையும், அதிகாரமும், பெற்றவராய் இருத்தல் வேண்டும். அத்தகைய அதிகாரம் அவர்கட்கு இல்லையென்றால், உண்மையான விருப்

பத்தோடு ஒப்பந்தங்களின் மூலம் எதிலும் முடிவெடுக்க முடியாது. கூட்டுக்குழு வெறும் யோசனை கூறும் ஓர் அமைப்பு அல்ல; தொழிற்சாலையின் பங்குதாரர் என்ற முறையில் தொழிலாளர் பிரதிநிதிகளோடு கலந்துபேசி முடிவுக்கு வர வேண்டியிருப்பதால், முதலாளிகளின் சார்பில் கூட்டுக்குழுவில் இருப்போர், தக்க அதிகாரம் பெற்றவராய் இருக்க வேண்டுவது மிகவும் அவசியமாகிறது.

கூட்டுக்குழு அலட்சிய மனப்பான்மைக்கு ஆளாகாமல் தடுக்க, சில விஷயங்களை கூட்டுக் குழுவின் முழுப்பொறுப்பில் விட்டுவிட வேண்டும். அந்த விஷயங்களைப் பொருத்த மட்டில், மேனேஜ்மென்டாருக்கு பதிலாக கூட்டுக் குழுவே காரியமாதும். அத்தகைய விஷயங்களில் மத்திய அரசாங்கம் சிபார்சு செய்துள்ளவைகளில் சில பின்வருவன :

1. பொதுநலக் காரியங்களை கவனிப்பது.
2. பாதுகாப்பு ஏற்பாடுகளை கவனிப்பது.
3. வேலை நேரத்தையும் இடைவேளையையும் தீர்மானிப்பது.
4. விடுமுறை நாட்களை தீர்மானிப்பது.

கடைசியாக கூட்டுக்குழு அமைப்பதை மட்டத்தின் மூலம் கட்டாயப் படுத்துவதா அல்லது அவ்வாறு விருப்பத்திற்கு ஏற்ப விட்டு விடுவதா என்ற கேள்வி எழுகிறது. கூட்டுக்குழு அமைப்பதின் அடிப்படை நத்துவமே, பழைய பழக்க வழக்கங்களை, உண்பபரங்கை மாற்றுவதற்கே, என்பதை மனதில் கொள்ள வேண்டும். தொழிலாளர்கள் உற்பத்தியைப் பெருக்க உதவும் வெறும் கருவியாக இனியும் இருக்க

மாட்டார்கள். அவர்கள் ஈடுபட்டிருக்கும் தொழிலைப்பற்றி முழு விபரங்களையும் தெரிந்துகொள்ளவும், தொழில் வளர்ச்சிக்கு ஆலோசனை கூறவும் தொழிலாளருக்கு உரிமையுண்டு. தொழிலாளர்கள் முதலாளிகளின் கைப்பொம்மைகள் அல்ல.

நிர்வாகத்தில் பங்குகொள்வது என்பது தொழிலாளர்களும், மேனேஜ்மென்டாரும் ஒருவரோடொருவர் நெருங்கிப் பழகுவது மட்டுமல்ல, தாங்கள் இருவரும் வேறுபட்டவர்கள் அல்ல ஒன்றுபட்டவர்களே என்ற எண்ணம் இருவர் உள்ளத்திலும் எழவேண்டும். கூட்டுக் குழு என்பது உள்ளத்தில் உருவாக வேண்டிய ஒன்று.

எனவே கூட்டுக்குழுவின் பணி உள்ளத்து உணர்ச்சியைப் பொறுத்துள்ளது. அந்த உள்ளத்து எழும் உணர்ச்சியை சட்டத்தைக் கொண்டு சாதிக்கமுடியாது. ஆனால் சட்டத்தின் மூலம் கட்டு திட்டமே இல்லையென்றால், தற்போதைய நிலையில், எதுவுமே நடைபெறாது. ஒரு காரியத்தைச் செய்யத் தூண்டுவதற்கு சட்டம் அவசியமாகலாம். இஃது படிப்படியாக இரு தரப்பினரையும் ஓர் கூட்டு முயற்சிக்கு அழைத்துச் செல்லும். எனவே சட்டத்திட்டம் கூட்டுக்கு அமைப்புக்கான ஆவலைத் தூண்டவும் அந்த அமைப்பின் முறைகளை ஓரளவு எடுத்துக்காட்டவும் உதவலாம். மற்றபடி கூட்டுக்குழுவின் வேலைத்திட்டங்களை வகுக்கவும், வேறுபல விபரங்களை ஏற்கவும் அவ்வாறு விருப்பத்திற்கு விட்டு விடலாம், எல்லாக் குறைகளையும் ஒரே திட்டத்தில் நிவர்த்தி செய்வது இயலாத ஒன்று. முதலாளிகள், தொழிற்சங்கங்கள், அரசாங்கம் ஆகிய அனைவரும் புதியதோர் உள்ள உணர்வை உருவாக்கும் கூட்டுக்குழு அமைப்பை மேலும் மேலும் வளர்க்க ஆவன செய்ய வேண்டும்.

இந்தியாவில் தொழிலாளர் கல்வி

(கோ. வெணுசாமிநாயக்கர், தொழிலாளர் கல்வி அகம்)

இன்று புத்துவரும் புது சமுதாயத்தில் நமது வாழ்வின் பல்வேறு துறைகளில் அடிப்படை மாற்றங்கள் ஏற்பட்டு வருவதைக் காணுகிறோம். கல்வித் துறையும் இப் புதுயுகத்தின் தாக்குதலுக்கு விதிவிலக்கல்ல.

நம் நாட்டுப் பழங்காலக் கல்விமுறைக்கும், இன்றைய கல்வி முறைக்கும் பெருத்த வேறுபாடு உண்டு. பழங்காலத்தில் பெருந் துறவிகள் மனித சமுதாயத்தை விட்டு விலகி, மனித நாடாட்டமற்ற காட்டார்ந்த எங்கோ ஓரிடத்தில், ஆசிரமத்தை அமைத்துக் கொண்டு தாங்கள் களவு இலட்சியங்களையும் தங்கள் உள்ளத்தில் தோன்றிய கருத்துக்களையும், தமது மாணவர்களிடையே பரப்பினர். இங்கே தனிப்பட்ட மனிதரின் ஆற்றலே கல்வியின் தரத்திற்கு அடிப்படையாக அமைந்ததோடு, அக்கல்வி பெரும்பாலும் சமுதாய வாழ்க்கை நெறிகளோடும், அனுபவங்களோடும் ஒட்டியதாக இல்லை. எனவே இத்தகைய கல்வி முறையில் கற்போர் சிலராகவும், கல்லாதவர் பலராகவும் விளங்கினர்.

இன்றைய கல்விமுறை சமுதாயத்தை விட்டு விலகியமையாமல், வாழ்வின் சிறப்பான நெறிகளின், அனுபவங்களின் அடிப்படையிலே எழுந்ததாகும். இந்த கல்விமுறை சமுதாய வாழ்வின் உணர்விலிருந்து தோன்றியிருப்பதால் மக்கள் விரும்பி ஏற்றுக்கொள்ளத் தக்கதாகவும், எளிமையுடையதாகவும் திகழ்கின்றது. எனவே இன்றைய கல்வியைக் கற்போர் பலராக உள்ளனர்.

தொழிலாளர் கல்வி என்றால் என்ன?

இத்தகைய மக்கள் வாழ்வின் சிறந்த அனுபவங்களின் அடிப்படையிலே தோன்றியதுதான் இன்று நம் நாட்டில் தொழிலாளர் கல்வி மத்திய வாரியத்தினரால் (Central Board for Worker's Education) நடத்தப்பட்டு வரும் தொழிலாளர் கல்வி. இந்த கல்விமுறை தொழிலாளர்களின் தேவைகளைக் கருத்தில் கொண்டு உருவாக்கப்பட்டதாகும்.

இன்று நமது நாட்டில் ஆதாரக் கல்வி, சமூகக் கல்வி, முதியோர் கல்வி என்று பல கல்வி முறைகள் இருக்கும்போது தொழிலாளருக்கென்று தனிப்பட்ட வகையில் ஒரு கல்வி முறை தேவைதானா? என்ற வினா எழுவது இயற்கையே.

தொழிலாளர் தனது வாழ்க்கையை நடாத்திச் செல்ல பயனுள்ள பணியில் ஈடுபட்டிருக்கிறார். எனவே அவருக்கு ஆதாரக் கல்வி மிகையானதாகும்; சமூகக் கல்வியோ தொழிலாளியைச் சமுதாயத்திலுள்ள ஒரு குடிமகன் என்ற அளவில் எடுத்துக்கொள்வதால் அது தொழிலாளியினுடைய எல்லாத் தேவைகளையும் நிறைவேற்றாது. ஆனால் தொழிலாளர் கல்வியோ, உழைக்கும் இனத்தின் ஒரு உறுப்பினர் என்ற முறையில் தொழிலாளியின் சிக்கல்களைத் தீர்க்க உதவுகிறது.

பொதுவாக மனிதன் என்ற முறையில் தொழிலாளியின் தனி வாழ்வில் அவருடைய வளர்ச்சிக்கும், உழைப்பாளி என்ற வகையிலே அவருடைய திறன்

உயர்வுக்கும், முன்னேற்றத்திற்கும். நாட்டுக் குடிமகன் என்ற முறையிலே சமூக வாழ்வே வாடு பின்னிப் பிணைந்த இன்பம் களிநடமிடும் பொது வாழ்வை உருவாக்கவும், தொழிற் கூட்டணி உறுப்பினர் என்ற முறையிலே உழைக்கும் இனத்தைச் சார்ந்த தன்னுடைய நலனைப் பாதுகாக்கவும், தொழிலாளிக்கு தொழிலாளர் கல்வி உதவும். தொழிலாளி நான் வாழும் சூழ்நிலையை நல்லமுறையில் பகுத்தறியவும், கூட்டு நடவடிக்கை மீள் மூலம் வாழ்வின் நெருக்கடிகளைத் தணித்து, வளமார் கொள்கைகளை உருவாக்கவும் தொழிலாளர் கல்வி நல்ல முறையில் பயன்படும்.

தொழிலாளர் கல்வியின் குறிக்கோள்களும், நோக்கங்களும் :

- (1) தொழிலாளர் கல்வி தொழிலாளியைச் சிறந்ததொரு தொழிலாளியாகவும், சிறந்ததொரு தனி மனிதனாகவும், சிறந்த தொரு குடிமகனாகவும் ஆக்க முயலுகிறது.
- (2) தொழிலாளிகள் தங்கள் உரிமைகளையும், கடமைகளையும் உணர்ந்து நாட்டின் நல்ல குடிமக்களாக வாழ்வழி செய்கின்றது.
- (3) உற்பத்தித்திறனைப் பெருக்கினால் நான் நாட்டுப் பொருளாதார நிலை உயரும் என்பதை தொழிலாளர் கல்வி தொழிலாளிகட்கு உணர்த்துகிறது.
- (4) தொழில் துறையில் நல்லுறவை ஏற்படுத்த நேரடிப் பேச்சுக்கும், நடுவர்தீர்ப்புக்கும் தொழிலாளர் கல்வி சிறப்பிடம் அளிக்கின்றது. வேலை நிறுத்தத்தை இறுதிநிலையாகவெயாகவே தொழிலாளர் மேற்கொள்ள வேண்டுமென்று அது வலியுறுத்துகின்றது. எனவே வருங்காலத்தில் வேலை நிறுத்தங்களுக்கு அளவுக்கு

மீறிய விளம்பரம் இருக்காது. தொழிலுறவில் அமைதி அரசோச்சும்; உற்பத்தி பெருகும்.

(5) இன்று நம்நாட்டில் தொழிற் கூட்டணிகள் நல்ல வலிவும் பொலிவும் பெற்றுத் திகழவில்லை. நிலையான தொழிலாளர் இனம் இன்றளவும் தோன்றவில்லை; கூட்டணி உணர்வும் ஏற்படவில்லை. தொழிலாளர் கல்வி நிலையான தொழிலாளர் இனம் தோன்றவேண்டிய அவசியத்தையும், கூட்டணி உணர்வு தொழிலாளருடைய உள்ளங்களிலே மலரவேண்டிய இன்றியமையாமையும் கோடிட்டுக் காட்டுகின்றது.

(6) இன்றளவும் தொழிலாளர் கூட்டணிகள் பலவற்றை உருவாக்கிக் கட்டிக் காத்திட்ட பெருமை வெளியார்களையே சாரும். மலை போன்ற தடைகளையும் உடைத்தெறிந்து, தொழிலாளர் கூட்டணிக்கு இந்தாட்டு வரலாற்று ஏட்டிலேயே நிலையானதொரு சிறந்த இடத்தைப் பெற்றுத் தந்தவர்கள் வெளியார்களே ஆவர். அவர்களைப் பாராட்டுகின்ற இந்த நேரத்தில் ஒன்றை மட்டும் நாம் நல்ல முறையில் கருத்தில் கொள்ள வேண்டும். இன்று வரை தலைவர்கள் தங்கட்கு இருக்கின்ற பல்வேறு நெருக்கடிகளிடையே கூட்டணிகளைக் கட்டிக் காப்பதையும் தங்கள் கடமையாகக் கருதினர். ஆனால் வளர்ந்து வருகின்ற மக்களாட்சி யுகத்தில் அவர்கட்குத் தங்கள் நேரம், செயல், சிந்தனை ஆகியவற்றை இனியும் தொடர்ந்து கூட்டணிகட்குச் செலவிட முடியுமா என்பது ஐயப்பாட்டிற்குரியது. எனவே ஆலையில் பணியாற்றும் சாதாரண தொழிலாளியே கூட்டணியின் தலைமைப் பொறுப்பை ஏற்று நடத்த முன்வரவேண்டும். பொதுவாக தொழிலாளிகள் கல்வியறிவற்றிருந்தாலும் வாழ்வின்

கல்வித் திட்டத்தை உருவாக்குவதற்கான பரிந்துரைகளை வழங்குமாறு பணித்தனர். இந்த வல்லுநர் குழு நாட்டின் நாளை விதப் பகுதிகளுக்கும் சென்று தொழிற் கூட்டணித் தலைவர்களையும், தொழில் முதல்வர்களையும், சந்தித்து அவர்களுடைய கருத்துக்களையும், மாநில அரசுகள், கல்வித்துறை வல்லுநர்கள் வழங்கிய சிந்தனைச் செல்வங்களையும் திரட்டியது. டெல்லியில் இக்குழுக் கருத்தரங்கு ஒன்றையும் நடத்தியது. இக்கருத்தரங்குகளில் வெளியிடப்பட்ட கருத்துக்களையும், நாட்டின் பல்வேறு பகுதிகளில் தேர்ந்தாராய்ந்து மேற்கொண்ட கருத்துக் கருவியங்களையும் தொகுத்து உறுதியான அடிப்படையில் தொழிலாளர் கல்வித் திட்டத்தை உருவாக்க சில சிறப்பான பரிந்துரைகளை ஈந்தது.

பரிந்துரைகள்:—தொழிலாளர் கல்வியை ஏற்று நடத்த ஒரு மத்திய வாரியத்தை (Central Board) ஏற்படுத்தவேண்டும். இது ஓரளவு தனித்தியங்கும் (Semi-Autonomous) அமைப்பாக இருக்கவேண்டும்.

இவ்வாரியம் பின்வரும் சிறப்பான பணிகளைச் செய்ய வேண்டும்:—

(அ) தொழிலாளர் கல்வித் தொடர்பான கொள்கைகளை உருவாக்குதல்.

(ஆ) தொழிலாளர் கல்வியைப் பரப்புவதற்கான திட்டங்களைச் செயல்படுத்துதல்.

(இ) இத்திட்டங்களின் பல பிரிவுகளுக்கு நிதி ஒதுக்குதல், மேற்பார்வையிடுதல், தணிக்கை செய்தல்.

(ஈ) ஆசிரியர்களுக்கும், திட்டங்களுக்கு முரிய தரங்களை நிர்ணயித்தல்.

(உ) இசைவு தரப்பட்ட, தரத்தோடு கூடிய தொழிலாளர் கல்வித் திட்டங்களை தொழிலாளர் கூட்டணிகளும், கல்வி நிறுவனங்களும் ஏற்று நடத்த அவைகளைத் தூண்டுதல்.

(ஊ) ஆங்காங்கே மண்டல வாரியங்களையும் (Regional Boards) உள்ளூர் குழுக்களையும் (Local Committees) ஏற்படுத்த உதவுதல்.

(எ) தொழிலாளர் கல்வியில் விருப்பமுள்ள தனியார்களும், நிறுவனங்களும், ஒத்துழைக்கும் வகையிலே ஆங்காங்கே தொழிலாளர் கல்வி மன்றங்களை நிறுவுதல்.

அரசினர் மேற்கொண்ட நடவடிக்கைகள்:—

வல்லுநர்குழுவின் இந்த பரிந்துரைகளை அரசினர் ஒரு சில மாறுதல்களுடன் ஏற்றுக் கொண்டனர். தொழிலாளர் கல்விப் பொறுப்பினை ஏற்று நடத்த மத்திய வாரிய மொன்றினை ஏற்படுத்தினர். இது தொழிலாளர் கல்வி மத்திய வாரியம் என அழைக்கப் படுகின்றது. மத்திய வாரியத்தின் அலுவலகம் தற்போது நாகபுரியில் உள்ளது.

மத்திய வாரியத்தில் உறுப்பினர்கள்:—

இம்மத்திய வாரியம் தொழிலாளர், தொழிலதிபர், பிரதிநிதிகளாலும், கல்வி நிலையங்கள், அரசு ஆகியவற்றின் பிரதிநிதிகளாலும் உருவாக்கப் பட்டுள்ளது. எனினும் தொழிலாளர் பிரதிநிதிகளின் எண்ணிக்கை, மற்ற எந்த தனிப்பிரிவின் எண்ணிக்கையையும்விட அதிகமாய் இருக்கும். இம்மத்திய வாரியம் நாடெங்கணும் ஏற்படுத்தப்படும் மண்டல வாரியங்கள் உள்ளூர் குழுக்கள் துணைகொண்டு செயல்படும்.

கல்வியறி
தன்மை
நிலைமை
ரைய
சார்ந்
டி, "இன்
ல்வியறி
நிறுவ
என்று
றிவற்ற
ய மக்க
ப் பங்
நாட்டுத்
குறை
நாட்டு

ற்றியே
வகளைப்
எந்
களோ,
மையும்.
கல்வி
அவர்
அயல்
ரிகளே
நடத்து
டைப்
கல்விப்
சற்கு
வாகத்
அரசே
ண்டிய
(Ford
த்தியத்
ரட்டுப்
ன்றை
நம்
லாளர்

ஆசிரிய-ஆளுநர் பயிற்சி :—

தொழிலாளர் கல்வித் திட்டத்தின் முதல்படி ஆசிரியர். ஆளுநர் பயிற்சியாகும். தலைக்கலை வகுப்பில் (M. A.) பொருளாதாரத்திலோ, வேறு பிரிவிலோ குறைந்தளவு இரண்டாவது வகுப்பாவது பெற்றவர்கள் தான் நேரடிப் போட்டி மூலமாக ஆசிரிய ஆளுநர் பயிற்சி பெற தேர்ந்தெடுக்கப் படுகின்றனர். இதுவரை 67 ஆசிரிய-ஆளுநர்கள் பயிற்சி பெற்று நாட்டின் பல்வேறு பாகங்களிலுள்ள தொழிலாளர் கல்வியகங்களில் பணியாற்றுகின்றனர். இவர்களுக்கான முதல் பயிற்சி பம்பாயிலும், இரண்டாவது பயிற்சி கல்கத்தாவிலும் நடைபெற்றன. ஒவ்வொரு பயிற்சியும் ஏறத்தாழ 5 மாத கால அளவு நடைபெற்றது.

தொழிலாளர்—ஆசிரியர் பயிற்சி :—

இன்று நம்நாட்டில் 12 மண்டலத் தொழிலாளர் கல்வியகங்கள் உள்ளன. ஒவ்வொரு மண்டல கல்வியகத்திலும் ஒரு மண்டல நிர்வாக அதிகாரியும், நான்கு அல்லது ஐந்து ஆசிரிய - ஆளுநர்களும் அங்கே நிறுவப்பட்டிருக்கும் உள்ளூர்குழுவின் ஒத்துழைப்போடு தொழிலாளர் கல்வித்திட்டத்தைச் செயல்படுத்தும் பொறுப்பினை ஏற்றுக் கொண்டுள்ளனர்.

ஒவ்வொரு மண்டலத்திலும் பொறுக்கி எடுக்கப்பட்ட தொழிலாளர் சிலருக்கு தொழிலாளர் கல்வியில் மூன்று மாதப் பயிற்சி யளிக்கப்படும். இவ்வாறு பயிற்சி பெறுபவர்கள் தொழிலாளர்—ஆசிரியர்கள் என்று அழைக்கப் படுகின்றனர். இப்பயிற்சி முழுநேரப் பயிற்சியாகும். தொழிலாளர்—ஆசிரியர்களுக்கு பயிற்சி காலத்திற்குரிய விடுப்பு ஊதியத்தை (Release time wages) சம்பந்தப்பட்ட தொழிலகங்களே கொடுத்து விடுகின்றன.

பயிற்சி பெறும் தொழிலாளர் ஆசிரியர்களுக்கு தொழிற் கூட்டணிகள் தத்துவங்கள், அமைப்பு, நிர்வாகம், நிதிபற்றியும், தொழிற் சட்டங்கள், சமூக நலப்பாதுகாப்புத்திட்டங்கள் இன்னபிற பொருள்கள் பற்றியும் விரிவான அடிப்படையில் விரிவுரைகள் திகழ்த்தப் படுகின்றன. உரையாடலுக்கும், சொற்போருக்கும் சிறப்பிடம் அளிக்கப்படுகின்றது. மேலும் அவர்களைப் பல்வேறு தொழிற் சங்கங்கட்கும், தொழிலாளர் குடியிருப்புகளுக்கும், அரசினர் அலுவலகங்களுக்கும் அழைத்துச் செல்ல மண்டல கல்வியகம் ஏற்பாடு செய்கின்றது. இவ்வாறு தொழிலாளர் ஆசிரியர்களுக்குப் பலபொருள்கள் குறித்து ஏட்டளவில் படிக்கவும், நாட்டிலே உள்ள நிலைகளை நடைமுறையில் அறிந்து ஆராயவும் நல்ல வாய்ப்புகள் அளிக்கப் படுகின்றன. 1961 மார்ச் தொடக்கத்தோடு இந்தியா முழுவதும் 1042 தொழிலாளர்கள், தொழிலாளர்—ஆசிரியர்களாகவும் பயிற்சி பெற்று வெளியேறி இருப்பதோடு, 200 பேர் பயிற்சி பெற்றுக்கொண்டு வருவதாக மத்திய வாரியம் வெளியிட்டு இருக்கும் அறிக்கை குறிப்பிடுகின்றது.

தொடக்க நிலை வகுப்புகள் (Unit level classes).

பயிற்சி பெற்ற தொழிலாளர் - ஆசிரியர்கள் தத்தம் தொழிலகங்களுக்குத் திரும்பி, அங்கே தங்களுடைய சக்தொழிலாளர்களுக்காக தொடக்க நிலை வகுப்புகளைத் தொடங்குகின்றனர். தொடக்க நிலைவகுப்புகளின் பயிற்சிக்கால அளவு 4 மாதங்களாகும். இங்கே தொழிலாளர்களுக்கு அன்றாட வாழ்வில் நிகழும் நிகழ்ச்சிகளை எடுத்துக் காட்டாகக் காட்டி, எளிய, இனிய முறையில் பாடங்கள் கற்பிக்கப்படுகின்றன.

தொடக்க நிலைவகுப்புகள் வேலை நேரத்திற்கு தான் நடத்தப்படும் பட்செயல்பட மன்றமும், ஆசிரிய - ஆளுநர் ஒத்துழைப்பையும் மார்ச் தொடக்கத்திலும் 467 தொழிலாளர் நடைபெற்று வருகையில் 7828 தொழிலாளர் நிறுக்கிறார்கள். ஏறத்தாழ 6359 தொழிலாளர் பெறுகிறார்கள்.

சென்னை யில் தொழிலாளர்

சென்னையில் ஏற்கனவே உள்ள மண்டல கல்வியகம் தொடங்கப் பட்ட சிறப்பான முறையிலும் நடைபெறுகின்றது. இங்கே அதிகாரியும், ஐந்து ஆசிரியர்களும் பணியாற்றுகின்றனர். நல ஆணையாளரை உள்ளூர்க் குழுவினருடன் இவர்கள் தொழிலாளர்களின் தினை திறம்படச் செயல்படுத்தும் இங்கே இன்றுவரை இரண்டு இரூபத்தைந்து பேர் தொழிலாளர்களாக வெளியேறினார்கள். தொழிலாளர் - ஆசிரியர்களின் இறுதியில் தத்துவம், நிதி, கல்கத்தாவில் கலைக் காணும்படி வாய்ப்பினை சென்னை கல்வியகம் ஏற்படுத்தித்

தொடக்க நிலைவகுப்புகள் தொழிற்சாலை வேலை நேரத்திற்கு புறம்பான நேரத்தில் தான் நடத்தப்படும். இவ்வகுப்புகள் திறம்பட செயல்பட மண்டல நிர்வாக அதிகாரியும், ஆசிரிய - ஆளுநர்களும் தங்கள் முழு ஒத்துழைப்பையும் தருகின்றனர். 1961 மார்ச் தொடக்கத்தோடு நமது நாடு முழுவதிலும் 467 தொடக்க நிலை வகுப்புகள் நடைபெற்று வருவதோடு, இவ்வகுப்புகளில் 7828 தொழிலாளர்கள் பயிற்சி பெற்றிருக்கிறார்கள். இப்பொழுது மேலும் ஏறத்தாழ 6359 தொழிலாளர்கள் பயிற்சி பெறுகிறார்கள்.

சென்னை யில் தொழிலாளர் கல்வி:—

சென்னையில் ஏறத்தாழ 6 திங்கள் களுக்கு முன் மண்டல தொழிலாளர் கல்வியகம் தொடங்கப்பட்டு, இன்று மிகச் சிறப்பான முறையில் நடைபெற்று வருகின்றது. இங்கே ஒரு மண்டல நிர்வாக அதிகாரியும், ஐந்து ஆசிரிய ஆளுநர்களும் பணியாற்றுகின்றனர். தொழிலாளர் நல ஆணையாளரை தலைவராகக்கொண்ட உள்ளூர்க் குழுவின் ஒத்துழைப்போடு, இவர்கள் தொழிலாளர் கல்வித் திட்டத்தினை திறம்படச் செயல்படுத்துகின்றனர். இங்கே இன்றுவரை ஒரு பயிற்சி முடிந்து, இருபத்தைந்து பேர் தொழிலாள - ஆசிரியர்களாக வெளியேறியுள்ளனர். இந்த தொழிலாள - ஆசிரியர்களுக்கு பயிற்சியின், இறுதியில் தான்பாத், டாட்டா, சிந்திரி, கல்கத்தாவில் பல தொழிற்சாலைகளைக் காணும்படியான அரும் பெரும் வாய்ப்பினை சென்னை தொழிலாளர் கல்வியகம் ஏற்படுத்தித் தந்தது

மேலும் 25 பேர்களைக் கொண்ட இரண்டாவது தொழிலாள ஆசிரியர் பயிற்சி முடியும் நிலையில் உள்ளது. இதுவரை சென்னையில் 12 தொடக்க நிலை வகுப்புகள் தொடங்கப் பட்டுள்ளன. இவ்வகுப்புகளிலே ஏறத்தாழ 300 தொழிலாளிகள் கல்வி கற்கின்றனர். விரைவில் மேலும் 10 அல்லது 12 தொடக்க நிலை வகுப்புகளாவது தொடங்கப்படும்.

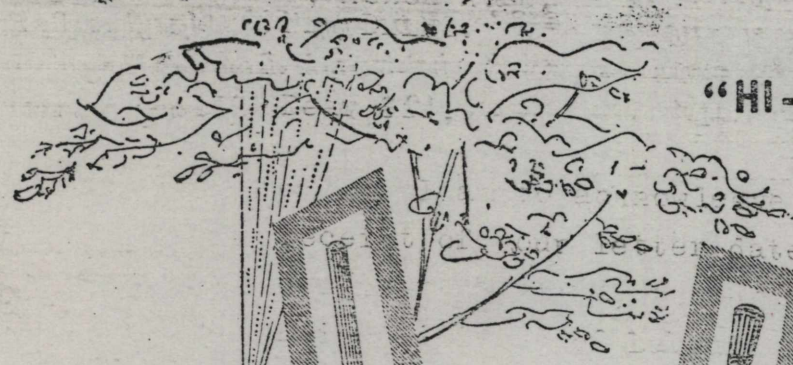
இன்று நம்நாட்டில் தொடங்கப்பட்டிருக்கும் தொழிலாளர் கல்வித் திட்டம் மிகச் சிறந்த ஒரு திட்டமாகும். இத்திட்டம் வெற்றிகரமாக நடைபெற்றால் நாட்டிலே தொழிலாளருடைய வாழ்விலும், தொழிலுறவுகளிலும், உற்பத்தித் துறையிலும் மாபெரும் மாறுதல்களை ஏற்படுத்த இயலும். தொழிலாள ஆசிரியர் பயிற்சியைப் பொறுத்தமட்டில் திட்டம் நல்ல முறையில் செயல்படுகின்றது. தொடக்க நிலை வகுப்புகளுக்குச் செல்லும்போது தொழிலாளர்களிடம் தொடக்கத்தில் காணப்படும் ஆர்வம் நாளா வட்டத்தில் இருப்பதில்லை. இத்திட்டம் தங்கள் நலனுக்காக ஏற்படுத்தப்பட்ட ஒரு திட்டம் என்பதை தொழிலாளப் பெருமக்கள் உணர்ந்து, இலட்சிய உள்ளத்தோடும், கொள்கைப்பற்றோடும், தொடர்ந்து பயின்றால், விரைவில் அவர்கள் தங்களுக்கென சமுதாயத்தில் நிலையான தொரு சிறப்பிடத்தை பெறுவதோடு, செம்மாந்து நிற்கும் வாழ்க்கை நலத்தையும் பெறலாம்.

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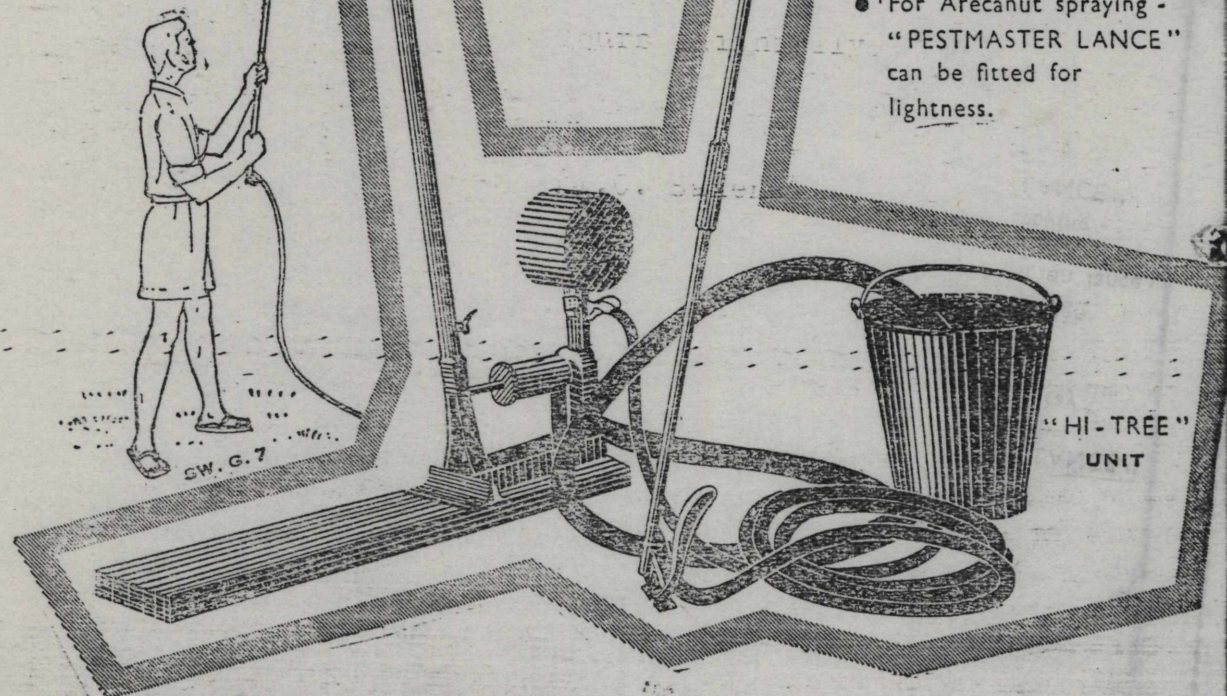
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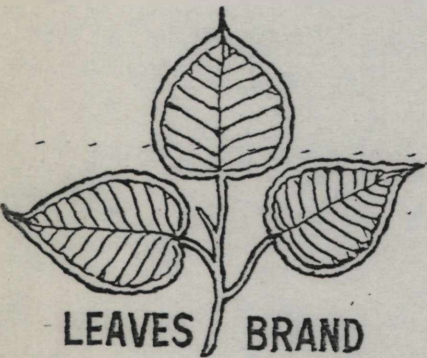
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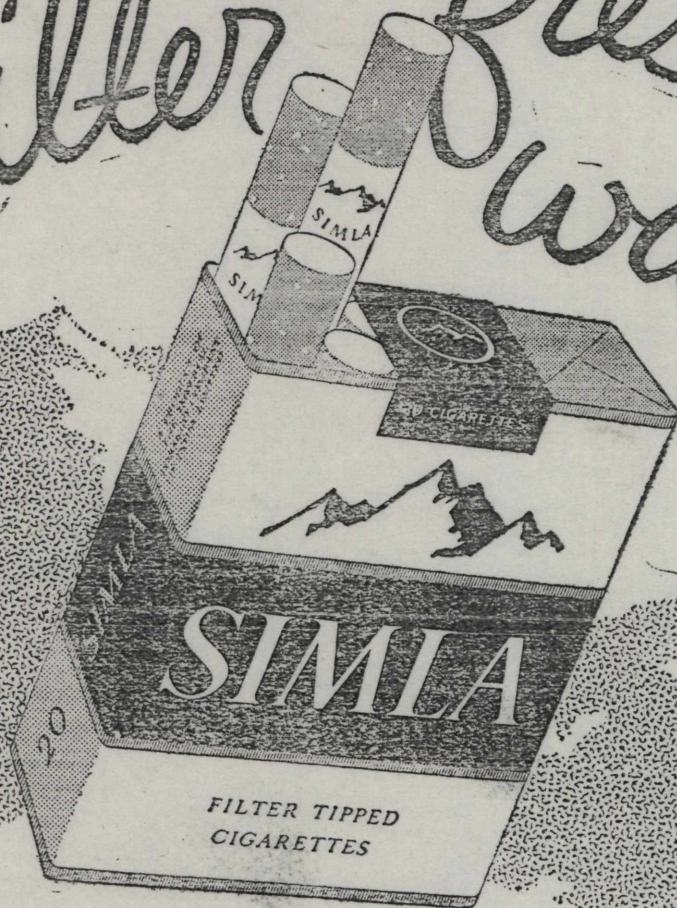
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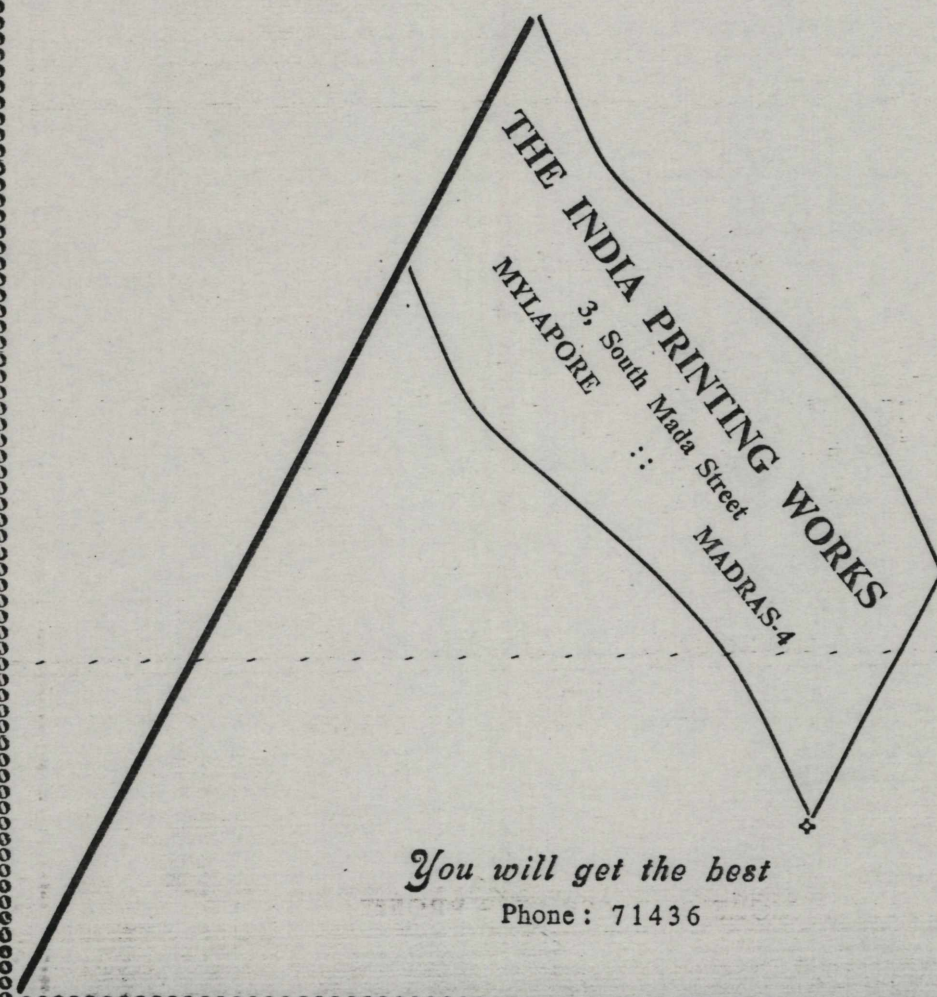
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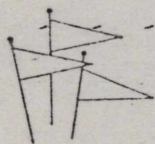
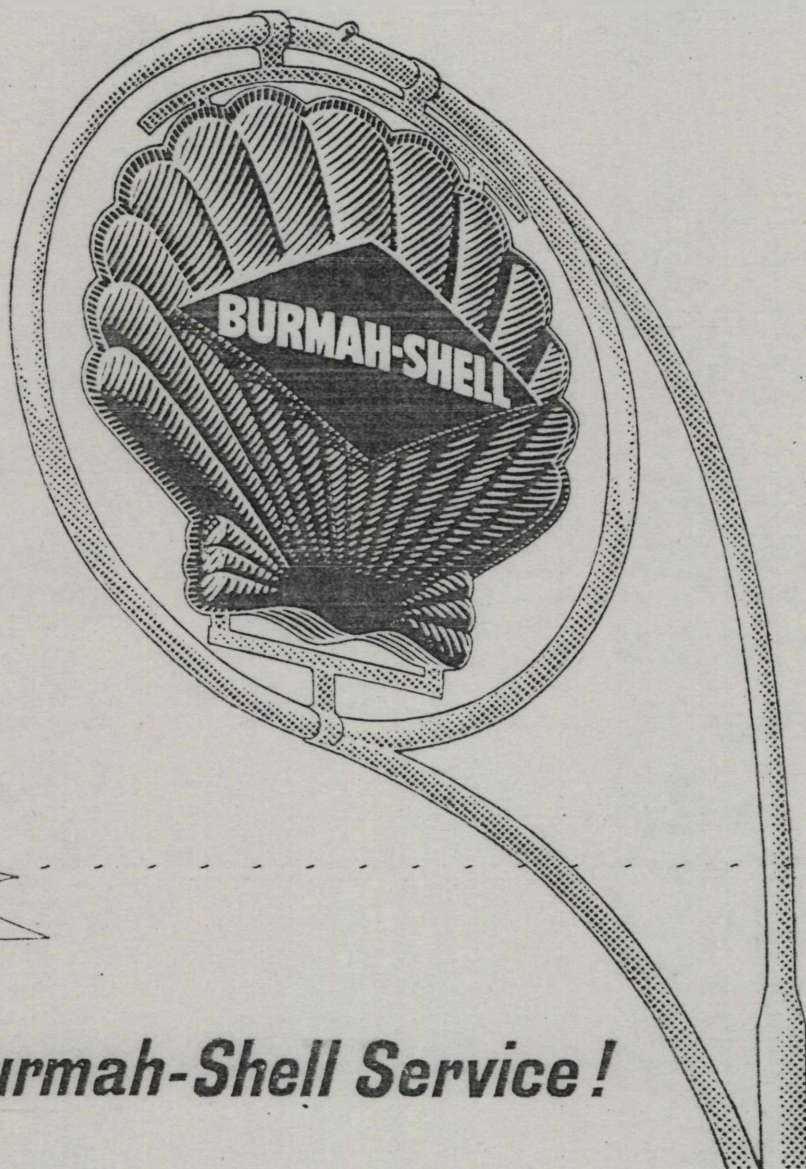
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தொழிலாளி வர்க்கத்தின் போராட்டங்களில் உயிர்த் தியாகம் செய்தவர்கள் எண்ணிலடங்கார். அந்தத் தியாகிகளை தொழிலாளி வர்க்கமும், தொழிற்சங்க இயக்கமும்

என்றும் மறக்க முடியாது. அவர்களின் தியாகத்தின் விளைவாகவே தொழிலாளர் வாழ்வு இன்று பன்மடங்கு உயர்ந்துள்ளது, தேசம் சுதந்திரம் அடைந்துள்ளது.

குறிப்பாக 1945 முதல் 1950 வரை பம்பாயில் தோழர் ஜி. சுந்திரம் தலைமையில் எண்ணெய்த் தொழிலாளர்கள் நடத்திய வீரமிக்க போராட்டத்தின் விளைவாகத்தான் நாம் போனஸ் கோரிக்கை அடைவதற்கு சாத்தியமாகியது. ஆகவே தொழிலாளிகளே ஒன்று சேருங்கள், உறுதியாகப் போராடுங்கள், ஒன்றுபட்டால் உண்டு வாழ்வு என்ற குள் உரையைத்தான் இத்தியாகிகள் நமக்கு கூறிச் சென்றுள்ளனர். இவர்களின் கட்டளையை நிறைவேற்றுவது நம் கடமையாகும்.

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எம். ஜி. குணசீலன்,
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The membership of the Union comprises of employees of S.V.O.C. and Caltex extending to areas in the 4 States of Southern India. The membership as of date is 964.

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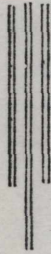
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—(o)—

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YAR PETRA PILLAI (in Tamil)

By Ma. Ra.

Enacted by the Amateur Actors Group, Madras.

Monday 10-4-61

6 p.m.

Rajah Annamalai Hall



Com. S. Mohan Kumaramangalam,
B.A. (Hons.), Bar-at-Law.
(President, Petroleum Workers' Union).

Com. Mohan has been the saviour of our Union, having won a resounding battle against the Employer's ruthless offensive in May 1954. Six of the top-leaders of our Union were dismissed by the Company in an all out effort to give a death-blow not only to our union but also to middle-class trade-union movement itself which was just rising up. However after 3½ months of trial and tribulation, every one of the leaders was reinstated with full pay and complete vindication.

We can also take pride in counting Com. Mohan as a product of our movement as he was initiated into middle-class trade union movement by us.

A symbol of our nation's resurgent youth, Com. Mohan has suffered and struggled in the forefront of our national liberation movements. Coming from a well-known family he was sent to England to study law. He returned not only as a Barrister but also as a dynamic revolutionary Marxist - thus fulfilling both his parents' and country's hopes. Seasoned with imprisonment and lathi-charges in defence of our people he has blossomed into a brilliant barrister who has blazed new paths in Trade-Union law - having won innumerable cases which have firmly established social justice as a measure of equity of Courts.

The middle-class employees in commercial undertakings, workers in factories, white-collared employees in the Insurance and Banking establishments, are all heirs to a heritage sedulously won for them by him. His phenomenal success in Writs and Criminal Appeals are but by-products of a genius devoted to the cause of the down-trodden and the helpless. Whether in the national cause or in the Trade Union field, whether in the Bar or on the platform, we have in Com. Mohan a valiant fighter for justice and progress.

He affords the classical paradox of father and son being in opposite camps, yet both doing their duty by the people to the admiration of all.

Above all as our champion and benefactor he has carved a niche for himself in the hearts of our members.



Com. K. S. Janakiram, B.A.

(Vice-President, Petroleum Workers' Union)

He is the father and founder, not only of our Trade-Union, but also of the middle-class Trade Union movement in our country.

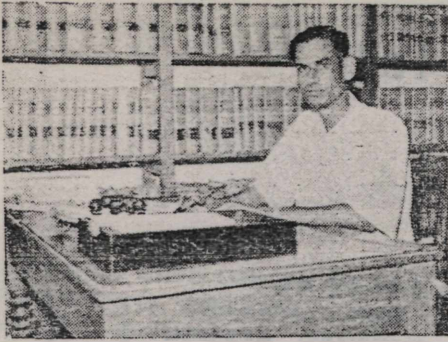
He started the Commercial Employees' Assn. in 1945 along with Com. R. Rama Iyengar of Burmah-Shell and Coms. V. Subramaniam and P. V. Dharmalingam of Parry. It is significant that all these four 'Thyagis' have subsequently been victimised and lost their jobs.

Com. Janakiram was then a stenographer in Burmah-Shell and was detained in 1949 under the Preventive Detention Act and lost his job in the bargain. Since his release from prison, he has been a full-time Trade-unionist and has been in the fore-front of several middle-class and working-class trade union struggles—the latest being that of the Central Government Employees, during which he was again detained.

He is an officer of several trade-unions in the city and has been connected with the A-I.T.U.C; T.N.T.U.C; City Trade Union Council, Petroleum Workers' Federation, Commercial Employees' Federation, Transport Advisory Committee etc. etc. As a member of the Madras Productivity Council he has visited several industrial centres in the country. The A-I.T.U.C; has selected him as a delegate for the projected Study Team to Russia (Oil Industry) in May 1961.

We owe much to him as he has been our leader and source of strength for over 15 years, even as the entire movement is indebted to him.

—(o)—



Com. V. Subramaniam

(Commercial & Mercantile
Employees' Federation)

'Mani' as he is affectionately called has been one of the pioneers in the middle-class Trade Union movement in our country. Along with Com. K. S. Janakiram and Sri R. Venkataraman (our present Labour Minister) he founded and fostered the Commercial Employee's Association. Most of the present trade-union leaders among the middle-class can trace their inspiration and training to this trio. The Madras Shops & Establishments Act, the earliest of its kind in the country bears his stamp, as he was its sponsor and promoter.

The first middle-class strike in the country was conducted by him in Parry & Co., where he was working then in 1946. In fact the strike resulted in a successful adjudication which happened to be the first in the country involving middle-class employees.

A leading trade-unionist and an efficient organizer he has won innumerable favourable decisions from Labour Courts, Tribunals and Conciliators.

Our trade-union movement owes much to his initiative and missionary zeal - in fact it was he that organised our participation in the movement and inspired and trained our activists.

He was victimised and lost his job for his trade-union activities. But that only made him rededicate his might and main to the Trade Union Movement and to-day he is a friend and guide to numerous trade-unions in addition to holding office in several of them.

An expert in Trade Union Law, he is running a Journal devoted to decisions of Industrial Tribunals, High Courts and Supreme Courts on Labour Law. In association with Com. V. G. Row, Bar-at-Law, he has published several renowned books pertaining to Labour Decisions and Labour Legislations. An asset to the Trade Union movement in the country, 'Mani' is our guide and strength from the very inception of our Union. An indefatigable worker, he brings a clarity of vision and efficiency of handling to any Trade-Union problem: and our movement has gained in no small measure by his genius and sacrifice.

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பெட்ரோலியம் தொழிலாளர் சங்கம், சென்னை.

: x :

சென்னை ஸ்டாண்டர்ட் வாகுவம், கால்டெக்ஸ் தொழிலாளர் சங்கங்களின் இணைப்பின்மூலம் தோன்றியதே சென்னை பெட்ரோலியம் தொழிலாளர் சங்கமாகும். இச்சங்கங்களின் இணைப்பு வைபவம் 1958ம் ஆண்டில் நடைபெற்றது.

ஸ்டாண்டர்ட் வாகுவம் தொழிலாளர் சங்கம் 1948லும், கால்டெக்ஸ் தொழிலாளர் சங்கம் 1953லும் ஆரம்பிக்கப்பட்டன.

தென்னிந்தியாவின் நான்கு ராஜ்யங்களிலுமுள்ள, எஸ்.வி.ஓ.சி., கால்டெக்ஸ் கம்பெனித் தொழிலாளர்களைத் தன்னகத்தே கொண்ட இச்சங்கத்தின் இன்றைய அங்கத்தினர் எண்ணிக்கை 964 ஆகும்.

பொதுவான தொழிற்சங்க இயக்கத்திலும் மக்களின் நலன் சம்பந்தப்பட்ட பொதுப் போராட்டங்களிலும் பெட்ரோலியம் தொழிலாளர் சங்கம் பெரும் பணியாற்றி வருகிறது. அங்கத்தினர்களின் நல உரிமைகளைப் பாதுகாப்பதில், தீவிரமாகப் போராடி வரும் இச்சங்கம் தொழிலாளர்

களின் முன்னேற்றத்திற்குத் தவிர நல்ல பல ஒப்பந்தங்களை முதலாளிகளிடமிருந்து, பேச்சு வார்த்தைகள்மூலம், வாங்கியுள்ளது.

சேவைக் காலத்தில் மரணமெய்தும் தொழிலாளர்களுடும்பங்களின் நன்மைக்காகவும், நோய்வாய்ப்பட்ட தொழிலாளரின் மருத்துவ வசதிக்கான நல்ல திட்டங்களையும் இச்சங்கம் அமுல் நடத்திவருவதுடன் அங்கத்தினர்களின் சமூக, கலாச்சார நடவடிக்கைகளை அபிவிருத்தி செய்வதிலும் தொண்டாற்றி வருகிறது.

எதிர்காலத்தில் அங்கத்தினர்களின் பல அத்தியாவசியத் தேவைகளை பூர்த்தி செய்வதற்கான பணியில் பெட்ரோலியம் தொழிலாளர் சங்கம் தன்னை அர்ப்பணித்துக் கொள்கிறது.

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நம் நாட்டிலேயுள்ள பெட்ரோலியம் தொழிலில் இயங்கக்கூடிய தொழிற் சங்கங்களின் சம்மேளனமான இந்த ஸ்தாபனம் 1953-ம் ஆண்டில் தோற்றுவிக்கப்பட்டது. இந்தியாவின் எல்லாப் பாகங்களிலும் இயங்கும் 16 சங்கங்கள் இச்சம்மேளனத்தில் இணைக்கப்பட்டுள்ளன.

எண்ணெய்க் கம்பெனிகளிடமிருந்து கூடுதலான சலுகைகளும், தொழிலாளர் நல உரிமைகளும், தாம் பெறவேண்டுமானால், தேசிய அடிப்படையில், இத் தொழிலில் ஈடுபட்டுள்ள தொழிலாளர்வரும் ஸ்தாபன ரீதியாக ஒன்று பட்டால் தான் முடியும் என்று தொழிலாளர்கள் கருதினர். அவர்கள் கண்ட கனவின் விளைவே இந்த ஸ்தாபனமாகும். நம் நாட்டின் பொருளாதார வளர்ச்சியில் பெட்ரோலியம் தொழில் எத்தகைய முக்கியத்துவம் வகிக்கிறது என்பதை மக்களின் கவனத்திற்குக் கொண்டு வந்த பெருமை இச்சம்மேளனத்தைச் சாரும். அதன் பயனாக இன்று மக்களின் தேசிய நலனுக்குகந்த முறையில் இத்தொழிலை சீரமைப்பதற்கான நடவடிக்கைகளை, சர்க்காரிலும், வெளியிலுமுள்ள முக்கியஸ்தர்கள் எடுத்து வருவதைக்காண நாம் பெருமிதமடைகிறோம்.

பெட்ரோலியம் உற்பத்தி, சுத்திகரிப்பு, விநியோகம் ஆகிய பல பகுதிகளில் ஈடுபட்டுள்ள தொழிலாளரின் நலன்கள் பாதுகாக்கப்பட வேண்டிய அவசியத்தை இச்சம்மேளனம் உணர்ந்திருக்கிறது. நம் நாட்டின் எண்ணெய்

பிரச்சினைக்கு நல்ல முறையில் தீர்வு கண்டால்தான் பொருளாதார வளர்ச்சிக்கு வழிகாண முடியுமென்று உணர்ந்துள்ள சர்க்கார், இத்துறையில் தங்கள் முயற்சியில் பூர்ணவெற்றியைக் காண, இத்தொழிலில் ஈடுபட்டுள்ள மக்களின் பரிபூர்ண ஒத்துழைப்பு எவ்வளவு அவசியம் என்பதையும் உணரவேண்டும். தொழிலாளர்களுக்குத் தேவையான பாதுகாப்புக்களைக் கொடுத்து, உணர்வு பூர்வமானதாக அவர்களின் சேவையை பயன் படுத்தினால் சர்க்கார் எதிர்பார்க்கும் அளவுக்கதிகமான பலனை பெற முடியும்.

தன்னுடன் இணைக்கப்பட்டுள்ள பல்வேறு சங்கங்களின்டையே நெருக்கமான உறவை போஷிப்பதிலும், பிராந்திய ரீதியாக பெட்ரோலியம் தொழிற்சங்கங்களின் இணைப்பின் மூலம் ஒற்றுமையை வளர்ப்பதற்கான பணியிலும், இச்சம்மேளனம் பெரும்பாடுபட்டு வந்திருக்கிறது.

சம்மேளனத்தின் பயனாக, இந்திய எண்ணெய்த் தொழிலாளர்கள் தம் வாழ்வில் பல அபிவிருத்திகளைக் காண முடிந்துள்ளதென்பதை சொல்லத் தேவையில்லை.

அகில இந்திய பெட்ரோலியம் தொழிலாளர் சம்மேளனம்

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அகில இந்திய தொழிற்சங்க காங்கிரஸ்.

—: 0:—

1920-ம் ஆண்டில் துவக்கப்பட்ட இந்த ஸ்தாபனம் தொழிலாளர்களின் நலனுக்காக ஏற்பட்ட முதல் மத்திய அமைப்பாகும். காலஞ்சென்ற தேசபக்தர் லாலா லஜபத் ராய், வீரர் நேத்தாஜி சுபாஷ் சந்திர போஸ், பண்டித ஜவஹர்லால் நேரு, என். எம். ஜோஷி போன்ற பல புகழ் வாய்ந்த தலைவர்கள் இந்த ஸ்தாபனத்தின் தலைவர், செயலாளர் இன்னும் மற்ற நிர்வாகப் பொறுப்பாளர்களாக பணியாற்றி யுள்ளனர்.

ஸ்தாபனத்திற்குள்ளே பூசல்கள் பல அவ்வப்போது தோன்றி வந்திருந்தும் அவைகள் சுமுகமாக தீர்த்துக் கொள்ளப்பட்டு, 1947ம் ஆண்டு வரை தொழிலாளர்களின் ஒரே மத்திய ஐக்கிய ஸ்தாபனமாக அகில இந்திய தொழிற்சங்க காங்கிரஸ் திகழ்ந்து வந்தது. 1947ல் இந்திய தேசிய தொழிற்சங்க காங்கிரஸ் என்ற போட்டி ஸ்தாபனம் துவக்கப்பட்டது. அதன்பிறகு ஹிந்த் மஸ்தூர் சபை, ஐக்கிய தொழிற்சங்க காங்கிரஸ்போன்ற போட்டி ஸ்தாபனங்களும் ஆரம்பிக்கப்பட்டன.

இன்றுள்ள நான்கு மத்திய தொழிற்சங்க ஸ்தாபனங்களுக்குள்ளே, இந்திய பாட்டாளி வர்க்கத்தின் பெரும் பான்மையோரின் நம்பிக்கைக்கும், ஆதரவிற்கும் பாத்திர

மாகியுள்ள இந்த ஸ்தாபனம் தொழிற்சங்க இயக்கத்தில், விழிப்பும், உயிர்த் துடிப்புமுள்ள பகுதியினரின் பிரதிநிதியாகவும் விளங்கிவருகிறது. உழைப்பாளர்களின் நலன்களைப் பாதுகாப்பதில் முன்னோடியாக விளங்கும் அ. இ. தொ. ச. காங்கிரசிற்கு சுயலாப நோக்கம் என்றுமே இருந்ததுகிடையாது. ஆகவேதான் பாட்டாளி மக்களின் போராட்டம் எல்லாவற்றிற்கும் தனது பூர்ண ஆதரவை அளித்து வந்துள்ளது. போராட்டத்தில் ஈடுபட்டுள்ளவர்கள் தன் ஸ்தாபனத்தில் இணைக்கப்பட்டவர்களா, இல்லையா என்ற கேள்விக் கே இடமின்றி உழைக்கும் மக்கள் போராட்டங்கள் எல்லாவற்றிற்கும் தன் அரவணைப்பையும், ஒத்துழைப்பையும் கொடுத்துவந்துள்ளது இந்த அமைப்பு.

இத்தகைய சரித்திர பிரசித்திபெற்ற ஸ்தாபனத்துடன் இணைந்திருப்பதை பெட்ரோலியம் தொழிலாளர் சங்கம் கிடைத்தற்கரிய பாக்கியமாகக் கருதிப் போற்றுகிறது.

அகில இந்திய தொழிற்சங்கக் காங்கிரஸ்—நீடுழி வாழ்க!
உலகத் தொழிற்சங்க சம்மேளனம்—நீடுழி வாழ்க!
உலகத் தொழிலாளர்களே!—ஒன்று சேருவீர்.

ALL - INDIA TRADE UNION CONGRESS

— (o) —

The All India - Trade Union Congress which was started in the year 1920 is the first Central Organization of the workers. Illustrious personalities were associated with this organization as President, Secretary and in other capacities, such as late Lala Lajapat Rai, Sri Subash Chandra Bose, Pandit Jawaharlal Nehru, Sri N. M. Joshi and many others.

Although there were splits inside this organization, they were composed and the A-I.T.U.C. remained as the united and single Central Organization of the workers till 1947. Some time in 1947, a rival body in the name of Indian National Trade Union Congress was formed, and later further rival bodies, namely The Hind Mazdoor Sabha and the United Trade Union Congress came up.

Of the four Central Organizations existing today, the A-I.T.U.C. continues to command the confidence and support of the Indian Working Class, and it represents the conscious and militant section of the

Trade Union movement. The A-I.T.U.C. is foremost in defending the interests of the workers and it has no other separate interest than that of the working class. So, it is that the A-I.T.U.C. has lent its active support to the toiling mass irrespective of the fact whether the organizations representing them are affiliated to it or not.

The Petroleum Workers' Union considers it a proud privilege to be associated with this august institution as an affiliate.

**Long Live the All-India Trade Union Congress!
Long Live the World Federation of Trade Unions!
Workers of the World Unite!**

"The issue is Socialism versus Capitalism. I am for Socialism because I am for humanity. We have been cursed with the reign of gold long enough. Money constitutes no proper basis of civilization. The time has come to regenerate society — we are on the eve of a universal change....." (Jack London.)

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ALL - INDIA PETROLEUM WORKERS' FEDERATION

— : x : —

The A.I.P.W.F. which was started in 1953 is a Federation of Trade Unions in the Petroleum Industry in the country. 16 unions functioning in all parts of India are affiliated to this Federation.

The formation of the Federation is the realisation of the National consciousness of the petroleum workers to unite nationally and industry-wise with a view to secure better sanctions in dealing with the Oil Companies. The Federation drew the attention of the nation to the importance of the industry in the economy of the country, and it is a matter for gratification that the people that matter both in the Government and elsewhere are taking steps to place this industry in the national interests of the people. The Federation is also conscious of the need to safeguard the interests of the petroleum workers employed in the distribution, refining and producing wings of the industry. The Government must consider

that all their efforts to solve the problem of oil in relation to our economy can have better realisation with the co-operation and conscious participation of the workers employed in the industry, based on security.

The Federation has also striven its best to bring about closer co-ordination between the affiliate unions functioning in the same region.

It is needless to mention that only at the instance of the A.I.P.W.F., the petroleum workers in various regions have been able to achieve improved service conditions.

Long Live The All - India Petroleum Workers'

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TRADE-UNION UNITY - THE URGENT NEED

(S. MOHAN KUMARAMANGALAM, BAR-AT-LAW)

—(o)—

The budget for the year 1961-62 that is now being debated in Parliament once more underlines the urgent need for the unity of the working-class in the struggle for socialism and a better life.

A full decade and more has gone by since India attained independence. And of this period, 1950-60 represent the ten years of the first two Five-Year Plans.

Indian economy has grown in these ten years, national income by 42%, per capita income by about 20% and per capita consumption by about 16% (Third Five Year Plan draft, page 17).

Industrial production over the entire country is expected to record an increase of 120% in the first decade of independent India. Of this, the greatest advance has been in the public sector and, in the forefront, Iron & Steel.

On the basis of the achievements of the First and Second Five Year Plans comes the Third Five Year Plan. Here again, despite the pressure of Indian reaction backed by the World Bank and foreign imperialists, the emphasis has remained on the expan-

sion of the public sector. Out of Rs. 10,200 crores, Rs. 6,200 crores is the amount that goes into the public sector and if one stopped at these figures, one could certainly welcome the advance registered by our country.

But the question arises and arises very sharply: who is gaining from this prosperity? Into whose hands is this additional wealth going? And, to this the answer can only be that it is not the workers. While between 1947 and 1954 real wages struggled upto 102.7, taking 100 as index for 1939 i.e., from a figure of 73.9 with the end of Second World War, the working class was able to struggle back to the pre-War level and a little more by 1954, and since then, as every worker knows, prices have risen much more faster than wages. But, if you look at it in terms of profits and take the basis in 1950 as 100, profits have gone up to 158.7 by 1958. Obviously, therefore, from the point of view of where the benefits of the Plan have gone, it is easy to see that the rich have grown richer while the poor remain as poor as before, and if one takes into consideration the large increase in the number of unemployed, the poor have become poorer.

Hence arises the urgent need for a clear-cut programme to rally the entire working-class, which takes account of the advance in national economy but demands that the burden, of reconstructing poverty-stricken, backward, agricultural India and transforming it into a foremost agricultural industrial power be shifted from those who cannot bear it, the toiling millions to those who can, the monopoly capitalists.

The 1961-62 budget put up by Morarji Desai with its emphasis on indirect taxation, with its proclaimed aim of reducing internal consumption of even basic essential commodities is a budget which is light on the rich and hard on the poor. The result of Morarji Desai's budget will be that prices of essential commodities will rise and profits also will rise with the relief that has been given in respect of Bonus shares and other items by the Finance Minister.

Against this offensive of reaction exemplified in the budget of Morarji Desai, the urgent need is for the unity of the trade-union movement behind a programme of industrial and economic advance. India attained independence after 200 years of British Rule and when India attained that independence, it was a poverty-stricken, mainly agrarian country with very few basic industries. There can be no doubt that if India is to advance, a heavy industrial base is the first condition; and secondly, agrarian reform. So far as the extreme right in our country, the representatives of big monopoly capital, are concerned,

they are very clear about the path of Indian advancement; they want limited industrial development in collaboration with foreign imperialists, the main burden being imposed on the ordinary toiling Indian workers and the main benefits going to the foreign capital and themselves in terms of high dividends on investments.

What is our alternative to that? The greatest weakness for the working class today is that it has no national banner behind which the entire working-class can rally not only itself but the rest of the nation. All sections of the trade union movement, whether it is the All-India Trade Union Congress, to which our union is affiliated or the Hind Mazdoor Sabha or the Indian National Trade Union Congress, are united in their criticism of the drift to the right, exemplified in Morarji Desai's budget in contrast to certain progressive characteristics of the Third Five Year Plan Frame. But, though they are united in their criticism, there is no unity or clarity regarding what should be done in place of what is being done by Morarji Desai. Therefore, it is that the honest trade unionists cannot but put before themselves as their principal object, trade-union unity in defence of the interests of the working-class, and for national reconstruction and social advancement. Urgently it is needed that all trade unionists, those inside the four big national organisations, and those that are independent, like the National Federation of Posts & Telegraph Employees or the All-India Bank Employees' Association etc., should come together to attempt to work out a

common platform for the advancement of our country. Disunity in the working-class is directly responsible for Morarji Desai being able to put through a reactionary, anti-peoples' budget.

This budget is obviously a budget against the interests of the millions, obviously a budget that is directly contradictory to the ideals of socialistic pattern of society, and yet nobody is able to raise an effective protest against it. The reason why no effective protest

is made is that there is no unity either in outlook or in practice between different sections of the working-class inside and behind different organisations.

That is why Morarji's budget should act as a red light to all those who have dear to their hearts the problem of the advancement of the interests of the ordinary toiling millions, and it should act as a spur to an intensification of the struggle for trade-union unity, for social and economic advance.

25-3-1961.

—(c)—

The Inspiration

The patriot, the social reformer, the trade-union worker, the true preacher all labour for the common good and the future of posterity. Their path is strewn with thorns and thistles, beset with suffering and danger, strewn with the bones of martyrs and stained with the blood of 'thyagis'. During their day the little response and support of the general mass serves a little to enthuse them but the vision of a great and glorious future alone inspires them.

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TRADE - UNIONS & MIDDLE CLASS EMPLOYEES

(Com. V. SUBRAMANIAM Commercial and Mercantile Employees' Federation)

There was practically no middle-class trade union in the Madras State prior to 1945 when the Commercial Employees' Association was first inaugurated with Sri R. Venkataraman, the present minister for Industries, Labour and Co-operation, as its first President. At that time, middle-class looked upon trade unions as purely organisations of the mill workers and factory labour. Only after long deliberation it was decided to register the Association under the Trade Unions Act, 1926 and to function as a trade union. It is a happy sign that today middle-class employees, whether they be Non-gazetted Government servants or the Central Government employees, have all organised themselves into unions or associations with a view to bettering their service conditions. Today many middle-class Trade Unions with memberships of even more than one thousand are functioning effectively.

When the Commercial Employees' Association was formed in the year 1945 its main object was to agitate for suitable statutory safeguards and for better service conditions. The Madras Shops and Establishments Act, 1947 was passed by the Legislature only after the effective agitation carried out by the middle-class employees who were rallied under the banner of CEA.

It is no exaggeration to say that C.E.A. has been to a large extent responsible for infusing courage and conviction into the minds of middle-class in the State. Since 1950, middle-class employees have started organising themselves into federation of unions of employees of the trade concerned. The movements of the Bank employees, the Insurance employees, the N.G.Os and (recently) of the Central Government employees can all be said to be in direct line of descent from the awakening of middle-class under the C.E.A. banner.

The middle-class movement is a growing movement and as the days pass by, it is sure to identify itself fully with the working-class in all the struggles for better living conditions and march ahead towards a truly socialist society.

I have been closely associated with the Petroleum Workers' movement and can proudly say that it is the kind of movement with deep roots and broad base that has a great potential for the future as it has been fruitful in the past.

Individual units and unions have a very limited force and the only guarantor of relief to the middle-class is a mighty unified mass movement. The Petroleum Workers in the Country have now come

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under the banner of a powerful All-India Federation. This should be an example to follow by other middle-class unions in the country.

Taxes are mounting and the prices of food articles are daily rising. It is now all the more necessary that our organisations are made stronger so that our voice is heard by those in power and effective steps taken to better our lot.

Since Independence, the lot of the middle-class has deteriorated at an alarming rate. While the working-class has made some advance and technical and skilled/semi-skilled jobs fetch greater salaries, the white collared employee is caught between the grinding stones of falling real-wages and rising prices. The fact that a truck-driver or a skilled machinist is paid higher wages than a graduate clerk or a stenographer reveals not that manual labour is paid more but that the middle-class is being subject to the cruel law of *laissez faire*, so that their present state is worse than before. The cause of this sorry plight can be traced to the fact that as yet solidarity, class-consciousness and organisational efficiency have not taken deep

root among the middle-class. There is a sort of casualness and superficial response from the mass of the middle-class to challenging problems which strike at their very welfare. The common good calls for common sacrifice, effort and contribution to the onward march towards prosperity. It is wrong to think that the problems of the many can be solved or promotion of the common good can be achieved by the efforts of the few, however dedicated and efficient the few may be. There is no substitute for mass-consciousness and effort. Only the organised participation of each middle-class employee in the momentous task will bear tangible fruits. Laws can be made, changed or enforced only by mass-effort on a gigantic scale. The price of survival is eternal vigilance and willingness and readiness to work for your own uplift.

Wherefore it behoves every employee, whether of the white-collared or worker category, to wake up to the circumstances around him and work with might and main for a new and prosperous future, a future which has to be earned and not to be expected on a silver-platter.

—(o)—

".....When a SCAB (a strike-breaker) comes down the street men turn their backs and angels weep in heaven, and the devil shuts the gates of hell to keep him out. No man has a right to SCAB as long as there is a pool of water deep enough to drown his body in, or a rope

long enough to hang his carcass with. Judas Iscariot was a gentleman compared with a SCAB. For betraying his Master, he had character enough to hang himself. A SCAB HASN'T!" (Jack London-American Rebel).

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NATIONALISATION OF OIL INDUSTRY

(Com. R. V. Krishnamurthi, President, Madras State Bank

Employees' Federation)

Now-a-days, there is an all out cry for nationalisation of industries in the Country more so in the basic and key industries. Arms and Ammunition, are considered to be key industries for a country and all advocate for strict control and direct supervision of the Government. Similarly, mines, control of the rivers, dams, power, are sought to be brought under the Government. As a next step, heavy industries and chemical industries are advised to be under the control of the Government. Already Postal Service and Railways - the two lungs of the nation, are controlled by the Government machinery.

Till recently, the plantations were advised to be taken over by the Government, as they happen to be vital foreign exchange earners, and also strategic commodities to control the economic imbalance of the nation. Closely following this trend, the Air Lines were brought under state control, considering the strategic importance of the same in the event of a war or a crisis developing due to pressure of circumstances in the international world. To be secure in the economic dilemma when an abnormal situation arises,

the Life Insurance and the Reserve Bank of India, the two mainsprings of monetary forces, were brought under the Governmental control. In all these activities of the Government, it is fully acknowledged, that the managements of these-concerns will not be as perfect as it could be, under the private sector; nevertheless this arrangement has become imperative under the complex economy, due to various factors, that are increasingly felt, throughout the world trade. In these days, a country's economy cannot be isolated or divorced from the common pool of economic activities of the different countries, through commerce and trade.

This aspect is more genuinely emphasised and keenly felt when the under - developed countries, aspire for higher standard of living and switch on to development programmes. In this context, oil becomes a strategic product of war material, to decide fate of nations and to a great extent, it acts as a lever to decide strategic controls through highways and Air-paths, both in peace and during war time. When all strategic materials are agreed to be controlled by the Governmental power, oil, important as it is, must be

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nationalised. There are imperfections in the Governmental machinery but, there is scope for scrutiny and rectification through the elected parliament. Under these circumstances, it is imperative necessity for all, to support the aim and objects of the Government, to start their own distributing system in oil, though not allowing the few existing Oil Companies to vanish at once. In fact, Oil cannot be made a monopoly trade under the private sector but must be necessarily under the control of the Government. There was an U. N. Report on oil prices but America prevented it from publishing it, for fear of losing its monopoly over oil trade in the world. Powerful U. S. Oil interests have tried to hold up an important U. N. Study on world oil prices. When pressure was put on Executive Secretary of the Economic Commission for Europe, to delay the report, he brought the matter to the attention of the U. N. Secretary-General. An envoy flew to

to New York and obtained from the Secretary-General a firm order to 'publish'. The experts came to the conclusion that conceived world pattern. The study clearly indicates not only the European countries pay more for their oil, than, if there were complete freedom of competition, but also that development of some countries is affected. They have to pay 'ransom' prices. From this it is clear, that 'monopoly' enjoyed by the private individual concerns is the cause for the ills, described above. In the case of our country, when our Government is said to be contemplating to bring Oil Companies under aegis of one controlling body, under the immediate supervision of the Government, like that of the Insurance Companies, the employees of the various concerns, would naturally expect the Government, to provide adequate safeguards for the protection of the employees with regard to their Service Conditions and emoluments.

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TRADE UNIONS - PAST, PRESENT & FUTURE

(Com. N. Sriram)

—(o)—

The past.

Trade-Unionism started in the wake of industrialisation in the early second half of last century, and as such is but a century-old movement.

It was born in travail and baptized with blood. Wherefore the workers' flag throughout the world is red in colour, denoting loyalty and sacrifice.

With the onslaught of industrialisation and rise of Capitalism, man's inhumanity to man increased, so much so, the few got the power to lord it over the many in the mad rush for gain.

The toiling masses of workers were exploited like beasts of burden, flesh and blood were held cheaper than machinery and material. 18 hours a day of sweat, tears and toil, were extorted with whip and baton and bullet too, with pittance-wages and appalling working conditions.

No wonder the masses seethed in agony and turned to the Heavens for deliverance. The Heavens

responded by planting faith and courage into sinking hearts and as a result, the common travail gave rise to common revolt of the human spirit against the forces of evil and exploitation. Mass-protests and strikes, emerged as the symptoms of the Resurgent Man. Never in history has any just cause triumphed on a bed of roses. Bullets and goondaism and baton charges and jails were the initial rewards of the martyrs and champions of the underdog. There have been pronouncements of sentence declaring the movement to be seditious and criminal, and many are the flowers of the movement who faded in jails, were squeezed underfoot of the police, or were destroyed by the bullet of the employer and his lackey-government.

The world-honoured May Day was the day on which bullets and baton met innocence in revolt against tyranny and oppression in Chicago of America (May 1st, 1884). The martyrs who fell have left us a legacy - the workers' red flag which took shape precisely on this occasion - their comrades dipped their handkerchiefs in the martyrs' blood and pledged to avenge their death and never to rest till the worker wrested justice from the oppressor and became master of his own destiny. That flag covers a vast area of

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the world today - an area where there is no master or exploiter, but all are brothers in seeking the common welfare.

In the early days of the trade-union movement in our own country, bullets, jails, lathi-charges and loss of jobs have prevailed rampantly, and have extended even to as late as the year of grace 1958, when 6 Harbour workers paid with their lives in Madras.

The early days saw the Lion of the Punjab, Lala Lajpat Rai, inaugurating the A.I.T.U.C. on 31-10-1920, with the memorable words: "There would be no salvation until and unless the workers of Asia were organised and internationally affiliated". In 1921 January; the B. & C. worker-leaders (Madras) were fined Rs. 75,000/- for organising a strike - trade unions being dubbed "illegal conspiracy" by the Madras High Court.

The early days of the A.I.T.U.C. movement had such giants for chairmen as Sri C. R. Das, Sri V. V. Giri, Sri Jawaharlal Nehru, Sri Subhas Chandra Bose and Sri N. M. Joshi; and Com. S. A. Dange, the present General Secretary has been in A.I.T.U.C. for nearly 40 years.

Sri Jawaharlal Nehru, as A.I.T.U.C. President, said in 1929:

"Is it the Socialist or the Communist who separates classes and preaches discontent, or the Capitalist and Imperialist who by his policies and methods has reduced the great majority of peoples into wage-slaves. The class-war is the creation of Capitalism and will endure so long as Capitalism endures".

The Present

Today trade-unionism has come to stay, though it has still to plod forward through the oppression and aggression of the employer and the government alike. But we have won our present status by the sacrifice and labour of innumerable heroes. Today, we enjoy benefits as shown below contrasted with earlier conditions:-

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| 5. Right to strike and organise | Declared as criminal acts |
| 6. Festival, Casual, Privilege and Sick Leave | Nil. |
| 7. Security of Service and ability to protect oneself. | 'Hiring and firing' unrestricted till 1947. |
| 8. A mass of labour laws to guarantee minimum advantages. | At mercy of employer, whose law was supreme. |
| etc..... | etc..... |

In our own country, we are having a tremendous change, and we are having as our national objective the "Socialistic Pattern", however watered down it may be. Today, the world is divided into two blocs the one bloc, where the worker is the master of his own destiny; where there is so much advance that trade unions there have one over-powering, all-embracing goal: more production, because the fruits

of all production go to himself and he has already won full living-wage, free education and medical facilities, fair prices for essentials and excellent working and living condition; and the other Bloc where the worker has won tremendous gains but is not the master, but yet a wage-slave the lion's share of profits going to the employer.

In one bloc, the law is "big fish swallow small fish", while in the other "men conquer beasts among men".

The Future

Everywhere since Korea and Suez and Congo, the forces of Capitalism (let us call a spade a spade) are on the retreat. So much so, SEATO has done a lot of sabre-rattling on Laos, but dared not jump into action for the forces of Socialism have marshalled men and material enough to abolish man's exploitation of man and are in a position to out-law war, even as Suez showed. The Socialistic is the pattern of the future and will be the shape of the one world of tomorrow. There is only one way for the "Government of the World and the Parliament of Man"—the Socialistic. And the trade union of the future will be rooted in humanity and natured in brotherhood of the human race, so that war shall be no more and Peace will triumph for ever!

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OIL - THE LIFE-BLOOD OF PROGRESS

(Com. K. S JANAKIRAM, B.A.)

Oil moves the wheels both of industry and transport. Literally, it illuminates and smoothens path of humanity to progress. In war as in peace, oil is the measure of success. In fact, oil often decides between War and Peace, and in the world's chequered history, it has subverted nations and held peoples to ransom, even as the recent experiences of Egypt, Mossedeq of Persia, Cuba, the Sheikdoms of the Middle-East and the Nations of the Far-East (with great oil potential) have proved.

Oil is more potent than gold and no wonder a colossal economic empire is built upon it, far more ruthless and efficient than any political imperialism of the past. Oil is a politically and economically fenced-in preserve of powerful monopolies, whose tentacles extend far deep, high and broad throughout the non-socialist bloc.

The world's oil (outside the socialist Bloc) is meticulously divided by cartel arrangements between two dominant giants - the Shell Group and the Standard Group. Burmah-Shell belongs to the Shell Group and Stanvac and Caltex are first cousins belonging to the Standard Group. There is a very large margin of profit in every grade of oil, grease or wax. Nature's bounty has been monopolised by these two giants and the prices they ordain prevail throughout their vast empires and the profits they reap are fabulous.

The oil monopolists have most astounding ways of swelling their profits, and it would appear strange that any attempt they make in exploring in foreign countries is often prolonged and results in dry-holes except where they can pump away the black-gold from pre-historic Sheikdoms and Principalities with impunity. May be, it is in their interests that imported oil at enormous costs from their own established preserves should come rather than that cheaper local oil should upset their loaded prices. The price structure of oil as determined by these companies contains such elements as (1) freight for 7000 miles regardless of whether the product comes from oil fields in the next compound or from 500 miles away, (2) a 'Posted Price' based on "world prices", which incidentally are fixed by the companies themselves with a vast margin over the production costs which are never revealed, but known to be far lower than the 'posted price' With the result, the Oil, as it reaches the consumer is not priced equitably.

Unlike any other product or commodity, oil is sold at the same price at any given place by various companies, which are only aliases for the world Oil Cartel.

It is significant that the oil monopolies are closely knit to their governments in which they have a power-

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ful voice and their power is often backed up by the diplomatic and armed might of their countries. Any attempt by any resurgent nation to master its own oil is bound to provoke feverish behind-the-scenes diplomatic pressures and lobbying at highest levels.

In the early days of the oil age, it was 'big fish eat small fish', with the result these two giant-whales have held undisputed sway till very recently, and for the first time in world history, the Socialist Bloc Countries like Russia and Rumania have entered the field and helped countries like India, Cuba, Egypt and Pakistan to initiate projects for exploiting oil within their own countries independently of any foreign vested interests and to set up refineries, drill for oil etc.

Our jet planes, tanks and trucks, our guns and ships, all need oil, as also our vast industrialisation programmes. To get our own oil is to get it far cheaper than foreign oil and be surer of our sources in times of crises. Our Government has, as a matter of policy, decided that all our future refineries, producing fields and distributing machineries shall be in the public sector, and with the help from the Socialist countries of Russia and Rumania, we have had spectacular success in striking oil in over a dozen wells. The refineries under construction with their help will, for the first time in history, enable the production of petroleum products at prices which will expose the artificially inflated prices of imported petroleum

products. Our Government has had its share of troubles from obstructionist tactics of the foreign vested interests. How the Oil Companies implement in practice their much advertised "Participation in India's Progress".....and so on, can be gauged by their refusal to refine crude oil imported from Russia at far cheaper prices, and their tactics of cutting prices to undercut Government's efforts to market Russian Oil.

But the non-crowning of roosters does not delay the dawn. Nothing can stop the gushing of oil from Ankhaleshwar and Rudrasagar, Jwalamukhi and cauvery, and from every region of Bharat, a flow which will give fillip to our defence, industry and transport and power to our tractors, pumps and electric generators.

If Russian Kerosene from over 10000 miles away sells at nearly 25 nP. per gallon less than that marketed by the companies, how much less should our own oil cost! Oil is our birth-right and it is the measure and guarantor of our nation's prosperity. As patriotic citizens of this country, it is our bounden duty to give unstinted support to our Government in the noble task of building up a new and prosperous India through Nature's Bounty of "Black Gold", as Oil is rightly called.

TRADE UNIONS

Organisational Structure, Forms and Methods of Work

(Com. S. N. SIKHA)

The Trade Unions are mass non-party public organisations. They unite on a voluntary basis, workers and other employees of all occupations irrespective of race, nationality, sex or religious beliefs. Their avowed objective is to get fair and decent return for the workers' toil.

The trade unions are to be built up on the principles of democracy. This means that all trade-union work is to be based on self-activity and collective leadership. It is trade-union members who directly form and control all trade-union bodies. Each trade-union member has the right to elect and be elected to all trade-union bodies, to take part in discussions, to raise before trade-union bodies questions concerning the activities of the trade-unions, to be present in person in all cases when trade-union bodies pass an opinion on his work and conduct, to

criticise the work of any trade-union functionary; to approach with any question he would like to raise concerning the welfare of workers and to appeal to it for protection of his rights, should the management infringe upon them. At the same time, the entire activity of the unions is governed by a single discipline compulsory for all, which demands the subordination of minority to majority, of the lower bodies to the higher ones and the undeviating observance of the Trade Union Rules.

The basic unit of each trade-union is a primary organisation made up of trade union members employed in the same factory or office. The highest body of a primary trade-union members may be raised at the general meeting. When it is impossible to convene general meetings because people work different shifts or because the departments are terri-

torially dispersed, shift meetings or conferences of trade-union members are to be held instead. These meetings are very helpful to the factory and office workers.

Trade-union Committees (Working/Executive) are to raise questions of labour, welfare and housing on behalf of factory and office workers, conclude collective agreements with managements and provide for their fulfilment or win demands by collective action or through arbitration, adjudication or through legislation, Boards etc. In order to discharge its functions, a trade-union committee has to be provided sufficient means also at its disposal, such as, premises for its work and for holding meetings, as well as funds for the activities. The responsibility of providing all such necessary facilities lies with each and every one of the trade-union members.

The leading principle underlying the activities of all trade-union bodies is contact with masses. It demands the trade-union functionaries, always to be in the thick of life, know it well, heed the needs and requirements of the working people, lead people at the same time learning from them and striving to acquire experience.

Criticism and self-criticism to be a widespread method in any trade-union, members should use it to raise the level of consciousness and to fight shortcomings in trade-union work.

Trade-Union Committees and activists have to conduct special lectures and publish booklets, posters and information bulletins on the experience of the best trade-union workers. Cultural and educational establishments are also necessary to develop more cadres.

Regular elections and reports of trade-union organs before their members will prove an effective means of their organisational consolidation. Discussions of reports by the trade-union leaders at general meetings and conferences arouse interest and enthusiasm in the activities of workers and other employees and make them direct participants of public life, besides providing useful proposals for improving the work of trade-union bodies.

The structure of the trade-union, the forms and methods of functioning are determined by the democratic principles for the two-fold task of safe-guarding and promoting the interests of the working people.

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"Labour is prior to and independent of Capital. Capital is only the fruit of Labour and could not have come into existence if Labour had not first existed. Labour is the superior of Capital and deserves much higher consideration.

—*Abraham Lincoln.*

Esau sold his birthright for a mess of pottage. Judas Iscariot sold his Savior for 30 pieces of silver. Benedict Arnold sold his country for a promise of commission, in the British Army. The modern strikebreaker sells his birthright, his country, his wife, his children, and his fellowmen for an unfulfilled promise from his employer, trust or corporation.

**A STRIKEBREAKER OR BLACK-LEG IS A TRAITOR TO HIS GOD,
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—*Jack London.*

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But the levies and dues concerning Unions are backed the Moral Law which compels only through a man's conscience. The overwhelming mass of our members have spontaneously responded. They are our inspirers - they are the salt of our movement.

—*Petroleum Workers' Union.*

We wish to thank

..... Sri R. VENKATARAMAN, Minister for Labour, for kindly presiding over our Drama.

.....the Chairman and the members of the Reception Committee for their toil towards the success of the Conference.

.....the advertisers for their valuable patronage.

.....the members who spontaneously volunteered to get an unprecedented number of advertisements for a venture of this type.

.....the authors of the various articles for enriching this souvenir with their illuminating contributions.

..... the printers of this Souvenir, Messrs. Sundaram Press, for their excellent co-operation and adjustment under great pressure of time.

.....the actors and the actresses of the Amateur Actors Group for staging the drama "YAR PETRA PILLAI".


.....Sri Ma. Ra. for writing the drama with a trade-union background, especially at our request.

.....the Indo-Soviet Cultural Society for screening their films, and

.....all those who laboured in making this Souvenir and the Conference a success.

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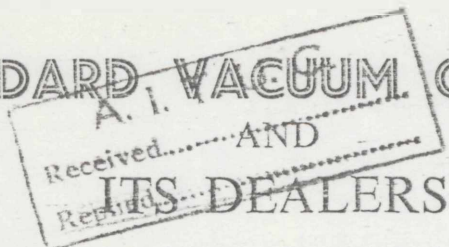
After	12	Months	...	RS.	123-90
"	24	"	...	RS.	255-00
"	45	"	...	RS.	500-00
"	84	"	...	RS.	1,025-00
"	132	"	...	RS.	1,805-00

FIXED DEPOSITS

6	Months	...	4½%	per annum
1	Year	...	5%	"
2	Years	...	5½%	"

Sundaram Press, Madras-1

STANDARD VACUUM OIL COY.



There is growing discontent amongst the dealers of the Standard Vacuum Oil Coy. This Coy. which at one time in the past was considered to be a premier in the petroleum line is slowly and gradually coming into disrepute in view of its questionable and narrow minded conduct and policies vis a vis its dealers.

The relations between the Coy. and its dealers are expected to be governed by agreements which are wholly one-sided and ignore altogether the interests of the dealers who have no choice but to sign the same. In most cases the Coy. does not supply any copy of the agreement to its dealers and in whatever cases copies have been supplied the same are not signed or attested by any official of the Coy. so that in the event of dispute the dealer is unable to vindicate his stand and is invariably harassed and victimised. This has also given rise to malpractices and corruption amongst the rank and file of the Coy.

There are instances where the dealer was driven to court to establish his claim against the Coy. and the Coy. not only failed to admit the copy of the agreement produced by the dealer on the ground that it was not signed by any officer of the Coy. but also refused to produce the original on the pretext that it was not traceable. The contest between the Coy. and its dealers is apparently an uneven contest because former with vast funds at its disposal is in a position to carry every matter to High Court and Supreme Court and thus not only harass the dealer but delay his cause to such an extent that he is forced to give it up.

It is suggested that an enquiry may be instituted in the affairs of this Coy. We offer to give concrete facts and figures in support of our allegations against the Coy.

By way of remedial measure it is further suggested that the Govt. should set up a Tribunal to go over the dispute between the Petroleum Coys. and their dealers. The forum of the ordinary courts besides being too costly results in unending delays.

A DEALER.



INDIAN POSTS AND



TELEGRAPHS DEPARTMENT

A. I. T. U. C.
Received 1175/5-5-61
Replied



C

Class }
Prefix } Code

Recd. from	Sent at	H.	M.	2043	Office-stamp
By	To				
By					

MGIFPAK-175A
21,000 Bks. [T. 31-5/63]

Handed in at (Office of Origin)	Date	Hour	Minute	Service Instructions	Words
TO	143	13	13	AITUCONG NEWDELHI	

PASSPORT OBTAINED WAITING TICKET FOR BOOKING AIR SEAT-
K M SUNDARAM



C.3

280



99



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at _____ H. _____ M.

0 RF (17.30) PM 800 BOMBAY 29 18

AITUONG ND

.. CALLED PASSPORT OFFICE THIS MORNING NO INSTRUCTION RECEIVED FROM
MINISTRY HENCE CALLING AGAIN MONDAY...

SUNDARAM

COPD AT 1.10HRS
RAWAT

*Rawat Rawatli
Kishan on her
return. he has
received letter - sent
copy to A.S. who
not show it to
the P.P.A. Mrs
30/4/61*

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.

MOIPFAE.—686—4.7.59—80,210 E.S.

C-3

676/5-A-101



1875



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

Received here at _____ H. _____ M.

O N APR 28 9 BOMBAY 5

ATTUCONE NEWDELHI

REGARDS NEW ITEMS THIS MORNING FREEPRESS JOURNAL SOURCE UNKNOWN BURMAK SHEEL
 REFINERY MANAGEMENT SAY PLANNING LAYOFF 300 WORKERS MINIMAL FORTNIGHT
 THEIR PLANE RESUMING PRODUCTIONS 22ND ONLY STOP BITUMEN IMMEDIATELY AFFECTED
 LIKELY BE FEEL OTHER PRODUCTS MORE WORKERS ALSO SOON STOP UNION WORKER
 LEADERS CALCULATE RESUMPTION PRODUCTIONS POSSIBLE TENTH AND ORALLY OFFERED
 COMPANY THIS MORNING ALL COOPERATION ACHIEVED EARLY RESUMPTION AND OPPOSED
 LAYOFF HOWEVER COMPANY GOING AHEAD ITS PLANS STOP PLEASE INTERVENS
 INTEREST OF PRODUCTIONS REFINING 8500 TONS DAILY AND WELFARE LABOUR

This form accompany any enquiry respecting this telegram: REF. REFINERY WORKERS UNI
 I. A. P. Delhi 1961-9000 Books.

Copy of agreement entered into between the Co. & the Union.

F O R M H.
See Rule 58.

MEMORANDUM OF SETTLEMENT UNDER SECTION 12(3) OF THE INDUSTRIAL DISPUTES ACT, 1947, IN THE COURSE OF CONCILIATION PROCEEDINGS BEFORE THE CONCILIATION OFFICER RAJASTHAN, JAIPUR.

NAMES OF PARTIES.

1. Representing Employers: 1. Shri K.Venu Gopal, Staff & Industrial Relations Manager, Burmah-Shell Oil Storage & Distributing Co. of India Ltd., New Delhi.
2. Representing Employees: 1. Shri Umed Singh, President, Petroleum Workers' Union, 4215, Tel Mandi, Paharganj, New Delhi.
2. Shri Y.D. Sharma, General Secretary, P.W.U., New Delhi.
3. Shri V.J.F. Noronha, Jt. Secretary, P.W.U., New Delhi
4. Shri Hari Dutt Sharma, Provincial President, P.W.U., Jaipur.

SHORT RECITAL OF THE CASE.

WHEREAS the Parties hereto want to settle finally disputes regarding the dates of birth of individual employees in the labour category without prejudice to the contentions of the parties and the past practice in this behalf, the parties have agreed as follows:-

TERMS OF SETTLEMENT.

1. Such of the workmen who have entered service of the Company before 1954 and who have a grievance that their date of birth is not properly recorded in the Company's records will be given one final chance of rectifying their date of birth if they produce conclusive documentary evidence within three months hereof giving their correct date of birth with an Affidavit in support of the same.
2. The following evidence will be accepted as conclusive:-
(a) School Leaving Certificate.
(b) Baptism Certificate.
(c) Such other record or document which conclusively proves the correct date of birth.
3. The Union agrees not to pursue or raise industrial disputes either in respect of persons who have already retired from the service of the Company or in respect of those who are in service and as a special case the Company agrees to give the following persons among those who have retired, ex-gratia payments mentioned against each of their names:-

N A M E S .

<u>N A M E S .</u>	<u>AMOUNTS .</u>
Shri Zakir Hussain.	Rs. 1300/-
Shri Kala Singh.	Rs. 3650/-
Shri Dalip Singh.	Rs. 2100/-
Shri Shiv Dayal.	Rs. 1800/-
Shri Amir Mohd.	Rs. 800/-

4. This agreement will in no way form a precedent to be quoted in any of the pending cases between the Company and its employees.

Dated this day of 1960.

SIGNATURE OF PARTIES.

Signed for & on behalf of Messrs. For & on behalf of the Petroleum
Burmah-Shell Oil Storage & Distri- Workers' Union, 4215, Tel Mandi,
bution Co. of India Ltd., New Delhi. Paharganj, New Delhi.

The 12th Delegates Conference of the Petroleum Workers' Union, Delhi, views very seriously the increase in contract labour throughout the Delhi Region adopted by the Oil Companies.

The present increase of this menace has taken various forms and shapes, resulting in reduction of employment potential of the companies and increase in sweated labour. Some of the examples are given below :

Depots are being handed over to contractors and the staff transferred or retired. In certain depots some products are handed over to the contractors.

The work of painters, fitters, etc. is also being got done by the contractors. No replacement is made for the staff who retire or resign and their work is passed on to contractors.

Yet another form of contract labour is the work of feeding ~~strix~~ pumps, delivering of oil which is passed on to contractors. While this malady was already in there in certain places, the Oil companies had agreed with the Union to decrease/eliminate the same, but in contravention of this solemn agreement they have increased it in many places. Huge sums of money are advanced to the agents/contractors to purchase tanklorries. Even the loading/unloading work is entirely being transferred to contractors.

This Conference recalls the heroic struggle put up by the workers during 1957 against this malady and also the prolonged demonstrations carried on by the Shakurbasti workers recently. It further recalls that April 20, 1961 was observed throughout the region as anti contract labour day.

This Conference pledges to struggle against this anti-labour policy of the Oil Companies and reminds all the Oil Companies that they have violated the solemn agreement entered into with the Union in this respect and that unilateral action on this part is a clear violation of the Code of Discipline in the industry.

The Conference notes that the Government of India has undertaken a Survey of the Contract Labour problems. While welcoming this action of the Government, this Conference reminds the Government that with ^{their} slow moving machinery they are helping only the oil monopolists and their henchmen.

This Conference appreciates that this problem is not only limited to the Delhi Region, but has assumed an all India character. This Conference would further request AIPWF/AITUC to organise a mass struggle of the workers in the entire country and ^{thus} press home to the Government the need of introducing necessary legislation to combat the evils of contract labour.
