

Phone: 4417 (Off.)
3875 (Res.)

Office of the Samyukta Khandan
Mazdoor Sangh, Tilak Statue,
Nagpur, June 5, 1961

To

Dr. B. R. Seth,
Deputy Secretary to the Govt of India,
Ministry of Labour & Employment,
New Delhi

Sub: Main Conclusions of the Second Session of
the Industrial Committee on Mines other
than Coal.

Dear Sir,

Ref: Your letter No. RD 204(1)/61
dated 5th May 1961

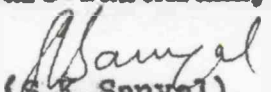
We thank you for your above-quoted letter, along
with the enclosure. With regret, we have to note that
the main conclusions of the Second Session of the Industrial
Committee on Mines other than Coal have not been properly
recorded and we are, therefore, constrained to give
the version of our understanding ~~as~~ as per the enclosed
note on the same.

You will find that the version in the enclosed note
~~also~~ is identical with the understanding of other participants
in the meeting, as the Indian Mining Association, vide
its circular No. 1477-R dated 2.5.61.

Hope you will be kind enough to redraft the conclusions
in the light of our note and confirm the same.

Thanking you,

Yours faithfully,


(S.K. Sanyal)
General Secretary,

Copy to:

1. General Secretary,
INTUC, New Delhi
2. Deputy Chairman,
Indian Mining Association, Calcutta

NOTE ON "MAIN CONCLUSIONS" OF THE SECOND SESSION OF THE INDUSTRIAL COMMITTEE ON MINES OTHER THAN COAL (NEW DELHI, APRIL 24, 1961) - Ref. Ministry of Labour & Employment letter No.RD.204(1)/61 dated May 5, 1961.

The following additions and amendments have to be made to the "Main Conclusions" circulated by Union Labour Ministry, vide their No.RD.204(1)/61 dated May 5, 1961.

Item 1: (a) There was a general criticism of the delay in convening this session and non-inclusion of items suggested by worker delegates on agenda, whereupon it was agreed to include more items and convene the next session in six months' time.

(b) Draft Metalliferous Mines Regulations noted.

(c) The Committee accepted the suggestion that a tripartite committee should be set up to investigate the causes of intermittent crises and boom faced by the Manganese Mining Industry and to inquire into working conditions in manganese ore mines.

(d) It was agreed that work connected with the implementation and extension of the Minimum Wages Act to non-coal mines should be completed within six months' time.

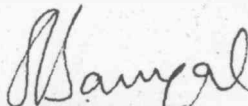
Item 2: It was agreed that a statutory welfare fund should be set up for the benefit of workers employed in the iron ore mines. There should be one Central levy and the State Governments should not impose further levies for welfare purposes on iron ore mines. The quantum of levy should not be less than 50 nP per ton and the allocation for expenditure would be maximum for housing and medical facilities. Necessary legislation should be undertaken by the Centre for giving effect to these recommendations.

Item 3: The Committee decided to drop the proposal of declaring iron ore mines as a 'Public Utility Service' under the Industrial Disputes Act of 1947 but resolved that 14 days' notice should be given under the Code of Discipline before resorting to any strike or lockout in the said mines, with the AITUC delegation recording their protest till minimum wages and welfare measures were guaranteed.

Item 4: The report and the recommendations of the Manganese Poisoning Enquiry Committee should be adopted in the light of suggestions (i) to grant a worker the opportunity to get examined medically by Inspector of Mines; (ii) obtain report from analyst regarding brownite content of ore; (iii) specify mines for purposes of availing services of a parttime or whole-time medical officer; (iv) to make obligatory provision to give alternate jobs to affected workmen or alternately a life pension; (v) to introduce wet drilling.

Following Additional Items for Agenda were raised in response to the assurance of the Chairman and it was decided that they will be taken up at the next meeting to be convened in six months' time:

- (a) Wage Board for iron, manganese and limestone mines or in the alternative, inclusion of these within the terms of reference of Wage Board for Iron & Steel Industry, as had been done for cement;
- (b) Abolition of Contract System.
- (c) Inclusion of Stone Quarries in this Committee's deliberations.
- (d) Extension of Employees State Insurance Scheme to all mines other than coal mines on a non-contributory basis on the part of workers.
- (e) Issuing monthly or quarterly report by Chief Inspector of Mines for mines other than coal, giving statistics on the model of such report regarding collieries.


(S.K. Sanyal)
Delegate of the AITUC

June 5, 1961

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No.188/61

June 6, 1961

Dear Com. Sanyal,

We have received a communication from the Ministry of Labour & Employment, New Delhi to the effect that the second session of the Industrial Committee on Mines other than Coal decided to provide that 14 days notice would have to be given by the parties under the Code of Discipline before any strike or lockout is resorted to in Iron ore mines and in terms of that we are supposed to notify all our affiliates.

The minutes of the Industrial Committee meeting were sent to you but you offered no comments thereon. Should we take it that you agreed to this proposition and if so, would you kindly let us know what were the consideration that led you to agree to this ?

With greetings,

Yours fraternally,

Me
6/6

(K.G.Sriwastava)
SECRETARY

A I T U C.
Received 1597/31-5-61
Applied.....

No.6/30/61-E&I
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT

From

The Joint Secretary to the Govt. of India,
Evaluation & Implementation Division.

To

The Secretary,
All India Trade Union Congress,
4 Ashok Road,
New Delhi

188

New Delhi, May 29, 1961.

Subject:- Declaration of Iron Ore Mines
as "Public Utility Service"
under the I.D. Act.

Dear Sir,

I am directed to refer to the decision of the second session of the Industrial Committee on Mines other than Coal Mines held in New Delhi on April 24, 1961 that 14 days notice would be given by the parties under the Code of Discipline before any strike or lock-out is resorted to in Iron Ore Mines and to request that this decision may kindly be brought to the notice of your affiliates for compliance in future.

Yours faithfully,

S.B.L. Wigan
(S.B.L. Wigan)
for Joint Secretary.

188
May 10, 1961

Com. S.K. Sanyal,
Samyukta Khadan Mazdoor Sangh,
Tilak Statue,
NAGPUR

Dear Comrade,

We enclose copy of the 'Main Conclusions' of the Industrial Committee meeting, as circulated by the Ministry.

Please let us know if the decisions have been correctly recorded.

With greetings,

Yours fraternally,

Uma
(K.G.)
(K.G. Sriwastava)
Secretary

Encl: 1

188

A. I. T. U. C.
Received.. 12/7/55-5-6
Replied.....

GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT

...

No. RD.204(1)/61. Dated New Delhi, the ~~3rd~~ May, 1961.

From

S

Dr. B.R. Seth,
Deputy Secretary to the Government of India.

To

(As per list attached)

SUBJECT:- Main Conclusions of the Second Session of the Industrial
Committee on Mines other than Coal Mines (New Delhi,
24th April, 1961).

Sir,

I am directed to forward herewith a copy of the Main
Conclusions of the second session of the Industrial Committee
on Mines other than Coal Mines, held at New Delhi on the 24th
April, 1961.

Yours faithfully,

A. G. Nagaraj

(A. G. Nagaraj)

for Deputy Secretary

Copy with a copy of the Main Conclusions referred to
above forwarded to :

1. All State Governments, except Assam, Gujarat, Kerala, U.P., Punjab and West Bengal.
2. Ministry of Steel, Mines & Fuel (Deptt. of Mines).
3. Ministry of Commerce & Industry.
4. Chief Inspector of Mines (Dhanbad).
5. Chief Labour Commissioner (Central), New Delhi.
6. Coal Mines Welfare Commissioner, Dhanbad.
7. Director, Labour Bureau, Simla.
8. The Secretary, INTUC, 17, Janpath, New Delhi.
9. The Secretary, AITUC, 4, Ashok Road, New Delhi.

AG Nagaraj

(A.G. Nagaraj)
for Deputy Secretary

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checked up with
our notes & run
making.*

SAR 9/57

*Asa Sanyal
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Tang*

INDUSTRIAL COMMITTEE --
ON
MINES OTHER THAN COAL MINES

(Second Session, New Delhi, 24th April, 1961)

Main Conclusions

Item 1 - Action taken on the conclusions of the first
Session (April, 1958)

The statement of action taken on the conclusions of the first session of the Committee (New Delhi, April, 1958) was noted.

It was agreed that work connected with the implementation and extension of the Minimum Wages Act to non-coal mines should be completed expeditiously.

Item 2 - Introduction of legislation for welfare measures for
workers employed in iron ore mines, and the proposal
for the levy of the welfare cess on iron ore

It was agreed that a statutory welfare fund should be set up for the benefit of workers employed in iron ore mines on the lines of the Coal Mines Labour Welfare Fund. The fund should be financed from the proceeds of a welfare cess to be imposed on iron ore. The functions of the proposed welfare fund organisation would be similar to those of the Coal Mines Welfare Organisation. Necessary legislation should be undertaken by the Centre for giving effect to these recommendations.

Item 3 - Declaration of Iron ore mines as "Public Utility Service"
under the Industrial Disputes Act, 1947

The parties agreed that 14 days' notice would be given under the Code of Discipline, before any strike or lockout is resorted to in the iron ore mines.

Item 4 - Report of the Manganese Poisoning Enquiry Committee

The Report and the recommendations contained therein were adopted by the Committee.

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of AITUC Delegation

REPORT ON THE MEETING OF INDUSTRIAL COMMITTEE ON MINES OTHER THAN
COAL.
(SECOND SESSION- NEW DELHI- 24th APRIL 1961)

The Second Session of this Committee was convened after a period of exactly 3 years, the first having been held on 17th & 18 April 1958. Shri G.L.Nanda, Minister for Labour and Employment, the Chairman, in his opening remarks expressed surprise that not much interest was being exhibited in this sector of mining industry of Iron, Manganese, Copper, Mica Dolomite etc that was growing and where the condition of work and living were worse and needed urgent attention for speedy redressal. He said that the condition of the workers in all mines and plantations were bad as compared to other Industries but that in Mines other than collieries, it was worse.

Both the AITUC & INTUC representatives S.K.Sanyal and Kanti Mehta respectively complained about the inordinate delay in the convening of this Second Session of the Committee and with far inadequate agenda, inspite of the fact that these organisation on behalf of the Trade Unions had sent suggestions from time during the last 2 years and more. The AITUC delegate pointed out that full 3 years had elapsed since the first session of this Industrial Committee was convened on 17th & 18th April 1958. He suggested that this should meet after every 6 months. He further listed out items regarding the problems confronting the iron Manganese and Mica soapstone, ~~mining~~ mining industries that needed a discussion in this Committee and therefore their inclusion in the agenda was of vital importance. Therefore to have convened this conference was being interpreted as an attempt to declare the Iron Ores Mines as Public Utility Service to ban the right to strike. INTUC representative Shri Kanti Mehta also in the opening remarks said that it appeared that the sole purpose of this second session appeared to be to pass the item on the agenda concerning the declaration of Iron Ore Mines as Public Utility Service and ban strikes.

Shri Nanda, thereupon expressed his regret at the lapse of time in convening this second session of the Committee, pointing out at the same time that frequency of convening depended on volume of work and none of the parties had on record anything to substantiate that they had taken pains till about 1960 for getting the Committee convened. He made a bold declaration that he would have no hesitation to include in the agenda more items that were being proposed by the workers delegates and prolong the sitting till there was a fuller discussion on all these items. He said that he would

He said that he would be absolutely unconventional in the matter ~~of~~ and if other ~~sides~~ sides namely the Management and the State Governments felt that they were not prepared because of lack of notice he would fix up an early date for convening the next ~~session~~ session of the committee, here and now.

Thereupon, the circulated agenda, (enclosed herewith) was taken up itemwise.

1. ACTION TAKEN ON THE CONCLUSIONS/RECOMMENDATIONS OF THE FIRST SESSION OF THE INDUSTRIAL COMMITTEE ON MINES OTHER THAN COAL:-

- (i) Draft Metalliferous Mines Regulations- the Government had stated -ed that the Regulations were finalised and issued in the light of recommendations of the committee.
- (ii) Draft legislation for constituting the Manganese Mines Labour welfare fund: the Government had stated that the draft Bill was revised on the basis of the Committee's recommendations. The Government of Orissa had waived their earlier objection. It was, however, decided not to proceed with it until the economic position of the industry improved.

The AITUC delegate Com.Sanyal attacked the Government for not proceeding with the implementation of the agreement regarding constituting the Manganese Mines Labour Welfare Fund, particularly at a time when the only opposing member in the last tripartite committee, namely the Government of Orissa had waived their earlier objection. This the AITUC held as a strange practice of negating the conclusions arrived at a tripartite meeting and an action of negation of the recommendations of tripartite bodies. In the first instance the AITUC opposed the levy of cess only on exports of Ores with 40% and more contents of Manganese. It ought to have been for all grades. Secondly the contention that collection of the cess should be dependent on the "economic position" of the industry is illogical, hence refuted. Besides as a matter of fact there was no serious crisis at any time during the last two years for the upgrade ores and welfare cess could not affect the industry in any way except taking some preliminary steps to prevent the workers employed in Manganese industry being thrown to the jaws of Manganese poisoning and other allied diseases. They demanded that on this question there should be no phasing and no dependance on the economic position. It should be immediately implemented.

The Management represented by Shri.B.M.Gogte of Western India Minerals Association, Bombay, and Shri.Kaju of Tata Iron & Steel Co., Ltd, supported the Government for not taking any action on the constitution of the Manganese Mines Labour Welfare fund because of the crisis that the Industry was facing and threatened that any imposition of the cess at the present stage would have adverse repercussions on the Industry.

The INTUC representative Shri.Kanti Mehta and delegate Shri.B.Chowdhry opposed the contention of the Management and said that the workers could catch the ~~man~~ employers by the ~~time~~ their boom ended and crisis began.

Shri.G.L.Nanda denied that the inaction was due to negligence on the part of the Government but because of the major issues like fall in export of the ore, and a downward trend in the price of the ore year by year since 1957 and the closure of a large number of mines.Under these circumstances it would not be proper to show much enthusiasm in a fit of emotion and sentiment to implement certain agreed decisions also, if the subsequent situation changed.

(iii) Difficulties in the application of the Minimum Wages Act to the scheduled employments of stone breaking/stone crushing in certain mines and programme of extension of Minimum Wages Act to employment in Mines not already included in the schedule to the Act:-

The Government had stated that in view of the administrative and other preliminary arrangements involved, it was considered desirable to extend the Minimum Wages Act by Stages, cover iron ore, Manganese, gypsum, barytes and bauxite mines during the first phase of extension.

The Management representative from Bombay said that in Ratnagiri and north Kanara they had implemented the rules.

The INTUC representative Shri Kanti Mehta said that though the rules were framed in 1958, there was no implementation.The Government did not consult the Trade Union representatives, the contract system continued where there was the worst exploitation with such low wages as annas eight per day.

The AITUC delegates Com.Sanyal & Nukul Guha pointed out that here again there was a negation in action of the recommendations of the first session of the Committee which had specifically directed that there would be no phasing in the implementation but the Govt. came out with a proposal for phasing. They said that 3 long years had elapsed and nothing was done to implement the commonly agreed methods to assure a minimum wage to the worst exploited workers that the Chairman himself had pointed out - the workers employed in these mines of Iron, Manganese, Mica, Copper, Soapstone, Gypsum, Dolomite, Bauxite and the like. Such inactions on the part of the Government raised a question of the utility of these Committee meetings and their recommendations commonly agreed upon.

Shri Nanda expressed regrets that it was an old scheme and could not be implemented because of lack of staff, as rules did not permit more recruitment of staff over the old schemes, but he did not regard these explanations as satisfactory and was sorry to note that these were not brought to his notice earlier. He suggested that a time limit had to be put up on their implementation.

2. INTRODUCTION OF LEGISLATION FOR WELFARE MEASURES FOR WORKERS EMPLOYED IN IRON ORE MINES AND THE PROPOSAL FOR THE LEVY OF A WELFARE CESS ON IRON ORE.

The Management representative Raju of TISCO suggested that the cess should be only 16 np instead of the proposed 50 np. Shri Gogte of Bombay said that the cess would not help the workers as most of them were farmers, worked on seasonal basis, and would be unbearable for the small mines that had deposit for 3 or 4 years.

In Bombay state, there was a state levy for developmental part. As such they should be exempted.

The State Government representative from Orissa said that they had a state welfare scheme for Iron Ore Mines and they could not agree for any central levy. Moreover, Shri Tripathy said that because they had frequent changes in the Government, they could not make any commitment on the issue.

The State Government of Rajasthan represented by Shri Rameshwar Bhadada said that since the mines situated in his State were of poor Iron Ore content, they should not be saddled with more levy or cess.

The AITUC adviser Com. Shirali, attacked the employers of wasting money over bribery and attempts to throttle the legitimate Trade Union activities in Rajasthan and the state Government's abetment at these nefarious activities. He contended that they had enough money and there should be no exemption.

The AITUC delegates and INTUC adviser Com. Sanyal & Guha and Kanti Mehta argued that the scheme had to be worked upon a national scale and no step to better the working conditions could be taken if the smaller units became the ceiling. Other mines as dolomite and Mica should also be included said Shri Kanti Mehta. Com. Prakash Ray gave the figures of production in Rajasthan mines of the Bhilai Steel project stating that about 15 lakhs tons of iron ore was produced during last 3 years by workers ~~during last~~ strength of 10,000 to 25,000 on raising alone and there was a considerable earning of foreign exchange also besides using for the steel plant.

Mysore Government spokesman said that in view of very low price of iron ore at Bellary and also low payments to the workers to the tune of Rs.4/- per ton, no further cess be imposed.

Shri Nanda summed up by agreeing that on a national scale it was necessary that welfare measures were to be guaranteed to the Iron Ore mine workers and the cess levied. The AITUC delegates had stated that both for Iron and Manganese mine workers, the utility should be indicated of this Fund and they had proposed that three-fifths of the Fund should be allocated for housing and one fifth for hospitals including maternity wards, and the rest for recreational activities.

Shri Nanda without giving his opinion on actual allocation agreed that major portion of the fund would be utilised for housing and medical facilities and would be given priority.

3. DECLARATION AS PUBLIC UTILITY SERVICE OF IRON ORE MINES UNDER THE INDUSTRIAL DISPUTES ACT 1947.

Shri Nanda while introducing the item suggested that all they wanted was that in view of the importance Iron Ore had for the steel plants, certain measures be taken to ensure a proper notice for the strike.

The Management representatives from TISCO said that

that such a declaration was absolutely ^{the} needed of the day and suggested that the provisions should be extended to other ores as Manganese and the like.

Shri Kanti Mehta of the INTUC said that instead of declaring Iron Ore Mines as Public Utility Service the recourse of fortnight's notice could be taken under the code of discipline. Even otherwise the Government could bring this measure if it felt necessary, through the Parliament instead of making them a party particularly at a time when they could not go to the workers, with increased wages or any other amenity. This would create bitterness and disgruntlement amongst the workers. Hence he suggested that the matter be left to the Parliament.

The AITUC delegate Com.Sanyal attacked the move outright without however minimising the importance or the vital nature of the steel industry or its implications on the national economy. He challenged the Government to prove its bonafides regarding its serious considerations for Iron Ore or Manganese Mining. Had the Government been really serious about the importance of these raw materials for the steel industry they would have taken measures to see that the workers employed there were given some better conditions of living and working, if not the same as for the steel industry. A wage Board was announced for the Steel Industry but Iron ore mining was not included. The discussions on the foregoing agenda had conclusively proved that not a single step had been taken to not only ameliorate the hard and worse lot, as expressed by the Chairman himself, of workers employed in this mining industry but not even the barest minimum of guaranteeing a minimum wage to the Iron mine workers had been taken. The question of Bonus, Housing and other vital needs were yet to be discussed. Had the Government done the minimum, the corollary by now would have been to set up a wage Board for Iron mine workers. In this background the AITUC delegation felt that they could not but stoutly oppose the measure of declaring as Public Utility Concern the Iron Ore Mines, whether through this Committee or the Parliament. They could not agree to any curtailment of the ~~working rights for agitation~~ workers rights for agitating for their crying needs including their rights to strike even under the pretext of the Code.

Thereupon Shri Wanda announced that they would drop the issue of bringing Iron Ore Mines under the Public Utility Services and insist on the Trade Unions for giving a fortnight's notice under the Code of Discipline for a strike. He appealed to the AITUC Delegates not to put forward any objection this proposal.

The AITUC delegation reiterated the creation of preconditions by implementation of measures guaranteeing minimum wages and welfare measure first and then convene a meeting of this Committee for seeking a sanction on the curb for right to strike,

~~if it was so felt necessary~~
if it was so felt necessary.

Shri.Nanda announced and actually directed that the implementation of minimum wages act should take place within 6 months and set aside the objections that the Chief Labour Commissioner, & Shri Abid Ali Deputy Labour Minister were taking to the procedural matters of procuring names addresses of mines, categories of employees and the like that would take about 1½ years. He also requested the Trade Unions to cooperate in supplying the Ministry with the information sought.

4. REPORT OF THE MANGANESE POISONING ENQUIRY COMMITTEE.

Shri.B.Chaudhry, Delegate of the INTUC complained that inspite of the recommendation of the Committee set up for enquiring into the causes of Manganese Poisoning the dry drilling operation continued and inspite of the ammendments to the workmen's Compensation Act no rules were framed by the State Governments. He said that the Mines Inspectorate did not take any measure to see that the recommendations were implemented and the mineowners were not allowed to go scotfree with violations. Shri Kanti Mehta criticised the composition of committee which did not include T.U. Representatives.

The representative of the TISCO submitted that they wanted to implement the measure of wet drilling but the equipment for the same were not available.

The Chief Inspector of Mines refuted the argument of the management and said that wet drilling involved no serious modification to the present operation and could be easily undertaken.

The AITUC delegate welcomed the report and pointed out that in order to implement the findings, the recommendations made were not sufficient, for example, on page 70 of the report last para "we feel that under such circumstances when a worker complains of symptoms which could suggest premanganism, he should be examined by a competent medical Officer periodically and at once taken off work the moment the first evident signs of the disease appear" The experience of the ~~workers~~ in the mine that was worst affected by this disease was that they were refused any relief and the only alternative they faced was either to work where they were badly affected by the poisoning or loss of job. Therefore the recommendations should be that if a worker failed to evoke any response from the Management he should approach the Mines Inspector, who should send him for proper medical examination and grant him the relief recommended in the above para of the report. On Page 88 of the report it has been observed that "Braunite is more poisonous than pisolite" but in order to determine this content no recommendation had been made. It was, therefore, suggested by the AITUC delegation that the Management should be advised to obtain a report from the Chemical analyser regarding braunite contents of the ore also. Similarly on recommendations contained on Page 96, the point No.(2) should specify siding and screening places whenever the operation was carried on for the purpose. Point (4) should specify the size of the mine and specification of the mine for the purposes of

for the purposes of availing the services of a part-time or whole time medical officer. On point No. (8) the provision should be obligatory for all management to provide the workmen so affected with alternate suitable jobs, provided they were able to undertake the working; and on point (9) provision should be made to grant life pension as compensation served little purpose. It was also pointed out that soon after the enquiry was concluded most of the workmen so affected were given a pittance of hardly Rs.100/- and asked to leave the mine. Com. Shirali suggested a common pool by managements to pay the compensation to affected workmen.

The Chairman assured that suitable measures would be taken to implement the recommendations in the light of suggestions made.

At the conclusion of this agenda Shri Mehta of INTUC made a statement regarding the working and living conditions of the workers employed in these Mines, and pleaded for the abolition of the contract system.

Shri Nanda announced that he had to leave for another engagement and the discussions could continue, if so desired, with his deputy Shri Abid Ali occupying the Chair.

The AITUC delegation suggested the items to be included in the agenda for discussion, as was assured by the Chairman but felt that his personal presence during the discussion would be helpful to guide the deliberations. He, therefore, suggested that an urgent consideration was necessary for taking up the questions of:-

- 1) Appointment of Wage board for Iron & Manganese Mining industry.
- 2) Tripartite enquiry committee to go into the working of Manganese and Iron mining, in all their aspects that accounted for intermittent crisis, categorisation, and other measures.
- 3) Introduction of Employees State Insurance Scheme on non-contributory basis for the workmen employed in Mines other than coal;
- 4) Publication of the monthly report by the Chief Inspector of Mines giving the labour strength, production figures and the like on region basis.

The Chairman announced that the agenda would be suitably prepared and the next session of the Committee will be convened in six months' time.

J. Samyal
25-4-61

No.188/SM/61
April 24, 1961

Shri R.C.Saksena,
Under Secretary to the Govt. of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Second Session of the Industrial
Committee on Mines other than
Coal, New Delhi - April 1961.


Dear Sir,

Please refer to our letter No. 188/A/61
dated April 12, 1961.

The name of the second Adviser should be
read as:

D.R. Shirali.

Yours faithfully,


(K.G.Sriwastava)
Secretary

187

April 17, 1961

Dear Com. Sanyal,

Your letter of April 13.

In connection with the Industrial
Committee meeting on Mines other than
Coal, please reach here one day earlier.
Hope you can manage it, for both of you.

With greetings,

Yours fraternally,

^{lms Apr 17}
(K. G. Srivastava)
Secretary

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ग.प्र.पु.१०(१५)५०
Government of India
Ministry of Labour & Employment

१५-४-६१

A. I. T. U. C
Received... 786/12-461
Replied.....

From

Shri R.C. Saksena,
Under Secretary to the Government of India.

To

14. The General Secretary,
All-India Trade Union Congress,
4, Ashok Road, New Delhi.

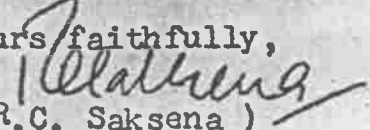
Dated New Delhi, the 10th April, 1961.

Subject:- Second Session of the Industrial Committee on Mines
other than Coal - New Delhi - 24th April, 1961.

Sir,

In continuation of this Ministry's letter dated the 7th April, 1961, I am directed to say that the second session of the Industrial Committee on Mines other than Coal will meet in Committee Room 'C', First Floor, Vigyan Bhavan, New Delhi. The meeting will commence at 3 P.M. on the 24th April, 1961.

Yours faithfully,


(R.C. Saksena)
Under Secretary.

198

April 12, 1961

Dear Com.Sanyal,

There is a good deal of reports and memoranda to be read on the Industrial Committee on Mines Other Than Coal meeting and hence you should reach Delhi by the morning of 23rd April.

Other delegate and advisers will be also reaching Delhi by then and we could have preliminary discussions.

The meeting begins on 24th by 10 AM.

Please confirm.

With greetings,

Yours fraternally,

Uro
Ram
(K.G. Sriwastava)

A. I. T. U. C.
Received. 769/11-4-61
Replied.....

No. LC. 10(55)/60
Government of India
Ministry of Labour & Employment

.....

From

Shri R.C. Saksena,
Under Secretary to the Government of India.

To

14. The General Secretary,
All-India Trade Union Congress,
4, Ashok Road, New Delhi.

Dated New Delhi, the
7th April, 1961.


Subject:- Second Session of the Industrial Committee on
Mines other than Coal - New Delhi - 24th April, 1961.

...

Sir,

In continuation of this Ministry's letter dated the
31st March 1961, I am directed to forward herewith a copy of the
Report of the Manganese Poisoning Enquiry Committee in connection
with item 4 of the agenda.

Yours faithfully,


(R.C. Saksena)
Under Secretary

*Amr Sanyal to come here
at least once only before.
So, this report has to be
by him.*

*Mrs
12/4/61*

No.188/A/61
April 12, 1961

Shri R.C.Saksena,
Under Secretary to the Govt of India,
Ministry of Labour & Employment,
New Delhi.

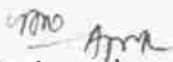
Sub: Second Session of the Industrial
Committee on Mines other than
Coal, New Delhi - April 1961

Dear Sir,

With reference to your letter No.IC-10
(58)/60 dated 31st March 1961 on the above
subject, we may inform you that the following
persons will represent the AITUC at the
Second Session of the Industrial Committee
on Mines other than Coal:

- DELEGATES: 1) Shri S.K.Sanyal,
General Secretary,
Samyukta Khadan Mazdoor Sangh,
Tilak Statue, Mahal, NAGPUR
- 2) Shri Nakul Guha,
United Mineral Workers Union,
P.O. GUA, Dt.Singhbhum, Bihar
- ADVISERS: 1) Shri Prakash Roy,
Secretary, Samyukta Khadan Mazdoor Sangh
RAJNANDGAON, M.P.
- 2) Shri O.P.Shirali,
Rajasthan State Committee,
All-India Trade Union Congress,
Somani Bhavan, Station Road, JAIPUR

Yours faithfully,


(K.G.Sriwastava)
Secretary

A.I.T.U.C.
Received... 788/12-4-61
Replied.....

No. LC-10(58)/60
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT

Dated New Delhi, the

EXPRESS LETTER

11 APR 1961

To

14. The General Secretary,
All-India Trade Union Congress,
4, Ashok Road, New Delhi.

NO. LC-10(58)/60 REFERENCE THIS MINISTRY'S LETTER
DATED THIRTYFIRST MARCH 1961 STOP GRATEFUL EXPEDITE NAMES
OF DELEGATE (S)/ADVISER (S) ATTENDING SECOND SESSION OF
INDUSTRIAL COMMITTEE ON MINES OTHER THAN COAL AT NEW DELHI
ON TWENTYFOURTH APRIL 1961 STOP.

a.nil.
h.s.

Del: - 1. Sangar
2. Mahesh Kumar
A. secy: - 1. Prasad Rao
2. Shrivastava
GWS
M.

Mishra

For Under Secretary

(17)

April 5, 1961.

The General Secretary,
United Mineral Workers Union,
P.O. Gua, Distt. Singhbhum,
(Bihar).

Dear Comrade,

The second session of the Industrial Committee on Mines other than Coal, would be held in New Delhi on April 24, 1961.

The Agenda of the session would be as follows:

- (1) Action taken on the main conclusions/ recommendations of the last session of the industrial committee;
- (2) introduction of legislation for welfare measures for workers employed in iron ore mines and the proposal for the levy of a welfare cess on iron ore;
- (3) declaration as Public Utility Service of iron ore mines under the Industrial Disputes Act, 1947; and
- (4) Report of the Manganese Poisoning Enquiry Committee.

We are nominating Com. Nakul Guha, Assistant Secretary of your Union as a delegate to this meeting.

With Greetings,

Yours fraternally,

K.G.
(K.G. SRIWASTAVA)
SECRETARY.

April 5, 1961

Com. Shirali,
Rajasthan State TUC,
Jaipur.

Dear Comrade,

You have been nominated as an adviser to the AITUC delegation in the second session of the Industrial Committee on mines other than Coal, which is meeting here on April 24, 1961.

Please make it convenient to attend the same.

It is regretted that it would not be possible for us to bear your travelling expenses but in any case, we believe, you would not be put to any big burden by that since the distance is rather small.

Please let us know when you would be coming.

With greetings,

Yours fraternally,

Uro
for
(K.G.Sriwastava)
SECRETARY

(187)

April 5, 1961

Com. S.K.Sanyal/Com.Prakash Roy,
Samyukta Khadan Mazdoor Sangh.

Dear Comrades,

The second session of the Industrial Committee on Mines other than Coal, would be held in New Delhi on April 24, 1961.

The Agenda of the session has been decided to be as follows:

- (1) Action taken on the main conclusions/recommendations of the last session of the industrial committee;
- (2) introduction of legislation for welfare measures for workers employed in iron ore mines and the proposal for the levy of a welfare cess on iron ore;
- (3) declaration as Public Utility Service of iron ore mines under the Industrial Disputes Act, 1947, and
- (4) Report of the Manganese Poisoning Enquiry Committee.

We have decided to nominate Com. Sanyal as a delegate and Com. Roy as an Adviser to this meeting. No travelling allowance will be paid to the adviser and the expenses of travel for both should be met from the ex T.A. that will be paid by the Government of India to the Delegate.

Please let us know by return of post your acceptance.

With greetings,

Yours fraternally,

(K.G.Sriwastava)

Secretary

187

April 5, 1961

The General Secretary,
United Mineral Workers Union,
P.O. Gua, Dt. Singbhum, BIHAR.

Dear Comrade,

The second session of the Industrial Committee on Mines other than Coal, would be held in New Delhi on April 24, 1961.

The Agenda of the session would be as follows:

- (1) Action taken on the main conclusions/recommendations of the last session of the industrial committee;
- (2) introduction of legislation for welfare measures for workers employed in iron ore mines and the proposal for the levy of a welfare cess on iron ore;
- (3) declaration as Public Utility Service of iron ore mines under the Industrial Disputes Act, 1947; and
- (4) Report of the Manganese Poisoning Enquiry Committee.

We propose to have one delegate from your union to represent AITUC in this meeting of the industrial Committee. But we are of the opinion that the delegate should be such a person who can represent the position of the industry and the workers properly. He must have detailed knowledge of the conditions and be well versed with the various aspects of iron and manganese ore mining industries.

-2-

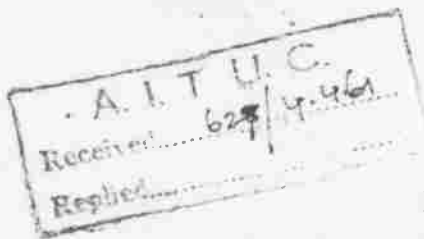
We are therefore of the opinion that either Com. Nakul Guha or Com. Purnendu Mazumdar should be nominated from your union as a delegate. If you have any better person, of course, it is upto you to nominate him.

But in any case, we must know the name of the delegate latest by April 10, so that we can intimate the Labour Ministry accordingly.

With greetings,

Yours fraternally,

Ums
Am
(K.G.Sriwastava)
SECRETARY



Immediate

No.LC-10(58)/60
Government of India
Ministry of Labour & Employment

From

Shri R.C. Saksena,
Under Secretary to the Government of India.

To

14. The General Secretary,
All-India Trade Union Congress,
4, Ashok Road, New Delhi.

Dated New Delhi, the 31st March, 1961.

Subject:- Second Session of the Industrial Committee
on Mines other than Coal - New Delhi -
24th April, 1961.

Sir,

I am directed to say that it has been decided to hold the second session of the Industrial Committee on Mines other than Coal at New Delhi on the 24th April, 1961. The agenda, place and time of the meeting is being intimated separately. The composition of the Committee will be as follows :-

1. Government

(a) <u>Central Government</u>	<u>No. of delegates</u>
(1) Ministry of Labour and Employment.	1
(2) Ministry of Steel, Mines and Fuel.	1
(3) Ministry of Commerce and Industry.	1
(4) The Hindustan Steel Ltd., Ranchi.	1
(b) <u>State Governments</u>	
The Governments of Andhra Pradesh, Bihar, Maharashtra, Madhya Pradesh, Madras, Mysore, Orissa and Rajasthan (one seat each).	8
	<u>Total. 12</u>

*Banash Roy
Bansal
Wadhwa
- Shivani*

P.T.O.

<u>II. Employers</u>	<u>No. of delegates.</u>
(1) Western India Minerals Association, <u>Bombay</u> .	1
(2) Orissa Mining Association, <u>Barabil</u> .	1
(3) <u>Mineral Industry</u> Association, <u>Nagpur</u> .	1
(4) Indian Mining Association, <u>Calcutta</u> .	1
Total:	<u>4</u>

III. Workers

(1) The Indian National Trade Union Congress.	2
(2) The All-India Trade Union Congress.	2
Total:	<u>4</u>

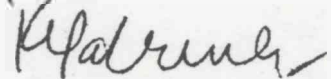
2. The Government delegates may bring advisers if they so desire.

3. The Employers' and Workers' delegates may bring an adviser each at their own expense or at the expense of their organisations. The Employers' and Workers' delegates will, however, be paid Travelling Allowance at the usual rates.

4. The name, designation and address of the delegate(s)/and or adviser(s) may kindly be intimated to this Ministry by the 15th April, 1961, and they may also be advised of their nomination.

5. The receipt of this letter may kindly be acknowledged.

Yours faithfully,



(R.C. Saksena)
Under Secretary.

Immediate

No.LC-10(55)/60
Government of India
Ministry of Labour & Employment

From

Shri R.C. Saksena,
Under Secretary to the Government of India.

To

14. The General Secretary,
All-India Trade Union Congress,
4, Ashok Road, New Delhi. and.

Dated New Delhi, the 31st March, 1961.

Subject:- Second Session of the Industrial Committee
on Mines other than Coal - New Delhi -
24th April, 1961.

Sir,

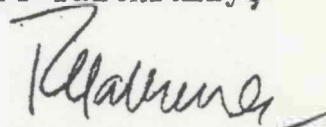
In continuation of this Ministry's letter
No.LC-10(58)/61, dated the 31st March 1961, I am
directed to say that the agenda of the second session
of the Industrial Committee on Mines other than Coal
will be as follows:-

- (1) Action taken on the main conclusions/
recommendations of the last session of
the Industrial Committee on Mines other
than Coal;
- (2) Introduction of legislation for welfare
measures for workers employed in iron ore
mines and the proposal for the levy of a
welfare cess on iron ore;
- (3) Declaration as Public Utility Service
of iron ore mines under the Industrial
Disputes Act, 1947; and
- (4) Report of the Manganese Poisoning
Enquiry Committee.

*with two
spare
copies.

*
Memoranda on the above items are enclosed. The Report
of the Manganese Poisoning Enquiry Committee will be
sent shortly.

Yours faithfully,


(R.C. Saksena)
Under Secretary.

Industrial Committee on Mines Other than Coal Mines
(Second Session)

Item No.1: Action taken on the Conclusions/Recommendations
of the First Meeting (New Delhi, 17-18 April, 1958)

<u>Item</u> <u>Number</u> <u>Conclusion/Recommendation</u>	<u>Action Taken</u>
<u>1. Draft Metalliferous Mines Regulations:</u> The Committee approved the draft Regulations with certain changes.	1. The Regulations were finalised in the light of the recommendations of the Committee and have been issued.
<u>2. Draft Legislation for Constituting the Manganese Mines Labour Welfare Fund:</u> The Committee approved the proposal regarding the Constitution of the Manganese Mines Labour Welfare Fund. It was agreed that, to begin with, a welfare levy of Rs.2/- per ton might be imposed on all exports of ores with more than 40% manganese content and that no State should be exempted from the scope of the proposed legislation. The exemption of the low grade ores should not mean that the workers employed in such mines would be excluded from the scope of the proposed legislation. The representative of the Government of Orissa, however, desired to reserve his position on the matter, as Orissa already had its own welfare fund legislation which covered other mines also.	2. The draft Bill was revised on the basis of the Committee's recommendations. The Government of Orissa also agreed to waive their earlier objection. It was, however, decided not to proceed with it until the economic position of the industry improved.
<u>3&4. Difficulties in the application of the Minimum Wages Act to the Scheduled employments of stone-breaking/stone crushing in certain mines and Programme of extension of Minimum Wages Act to employment in Mines not already included in the Schedule to the Act:</u> These two items were considered together and it was agreed that the Minimum Wages Act should be extended to all mines. It was not considered necessary to have any phasing. The Committee was of the view that the Act should be made applicable to all mines as early as possible. The extension of the Act should not, however, adversely affect the existing rights of workers in any way.	3&4. The recommendation was examined and in view of the administrative and other preliminary arrangements involved, it was considered desirable to extend the Minimum Wages Act by stages. It is proposed to cover iron ore, manganese, gypsum, barytes and bauxite mines during the first phase of extension. Necessary administrative arrangements for the purpose are under way.

Industrial Committee on Mines other
than Coal. (2nd Session)

- - -

Item No.2 Introduction of legislation for welfare measures for workers employed in iron ore mines, and the proposal for the levy of a welfare cess on iron ore.

- - - - -
MEMORANDUM

1. Introduction: Iron ore, of which the country has large reserves, forms an important raw material of the iron and steel industry. With the growing importance attached to this industry and its steady expansion, iron ore mining has assumed great importance. Hence the necessity for keeping contented and fit the labour engaged in such a vital and expanding industry as iron ore mining, need hardly be emphasised.

2. Iron ore mining industry employed a substantial labour force. During the year 1959 about 41,000 persons were employed for raising 7.3 million tons of ore, as against about 26,000 persons employed in 1952 for an output of 3.9 million tons. Fulfilment of the targets of iron ore production fixed under the Plans would involve employment of additional labour on a large scale.

3. Need for welfare legislation:- Constant efforts have been made by Government to effect improvement on a voluntary basis in the working and living conditions of the labour engaged in the industry. The results obtained have, however, not been encouraging. The reports of the officers of the Industrial Relations Machinery who, during their visits to mines, persuade managements to provide at least the minimum facilities, show that despite their efforts, facilities such as water supply, housing, sanitation, education and recreation are either generally lacking or inadequate. A Working Group set up in 1956, which included representatives of employers and workers, while commenting on the unsatisfactory labour conditions in mines surveyed by them reported that individual employers had their own limitations, that even among the larger employers instances of indifference to the problem were by no means rare and that in any case, smaller units could not achieve anything by themselves. They also stated that the problem of housing was so huge in magnitude and involved so much financial outlay that it could not be tackled successfully without Government intervention. The Working Group, therefore, recommended that a Welfare Fund, financed by a special cess, on the pattern of the Coal Mines Labour Welfare Fund or the Mica Mines Labour Welfare Fund, should be set up.

4. Rate of Cess:- In the light of the position stated above, it is proposed that a similar Fund should be set up for the benefit of labour in the iron ore mining industry. The annual income of the Mica Mines Labour Welfare Fund is about Rs.26 lakhs. The number of workers in the mica mining industry is about 34,000. As the number of workers in the iron ore mining industry is about 41,000 it will not be possible to undertake

welfare measures on a satisfactory scale, unless an annual income of about Rs.30 lakhs is assured for the present. It has been worked out that this would necessitate imposition of a cess at a rate not exceeding 50 naye Paise per metric tonne of iron ore produced.

5. Creation of the Iron Ore Labour Welfare Fund:-

The proceeds from the cess will be paid to the credit of a Fund to be called the Iron Ore Labour Welfare Fund which will be utilised for defraying the cost of measures for the benefit of labour employed in the iron ore mining industry. The Fund will be administered in consultation with tripartite advisory bodies consisting of representatives of the Central and State Governments, employers and workers.

6. Utilisation of the Fund:- The Fund will be utilised for:-

- (a) measures for the benefit of labour employed in the iron ore mining industry in regard to the improvement of public health, housing, sanitation, water supply, medical, educational, recreational facilities, etc.;
- (b) grants to a State Government or local authority or owner of a mine, in aid of any scheme approved by the Central Government for any purpose for which the Fund may be utilised;
- (c) re-imbusement to mine owners who maintain prescribed standards of welfare facilities, the amount of reimbursement being restricted to the actual expenditure incurred by them on the welfare facilities, subject to certain ceiling limits to be prescribed by rules;
- (d) the cost of administering the Fund, including the allowances of members of the advisory bodies;
- (e) any other expenditure which the Central Government may direct to be defrayed from the Fund.

7. Conclusion:- The views of the Industrial Committee are sought on the proposal to introduce legislation on the lines indicated above.

Industrial Committee on Mines other than Coal
(Second Session)

Item 3: DECLARATION AS 'PUBLIC UTILITY SERVICE'
OF IRON ORE MINES UNDER CLAUSE (m) OF
SECTION 2 OF THE INDUSTRIAL DISPUTES
ACT, 1947.

Memorandum

By a notification No. 4460-IR , dated the 18th
IR/IA-12/60

August, 1960, the West Bengal Government declared the following industries in iron and steel as 'public utility service' in exercise of the powers conferred by proviso to sub clause (vi) of clause (n) of Section 2 of the Industrial Disputes Act.

- (1) Kutli Works of the Indian Iron and Steel Co. Ltd., with its Electric sub-stations, Pumping House and Water Works.
- (2) Santa Works of the Indian Standard Wagon Co. Ltd.,
- (3) Burnpur works of the Indian Iron and Steel Co. Ltd., with its Electric sub-stations, Water Works and Pumping Houses.

2. Inviting a reference to the Government of West Bengal's notification dated the 18th August, 1960, referred to in paragraph 1 above, the Indian Iron and Steel Co. Ltd., Calcutta, approached the Ministry of Labour and Employment, Government of India, with the suggestion that the Iron Ore Mines at Gua and Manoharpur (Bihar), which were the main sources of the principal raw materials required for the manufacture of iron and steel at Burnpur, should be declared as a 'public utility service' under the Industrial Disputes Act, 1947.

3. The Central Government is the appropriate Government under the Industrial Disputes Act in respect of Iron Ore Mines. The effect of declaring an industry to be a public utility service' is that the workers cannot go on strike without giving at least 2 weeks notice under section 22 of the Industrial Disputes Act and the conciliation machinery has necessarily to intervene in the disputes under Section 12 of the Industrial Disputes Act. This gives breathing time to the management as well as the Government to look into the matter and make necessary arrangements.

4. The industries which can be declared as 'public utility service' are listed in Schedule I to the Industrial Disputes Act, 1947. Only Iron and Steel finds a place therein. There is no separate entry relating to Iron Ore Mines. According to legal advice, the ordinary concept of "iron and steel industry" is an industry which is concerned with the manufacture of iron and steel in the form (finished) of plates, bars etc. Accordingly it was not possible to declare the iron ore mines as 'public utility service' without suitably amending the Industrial Disputes Act. There is, however, a proposal under consideration to amend the Industrial Disputes Act, for providing a permissive clause therein, so that any industry requiring to be declared as a 'public utility service', due to public emergency or public interest, could be so declared by the appropriate Government. This proposal is likely to take some time for the finalisation of the other amendments

under consideration, being considered along with it.

5. Meanwhile, since the steel plants are engaged in vital production connected with the industrialisation of the country, the Industrial Committee on Non-Coal mines are requested to consider the question whether or not the iron ore mines be declared as 'public utility service'.

Industrial Committee on Mines
other than Coal.
(2nd Session)

Item 4: Report of the Manganese Poisoning Enquiry
Committee.

MEMORANDUM

The Manganese Poisoning Enquiry Committee was set up by the Government of India on the 3rd November, 1958. The terms of reference of the Committee were to make "a complete investigation of causation, extent, diagnosis and treatment of the different varieties of manganese poisoning found in the workers of the manganese mines in India and to advise on the preventive measures that may be enforced."

2. The Committee in its report (copy will follow) submitted on the 30th November, 1960 has expressed the view that manganese intoxication has so far been a minor problem - minor in the sense that only some 28 cases were encountered in all the 12 mines visited and also because the cause-and-effect relationship of the problem was clear to the Committee. According to the Committee, if rigorous measures are adopted to prevent dry drilling underground, if proper ventilation is instituted and if cases are detected early and rehabilitated, there should be no serious cases of manganese intoxication in future.

3. In keeping with this view, the Committee has made the following recommendations:

(1) Dry drilling must be stopped at all cost and wet drilling introduced compulsorily both underground and at surface.

(2) In general, dust control methods are strongly recommended wherever a hazard exists.

(3) In underground mining practices, the following ventilation standards are tentatively recommended:

(a) Maximum permissible concentration of 6 mgm. of manganese dust per cubic metre of air.

(b) A minimum air velocity of 50 ft. per minute at the work faces and dead ends at points not more than 5 feet away from the worker .

(c) As a check, periodic dust and ventilation surveys of the underground environment should be done.

(4) All manganese mines should have suitably qualified whole-time or part-time medical officers.

(5) All management personnel in the manganese mining should be conversant with the occupational risks in the industry.

(6) Periodical medical examination of all miners should be done and adequate records maintained.

(7) As soon as early diagnostic systems and signs are recognised, the worker should be withdrawn from his duty environment to a suitable surface job and the proper authority notified.

(8) Treatment: The Committee feels that there is no specific remedy for the disease and the affected patients should be rehabilitated in new occupations suitable to their physical condition.

(9) Manganese poisoning in the mining industry should be made a compensable disease under Schedule III of the Workmen's Compensation Act, relating the extent of compensation to the neurological damage.

/ to

4. Statutory provisions already exist with reference to most of the recommendations referred to above. The Government of India are examining what changes are needed in them.

5. Co-operation of the industry is vital for the successful implementation of the recommendations of the Committee. It is hoped that the discussions of the present Committee would assist in generating such co-operation and also in disseminating information about the hazards of manganese mining. The views of the Industrial Committee are solicited on the report of the Committee with special reference to the recommendations referred to above.

* * * * *

The General Secretary,
A.I.T.U.C., 4, Ashok Road,
New Delhi.

188
Immediate

No.LC.10(55)/60.
Government of India
Ministry of Labour & Employment.

From

Shri R.C. Saksena,
Under Secretary to the Govt. of India.

To

The State Governments, Employers' and
Workers' Organisations concerned.

Dated New Delhi, the 24th Dec.'60.

Subject:-Second Session of the Industrial Committee on Mines
other than Coal - Agenda for the.

Sir,

I am directed to say that the question of convening the next (second) session of the Industrial Committee on Mines other than Coal is under consideration. It is requested that if the State Government/your Organisation have any items to suggest for the consideration of the Committee, the same may kindly be intimated to this Ministry along with 3 copies of the brief memoranda thereon, latest by the 25th January 1961.

Yours faithfully,

R.C. Saksena
(R.C. Saksena)
Under Secretary.

*Sawal, P.A. -
Dua - Dyalpur*

...2

INDUSTRIAL COMMITTEE ON COAL MINING

(8th Session, New Delhi, 25th-26th April, 1961).

Item 14 : Welfare of Coal Miners and the Role of the Trade Unions.

MEMORANDUM.

1.1 Welfare of coal miners has, for long received Government's special attention. Employers have been placed under legal obligation to provide a number of welfare amenities at the work-site according to prescribed standards and a separate statutory body, namely, the Coal Mines Welfare of the mining communities on a planned and co-ordinated basis.

1.2 The amenities provided by the employers include items like supply of wholesome drinking water, sanitary arrangements, provision of rest rooms and shelters, canteens and creches, pithead baths with locker-rooms and ancilliary facilities, etc. The activities of the Coal Mines Welfare Organisation relate mainly to the provision of housing medical facilities, educational, cultural and recreational facilities, improvement of public health and sanitation, eradication of diseases, improvement of water supply etc. A total sum of Rs.9.5 crores has been spent by the Organisation upto the end of 1959-60 on the various welfare measures undertaken by it.

2.1 It has been recognised from the beginning that workers' representatives should be associated in the formulation of laws and policies in respect of welfare measures as also in the matter of implementing them. At the national level, the Industrial Committee on Coal Mining, on which workers' ~~organisations~~ organisations are represented on an equal footing with the employers' organisations, considers all new proposals relating to safety, health and welfare, and reviews from time to time the activities of the Welfare Fund Organisation and the welfare facilities provided under the Mines Act and the different Rules and Regulations. Among other things, the Committee has paid close attention to specific problems like provision of pithead baths and maintenance of creches, supply of foot wear and water supply in the colliery areas. Proposals involving amendments of the Mines Act and the Rules and Regulations are also generally discussed by the Committee before they are finalised.

2.2 At the operational level, the administration of the Coal Mines Labour Welfare Fund is carried on in consultation with an Advisory Committee on which also the workers are represented on an equal basis. The Advisory Committee is responsible for the administration of the Welfare Fund, and it advises on all matters referred to it in connection with the implementation of the different welfare measures. There is also a Housing Board, similarly composed, dealing with matters connected with the housing schemes financed by the fund. Similarly, there are about 7 sub-committees functioning in the principal coal fields. They advise on all matters relating to expenditure from the fund in the respective areas. Besides these, there are local committees set up for each of the multi-purpose institutes run by the Welfare Organisation. Works Committees have also been set up in a large number of collieries for dealing with matters including promotion and administration of welfare. There again are the Canteen Committees, the Safety Advisory Committee, and recently a Joint Purchase Committee has been set up for procurement and supply of footwear to colliery workers. On all these bodies the workers are represented on a footing of equality with employers. A joint Council of Management has also been introduced in one of collieries in the public sector.

ALL-INDIA TRADE UNION CONGRESS

4, ASHOK ROAD, NEW DELHI-1.

U R G E N T

To All Unions in
Coalmining Industry

October 7, 1961

Sub: Inquiry to have an assessment of the law and order situation and labour management relations in coal mines.

Dear Comrade,

As per the decision of the Central Implementation and Evaluation Committee, the Union Labour Ministry has ordered for a departmental enquiry by Shri A.M.Joshi, Regional Labour Commissioner (Implementation), Dhanbad, in order to have an assessment of the law and order situation and labour management relations in coalmines.

All unions are hereby requested to prepare detailed memoranda on the goonda attacks and employers' highhandedness which have become widely prevalent in coalmines and send this to Shri Joshi, the E.&I.Division, Ministry of Labour & Employment, New Delhi, as well as to the AITUC office.

Specific instances on the following issues should be contained in the memorandum:

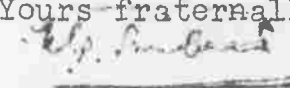
- i) Violence, coercion, intimidation
- ii) Hiring of undesirable elements for terrorising or exercising coercion.
- iii) Other unfair labour practices like victimisation, exploitation, etc.
- iv) Interference in trade union activities.
- v) Non-implementation of labour enactments, awards and agreements.
- vi) Non-recognition of unions.

The memoranda to Shri A.M.Joshi [Address: Regional Labour Commissioner (Implementation), Dhanbad, Bihar] should be sent before October 21, 1961. Copies should be sent to the Union Labour Ministry and the AITUC Office.

We hope you will take immediate steps to prepare the memoranda and send them in time.

With greetings,

Yours fraternally,


K.G. Sriwastava
Secretary

A. I. T. U. C.

I.R. No. 188 Date: 5 SEP 1961 Government of India
Ministry of Labour and Employment
File No. Replied on

No. 7(5)59-MIII New Delhi, dated the

From

Shri A.P. Veera Raghavan,
Under Secretary to the Government of India

To

The Secretary,
All India Trade Union Congress,
New Delhi.

Subject:- Setting up of a welfare fund for the workers
employed in manganese mines..

Sir,

With reference to your letter No.188/SM/61 dated 14th August 1961, I am directed to say that the spirit of the understanding arrived at the meeting of the Industrial Committee on Mines other than Coal has neither been violated nor is it the intention to do so. It is the depressed condition of the manganese industry itself, which was explained at length to the Committee, that has obliged the Government to defer the matter till 31st March 1962. The Government is very anxious to introduce the measure early and the matter will be proceeded with as soon as the situation improves.

Yours faithfully,

A. P. Veera Raghavan

(A. P. Veera Raghavan)

Under Secretary to the Government of India

File
no. 188

188

L 4 SEP 1961

No.188/SM/61
August 14, 1961

Shri A.P.Veera Raghavan,
Under Secretary to the Govt. of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Setting up of a welfare fund for the
workers employed in manganese mines.

Dear Sir,

Please refer to your letter No. 7(5)59-MIII
dated August 4, 1961.

The decision of the ministry to defer the
matter till March 31, 1962, in our opinion is
contrary to the spirit of the understanding
arrived at the meeting of the Industrial Commi-
tee on mines other than Coal.

The decision virtually amounts to the plea
trotted out by the representatives of the emplo-
yers being accepted by the ministry. We therefore
protest against this decision and request the
ministry not to take this detrimental step.

Yours faithfully,

K.G. 14/8/61
(K.G.Sriwastava)
Secretary

No. 7(5)59-MIII

New Delhi, dated the 4th August '61

From

Shri A.P. Veera Raghavan,
Under Secretary to the Government of India

To

1. The General Secretary,
Indian National Trade Union Congress,
New Delhi.
- ✓ 2. The General Secretary,
All India Trade Union Congress,
New Delhi.

Subject:- Setting up of a welfare fund for the workers
employed in manganese mines.
.....

Sir,

I am directed to refer to the discussion held in the second session of the Industrial Committee on Mines other than Coal held at New Delhi on the 24th April 1961 when the Chairman explained in detail the reasons for the delay in the introduction of legislation for the setting up of a welfare fund for the workers employed in manganese mining. The matter has been re-examined and even though Government are anxious to promote the welfare of workers, it is regretted that the condition of the manganese mining industry has still not improved and levy of a welfare cess is likely to have an adverse effect on our efforts to revive exports in a highly competitive market. An additional burden at this stage may result in the closure of some of the mines, accentuating the problems of the workers and adding to the number of the unemployed. In view of these facts, it is proposed to defer the matter till the 31st March 1962, when the position will again be reviewed.

Yours faithfully,

(A.P. Veera Raghavan)
Under Secretary to the Government of India.

we must pass

MS
7/11/61

we should pass again this

MS
8/11/61

PRESS WORKERS' CONFERENCE

TO DEMAND INCREASE IN MINIMUM WAGES AND DEARNESS ALLOWANCE

In spite of the continuing prosperity of the Printing Industry, along with the other industries, the wages paid to the press workers, the Minimum wages and the dearness allowance paid to them have remained the same as those twelve years back. It is now high time that the press workers should seriously begin to think immediately on these two economic issues facing them in the background of developments in the trade union movement in the country during the two Five Year Plans.

The press workers in Maharashtra held a conference in Poona in September 1960 to discuss the problems of press workers. In pursuance, at the direction at the conference a deputation of press workers met the Hon'ble Labour Minister Shri Shantilal Shah in December 1960 and placed before him the demands and the grievances of press workers. The deputation was assured that a new minimum wage committee for the industry was being appointed. This appointment has not been made although a year has passed since.

On the average, the minimum wage that the press workers get runs between Rs. 75 to Rs. 100 to skilled and semi-skilled workers, according to their categories and class and Rs. 45 to Rs. 70 to unskilled workers. The working class demands that workers to-day should get a minimum wage of Rs. 100 to Rs. 125 depending upon the industry. Compared with this, the minimum wage to a press worker is still too low. It is also less by Rs. 5 to Rs. 10 than the minimum occupational wage awarded by the Press Award in 1949. While fixing this minimum wage, ample scope was left to the employers to cheat the workers of the minimum wage guaranteed to them. While denying on the one hand the due minimum wage to a worker carrying out the work of two or three categories in smaller pressess, it has on the other, reduced all highly skilled and skilled workers in one class. The employers have exploited the situation to the full.

The Minimum Wage Committee for the Printing Industry recommended minimum wages and also prescribed certain test for fixing, the class of workers and their categories. But the lack of any definite procedure in these test has enabled the employers to deliberately deprive the workers of the minimum wages due to them. The Minimum Wages Act is also unable to guarantee any protection to the workers on this score.

The Press Award was given in 1949. The Minimum Wages for this industry were fixed as far back as in 1956. The Printing Industry has prospered along with other indus-

tries for the last ten years. At the same time the minimum wages paid to the press workers have remained the same as they were twelve years ago. The press workers, therefore, should take a serious note of this fact.

The Press Award laid down minimum occupational wages and dearness allowance to workers of some major presses in Bombay. But in implementing the Award, a number of harmful tactics were resorted to by the employers. Some employers closed down their presses, some discontinued the grant of bonus, some reduced provident fund contributions and some of them withheld increments. Some of the employers even went to the extent of terminating the Award and introduced arbitrary wages. In the result workers have lost the minimum wages awarded and the dearness allowance was also reduced. While in fact all the presses that prophesied closure because of the Press Award, are still doing prosperous business, the workers in these presses have made negligible progress in the wages paid to them. And if the dearness allowance has increased at all, by upto Rs. 10, it was entirely due to the struggle of the workers.

In the other presses Press Award was accepted as a standard. The press workers there also get the minimum wages and dearness allowance as before twelve years. The minimum wages are Rs. 30 even less and dearness allowance is between Rs 35 to Rs. 50. In some presses the minimum wages paid inclusive of dearness allowance is just the same as dearness allowance paid to other press workers. This means that the minimum wages including dearness allowance in these presses run from Rs. 70 to Rs. 80 or even less. Even in the Times of India press, the leading and one of the biggest presses in the whole of Asia, employing about 2,000 workers, the minimum wages and dearness allowance paid to its workers are not much different from other press workers. In this press, minimum wages excluding dearness allowance are Rs. 30 and including dearness allowance are Rs. 98. A year back these were only Rs. 90. During the last seven years, even after waging continuous united struggles, the Times of India workers have been unsuccessful in improving their basic wages and in consequence receive the same wages as before seven years even to-day. The extent of rise in the cost of living can be seen from the Cost of Living Index numbers published by the Government. In 1948, this cost of living index number was 260, rose to 330 in 1951 and 353 in 1956. To-day, this figure is 437. This means that the cost of living has increased by 25 per cent compared to that of 1956 and by about 80 per cent as compared to that of 1948. The cost of living may rise to any extent, but the dearness allowance paid to the press workers remains constant, and if it increases at all through the workers' struggle, it is only by Rs. 2 to Rs. 4.

Within the same period, national income has increased by leaps and all industries prospered under the influence of the two Five Year Plans. In this period, other workers through their united and broad-based struggles secured an improvement in their wages and dearness allowance. The trade union movement went ahead. Wage-Boards were appointed for various industries and norms for fixation of wages were also decided in the Fifteenth Tripartite Conference.

The textile workers made remarkable achievements in 1955 on the strength of their struggle. The dearness allowance paid to the textile workers was revised by 10 per cent. The textile workers were already getting increases in the dearness allowance corresponding to the rise in the cost of living index. This increase was now more rapid. In terms of rupees, the textile dearness allowance increased from Rs. 61 in 1956 to Rs. 90 in 1961. This means that in the last five years the increase in the textile dearness allowance was more than 50 per cent. In other industries, the textile dearness allowance was taken as

the basis and the same increases applied to them. In addition the textile workers are also given an increase of Rs. 8 in their basic wages recently. The cement and sugar workers have also received increased wages. Even in the press industry, the Working Journalists got their wages revised in the context of new circumstances. But while in other sectors of trade union movement, the minimum wages and dearness allowance increased proportionately, minimum wages paid to the press workers remained stationary for the last twelve years and the dearness allowance does not even move ahead with a slow space.

This does not, however, mean that the press workers as compared with the other workers have not carried on any struggles or improved upon their organisational strength. In the last twelve years, press workers have raised their organisational strength and have also waged many memorable struggles contributing to the progress of the trade union movement. But all these struggles were either unit-wise, area-wise or union-wise and therefore separated. They were not, therefore, able to record any economic progress. The employers have turned this situation to advantage and the Industrial Court as well have utilised it against the workers. Even Government has neglected the press workers and their struggles therefore have remained unsuccessful.

The press workers have now realised that they are being cornered on all sides. The workers are, therefore, now ready to take united steps to remedy the situation. They have now realised that unless they raise an united struggle with their organised strength, there will be no improvement in their minimum wages and dearness allowance. Therefore all the trade unions of press workers in the city of Bombay affiliated to the All India Trade Union Congress namely, the Lal Baita Press Kamgar Union, Times of India & Allied Publications' Employees' Union and the Greater Bombay Press Employees' Union have decided to hold Press Workers Conference in the month of December 1961 to discuss these two important issues and to chalk out an united programme of action. Four thousand press workers in these unions have also requested the Press Mazdoor Sabha, National Press Employees' Union, Municipal Press Employees Union and other press workers' unions in Bombay to co-operate in making the conference a success.

A Reception Committee has been elected and this Committee has decided to enrol reception committee members for the Conference with a view to reach the message of the Conference to all the press workers in Bombay. This work will be undertaken in this month.

Every press worker must participate and co-operate towards the success of the programmes of the Conference to get the minimum wages revised, to secure a proper classification in the interest of workers, to remove the shortcomings of the tests prescribed prior to fixation of minimum wages and to secure an increase in the dearness allowance. It is the duty of every press worker to work and contribute for the economic progress of the press worker. To secure an improved wage for the workers in the printing industry, the Bombay press workers must take lead.

On them lies the responsibility of the economic uplift of the press workers elsewhere in Samayukta Maharashtra, more particularly in Marathwada and Vidharbha. Recognising this the Reception Committee is confident that the Bombay press workers will come forward in large numbers to contribute to the success of the Conference.

PARTICIPATE IN THE PRESS WORKERS CONFERENCE !
ENROL YOURSELF AS RECEPTION COMMITTEE MEMBERS !!
LAL BAVTE KI JAI !
LONG LIVE THE UNITY OF PRESS WORKERS !!

Yours fraternally,

S. Y. Kolhatkar,

President, Reception Committee.

M. P. More, Secretary.

Sunil Banerji, Secretary.

D. K. Dhole, Treasurer.

Red Flag Hall, Arab Building,
 Khetwadi Main Road,
 Bombay 4.
 2-11-1961.

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BEHNETT, COLEMAN & CO. EMPLOYEES UNION.

UNITED WE STAND-----ooooooooo-----DIVIDED WE FALL

PROTEST DAY ON
MONDAY, JULY 24, 1961.

WHY THIS STRUGGLE?

2630 at 24 JUL 1961
C.F. ...Re:
Fil.

Friends,

The Management continues to ignore our appeals to return to sanity. Now it has attacked our General Secretary for no fault of his. The provocations are daily mounting and our patience is much misunderstood. Goondas are being hired to beat up the Union activists. The other day an attempt was made to break the lock of the Union Notice Board. Those who caught the culprits are being harassed. Even the elementary right of airing our views has been denied to us. It has suddenly dawned on them after six years that a General Body meeting on the terrace after office hours about 5-30 p.m. disturbs the "smooth working of the office." So with a view to surmounting this "valid" objection we offered to hold the meeting in the morning when none is on duty. Now the Management had to come out in its true colours. Perhaps they are afraid even to hear us speak. They know ideas have moved the world!!

Day in, day out the Management harps on "heavy losses". Since February the Company is earning an additional Rs.2 lakhs a month following the rise in advertisement rate. Yet we are asked to believe that the Company is in great financial straits!=-

In 1959 the Company had made a net profit of Rs.36 lakhs. And now this figure must have changed for the better. Every year new ventures --- the latest being "Economic Times" --- are launched and the profits are ploughed back into these projects. Despite the fact that we have a good network of news service the Company has started subscribing to another news agency. A sum of Rs.50,000 a month is doled out for this agency and a perusal of the paper will reveal that not even ten per cent. of this news is taken. Yet we are told that the Company is SINKING! Yes it's suffering from 'PROSPERITY!' !

We are at a loss to know where the loss is ! while the Government is planning to solve the problem of unemployment, our Management is trying its worst to add to the army of unemployed and thus frustrate the Government's efforts.

We on our part have extended co-operation to the Management. We have refused to be provoked by the illegal retrenchment of 19 workers, wanton dismissal of Hira Lal and the victimisation of our General Secretary with the only hope of giving a long rope to the Management.

We Demand:-

1. Bombay grades for all employees.
2. Reinstatement of retrenched employees, Mr.Martin, Mr.Jaswant Rai and our General Secretary.
3. No increase in the work-load.
4. Institution of immediate inquiries into the provocative acts of certain officers.
5. Extra allowance to employees whose service conditions have been changed adversely without notice consequent on the increase in editions.

(P.T.O.)

(:-2-:)

6. Remedy the anomalies resulting from the faulty promotions and recruitment policies of the Management.
7. Run the Job Department honestly.
8. End of terrorism and goondaism.

We fervently hope that the Management will see the light of reason and honour its assurances.

We have waited enough and we can't remain as silent spectators to this spectacle of the Management running amok!

VOICE YOUR PROTEST AGAINST THE UNFAIR LABOUR PRACTICES OF THE MANAGEMENT BY WEARING BLACK BADGES
&

JOIN THE MAMMOTH DEMONSTRATION OUTSIDE THE OFFICE GATE

AT

8 a.m. on MONDAY, JULY 24, 1961.

COME ONE00000000..... COME ALL

WORKERS UNITY—ZINDABAD.

B.C. & C. EMPLOYEES UNION..ZINDABAD.

22-7-61.

K.N. Malaviya
(K.N. MALAVIYA)
Vice-President.

T.M. Nagarajan
(T.M. NAGARAJAN)
Secretary.

K.L. Roy
(K.L. ROY)
General Secretary.

BENNETT, COLEMAN & CO: EMPLOYEES UNION
2nd Floor, 10, Darya Ganj, Delhi-7

DATED: 24-7-1961.

TO ALL TRADE UNIONS

Dear Brother,

OUR DECISION FOR GENERAL STRIKE AGAINST VICTIMISATION
IN TIMES OF INDIA

We have taken a decision for a General Strike for reinstatement of dismissed, suspended and retrenched, employees, in defence of Trade Union rights and privileges and against reign of terror and Goondaism.

2. The Bennett, Coleman & Co., Ltd., publishes from Delhi the Times of India and Nav Bharat Times and runs a biggest job press.

3. The enclosed resolution on strike will give you a clear picture of the State of affairs and the circumstances which compelled us to take a decision for general strike.

4. We would appeal to you, please to extend us your support in every possible manner to make our impending strike a complete success. You are requested to write letters to the following, supporting our demand, condemning the unfair labour practice on the part of the management and against Police interference in the Industrial Disputes. The imposition of Section 144 is the great attack on democratic rights and the biggest obstacle to popularise our demands and decision to win the mass support:-

- (a) Manager, Bennett, Coleman & Co. Ltd., 10-Darya Ganj, Delhi-7.
- (b) General Manager, Bennett, Coleman & Co. Ltd., Times of India Building, Dadabhoj Naoroji Road, Fort, Bombay-I.
- (c) Home Minister, Government of India.
- (d) Chief Commissioner, Delhi.
- (e) Deputy Commissioner, Delhi.
- (f) Labour Commissioner, Delhi Administration, 1-Rajpur Road, Delhi.

COPIES OF THE ABOVE LETTERS SHOULD ALSO BE SENT TO US ON THE ABOVE MENTIONED ADDRESS:

5. We are quite confident that your support for our cause and the powerful voice of your organisation will enthuse our members to a great extent to make our strike successful, compelling the management to accede to our demands and urging upon the Government to withdraw its Police and that the Police should not interfere in the Industrial Disputes or allowed to be used by the Employers to crush the Trade Unions and legitimate demands of the W-orkers.

6. We are staging demonstrations daily at the Gate of the Times of India, 10-Darya Ganj, Delhi. We would also appeal to you to send your representative to address our members on any day in the current week.

Yours fraternally,

(H. J. PARWANA)
PRESIDENT:

Encls: 2-Only.



BOOK POST

BENNETT, COLEMAN & CO. EMPLOYEES' UNION.

2nd Floor,
10, Daryaganj,
D E L H I.
July 24, 1961.

The Manager,
Bennett, Coleman & Co. Ltd.,
10, Daryaganj,
D E L H I - 7.

Dear Sir,

Re: Notice for a General Strike.

Enclosed please find a copy of the resolution adopted unanimously at an extraordinary general body meeting of our Union, held on 17th July, 1961 to launch a strike in defence of our rights and privileges, against unfair labour practices, wrongful, unjustified and illegal acts of the management and for reinstatement of the dismissed, retrenched and the suspended employees.

2. We had to decide upon such a course of action much against our wishes, as all other attempts on our part to settle the dispute peacefully have failed due to the most adamant and vindictive attitude of the management, which has rather hatched out a conspiracy to crush the Union and its demands and created a situation putting the very lives of the leaders and active workers of the Union to a danger. We waited quite patiently even in face of grave provocations offered by the management, its stooges and hirelings and that too for an appreciable period but to no effect. On the contrary the management became more vindictive and indulged into further unfair labour practices and thus all efforts on our part to ease the tension were frustrated.
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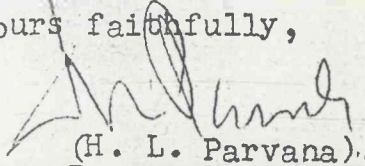
3. Please take notice that the demands as embodied in the enclosed resolution are not acceded to within a reasonable time, the Union shall launch the STRIKE at any time and on any date.

4. The Union shall keep its doors open even to the last date before resorting to strike.

5. We hope that wise counsels would prevail upon the management and it shall settle all the disputes peacefully through negotiations and thus avert the crisis.

6. Let it be made clear that in case the Union will be compelled to adopt this path, the entire responsibility shall lie on the shoulders of the management.

Yours faithfully,


(H. L. Parvana).
P R E S I D E N T.

Encl: One strike resolution
dated 17th July, 1961.

RESOLUTION ON STRIKE.

The management of the Bennett, Coleman & Co. Ltd. Delhi on May 23, 1961 retrenched 19 workers of the Job Department most unjustifiably and illegally, the same being in utter villation of a settlement dated 2nd November, 1960 arrived at between the management and the Bennett, Coleman & Co. Employees' Union to allow the workers in the Job Department to continue in service. The management did not allow the committee appointed for the purpose to function and asses the true position of the Job Department, its income and expenditure, its profits and losses and the position of the work. The management in November, 1960 told to the Union that there was enough work and that the position of the Job Department would further improve after the settlement having been arrived at. The events after 2nd November, 1960 and the very moves on the part of the management proved beyond doubt that the intentions of the management were not bona fide.

2. The Union demanded reinstatement of the retrenched employees and further represented to the management that the work had tremendously increased with the increase in the editions of the Newspapers, every department was under-staffed and required more persons, the monthly rate of overtime being one third of the wage bill of the workers, restrictions being imposed on the leave and very often refusal of the leave on flimsy grounds the true position being that there were no leave reserves. or at least not the required number of leave reserves.

3. Instead of settling the dispute peacefully through negotiations, the management let loose a reign of terror. The workers are harassed and coerced not to obey even the call of nature. Certain officers of the Company started using objectionable, threatening and abusive language. The workers concerned and the Union demanded inquiry against the said officers as provided in the Standing Orders. What to speak of holding an enquiry the management became more aggressive and adopted further the repressive measures. Employees are compelled to leave the Union as otherwise they would face serious consequences. This was done by the Company in October/November, 1960 also by appointing Mr. B.R.Salwan as Security Officer who used to move and still moves with a loaded Pistol, threatens, coerce and abuses the workers. A sharp dagger was also thrown on the workers.

4. The workers started a most peaceful agitation against such illegal and vindictive acts and unfair labour practices on the part of the management which with a view to demoralise the workers, crushing the Union and its demands suspended Sarvshri Martin and Jaswant Rai, dismissed Shri Hira Lal an active workers and Shri K.L.Roy the General Secretary of the Union on fals and manufactured charges, after holding the so-called enquiry against Shri Hira Lal which was a farce and used as a subterfuge and not holding an inquiry at all against Shri K.L.Roy. The vindictiveness on the part of the management is further clear as it attacked the right of the Union to hold meetings in front of the Union office, which right the Union has been exercising for the last six years.

5. With a view to creating disruption in the ranks of the employees the management started distributing money among certain workers in various ways, spared certain stooges, asked them not to do any work, go round the departments,

terrorise and harass the workers and for their anti-social activities they were rewarded by payment of overtime and other ways, started getting circulars issued against the Union leaders under the signatures of certain stooges and puppets at the expense of the Company, abusing and accusing the leaders of the Union, arranging undesirable elements and goondas to attack the Union leaders and active workers, arranging thefts of Union property, lodging false complaints against the active workers of the Union with the Police to implicate the workers into false criminal cases and using the Police to interfere in the industrial disputes to crush the union and its legitimate demands. With a view to further victimising the workers, the management planned a conspiracy to accuse the workers for the alleged "go-slow", hiding the fact of tremendous increase in the work-load, planned and purposely created defects by the Officers in the machines and adopting various other tactics.

6. This Extra-ordinary General Body meeting of the Bennett Coleman & Co. Employees' Union, held on 17th July, 1961 hereby vehemently condemns such vindictive, anti-social, unjustified, wrongful and illegal acts and unfair labour practices indulged into by the management. This meeting congratulates the workers for exercising utmost restraint and patience against even grave provocations offered by the management.

7. This meeting feels that when all attempts of the Union to explore settlement of the dispute peacefully for reinstatement of Sarvshri K.L.Roy and Hira Lal, retrenched and suspended employees, having failed, there is no other alternative left for redress of the grievances but to resorting to Direct Action.

8. This meeting hereby resolves to launch a STRIKE in defence of the right and privileges enjoyed by the workers, for reinstatement of dismissed, suspended and retrenched employees.

9. This meeting cautions its members to remain vigilant against the moves of the stooges and not to fall a prey to the dirty propaganda of the management and its hirelings.

10. This meeting calls upon its members to close up their ranks, work hard for a determined struggle and prepare for a successful strike, keep their powder dry to strike work at any time and on any date declared by the Action Committee.

11. This meeting still hopes that before the zero hour strikes and the employees are compelled to resort to strike, wise counsels would prevail upon the management and it shall accede to the demands of the Union and thus avert a crisis. The Union shall **keep** its doors open for an honourable settlement even to the last day before launching the strike.

12. This meeting is fully aware and realises that the Readers of the Times of India and Nav Bharat Times shall face certain difficulties as a result of the strike but is confident that the Readers will appreciate that this path had to be decided by us much against our wishes.

This meeting appeals to all the Trade Unions and democratic organisations in particular and the public in general to support our just demands, raise their powerful voice against police interference in industrial disputes, the reign of terror and goondaism.

ADOPTED UNANIMOUSLY AT THE EXTRA-ORDINARY GENERAL
BODY MEETING OF THE BENNETT COLEMAN & CO. EMPLOYEES
UNION, DELHI HELD ON MONDAY, THE 17TH JULY, 1961.



I.R. No. 2283 Date 13.7.61
File No. Rejected

BENNETT, COLEMAN & CO. EMPLOYEES' UNION.

2nd Floor,
10, Daryaganj,
D E L H I - 7.
July 11, 1961.

TO ALL TRADE UNIONS.

300

Dear Brother,

Reign of terror let loose, victimisation and unfair labour practices on the part of the management of Times of India.

Our Union has been agitating for increase in wages. The management appointed a Security Officer who moves round with loaded pistol, remains punch drunk and brings undesirable elements and goondas to the press to harass, terrorise and coerce the office-bearers and active workers of the Union. During our last struggle while we were awaiting for the results of the negotiations and standing in the compound a sharp dagger was thrown on the workers and management further hatched out a conspiracy to get the Trade Union activists involved into false criminal cases.

This time the management has retrenched 19 workers in utter disregard to a settlement, dismissed an active worker Shri Hira Lal on false charges and after a sham show of an inquiry, suspended Shri Jaswant Rai a leader of our Union and also suspended Shri K.L.Roy the General Secretary of our Union on false and cooked up charges.

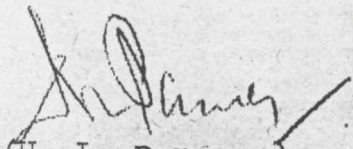
Workers are refused leaves when so urgently required and when the staff compliment is full. Workers are harassed and coerced not even to obey the call of nature. The officers of the Company use objectionable language, abuse and even man-handle the workers. Daily a big police force in uniforms is there in the company besides other police-men in plain clothes. Various rights and privileges enjoyed by the workers for the last about 6 years have been withdrawn.

The enclosed 2 resolutions adopted by our General Body will give you a clear picture about the repression let loose by the management.

We are holding the meetings of our active workers and department-wise meetings and are preparing for a general strike.

We look upon your help at this crucial phase in our Trade Union struggle.

With greetings.


(H. L. Parvana).
President.

RESOLUTION ON REPRESSION, VICTIMISATION AND
UNFAIR LABOUR PRACTICES PURSUED BY THE MANAGEMENT
OF THE BENNETT, COLEMAN & CO. LTD., DELHI.

The management of the Bennett, Coleman & Co. Ltd., quite secretly decided to close its Job Department at Delhi in the year 1960. Half done jobs were returned, customers were treated in most objectionable manner compelling them not to get their work done at the said Job Press, new work was not accepted etc. The workers sensed some mischief and started an agitation against the contemplated closure. The Management affected the closure of the Job Department and terminated the services of about 200 employees. As a result of the struggle launched by the workers an agreement was arrived at on 2.11.60 between the management and the Bennett, Coleman & Co. Employees' Union whereby the management agreed to continue the Job Department till the expiry of 31st December, 1962 when the position would again be reviewed and reinstated all the retrenched employees. The workers were also called upon to give certain sacrifices.

2. The workers quite honestly honoured the terms of the agreement but the subsequent events proved that the intentions of the management were not bona fide. Soon after the said agreement it started hatching out the plans to retrench the workers of the Job Department and giving lurements through its officers that if any worker would resign from the Job Department the management would pay him full compensation as if he was retrenched from the service. About four dozen or more workers resigned. Still the management continued its bogey of surplus staff and the consequent retrenchment. The Union had been checking such moves of the management and avoiding such an unhappy situation. On the contrary the Union has been charging the management for not securing the job work and rather moving in a suspicious manner and urging upon the management to implement the agreement and honour its provisions and to run the job department seriously and honestly.

3. On 27th April, 1961 the management told the Union that it would retrench 30 workers on May 1, 1961 which according to it were surplus. The Union still advised the management to postpone such steps as warranted by the agreement dated 2.11.1960 and undertook to convince the management that there was no surplus staff. The Union had time and again been pointing out to the management that almost all the departments were under-staffed and hence if there was any number of surplus persons they should be absorbed in the said departments. The Union also pointed out to the management that the employees were facing difficulties in the matter of leave which was refused on one pretext or the other, the main reason being that there were no leave reserves. The Union also pointed out to the management the increase in the work-load as a result of increase in the number of Dak Editions of its Newspapers and that instead of increasing the work-load through harsh measures it should increase the staff strength to cope with the increased work. The Union also drew the attention of the management to the heavy work which was completed by compelling the workers to do extra work by payment of overtime to the tune of about Rs.23,000- each month.

4. All these sound advices of the Union fell flat on the management which quite unjustifiably and illegally increased the work-load through repressive measure and retrenched 19 workers in utter violation of the agreement dated 2nd November, 1960.

5. The Union demanded reinstatement of the retrenched employees. The management let loose a reign of terror by refusing leave, not allowing the workers to obey even the call of nature, serving charge-sheet on office-bearers and active workers of the Union on cooked up charges, inciting its hirelings to abuse and manhandle the office-bearers and active workers of the Union and offering various other provocations and then to serve charge-sheets on false and manufactured grounds, dismissing Shri Hira Lal an active worker of the Union on false and cooked up charges, using inquiries merely as a subterfuge, suspending Shri K.L.Roy, General Secretary of the Union on utterly false, cooked up and manufactured charges. The management has been indulging in such terror tactics and unfair labour practices with a view to victimising the office bearers and active workers of the Union and weakening the collective bargaining power of the workers so that it may be successful in its nefarious moves and in going back from its solemn commitments and assurances to introduce from 1.1.1961 the same pay scales as are prevalent in its Bombay Office,

6. Not content with this the management adopted third degree tactics as well by compelling the workers to leave the Union, as otherwise, they would be put to difficulty, harassed and dismissed, engaged certain stooges, puppets and hirelings to terrorise the workers on their place of work, allowing their hirelings to move freely in the press without doing any work and to go to the residences of the employees offering them wine and money and to give false evidence against the workers when enquiries were held on false charges, let loose a reign of terror by daily calling the police and lodging false complaints and calling inside the premises the undesirable persons, who are punch drunk and are not employees of the Company and who move with lethal and other armed weapons at the dictates of the Security Officer. By so doing the management has created a danger to the very lives of the office-bearers and active workers of the Union.

7. This Extra-ordinary General Body meeting of the Bennett Coleman & Co. Employees' Union, held on 28th June, 1961 warns the management that in case anything untoward happens the entire responsibility for the same would rest with the management and it would be held responsible for all the consequences thereof.

8. This meeting vehemently condemns the terror tactics pursued and unfair labour practices indulged in by the management. This meeting takes a serious view against the action of the management in quite wrongfully increasing the work-load and retrenching 19 workers in utter violation of the agreement dated 2.11.1960. The meeting condemns the vindictive attitude of the management in dismissing Shri Hira Lal, suspending Shri K.L.Roy and serving charge-sheets on others, threatening the workers to obey even the call of nature and refusing leave to the workers when so urgently required.

* not

9. This meeting warns the management to desist from repressive measures and unfair labour practices. The meeting demands of the management to reinstate all the retrenched employees, reinstate Shri Hira Lal and Shri K.L.Roy, and to withdraw the charge sheets served on other workers and to allow the benefits and facilities enjoyed by the workers for the last so many years.

10. This meeting urges upon the Government not to allow its Police to be used by the Management to crush the genuine demands of the workers and to launch prosecution of the management for committing illegal acts and violating agreement dated 2nd November, 1960, warn the management to stop all these terror tactics and repressive measures, reinstate Shri Hira Lal and K.L.Roy and the 19 retrenched employees as otherwise, the very industrial peace would be disturbed for which the Government and the management would be responsible.

11. This meeting calls upon the workers to shed all their differences, close up their ranks, prepare for a determined struggle in defence of their rights and privileges and to keep themselves in readiness to obey any call from the Union for reinstatement of their brethren and in defence of their rights and privileges.



300

A. I. T. U. C.
I. R. No. 2283 Date 5 JUL 1961
File No. Replied on

BENNETT, COLEMAN & CO. EMPLOYEES' UNION. (Regd.)

Flat No. 29,
Central Market,
Connaught Circus,
NEW DELHI-1.
July 3, 1961.

Shri Lal Bahadur Shastri,
Hon'ble Minister for Home Affairs,
Government of India,
NEW DELHI.

Dear Sir,

Re: Reign of terror and repression let loose
by the management of Bennett, Coleman &
Co. Ltd. 10, Darvaganj, Delhi.

We are the only one and the representative Union of over 850 employees of Messrs. Bennett, Coleman & Co. Ltd., which publishes The Times of India (English Daily), The Nav Bharat Times (Hindi Daily) and runs a biggest job press in Delhi - The National Printing Works. The Head Office of the Company is situated at Bombay, wherefrom besides publishing Illustrated Weekly, Film Fare, Femina, Dharam Yg, Parag etc., the Times of India and Nav Bharat Times are also published and where there is even a bigger job press.

2. The Company last year hatched out a conspiracy to close its Job Press and render about 200 employees unemployed with a view to weed out the activists of the Union and weaken the bargaining power of the Union, which has been agitating for increase in the wages and improvement in other service conditions. The Company has been making enormous profits and all round prosperity.

3. The management recruited in October, 1960, one Mr. B. R. Salwan as a Security Officer and this 'gentleman' told that he was a Captain in the Army. He used to move with a loaded pistol, call undesirable element to the Press, taking them round various departments pointing out the leaders and active workers of the Union, harass and terrorise the workers. The Union sensed a mischief on the part of the management and the Security Officer and accordingly lodged complaints with the Chief Commissioner, Deputy Commissioner and also the Faiz Bazar Police Station. Unfortunately the complaints of the workers went unheeded. The Police in quite a large number was made available to the management whenever required by it. We take pride in recording here that inspite of grave provocations offered by the Security Officer and the Police the workers exercised utmost patience and restraint.

4. We continued our agitation against the closure of the Job Department and reinstatement of the 200 retrenched employees. A sharp dagger was thrown on the workers on 1st November, 1960 inside the Company's compound, when the workers were eagerly awaiting for the results of the negotiations which were carried on by the representatives of our Union with the management. The Police inspite of repeated requests refused to take search of the Security Officer in person and that of his room inside the Company's premises. We sent telegrams on 2nd November, 1960 to the Honourable Home

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Minister, Chief Commissioner and the Deputy Commissioner against the Police provocations, wrote to the Chief Commissioner on 27th October, 1960 against the Security Officer, wrote on 18th November and 22nd November, 1960 again to the Faiz Bazar Police Station, Deputy Commissioner, Chief Commissioner and also to the Home Ministry to know about the developments of the inquiry but to no effect.

5. Fortunately for us our struggle was successful inspite of such a reign of terror as the management on 2nd November, 1960 arrived at a settlement with our Union whereby 200 retrenched employees were reinstated and the management agreed to continue running the Job Press till 31st December, 1962 when the position to be again reviewed. Of course by adopting such terror tactics the management was successful in side-tracking the main issue about the increase in the wages and improvement in the service conditions.

6. As soon as the settlement was arrived at on 2. November, 1960 the management asked the Police to vacate the premises as it no more needed the Police, which then immediately vacated the premises. It is important to mention here that at the call of the management there were present a Magistrate, Police Inspector, Station House Officer - Faiz Bazar Police Station, a few A.S.Is. and about 200 Police constables. The very place was giving an appearance of a battle-field.

7. This establishes beyond doubt that Police are readily available to interfere in the industrial disputes whenever asked for by the employers, who utilise the Police for crushing the Trade Unions and demands of the workers. The Police are not available when even the very lives of the workers are in danger and that it has been our experience that the Police act with a biased view as if the employers are fountain of justice, they never commit the wrong and that the workers are always at fault.

8. The intentions of the management were not bona fide and that it was marking an opportunity to be successful in its evil designs to retrench the employees and weaken the Union. Some after the said settlement dated 2nd November, 1960 it started repression again and indulged in unfair labour practices.

9. The Officers of the Company started using objectionable language, abusing and even man-handling the workers. Our Union and the workers demanded inquiry against such officers as provided in the Standing Orders but to no effect. The Security Officer again started harassing and terrorising the workers. He started calling inside the Company's premises the undesirable elements, who are not the employees of the Company. Such persons are offered women and drinks. These persons harass, terrorise and use physical force against the active workers of the Union. A number of times the Union lodged complaints with the local Manager and also the General Manager of the Company and demanded removal of the Security Officer. When such incidents took place in the nights, the local Manager was requested to come to the premises of the Company and see with his own eyes. The local Manager always promised to take action against the Security Officer on the following

Contd...

day but never honoured his solemn commitments and assurances. The General Manager also always promised to look into the matter. On 27th April, 1961 the General Manager agreeing with our deputation that no civilised employer would retain such a 'gentleman' - the Security Officer in its services and told our deputation that he would give one more chance to the Security Officer to mend his ways and further promised to hold an inquiry personally within a month. We told the General Manager also to inquire about the conduct of the Security Officer from Messrs. Atlas Cycle Works, Sonepat where this 'gentleman' was previously employed. Since then more than two months has passed but to no effect. This shows that the Security Officer is carrying on his illegal and anti-social activities at the dictates of and in connivance with the management because this 'gentleman' also obtains from the workers under certain lurements and threats as well false complaints against the leaders and active workers of the Union. Some such things were also brought to the notice of the management but to no effect. The result is obvious that the Security Officer has been encouraged to continue his such illegal and anti-social acts.

10. Very recently the Security Officer has employed some other methods as well, obviously as a result of well calculated plans of the management, that half a dozen employees of the Company are not given any work. They move from department to department during the working hours and offer threats and provocations to the workers, arrange false complaints against the leaders and active workers of the Union, fake inquiries are then held and workers victimised. Even the most hated and condemned Security Officer is also appointed as the Inquiry Officer. The hired persons, puppets and stooges are sent to the residences of the workers who offer them lurements of special increments and lump sum amount as well and also offer threats of dismissals if they would not leave the Union and would not appear as witnesses against the leaders and active workers of the Union in the inquiries being held against them on the false and cooked up charges.

11. In fact the very lives of the leaders and active workers of the Union are in danger if the management and particularly the Security Officer, who says he was a Captain in the Army, are allowed to continue such activities. It is a pity that still we daily find the Police and C.I.D. personnel at the gate and inside the Company's premises moving with the Security Officer.

12. From our experience we can say that the management will be lodging false complaints against the leaders and active workers of the Union with the Police and what sort of reports will be made by the C.I.D. personnels. The workers do not like the Government employees to take tea, sweets etc. from the management when they are on official duty.

13. Naturally you should know why such a move again on the part of the management which asked the Police on 2nd November, 1960 that they were no more needed because a settlement was arrived at with the Union. As said above the management needs the Police to crush the Union and the demands of the workers, it has again proved to be true.

14. The management on 23rd May, 1961 in breach of a settlement dated 2nd November, 1960 retrenched 19 workers. The Union demanded their reinstatement. The management in order

to demoralise the workers dismissed one Shri Hira Lal, an active worker of the Union on false charges and suspended the General Secretary of the Union Shri K.L.Roy on cooked-up charges. A friend of Shri Hira Lal, Shri Ram Singh who is a driver of Shri Prakash Vir Shashtri, M.P. telephoned to Shri Hira Lal that his wife was seriously ill. Shri Hira Lal was not in the department as he was sent to another department on official duty. The telephone was received by the Job Superintendent who was very rough with his friend on the telephone. When Shri Hira Lal came back to his department one of his colleagues told about the telephone. Shri Hira Lal attempted to give a ring but the Job Superintendent was very rough with him and used objectionable language. Still Shri Hira exercised utmost patience and requested the Job Superintendent to allow him to leave his duties an hour earlier as his wife was sick. The Job Superintendent did not allow him to leave the Press earlier by one hour to take his wife to the Doctor. It is a pity that still Shri Hira Lal was charge-sheeted, suspended and dismissed after a sham show of an inquiry which was merely used as a subterfuge. Shri Hira Lal wanted to produce Shri Sher Singh an employee as a witness and asked for an adjournment of the enquiry Shri Sher Singh being sick but the management did not grant adjournment and thus shut out the very evidence as well to Shri Hira Lal. Thus you will find that the very dismissal of Shri Hira Lal is wrongful, unjustified and illegal as well.

A story was concocted that Shri K.L.Roy the General Secretary of the Union wanted to use physical force against another person named Shri Prabhu Dayal in the News Department. Shri K.L.Roy was charge-sheeted and suspended and the most hated and condemned Security Officer whose dismissal has been demanded by the Union, was appointed as the Inquiry Officer. It is pertinent to note that the Union demanded of the management not to transfer senior employees from other departments to the News Department as the seniority of others will be adversely affected. Mr. Prabhu Dayal is one who has been transferred to News Department affecting seniority of others. In fact nothing of this sort took place. It was a move on the part of the management to discredit the General Secretary of the Union and also to victimise him on these false charges to achieve its ultimate object of weakening the Union.

15. The management retrenched 19 workers in breach of settlement dated 2nd November, 1960 and at a time when it increased the Dak Editions of Times of India and extra columns and wanted more workers to cope with the increased work, but through sheer reign of terror it increased the work-load, at a time when almost all the departments are under-staffed as per reports of the department incharges, at a time when the workers are compelled to do extra work beyond the scheduled working hours and the payment of overtime is at the rate of about Rs.23,000- per month, at a time when the number of officials was increased in view of the increase in the work. All this shows that the very retrenchment besides being illegal is also unjustified.

16. The reign of terror has been let loose by the management in order to be successful in affecting retrenchment and victimising the leaders and active workers of the Union particularly because the Union has demanded an upward revision in the wages of the employees.

17. Our Union for the last 6 years used to hold its meetings on the terrace of the Company in front of the Union office. The management has withdrawn the permission. The management has done so knowing full well that the workers cannot take out processions and hold meetings because of imposition of Section 144 for the last more than 5 years both in Chandni Chowk and other areas in Delhi and also in the Connaught Place, Connaught Circus and other areas of New Delhi and thus the Union will not be in a position to popularise its demands and win the public support.

18. Our memorandum has been a little lengthy; which was essential as well to apprise you about the back-ground leading to the present situation. This is the management which has not even accepted the Code of Discipline inspite of repeated requests from the Government and whereas our Union has accepted the same.

19. It is really a pity that the management guilty of committing a breach of settlements, violating Standing Orders, harassing and coercing the workers, let loosing a reign of terror, committing various illegal and anti-social acts, victimising the leaders and active workers of the Union, flouting the Articles of the Constitution of India by not allowing the workers to organise their Trade Unions without any fear of victimisation, weakening the bargaining power of the workers through illegal acts, putting the very lives of the leaders and active workers of the Union to danger, disturbing the industrial peace, is allowed to use the Police of this independent and sovereign country to crush the Trade Unions and demands of the workers. It is quite clear now from the paras above as to why the management requires the Police and what for. The Police should be used to save and defend the citizens against the thieves, dacoits, anti-social elements and natural calamities.

20. We assure you maintenance of law and order. If the Police are at all required to be present at the Company's premises let two constables watch the activities of the Security Officer and the undesirable elements engaged by the Company to create a situation to discredit the Union and then to start false criminal cases against the active workers of the Union with the help of the Police.

21. We hope you would also make inquiries at your level who this Security Officer is, what for he has been engaged by the management? Our Union for the past few months has been very vigilant whereby the management may not suppress the real earnings and profits. Such activities of the Union are not liked and appreciated by the management. Once our Union caught red-handed on 21st November, 1960 an attempt to defraud the Company of 7 maunds of newsprint cuttings through manipulation of the quantity sold. The news-print cuttings are sold 12 times in a month at the rate of Rs.40/- a maund. Thus annually the Company is being defrauded by more than Rs.40,000- As is generally done two clerks were asked to resign and an attempt was made to show as if those guilty have been punished and the Union was warned not to check these things as it amounted to interference in the administration.

22. It will not be out of place to mention here that the Police has utterly failed even upto today to arrest the culprit who threw the sharp dagger on the workers on 1st November, 1960 in the Company's compound. We may once again remind you here that the Police refused on 1.11.1960 to search the Security Officer and his room which was rather immediately locked by the Security Officer himself and even now the Police move with the Security Officer, who generally keeps on pointing out to the Police the leaders and active workers of the Union.

23. You can also appreciate that thus the citizens will lose faith and confidence in the Police being deprived of justice and not taking any action against the real culprits.

24. We would request you kindly to instruct the Police authorities not to interfere in the industrial disputes and not be utilised by the employer, maintain law and order in the real sense by doing justice and that justice should not only be done but seem to have been done.

25. We can assure you that but for the interference by the Police, illegal and anti-social acts of the 'gentleman' termed as Security Officer, none of the employees would have been retrenched or victimised and the wages of the workers would have been increased. Once the workers withdraw their demands and surrender to the management, the Company does not require any assistance of the Police at all. So far we urge upon the management for fulfilment of our demands the Police would be needed by the management. Thus you will please appreciate what for the management wants to use and is using the Police of this independent and sovereign State.

26. We are confident to get justice at your hands.

Yours faithfully,

(K. L. Roy).
General Secretary.



RESOLUTION ON REMOVAL OF SECURITY OFFICER OF
THE BENNETT, COLEMAN AND COMPANY LIMITED, DELHI.

In October, 1960 with a view to crushing the struggle of the Bennett, Coleman and Company Employees' Union and their legitimate demands not to affect closure of the Job Department and not to retrench any worker, the management recruited Mr. B.R. Salwan, as the Security Officer. The very activities of this 'gentleman' were doubtful and suspicious. He used to move and even at present moves with a loaded pistol and other sharp weapons, brings undesirable persons, who are not employees of the Company inside the premises and takes them from department to department pointing out the office bearers and active workers of the Union. Such persons are generally punch drunk, they abuse and manhandle the workers, they are offered drinks inside the company's premises when the workers are on duty, women are brought inside the company's premises by the Security Officer at odd hours, the Security Officer procures false reports against the office-bearers of the Union with a view to getting served on them false charge sheets so that they be victimised, he offers various lurements and also threats to the workers to leave the Union. In October, 1960 a sharp dagger was thrown on the workers inside the company's premises when they assembled in the compound to hear the results of the negotiations which were conducted that very evening by the representatives of the Union with the management. The Security Officer obtained false report under lurements from certain persons against Shri K.L. Roy, the General Secretary of the Union. **The very existence of the Security ***

2. It is most shameful that although an enquiry was demanded against the Security Officer but the management in utter violation of the Standing Orders did not hold the enquiry and provided every shelter to such wrongful and illegal actions of the Security Officer.

3. On numerous occasions the Security Officer was caught in a drunken state and was also caught red-handed when he was drunk and was moving inside the company's premises with the undesirable elements, who were not the employees of the Company and were drunkards and were obstructing the work and threatening the workers.

4. The Manager was told on telephone on such occasions and requested to come to the Office. The Manager assured that action would be taken against the Security Officer on the following day but the manager never honoured his solemn commitments and assurances.

5. The Union met the General Manager as well on different occasions in deputations, brought all these things against the Security Officer to his notice. The General Manager was also told that when the Security Officer did not enjoy the confidence of the workers then what was the fun in continuing him in service. The General Manager told the Union as late as on 27th April, 1961 as well that he was providing one more opportunity to the Security Officer to mend his ways and promised that he would himself make an enquiry into the past conduct and character of this 'gentleman' particularly from Atlas Cycles Works at Sonapat and asked for a month's time to arrive at a decision, Since then two months have passed but to no effect and it seems that the General Manager also quite conveniently forgot to honour his own commitment and to redress the grievances of the workers.

***Officer is a constant source of danger to the industrial peace and the very lives of the office bearers and active workers of the Union.**

6. All this further encouraged the Security Officer to continue his objectionable activities, threatening and abusing the office-bearers and active workers of the Union and creating certain hirelings to help him in all such mischiefs and by getting those persons completely relieved from the work.
7. The workers quite rightly apprehended that the Security Office is continuing his such nefarious and objectionable activities at the dictates and in connivance with the management, because the Security Officer was appointed for this very purpose.
8. This extra-ordinary General Body meeting of the Bennett, Coleman & Co. Employees' Union, held on 28th June, 1961 hereby vehemently condemns such activities and suspicious moves of the Security Officer and takes a serious view against his anti-social acts.
9. This meeting takes a serious view against the attitude of the management for encouraging the Security Officer to continue his such activities and for not honouring its own commitments and assurances.
10. This meeting is of the considered opinion that the industrial peace and the very lives of the office-bearers and active workers of the Union will constantly be in danger so far the Security Officer continues to be in service of the Company.
11. This meeting therefore, demands an immediate removal of the Security Officer in the greater interest of industrial peace, congenial atmosphere and better employer-employee relations.
12. This meeting warns the employees to remain vigilant, not to fall a prey to the provocations offered by the Security Officer, the hirelings and undesirable elements and prepare for a struggle to save the very lives of their leaders and active workers of the Union and to remove all dangers to the industrial peace.



A. I. T. U. C.

I.R.N. 2293. Date 4 JUL 1961

File No.....Replied on.....

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Dear Friend

Thanks for your (Regd.A.D.) note of 2-7-61 charging me of anti-Union activities and demanding my explanation "why you should not be expelled from the Union within four days of the receipt of this letter."

I am tempted to ask you why this unnecessary waste of our money in sending Regd. A.D. letters. The letter could be given to me personally by you or anybody deputed by you in office itself. It would have not only saved the money, but also the time. I, therefore, charge with wasteful expenditure of our money.

I also charge you for flouting the constitution. Section 5(iv) of the Constitution of our Union says: Any Office-bearer or member found to be working against the interests of the Union may be suspended or expelled from the Union by 3rd majority of the General Body after giving him an opportunity to defend his conduct within a week (not four days as the Vice President's letter says) of the receipt of a note from the Executive Committee. Why have I been given only four days? Is it because you want to take away my right to defend. I ask you to explain your own conduct for flouting the Constitution before a General Body, which is the Supreme authority.

I charge, in addition to the above two charges of wasteful expenditure of Union funds and flouting the Constitution, the whole Executive of arrogating to themselves the powers of the General Body.

(1) According to Section 7(1) of the Constitution of the "Executive Committee" shall be responsible for carrying on the day-to-day activities of the Union in accordance with the General Policy laid down by the General Body.

Section 7 of the Constitution says: The Union shall have the following office-bearers to be ~~instant~~ elected by the General Body :-

1. President One
2. Vice Presidents Two
3. Secretaries Two
4. Treasurer One
5. Members Nineteen.

I would like to know when did the General Body approve of the demonstrations. Why were these demonstrations organised? If these demonstrations were organised in protest against the retrenchment of 19 persons, can you deny that you did not sign the statement of surplus strength in the Job Department aggregating to 30 persons. Under whose authority did you put your signature to it? Did the General Body approve of it. Have you not acted as 'traitors to the cause of the Union? Has any Trade Union ever agreed to retrenchment? You even agreed to the closure of Job Department on November 2 last. What an example of serving the interests of the workers, whom you are supposed to represent. You must be ashamed of your acts; instead you charge me with anti-Union activities based on hearsay reports.

What is the Union. Does it comprise only you four - Parwana, Malviya, K.L. Roy and T.Nagarajan. If so, you keep company with your stooges. If not, can Mr.K.L. Roy tell me the reasons for flying to Bombay and in collusion with Mr.Parwana spending the money earned by us through sweat and blood and make merry. Did he apprise the Executive Committee of the situation and his intended plans and have its sanction. Was it not necessary to call an emergency General Body meeting within 24 hours when even ordinary meetings have been organised at such short notice. Did Mr.K.L. Roy even after his return from Bombay call the meeting and demanded sanction for steps to be taken. Why should you expect us to obey those who ignore the General Body and flout the Constitution?

I again charge you with creating and encouraging indiscipline by backing the wrong horse. You are ready to believe one whose falsehood has been exposed and action avoided as a concession to the President's plea. Did you inquire into the truthfulness of the matter? I can say you encouraged him to flout the discipline and go slack and it is you have manoeuvred Mr.R.N.Chakraborty to concoct a story and even report to the authorities. Has the President not appealed several times to me not to make reports to the Management but to apprise him of any such cases so as to enable him to use his good offices and set matters right. What steps has he taken to this end during the last two years in spite of my request at least 20 times during this period. I shall not be wrong if I call Parwana a liar. And his assistants can be no better.

My contention is also proved by so vague charge-sheet which does not speak concisely about the wrong done by me. It is based only on reports for which Mr. Malviya as a co-worker, according to his own statement has no responsibility. His eyes don't work and relies only on his ears. Let me know with what dire consequences and which workers do I threaten. Or, is it only the imagination of you four to mislead the poor workers that such rumours are spread and propagated. This evident from what Mr. Parwana spoke the other day after the demonstrations about me. Does it behove a President of such an organisation to call names and utter abuses which is the language of goondas. Did he not act in similar manner about a year and half ago and when talked to before Mr. Kolhatkar of Bombay Union apologized for his conduct. Was not K.L. Roy dubbed by the same person for telling him all sorts of lies? Did K.L. Roy ever mend his ways? Has he ever behaved like a civilized man. There have been three major and scores of minor incidents of his goondaism. What action has yet been taken against him.

Hence, can it not be said that all what you say even against the Security Officer is a sheer lie. You are very much dreaded of that man because his duty is to protect the cultured person from the goondas and their tactics. You by spreading false rumours against him want the ignorant persons to be prejudiced against him. It is a part of your strategy to paint black any person who is not subdued by your threats and face the goondas with a brave heart. These ^{are} all communist tactics of which I am not afraid.

As a man of newspaper I have definite knowledge about your fears of Mr. Salwan. I also know that you and Mr. Nagarajan are members of that Party. This under the party's directive. I feel that the slogan of 'Red flag' was initiated during these demonstrations. I know you owe allegiance to the Politburo and not to the workers of Times of India, National Printing Works of any other organisation of which you are the head. The Politburo knows full well that communism breeds only in the fertility of unemployment and you, in order to serve your masters in Russia and China, are working towards that end. Are you, thus not only anti-worker, but also antinational.

I hereby declare that you with all what you have done so far forfeited the right to question my conduct before explaining your own. for all the charges levelled by me against all the four of you - H.L. Parwana K.N. Malviya, K.L. Roy and T. Nagarajan.

Awaiting your defence. Wish painful regrets.

Yours,

O.P. Sharma
O.P. Sharma.

Member,

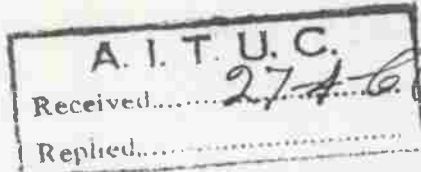
D/6-7-61

Bennett, Coleman & Co. Employees' Union.

Copy to-

1. Pt. Jawahar Lal Nehra, Prime Minister.
2. Shri Lal Bahadur Shastri, Home Minister.
3. Shri G.L. Nanda, Labour Minister.
4. Chief Commissioner, Delhi.
5. Deputy Commissioner, Delhi.
6. Supdt: Police, Central District, Faiz Bazar, Delhi.
7. Supdt: Police (C.I.D.), Labour Branch, Room No.85, Tis Hazari Courts, Delhi
8. Ch. Brahm Prakash, President, I.N.T.U.C., (Delhi) 15, Curzon Road, New Dell
9. Mr. Kolhatkar, General Secretary, Times of India and Allied Publications Union, Bombay,
10. President, A.I.T.U.C.
11. President, A.I.B.E. Assn.
12. President, Reserve Bank Employees' Union, Delhi.
13. All India Newspaper Society
14. A.I.N.E. Con.
15. A.I.FW.J.
16. Mr. Brij Mohan, President, Delhi P.C.C.
17. President, All Employers Assn.

300
By Registered Post. A.D.



From,

Shri Suraj Bali Singh,
Bhartiya Pustak Bhandar,
Kalbadevi Road, Bombay-2.

Dated 26th April, 1961

To

Shri S. A. Dange

M. P.

New Delhi

Dear Sir,

Re :- Indian Press Private Ltd., Allahabad.
and
Indian Press Publications Private
Ltd., Allahabad.

On the 19th April 1960 I addressed a letter to the Registrar of Companies, U.P. in the matter of the above two Companies in which I had inter alia stated that the sale of the publishing business effected by the Indian Press Ltd., in favour of the Indian Press Publications Private Ltd., was fraudulent, illegal and contravened the provisions of the Companies Act and other Acts and I requested the Registrar to take appropriate action under Section 137 of the Companies Act 1937. (Copy of the said correspondence is enclosed herewith in the accompanying compilation at Pages 1 to 9) I received a reply from the Registrar dated the 21st day of September 1960 in which he wrote that I should take proceedings in a Court of Law to have the said sale set aside if I considered it fraudulent. I wrote in reply that he was an officer appointed under the Act to move in the matter and I could not do that. On that he referred the matter to the Regional Director, Company Law Administration, U.P. (see Pages 10-14 of the accompanying compilation). I also addressed a communication to the said Officer. In reply the Regional Director wrote to me that ascertain litigation was pending between the parties in a Court of Law he could not advise the Registrar to take any action in the

matter. I wrote to the Regional Director that the Registrar was not a party to the said litigation and the pendency of the suit should not prevent the Registrar from doing his duty. The Regional Director however stuck to his view and reaffirmed ^{what} that he has stated to me in the previous correspondence. (See Pages 15 to 22 of the accompanying compilation.)

I then sent a copy of the entire correspondence referred to above to the Secretary, Department of Company Law Administration Central Government, New Delhi on the 16th February 1961 and I received a letter dated the 25th February 1961 from the said Officer in which it was stated that my letter was received by them and that it was receiving attention. There was some further correspondence with that Department but the Department has not taken any action in the matter so far (See Pages 23 -29 of the accompanying compilation.)

It will be noticed from the said correspondence that the Registrar and the Regional Director declined to take action, not because they were satisfied that there was no substance in my complaint but only on superficial grounds. First they wrote that I should take action myself and when I satisfied them that in law I could not do it, they wrote to me that they could not do so because some litigation was pending between the parties in the Court of Law. None of the above Officers could tell me that the facts stated by me were untrue or incorrect or unfounded and/or that my documents or inferences drawn by me were unjustified or unwarranted and therefore no action was called for. It appears as if they had decided before hand not to take any action in the matter and they were hunting for excuses for their inaction. I submit that such an approach is improper.

The gist of my charge against the two companies is:-

- (1) that on the sale of the publishing business by the Indian Press Ltd., to the Indian Press Publications Private Ltd.,

which was a new concern under the Indian Companies Act, the Indian Press Ltd., should have its Memorandum of Association ^{amended} and should have the amendment got confirmed by the Court. Their not doing so amounts to a serious breach of the provisions of Company Law and a fraud on the persons dealing with the Company and the general public.

(2). I further say that the Registrar of Companies should not have registered the Indian Press Publications Ltd. unless he was satisfied that the Memorandum of Association of the Indian Press Ltd., was appropriately amended and the amendment was confirmed by the Court. (3) The transfer of assets by the Indian Press Ltd., was not made in writing as required by the law but orally and the subject matter of the transfer was grossly undervalued. Both these actions were illegal and resulted in the Government being deprived of a large amount of its dues by way of stamp duty. Many other Government dues such as income-tax sales-tax etc., were also avoided by this mode of transfer.

I say that I had not addressed any anonymous letter to the authorities. I had given my full name and address. I had also not stated anything on mere hearsay information but I had produced documentary evidence in support of my submissions on law points.

In the circumstances it was the duty of the Officers to have ascertained and verified the facts stated in my charges and if they were found to be true they should have taken appropriate action in the matter. What they do instead is to summarily reject my complaint on untenable grounds. This is to say the least evasion of duty and is very improper.

I would therefore request you as the final authority to look into the charges and ascertain whether the facts stated by me are true and if they are true whether any action is called for and if any action is called for to direct the appropriate authorities to take such suitable

action as may be called for looking to the facts and circumstances of the case.

Before concluding I may mention that I am not prompted by any ill-will or malice against anybody in making this complaint and I have no axe of my own to grind in this matter. My sole motive in making this complaint is to bring to the notice of the authorities some grave irregularities in the working of the two companies which have become to my notice. I do this in the interest of honest, clear and straight forward dealings by the Companies.

Yours faithfully,
Suryaj Bali Singh

To,

Shri Jawaharlal Nehru,
The Prime Minister of India
and Leader of the Congress Party in
the Parliament.

Copy to Shri S. A. Dange
M.P., New Delhi.

19th April 1960

From
Suraj Bali Singh,
o/o Bhartiya Pustak Bhandar,
Kalbadevi Road, Bombay 3.

To
The Registrar of Companies,
Uttar Pradesh,
Kanpur, U.P.

Dear Sir,

Re: Indian Press Private Ltd..Allahabad.
and
Indian Press(Publications)Private
Ltd. Allahabad.

I beg to submit the following lines for your consideration with a request to take such appropriate action in the matter as you may deem proper:

1. The Indian Press Private Ltd. hereinafter called the first company was incorporated in the year 1919 in the former United Province. The objects for which the Company was established were to purchase the business of printers and publishers which was at the time being carried on by Shri Chintamani Ghosh in the name of Indian Press with all machinery stock-in-trade etc. and to carry on the business of printers publishers, book and print sellers, magazine proprietors etc.
2. In the month of December 1952 another company was registered in the State of Uttar Pradesh in the name of the Indian Press Publications Private Ltd. (hereinafter called the second company). The objects for which the second company was established were to purchase or otherwise acquire from the first company the publishing business of the first company together with the good-will, furniture and fixtures and such other assets and liabilities as may be decided upon and for such purpose, if deemed necessary, to enter into an agreement and carry the same into effect. I crave leave to refer to and rely upon the Memorandum and Articles of Association of the first and the second company which are filed in your office.

3. After the second company was registered, the first company issued a Circular letter marked confidential and dated Allahabad, the 1st April 1953 addressed to all branches and agencies of the Indian Press Ltd. in which it was inter alia stated that with effect from 1st April 1953 a separation of their printing and publication business has been effected by transferring the publication business to the second company which was registered under the Companies Act with almost the same Directors. The letter further stated that the change was necessary for facilitating business as the first company's printing work was handicapped without separation. The letter further stated that from 1st April 1953 the erstwhile branches and agencies of the first company would be owned and managed by the second company and the branches and agencies would function as the branches and agencies of the new company. The letter further contained instructions to the branches and agencies about accounts etc. A copy of the said letter is annexed herewith and marked with the letter "A". A list of the branches and agencies of the first company as existing on the date of the transfer of the business as aforesaid is annexed herewith and marked with letter "B".

Ex."A"
Ex."B".

54. It appears from certain statements made on behalf of the second company in court in a suit filed by the said second company against Bhartiya Pustak Bhandar of Bombay being suit No. 35 of 1954 in the Court of the Civil Judge at Allahabad that the agreement to transfer the publishing business as aforesaid was oral and that the consideration paid by the second company to the first company for such transfer was for Rs.1,43,000/-. A copy of the plaint filed by the second company against the Bhartiya Pustak Bhandar as stated above is annexed herewith and marked with the letter "C". Enclosed herewith and marked with the letter "D" is a copy of the statement referred to above made on behalf of the second

Ex."C"
Ex.D

Company in the aforesaid suit to the effect that the agreement to transfer the business was oral.

5. I say that the consideration of Rs.1,42,000/- alleged to have been paid by the second company to the first company for the transfer of the publishing business is grossly inadequate. Even on a most conservative estimate the value of the said business cannot be less than Rs. 25 lacs; the first company had on the 1st April 1953 over 25 branches and agencies and they were all doing flourishing business. The outstanding dues from one agency alone viz., the Bhartiya Pustak Bhandar of Bombay was Rs. 37,000/- as would appear from the claim made by the second company against the said Bombay agency in the suit filed in the Allahabad Court referred to above.

6. I further say that in law assets, outstanding goodwill etc. are actionable claims within the meaning of the definition of actionable claim given in section 3 of the Transfer of Property Act. Under sec.130 of the said Act transfer of actionable claims must be made in writing. In the present case admittedly the transfer is not made in writing but is an oral transfer. The validity of such a transfer is therefore open to doubt.

7. As stated above, the first company has transferred its publishing and magazine business to the second company. The first company has been thus abandoned one of its main objects of a fundamental character contained in its Memorandum of Association within the meaning of section 13(1)(c) of the Companies Act 1913. It has also sold or disposed of a part of its undertaking within the meaning of section 13(1)(f) of the Act. It has done so to enable it to carry on its business more efficiently (it is so stated in para 3 of the confidential circular letter) within the meaning of section

by the Company in this matter.

11. It is stated above that Rs.1,43,000/- has been paid by the second company to the first company as consideration for the transfer of the publishing business etc. This valuation is grossly inadequate. The correct valuation can be arrived at by looking at the balance sheets and profit and loss accounts of the company for the years 1951,1953,1953,1954 and 1955 and of the second company for the year 1953,1954 and 1955. A close scrutiny of the balance sheets and profit and loss account of the two companies for the aforesaid years will among other things show:-

- 1) the total paid up capital of the second company
- 2) the amounts paid by the second company to the first company as the price of the assets purchased by it from the first company.
- 3) The amount credited by the first company as the price of the assets sold by it to the second company.
- 4) the amounts of the profits made by the second company during the years 1953,1954 and 1955.
- 5) The short fall in the profits of the first company as a result of the transfer of its publishing business etc. to the second company.

From the above figures it would be possible to arrive at a fair and reasonable valuation of the assets transferred to the second company.

I say that by effecting the transfer orally and at a lower valuation and not amending the Memorandum of Association the two companies have managed either to avoid or under pay the following Government dues :-

1. The stamp duty that would have been required to be paid on the document of transfer - the transfer being the transfer of an noticeable claim - under the provisions of the Transfer of Property Act.
2. The payment of Income tax or super-tax on the profits made by the first company on the sale of assets to the second company.
3. The amount of sales tax if any, that would have been required to be paid on the sale of the assets to the second company;
- 4) The amount of duty that would have been required to be paid for the amendment of the Memorandum of

Exhibit "A"

Urgent 19/9-9-58 Sri Bishwanath Pandey Vakil.

In the Court of the Civil Judge at Allahabad.

Suit No. 35 of 1954.

The Indian Press Ltd. .. Plaintiffs.

vs

Bhartiya Pustak Bhandar and ors .. Defendants

Indian Press Ltd.
Allahabad, 1st April 1953.

Confidential.

TO ALL BRANCHES AND AGENCIES OF THE INDIAN PRESS LTD.

Dear Sir,

With effect from 1st April 1953 we have effected a separation between our printing and publication business. This has been done by transferring our publication business to the Indian Press (Publication) Ltd. a company registered under the Indian Companies Act with almost the same Directors.

This change was necessary for facilitating business as our printing work was handicapped without the separation.

Please therefore note that from 1st April 1953 all the erstwhile branches and agencies of the Indian Press Ltd. would be owned and managed by the Indian Press (Publication) Ltd. and all the branches and agencies would function as branches and agencies of the said new concern.

Your services with us stand terminated and you will be eligible for re-appointment by the new concern for which we hope you will have no objection.

All your accounts ledgers and said sale statements from 1st April 1953 will bear the stamp and seal of the Indian Press (Publication) Ltd. Your appointment letters with the new company would follow in due course & sent.

I trust you will act upon the new directions and open new ledgers etc. with effect from 1st April 1953. In the light of the above directions, necessary letter heads forms etc., will be supplied to you. Pending receipt of these, you will use a rubber stamp for the (illegible) on all old forms.

Please also note that pending the opening of the new accounts with the banks in the name of the Indian Press (Publication) Ltd. you will please continue to remit the sale proceeds to the account of the Indian Press Ltd. for which we will make necessary adjustments later on.

Please treat these directions as urgent and acknowledge this circular.

Yours faithfully,
For the Indian Press Limited.
Sd. H. Ghosh,
Deputy Manager.

Exhibit "B".

Branches.

1. Agra
2. Aligarh
3. Benares.
4. Dehradun.
5. Faizabad
8. Morarabad
9. Ambala Cant.
8. Ajmer
9. Calcutta
10. Hyderabad
11. Jaipur.
13. Patna
13. Indore
14. Bhopal.
15. Jubalpur.
16. Head office Allahabad.

Agencies.

1. Banda.
2. Bareilly.
3. Gorakhpur
4. Kanpur
5. Lucknow
6. Meerut
7. Bombay.
8. Delhi
9. Patna.

Stockist: Azamgarh

Ballia.

Urgent 19/9.9.58 Sri Bishwanath Pandey Vakil

IN THE COURT OF THE CIVIL JUDGE AT ALLAHABAD.

Suit No. 35 of 1954.

The Indian Press (Publications) private Ltd., a company registered under the Indian Companies Act with its registered office at 36 Pannalal Road, Allahabad. ... Plaintiff.

vs

1. Messrs. Bhartiya Pustak Bhandar Booksellers, Kalbadevi Road, Bombay.
2. Sri Maha Bali Singh) C/o Messrs Bhartiya Pustak
3. Shri Suraj Bali Singh) Bhandar Booksellers,
4. Shri Kashi Prasad Singh) Kalbadevi Road, Bombay.
5. The Indian Press Private Ltd., a company registered under the Indian companies Act with its registered office at 36 Pannalal Road, Allahabad. ... Defendants.

THE PLAINTIFF ABOVE NAMED RESPECTFULLY SHEWETH:-

1. That the plaintiff is a company registered under the Indian Companies Act and carries on the business of publishers and book-sellers.
2. That the defendant No. 5 is also a company registered under the Indian Companies Act and have for a long time past been carrying on the business of printers and publishers.
3. That the defendant No. 1 is a partnership firm carrying on the business of booksellers and the defendants Nos. 2, 3, 4 are partners thereof
4. That the defendant No. 5 appointed the defendant Nos 1 to 4 as the sole agent for the sale of their publication in Bombay and the said parties entered into an agreement dated 6th October 1949 laying down the terms of the said agency.
5. That the terms of the aforesaid agency as agreed between the parties by the said deed dated 6-10-1949 inter alia provided:-
 - 1) That the agency was to continue for one year subject to renewal by the principals on such terms and conditions as may be considered fit.
 - b) That the agent will act as the principal's representative for canvassing and introducing their publications in suitable institutions.
 - c) That the agent will safeguard the interests of the principals and take steps to increase the sale of their publications in his territory.
 - d) That all the books supplied by the principals belong to the principal until they are sold and the agents shall be responsible

for all such stock of books supplied by the principal.

e) That the agent shall render accounts of sales every quarterly and shall submit weekly reports, monthly statements and other accounts demanded by the principals regularly and such accounts shall be submitted at the principals head office at Allahabad.

f) That the agent shall deposit all receipts in cash and cheque daily to the credit of the principals in the Bank named for the purpose.

g) That the principal shall have the option to terminate the agreement forthwith if any of the terms of the agreement is violated by the agent.

h) That on the termination of the agency, unless otherwise mutually agreed upon between the parties the stock of principals books shall be returned by the agent to the principals head office at Allahabad at the agents own cost and all dues of the principal shall be paid forthwith.

i) That all disputes arising between the parties out of or in respect of this agreement shall be subjected to the exclusive jurisdiction of the courts of law at Allahabad.

6. That the defendants Nos. 1 to 4 were acting as the agent even after the expiry of one year from the date of the said agreement as the agreement was not terminated by any of the parties and the same stood renewed from year to year till 31-3-1953 when the defendant No. 5 sold away their publications trade to the plaintiff.

7. That on and from 1-4-1953 the plaintiff became the sole and absolute owner of all the stock of books lying with the agent of the defendant No. 5 as also all the money then due to the defendant No. 5 from all such agents. In this manner the plaintiffs became a transferee of the publication business of the defendants No. 5 and accordingly information was given to the defendants No. 1 to 4 about the said transfer.

8. That thereafter the defendants Nos. 1 to 4 continued to act as the agents of the plaintiffs under the same terms and conditions as provided in the aforesaid deed dated 6-10-1949.

9. That since 1-4-1953 the plaintiffs have supplied from time to time various consignments of books on to the defendants Nos. 1 to 4 for sale in terms of the aforesaid agreement.

10. That the plaintiffs in or about 12-4-1954 got the stock of books in the hands of the defendants Nos. 1 to 4 checked and on checking it was found that there was a shortage of stocks worth Rs. 1158-3-0 (nett value of the books) and also that the said defendants have not remitted the amount of Rs. 4,663-1-8 being the sale proceeds of various books sold by them in terms of the said agreement. The weekly reports, monthly statements and annual statements also found to be

wrong. The aforesaid checking was done for and upto the period ending with 31-3-1954.

11. That during the aforesaid checking of stocks it also came to the knowledge of the plaintiffs that the defendants Nos. 2, 3 and 4 were not co-operating amongst themselves with the result that in interests of the plaintiffs would be further jeopardised if the agency of the defendants Nos 1 to 4 was allowed to continue any further.

12. That thereafter in spite of repeated demands and requests the defendants Nos. 1 to 4 have failed to remit the aforesaid sale proceeds amounting to Rs. 4,663-1-8 and they are wrongfully withholding the same.

13. That thereupon the plaintiffs with a view to safeguard their interests and to avoid further loss perminated the said agreement from 4th June 1954 and called upon the defendants Nos. 1 to 4 to hand over the remaining stocks to the plaintiff and pay up in full the other amounts due to the plaintiffs.

14. That the defendants Nos 3 and 4 requested the plaintiffs to grant time till 1-7-1954 for handing over the stocks and thereupon the plaintiff did grant time till such date but so far the defendant Nos. 1 to 4 have failed to hand over the stocks to the plaintiff. The said defendants however have remitted a sum of Rs. 2,895/- to the the plaintiff out of the sales made by them.

15. That the statements and accounts of sales have not been submitted by the defendants 1 to 4 from 1-4-1954. On 31-3-54 a sum of Rs. 4,663-1-8 was due from the defendants Nos. 1 to 4 on account of the sale proceeds wrongfully withheld by them but after deducting the sum of Rs. 2,895/- remitted by them as aforesaid a sum of Rs. 1,768-1-8 is still due to the plaintiffs from the defendants. Stock of books worth Rs. 34,168-11-6 (nett value) was also in the hands of the defendants Nos. 1 to 4 on the said date. A shortage in the stock of books worth Rs. 1,158-8-0 was also found on 31-3-1954

16. That the plaintiffs are entitled to realise from the defendant Nos. 1 to 4 the sum of Rs. 1,768-8-0 on account of sale proceeds not remitted by the said defendants, a sum of Rs. 1,158-8-0 being the value of books found short on 31-3-1954 as also to recover from the defendants the price of the stock of books worth Rs. 34,168-11-6 unsold together with the sale proceeds of the part of this sold.

17. That the bulk of the stock of books remaining with the agents consist of text books meant for study in the schools and colleges which are prescribed for study in the said institutions and unless immediate steps are taken for their sale they may become useless and unsaleable.

18. That the valuation of the suit for purposes of court fees and

jurisdiction is B. 37,095-5-2 and the plaintiffs have paid court fees on the same

19. That the cause of action for the suit arose on 12-4-1954 when the stocks were checked and on 4-6-1954 when the plaintiffs terminated the agency of the defendants Nos. 1 to 4 and there after on various dates when the defendant failed to hand over the stocks and remit the sale proceeds and the money due to shortage of stocks and the court has got jurisdiction to try the suit.

20. That the defendant No. 5 has been arrayed as a party to the suit with a view to avoid legal complications and no relief is claimed against them and in case they do not object to the suit being decreed against the defendants Nos. 1 to 4 they may be exempted from the costs of the suit.

It is, therefore, prayed that the court may be pleased to pass a decree:-

- a) In favour of the plaintiffs and against the defendants Nos. 1 to 4 for B. 1768-1-8 being the value of the sale proceeds wrongfully withheld by them and for B. 1158-8-9 being the value of books found short on checking total B. 2926-9-8.
- b) to pass a decree for B. 34,168-11-6 against the defendants Nos. 1 to 4 and in favour of the plaintiffs being the value of the books wrongfully withheld by the defendants.
- c) To award to the plaintiffs costs of the suit and interest pendentilite and future.
- d) to grant to the plaintiffs such other relief or reliefs as may be found just and proper considering the nature and circumstances of the case.

sd/- B.C. Dey

sd. H. Chosh

I, H.P. Ghosh Managing Director of the Indian Press (Publication) Limited declare that the contents of paragraphs 1 to 4 are based on my personal knowledge and the rest of the possession and partly on information received which I believe to be true and in verification thereof I sign this at Allahabad this 26th day of July 1954

Sd/- Illegible

sd/- H. Ghosh

EXHIBIT " D "

Urgetn. 19/9.9.58 Sri Vishwanath Pandey Vakil.

In the Court of the Civil Judge at Allahabad

Present : Sri S.K. Bhargava.

Suit No. 35 of 1954.

Indian Press Ltd. ... Plaintiffs.

vs.

M/s. Bhartiya Pustak Bhandar and others. .. Defendants.

STATEMENT OF SRI N.N. MUKERJI COUNSEL FOR THE PLAINTIFFS.

Plaintiffs counsel states:-

Plaintiff took over the publication business of the defendant No. 5 together with the assets and outstandings of the defendant No. 5. The actual transfer of the outstanding was by oral agreement. The outstandings claimed in this suit are of the period after 1-4-1953 and plaintiff alone is entitled to recover the same. Defendant had oral intimation that with effect from 1-4-53 plaintiff had taken over all the books published by defendant No. 5. Defendant No. 4 alone is now the Agent of the plaintiff at Bombay. Defendant No. 4 was appointed agent about the end of June 1954, after the termination of the original agency of defendants 1 to 4. The agency of defendants 1 to 4 was terminated by letter of 4-6-1954

sd. N.N. Mukerji

28-11-56

sd. S.K. Bhargava.

Office of the Registrar of Companies
Department of Company Law Administration
Ministry of Finance Govt. of India

No.6923-2477-TC.

21-8-1960.

From

The Registrar of Companies,
Uttar Pradesh, Kanpur.

To

Shri Suraj Bali Singh,
Bhartiya Pustak Bhandar,
Kalbadevi Road, Bombay 3.

Dear Sir,

With reference to your complaint dated 19-4-1960 against the affairs of M/s Indian Press Private Limited and Indian Press (publications) Private Limited, Allahabad, I have to state that in case you desire the sale to be set aside and suspect that it was fraudulent, you may seek remedy through Court of Law.

Yours faithfully

sd.

For Registrar.

Bombay, 21st November 1960.

From
Suraj Bali Singh,
o/o Bhartiya Pustak Bhandar,
Kalbadevi Road, Bombay 2.

To
The Registrar of Companies,
Uttar Pradesh,
Kanpur.

Dear Sir,

Re: Your letter to me dated 21-9-60
and bearing No. 6922/2477-T.C.

I beg to acknowledge receipt of your above quoted letter. The contents thereof caused me surprise and dismay.

I placed certain materials before you by my letter to you of the 19th April 1960 and represented to you that the business of the two companies is carried on in fraud of their creditors or in fraud of persons dealing with the companies or for a fraudulent purpose and requested you to take such appropriate action in the matter as you deemed proper. On receipt of the representation it was your duty as the officer appointed by the Companies Act to ascertain whether the facts stated in the representation were true and whether any action as contemplated by section 137 was called for. Instead you write to me to seek remedy in a court of law for setting aside the sale without pointing out the provisions of law under which I can do it.

I say that the beneficent provisions of section 137 of the Companies Act 1913 have been placed on the statute book with a view to prevent malpractices and irregularities and breaches of the provisions of the Companies Act by the companies and to safeguard the interests of the shareholders, creditors and persons dealing with the companies and the provisions of the Act must be interpreted in that spirit.

In view of what is stated above I submit that action under section 137 is clearly called for and I have to request you to reconsider the matter and do the needful at an early date.

Please let me have an early reply to the letter.

Kindly acknowledge receipt of this letter.

Yours faithfully,
ed. Suraj Bali Singh.

By Regd. A.D.

Bombay, 4th December 1960

From

Suraj Bali Singh,
c/o Bhartiya Pustak Bhandar,
Kalbadevi Road, Bombay.

To

The Registrar of Companies,
Uttar Pradesh,
Kanpur.

Dear Sir,

I have to refer to my letter to you of the 31st Ultimo and to note that you have not yet acknowledged the receipt of the same. Please do it and also let me know whether you are going to take any notice in the matter as requested. I submit that there are strong and sound grounds for your taking notice in the matter. If you however feel that you are incompetent to do so I ^{have to} request you to inform me accordingly so that I may refer the matter to the higher authorities viz., the Regional Director, Company Law Administration, U.P. Ministry of Law, Central Government New Delhi. the Prime Minister and leaders of the Opposition parties in the Parliament at New Delhi and send them copies of the correspondence exchanged between your office and myself. I addressed my first communication to you in the matter on the 24th April 1960. The matter is sufficiently delayed now. I shall therefore wait for a reply from you for one week after the receipt of this letter by you after which date, I shall forward the correspondence to the parties as mentioned above.

Thanking you,

Yours faithfully,

sd. Suraj Bali Singh.

Office of the Registrar of Companies
Department of Company Law Administration
Minister of Commerce & Industry
Government of India.

P.B. No.384

No. 10143/2477-TC.

Kanpur, the 3-13-1960

From

The Registrar of Companies,
Uttar Pradesh,

To

Shri S.B.Singh,
Bhartiya Pustak Bhandar,
Kalbadevi Road, Bombay 2.

Sub: Indian Press Private Limited Allahabad and
Indian Press(Publication) Private Limited.

Dear Sir,

I have to acknowledge herewith the receipt of your letters dated 31-11-1960, 4-12-1960 and to inform you that the matter is receiving attendance of the Regional Director Company Law Administration, Kanpur.

Yours faithfully,

sd.

(K.K.Dayal Mohamed)
Registrar.

Bombay, 22nd Decr.1960.

From

Suraj Bali Singh,
Bharatia Pustak Bhandar,
Kalbadvi Road, Bombay 2.

To

The Regional Director,
Company Law Administration, U.P.
Kanpur (U.P.)

Dear Sir,

Re: In the matter of the Indian
Press Private Ltd.(Allahabad);
and
Indian Press (Publications)
Private Ltd. Allahabad.

Certain correspondence was exchanged between myself and the Registrar of Companies, Utter Pradesh in the matter of the above two Companies. By his letter No.10143/2477-TC dated Kanpur the 8th December 1960 the Registrar of Companies,U.P. informed me that the said matter was receiving your attention. I enclose herewith a copy of the said correspondence for your ready reference.

I have stated all the facts in my letter to the Registrar dated the 19th April 1960. I have made my submissions also in that letter. I beg to supplement my submissions with the following observations.

Re: Para 6 of my letter of the 19th April 1960 :-

Clause III(1) of the Memorandum of Association of the second Company states "the objects for which the Company is established are :-

- (1) to purchase or otherwise acquire from Indian Press Ltd.,Allahabad the publishing business of the said company together with the goodwill assets and liabilities etc."

Article 2 of the Articles of Association of the Second Company provide that the Company should forthwith enter into an agreement with the first company for the purpose of acquiring the publishing business of that company together with the goodwill and other assets.

Goodwill is an intangible property and the right of property in the goodwill can only pass by a writing; it cannot pass by manual delivering. Similarly assets include book debts and book debts have actually been transferred by the first company to the second company in pursuance of the agreement referred to in the Memorandum and Articles of the second company. Book debts are actionable claims and under section 130 of the Transfer of Property Act a transfer of an actionable claim can only be made by a writing. Section 46 of the Companies Act, 1913 provides that contracts by companies may be made in the same manner in which contracts between private parties are made i.e. if a contract between private parties would be valid in law if made by parol then the company could also make such contract by parol. But as pointed out above, a contract of transfer of the nature made by the company could be made between private parties by writing only. In the present case the company had admittedly made the contract by parol. It is therefore submitted that the contract is not valid and passes no right or title to the property in the second company.

Re: Paragraphs 7, 8 and 9 of my letter of the 19th April 1960.

It is stated in the book "A laymans guide to the Indian Company Law" published by the Government of India, Ministry of Finance, Department of Company Law Administration, New Delhi at page 11 and 12 as under :-

"The Memorandum of Association of a company is its Charter. It prescribes the company's name, registered office, objects and ~~in~~ capital and also defines the extent of its powers. A company can exercise such powers which are either expressly stated therein or as may be implied therefrom x x x
 & company must act within and not outside the scope of the Memorandum. Any transaction which is not within the powers of a company is ultra vires and void and

cannot be validated on any ground either of convenience or advantage. Thus it will be seen that the Memorandum of Association is one of the most important documents which forms the very foundation of the company within the four corners of which it must act x x x

Every Memorandum of Association has an objects clause which defines the objects and purposes for which the company is founded. The objects of a company must be legal and are to be very clearly defined. This affords an opportunity and protection to the shareholders to know the purpose for which the company can apply their money and at the same time imparts information regarding the scope of the activities of the company to all persons dealing with it etc. etc. "

I may point out that though the aforesaid book from which the above quotation is taken was published in the year 1956 after the Companies Act 1956 came into force, the observations quoted above apply to Memoranda of Association of all companies whether incorporated before or after 1956.

With this preliminary remark I beg to point out how the said observations are relevant in relation to the facts of the present case.

As stated in my letter of the 19th April 1960 the first company had transferred its publishing business with its goodwill and assets etc. to the second company and thus the first company has dis-entitled itself in law from -- carrying on the said business. As the transfer is effected for a consideration it will be commercially dishonest and immoral also for it to carry on the said business. But its Memorandum of Association which has not been altered -- accordingly shows that it has the power to carry on the said business even today. If one were to look at the -- Memorandum of Association of the first company simpliciter without any knowledge of the existence of the second company he would be led to believe that the first company has the

power to carry on the publishing business and would deal with it on that footing and the first company can use, mis-use or even abuse the power still retained by it of carrying on the publishing business by not altering its Memorandum of Association. It can thus perpetrate the worst kind of fraud on unwary persons who may have occasion to deal with the first company. This is just the kind of mischief which the Memorandum of Association of a company is intended to prevent in term of the observations from the book Layman's guide to Indian Company Law quoted above, by bringing to the notice of the persons dealing with it, the objects for which the company is established.

I submit that the Registrar of Companies, U.P. when registering the second company should have seen to it that the Memorandum of Association of the first company was appropriately altered when he noticed that the first object clause of the second company was to acquire the publishing business of the first company. The result of not altering the Memorandum of Association of the first company is that though it has transferred its publishing business to the second company for a consideration it has retained to itself the right of carrying on the said business. No doubt at the date of the transfer in the year 1952 both the companies had common directors and shareholders and it did not make much of a difference if the first company also carried on the publishing business along with the second company but in future it may happen that the directors and shareholders of the two companies may be different persons and it would then be fraudulent and commercially dishonest for the first company to carry on the publishing business which had been transferred to the second company for a consideration and the second company may not be able to prevent the first company from carrying on the said business. The framers of the Companies Act, 1913 were aware of the mischief that may be caused if in such a case the Memorandum was not altered. They have therefore put the beneficial provision of sec. 12(e) in the Companies Act, 1913 to the effect

that the Memorandum of Association of a company may be altered to enable it to restrict or abandon any of the objects specified in the Memorandum.

Suppressio veri (suppression of truth) and suggestio falsi (suggestion of a falsehood) are termed fraud in law. In the present case the first company by not altering its Memorandum has suppressed the truth that it has transferred the publishing business with its goodwill etc. to the second company. It has by not altering the Memorandum of Association, made a false suggestion that it is entitled to carry on the publishing business. This is a case of outright fraud. The second company by not making it a condition precedent in the agreement of transfer of the publishing business that the first company shall not carry on the publishing business and alter its Memorandum of Association accordingly enabled the first company to perpetrate this fraud and thus it is also been a party to the fraud. It is something like a conspiracy. In a genuine transaction of sale no purchaser would permit the seller to have an unfettered right to use the property sold, indefinitely when he has paid consideration for it. I therefore submit that this is a clear case of fraud and comes within the words of section 137(6) of the Companies Act, 1913 and action by the Registrar of Companies is called for.

As the matter has been pending before the Registrar of Companies for over eight months now, I pray that it may be disposed of without any undue delay.

Yours faithfully,
sd/- Sukraj Bahi Singh

Encl: Correspondence.

22nd December 1960.

From
Suraj Bali Singh,
Bhartiya Pustak Bhandar,
Kalbadevi Road, Bombay 2.

To
The Registrar of Companies,
Uttar Pradesh, Kanpur (U.P.)

Sir,

Re: Indian Press Private Ltd. Allahabad
and
Indian Press (Publication) Private Ltd.
Allahabad.

I acknowledge receipt of your letter No.10143/2477/TC dated the 8th instant in reply to my letter to you of the 4th inst. I thank you for the prompt reply.

As you have referred the matter to the Regional Director~~x~~ U.P. I have also addressed ~~x~~ to him a communication this day, a copy of which is enclosed herewith for your ready reference.

I have now to request you to expedite the disposal of this matter without any undue delay as the matter has been pending before you since over eight months now.

Yours faithfully,

sd/-

Encl: Copy letter
to Regional Director.

17

GOVERNMENT OF INDIA.
MINISTRY OF COMMERCE & INDUSTRY,
DEPARTMENT OF COMPANY LAW ADMINISTRATION.
Office of the Regional Director,
Westcott Building, Mahatma Gandhi Road,
Post Box No.137.

No.7(21)-T/59-7665.

Dated Kanpur, 29th December 1960.

From
The Regional Director,
Northern Region.

To
Shri Suraj Bali Singh,
Bhartiya Pustak Bhandar,
Kalbadevi Road, Bombay 2.

Subject: Indian Press Private Ltd. Allahabad
Indian Press (Publications) Pr.Ltd -

Dear Sir,

With reference to your letter No. nil dated the 22nd December 1960 I have to inform you that the Registrar of Companies cannot institute any enquiry under section 234(7) of Companies Act, 1956, as all the parties involved in your complaint are parties to Suit 35 of 54 which has been disposed off but an appeal is pending from the judgment of the -- original court. The matter being still in court no action is possible by Registrar of Companies.

Yours faithfully,
sd/-
(S.K.Rau)
Regional Director.
29-12-60.

By Registered post A.D.

3rd January 1961.

The Regional Director,
Company Law Administration (U.P.)
West-cott Building,
Mahatma Gandhi Road,
Kanpur (U.P.)

Dear Sir,

Subject: Indian Press Private Ltd.
Allahabad
and
Indian Press Publication
(Private) Ltd. Allahabad.

I beg to acknowledge receipt of your letter No. 7(21)-T/59-7665 dated the 29th ultimo. I thank you for the same.

You write that the Registrar of Companies cannot institute any enquiry as all the parties involved are parties to suit No.35 of 1954 which is still pending in a Court of law. In this connection, I beg to point out that the Registrar of Companies who is to take action on my complaint is not a party to the suit and pendency of the suit cannot prevent him from discharging his duties under the Companies Act unless he is prevented from doing so by a prohibitory order of the Court which he is not. Moreover the subject matter of the suit is entirely different from the subject matter of the present complaint. The relief prayed for in the suit is for a money decree pure and simple, whereas the relief prayed for in the complaint is ~~for~~ action under the Companies Act. The matters directly and substantially in issue in the suit are entirely different from the matters directly and substantially in issue in the complaint. There is thus nothing in common between the suit and the complaint. The pendency of a suit therefore cannot operate as a bar to the Registrar taking action under the Companies Act.

Further, action under the Companies Act is within the exclusive jurisdiction of the Registrar and the Court of Law has at present no jurisdiction in the matter. The

functions and duties of the Court and the Registrar are entirely distinct and different. The Registrar by taking action on the present complaint would only be discharging his duties under the Companies Act. By doing so, he would neither be exceeding his jurisdiction nor encroaching upon or interfering with the jurisdiction of the Court. He would also not be interfering with the course of administration of justice. In this connection I beg to invite your attention to a passage appearing in The Indian Company Law by K.M.Ghosh 1966 Edition Part I page 531 commentary to section 234 Note No.960 which shows the intention of the legislators in putting section 234 on the Statute book.

" The intention of the section was to facilitate the investigation of the affairs of the company and it had no reference to actual proceedings in Court. It was not possible to read into this section any prohibition of private prosecution etc. "

In view of what is stated above I submit that the Registrar should proceed under section 234 of the Companies Act and the pendency of the suit or appeal should not operate as a bar to his discharging his duties under the Act.

Kindly acknowledge receipt of this letter and let me have an early reply.

Yours faithfully,

sd/-

(By Regd.Ack/Due.)

From
Saraj Bali Singh,
Bharatiya Pustak Bhandar,
Kalbadevi Road,
Bombay.

Dated 19th January 1961.

To
The Registrar of Companies,
Uttar Pradesh,
Kanpur (U.P.).

Dear Sir,

Re: Indian Press Private Limited Allahabad
and
Indian Press(Publication) Private Limited

I refer to the previous correspondence herein ending with my letter to you of the 32nd ultimo. After I write my aforesaid letter, I received a letter from the Regional Director, Northern Division, Company Law Administration bearing No.7(31)-T/59-7665 dated the 29th December 1960. I enclose herewith a copy of the said letter for your information. I sent a reply to the said letter copy of which is also enclosed herewith for your information. I have not received any reply to my said letter so far.

This matter has been before you for over nine months now and the only reason so far advanced for your not taking any action, is the pendency of a suit in a Court of Law. I have pointed out in the previous correspondence that this is no reason why you as an officer appointed under the Companies Act should refrain from discharging your duties under the Act. I submit that a crystal clear case exists for your taking action under the Act. Even, inspite of this, if your honour, does not feel inclined to move in the matter please let me know accordingly so that I may proceed further as already intimated to you. I shall wait for a week from the date of the receipt of this letter by you for a reply from

you, after which date, I shall proceed further, as stated above.

Encl:

Yours faithfully,

3 copy letters.

P.S. Since writing the above letter I have received your letter No.535/2477 TC dated 11-1-61. It does not require any further explanation.

S.B.Singh.

Telegram: COMPLADIR

Telephone:

No.7(21)-T/59-236

Office-22866.

Res.- 4033

Government of India,
Ministry of Commerce & Industry,
Department of Company Law Administration.,
Office of the Regional Director,
Westcott Building, Mahatma Gandhi Road.

Post Box. No.136

Dated Kanpur, the 13-1-1961.

From:

The Regional Director,
Northern Region.

To,

Shri. Suraj Bali Singh,
Iharatya Pustak Bhandar,
Kalbadevi Road, Bombay-2.

Subject : Indian Press Limited and
Indian Press and Publications (P)
Limited.

Dear Sir,

I have to acknowledge receipt of your letter No.--
dated 3-1-1961 regarding the Companies cited above as Magix
subject and have to say that we regret we cannot advise Registrar
as desired by you and that we have nothing further to add to our
previous letter No.7 (21)-T/59-7660 dated 29th December 1960,
already sent you.

Yours faithfully,

sd/-

(D. Bhaduri).

Solicitor.

TELEGRAM CODE COMPANYING

Telephone: 5012:

OFFICE OF THE REGISTRAR OF COMPANIES.,
DEPARTMENT OF COMPANY LAW ADMINISTRATION,
MINISTRY OF COMMERCE & INDUSTRY.,
GOVERNMENT OF INDIA.,

P. B. No. 334

No.1243/2477-TC

Kanpur, the 31-1-1961.

From:

The Registrar of Companies.
Uttar Pradesh.

To,

Shri. Suraj Bali Singh,
Bhartiya Pustak Bhandar,
Kalbadevi Road,
Bombay-2.

Re : Indian Press Private Limited and
Indian Press (Publication) Private Limited.

Dear Sir,

Please refer to your letter dated 14-1-1961 on the above subject I have to state that this office has nothing further to add in the matter other than what has already been communicated to you by the Regional Director, Kanpur in its letter No.7(21)-T/59-427665- dated 29-12-60.

Yours faithfully,

sd/-

For Registrar.

RA/30-1-61/

By Reg. Post A.D.

From:-

**Suraj Bali Singh,
Bharatiya Pustak Bhandar,
Kalbadevi Road,
Bombay 2J**

Dated 16th February 1961.

To

**The Sec-retary,
Department of Company Law Administration,
Government of India,
NEW DELHI.**

Dear Sir,

Re: Indian Press Private Ltd., Allahabad.

**Indian Press Publications Private Ltd.
Allahabad.**

I enclose herewith a copy of the correspondence that passed between me and the Registrar of Companies Uttar Pradesh and the Regional Director, Company Law Administration Uttar Pradesh in the matter of the abovenamed two companies.

You will notice from the said correspondence that on the 19th April, 1960 I addressed a letter to the Registrar of Companies Uttar Pradesh, in which I brought to his notice certain irregularities, malpractices and breaches of Company Law committed by the abovenamed two companies and I also pointed out instances of fraud and fraudulent actions of the Company and enclosed copies of certain documents in support of my statements and requested the Registrar to take appropriate action under Section 137 of the Companies Act of 1913.

After about five months the Registrar sent me a

a reply dated the 21st September 1960 in which he wrote that in case I desired the sale (referred to in my letter) to be set aside and suspected that it was fraudulent, I might seek remedy through a Court of Law.

I sent a reply to the above letter in which I stated that it was duty as an officer appointed under the Companies Act, to ascertain whether the facts stated in my representation were true and whether any action as contemplated by Section 137 was called for. I further stated that instead of doing so, he was writing to me to seek remedy in a Court of Law for setting aside the sale, without pointing out the provisions of Law under which I could do it.

In reply to my aforesaid letter, the Registrar wrote to me on the 8th December 1960 that the matter was receiving the attention of the Regional Director, Company Law Administration Kanpur.

Thereafter I wrote a letter to the Regional Director Company Law Administration U.P. Kanpur on the 22nd December 1960 in which I supplemented the submissions contained in my letter to the Registrar dated the 19th April, 1960 with some further observations. In reply to my above letter the Regional Director by his letter dated the 29th December 1960 informed me that the Registrar of Companies could not institute any enquiry under Section 234(7) of the Companies Act 1956 as all the parties involved in my complaint were parties to suit No. 35 of 21954 pending in a Court of Law.

In reply to the above letter I wrote to the

to the Regional Director on the 3rd January 1961 that the Registrar of Companies was not a party to that suit and the pendency of the suit does not prevent the Registrar from discharging his duties enjoined upon him by the Companies Act. I further wrote that the subject matter of the suit was entirely different from the subject matter of my complaint to the Registrar of Companies and there was nothing in common between the two,

By their letter dated the 12th January 1962 the office of the Regional Director informed me that they could not advise the Registrar of Companies as desired by me and that they had nothing to add to what was stated in their letter to me of the 29th December, 1960

I had written a letter to the Registrar of Companies also on the 14th January 1961 and the Registrar of Companies wrote to me on the 31st December, 1961 stating that he had nothing further to add than what was already communicated to me by the Regional Director in his letter of the 29th December 1960.

The matter now rests there.

I submit that it sounds paradoxical that whereas on the one hand, Government is putting on the statute Book; tightening legislation regarding the management and administration of the Companies to ensure clean, honest and straightforward working of Companies, and to prevent fraud, malpractices and breaches of company law and prescribing penalties for the breaches thereof, on the other hand, when a public-spirited citizen taking a cue from the above mentioned trend of modern legislation,

brings to the notice of the authorities specific instances of fraud, malpractices and breaches of the provisions of Company Law, supported by documentary evidence, not only no action is taken by the authorities but they even refuse to investigate into the truthfulness or otherwise of those charges. This is really sad and discouraging.

I submit that in view of what is stated above the authorities should be directed to act in the spirit of the trend of modern legislation and to look into the charges made by me and investigate the truth about those charges and take such action as may be appropriate in the circumstances.

Please acknowledge receipt of this letter and let me have an early reply.

Encl: Copy correspondence. Yours faithfully,

(i.e. Suraj Bali Singh)

True Copy.

Government of India.

Office/Deptt.

**Subject :- India Press Private Ltd.
&
India Press Publications Private Ltd.**

No. Dy. No. 413.

the 25th Feb. 1961.

**The undersigned is directed to acknowledge receipt of
your letter No. dated 16-2-1961 which is receiving
attention.**

**Sd/- Section Officer,
for Ministry of Commerce & Industry,
Deptt. Of Company Law Administration-**

No.4(2)-CL.I/61.
Government of India.
Ministry of Commerce & Industry
Department of Company Law Administration.
Reserve Bank Building, Parliament Street.

New Delhi, the 5-4-1961,

From

Shri Balbir Singh,
Under Secretary to the Govt. of India.

To

Shri Suraj Bali Singh,
Bhartiya Pustak Bhandar,
Kalbadevi Road, Bombay-2.

Subject:- Indian Press Private Limited and Indian
Press Publications Private Ltd.

Dear Sir,

With reference to your letter No. Nil
dated 16-2-1961, I am directed to say that it is
regretted that on the facts stated it is not possible
for the Department to take any action in the matter. You
may seek legal redress if you are so advised.

Yours faithfully,

(Balbir Singh)
Under Secretary to the Govt. of India.

Dated April 1961.

From

Shri Suraj Bali Singh,
Bharatiya Pustak Bhandar,
Kalbadevi Road, Bombay 3.

To

The Under Secretary to the Government of India,
Ministry of Commerce & Industry,
Department of Company Law Administration,
Reserve Bank Building, Parliament Street,
NEW DELHI.

Dear Sir,

Subject: Indian Press Private Ltd.,
and
Indian Press Publications Pvt.Ltd.

I beg to acknowledge receipt of your letter No.4(2)-CL/
1/61 of the 5th instant in the above matter and thank you for it.

You write that you (1) on the facts stated it is not -
possible for the Department to take action and (2) I may seek legal
remedies if I am so advised.

Regarding point No.1:- From what you have stated I take it
that you do not dispute the correctness of the facts stated in
my letter but that on those facts it is not possible for the
department to take action. In this connection I have to make the
following submissions:-

The Indian Press Ltd. transferred its publishing business
to the Indian Press Publications Ltd., with effect from 1st
April 1953, as it was necessary for facilitating the printing
business of the Indian Press Ltd. (vide confidential circular
letter dated Allahabad 1st April 1953 addressed by the Indian
Press Ltd., to all its branches and agencies. This letter is
enclosed as Ex."A" to my letter to the Registrar of Companies,
U.P. dated the 19th April 1960. It is submitted that it is alter
ing the provisions of the Memorandum of Association of the Indian
Press Ltd. with respect to its objects within the meaning of
section 13(a)(e)(f) of the Companies Act 1913, as the alterations
are required to enable the Company to carry on its business more
effectively and to restrict or ~~alter~~ abandon any of its objects

specified in the Memorandum and to sell or dispose of a part of its undertaking. This being the position, under the provisions of the same section the alterations must be effected by a special resolution and (2) it must be confirmed by the Court on petition. In the present case neither of the aforesaid two requirements of the Companies Act have been complied with by the Company. Similarly the Registrar while considering the application for registration of the Indian Press Publications Private Ltd., should have declined to register that company unless the Memorandum of Association of the Indian Press Ltd., was suitably altered as the principal objects of the Indian Press Publications Ltd., was to purchase or otherwise acquire the publishing business of the Indian Press Ltd. As the Indian Press Ltd., has not altered its Memorandum of Association it is a clear breach of the provisions of the Companies Act. The consequences that follow from the breach of the above provisions of the Company Law have been set out by me in details in my letter to the Registrar of Companies, U.P. dated the 19th April 1960 and to the Regional Director, Company Law Administration, U.P. dated the 22nd December 1960/^{copies} of which letters have been forwarded by me to you with my letter of the 18th February 1961. I invite your kind attention to the said two letters.

I have stated in my aforesaid two letters that the transfer of the business was effected by the Indian Press Ltd. in favour of the Indian Press Publications Ltd. orally and that too of a gross undervalue and thus the Government has been deprived of a large amount of revenue by way of stamp duty, income tax, sales etc. I submit that the sale of the publishing business with its outstandings etc., is the sale of an actionable claim and under section 130 of the Transfer of Property Act such a transfer must be effected in writing and an ad valorem stamp duty must be paid thereon. I submit that by employing the device of an oral transfer, which convey no title to the transferee in law, the Company has

has managed to evade stamp duty and deprive the Government of its dues.

If the Company had gone to the Court for amending the objects clause of its Memorandum of Association the defective transfer of the publishing business of the Indian Press Ltd., together with its recoveries would have been exposed and heavy stamp duty would have been required to be paid. My submission therefore is that by not altering the objects of the Company by a special resolution and getting it confirmed by the Court, the Company has committed breaches of law and has avoided payment of stamp duty and other Government dues.

From what is stated hereinabove I submit that a clear case exists for the department taking action. I would be obliged if you will point out to me as to which link in the above chain of argument is weak or faulty. I submit that you are the highest executive authority in India in the matter of the administration of Company Law and you cannot afford to condone and connive at such open breaches of Company Law specially when the trend of modern legislation is to make the provisions of Company Law more and more stringent to prevent mis-management, malpractices and breaches of Company Law.

As regards point No. 3 about my taking action I am willing to do it if you can point out to me the section of Companies Act under which I can do it. I may point out that I am not an aggrieved party and thus I have no locus standi in the matter. I may assure you that in making this application I am not prompted by any ill-will or malice against anybody and I have no personal axe of my own to grind. I am only doing this as a public spirited citizen in the interest of honest and clean administration and management of Companies.

I trust that you would favour me with a reply at an early date.

I need not add that if I do not get a satisfactory reply from you I shall refer the matter to the higher authorities

and the Hon'ble Minister-in-charge and leaders of opposition
in the Parliament.

Thanking you,

Yours faithfully,
Suresh Bali Sri

All India Newspaper Employees Federation

Flat No. 29, New Central Market,
Connaught Circus, NEW DELHI.

654/5-A-61
Ref. No. AJNEF/969

Dated April 1961

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

Dear Friends:

You are perhaps aware that the Government did great injustice to the non-journalist employees of the newspaper industry when it excluded them from the purview of the Wage Board and later the Wage Committee..

While recommending wages for the journalists, the wage committee considered the contention put forward by the employers that consequent upon the fixation of wages for the journalists, demands will be made by the non-journalist employees and wrote that it had "refrained from calculating ~~in~~ such burden (if the demands for higher wages of non-journalist staff are conceded) in figures but have made due allowance for it." In effect it means that the industry is in a position to pay better wages.

Apart from this, the rise both in circulation and advertisement revenue is tremendous. This is shown even in the Government reports.

Compared to the prosperity of the industry, the workers, are paid bare subsistence - level wages. In a vast majority of areas even minimum wages have not been fixed for newspaper employees. Moreover, prices of essential commodities are soaring and they are feeling it difficult even to make both ends meet.

We, therefore, seek your valuable co-operation and request you to please support our demand for the appointment of a Wage Board for the newspaper industry in order to statutorily lay down wages for the newspaper employees.

Expecting an early reply. With greetings,

Yours fraternally,

K. L. Kapur

K. L. KAPUR,
General Secretary.

14 APR 1961

A. I. T. U. C.
Received. 649/5-4-61
Replied.....

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ALL INDIA NEWSPAPER EMPLOYEES FEDERATION

RESOLUTIONS ADOPTED AT THE CWC MEETING
OF THE AINRF AT BOMBAY ON DEC. 3-4, 1960.

Flat No. 29,
New Central Market,
Connaught Circus,
NEW DELHI.

December 19, 1960.

ON WAGE BOARD

After giving careful consideration to the reply of the Government of India on the AINRF demand for a Wage Board for the newspaper industry, this meeting of the Central Working Committee, held in Bombay on December 3 and 4, 1960, rejects the contention of the Government that they "do not consider it necessary at present to set up a Wage Board for the newspaper industry" as wholly unjustified, unsatisfactory and unreasonable.

The Wage Committee for Working Journalists, while dealing with the "burden arising out of the likely repercussions on the non-working journalist staff of the establishment due to the higher wages allowed to working journalists," says in its report that "it is not possible to calculate precisely or even approximately the burden which may fall on the establishments if the non-working journalists ask for higher wages as a result of increase in the wages of working journalists. Their claims, taken to adjudication, may or may not be allowed and, if allowed, it is not possible to state to what extent they may be allowed. The employers are likely to contest such claims very vigorously. We have, therefore, refrained from calculating such burden in figures but have made due allowance for it."

~~This~~ Since the recommendations of the Wage Committee, the circulation and revenue of the industry have been increasing at a tremendous pace; but, at the same time, the wages have remained static.

This clearly shows that the industry, which is paying starvation-level wages to its employees, is really in a very good position to give a fair deal to its workers. In view of this, it is surprising why the Government should not feel it possible to take steps, with the appointment of a Wage Board, to fix a uniform pattern of wages in the industry.

This meeting, therefore, reiterates its demand for a wage board for the newspaper industry and appeals to the Government to reconsider its stand and take early steps in this direction.

The meeting calls upon newspaper employees throughout the country to observe April 11, 1961, as the Wage Board Demand Day.

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ALL INDIA NEWSPAPER EMPLOYEES FEDERATION

29, Central Market,
Connaught Circus,
NEW DELHI.

September 5, 1961.

TO ALL AFFILIATED UNITS AND C.W.C. MEMBERS:

The Secretariat of our Federation met on 2-9-1961 and considered the views of the affiliated units on the invitation of the Central Committee of Press Employees Trade Union of the U.S.S.R., sent through the Government of India, to send a four-member delegation to Russia for a two-week tour.

The meeting accepted the invitation and selected the following to undertake the tour. The delegates will bear their own travel expenses, as they have specified in their letters, since the Federation is not in a position to do so.

1. Mr. Kunjalal Das Gupta, President of the Ananda Bazar, Hindustan Standard and Desh Employees Union, Calcutta. — *clerk.*
2. Mr. B.P. Srivastava, Secretary, N & P Karamchari Union, Patna. → *list*
3. Mr. S.Y. Kolhatkar, General Secretary, Times of India and Allied Publication Employees Union, Bombay. —
4. Mr. T.M. Nagarajan, Secretary, Bennett, Coleman & Company (Times of India) Employees Union, Delhi. — *Secretary*

It was decided that the delegation should leave for the tour in the first week of November, and if facilities can be had, the delegation should also attend the Leipzig International Conference of representatives of Printing industry workers.

ANNUAL CONFERENCE:

It was decided to postpone the annual Conference to the last week of December or early January in view of the Soviet tour by our delegation.

K. L. Kapur
(K.L. KAPUR)
General Secretary.

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ALL INDIA NEWSPAPER EMPLOYEES FEDERATION

Flat No. 29,
New Central Market,
Connaught Circus,
NEW DELHI-1.

Shri G.L. Nanda,
Minister for Labour & Employment,
Government of India,
NEW DELHI.

Dear Sir,

We, the workers of the newspaper industry, wish to bring to your kind notice the following few lines and request you to give them due consideration so as to ameliorate the conditions of the workers.

Since the advent of the press industry in India, workers have always been exploited. Particularly, after independence the newspaper proprietors have discarded the very objective of service to the nation and have made the industry a source of profit and power to advance the interest of a privileged few. Monopolies are growing at a very fast rate.

Never in the history of this industry, has any attempt been made to regulate service conditions or formulate uniform wages. This has led to chaotic conditions in newspapers. Except at a very few centres where strong unions have come into being, wages have hardly been sufficient for the workers and their families to meet their essential minimum needs. So much so the workers in many places are getting less than even starvation wages. It is a paradox, how a worker, in these hard days, can afford to support a family with this meagre income.

Besides the low level of wages, dearness allowance is paid only in a few establishments and nowhere is it linked with the cost of living index. There is no provision to offset the rise in prices.

The Wage Committee for Working Journalists, while dealing with the "burden arising out of the likely repercussions on the non-working journalist staff of the establishment due to the higher wages allowed to working journalists," says in its report that "it is not possible to calculate precisely or even approximately the burden which may fall on the establishments if the non-working journalists ask for higher wages as a result of increase in the wages of working journalists. Their claims, taken to adjudication, may or may not be allowed and, if allowed, it is not possible to state to what extent they may be allowed. The employers are likely to contest such claims very vigorously. We have, therefore, refrained from calculating such burden in figures but have made

..... DUE ALLOWANCE

due allowance for it."

Since the recommendations of the Wage Committee, the circulation and advertisement revenue of the industry has been increasing at a tremendous pace; but, at the same time, the wages have remained static.

This clearly shows that the industry, which is paying starvation-level wage to its employees, is really in a very good position to give a fair deal to its workers.

We, therefore, request you please to take steps:

1. To set up a Wage Board for the newspaper industry as a whole; and
2. To extend the Working Journalists Act to the non-journalist employees of the industry.

Thanking you,

Yours faithfully,

A Aruna

(Sd.) Aruna Asaf Ali,
President.

APRIL 11, 1961.

*Pls. see para 2
Document in 1st TDR.
vsn
17/4*

301

ALL INDIA NEWSPAPER EMPLOYEES FEDERATION

Circular No. 3/61

Flat No. 29,
New Central Market,
Connaught Circus,
NEW DELHI-1.

Friends,

We congratulate all the newspaper employees and their unions who worked tirelessly to make the Wage Board Demand Day on April 11, 1961, a grand success. Reports received so far from the various centres, particularly Calcutta, Bombay, Delhi, Patna and Lucknow speak of great enthusiasm shown by the workers to press the demand for the appointment of a Wage Board for the newspaper industry and the extension of the Working Journalists Act to the non-journalist staff. Several thousands of them participated in the day's programme which consisted of processions, mass rallies and wearing of badges.

A deputation of the Federation was called by the Deputy Labour Minister, Mr L.N. Mishra, and it had a 25-minute discussion with him on the subject on April 19, 1961. After collecting more data on wages and service conditions in the industry, the deputation will again meet him. Unions, which had not sent information asked for in the questionnaire on wages and service conditions, are requested to do so immediately.

The signature campaign is in full swing. We must see to it that maximum number of employees sign the memorandum. Workers in newspapers -- dailies, weekly, monthlies, etc. -- organised or unorganised must be approached to sign the memorandum. We must concentrate on this aspect now.

Briefly, in Delhi a 1,500-strong procession was taken out to the residence of Mr G.L. Nanda, Union Labour Minister, to present the memorandum to him. Later, the procession came to the Parliament to demonstrate. In the evening a mass meeting was held.

In Lucknow, a torchlight procession was taken out from the Pioneer office to the National Herald where a public meeting, addressed by MLAs and trade union leaders, was held.

In Patna, a procession was taken out to the residence of the Chief Minister who was presented with a copy of the memorandum. A meeting was also held.

In Bombay and Calcutta, mass meetings were held, addressed by trade union leaders. Reports from other centres are awaited.

At the mass meetings, resolutions were adopted requesting the Government of India to set up a Wage Board and extend the benefits of the Act to the non-journalist staff. (Details will be published in the next issue of the Newspaper Worker. Reports and pictures should be sent to the Newspaper Worker for publication IMMEDIATELY by those of the unions which have not done so so far.

The signature campaign must be intensified and the same should be sent to the Labour Minister as early as possible, with the maximum number of ~~signatures~~ signatures. A copy should be endorsed to us.

NEWSPAPER EMPLOYEES UNITY -- ZINDABAD
A.I.N.E.F. -- ZINDABAD

K L Kapur
(K.L. Kapur)
General Secretary.

A. I. T. U. C.
I.R. No. 230/ Date 14 JUL 1961
File No. Replied on.....

HINDUSTAN TIMES EMPLOYEES UNION

Flat No. 29,
New Central Market,
Connaught Circus,
NEW DELHI-1.

FOURTH ANNUAL CONFERENCE

July 9, 1961.

Dear Friend,

We are holding our fourth annual conference at 5-30 p.m. on Sunday, July 16, 1961, in front of the Hindustan Times building, Connaught Circus, New Delhi.

We very cordially invite you to attend our conference. If, however, it is not possible for you to attend in person, kindly send us your valuable message.

P R O G R A M M E

- * Inauguration
- * Report & accounts
- * Election
- * Cultural programme

hs
14/7/61

Fraternally yours,
K. L. Kapur
(K.L. Kapur)
General Secretary

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THE HINDUSTAN TIMES EMPLOYEES' UNION,

29, New Central Market
Con. Circus, NEW DELHI

29-11-1961.

The General Manager,
The Hindustan Times,
New Delhi.

Dear Sir,

Re: A NOTICE FOR DIRECT ACTION.

Enclosed please find a copy of the resolution adopted in the Extraordinary General body meeting of our Union, held on 26th November, 1961. The resolution is self-explanatory.

2. The workers are greatly agitated against the very behaviour and conduct of Mr. Linzinger who abuses the workers, insults the Indian Nation as a whole. In the past as well complaints to this effect were lodged with the management by the individual workers and the Union, but to no effect. Now in order to shield Mr. Linzinger the management thought it fit to dismiss Shri Chitranjan Sharma from service by holding the so-called enquiry which was used merely as a formality and the punishment to dismiss Shri Chitranjan Sharma was decided prior to the establishment of the charges.

3. You are requested to reply this letter and concede to our demand within 72 hours from the receipt of this letter, as otherwise, the Union will start a public agitation by issuing posters, leaflets, and handbills, taking out processions, holding demonstrations and mass rallies to vindicate the honour of the Indian Nation and also launch DIRECT ACTION.

4. We hope wise councils would prevail upon the management and instead of sticking to the point of prestige it would see reason to concede to our demand as embodied in the enclosed resolution.

Awaiting an immediate reply.

Yours faithfully,

Sd/- (K.L.KAPUR)
General Secretary.

RESOLUTION ON UNFAIR LABOUR PRACTICES AND ILLEGAL ACTIONS OF THE MANAGEMENT OF THE HINDUSTAN TIMES LTD.

This extraordinary General body meeting of the Hindustan Times Employees Union, has been apprised about the case of Shri Chitranjan Sharma who has been most unjustifiably, wrongfully and illegally dismissed from service by the management of the Hindustan Times Limited.

2. On 13-9-1961 at about 9 a.m. Shri Chitranjan Sharma was called "bloody, nonsense and Indian Dog" by Mr. Linzinger Photo-Litho Technician. Shri Chitranjan Sharma asked Mr. Linzinger - a German National not to abuse him but Mr. Linzinger did not stop and went on abusing. At this Shri Sharma called Mr. Linzinger a German Dog. Mr. Linzinger lost his temper and attempted to physically assault Shri Sharma, who ran away from the press as Mr. Linzinger was following him.

3. At 11 a.m. on the same day (13-9-61) Shri Chitranjan Sharma made a complaint in writing to the management, and demanded an enquiry against Mr. Linzinger. The management well known for its unfair labour practices did not hold an

contd...../2

enquiry against Mr. Linzinger and on the contrary served a charge sheet on Shri Sharma and suspended him from service. An enquiry was held against Shri Sharma on 5-10-61 and on other different dates and ultimately he was dismissed with effect from 13-9-61 vide General Manager's letter dated 15-11-61. The very enquiry was held as a formality and used as a subterfuge because Mr. Linzinger told to so many persons prior to the establishment of the alleged charges that he (Mr. Linzinger) had told the management to dismiss Shri Sharma from service.

4. It was not for the first time on 13-9-61 that Mr. Linzinger used abusive language. In the past, as well Mr. Linzinger had been abusing the workers calling them "black Indians, Indian Dogs, fools, bloody, nonsense". In spite of complaints the management did not warn Mr. Linzinger to mend his ways with the result that Mr. Linzinger was encouraged to misbehave the workers and use the abusive language.

5. The management in this case is guilty of committing a breach of the Standing orders by not holding the enquiry against Mr. Linzinger on the complaint of Shri Chitranjan Sharma who was the first to lodge a complaint, as under Section 15 the management was under the legal obligation to do so. This also shows the unfair labour practice on the part of the management. The very enquiry was held by a person junior in rank and status than the charge sheeting authority and hence the enquiry officer could not come to an independent and an impartial decision and particularly when the punishment of dismissal was announced by Mr. Linzinger prior to the establishment of charges against Shri Chitranjan Sharma.

6. Shri Chitranjan Sharma on 18-11-61 asked for a copy of the proceedings and the findings in his case but the management was not pleased even to acknowledge the receipt of letter itself. This further proves that the intentions of the management were not bona fide and that it was actuated by ulterior motives to shield the illegal acts of Mr. Linzinger and victimise Shri Chitranjan Sharma.

7. This General Body meeting takes a very serious view of the whole matter and resolve to start a movement in defence of the very honour and prestige of the Indian Nation, for reinstatement of Shri Chitranjan Sharma and for removal from service Mr. Linzinger for using abusive language and insulting the Indian Nation Inter Alia calling the Indians as "Indian Dogs and Bloody Black Indians".

8. This meeting further decides to resort to DIRECT ACTION in case the management fails to concede to such reasonable demand of the Union.

9. This meeting hereby directs the Executive Committee to bring this matter to the notice of the Govt, the members of the Parliament, all Trade Unions and ~~the~~ Democratic Organisations. This meeting further empowers its Executive Committee to fix up any date for the STRIKE and take all other steps for fulfilment of the demand.

10. This meeting calls upon its members to close up their ranks, prepare hard for the struggle and to keep their powder dry to launch the Direct Action on any day and at any time at the call of the Executive Committee.

200

DELHI NEWSPAPER EMPLOYEES FEDERATION.

NEW DELHI

August 17, 1961.

Friends:

We regret to announce that due to inclement weather, the Third Annual Conference of the Federation, scheduled to be held in the Ramlila Ground on August 19 and 20, 1961, has again been postponed.

NEW DELHI.

August 17, 1961.

Friends:

A. I. T. U. C.

K. L. Kapur

I. R. No. 2865 Date 19 AUG. 1961

We regret to announce that due to inclement weather, the Third Annual Conference of the Federation, scheduled to be held in the Ramlila Ground on August 19 and 20, 1961, has again been postponed.

(K. L. KAPUR)
General Secretary.

DELHI NEWSPAPER EMPLOYEES FEDERATION

300

A. I. T. U.		12 AUG 1961
I.R. No. 209	Date	
File No.		

NEW DELHI.
August 11, 1961.

Dear Friend,

The third annual conference of the Federation, ~~xxx~~ scheduled to be held in New Central Market, Connaught Circus, New Delhi, on August 12 and 13, has been postponed due to bad weather.

We regret the inconvenience caused to you by this postponement.

K. L. Kapur
(K.L. Kapur)
General Secretary.

7/11/61
11/11/61

300

A. I. T. U. C.	
R. No. 226	Date 11.11.1961
File No.	Reg. ed on

DELHI NEWSPAPER EMPLOYEES FEDERATION.

Flat No.29, New Central Market,
Connaught Circus, New Delhi-1.
August 8, 1961.

Third Annual Conference

Dear Friend!

We are holding our Third Annual Conference on August 12 and 13 in the New Central Market, Connaught Circus, New Delhi.

We very cordially invite you to attend our Conference. If, however, it is not possible for you to attend in person, kindly send us your valuable message.

Programme:
August 12, 1961.
Inauguration.....5-30 p.m.

August 13, 1961.
Delegate Session 9-00 a.m.
Open Session and
Cultural Programme 5-30 p.m.

Fraternally yours,
(K.L.Kapur)
GENERAL SECRETARY.

August 3, 1961.

Dear Com. Parvana,

I along-with Com. Nanda to-day discussed the Times of India problem with Com. Nagrajan.

We are of opinion that the following terms may be accepted:-

1. Reference to adjudication of cases of Com. Roy and Hiralal. I am told Delhi Administration is willing to refer ~~in~~ it.
2. Out of 7-8 persons who remain retrenched - 4 may be provided with alternate jobs by the Employer. For the remaining try for some more retrenchment compensation. As you know 11 have already gone.
3. Re: Security Officer we demand Inquiry by J.C. Jain or his nominee other than D'Souza.
4. Suspension Orders are to be withdrawn.
5. Charge-sheets against Nagarajan and four others to be withdrawn.

Appeal of Roy and Hiralal are pending with G.M. If you can exert pressure for re-enquiry proposal, it would be good. But if you feel nothing will come out from G.M., we can accept adjudication.

Strike at this moment will, I am afraid, give handle to the management to close down Job Deptt. which they very much want. And then one of our main demands will become re-opening of this Deptt.

Please let us have your opinion on it.

When you are coming here ?

With Greetings,

Yours Fraternally,

(K.G. SRIWASTAVA)
Secretary.

हेवी इलेक्ट्रिकल्स सर्वेन्ट्स ट्रेड यूनियन

रजिस्टर्ड नं० ४३९, पेम्प्लेट नं० ७

डी० सेक्टर, डी० टू० ४२३, पिपलानी, भोपाल

आम सभा, तारीख १७-६-६१ दिन शनिवार समय-५ बजे शाम स्थान-सिद्दीकीपुरा

भारत के मजदूर महत्त्व के गौरवशाली हेवी इलेक्ट्रिकल्स कारखाने में अभी तक करीबन २५ करोड़ रुपया खर्च हो चुका है। विशाल कारखाने की इमारतें, शानदार आफिस की बड़ी इमारतें और बड़े साहबों के ऐयर कण्डीशन बगले बन चुके हैं। करोड़ों रुपयों की मशीनें आई हैं। इन सब कार्य के लिये बड़े-बड़े प्लान और हिसाब बने हैं। सैंकड़ों इंजीनियरों और अफसरों के आला दिमाग लगाये गये परन्तु आज ४ साल हो गये हैं। इसमें फैक्टरी को बनाने वाले मजदूरों के लिये कोई कायदा कानून बनाने और सहूलियत देने के लिये मैनेजिंग डायरेक्टर सा० को फुरसत नहीं है। सुबह से शाम तक कतार लगी रहती है। एक और करोड़ पति फर्मों के मालिक उनके ऐजेन्ट अपने माल का भाव तय कराने और आर्डर लेये के लिये खड़े रहते हैं और दूसरी ओर गरीब मजदूर अपनी दुख तकलीफ लेकर उसी दफतर में जाता है। उसकी कीमत सिर्फ १।।। प्रतिदिन है। उसी कतार में श्री सरन और मिश्रा मजदूरों के नुमायन्दा कहलाने वाले 'इन्टकी' नेता अपनी मजदूर हित विरोधी तलवार लिये खड़े रहते हैं। उनकी सिर्फ एक आवाज है साहब को फुरसत नहीं है। करोड़ों रुपयों का हिसाब किताब करना है देश का उद्धार करना है जाओ साहब को दखल न दो हम तुम्हारे नेता हैं तुम्हारा सब काम हो जायगा।

मजदूरों और कर्मचारियों को ४ साल हो गये यही आवाज सुनते सुनते अब वह थक गया है गर्म गर्म मापण सुने हैं बड़े-बड़े लेबर मिनिस्टर्स के बायदे सुने हैं परन्तु पाकिट में १।।। से ज्यादा एक पैसा नहीं गया। बेकारी की तलवार उनकी गर्दन पर सदा लटकती रहती है। अब वह बेजार हो गया है, उसने संगठन बनाया है और सांग करता है।

यह देश की पूंजी से बना कारखाना है किसी को सल्लंजत नहीं है यहां पर कुनबा परस्ती नहीं चलेगी यहां डिक्टेटर का राज नहीं होगा। यहां पर इंसफ होगा और जो इन्साफ देने से इन्कार करेगा उसे देश-द्रोही करार देकर निकाल दिया जायगा।

जहां तक कुर्बानी का सवाल है हेवी इलेक्ट्रिक का हर मजदूर तैयार है। इस फैक्टरी व निर्माण में मजदूर के कई जवान बेटों ने अपनी जान दी है शहीद हो गये हैं उनकी लाशों पर दीवारें खड़ी है। उनकी बीबी और बच्चे आज तक सिसक रहे हैं। कुर्बानी उन अफसरों और ठेकेदारों ने भी दी है पर उन्हें तो आलीशान कोठियाँ और लाखों रुपयों का मुनाफा मिला है परन्तु मजदूरों और कर्मचारियों को तो सिर्फ मैनेजिंग डायरेक्टर की मिडकियाँ और इन्टकी नेताओं के गर्म २ भाषण मिले हैं। उससे मजदूर का पेट तो नहीं भरता ?

मजदूरों की पुकार:--

(१) बेकारी की लटकती हुई तलवार अलग करो। (२) कम से कम २।।। रोज वेतन दो। (३) ६ माह से अधिक काम करने वालों को पक्का करो। भाई भतीजाव द और जानीयत खत्म कर पुराने लोगों उनका हक दो। (४) हर मजदूर को बरसात के पहले क्वार्टर दो। (५) वर्क-वर्ज, डेजीरेट और कैनुअल लेबर की सहूलियतों के लिये कानून कायदे बनाओ। (६) दवा दारू का पूरा इन्तजाम करो। मजदूरों की छटनी बन्द करो। (७) मजदूरों का "लेबर पूल" बनाओ और छटनी के बदले में पुराने दुश्मल काम जानने वाले मजदूरों को इसी फैक्टरी में दूसरी जगह पर काम दो। जैसे भो हो मजदूरों की छटनी नहीं होनी चाहिये।

देश के राष्ट्रीय कारखानों में मजदूरों की हालत:-

इस कारखाने में काम करने वालों की संख्या निम्न अनुसार है:-

कारखाने के वर्कशाप और तामीरी काम में रेगुलर मजदूर	—	३,७३२
वेजुअल और डेली पेड लेबर (कन्ट्रैक्शन पर)	—	४,४२५
आरटीजन और ट्रेनीज करीब	—	२,३५६
		<u>१०,५०६</u>

इन आठ हजार मजदूरों के लिये कोई कायदे कानून नहीं बने हैं। कारखाने के आफिसरों के मेहरबानी पर इन्हें रोटी मिलती है। छोटासा आफिसर भी इन्हें बगैर नोटिस दिये गरीब मजदूरों से कह देते हैं "कल से काम पर नहीं आओ" ऐसा बोलते समय वह नहीं सोचते कि घर-घर छोड़कर सैकड़ों मील दूर से आये हुए मजदूर और उनके बच्चों की रोटी खीन रहे हैं। वह शाही फरमान होता है न कोई आज शीट, न कोई जवाब। ऐसे बहुत से उदाहरण हैं। बहुत ही इमानदारी से काम करनेवाला मजदूर इसलिये निकाल दिया जाता है कि उसने अफसरों की चापलूसी नहीं की और गुलाम बनने से

(कु० प० ७०)

इंकार किया। दूसरी ओर ऐसे भी उदाहरण हैं जहाँ कुछ मजदूर कोई काम नहीं करते परन्तु उन्हें पक्का किया जाता है, तरकी दी जाती है। शायद इसमें साले बहजोई आदि की रिश्तेदारी पाली जाती है। कम्पनी में बर्के चार्ज, डेली रेट पर बहुत से कर्मचारी और मजदूर काम कर रहे हैं। सेन्ट्रल स्टोर गादिया में बहुत से मजदूर हैं। जो कि बहुत ही पुराने व कुशल भी हैं किन्तु उन्हें तरकी नहीं दी जाती है। ड्रायवरो और क्रेन ड्रायवरो में पक्का होना और तरकी पाना तो खुशा-मद से ही हो सकता है, बरना नही। बाहर से पहचान वाले आर दूसरे रिश्तेदारों को पक्की नौकरी मिल सकती है, परन्तु कारखाने में काम करते कई लोगो को ३ से ४ साल तक हो गये किन्तु उनका नम्बर कभी नहीं आता। मीडियम ग्रेंड वाले पुराने ड्राइवर क्रेन ड्राइवरी कर रहे हैं उन्हें Heavy Grade नहीं दिया, कई जूनियर को ग्रेंड दिया।

कारखाने में काम करनेवाले हर मजदूर और कर्मचारियों को सालाना इन्क्रीमेंट मिलना चाहिये। जो पुराना मजदूर हो सीनियर मजदूर हो उसे ही तरकी मिलना चाहिये।

सब मजदूरों को इतवार की जैसे वाली छुट्टी मिलनी चाहिये। छुट्टियाँ उतनी ही मिलें जितना की एक आफिसर को मिलती हैं।

मजदूरों की मुख्य समस्या आज मकान की है। मैनेजमेन्ट यदि ध्यान पूर्वक सोचे कि वर्कचार्ज, डेली रेट तथा केजुअल लेबर का काम कितने महत्व का है, तो दूसरे दिन ही हमारे इन माइनों की समस्या सुलभ जायेगी। कारखाने का जितना भी जरूरी और महत्वपूर्ण काम आज भी चल रहा है वह उन्हीं मजदूरों के हाथ में है जैसे कि बिजली की सप्लाई, पानी की सप्लाई, कम्प्रेसर सप्लाई, स्टीम सप्लाई आदि। इनमें से एक काम भी रुक जाये तो यह करोड़ों रुपये की लागत का कारखाना खंडा रह जायेगा। ये मजदूर ६-७ मील से बरसात में कैसे काम पर आ सकेंगे? शहरों में सड़कें आस-मान छू रही हैं। एक छोटी सी खोली या कमरे का किराया २५ से कम नहीं है। अतः सभी को क्वार्टर देना अनिवार्य है। सिद्दीकपुरा लेबर कालोनी को पीने के पानी का नल, बिजली और मजदूरों को टीन की चदर फौरन दी जाय।

हेल्पर, स्वीपर, कुक, रिगर्स आदि के लिये कुछ मकान कम्पनी ने बनवा दिये हैं परन्तु आफिसरों ने वे क्वार्टर दूसरे खास लोगों और अपने रिश्तेदारों को दिये हैं। कुछ कर्मचारियों को मकान दिये हैं वे भी दो-तीन मजदूरों के बीच में एक मकान है। हमारी माँ बहिन बहुत ही मुश्किल से दिन निकाल रही हैं। लेबर कालोनी के ताम पर घुड़साल बनाई गई है। गरीब मजदूरों की भोपड़ियाँ तोड़कर उन्हें इन घुड़सालों में बसाया है जहाँ न वे उनका सामान व बीबी बाल बच्चे सुरक्षित हैं। भारत की हाथ शरम, लज्जा जो एक परिदार में रहती है उसका कोई खयाल नहीं रखा गया है, कोई प्रायवेसी (एकान्त) का खयाल नहीं रखा गया है। यह हाल सिर्फ मजदूरों का ही नहीं है—फर्स्ट बैज के आरटीजन ट्रेनीज को इस प्रोजेक्ट में काम करते २॥ साल हो गया है परन्तु उन्हें भी शेयरिंग अकमोडेशन दिया है। एक क्वार्टर में दो परिवारों का साथ रहना अस्यन्त कष्टदायक और आपसी कलह पैदा करनेवाला साबित हुआ है। बहुत से लोग अपने परिवार को यहाँ नहीं ला सके हैं। यूनियन की मांग है कि फौरन सब आरटीजन्स को अलग अलग मकान दिये जायें। जे.एस.एस. को उनके इन्टाइटल मकान दिये जायें। मिनिस्ट्रियल स्टाफ और अन्य वर्ग के कर्मचारियों की मकानों की समस्या फौरन हल की जाय। जो मकानों में रहते हैं उन मकानों की मरम्मत ठीक से करवाई जाय।

हम मैनेजमेन्ट को विश्वास दिलाना चाहते हैं कि देश के इस गौरवपूर्ण कारखाने के चलाने में हम पूर्ण सहयोग देने को तैयार हैं परन्तु यूनियन अपना फर्ज समझती है कि हमारे कर्मचारियों और मजदूरों की न्यायोचित मांगों को वह दृढ़तापूर्वक अधिकारियों के सामने रखे और यदि अधिकारी वर्ग ध्यान नहीं देंगे तो कड़ा से कड़ा कदम उठाने को मजबूर हो।

आज कारखाने के मजदूर और कर्मचारी सब एक संगठित ताकत है और उन्हें अपने ऊपर पूर्ण विश्वास है।

हेवी एलेक्ट्रिकल्स प्रोजेक्ट—जिन्दाबाद! मजदूर एकता—जिन्दाबाद!!

हमारी मांगें पूरी करो!!!

एम० इन्ड्यू० सिद्दीकी
प्रधान मंत्री

को-आपरेटिव्ह प्रेस, भोपाल.

HEAVY ELECTRICALS LIMITED
B H O P A L.
(PERSONNEL DEPARTMENT)

NO. HE-4(92)/58-III-Pers

Dated the 3rd Sept., '60

PART II OFFICE ORDER No. 1007/60.

ABSORPTION OF DRAUGHTSMEN APPRENTICES AS JUNIOR DRAUGHTSMEN.

Even though Draughtsmen Apprentices were to undergo training for a period of 24 months in the Training School, yet in view of the factory having commenced production from 1st July, 1960 and in view of the completion of trainee trade tests, it has been decided as a special case to curtail the training period and absorb in order of merit all the first batch Draughtsmen Apprentices who have completed 18 months training to posts of Junior Draughtsmen. Lists are enclosed showing the Apprentices who will be absorbed as Junior Draughtsmen as and from 1st September 1960. It may, however be noted very carefully that such of the Apprentices in order of merit as have not completed 18 months training will be actually absorbed only from the date of completion of 18 months training. But they will maintain their seniority in the order of merit as shown against their names in the merit list.

2. It may, however, be noted that even though the Apprentices have had general and intensive training, they will be moved from one section of work to another or from one department to another in the interests of service. Final posting to a work place will be dependent on the Junior Draughtsman's suitability and aptitude for work.

3. The leave rules and some other conditions of service applicable to Factory staff with effect from ~~15~~ 1-7-1960 i.e. the date the Factory has gone into production are under the consideration and finalisation of the Company and will apply to these Draughtsmen from the dates of their appointment to the regular establishment.

Sd/-
(M. R. SANJANA)
CHIEF PERSONNEL OFFICER.

Copy to:-

1. Office order file,	3. Works Manager
2. D.C.E.(T)	5. Superintendent Fabrication.
4. FA & CAO (in triplicate)	7. The Resident Consultant (in triplicate)
6. Chief Engineer	
8. C.E.E.	
9. Technical Secretary to M.D(10)	Chief Training Instructor
11. Personnel Officer (Training School)	
12. Personal Files.	
13. Draughtsman concerned	

HEAVY ELECTRICALS LIMITED
(ACCOUNTS DEPARTMENT.)

No. Accts/Pay/FR 22/406

Dated : the 14th/25th Oct., '60.

From :

To :

F.A. & C.A.O.

THE CHIEF PERSONNEL OFFICER,
H.E. Limited, Bhopal.

Sub :- Fixation of initial pay of Draughtsmen Apprentices on their absorption as Junior Draughtsmen.

With reference to the Part II O.O. No. 1007/60 dated 2.9.60, notifying the absorption of Draughtsmen Apprentices as Jr. Draughtsmen, in the scale of Rs.100-5-125-EB-6-185/-, it is informed that, except Sl Nos. 6,7,19,69 & 70, the initial pay of the officials as per the attached list has been fixed @ Rs.100/- w.e.f. 1.9.60 with the date of next increment on 1.9.61 unless otherwise affected.

Sd/-
ACCOUNTS OFFICER (D.A.)

Copy to:-

1. The works Manager with 16 spare copies for distribution amongst the Jr. D/M in concerned and one copy for displaying on the Notice Board.
2. Chief Engineer, with 55 spare copies for distribution amongst the Jr. D/Man concerned and one copy for displaying on the Notice Board.
3. Chief Erection Engineer, with 6 spare copies for distribution amongst Jr. D/Man concerned and one copy for displaying on the Notice Board.
4. M/s. A.E.I. with 5 spare copies for distribution amongst Jr. D/Man concerned one copy for displaying on the Notice Board.
5. Executive Engineer (Production Planning) with 9 spare copies for distribution amongst the Jr. D/Man concerned and one copy for displaying on the Notice Board.
6. Chief Personnel Officer (4 spare copies).
7. C.S. & S.M.O.
8. Estate Officer.
9. Tech. Secretary to M.D.
10. Chief Training Instructor.
11. Personnel Officer Training School, with 75 spare copies with placing it in the personal files of the individuals concerned.
12. Hostel Warden (with 4 spare copies).

Sd/-
ACCOUNTS OFFICER

To,

299

The Chief Personnel Officer,
Heavy Electricals (India) Ltd.,
B H O P A L.

Sir,

THROUGH PROPER CHANNEL:-

SUB :- ~~Ch~~ Change of Designation and Pay- Scale of
Junior Draughtsman.

Respectfully, We have to state the following for your
kind consideration :-

That after completion of our training we have been
absorbed as Jr. D/Man in the grade of Rs.100-185 vide letter
No. HE-4(92)/58-111 Pers. dated. 3-9-60. We had represented
against this unjustified fixation of Pay Scale. It was assured
in a meeting in the presence of Labour Minister Shri Dravid of
M.P. that some remedial measures would be taken to eradicate the wrong
done to us but to our utter discontentment, nothing has
been done so far.

It is stated clearly that according to agreement
we were taken for training as D/Man apprentice but after
training to absorb us as Jr. D/Man, is the breach of contract
by the management.

In case remedial measures are not taken in our
case, to fix us in the grade of D/Man, we will consider
ourselves free from obligations of the bond and would be at
liberty to choose our own path to get our grievances redressed
to prove legally.

It may kindly be noted that all responsibilities of
such an action shall lie on the management.

Hoping to be favoured with justice.

Thanking you,

I.R. No. 2803
12 8 OCT 1961
File No. Replied to

Yours Sincerely,

Junior Draughtsman Employees.

- Copy to:-
- Chairman, Board of Directors (H.E.I) Ltd.
 - Managing Director H.E. (I) Ltd.
 - Hon. Speaker of the Parliament with Statement of the case.
 - Hon. Minister of Commerce and Industry " " "
 - Hon. Labour Minister M.P. " " "
 - ✓ Hon. Member of the Parliament. " " "

S T A T E M E N T

Among the many categories of trainees, company has recruited Draughtsman apprentices also in each batch. The minimum qualifications required for these Apprentices are (i) Matriculation, (ii) I.T.I. Diploma in Draughtsmanship (i.e. 2 years). As per agreement the company is required to pay these apprentices during the training period a stipend at the following rates per month all inclusive:-

I Year	Rs.80/-
II Year	Rs.100/-
III Year	Rs.185/-
IV Year	Rs.210/-

The third year stipend and training is to be given to those Draughtsman Apprentices only who will show exceptional promise during the 2 years training.

In the agreement bond there is also mention of another type of Draughtsman apprentices who are Engineering Diploma Holders (i.e. 3 years). They are to be given stipend in the following manner:

I Year	Rs.100/-
II Year	Rs.185/-
III Year	Rs.210/-

In fact this 2nd scheme has now been a little bit changed and these people are to be trained only for two years with stipend 1st year as Rs.100/- and 2nd year Rs.185/-. Then they are to be appointed in the Grade of Rs. 260-15-350.

It will be seen that if we, Draughtsman Apprentices with I.T.I. Diploma are allowed to continue our training for the 3rd year, we would be equal to the Engineering Diploma Holders in the II Year of training with all the benefits of pay scale and designation etc. ~~xxx~~ i.e. Senior Draughtsman Grade II in the scale of Rs. 260-15-350.

As a corollary to this it also follows that if we are not allowed to continue of the III Year in training with a stipend of Rs.185/- then we should be in the next below to that scale and designation i.e. Draughtsman ~~xx~~ in the scale of Rs. 200-10-300. But the company has absorbed us in the scale of Rs.100-185/- whereas we are entitled for the grade of Rs. 200-10-300.

Company has three scales in the Draughtsman cader as follows:-

(i)	Senior Draughtsman Grade I	Rs.325-590.
(ii)	Senior Draughtsman Grade II	Rs.260-350.
(iii)	Draughtsman	Rs.200-300.

We were recruited as Draughtsman apprentices and were to be absorbed as Draughtsman, as per the obtaining wage structure of the company which is at present Rs.200-10-300. By employing us in the scale of Rs.100-185 as Jr. Draughtsman, company has committed a breach of contract. We should have been absorbed after the completion of 2 years training as Draughtsman in the scale of Rs. 200-10-300 as per the obtaining wage structure.

The scale of Rs.100-185/- designation of Jr. Draughtsman is not applicable to us is easily substantiated by the recruitment and promotion of tracers in this organisation. These tracers were recruited after the 1st Batch Draughtsman apprentices. While tracers were getting Rs.122/- we were getting Rs.80/- per month stipend. The qualifications of these tracers are not superior to that of us. In the organisation they did not receive any training as they were full time tracers and in no way they could be considered to be equal to Draughtsman apprentices. Before we could be absorbed, these tracers were promoted as Jr.D/man. Apparently because this post did not require any specialised training and any tracer with some experience in a drawing office could be appointed or promoted as Jr. D/man. They have got this post without any training, without bond and without Monetary loss. It was simply because that post of Jr.D/man did not require any specialised training and we were given specialised training to be actually filled in a more responsible post than Jr. D/man i.e. in the scale of Rs.200-10-300 as Draughtsman. If at all we were to be absorbed as Jr.D/man there was no fun in our receiving training we could have easily become tracers and after a few months would have been promoted as Jr.D/man without monetary loss and without the compulsion of any bond.

Our case is further proved when the last rates of stipend and the starting basic pay of 'B' Grades Artisans is considered, their stipend in the I & II year training was Rs.70/- and 80/- respectively whereas our stipend was Rs.80/- and Rs.100/- respectively. This was due to the difference in qualification and the status of the two categories. This difference has not been maintained after the completion of training and both have been started on a starting basic pay of Rs.100/- thereby doing injustice to us.

Graduate apprentices were to receive training for three years. Before absorption company however decided to absorb them after two years training only, but for this their pay scale was not reduced. In fact they have been absorbed in the highest of the pay scale which were applicable to them i.e. Rs. 350-850/- Rs.275-900/- and Rs. 325-590/-. In a similar way it can be said that our training was also reduced to 1½ years and we should have also been treated in the same manner as Graduate Apprentices and be given the highest scale i.e. Rs.260-15-350 whereas on the contrary we have been put in even a more lower grade than to which we are at the minimum entitled i.e. Rs.200-10-300.

Company has recruited Senior Draughtsman grade II and Junior Engineers directly. The requirements for them is an I.T.I. Diploma and 4 years drawings office experience. We draughtsman apprentices are having diploma plus 2 years specialised training. We have got direct contact and experience in the line of work of this organisation and our two years specialised training is in any case far better and valuable than the 4 years experience in out of the line job of their directly recruited Senior Draughtsman. In fact we D/man apprentices who have been unjustly absorbed as Jr. D/man are handling more specialised and responsible work than those directly recruited people. Is it not an injustice to give the directly recruited people the scale of Rs.260-350 and to this Apprentices organisation old D/man the designation of Jr.D/man and lowest scale of Rs.100-185/-. We are actually entitled to demand at least equal scale given to those people. The only point which management has been unjustifiably pressing in their favour is that they had intimated to I.T.I's terms and the conditions of the

apprenticeship scheme. This is not acceptable since the we never received any intimation from Employment Exchanges through whom we had applied. Had this scale been mentioned before joining this organisation, this is certain that most of us would have not accepted the apprenticeship and bond, this is further borne out by the fact that most of us were already having in our hands offers or jobs in the higher scales, than what has been given to us after training with a bond of five years with no gain. Had ~~training with~~ there been no idea of getting a better scale and higher status after training in this biggest organisation of Asia, there was no fun of leaving jobs and offers in our hands without any bond and monetary loss.

In fact our position has been nonconcieved from the very begining by treating us as Jr. Draughtsman apprentices where as, the fact is, we are D/man apprentices. How the management is making us Jr. D/man apprentices can be seen from the heading to the annexure of Part II Office Order No.HE-4(447)/61 pers of 1-7-61 and Part II Office Order No. 193/T/61 or HE-4(92)/58-III pers dated 3rd September 1961.

We, therefore, demand that the inconsistency in the management thinking about the scale, organisation status of us be rectified and we be given our due entitlement i.e. those who have completed their training should be given the designation of ^D/man and the pay scale of Rs.200-10-300 with retrospective effects all the benefits allowed there with.

Yours faithfully,

Dated: _____

(Jr. Draughtsman)
Heavy Electricals (I) Ltd.,
Bhopal.

Enclosures:-

1. C.P.O's reply No.1.
2. C.P.O's reply No.2.
3. Office Order No.HE-4(92)/58-III-Pers.
4. Office Order ~~no.~~ regarding fixation of Pay.
5. Copy of the Bond Agreement.

HEAVY ELECTRICALS LIMITED, BHOPAL.

Statement showing the issues brought out by the Junior Draughtsmen in their representations, and the remarks of the Management on each of the issues.

.....

ISSUES BROUGHT OUT BY THE JUNIOR DRAUGHTSMAN ()

REMARKS OF THE MANAGEMENT

(1) That according to Part II Office Order issued on 3-9-1960, the Management has decided to curtail the training period to 1½ years. That the Apprentices have completed the said training on 30-6-60, but the appointment as Junior Draughtsmen was made from 1-9-60.

The period of training as shown in (a) the letter sent to all Industrial Training Institutes; (b) the offer of appointment issued to each Apprentice & (c) the bond executed by each Apprentice, was clearly 2 years. The Apprentices, therefore, have no claim or right to be absorbed earlier than the completion of their full 2 years' training, and as such the question of their absorption from 1-7-60 and payment from the same date does not arise. However, in view of the fact that the Factory went into production from 1-7-60 in a limited way (all the machines and raw material required for full production not having been received), it was decided that those Apprentices who had completed 18 months' training and passed the test, could be absorbed from 1-9-60.

(2) That they were selected to be trained as Draughtsmen, but in the Part II Office Order dated 3-9-60, they have been offered the post of Junior Draughtsman. They are being paid a starting basic salary of Rs.100/- which is equal to their stipend for the 2nd year and they have been given the grade of Rs.100-185/-

In the letter sent to all the Industrial Training Institutes, in response to which all the candidates applied for these posts, it had been specifically stated that, on completion of training, the Apprentices will be absorbed as Draughtsmen in the junior scale of Rs.100-185/-. They have, therefore, been correctly absorbed as Junior Draughtmen in the scale of Rs.100-185/-. It should not be forgotten that while the Apprentices drew a stipend of Rs.100/- only during their 2nd year Apprenticeship, they did not get any Dearness Allowance, while, on absorption to the regular cadre as Junior Draughtsmen, they are, in addition, getting a Dearness Allowance of Rs.55/- p.m., i.e. total emoluments of Rs.155/- per month.

P.T.O.

ISSUES BROUGHT OUT BY THE JUNIOR DRAUGHTSMEN

REMARKS OF THE MANAGEMENT

(3) That, had the training continued for the 3rd year, their stipend would have been increased to Rs.185/-, but to their surprise, they have been offered the salary which is less than the stipulated stipend for the 3rd-year training.

In the bond executed by the Apprentices, the stipend was shown as under:-

(a)	Stipend during 1st year:	Rs.80/-	
(b)	" " 2nd year:	Rs.100/-	
(c)	" " 3rd year:	Rs.185/-	**
(d)	" " 4th year:	Rs.210/-	

** For those who show exceptional promise during the second-year's training.

It will be clear from the above that only those who showed exceptional promise during the two years' training period, would alone be kept on under training for the 3rd year. In the present case, all the Apprentices have been absorbed even before the completion of the full training period of 2 years', and as such, the question of the 3rd year's training or the grant of a stipend of Rs.185/- does not at all arise in their case.

(4) That B-grade Artisans, whose academic qualifications are inferior to Draughtsmen, have been given the same starting pay, i.e. Rs.100/- whereas during their training, they were given a stipend of Rs.70/- for the 1st year & Rs.80/- for the 2nd year. The authorities have put B-grade Artisans and Jr. Draughtsmen in the same group by giving them the same starting pay.

The scale of pay of B-grade Artisans is Rs.100-185/- while that of Junior Draughtsmen is Rs.100-185/-, i.e. higher. This should not be forgotten. In any case, the comparison is invidious, as they are certainly not in the same group as alleged.

HEAVY ELECTRICALS LIMITED
BHOPAL.

No. HE-4(344)/60-Pers

Dated the 5th Jan. '61.

From:

To:

CHIEF PERSONNEL OFFICER

SHRI L.C. RICHARDS,
CHIEF ENGINEER.

Subject:- DESIGNATION AND SCALE OF PAY OF JR. DRAFTSMEN

Kindly refer to your IOM No. HE/PF-10(11)/60 dated the 30th December, 1960.

2. According to Government Servants' Rules, submission of joint representations by staff is undesirable. Every person preferring an appeal should do so separately and in his own name. However, the representation has been examined and the following remarks are offered.
3. The position in regard to various points raised by these Junior Draftsmen was clarified in detail in our letter No. HE-4(92)/58-III.Pers. dated 12th November, 1960. It seems that these Junior Draftsmen are labouring under some misconceived notion about their designation. The period of training can only be determined in terms of the offer of appointment accepted by them and the agreement executed by them.
4. However in order to remove the mis-apprehensions in the minds of these Junior Draftsmen and to enable them to further appreciate the correct position regarding each point raised by them, the following remarks are given against each point:-

Points raised by
Junior Draughtsmen:

Remarks of the Management

- | | |
|--|---|
| <p>1. <u>Shortening of Training period:</u>
The training period was curtailed in the interest of the project. We have no objection to this. What we object to is, whereas our training was completed on 1.7.1960, i.e. after 18 months training period we were absorbed in service with effect from 1.9.1960. This is unjust as we lose the 2 months in service and consequently in emoluments. We have been doing the regular work as draughtsmen from 1.7.60 itself and even before. The so called shortage of raw material is no way effecting our normal and regular work.</p> | <p>No decision was given that the training could be deemed to have been completed on 1.7.60 after 18 months training period. As per the terms and conditions of the offer of appointment and the bond, the Trainees were bound to undergo training for the full period of two years and it was left to the discretion of the Company to absorb them at any time on or before the completion of two years' training. The Apprentices, therefore, had no claim or right to be absorbed earlier than the completion of two years' training. It was decided to offer them employment from 1st September 1960 subject to their having completed 18 months' training. As such the question of their absorption from 1.7.60 and payment from the same date does not arise.</p> |
| <p>2. <u>Pay scale after training:</u>
The letter alleged to have been sent to I.T.I. mentioning that We would be absorbed as Draughtsmen in the junior scale of Rs.100-5-185/- was never brought to our notice. As such this letter is not binding on us. Our appointment letter clearly mentions that we are taken up for training as Draughtsmen and as such we are entitled to claim appointment as draughtsmen which is different from Junior Draughtsmen. There is a difference in the pay scales of</p> | <p>The post of Draughtsmen apprentice was never advertised in the press. We only informed the I.T.I's through the D.B.R.E., New Delhi, and in our letter, the junior scale in which the trainees would be absorbed was specifically given as Rs.100-185. It is in response to this circular letter that all the candidates applied for this post. It is therefore incorrect to say that the letter sent to all the I.T.I's was not brought to notice of the Draughtsmen Apprentices.</p> |

(Contd.....)

Draughtsmen in the Junior scale and Junior Draughtsmen. We are not claiming for the Senior scale of Draughtsmen in the grade of 350-500 or ~~260-350~~ 260-350. This is a term of the contract entered upon by the Company with us and it should be honoured.

The offer of appointment was for Draughtsmen apprenticeship and not for Draughtsmen. The term 'Draughtsman' is a category in which Junior, Sr. and any other Draughtsman fall. The argument that they should be called draughtsmen and not Junior Draughtsmen is puerile. The pay scale of Draughtsmen in the junior scale was specifically shown as Rs.100-185 as brought out above. As such the question of claiming any other scale of pay does not arise at all.

3. It is not clear as to which candidates are supposed to show exceptional promise. Even those who have topped the merit list have not been given any chance for further training. This should be clarified.

It is for the Management to decide whether candidates have shown that degree of exceptional merit so as to warrant further training and not for trainees to judge their own ability. Appreciation has to be earned and not demanded.

4. Even if the pay scale of 'B' Grade Artisans and Junior Draughtsmen is not the same, the starting pay being the same. Our position at present is made identical with the 'B' Grade Artisans. This anomaly could be rectified if our claim for the post of Draughtsmen is accepted. It is clearly anomalous that those who were getting a stipend of Rs.100/- were posted after absorption on Rs.100/- basic only.

As already stated in our reply dated 12.11.1960, the comparison drawn between 'B' Grade Artisans and Draughtsmen is invidious. The avenues of promotion, the nature of duties, etc. are entirely different. Instead of paying the D/men trainees less during training they were paid Rs.100/- during the second year of training and this by itself does not justify the grant of any higher pay on absorption. It is again stressed that in addition to pay, the trainees, on absorption, are getting in addition Dearness Allowance of Rs.55/- p.m.

5. The above position may please be made clear to the Junior Draughtsmen working under you and they should be advised to concentrate more on their work so as to fit themselves for further promotion. There have been enough representations in this matter and any further representations should now cease.

Sd/-(Mina R. Sanjana)
CHIEF PERSONNEL OFFICER.

Cc: Heads of Departments concerned.
Cc: Resident Consultant.

HEAVY ELECTRICALS (INDIA) LIMITED
(AGREEMENT TO BE USED FOR GRADUATE APPRENTICES, TECHNICAL
APPRENTICES AND DRAUGHTSMEN APPRENTICES).

Memorandum of Agreement made this _____

day of _____ 19 _____ between _____
aged _____ son of _____ (hereinafter
called the Apprentice) _____

of the first part and _____ son of _____
the surety in his personal capacity (hereinafter called the Surety)
of the second part and Heavy Electricals (India) Ltd; (hereinafter
called the Company) of the third part.

Whereby it is agreed as follows:-

- (1) That the Apprentice shall undergo the training provided by the Company for a period of Two years, during which the Apprentice shall diligently, faithfully, and to the best of his ability undergo the training and conduct and behave himself honestly, orderly, and obediently in all things towards the Company and will devote his whole time to the duties of the service and will not engage directly or indirectly in any trade, business, or occupation on his own account.
- (2) That the Apprentice shall promptly obey and abide from time to time and at all times and in all respects duly and faithfully observe and perform on the rules and regulations of the Company and the orders and instructions of its authorised Officers, representatives and employees.
- (3) That he shall conceal and in no way divulge or disclose to any person or persons who-soever the secrets entrusted to him or arising or coming to his knowledge in the course of his employment either in or relation to its business to its customers.
- (4) That the Apprentice shall not commit or suffer to be done or committed, wasted, damage or other injury to the property or goods of the said company or to lend such

Property or goods to any person without the consent of the Company.

(5) That the Apprentice shall not participate in labour or political activities or become member of labour or political organizations.

(6) That the parties shall compensate the said Company for the expenses incurred on account of his training if he fails to serve the Company after successful training as provided hereinafter. (The expenditure incurred by the said Company in connection with the training of the apprentice shall be in addition to the stipend and allowance paid include the cost of supervision and other items. The decision of the Company shall be final as to the total amount of expenditure incurred by the Company on account of the training of the Apprentice).

(7) That the Company does not guarantee employment to the apprentice though it is proposed to utilise his services in the factory on the successful completion of the training. If the Company offers employment to the Apprentice, the Apprentice shall be bound to accept the employment and shall continue, the employment of the Company for a period of 5 years thereafter, unless his services are duly terminated before that period by the Company.

(8) That the Apprentice will undergo training for a total period upto two years, the first 6 months of which period will be considered as a period of probation. If the probation is not satisfactory, the Apprentice is liable to be discharged immediately.

(9) That the Company during the training period will pay the Apprentice a stipend at the following rates per month all inclusive.

<u>Graduate</u> <u>Apprentice.</u>	<u>Technical</u> <u>Apprentice.</u>	<u>D/man</u> <u>Apprentice</u> <u>Engg. Dip.</u> <u>Holder, 3</u> <u>years.</u>	<u>D/man</u> <u>Apprentice</u> <u>(Ordinary).</u>
---------------------------------------	--	---	---

1st year.	Rs: 200/-	Rs: 100/-	Rs: 100/-	Rs: 80/-
2nd year.	Rs: 250/-	Rs: 185/-	Rs: 185/-	Rs: 100/-
3rd year.	Rs: 300/-	Rs: 210/-	Rs: 210/-	Rs: 185/-*
4th year.	-	Rs: 240 /-	-	Rs: 210/-*

(* who will show exceptional promise during two years training.)

- (10) That the Company shall have the right to suspend or dismiss the Apprentice and cancel this agreement for any breach on the part of the Apprentice of any of the terms and conditions thereof or those of the Training Scheme aforesaid and/ or any of the rules and regulations of the Company for the time being in force, in which event the Apprentice and the surety aforesaid shall jointly and severally be liable to reimburse the said Company with the expenditure incurred by it in connection with the training of the Apprentice under this agreement. The said surety in his individual and personal capacity also, as the second party aforesaid, hereby undertakes the responsibility of and guarantee reimbursement to the Company with its expenditure in the training of the Apprentice in case the apprentice commits any breach of any of the terms and conditions of this agreement of the training scheme. And also the Apprentice shall on the termination of the said training whenever it may happen account for, pay and peacefully deliver to the said company all the stock in trade, books of accounts, documents papers and effect them in his possession and custody and belonging or relating to the said trade or business.
- (11) That in other matters not provided for in this agreement the Apprentice shall be governed by the rules and regulations made from time to time by the said Company.
- (12) That the company however may at its discretion alter, interrupt or stop the said training without thereby incurring any liability to the Apprentice in the event

of adverse reports regarding the progress of his training.

(13) That in case of disagreement as to the interpretation of any of the provisions contained in these presents or in the rules and regulations of the Company made from time to time, the decision of the Managing Director, Heavy Electricals (India) Ltd; shall be final and binding.

(14) That the agreement shall be enforceable by suit or otherwise with in Madhya Pradesh State only. In witness whereof the parties thereto have signed this agreement hereunder.

Witnesses.

1. _____

2. _____

For and on behalf of
HEAVY ELECTRICALS (INDIA) LTD;

(COMPANY)

Witnesses

_____ 1.

_____ 2.

1. _____

(Apprentice)

2. _____

(Surety).

HEAVY ELECTRICALS PRIVATE LIMITED

(TRAINING DEPARTMENT)

Post Box No.46,
Bhopal.

No. Trg/191-E/31/L/58.

Dated the 24-11-59.

Shri V.S. Saxena,
C/o Shri Mahendra Swaroop Saxena,
Apprentice Qr.No.50716, 1 N.S.Shivaji,
Korigad, Lonavella Poona.

Sub:- Admission for Apprenticeship.

Dear Sir,

With reference to your application dated 24-9-58 for Draughtsman Apprenticeship in this company the Company has decided to offer you an Apprenticeship on the following terms and conditions. Please note that this Apprenticeship is on trial basis for a period of 6 months during which period your Apprenticeship is liable to be terminated at any time without assigning any reason therefor.

2. You will undergo training for a period of two years which may be varied at the discretion of the Company. During the period of training you will be paid stipend, all inclusive, at the following rates:-

1st Year	Rs. 80/- p.m.
2nd Year	Rs. 100/- p.m.

3. You and your parents/Guardian will have to execute the enclosed Service Agreement on Madhya Pradesh Non-judicial stamp paper of the value of Rs. 1.50 n.p. and the cost of the same will be borne by you. You will be required to submit the Service Agreement duly completed, along with your joining report before you can be admitted for training.

4. You will be provided with free hostel accommodation and it will be compulsory for you to stay in the hostel and use all the facilities provided including the common mess. The messing charges will be deducted from your stipend.

5. You will be provided with free medical attendance and treatment to the extent facilities exist with the Company.

6. You will not be eligible to become member of the Company's Provident Fund Scheme during your period of Apprenticeship, and if you are accepted as a regular employee of the Company, you will be governed by the Provident Fund Rules framed by the Company as in force then.

7. You will be allowed leave in accordance with such rules as the Company may frame from time to time for the Apprentices.

8. Throughout your Apprenticeship and subsequent service in the Company you will be governed by the Government Servants' Conduct Rules as amended from time to time and such other Rules and Regulations as may be framed by the Company.

9. In the event of your being offered regular employment in the Company after completion of training, the starting salary will be governed by the wage structure of the Company, obtaining at that time.

Contd.....2.

10. You will not be entitled to any compensation whatsoever in respect of any injury, or sickness due to any accident which may occur during your apprenticeship course except as prescribed under the Workmen's Compensation Act.
11. You will be required to undergo training or service any where in India.
12. At the time of your reporting for apprenticeship in this Company, you should bring with you a medical certificate of fitness on the prescribed form (copy enclosed) from a Registered Medical Practitioner not below the rank of an Assistant Surgeon.
13. No travelling allowance for joining duty will be admissible.
14. The medium of teaching will be in English and Hindi. Your continuance in the School will depend upon your ability to adopt yourself to either or both of these languages for speech and writing.
15. In case the above terms and conditions are acceptable to you, you are to report for training to the Deputy Chief Engineer(Training), Heavy Electricals Private Limited, Bhopal on 18th December, 1958 with all the documents and equipment detailed in the instruction sheet attached to this letter.

Please acknowledge receipt positively by return.

Yours faithfully,
for and on behalf of
HEAVY ELECTRICALS PRIVATE LIMITED

(B.K. MITTER)
DY. CHIEF ENGINEER (T).

Encl: As above.

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FOR THE INFORMATION OF ALL THE TRAINEES:

In order to remove certain misapprehensions and misunderstandings in the minds of 2nd batch trainees, a meeting was held between 4 members of the first batch artisans and 6 members of the 2nd batch trainees, as desired by them, with the Managing Director on the 23rd May, 1961. A frank exchange of views took place in a cordial atmosphere. As, however, it would appear that the correct position has not yet been appreciated by many of the trainees, it is hoped that by the issue of this pamphlet, clarifying all the issues on which the Trainees may still have some doubts, the position will be understood once and for all :-

ISSUES

That as a quarterly test had been held just prior to the completion of the training, there is no necessity for any further test.

CORRECT POSITION

It is explained that quarterly tests were held not only prior to the date from which the trainees were sent to the factory for in-plant training, but throughout their training in the Training School. The Trainees know that the quarterly tests are conducted by the Training School whereas the pre-absorption tests are to be conducted by a duly constituted Trade Test Panel. This had been made absolutely clear in a Circular issued by the C.O.T. to all the trainees in November, 1960 and in which, it was specifically stated that all the trainees have to pass the pre-absorption tests shortly before they are due to

complete their 2 years' training . They were therefore asked to keep themselves prepared before the expiry of their full 2 years' training to take both the tests

simultaneously i.e. one in respect of the training /_school and the other in respect of the inplant training which they would be receiving in the next six months. No representations had been received from the trainees in reference to this circular either shortly after its issue or even later i.e. after the Trainees had joined the in-plant t-raining and some of them had found that the in-plant training related to trades other than the one for which training had been given to them in the training school. When the W.M. and C.O.T. became aware in April'61 that certain boys had expressed mis-givings in this matter, they decided on their own to start a refresher course to help them to pass the final testsucessfully. In any case, the Administration has no objection if the trainees desire to extend the period of the refresher course or even to obtain special and intensive

/_received by them in the training

coaching of a longer period than 8 hours in a day. None of the trainees are due to be absorbed as workers before the 1st July 1961 and many of them are due to be absorbed on later dates. They have therefore sufficient time to get the benefit of the refresher course and special coaching as indicated above.

2. That both the trade test and inplant training test should be combined into a single Test to make it easy for the Trainees to secure a pass. A single test is not possible as the trade test is intended to test the proficiency in the main trade for which he has been recruited and given training for 18 months in the training school whereas the inplant training is given in the factory over a variety of allied trades. The Management have however already decided that in regard to the inplant training test, a choice can be given to the trainee in regard to the particular trade for which he desires to be tested out of the many in which he has received inplant training. In view of the training given in the training School, as well as in the factory, and the nature of the tests proposed to be taken, the Administration feel that every one of the trainees could pass the tests if he makes up his mind to do so and works accordingly.

3. That according to the information given to them vacancies would be available only for 40 percent of the Trainees and that consequently not more than 40 percent of the Trainees would be finishing their two years course but Therefore not one trainee who has passed

Contd.....

were likely to be passed in the tests.

4. Since the first batch trainees had been absorbed after 18 months training, the second batch trainees should also be given the same treatment, as had been announced by the Chairman of the Company prior to the opening of the Factory on 1.7.60.

5. What tests can be given to the Draughtsman trainees who had not been engaged on drawing boards during the inplant training in the factory.

6. What type of tests could be given to the trainees posted for inplant training in the Coils & Insulation Department in view of the fact that some of them were sent for specialised training to Bombay while others remained at Bhopal.

the pre-absorption Tests will be denied absorption.

No such statement had been made by the Chairman in respect of 2nd batch trainees as by that time, they had not even completed ^{year} one of their training. In the case of the first batch trainees the position was slightly different in that the factory was opened for production on 1.7.60, 18 months after the training school started functioning. There was no possibility of longer training than ^{for} 18 months. This obviously cannot hold good in the case of second batch trainees whose prescribed period of training is 2 years, including 6 months inplant training.

The trade test would in this case be based on whatever actual work the Draftsmen have done during the period of inplant training. These Draftsmen would be given full facilities during the refresher course to practice on the drawing boards.

In such cases special consideration would be given to the factors mentioned and the test would be so designed that it would be fair to the trainees, whether they have received training in Bombay or in Bhopal.

7. That in the offers of appointment sent recently to the candidates of the 5th Batch commencing training from 1.7.61 mention had been made specifically about the passing of an examination after completion of training whereas no such reference was specifically included in the case of 2nd batch trainees.

In the case of second batch trainees, it had been stated that "after successful completion of training", they would be absorbed in the factory. It was obvious that the term "Successful completion of training" meant that the Administration would hold an examination to determine whether the trainee had successfully gone through the training. As such, it was hardly necessary to specify that an examination would be held for the purpose. In view however of this controversy and to ensure that no loop-hole was left in similar circumstances in the case of the new batch ^{of} trainees who are being recruited from 1.7.61, we had to make it clear that the trainees would have to undergo an examination.

8. That in the case of Draftsman apprentices, they had not received any increased salary on absorption, as Draftsman as happened in the case of trade apprentices.

The starting salary ^{Junior} of Draftsman is Rs. 155/- inclusive of Dearness Allowance, against the second years' stipend of Rs. 100/-.

The allegation that the Draftsman trainees did not get any increase on absorption is therefore not borne out by the facts, It is not proper to make a comparison between different categories of Trainees as different terms in respect of Pay scales and stipend had been advertised for different categories and the Administration has a responsibility to honour these terms.

It is unfortunate and sad that a large number of young trainees have been staying away from work since the last few days and are not only losing their stipends but by this action, they are also postponing the actual dates of their absorption.

This factory offers a unique chance for young men of talent and

goodwill to show to the world what Indians can do. Ours is a model project so far as amenities, scales of pay, leave facilities housing etc. are concerned.

Attention is specifically drawn to the announcement made vide Part I. Office Order dated 20th May, 1961 that in the case of Industrial Workers, in addition to the earned leave and sick leave which they get in a year, the Managing Director may, in exceptional circumstances sanction a longer period of sick leave on full pay if he ^{is} satisfied that special consideration is required.

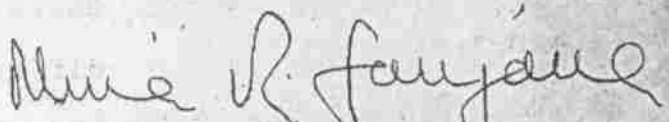
The Management and the workers can not be separate entities. Ours is a common endeavour and joint effort. We have great faith in our young men. Please do not do any thing to shake that faith.

The Management desires all trainees and workers to study sincerely and carefully the correct position as indicated above against each issue, ponder well over the matter and as there is really no case for them to continue the strike, they should come back to their duties and carry on their normal work with immediate effect.

Your parents and your families are in extreme distress; it is upto you ^{to} relieve their suffering.

You owe a duty to your country and to this pioneer Undertaking. Let it not be said of our young workers that they have let down either.

Dated 25th May, 1961
Bhopal


(MINA R. SANJANA)
CHIEF PERSONNEL OFFICER.

(No. TRG/301-D/61)

A MEMORANDUM

FOR

**General Public knowledge about the facts behind the demand
and**

13 DAYS STRIKE OF THE 2ND. BACTH TRAINEES

of the

HEAVY ELECTRICALS LTD.,

ISSUED BY THE EMPLOYEES OF THE ORGANIZATION

Dear Sirs,

The management of Heavy Electricals Ltd. through their Several press-notes have tried and is still trying to misguide the Govt. the general public opinion of the Country and the World at large against the Circumstantial logical demand of the 2nd. Batch Trainees for NO RE-TEST for their absorption in the factory. The management's version is that the demand of the trainees is completely childish, is devoid of any logic and that they are asking undue privilege from the management.

We the employees of Heavy Electricals Ltd., highly condemns this one sided false propaganda of the management and hereby submitting the facts as regards the reason for the strike in front of the general public for their kind knowledge to remove the misapprehension created in their minds by the said false propaganda.

1. The Chairman of the Board of Directors had declared Categorically that the duration of training for the 3,000 trainees who were undergoing training in the training school workshop, would be 18 months only and they would be absorbed in the regular strength of the factory after the successful completion of the same. If the trainees have taken the version of the head of the organisation by the words, we have got nothing to blame them.

2. Just after the absorption of 1st. batch trainees after completion of their 18 months training course; the Training School management with the autocratic idea in their mind, by a circular dated 10th Nov. 60, have increased the training period to 2 yrs. from 2nd. batch onwards, thus adding a course of 6 months im-plant training. The trainees were not allowed to protest to this decision of the management by an Iron hand.

3. Before being sent for im-plant training after the successful completion of their 18 month's prescribed course, 2nd. batch trainees had to sit fir test, both in practical and theoretical. The individual letters issued to the trainees asking them to report to the factory for im-plant training did not contain anything about the so-called final test.

4. The management's plea that the passing out test of the 2nd. batch trainees from the Trg. School, was nothing but a quarterly test is a pure distortion of facts. The question papers were shown to us by the trainees, where in the words "Final Periodical Test" are clearly mentioned. Let us ask a question to the management — Do not the words 'final' and 'periodical' are quite contradictory? English Grammer says that 'Final periodical' means, final of a period, *i.e.*, in our particular case it means the final of the period of 18 months training and if the trainees have taken the words by their grammatical meaning, how on earth one can accuse them. On the other hand, periodical examinations are held to cover the lessons of some particular months previous to that examination, as for example — 1st periodical exam. is to cover the lesson of 1st to 3rd months, 2nd. to cover 4th to 6th months etc. (if the period is quarterly). Then if the management want to say that 'final periodical' means the last period of some successive periods, the examination should be held to

FROM AND ON BEHALF OF THE TRAINEES OF
THE HEAVY ELECTRICALS LIMITED, BHOPAL.

To

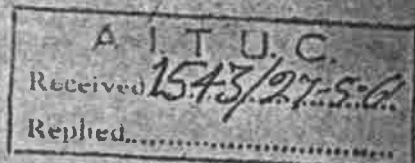
Shri Lal Bahadur Shastri,
Minister for Commerce & Industries,
New Delhi.

2. Prime Minister of India,
New Delhi.

3. Shri G.L. Wanda,
Labour Minister to Government of
India, New Delhi.

4. Shri S.A. Dange, M.P.,
General Secretary, A.I.T.U.C.,
New Delhi.

5. President, I.N.T.U.C.,
New Delhi.



May 24th May, 1961.

Sir,

We beg to refer to our telegram of yesterday praying for an intervention and lending us a protecting hand against the arbitrary and unjust order of the Management of the H.E.L. By several press-notes issued in quick succession, the management has given quite a distorted version of the facts. We beg to submit that the true facts are as under:-

1. That the trainees of the II batch were enrolled as such between the 15th June to 15th July, 1959. The sessions of course started from the 1st July.
2. That the H.E.L. Training Institute imparts training in the following main trades but a candidate who is selected to be given training in one of the following main trades is also given cursory training in five other of the said trades as 'training in allied trades'. The main trade training is for one year and the 5 allied trades training last for 5 weeks for each trade.
3. That thus after one and half years training in main trade and allied trades as stated above, there is a further training viz: 'In-plant training' where actually the trainee gives the production.

4. That the trainees have already undergone 3 quarterly tests and one periodical Final test and a test for each of the 'Allied Trades'. Further everywhere the 'In-plant Training' starts only after successfully passing the tests in main and allied trades. There is in fact no syllabus prescribing a test in Main and Allied Trades after the 'In-plant Training'

5. That the Management asked the trainees to undergo a 'Refresher's course' of three weeks and to undergo the test for Main & Allied Trades. Later on, the Management withdrew their insistence for the test in Allied Trades. The Management is doing all this with the positive intention of detaining trainees as such. The Management is not in a position to put the production for sale because still many components of the 'Switch Gears' and 'Transformers' cannot be manufactured as the machines for manufacturing the same have not yet been received. Thus, I like a greedy, gluttonous and ordinary employer of a private enterprise, the management does not want to enlist the trainees as workers because in that case the remuneration of a trainee shall be practically double. As a trainee one gets only Rs. 70/- (Consolidated) during the first year and Rs. 80/- during the II years course. After training when one is enlisted as a worker, the pay including D. A. is minimum Rs. 155/- p,m.

6. That it is also noteworthy that the 'C Grade' candidates who have already been enlisted as workers were not required to undergo any test after the In-plant training; they were not compulsorily Diploma holders of the Industrial Training Institute while in the II batch all the candidates are I.T.I. Diploma holders.

7. That nearly 50 percent of the trainees are married people having their families to support. They had


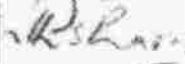


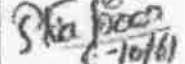




Joined the project with zeal and love for a 'National enterprise', but the present management of the project has betrayed all confidence of the workers. The typical bureaucratic methods of dealings; the bid of the management to deliberately ignore and undermine the genuine demands and needs of the trainees and workers has already crushed all enthusiasm of the trainees and workers and above all the tricky and arbitrary order regarding 'RE-TEST & DETAIN' has totally disheartened us.

- Under the above circumstances we pray that:
- (i) kindly intervene and set-aside the ^{unjust} and Arbitrary orders of the management.
 - (ii) Besides, we would submit that it would only be in the National interests if a Commission is appointed to find out the foul dealing perpetrated by the Management from time to time.

Yours faithfully,

(P. S. Vedaiyan)
Hunger Striker,
II Batch Trainee.

Names & Signatures of 1st Batch
& 2nd Batch of Draftsman - Employees
Erection, A E L & Maintenance

Sl No	Name	Signature	Sl No	Name	Signature
1	L R Sharma				
2	P L Sharma				
3	A Ray				
4	B R Bahl				
5	P S Kapoor	 6 x 6 6-10/61			
6	R K Asthana				
7	P R Sharma				
8	N A Gupta				
9	M M Singh				

Transformer Setan 2nd Batel

C.No	NAME	Signature	S.No	NAME	Signature
1	D.S. Jagan.	<i>D.S. Jagan</i>			
2	S.L. Anand.	<i>S.L. Anand</i>			
3	S.N. Shali.	<i>S.N. Shali</i>			
4	P. Leekhar wani	<i>P. Leekhar wani</i>			
5	Judevel. Singh.	<i>Judevel. Singh</i>			
6	H.G. Joshi	<i>H.G. Joshi</i>			
7	A.K. Sen Gopla.	<i>A.K. Sen Gopla</i>			
8	K.M. Pawley	<i>K.M. Pawley</i>			
9	A.K. Chandrasekhar	<i>A.K. Chandrasekhar</i>			
10	A.S. Sarani.	<i>A.S. Sarani</i>			
11	S.L. Balakrishna	<i>S.L. Balakrishna</i>			
12	G.D. Lunnal.	<i>G.D. Lunnal</i>			
13	G.D. Upadhyaya.	<i>G.D. Upadhyaya</i>			
14	N.K. Choudhary	<i>N.K. Choudhary</i>			
15	S. Srinivasan	<i>S. Srinivasan</i>			
16	B.S. Bonda.	<i>B.S. Bonda</i>			
17	H.S. KADAM	<i>H.S. KADAM</i>			
18	H.N. Nagpr.	<i>H.N. Nagpr</i>			
19	G.N. Radhikan	<i>G.N. Radhikan</i>			
20	R.P. Singh	<i>R.P. Singh</i>			
21	C.P. Vasudevan	<i>C.P. Vasudevan</i>			

Transformer Section 2nd Batch

S.NO	NAME	Signature	S.NO	NAME	Signature
1	D.S. Nigam	<i>D.S. Nigam</i>			
2	S.L. Agrawal	<i>S.L. Agrawal</i>			
3	S.N. Dhali	<i>S.N. Dhali</i>			
4	P. Ukecharwani	<i>P. Ukecharwani</i>			
5	Julraj Singh	<i>Julraj Singh</i>			
6	M.G. Joshi	<i>M.G. Joshi</i>			
7	A.K. Sen Guptha	<i>A.K. Sen Guptha</i>			
8	K.M. Pandey	<i>K.M. Pandey</i>			
9	A.K. Chaudhary	<i>A.K. Chaudhary</i>			
10	A.S. Swarni	<i>A.S. Swarni</i>			
11	S.L. Bhatia	<i>S.L. Bhatia</i>			
12	G.D. Lunnyal	<i>G.D. Lunnyal</i>			
13	G.R. Upadhyaya	<i>G.R. Upadhyaya</i>			
14	N.K. Chowdhury	<i>N.K. Chowdhury</i>			
15	A.S. Swarni R.D.B.	<i>A.S. Swarni</i>			
16	B.S. Bunde	<i>B.S. Bunde</i>			
17	H.S. KADAM	<i>H.S. KADAM</i>			
18	H.N. Nagar	<i>H.N. Nagar</i>			
19	G.N. Pradhan	<i>G.N. Pradhan</i>			
20	D.P. Singh	<i>D.P. Singh</i>			
21	C.R. Vasudevan	<i>C.R. Vasudevan</i>			
22	B.C. Jain	<i>B.C. Jain</i>			
23	D.K. Madan	<i>D.K. Madan</i>			
26	A.K. Das				
25	B.S. Bunde				

DRAUGHTSMAN EMPLOYEES OF 1st & 2nd BATCH
Switchgear Section

No	Name	Signature	S.No	Name	Signature
1	D. C. Verma.	<u>D. C. Verma.</u>			
2	E. J. Mahan	<u>E. J. Mahan</u>			
3	S. S. Pinglia	<u>S. S. Pinglia</u>			
4	P. K. Joseph.	<u>P. K. Joseph</u>			
5	R. S. Dass	<u>R. S. Dass</u>			
6	B. M. Chawla.	<u>B. M. Chawla</u>			
7	M. Z. Gazare	<u>M. Z. Gazare</u>			
8	U. R. Fernandes	<u>U. R. Fernandes</u>			
9	M. Sani	<u>M. Sani</u>			
10	S. Dutta Choudhury	<u>S. Dutta Choudhury</u>			
11	Satya Narain	<u>Satya Narain</u>			
12	T. Ganapathy Acharya	<u>T. Ganapathy Acharya</u>			
13	R. Srivastava	<u>R. Srivastava</u>			
14	Atar Singh	<u>Atar Singh</u>			
15	Om Prakash	<u>Om Prakash</u>			
16	S. S. Wagh.	<u>S. S. Wagh</u>			
17	N. K. Kashyap	<u>N. K. Kashyap</u>			
18	R. N. Mahapatra.	<u>R. N. Mahapatra</u>			
19	G. M. Umare	<u>G. M. Umare</u>			
20	A. P. Lallo.	<u>A. P. Lallo</u>			
21	V. D. Ramade.	<u>V. D. Ramade</u>			
22	M. S. Bhui.	<u>M. S. Bhui</u>			
23	Ramadas P. D.	<u>Ramadas P. D.</u>			
24	M. D. Abu Sujayan	<u>M. D. Abu Sujayan</u>			
25	A. K. Ghosh.	<u>A. K. Ghosh</u>			
26	V. S. Chandhury	<u>V. S. Chandhury</u>			
27	S. D. Shevalkar	<u>S. D. Shevalkar</u>			
28	S. K. Bahl	<u>S. K. Bahl</u>			
29	Gulab Singh	<u>Gulab Singh</u>			
30	J. P. Sharma	<u>J. P. Sharma</u>			
31	V. M. Tondalkar.	<u>V. M. Tondalkar</u>			
32	N. K. Alex.	<u>N. K. Alex</u>			

Names & Signature of 1st, 2nd Batch D'man Employees.
Standard Engineering Section

S.No	Name	Signature	S.No	Name	Signature
1	R. R. Singha.	R.R. Singha.	31	Iswar Singh.	Iswar Singh
2	V. P. SEJRA.	V.P.	32	S. C. P. Singh.	S.C.P.
3	P. Acholera.	P. Acholera	33	H. S. Arora.	H. S. Arora
4	S. Channarath.	S. Channarath.	34	R. P. Singh.	R.P. Singh
5	G. K. G. Nat.	G.K. G. Nat.	35	T. S. Gadgil.	T.S. Gadgil
6	G. N. Ganooje.	G. N. Ganooje.			
7	J. K. Bhadwi	J. K. Bhadwi			
8	N. G. Namdi.	N. G. Namdi.			
9	S. S. Vaidya	S. S. Vaidya			
10	S. K. Desai.	S. K. Desai.			
11	B. P. Shukla	B. P. Shukla			
12	V. S. Verma	V. S. Verma			
13	S. S. L. Surtale	S. S. L. Surtale			
14	R. Y. Pradham.	R. Y. Pradham.			
15	D. N. P. Sinha	D. N. P. Sinha			
16	S. C. Varma.	S. C. Varma.			
17	L. P. Sinha	L. P. Sinha			
18					
19					
20					
	<u>Transform.</u>	<u>Engineering Dept.</u>			
21	T. S. Gadgil.	T. S. Gadgil.			
22	S. K. Pal.	S. K. Pal.			
23	K. J. Polouse	K. J. Polouse.			
24	R. K. Sharma.	R. K. Sharma.			
25	S. D. Ozarkar	S. D. Ozarkar.			
26	R. D. Soni.	R. D. Soni.			
27	S. R. Rahatekar	S. R. Rahatekar			
28	R. K. Gandhi.	R. K. Gandhi.			
29	J. C. Prasad	J. C. Prasad			
30	S. K. Jatale.	S. K. Jatale.			

Tool & Gauge Dept.

S. No.	Name.	Signature
1.	S. B. Kundl.	S. Kundl.
2.	Beant Singh	Beant Singh 6.10.61
3.	S. K. M. Rao.	S. K. Rao
4.	C. P. Gupta	Gupta
5.	S. Paudyal	Paudyal 6.10.61
6.	R. G. Keshari	R. G.
7.	Banyali Roy	B. Roy 6/10/61
8.	T. P. Mishra	T. P. Mishra 6/10
9.	V. B. S. Mouriom.	V. B. S. Mouriom 6/10
10.	J. L. Verme.	J. Verme.
	S. K. Astui	S. K. Astui
12.	C. L. JAIN	C. L. Jain
13.	K. S. Achary.	K. S. Achary.
14.	GURMIT SINGH	Gurmit Singh
15.	PURAN SINGH	Puran Singh
16.	B. P. MURTHY	B. P. Murthy
17.	H. B. GAIKWAD	H. B. Gaikwad
18.	R. R. WADNERKAR	R. R. Wadnerkar
19.	F. Roy.	F. Roy
20.	B. N. SINGH.	B. N. Singh 25/10/61
21.	B. N. SINHA	B. N. Sinha 25/10/61
22.	SUKHDEV RAO.	Sukhdev Rao
23.	S. P. SINHA	S. P. Sinha 25/10/61

Ref. No. U.P.E.F./ 2461/222

Information Centre,
Shaheed Parshuram Marg,
A G R A.
Sept. 14th, 1961.

U.P. ELECTRIC WORKERS FEDERATION - LUCKNOW.

A P P E A L

T O

The Honourable Labour Minister, U.P.

Vidhan Bhawan, Lucknow.

Re: Functioning of Tripartite Committee (Electricity).

Dear Sir,

Kindly expedite functioning of the Tripartite Committee (Electricity Undertakings) functioning of which is stopped for 3 years or so.

We understand that the Government have appointed the Labour Commissioner Uttar Pradesh Kanpur as the Chairman of the Committee in place of Shri Aziz Ahmad Shah who got no time to function as Chairman of the Committee.

The matter is still doubtful as to whether the worthy Labour Commissioner will get time to preside over the meetings of the Committee. We therefore propose that one junior to the Labour Commissioner be appointed who could have time to meet day to day and function the Committee and to deal the burning issues of the Industry and could decide them within reasonable time and workers could not be kept in wait for an indefinite time.

The said Tripartite Committee has not yet delivered any good although many years have passed when it was formed. Judgement on Standing Order's issue is still awaited and the same has not so far been published, by the Government. The issue of Gratuity Scheme and abolition of Contract Labour, we are being told, has been referred to the said Committee but the same has not been confirmed by the Secretary of the Committee or by anybody else, officially. This state of affair is giving a right cause to the workers in the Industry, to agitate and form an opinion otherwise. The long standing grievances of the workers seem to be kept in the cold-storage. All the important industries, by now have got the Gratuity Scheme enforced, but we the workers of the Electricity Undertakings of U.P. are being treated otherwise. Pressed by our affiliated Units, in the circumstances prevailing in the Industry, to decide further steps if the grievances of the workers are not removed. We have reasons to believe that the Tripartite Committee will not bring the required relief, the management will not co-operate like in the past, and hence it is our humble request that the case of the gratuity and the abolition of of contract labour, C.B. reports of which are lying pending with the Government, be referred to Labour Court/Tribunal by an early date.

We, therefore once again approach you to expedite the matter.

Yours Faithfully,

S. Abdul Hasan
(Secretary)

U. P. Elec. Worker's Fed.

U.P. ELECTRIC WORKERS FEDERATION
L U C K N O W.

Information Office,
Shaheed Parshuram Marg,
A G R A.
6th Oct. 1961.

To,

299
The Labour Minister,
Union Government,
Camp: Banglore.

Dear Sir,

We hereby confirm, having sent to you a telegram on 6-10-61, text of which runs as under:

"CONCEDE DEMAND FOR CONSTITUTION OF WAGE BOARD FOR ELECTRICITY INDUSTRY. NO INCREASE GRANTED SINCE 1947".

The resolutions passed all over the U.P. State on the occasion of "Demands Day" observed on 20th Sept. 61, on behalf of the U.P. Electric Workers Federation, have already been forwarded to you, for your information and necessary action. A copy passed at Agra is being enclosed for ready reference, and which is self explanatory, and needs no further elucidation. We are being promised Wage Board since long, yet denied to us so far, on the plea that it is not a major industry, we state that it is one of the basic industries and without it, no industrialisation is possible. It is the back-bone of industrialisation, of the country. This industry is in no way less important than any other industry, and the workers employed in this industry should no more be denied the demand of "Wage Board" keeping ~~in view~~ the increase of National income during the two five years plans' period, and that no increase in wages have been granted to the workmen employed in this industry since 1947.

We hope that an early declaration will be made for the constitution of a Wage Board for the Electricity Industry, after long last, and we will not be forced for any other step, causing inconvenience to the Public.

Please acknowledge receipt.

Yours Faithfully,

(Signature)
(Syed Abul Hasan)
Joint Secretary, U.P. Electric
Workers Federation,
AGRA.

Copy forwarded to:

1. Representative of I.N.T.U.C.
2. Representative of A.I.T.U.C.
3. Representative of H.M.S.
4. Shri Kakkar President Bank Employees Federation.

With the request to please take up the matter in the Labour Conference itself, and press the Govt. for the constitution of Wage Board for the industry.

C-3



INDIAN POSTS AND TELEGRAPHS DEPARTMENT
 No. _____
 Received here at _____ H. _____ M.
 I.R. No. 3668
 File No. _____
 6 OCT 1961

O VF AHL II AGRA C 5 40

90

RPPD

GENERAL SECRETARY ALL INDIA TRADE UNIONE CONGRESS 4 ASHOK ROAD NEWDELHI

-- CONFIRM ELECTRICITY UNDERTAKINGS NONGOVERNMENTAL ARE COVERED BY BONUS COMMISSION IF NOT WE DEMAND INCLUSION--

Shakee Parshuream Maig
Agra

--- GENERAL SECRETARY UP ELECTRIC WORKERS FEDERATION AGRA--

COPDAT 01/25 HRS
LD

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.
MGIFFAH.—660—4.7.59—59,210 Bks.

ELECTRIC WORKERS FEDERATION
SHAHEE PARSHURAM MARG

AGRA

BONUS

COMMISSIONS

TERMS

UNFINALISED

AITUCONG

AGRA ELECTRIC SUPPLY WORKERS UNION - AGRA

29 A T. U. C.
I. R. No. 291. Date. 22/9
File No.

Ref. No. Wages Demand/61.

Shahee Parshuram Marg,
A G R A. 20th Sept. 61.

WAGES BOARD FOR ELECTRICITY
INDUSTRY DEMANDED.
=====

Agra, 20th Sept. 61. As per decision of the Working Council of the U.P. Electric Workers' Federation Lucknow held on 3rd. Sept. 61, Agra Electric Supply Workers Union observed "DEMANDS DAY" for the constitution of Wages Board for the Electricity Industry.

Workers of the Agra Electric Supply Co. assembled in front of the gate of the Company at 5 P.M. and launched a big demonstration in support of their demands: 1. Immediate constitution of Wages Board. 2. Abolition of Contract labour. 3. Reference of the case of Gratuity Scheme enforcement in the Electricity Undertakings. 4. Increase of strength of the staff in proportion of increase in work and supply of Uniforms etc as per Award No. 33 of 1952.

The workers who were about 400 in number marched through the main streets of the City raising slogans and exhibiting placards of their demands. They also distributed leaflets explaining their demands, and made out their case for the enhancement of wages, also refuted the propaganda of the Company (Martin Burn) that electricity rates are being increased to meet the increase in Labour cost, when they have not given any increase since 1947.

The demonstration rounded off in a mass rally under the Chairmanship of Sri K.C. Arora (President Agra Electric Supply Workers Union Agra), and passed the resolution, the text of which runs as under:

"This mass rally of Electricity Supply Company workers of Agra reiterated its longstanding demand for the constitution of Wages Board for the Electricity Undertakings.

It is noted with regret that when all important industries have been favoured with Wages Board, Electricity Industry has so far been ignored. Though it was decided as far back as 1956 that all important industries will be given wages Board, with immediate effect, for settling the wages on progressive revision of the minimum wages. It is regretted that in spite of all this, nothing has been done for bringing about a change in the antiquated wages structure of the workers of Electricity Industry prevalent in U.P. for the past 15 years, which need an immediate change commensurate with the increased cost of living etc. The Payment of Dear Food Allowance so far allowed does not neutralise the increased cost of living.

It is further regretted that now the Govt. is refusing to give a Wages Board to Electricity Industry on the plea that it is not a major industry, this rally refuted the Govt's spokesman and state that it is one of the important major industry, on which depends all the other industries. Without Electricity even our lives will be incomplete, and all other industries will come to a stop if the wheels of the Electricity industry stops moving.

In the opinion of this rally, the Electricity Industry has a capacity to pay and can afford the increased wages without any risk or increase in the rate of Electricity. It has got huge profits, being a monopoly industry, it has guaranteed profits and returns. It enjoys privileges, even tax relief etc. which no other industry in the country does.

With the expansion of Electricity and extension of supply, and increasing demand of further energy and power, the work-load due to in-proportionate increase in staff, responsibilities etc have also been recorded, which the workmen are bearing and facing in the hope that their wages will be revised.

All these circumstances, including the need, paying capacity of the Industry, the requirement of the National Planning and social justice completely justify our demand for the constitution of a Wages Board for the Electricity Industry, covering the following aspects:
(a). A progressively rising standard of living; (b) A fair share of the profit arising out of increased productivity; (c) A greater share in the National wealth earned by their labour; (d) Wage differentials on the basis of skill; (e) Full neutralisation in the rise of cost of living; (f) Adequate quantum of Bonus; and (g) Reduction of working hours of the workmen.

(IKRAM AHSANI).
General Secretary.

I.R. No. 3224 Date 19/9/61

File No. ...

Circular No. UPTF/ 2/61.222

Information Centre
Shaheed Parashuram Marg
A G R A.
Sept. 13th, 1961.

D E M A N D S D A Y

On 20th Sept. 61.

Dear Brothers;

We are sure that by now you would have discussed the deliberations of the meeting of the Federation held on 3rd. Sept. 61, at Lucknow. The meeting passed an unanimous resolution to agitate on 20th Sept. 61 for getting the Wage Board constituted and for reference of a case for the enforcement of Gratuity Scheme in the Electricity Undertakings. It was also resolved that the State Government should also refer the case to the Labour Court/Tribunal for the abolition of contract labour employed on feeding the Hoppers with coal, in the premises of the Company. Both these cases are still lying pending before the Government for consideration. From reliable sources we learn that these two cases might be referred to the Standing Tripartite Committee Electricity U.P. for its dealing which is about to function after many years. The Labour Commissioner Uttar Pradesh has been appointed the Chairman of the said committee. Every Unit is requested to send telegrams to (1). Labour Commissioner U.P.; (2) The Labour Minister U.P.; requesting them to activate the function of the Tripartite Standing Committee of the Electricity undertakings immediately and confirmatory copies be also sent endorsing a copy to H.O. of the Federation, Allahabad and one to Agra information office, (Centre).

With regard to the observation of "Demands Day" on 20th Sept. 61, please take full efforts to popularise the demands:

1. Constitute Wage Board for the Electricity Industry.
2. Contract Labour be abolished.
3. Case for Gratuity be referred to Court.
4. Full and early implementation of Award No. 33 of 1952 as ordered by the Supreme Court.

We hope that all the units will hold public meetings, rallies (processions) and make the day a grand success. Measures be taken to contact Press representatives, inviting them in Press Conference and by issuing statement therein on the subject.

Yours brotherly,

(Ikram Ahsani),
For General Secretary.

यू० पी० इलैक्ट्रिक वर्क्स फ़ैडरेशन

के

फैसले के मुताबिक

यू० पी० के कौने-कौने में माँग

बिजली घरों के कर्मचारियों के लिये वेज बोर्ड कायम किया जाय १८ फरवरी सन् १९६१ की यू० पी० इलैक्ट्रिक वर्क्स फ़ैडरेशन के प्रेसीडेंट श्री अर्जुन अरोरा ने लोक सभा में भाषण के अवसर पर धन्यवाद के प्रस्ताव पर बोलते हुये सरकार का ध्यान इस ओर दिलाया था कि बिजली व इन्जीनियरिंग उद्योग में काम करने वाले कर्मचारियों के लिये एक वेज बोर्ड की नियुक्त की जाय और उनकी तनखाह में वृद्धि की जावे। इस उद्योग के कर्मचारियों ने पिछले सालों में भूखे और नंगे रहकर भी अपना महान कर्तव्य निभाया है जिससे लाभ बढ़ा है और पैदावार भी बढ़ी है उद्योगों और देश ने तरक्की की है। लेकिन बढ़ती हुई मंहगाई के कारण उनकी खुद की आमदनी में गिरावट हुई है उनकी जायज महनत का फल उनको कहीं दिया गया है अगर यह ना बराबरी कायम रही तो सभ्यता की योजना बन्दी का ध्येय पूरा न होगा इस माँग पर सरकार की ओर से पूर्ण हمدर्दी से सोच विचार किया जाने की आशा प्रगट की गयी थी परन्तु १७ अगस्त १९६१ के लगभग केन्द्रीय सरकार के डिप्टी लेबर मिनिस्टर श्री आबिद अली भाई के बयान से पता चला कि बिजली उद्योग के कर्मचारियों को कोई वेज बोर्ड नहीं दिया जायगा क्योंकि यह मुख्य उद्योग नहीं है।

सरकार का हमारी माँग को यह कहकर ठुकराना कि बिजली उद्योग मुख्य नहीं है, यह सच्चाई का गला घोटने के बराबर है बिजली का उद्योग तमाम उद्योगों की रीढ़ की हड्डी के बराबर है इस तरह बिजली के कर्मचारियों को वेज बोर्ड से वंचित रखना उनकी खामोश व शान्तिपूर्वक संघर्ष का मजाक उड़ाना है। महात्मा गान्धी के रास्ते पर चलने वाले कर्मचारियों को इस प्रकार मजबूर किया जा रहा है कि वह संघर्ष का रास्ता अपनायें लेकिन इस उद्योग से पब्लिक का सीधा सम्बन्ध होने के कारण कर्मचारी इस रास्ते पर चलने से रुके हुये हैं।

आज बिजली कम्पनियाँ मजदूरी में बढ़ोतरी का नाम लेकर बिजली के रेट बढ़ा रही हैं। जब कि असलियत यह है कि १२ वर्ष पहले निम्बकर कमेटी ने जो कम से कम ३०) ६० माहवार वेतन नियुक्त किया था वही अभी तक मिलता है जो कि आज के समय में बिलकुल ना काफो है। एक तरफ मंहगाई के कारण असली आमदनी घटी है दूसरी तरफ बिजली की सप्लाय में वृद्धि होने के कारण कर्मचारियों पर जिम्मेदारी और काम का बोझ बढ़ा है। क्योंकि वृद्धि के अनुसार स्टाफ में वृद्धि नहीं हुई। बिजली उद्योग आज भी वगैर बिजली के रेट में वृद्धि किये कर्मचारियों की माँग क अनुसार बढ़ोतरी को वगैर नुकसान उठाये बर्दाश्त कर सकती है इस उद्योग को सरकार की ओर से टैक्स में कुछ छूट और बहुत सी रियायतें हैं।

सरकार हर एक उद्योग के लिए वेज बोर्ड के नियम को पहले ही मान चुकी है और कई उद्योगों में वेज बोर्ड बनकर उसके फैसले भी लागू हो रहे हैं फिर क्या धजहं है हमको वेज बोर्ड से वंचित रखा जा रहा है हमारी सरकार खुद एक इखलाकी कैंदी के लिए (मुलाजिम के लिए) जितना खर्च करती है वह बिजली घर के एक कर्मचारी के औसत माहवारो की आय से कम से कम दुगना होता है फिर किस तरह मुमकिन है कि एक घर गिरहस्ती वाला मजदूर इतनी कम तनखाह में अपना और अपने बाल बच्चों का पालन पोषण कर सकता है।

इसलिये यू० पी० के बिजली घरों के कर्मचारियों की फ़ैडरेशन के निर्णय के अनुसार तमाम प्रान्त में आज माँग दिवस मनाया जा रहा है इस अवसर पर हम एक बार फिर सरकार से निवेदन करते हैं कि वह अपने फैसले पर दुबारा ध्यान दे और बिजली के कर्मचारियों के लिये शीघ्र वेज बोर्ड बनाने का ऐलान करे हम आशा करते हैं कि जनता और दूसरे उद्योगों के कर्मचारों व उनकी स्थायें हमारी माँग का पूर्ण समर्थन करेंगे।

वेज बोर्ड लेके रहेंगे।

हमारी माँगें पूरी हों।

इकराम अहसानी प्रधान मंत्री

आगरा इलैक्ट्रिक सप्लाय वर्क्स यूनियन

पावर (हाउस) वर्क्स कैंटीन शहीद परसराम मार्ग, आगरा।

A. I. T. U. C.

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Press Conference

A. I. T. U. C.

I. R. No. Date.

File No. Replied on.

September 19, 1961.

1. The electric workers in U.P. will observe "Wage Board Day" on September 20 to demand the appointment of a Wage Board for electric industry and interim relief till the report of the Wage Board is available.
2. The wages in the electric undertakings run by Martin-Burn at Allahabad, Varanasi, Lucknow, Agra, Mathura, Bareilly, Moradabad and Meerut were fixed by the Nimbkar Labour Enquiry Committee and enforced by the State Government in March 1948. The same pay scales operate till now and have not been revised since then. The wages in other electric concerns in U.P. were fixed by the Adjudication Boards on the same pattern in the years following.
3. We base our demands on the following grounds:
 - a) With the rising spiral of prices the cost of living index has gone up and now stands at 491. The Nimbkar Enquiry Committee fixed the minimum wage at Rs. 30/- per month at 1939 level. Cost of living index has gone up nearly five times and the dearness allowance does not fully compensate the increase in cost of living and the workers suffer a cut in the real wages. Our demand in fact is not a demand for wage increase but against cut in real wages and our purchasing capacity which brings down the standard of living.
 - b) Since the enforcement of the Nimbkar award the company has used two devices to negate the same in practice. Firstly, the workers employed indirectly through the contractor are not paid same pay and attempt has been made to extend the number of employees engaged indirectly through contractor. The issue came up before the Labour Tribunal as early as 1952 and the Tribunal directed that Coal Coolies working in the premises of the concern should be paid the same wages as are paid to those in the direct employment of the company but it has not been implemented as yet. Secondly the work-load of the workers has been increased by

not employing the required number of additional hands with the expansion of production and business.

c) The economic situation has changed. The fifteenth labour Confernece decided in 1957 that the need-based minimum wage should be Rs.125/- per month. The State Government has slept over this decision for the last four years and has taken no steps to revise the wages in the light of the above decision.

d) And the last but not the least -Production and productivity have gone up. Martin & Burn, who enjoy a monopolistic character, earn additional profits due to this facto at the cost of workers and consumers. The workers should get a share from the increased income to better their standard of living and the consumers also should get relief by a lowering of the rates.

We give some relavent figures to prove our contention.

Total number of units generated at Lucknow in 1947 (March) was 18,62400 and in 1961 (March) 5906120. Apart from the electric power generated the company purchased 360080 units from the Hydel for distribution at a profit. Total number of connections in 1947 w^o 8,500 and in 1961 34,400. Revenue receipt in 1947 (March) was Rs.1,39447 -14-7 and in 1961 (March) Rs. 9,11173.01 n.p.

Let us compare this with the comparative strength of labour and the wage bill. In 1949 the number of workers (employed directly by the company) was 350 (approximate) and the wage bill Rs.47,000 approximately. In 1961 the number of workers (employed directly by the company) excluding officers) 690 and wage-bill Rs.91000. 350 workmen, generated and distributed 18,62400 units to 8500 consumers and 690 workmen generated 5906120 units and distributed 5906120 plus 56080 i.e. 6266200 units to 34,400 consumers. The relative cost on this count being about Rs.47300 and Rs. 91000. This does not include the coal-coolies employed through the contractor but they are unjustly paid less for doing the same job and cost less. Unfortunately we do not have the figures at the present.

We are confident that a proper enquiry will reveal that the wage-cost per unit and per consumer has gone down.

4. An attempt has been made to set the consumers against the workers by advancing the plea that increase in electricity rate is justified as the labour cost has gone up. The above figures give a lie to this propoganda.

The cost of production per unit in 1947 was 10 pies or 5 naya paisa in 1947 and in 1961 it was 7 naya paisa. The cost of production has gone up due to other factors (increase in price of coal etc.) by 2 naya paisa only. Even at the rate of 23 naya paisa per unit, there is a margin of 16 naya paisa. The amount of production and distribution of electric power having gone up the profits have gone up inspite of a slight rise in cost of production even though the percentage of profit may have gone down slightly. The question is : why should the additional income be usurped by the management alone and not shared by the workers and consumers as well. A proper distribution can give a wage increase to the workers and relief to the consumers by lowering the price and the margin of profit which at present is exorbitant.

5. In conclusion we would like to reemphasise that our demand in the first instance is against cut in the real wages and secondly for a share in the increased income of the company. The Martin & Burn are earning fabulous profits at the cost of the workers and the consumers and inspite of the huge loans drawn from the public exchequer they have failed to satisfy the growing demand for electric power to the detriment of industrial development and employment. Common interests of the workers, the consumers and industrial development demand that this monopoly concern should be nationalised.

Man Mohan Lal
General Secretary
U.P. Electric Supply Co., Workers -
Union., LUCKNOW.

Punjab Electricity Workers' Federation

4528, DAL MANDI STREET,
AMBALA CANTT.

Ref. PEWF/Conf.

Dated 7th September, 1961

The Editor,

The Trade Union Record,
New Delhi.

A. I. T. U. C.	
L.R. No. 3145	Date 8/9
File No.	Reg. Form

Dear sir,

Sub :- Third Annual Delegates' Conference
Press Release.

We with due respects request you to kindly favour us by publishing our news as under in the esteemed columns of your worthy daily news paper.

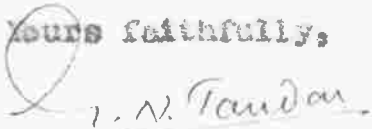
" In a press release made by Shri G.N. Tandon, General Secretary, Punjab Electricity Workers' Federation, it is stated that the Third Annual Delegates' Conference of the Federation shall be held at Ambala Cantt on 1st and 2nd October, 1961.

The Conference would be inaugurated by S. Gian Singh Rarewala, Minister for Irrigation and Power, Punjab State, on 1st October, 61.

Electricity workers employed in various privately managed Electric Undertakings in the State of Punjab shall be participating in the Conference. "

We once again thank you in anticipation for the kind favour.

Yours faithfully,


(G.N. Tandon)
GENERAL SECRETARY.

I.R. *26/11* Date **11 6 OCT 1961**
File No.

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TAMILNAD ELECTRICITY WORKERS' FEDERATION.

5, Ritchie St
Madras -2.
12-10-61

President:
V.G.Rew, Bar-at-law.
Circular No. 31/61

To

The Affiliated Unions, & State Council Members:

Judgement in W.P. 1090 of 1960 Pronounced:
State Council Meeting on 28 & 29 th Oct, 1961:

Dear Friends,

We are glad to communicate to you that the long and anxiously awaited Judgement in W.P.1090 has been pronounced by Hon. Justice Jagadeesa Iyer, Madras High Court, this 12th Day of Oct.1961. The judgement has covered at length the present case as well as the rulings of the Supreme Court in Firestone Rubber Co., Bakra vs State of Bihar, Swadeshi Mitran etc., and states that the necessary ingredients for Mandamus are present in this case. However as the Court does not wish to usurp the powers of the State, it directs the Govt. of Madras to issue fresh Orders in accordance with Sec.10 (i) read with 12 (5) of the I.D.Act. This is what we have been able to hear of the judgement and the full judgement copy, we hope to obtain as quickly as possible, with your active co-operation. This ~~is~~ you will see is very favourable to the prayer in our Petition. You are requested to give necessary popularisation among the workmen and the democratic supporters to our Just Cause.

Secondly as the next Board meeting is scheduled for 24th, & the Consultative Council meeting ~~is~~ ~~on~~ ~~26th~~ ~~on~~ 26th, we consider it advisable to have the State Council meeting of the Federation on 28th & 29th Oct.1961, with the same agenda instead of 22nd Oct.61. We hope and trust that this will meet with the general consent of the members.

3) Further the following is indicated for your urgent and serious consideration and if acceptable, ~~is~~ to be acted upon by you and necessary steps taken. An Emergency Fund for the Federation at the rate of Rs.3/- per member is to be collected in the Deepavali Advance ~~that~~ is likely to be paid in the 4th week of this month. The allocation & other points can be decided subsequently. Such a collection in spite of initial difficulties, if any, is very essential to enable fulfillment of the necessary & urgent tasks facing the workmen and the Federation in the next 4 weeks. We regret our inability to furnish further details in this regard in this circular.

Awaiting your active and full co-operation.

Yours fraternally,

S. C. Krishnan
General Secretary. 12/11/61

Pl. act. & send detailed Report on these things held.

To: .

The Chief Secretary,
Govt. of Madhya Pradesh,
Bhopal.

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Indore,
dt. 28-6-61.

Representation by the Power House employees,
M.P. Electricity Board, Indore for exemption
from membership of the Employees State
Insurance Corporation.

Sir,

We, the undersigned beg to submit the following
for your consideration and necessary action.

- 1) We are the M.P. Electricity Board, Power House Employees working at Indore.
- 2) Our establishment has come under the operation of the Employees State Insurance Act, 1948 with effect from 1-1-60 and the contributions as per the schedule of the Act are going to be deducted from our salaries for June '61 though most of us have not even filled up the declaration forms for the above contribution.
- 3.) As formerly we were Govt. servants and were eligible for all medical benefits available to Govt. servants, the M.P. Electricity Board took up our services on the same terms and conditions of service as of the State Govt.
- 4) Now, we are being made to contribute towards the Employees State Insurance Scheme. The medical benefits which we are already getting from the Board are atleast equivalent to the benefits provided by the said scheme. We are already getting the benefits of the free medical help from the M.Y. Hospital and re-imburement from the Board for special medical treatment. Also a compensation in case of permanent or temporary disability is paid to us.
- 5) In view of the above facts we request that we may be exempted from the operation of the E.S.I. Act., 1948.
- 6) We finally request the State Govt. to notify its decision on the subject within a fortnight that further suitable action might be taken by us in this direction.

Submitted by the
Power House Employees,
M.P. Elec. Board, Indore.

Copy to:-

1. The Union Labour, Minister, Central Govt. Secretariat, New-Delhi.
2. The Labour Minister, Govt. of Madhya Pradesh, Bhopal, M.P.
3. The Chairman, M.P. E.B., Jabalpur, M.P.
4. The Superintending Engineer, W.C. M.P. E. B., Indore.
5. The Regional Director, Employees State Insurance Corporation, Indore,

for information and necessary action.

True Copy

प्रति,
श्रीमान् अध्यक्ष,
उप-समिति,
केंद्रीय हरिजन कल्याण मंत्रण परिषद,
नई दिल्ली



बिषय - मेहतर मजदूरों के काम के घंटों के संबंध में ।

प्रिय महीदय,

हरिजनों की कल्याण के लिये शासन को सुफाब देने हेतु आपने देश के विभिन्न शहरों का दौरा कर अनेकों अनुभव प्राप्त किया है । अतः आपसे कुछ जानकारी की आशा से यह पत्र लिख रहा हूँ ।

जब आप रायपुर में दिनांक १६ मार्च ६० को दौर पर आये थे तब आपको यहाँ के मेहतर मजदूरों के बाबत जो रायपुर म्युनिसिपल कमेटी के मातहत काम करते हैं - जानकारी प्राप्त हुई है ।

रायपुर म्युनिसिपल कमेटी के मातहत फिलहाल ६४० सफाई मजदूर काम करते हैं । जिनमें से डेरा में (प्राइवेट लैट्रिन) लगभग २५० मेहतर महिलायें काम करती हैं । म्युनिसिपल कमेटी की स्थापना से लेकर अभी तक ये महिलायें (प्राइवेट लैट्रिन में काम करने वाली) प्रति दिन एक जून ही (६ बजे सुबह से १२ व १ बजे तक) काम करती आ रही थीं । किन्तु नगर पालिका ने यकायक जून ६१ से प्रतिदिन दोनों जून - (६ बजे सुबह से ११ बजे तथा २ बजे से ५ बजे शाम तक काम पर आने के लिये आदेश दिया । जाहिर है - उन महिलाओं में असंतोष फैल गया चूंकि दोनों जून काम पर नहीं आने पर आधी वेतन काटना भी आरंभ कर दिया गया । मेहतर मजदूर हड़ताल के लिये आमदा हो गये । शहर के नागरिकों की मलाई को ध्यान रख कर यूनियन ने हड़ताल टालने के लिये - सम्फौत के लिये हुई मीटिंग में काम के घंटों की समस्या को औद्योगिक अदालत में पेश किया जाना स्वीकार कर लिया । जब तक मामला अदालत में रहेगा तब तक लगातार आठ घंटे के लिये हमें तैयार होना पड़ा ।

किन्तु लगातार आठ घंटे काम करने से महिलाओं को काफी मुसिबत उठानी पड़ रही है चूंकि वे ६ बजे सुबह से २ बजे दोपहर तक काम पर रहती हैं । उसके बाद नहाना, पकाना, खाना आदि कार्यों के लिये काफी धेर हो जाती है । अनेकों महिलाओं में दूध पीते बच्चे हैं । जाहिर है उन्हें बच्चों को दूध पिलाने से भी वंचित रहना पड़ता है । उनके पति हैं जिन्हें दो बजे वापस काम पर आना पड़ता है यह सब दिक्कत इसी आशा से बर्दास्त कर रही है कि अदालत से फौसला कुछ दिनों के अन्दर उनके पदा में होगा ।



Handwritten text at the top of the page, possibly a reference number or date.

आपसे अनुरोध है कि कृपया निम्न जानकारी पत्र भर्जन की कृपा यथा शीघ्र करें ताकि औद्योगिक अदालत में हम पेश कर सकें :-

हमारे देश के किन शहरों में प्राइवेट लैट्रिन में काम करने वाली सफाई महिलाओं को प्रति दिन दो बार काम पर आना पड़ता है तथा किन शहरों में सिर्फ एक ही बार लगातार कितने घंटों तक काम करना पड़ता है।

स्मरण रहे रायपुर में भेला ढोने की प्रथा सिर से ही (टोकना द्वारा) होता है।

इस प्रकार की अमानवीय प्रथा के रहते हुए दिन में दोनो बार काम पर आना भरे विचार में आप स्वयं भी इन्कार करने की राय देंगे।

आशा है, आप यथा शीघ्र हमें उपर्युक्त जानकारी तथा सुझाव देने की कृपा करेंगे।

सवन्ववाद,

शारदा चौक, रायपुर
दिनांक १४-८-१९६९

भवदीय,

Sd. रामशाय तिवारी

अध्यक्ष,

स्वीपर्स यूनियन, रायपुर

पुनश्च :- सिर से भेला ढोने की प्रथा के सम्बन्ध में :-

स्थानीय म्यूनिसिपल कमेटी उन्हीं हाथ गाड़ियों को अल में लाने के लिये महिला भेतर मजदूरों को बाध्य कर रही है जिस आपने रायपुर के दौरे के समय अनुपयोगी कहा था और सलाह दिया था कि दूसरी गाड़ियों का इन्तजाम करना चाहिये। आपके उचित कथन की वीर ध्यान आकर्षित करने पर हमें यह जबाब दिया जाता है कि गाड़ियों के लिये हजारों रुपये व्यय हो चुका है, अतस्म जब तक यह सराब न हो जाये तब तक उपयोग में लाने के लिये बाध्य करना होगा।

Sd. -
अध्यक्ष,
स्वीपर्स यूनियन रायपुर

ANDHRA PRADESH MEDICAL EMPLOYEES UNION, (Regd. No. 1725.)
H. O. VISAKHAPATNAM.

President:
M.V. Bhadram,

General Secretary:
K. Gurumurthy,
Ref. No. Disp. 325/R/61.

Maharanipeta, P.O.
Visakhapatnam-2.
Dated 18th Nov. 1961.

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To
The Secretary to Government,
Health, Housing & Municipal Administration Department,
Andhra Pradesh, Hyderabad-Dn.

Dear Sir,

Sub:- Resolutions passed by the 3rd Conference of
the Andhra Pradesh Medical Employees Union.

I am herewith enclosing the resolutions passed by the 3rd Conference of the Andhra Pradesh Medical Employees Union held at Eluru on 11th & 12th of this month, under Presidentship of Sri M.V. Bhadram, President of the Union, for your information and necessary action.

RESOLUTIONS:-

1. "There is a feeling among the public that the employees of the various Hospitals in the State are not kind towards the patients. In this connection the Conference is of the opinion that serving the sick is a noble cause and urge upon the employees to be kind towards the patients.

This Conference, in this connection decides that a 'COURTESY WEEK' should be observed from 1-1-1962 to 7-1-1962 in all the Medical Institutions in the State."

2. "The wife of the Hospital Cook Sri Subba Rao was admitted in the Maternity ward of Govt. General Hospital, Guntur. When the labour pains began on 4-11-61 the Nurse on duty sent a memo to the Doctor to see the patient. As the Doctor did not turn up and the condition of the patient was bad a reminder was sent, but in vain. It is said the patient died immediately after the delivery. It is presumed that the patient died because of the indifference of the Doctor. Therefore the Conference requests the Government to investigate into the matter and punish the guilty and thereby help induce the spirit of dutyfulness in the employees."

3. "Because of some of the recent incidents it is felt that there is indifference in the Hospitals. Consequently there is danger to the life of the patients, wastage of public money some times and some times the last grade employees becoming victims. For example, a new born child was eaten away by a dog recently in Guntur General Hospital; the Water pump sets of Bore-Wells in King George Hospital, Visakhapatnam costing about 40 thousands of Rupees was spoiled due to the inefficiency and carelessness of the Bore-well Driver KONDANNA and irresponsible administration of the Institution; putting time expired costly Drugs in drain in Guntur General Hospital (A complaint together with the Photos was sent to the Government by the ~~Branch~~ President of the Branch Union) and the loss of RADIUM NEEDLES costing about Rs. 1200/- in King George Hospital, Visakhapatnam.

This Conference, therefore requests the Government to enquire into these and take appropriate action."

4. "With regard to the removal of anomalies and the revision of pay scales of those categories which did not receive proper attention by the Pay Committee, the Government have in

their G.O.Ms.No.2908 Health dated 20-12-1960 appointed a 'Departmental Committee' for the purpose. Nearly an year passed since then. Yet the Committee has not completed its work. Therefore this Conference requests the Government to take immediate steps to see that the Committee completes its work at an early date."

5. "A cloth bundle in Govt. Head Quarters Hospital, Masulipatnam was said to have been lost. The cost of the same which is about Rs.300/- was recovered from the pay of the employees. Subsequent to the recovery the bundle was found in the Hospital itself (and it is still there) and the employees approached the authorities concerned to refund the amounts already recovered from their pay. The Officer, it appears, has told them that since it was recorded as lost and hence it is lost and no refund could be made. This Conference therefore, requests the Government to enquire into the matter and order the refund of the recovered amount to the concerned employees."

6. "CHARTER OF DEMANDS OF THE EMPLOYEES:-

This Conference expresses its deep felt dissatisfaction about the negligent attitude adopted by the Government to the repeated requests and Memoranda submitted by the Union on 10-6-1960, 13-10-1960, 26-10-1960 and 25-2-1961 incorporating the main demands most of which had already been agreed to by the Government in the Settlement of Memorandum dated 12-3-1959. The Conference sincerely hopes that the Government would take a sympathetic attitude towards the employees keeping in view the directives of the 15th & 16th Indian Labour Conference.

We requests that, along with the implementation of the demands in the above said agreement, the Government would also be kind enough to give consideration to and make favourable decisions on the following demands:

(1) The entire Dearness Allowance now being given shall be completely merged with the basic wage and an additional D.A. commensurate with the cost of living index shall be granted.

(2) Since the employees in the Medical Department are serving patients suffering from various kinds of infection and it is known that about 25% of them are falling victims to the infection it has been demanded by the Union since 1953 to grant 'Risk Allowance' to the employees who are in risk of getting infected, but till now there is no favourable decision from the Government* to concede the following kinds of allowances to such employees;

(a) that a Medical Risk Allowance to the extent of 45% of the basic wage shall be sanctioned;

(b) that a special deliterious allowance of Rs.10/- shall be sanctioned to such employees as are working in services endangering life;

(c) that a 'RATION ALLOWANCE' as in the case of Nurses shall be sanctioned to the employees who are regularly serving the patients in the Hospitals and Medical Colleges since they require nutritious food in order to develop resistance against diseases they are likely to contract.

(3) Since the Pay Committee has arbitrarily fixed the pay scales of the Technical staff such as Compounders, Health Inspectors, Mechanics, Painters, Tailors, Fitters, Carpenters, Artist draftsmen, and Technicians etc. without consulting the representatives of the Unions. This Conference requests the Government that the 'Departmental Committee' appointed for the purpose to set right the anomalies in the said pay scales of above posts vide G.O.Ms.No.2908 Health dated 20-12-1960 shall at least now consult the representatives of the Union and refixe the scales of the pay in accordance with

the Memorandum submitted by the Union on 20-1-1961 to the said Committee.

(4) The new scales of pay fixed by the Government in 1958 are not so far being paid to some of the employees in the Andhra Medical College and some of the Hospitals in the State on the plea that there are no definite orders to that effect even though a Budget allotments is being made every year for the purpose. Hence this Conference requests the Government to go into the matter immediately and implement the new scales with retrospective effect from 1-11-1958.

(5) The Contingent service of the employees shall be declared as regular service from 28-4-1953 vide G.O.Ms.No.1593 Health dated 28-4-1953.

(6) All the employees shall be provided with free Quarters as early as possible and before such provision is made a monthly House Rent Allowance of Rs.20/- shall be paid as in the case of Nurses.

(7) In the G.O.Ms.No.1291 Health dated 6-5-1960 and G.O.Ms.No.1785 Health dated 28-6-1960 a Casual Leave of 30 days per year together with a day off in every week had been sanctioned for all the Medical & Health employees. But these G.O's are being implemented only in Telangana area; in the Health department of the Andhra area and the Mental Hospital, Visakhapatnam. In other Institutions in the Andhra area it is not implemented on some plea or other. This Conference requests that the G.O's shall be implemented in all the Institutions without exception; that 8 hours work per day shall be strictly implemented and that any over time work shall be compensated for by paying "OVERTIME WAGES" in accordance with the concerned rules.

(8) For about 70% of the employees in the Medical Department excluding the Ministerial and Nursing staff there is no scope for promotion to higher jobs. In order to create an opportunity for the deserving employees to get promoted from one Class of service to another Class and from one Category of Cadre to another Category a system of 'Departmental Tests' as in the case of Central Government employees shall be introduced.

(9) At present Maternity leave of two months only is being sanctioned to the female employees. This Conference feels that this period is quite inadequate for the employees to recover from their weakness and hence requests the Government to extend the period to 3 months, one month before delivery and two months after.

(10) According to G.O.Ms.No.565 Health dated 28-3-1956 and G.O.Ms.No.1306 Health dated 31-7-1956 the cost of articles lost in the wards and departments is being recovered arbitrarily and unjustly from the employees in the wards even though when they are not responsible for the loss. This system of unjust recovery shall henceforth be stopped by amending the G.O.'s in a suitable way.

(11) One 1st grade Nursing Orderly post for every seven 2nd grade Nursing Orderlies posts shall be created in accordance with G.O.Ms.No.1131 P.H. dated 7-5-1930.

(12) Where as according to the Memorandum of Settlement dated 12-3-1959 only 70% of the staff so far have been regularised and confirmed, this Conference requests the Government to implement it with regard to the remaining employees also. Similarly the number of the employees should be enhanced by 10% according to the same Memorandum of Settlement.

(13) Some of the active workers of the Union are being transferred vindictively from place to place. There should not be any arbitrary transfers here after and all those who have been transferred shall be called back to their original places.

(14) Various appeals and petitions sent on behalf of either individual employees or Unions to the Medical Directorate are either pending in the office or remain unreplied for years together. Some times we get oral replies that the concerned papers and records are missing from the Office. As such the employees are put to lot of difficulties especially with regard to the fixation of new pay-scales, Pensions, arrears of pay, appeals with regard to disciplinary actions etc. thus flouting the 'Code of Discipline' endorsed by the 15th Indian Labour Conference and accepted by the Director of Medical Services in the Departmental Officers meeting held on 4-5-61. Hence this Conference urges upon the Government to reconstitute the Directorate in such a way as to avoid red-tapitism and facilitate quick response.

(15) It has been found from our past experience that the administrative officers recruited from Medical services are failing to run the administration properly and smoothly. Hence this Conference urges upon the Government to appoint Non-Medical officers who can be more efficient in maintaining proper industrial relations.

(16) Some of the local officers are trying to create dissensions among their employees by showing favouritism to some sections and victimising some other sections, thus creating a ground for discontentment and indiscipline. Hence this Conference requests the Government to issue necessary instructions to the local officers to be impartial towards their employees."

7. "The Conference has unanimously elected the following personnel to the posts noted against each name.

President: Sri M.V. Bhadram, (Visakhapatnam)

Vice-Presidents: ~~Sr~~ Dr. Raj Bahudur Gour, M.P. (Hyderabad)

-do- Sri B. Dharmabhikshan, M.L.A. (Nalgonda)

-do- Sri Kunchi Appa Rao, M.C. (Eluru)

-do- Sri R. Nagayya, (Guntur)

General Secretary: Sri K. Gurumurthy, (Visakhapatnam)


Secretaries: Sri K. Prasada Rao, (Guntur)

-do- Sri G. Ramachandrar, (Hyderabad city)

-do- Sri Md. Abibullah, (Hyderabad city)

Treasurer: Sri Y. Somayya, (Visakhapatnam)

Yours faithfully,


General Secretary,

Andhra Pradesh Medical Employees Union
Hyderabad

G.C. to the Chief Secretary to Government, Andhra Pradesh, for necessary action.

" The Secretary to Government, Home (Labour II) Dept. Andhra Pradesh, Hyderabad, for necessary action.

" The Director of Medical Services, Andhra Pradesh, Hyderabad.

" The Commissioner of Labour, Andhra Pradesh, Hyderabad.

" All the Superintendents of Hospitals & District Medical Officers, For information.

" All the Principals of Medical Colleges, for information.

" All the Heads Special Departments for information.

" The General Secretary, All India Trade Union Congress, Delhi.

" The General Secretary, A.P. T.U.C. Hyderabad.

" The Secretary-General, All India Medical Health Employees Federation, Calcutta.

The Cooch Behar Municipality Workers Union

DABRI MAHALLA. P. O. COOCH BEHAR.

Affiliated to All India Trade Union Congress

Registered Under Indian Trade Union Act of 1926.

NO. 4747.

From:

President—Sri Debi Prosad Neogi

Secretary— ~~Sri Pradyut Narayan Bose~~

Sri Ramji Tewari.

COOCH BEHAR

Dated the _____ 196

Ref. No. _____

SUBJECT—

To

Sir,

A. I. T. U. C.	
I. R. No. 2265	Date 1 AUG 1961
File No.	Replied on.

The 2nd Annual Conference of the Cooch Behar Municipality workers Union in the Dabri mahalla held on 30.7.61. has elected the following office bearers.

President : Sri Debi Prosad Neogi, Commissioner, Cooch Behar Municipality.

Vice-Presidents (1) Pradyut Narayan Bose, employee, Cooch Behar Municipality.

(2) Balgobind Harijan, employee, Cooch Behar Municipality.

Secretary : Sri Ramji Tewari, Retrenched employee of the Cooch Behar Municipality.

Assistant Secretary : Sri Mohan Lal Harijan, employee, Cooch Behar Municipality.

Cashier : Sri Monoranjan Kundoo, employee, Cooch Behar Municipality.

The conference passed unanimously the following resolutions on demanding,

- a) To stop imposing ~~max~~ fine of the 1/10th of the basic pay on the night soil cleaners & N.S. Cart drivers started from July, 1959, The Union considers it unjustified for mass fining for an indefinite period.
- b) To re-instate Sri Ramji Tewari, a peon, who served this Municipality, for 22 years with credit & who was dismissed on a vague charge of working detrimental to the interest of the Cooch Behar Municipality. He was not even given chance to defend himself.
- c) This conference ^{demands} demanded all arrears of weekly rest with retrospective effect from the period from 1958 November, to

to December, 1960, compensatory allowance, weekly rest to all categories of employees with market peons and light men, abolition of pro-rata basis to those employees who are practically working as a quasi-permanent, employee of this Municipality, (viz. Harijan, drains coolies are getting Rs.42/- and drain coolies are getting Rs.52/-) re-introduction of casual leave for 15 days to all Harijans employees of this Municipality construction of shed where the Harijans assemble to receive payment which is open to sun & rain.

(d) Permanency of all categories of harijan employees of the Municipality.

(e) Repair of the former school room, appointment of teachers to facilitate for the free-education of Harijan children.

(f) To re-organise Harijan Mahalla of Dabri on Scientific basis from the view point of Sanitation and to construct new residential quarters for the Harijans employees.

(g) re-introduction of cash allowance of Rs.2/- to all categories of Harijan employees, peons & coolies with retrospective effect, which was stopped after the introduction of Minimum wages act in the Cooch Behar Municipality.

(h) to stop victimisation, punishing transfer, verbal suspension for Union activities and transfer from one section to another of the Harijan employees out of nothing.

(h) To construct an attendance record room in the Mahalla to facilitate the Zamdars for their efficient working.

(i) Immediate increase of numbers of the nightsoil carts which is at present less than 50% of the total requirement.

(j) Immediate payment for the period of strike from 6th October, to 10th October, 1959, which was ^{launched} connected after serving proper notice to the Municipality as required by the rules of "Trade Union Act of 1926.

(k) Recognition of the Cooch Behar Municipality workers Union
the Municipal authority.

Lastly, this newly elected office bearers seek all sorts
friendly co-operation from the Municipal authority for the be-
ment of the relations between the Union & Municipality and ge-
up-liftment of the ^{standards} of the most poor and down trodden
employees of this Municipality. The long & outstanding demands
require peaceful solution to stabilise the prestige of the
Municipality.

Sd. Ramji Tewari.
30.7.61.

President of the meeting,
The Cooch Behar Municipality
Workers Union, Cooch Behar

Memo No. 59/C.B.M.W.U.

Copy forwarded to the

- 1) Chairman, Cooch Behar Municipality.
- 2) Deputy Labour Commissioner, New Secretariate Buildings,
11th Floor, Calcutta.
- 3) Labour Officer, Dinbazar, Jalpaiguri.
- 4) Inspector, Enforcement Minimum wages act,
11th Floor, New Secretariat Buildings, Calcutta.
- 5) Secretary, B.P.T.U.S., 249, Bepin Ganguly Street,
Calcutta- 12.
- 6) General Secretary, A.I.T.U.C. 4 Asoke Road
New Delhi.
- 7) Sri Balai Chatterjee, General Secretary,
The West Bengal Municipal Employees Federation.
- 8) The Secretary,
The Cooch Behar Municipal Employees Association,
Cooch Behar.

Ramji Tewari
Secretary, 7-8-61
The Cooch Behar Municipality
Workers Union,
Cooch Behar.

बम्बई व मध्यप्रदेश मेहतर फेडरेशन

Bombay & Madhyapradesh Mehtar Fedration

अध्यक्ष : भैर्यालाल समन्धे
जन. सेक्रेटरी : एस. चौधमल

A. I. T. 24. MAR 1961
Received 882-62-3-8
Replied.....

कार्यालय, तिलक पुतला,
महाल, नागपुर-२.

क्रमांक

ता. १८ फरवरी १९६१

श्री. प्रोफेसर जे. डी. बनन ल
चेयरमन प्रेसिडेन्टल कौमटी
ब्लड कौन्सिल ऑफ पीस
१४ मुन्सी निकेतन कमला मार्केट
न्यु देहली

297

प्रिय महाशक्ती

आपके भारत के आगमन पर हमे बेहद खुशी हो रही है. इस अवसर पर हम आपका सहस्र स्वागत करते है. आशा है आप, हमारा स्वागत तथा अभिवादन स्विकार करेंगे.

हम शुन तमाम प्रतिनिधीयों का स्वागत करेंगे जो कि, न्यु देहली मे पीस कान्फरेन्स मे हिस्सा लेने आ गये है. हम यह आशा करते है कि, हमारी सदीच्छा शुन तक पहुचेगी.

जब यह परिषद अत्यंत महत्वपूर्ण सवालों को लेकर होने जा रही है, हम पूर्ण तथा सहमत है. हम आशा करते है, कि परिषद, सन्न साम्राज्यवादीयों के मुद्द के मन्सुबे को रोकने मे कामयाब होगी. स्वाधिनता के लठ रहे योधाओं का समर्थन करेगी. कांगो की समस्या जो कि, साम्राज्यवादीयों ने निर्माण की है, उसे हल करने मे मदतगार होगी.

अल्जेरीया के हंगामी सरकार का अत्साह को बढायेगी. लाओस के जनता के लढाई मेमेन्न को सही दृष्टी दे देखा जायेगा.

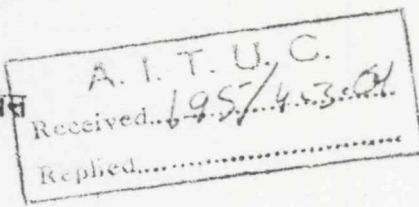
आशा है कि, यह जागतिक परिषद विश्व मे शान्ति कायम करने सफल होगी. हम अ शान्ति के दिये जो कार्यक्रम निश्चित होगा, उसे कार्यान्वित करने मे अपनी ताकद से पुरा करने मे सहयोग देगे.

अभिवादन तथा प्रणाम के साथ,

श्री. ए. व. ए. सिंह अध्यक्ष
अध्यक्ष श्री. ए. व. ए. सिंह के
र. २३/२/६१

आपका
(एस. चौधमल)
जन. सेक्रे.

श्री जनरल सेक्रेटरी
आल इंडिया ट्रेड युनियन कांग्रेस
४ अशोका रोड, नई दिल्ली



तिलक पुतले के पास
नागपूर ता. १-३-६१

प्रिय कांग्रेस ड

- नागपूर मेहतर समा के सेक्रेटरी श्री मैथालाल समन्ध्रे ने ता. १८-२-६१ से मेहतर तथा कारपोरेशन कर्मचारीयों की निम्न प्रकार की मांगों के बाबत मुकहडताल शुरू किया था.
१. मुझुमदार अवार्ड का बकाया १९५६ मार्च से मेहतर कर्मचारीयों को मिलना चाहिये.
 २. सरकारी कर्मचारीयों के मुताबीक महागाई मत्ते मे १-५-६० से तरक्की दिया जाय.
 ३. बाई मेहतर कर्मचारीयों को ३ महा जचकी की छुटी दिया जाय.
 ४. कारपोरेशन कर्मचारीयों के लिये (मेहतरों को लिये) जो क्वार्टर्स बनाये है, वह मेहतरों के भाडकीके किया जाय.
 ५. महिला मेहतर कर्मचारीयों मेसे जमादार हो तथा गरम ड्रेस दिया जाय.

नागपूर के संगठनों की स्थिती. कारपोरेशन का कर्मचारी साधारणता ६००० ५ छ हजार है, शिक्षक लोगों का संगठन अलग है, कारपोरेशन कर्मचारीयों का संगठन अलग है, राष्ट्रीय सफाई कर्मचारीयों का संगठन अलग है, और नागपूर मेहतर समा का संगठन हमारा है. हमारा संगठन छोडकर बाकी संगठन " इंटक " के मातहत चलते है. हमारे युनियन की सदस्य संख्या ९०० नी सी है. हमारा संगठन सिर्फ मेहतर कर्मचारीयों का है. यह कर्मचारी २००० के लगभग है. कांग्रेसी मेहतरों ने फूट डाला है. लेकिन उनके साथ नहीं के बराबर है. राष्ट्रीय सफाई मजदूरों की स्थिती राष्ट्रीय मुसलमानों के मुताबीक है. हमारा संगठन मजबूत है.

जब हमारे ओरसे आन्दोलन की शुरुवात हो गई, उस समय उपरोक्त ३ संगठनोंकी अकता कायम हो गई. लेकिन उन्होंने मुकहडातल का विरोध नहीं किया. किन्तु राष्ट्रीय सफाई मजदूर युनियन ने काफी विरोध किया है. उनके विरोध के ताबजूद मेहतर कर्मचारी हमारे साथ रहा है. मांगों का स्पष्टीकरण

१९५४ मे मेहतरों के लिये एक अवार्ड मिला था. वह मुझुमदार अवार्ड से प्रसिध्द है. इस अवार्ड से मेहतर कर्मचारी चतुर्थ श्रेणी कर्मचारीयों के बराबरी मे जया था. यह हमारी मांगों पर मिला है. कुत्स

इसके बाद १९५५ मे कारपोरेशन कर्मचारी संघ (इंटक) ने मेहतर छोडकर मांगों को पेश किया, और उनको भी १९५६ मे अवार्ड मिला किन्सन्ने वह भी मुझुमदार अवार्ड के नामसे प्रसिध्द है. इसके विरोध मे कारपोरेशन १९६० तक लडती रही, और सुप्रीम कोर्ट का फैसला रहा है, कि १९५६ का मुझुमदार अवार्ड को लागू किया जाय. जब कि, उस अवार्ड मे मेहतरों के नाम जिक्र नहीं था, कारपोरेशन ने मेह तरों को छोडकर बाकी कर्मचारीयों को वह लागू किया. इसके बाद हमारे युनियन ने यह अवार्ड मेहतरों को लागू करने की मांग किया, क्यौ कि, हमारी ओरसे यह दलील दिया कि, मेहतर कर्मचारी यह चतुर्थ श्रेणी का कर्मचारी है, इस लिये हमारा हक्क है. यह अवार्ड मेहतरों को लागू न करने के बाबत कारपोरेशन की दलील यह रही कि, १९५६ वाले अवार्ड मे मेह तरों को नाम नहीं है, इस लिये यह अवार्ड मेहतरों के लिये लागू नहीं किया जा सकता. इसके बाद जब बातचीत तुट गई, उस हालत मे हमारी ओरसे १६-७-६० को हडताल का नोटीस दिया गया. उस समय कारपोरेशन की ओरसे यह कहा गया कि, अगर हडताल वापस लिया जाय तो कारपोरेशन मेहतरों की मांगों पर विचार करेगा. हमारी ओरसे यह कहा गया कि, अगर कारपोरेशन मेहतरों की मांगे विचार मे ले रही है, तब हम हडताल को वापस लेते है. जिस प्रकार से सर्वा हो गई थी, उस प्रकार से कारपोरेशन ने मेहतरों की मांगों पर विचार किया और १९५६ वाला मुझुमदार अवार्ड मेहतरों के लिये लागू किया सिर्फ १-७-६० से, इससे यह हुवा कि, मार्च १९५६ से ३०-६-६० तक का मेहतरों का नुकसान हो गया है. मेहतर छोडकर बाकी कर्म-कर्मचारीयों को पुरा बकाया दिया गया किन्स-

महाराष्ट्र राज्य बनने के फौरन बाद सरकार की ओरसे महागाई मत्ते मे वृद्धी की घोषणा की गई, जिससे ५०) से कम वाले कर्मचारीयों को ५) तथा जादा वालों को १०) इस प्रकार से तरक्की जाहीर हो गई, उसी प्रकार से लोकल बाडीज् कर्मचारी के लिये भी उसी ही प्रकार से अलान हो गया, जिसमे कारपोरेशन का नाम नहीं है. बाकी नगरपालिकाये जो

विदर्भ विभाग में है, फेडरेशन के आन्दोलन के कारण नये प्रकार से ५) महागाई मत्ता बढ़ गया, क्योंकि इस प्रकार के महागाई मत्ते में तरक्की की पूरी रकम सरकार की ओरसे दी जाती है, इस कारण दुसरे नगरपालिकाओं में इस प्रकार कोई तक्लीफ विशेष नहीं हुई.

लेकिन कारपोरेशन यह सवाल सरकार के सामने पेश किया, और मवेत की मांग किया सरकार का जवाब नहोने के कारण कारपोरेशन नया महा मत्ता भी किसी को नहीं दिया, इस प्रकार से मेहतरों को भी नहीं मिला था, इस लिये हमारी ओरसे मुकहडताल में यह सवाल पेश किया कि, तमाम कर्मचारीयों को नया प्रकार से महा मत्ता मिले.

आकोला, अमरावती, नांदेड आदि कई शहरों में बाई कर्मचारीयों को जचकी की छुटी हासील हो गई है, इस प्रकार से नागपुर में सिर्फ दो महीने की जचकी की छुटी मंजूर कि किया, वह भी हमें मान्य नहीं था. कारपोरेशन ने मेहतरों के लिये कई क्वार्टर्स बनाये है. और मेहतर लोग खुशमें रहते है. यह मकान इस लिये मेहतरों के मालकीके होना चाहिये, क्योंकि कि कारपोरेशन को कभी भी मेहतरों को निकालने का मौका नहीं आना चाहिये, मेहतरों को इसके अलावा दुसरे मकान नहीं होते.

ता. १८-२-६१ को ५ बजे मुकहडताल शुरू हो गई, तबसे लगातार छ दिन तक मेहतर सभा की कार्यकारणीने आन्दोलन जारी रखते हुये समझौते के प्रयत्न किये, जब कि, मुकहडताल शुरू हो गई सरकारी लेवर ऑफिस चुप रहा. लेकिन लेवर ऑफिस से हमारी मांगे न्यायपूर्ण है, इस प्रकार से सरकार को रिपोर्ट भेजा.

ता. २१ को विदर्भ विभागीय कमिश्नर से चर्चा की विशेष गुत्साह जनक चर्चा नहीं हुई, और इस कारण समझौता नहीं हो सका. प्रत्यक्ष सरकार हस्तक्षेप करने में समर्थ नहीं है, इस प्रकार का जवाब मिला.

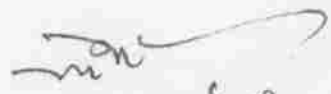
हमारी ओरसे आन्दोलन में और तेजी लाई गई, और मेयर से संबध कायम किया गया, वातावरण अनुकूल दिखाई दिया और केने दो दिने तक चर्चा चलती रही और ता. २४ फरवरी को समझौता हो गया. समझौता इस प्रकार से:-

१. मुजुमदार अकाउंट जो मेहतरों को १९५६ से लागू करना चाहिये, कारपोरेशन के पास फण्ड्स नहीं है, और कारपोरेशन ने सरकार से मदत की मांग किया है. इस सवाल पर कारपोरेशन तथा मेहतर सभा का संयुक्त शिष्टमंडळ सरकार से मिले, इस समय मदत मंजूर होती है, तब तब बकाया देने के बाबत कोई दिक्कत नहीं होगी. अगर सरकारने नामंजूर किया इस हालत में दोनों पक्षोंने आर्बीट्रेशन मंजूर करना चाहिये.
२. नया महागाई मत्ते का सवाल भी सरकार के सामने है, अगर सरकार की ओरसे इस सवाल मदत नहीं मिलती तब कारपोरेशन नया महा मत्ता शुरू करेगी. ७-४-६१ के बाद ता. १-ता. १-५-६० से जब से सरकारने शुरू किया है.
३. जच की ती महा की छुटी देना मंजूर है, मेहतर सभा ने नॉयलोज में बदल के अर्जी देना चाहिये.
४. मकान मेहतरों के मालकीके होना चाहिये, और अब कारपोरेशन इस सवाल को फौरन कमल में लायेगी. आकी सवालान्त सिध्दा मंजूर है.

यह स्वरूप समझौता का है. हमारी ओरसे मेयर से कहा है कि, आपने जिस प्रकार से लिखित रुप में दिया है, इस हालत में मेयर महाशय ने प्रत्यक्ष मेहतर तथा कारपोरेशन कर्मचारीयों के सभा में उपस्थित होकर स्वयं इस प्रकार से बयान देना चाहिये. प्रथम मुनका इन्कार रहा, और बाद में मेने उनसे विशेष आग्रह करने पर उन्होंने इस चीज को मंजूर भिन्न किया. इस प्रकार से ता. २४-२-६१ को मुकहडताल की समाप्ती हो गई है.

इस आन्दोलन में साधारणता ५००) इकठा हुवा है. मेहतर सभा कार्यकारणी ने इस्कत हिसाब रखा है. मेहतर तथा दुसरा कारपोरेशन कर्मचारीयों में काफी गुत्साह है.

आज तक नागपुर में तीन समय मुकहडताल हुये है, और इस प्रकार का समझौता यह पहीला है. मुकहडताल के दरमियान आज तक स्वयं मेयर ने कभी भी समझौता नहीं किया है.


१-३-६१

नागपुर मेहतर सभा की ओरसे, महानगर पालिका कर्मचारियों की

मांगों के संबंध में स्पष्टीकरण.

नागपुर, फरवरी ८, १९६१.

महाशयजी,

हम समझते हैं कि आप हमारी न्यायोचित मांगों से कमोबेश मात्रा में अवश्य परिचित होंगे. संक्षिप्त में हमारी मांगें निम्न प्रकार हैं.

१. श्री मजूमदार - अवार्ड का फायदा सफाई कर्मचारियों को ता. १-३-१९५६ से फौरन दिया जाय. और नागपुर महानगर पालिका के वकाया कर्मचारियों को भी इस अवार्ड का फायदा इसी तारीख से मिलना चाहिये.
२. ता. १-५-१९६० से महाराष्ट्र राज्य सरकार के सर्कुलर के अनुसार, नागपुर महानगर पालिका के तमाम कर्मचारियों को मेहगाई मत्ते में ५/- रुपये व १०/- रुपये बढ़ाती दी जाय.
३. महानगर पालिका में काम करने वाली सफाई व अन्य महिला कर्मचारियों को जवकी की ३ माह की सवेतन छुट्टी दी जाय.
४. सफाई मजदूरों के लिये जो मकान बनाये गये हैं वे कन्सेशन रेट पर सफाई मजदूरों की मालिकी के किये जाय. तथा मजदूरों से किराये के रूप में अब तक जो पैसा काटा गया है वह तमाम रुपया, मकान की कीमत की किश्त के रूप में जमा समझा जाय.
५. ठंडी के दिनों में पुरुष व महिला कर्मचारियों को गरम ड्रेस दिये जाय.
६. महिला कर्मचारियों को अचि ओहदों पर उनकी योग्यतानुसार बढ़ती दी जाय, व नियुक्ति की जाय.
७. कर्मचारियों के साथ भेदभाव, पक्षपात व अपमानजनक व्यवहार फौरन बन्द किया जाय.
८. ता. १६ जुलाई १९६० की आम हडताल जिन मांगों के लिये होने जा रही थी, उसमें की-वकाया मांगें जल्द पूरी की जाय.

इन मांगों पर नागपुर मेहतर सभा की ओरसे पिछले लगभग दो वर्षों से कारवाई हो रही है. इन मांगों की पूर्ति के लिये सभा ने जुलाई १९६० में आम हडताल करने का निर्णय किया था. परंतु उस समय महानगर पालिका की ओरसे, मांगों के संबंध में आश्वासन दिये जाने के फलस्वरूप सभा ने हडताल की नोटिस वापस ली थी.

महानगर पालिका ने आंशिक रूप से मजूमदार अवार्ड को मंजूर किया है. और इस अवार्ड की सिफारिशों का फायदा १९५६ से ही सिर्फ सफाई मजदूरों को छोड़ कर अन्य कर्मचारियों के लिये लागू किया है. महानगर पालिका के अन्य कर्मचारियों को यह फायदा अक्टूबर १९५६ से दिया गया. लेकिन सिर्फ सफाई कर्मचारी भाई व बहिनो को इस अवार्ड का फायदा दिया तो गया परंतु वह ता. १-७-१९६० से दिया गया है. प्रश्न रह गया है ता. १-३-१९५६ से ता. १-७-१९६० के बीच के अरसे के अरिअर्स सिर्फ सफाई मजदूरों को देने का सवाल है. यह कुल ४ साल ४ महिने के अरिअर्स मिलने चाहिये.

इसलिये जब तमाम कर्मचारियों को मजूमदार अवार्ड का फायदा १-३-१९५६ से दिया गया तब सिर्फ सफाई कर्मचारियों को ही कथों १-७-६० से दिया गया। अन्हें भी यह फायदा १-३-१९५६ से ही मिलना चाहिये।

१९५४ में मेहतर कर्मचारियों को जो अवार्ड मिला था अंसमें महानगर पालिका के सफाई कर्मचारियों सहित सभी कर्मचारियों को सरकार के चतुर्थ श्रेणी के कर्मचारियों के स्तर पर मंजूर किया गया है। और इसी अवार्ड ने सफाई कर्मचारियों व महानगर पालिका के अन्य कर्मचारियों में कोई फर्क नहीं है यह स्पस्ट कर दिया था।

इसी आधार पर मजूमदार अवार्ड में यह स्पस्ट कर दिया गया कि जब सफाई कर्मचारियों को सरकारी चतुर्थ श्रेणी के कर्मचारी के समान वेतन जिस तरह दिया जा रहा है उसी तरह अन्हें सरकारी चतुर्थ श्रेणी कर्मचारी के समान मेंगाई भत्ता भी दिया जाना चाहिये।

इस सवाल पर महानगर पालिका खामोश क्यों है ? जबकि आज तक मेहतर कर्मचारियों को अन्य कर्मचारियों के मुताबिक सुविधाएं प्राप्त हैं।

ता. १-५-१९६० से महाराष्ट्र राज्य सरकारने मेंगाई भत्ते में, ५०/- रु. मासिक वेतन पाने वालों के लिये ५/- रु. और ५१/- रु. मासिक से अधिक वेतन पाने वालों के लिये १०/- रु. वृद्धि करने की घोषणा की है। नागपुर महानगर की अपने कर्मचारियों को सरकारी कर्मचारियों के मुताबिक मेंगाई भत्ता देने की परंपरा होने के बावजूद अभी तक यह ५/- रु. और १०/- रु. मेंगाई भत्ते में वृद्धि का प्रश्न क्यों हल नहीं कर रही है। जबकि पूरे विदर्भ विभाग की लगभग तमाम नगर पालिकाओं अपने कर्मचारियों को इस प्रकार बढा हुआ मेंगाई भत्ता दे रही हैं। नागपुर महानगर पालिका से छोटी नगर पालिकाओं के कर्मचारियों को जब यह बढी हुई मेंगाई भत्ते का फायदा हासिल हो चुका है तब नागपुर महानगर पालिका इस संबंध में अब तक क्यों निराशा रुख अस्तिधार किये हुअे है।

अमरावती, आकोला, आर्दी आदि विदर्भ के कई शहरों की नगर पालिकाओं की महिला कर्मचारियों को जचकी के लिये ३ माह की सवेतन छुट्टी प्राप्त होरही है। नागपुर जैसे अुप-राजधानी वाले शहर में महानगर पालिका महिला कर्मचारियों को सिर्फ २ माह की जचकी की छुट्टी दे रही है। ऐसा भी आखिर क्यों ? क्या यह आश्चर्य की बात नहीं।

जहां तक महानगर पालिका के सफाई कर्मचारियों के लिये मकानों की सुविधा का सवाल है अुस संबंध में हमारा कहना है कि जो क्वार्टर्स सफाई कर्मचारियों के लिये बनाये गये हैं वे कन्वेंशन रेट पर सफाई कर्मचारियों की खुद मालिकी के कर दिये जाने और कर्मचारियों से किराये के रूप में अब तक जितना रुपया काटा गया है वह सब मकान की कीमत की किश्तों में जमा समझा जाना चाहिये। महानगर पालिकाने इसे मंजूर किया है। हरिजनों के लिये जो सुविधाएं प्राप्त हैं अुस मुताबिक हम इन मकानों की नूनतम कीमत देने के लिये तैयार हैं। परंतु महानगर पालिका अमल नहीं कर रही है।

इसी प्रकार अन्य मांगों के संबंध में भी नागपुर महानगर पालिका बुदासीनता वरत रही है.

हमारी ओरसे जिन मांगों को महानगर पालिका के सामने पेश किया गया है वे अत्यन्त न्यायोचित और कमसेकम हैं. आज महाराष्ट्र राज्य में विशेषतः बम्बई और पूना के महानगर पालिका कर्मचारियों को जो सुविधाएं मिल रही हैं अतनी भी आज हमने नहीं मांगीं हैं. हमारी मांगें पूरी करने से नागपुर महानगर पालिका पर कोई अतिरिक्त बोझ भी नहीं पड़ेगा तथा किसी प्रकार के नये टैक्स भी नहीं लगाने पड़ेंगे. वलिक असलियत यह है कि इस प्रकार के कोई प्रश्न ही नहीं बुठते.

इन मांगों को हासिल करने के नागपुर मेहतर सभा की ओर से नागपुर महानगर पालिका के अधिकारियों से तथा राज्य सरकार के मुख्य मंत्री व अन्य मंत्रियों से, विभागीय कमिश्नर और कलेक्टर से, लेबर कमिश्नर व डेप्युटी लेबर कमिश्नर से अनेकों वार प्रत्यक्ष मिला गया है. उनके सामने भी यह मांगें प्रस्तुत की गईं हैं. इन सभी अधिकारियों ने हमारी इन मांगों को पूर्णतया न्यायोचित तथा जल्द पूरा किये जाने लायक बतलाया है. और यह मांगें ज़ोरन पूरी की जाय इस प्रकार सहयोग देने व विशेष ध्यान देने और मांगों को पूरा करने के आश्वासन दिये हैं. नागपुर मेहतर सभा का प्रतिनिधि-मंडल महानगर पालिका के कमिश्नर श्री. अस्.अन्. लिमये से ता. ११-१-१९६१ को मिला है. और उनके सामने अनेक वार और यह मांगें पूरी किये जाने का प्रश्न पेश किया है. श्री. कमिश्नर ने भी हमारी मांगों को न्यायोचित बतलाते हुअे सरकारसे पैसा प्राप्त होते ही सवाल हल करने की बात कही है. साथ ही अन्हों ने यह भी कहा कि ता. १-३-१९५६ से ता. १-७-१९६० तक के बीच के ४ साल ४ महिनों का मजूमदार अवार्ड का बकाया देने पर भी विचार चालू है यह भी कहा है.

इसलिये महानगर पालिका व राज्य सरकार की सफाई कर्मचारियों के संबंध में जो नीतियां चल रही हैं अन्हें देखते हुअे, नागपुर मेहतर सभा को को. भैयालाल समन्द्रे मूस-हडताल करें यह निश्चय करना पडा है. क्योंकि आज शहर में चेचक की बीमारी भी फैली हुई है इसलिये सफाई की आवश्यकता भी बढ गई है. इसलिये मेहतर सभा ने आम हडताल की नोटिस नहीं दी. यदि शहर में चेचक का प्रकोप न होता तो शायद सभा अपने कर्मचारियों की मांगों की पूर्ति के लिये कोई दूसरा कदम बुठाती.

हम अंत में शहर के दैनिक अखबारों से, अन्य ट्रेड यूनियन नेताओं व संगठनों तथा मजदूरों से यह अपील करते हैं कि वे हमारी न्यायोचित मांगों के साथ सहानुभूति प्रकट करें. और अन्हें हासिल करने के लिये ता. १८-२-१९६१ से शुरू होरहे मूस हडताल का समर्थन करें. और राज्य सरकार व महानगर पालिका से मांग करें कि वह सफाई व अन्य कर्मचारियों की मांगें पूरी करे. हम अंत में दैनिक अखबार के प्रतिनिधियों से अेक वार फिर यह प्रार्थना करते हैं कि हमें पूरा सहयोग प्रदान करेंगे.

आपका,
भैयालाल समन्द्रे

(भैयालाल समन्द्रे)

जनरल सेक्रेटरी, नागपुर मेहतर सभा

LIFE INSURANCE FIELD EMPLOYEES' UNION
Moradabad Unit.

Dated 4th December 1961.

Hon'ble Sir,

I confirm my telegram of date 2.12.61 and reading as under:-

" LIC MANAGEMENT STARTS VICTIMISATION OF WORKERS DEPRIVING RIGHT TO HOLD MEETING AND DEMONSTRATION FIELD OFFICERS SERVED TRANSFER ORDER AT THE YEAREND DISRUPTING BUSINESS TARGET LETTER FOLLOWS".

Herein below I give a background in short of our struggle and the causes leading to the victimisation by the L.I.C. of our comrades by transferring them.

The Life Insurance Field Workers of India hailed Nationalisation of Life Insurance as a boon with solemn promises and determination to make it a success which has been amply demonstrated by the tremendous increase in the amount of life insurance during the past five years of its nationalisation. We had also hoped fervently that with the changed circumstances the lot of the field workers would also improve, the Govt. expected to be a model employer, and their previous exploitation by the erstwhile insurers would cease but that was not to be. Instead not only were several important privileges such as ~~the~~ Annual Bonus granted previously by several top-ranking insurers withdrawn, security of service was also denied even under monopolised business conditions. Hence our demand mainly for Security of Service, Annual Bonus, Regular Increments etc. And to these fundamentals of service our revered Prime Minister of India also agreed as far back as three years from now and directed the people concerned to settle our matter amicably but that sane advice also fell on flat ears.

After protracted negotiations a Joint Committee was after all formed with 3 representatives of the L.I.C. and 3 of the field workers to probe into all our demands and grievances and recommend its decision to the Chairman to be given effect to. The L.I.C. appointed three of its most Senior Officers on the Committee and the Committee, too, had protracted deliberations. Its final recommendations were submitted to the Chairman more than six months ago. At this stage you will naturally feel that the recommendations made unanimously by those 3 Senior Officers of the L.I.C. also, having considered the demands and grievances as just and legitimate, will have been implemented much earlier. But Alas! How paradoxically the L.I.C. not accepting its own people's recommendations! And trying to delay and side track the issue leaving no alternative for us but to agitate peacefully after having failed in our persistent demand for such implementation and the transfers are the result of this peaceful agitation. A transfer of a field worker from its established field ~~area~~ of operation where he commands respect and credit to a new area without any contacts and influences can only lead to loss of business by the field worker culminating very probably in his termination which appears to be indirectly aimed at by the Corporation. And a transfer at this time of the year is all the more ruinous to the field worker's career. Of course, it is also detrimental to the interest of business.

P.T.O.

I trust I have been clear enough in explaining to your honour the background of the agitation and the consequent transfers which are nothing short of victimisation. Hence our prayer to you to take up our cause for a just solution.

With the highest regards and gratitude,

Yours respectfully,

D. D. Puri,
Secretary.

Sri, E. A. Dange
Member of Lok Sabha,
New Delhi.

LIFE INSURANCE FIELD EMPLOYEES' UNION.
ALLAHABAD BR.UNIT

PRESIDENT; SRI KS WASU,
GENL. SECRETARY; SRI RD AGARWAL.

32-MG Marg,
Allahabad.

Dated 30th November, 1961

Sri S. A. Dange,
Member of Parliament,
New Delhi.

Dear Sir,

I presume that you must have received my telegram sent to you on the 27th instant which reads as under:

" LIC MANAGEMENT STARTS VICTIMISATION OF WORKERS DEPARTING RIGHT TO HOLD MEETING AND DEMONSTRATION STOP FIELD OFFICERS SERVED TRANSFER ORDERS AT THE YEAR END DISRUPTING BUSINESS TARGET STOP LETTER FOLLOWS

SECRETARY FIELD WORKERS' UNION"

I feel it is necessary for me to tell you in brief the sad predicament in which we, the entire lot of Field Workers of the Life Insurance Corporation of India, find ourselves today!

Five years have passed since the Life Insurance Corporation of India was established and nothing at all has been done so far by way of removing our grievances, and settling our service conditions although as far back as in 1957, we as member of National Federation of Field Workers Union, presented to the LIC Chairman, our charter of demands, the main issue being regular service conditions and grant of annual cash bonus. After prolonged discussions, it was agreed that both the LIC management and the National Federation should constitute a Joint Committee to study the entire problem in detail and forward its recommendations. The Committee as it was formed consisted of 3 Sr. officers of the Corporation and 3 Field officers representing the National Federation of Insurance Field Workers of India.

The Committee met on 24 days in 6 sessions, four of which were held in Bombay and 2 in Bangalore. Sri K. Balasubramaniam, Chairman, Jt. Committee submitted his first interim report on 1st December, 1960, and the final report on 22nd April, 1961, to the Chairman of the Life Insurance Corporation of India, and it was naturally expected that whatever recommendations were made by the Joint Committee and which incidentally were all unanimous, would be implemented. It would not be perhaps out of place here to mention that during the Jt. committee deliberations a number of demands of the National Federation were turned down by the representatives of the Management on the committee, and only a few of them duly amended were agreed upon, but the representatives of the National Federation thinking that a step was being taken in the right direction sportingly agreed to whatever was decided in the Jt. committee meetings. This was done to avoid an agitational approach, and to arrive at solutions by mutual discussions.

The ways things are done by LIC are curious. One year has passed since the interim report was submitted and good 7 months have gone since the final report was handed over and till today inspite of repeated promises the report of the Jt. committee has not been implemented at all. What was the purpose for which the Joint Committee was constituted is best known to the Chairman of the Life Insurance Corporation of India and no one else. Possibly it may have been to temporarily please the Field force by a promise of settling differences through negotiations because that was the time when the Field force were determined to go on an indefinite strike. Three Sr. officers of the LIC remained busy working on it, and the

p.t.o.

entire force of Field Workers kept themselves on hope for all the time the committee was functioning and a year after the submission of the report.

Completely frustrated the National Federation Executive met at Bombay recently and not left with any other remedy whatsoever resolved to focus public attention to their problem through demonstration all over the country. The demonstration which consisted of slogans like "IMPLEMENT JOINT COMMITTEE RECOMMENDATIONS" made the Chairman of the LIC so infuriated that he ordered immediate transfers of a number of Field officers from Bombay in an attempt to frighten the workers.

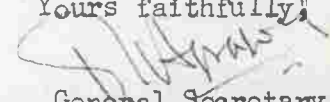
A Field officer builds up his organisation after years of assiduous labour, and use of personal influence. Transferring him amounts to depriving him of his life's work, and that is not all. In a new place he has to start ab-initio or from a scratch. The chances nine out of ten, are that he loses his annual increment which is given only when every year he increases his output of business, say by about 15%, no matter under what condition he works.

This action of the Chairman, therefore, has agitated the minds of even the cobblest of Workers and has caused great dis-satisfaction among those on whom the LIC depends for bringing money to its coffer. The Field officers, it can be safely asserted without any fear of contradiction, have been most loyal of all the LIC Branch of workers. This is obvious from the fact that because of their zeal and good work the business every year shown an increase. This has been achieved inspite of the great dis-satisfaction prevailing even now among the general public regarding most inefficient service offered by the LIC in matters of policy servicing, loans and claim settlement etc. etc., the burden of which is borne not by the officers so much as by the workers actually working in the field.

In a democratic set up of our country where the ideal aspired is workers' participation in management, this sort of disregard of workers' feelings, and attempt to overawe them instead of solving their problem in the right manner, produces un-pleasant, ~~predator-un-pleasant~~ chain of reaction and revolutionary spirit. We, therefore, put the matter before you who are our well chosen representatives in the Parliament, to give this matter a moment of thought, and set things right for us. The LIC MANAGEMENT are surely answerable to you for constituting a Joint Committee, spending time and money over it and not acting on it. Surely a period of one year is not too little for implementing the recommendations.

Looking forward keenly to your kind support.

Yours faithfully,


General Secretary.
Life Insurance Field Employees'
Union, Allahabad.

LIFE INSURANCE FIELD EMPLOYEES' UNION.
ALLAHABAD BR. UNIT

PRESIDENT: SRI KS WASU,
GENL. SECRETARY: SRI RD AGARWAL.

32-MG Marg,
Allahabad.

Dated 30th November, 1961

Sri K.T.E. Thangarani,
Member of Parliament,
New Delhi.

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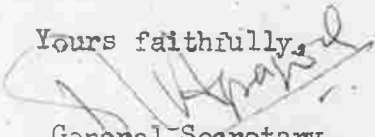
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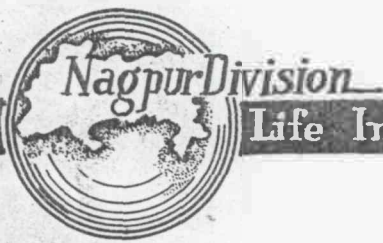
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Looking forward keenly to your kind support.

Yours faithfully,


General Secretary.
Life Insurance Field Employees'
Union, Allahabad.



Life Insurance Field Officers' Association. Regd No 3136

NAGPUR

Address for Correspondence:-

Date 29-11-61.

M.H. Deshpande.

General Secretary,
N. D. L. I. F. O. Association,
532, Shankar Nagar,
Nagpur-1.

Shri S. A. Sange, Member of the Parliament
4, Asoka Road, New Delhi

Sir, We hereby confirm the following telegram sent to You yesterday.

"L.I.C. Management of the starts victimization of workers depriving right to hold meeting and demonstrations. Field Officers served transfer order at the year end and disrupting business target-- Nagpur and Nagpur city branch Field Officers."

The management of the Life Insurance Corporation has hurled an offensive after the successful demonstrations staged by the Field Officers at Bombay and all over the country to draw the attention of the authorities to implement recommendations of the Joint Committee. They have served to three top ranking leaders of the Field Officers, sarvasree P.M. Katrak, M.G. Desai and C.L. Mehra of Bombay, a sudden order of transfer of their services to other places like Ahmednagar, Nagpur and Anand.

You are aware Sir, the Field Officers have to recruit agents, activise them, increase business of the Corporation and give service to the policy holders. December is the closing month of the Corporation business and the transfer of the above Field Officers at the year end will make them impossible to fulfil the above duties entrusted to them.

Secondly the transfers of these Field Officers will deprive them one increment as the Field Officers of L.I.C. has to bring premium six times his remuneration paid to him during the calender year i.e. If the yearly remuneration including the convene allowance, Dearness xxx allowance and the Basic Salary paid to the Field Officers is Rs. 5,000/-, the F.O. should bring Rs. 30,000/- scheduled premium to earn an increment.

It may be mentioned here that the demonstrations held all over the country were peaceful one. They were staged to urge the authorities of the implements of the Joint Committee recommendations. The interim report of the Joint Committee was submitted to the Chairman on 1st Dec'60 with a view to consider and arrive at a dicision as early as possible on some recommendation

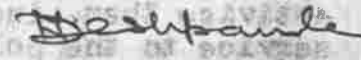
particularly payment of 1½ month's cash bonus to the Field Officers. The representatives of the Field Officers met the Chairman of L.I.C. on 18th March '51. The Chairman replied that the question of payment of bonus is under active consideration. But till today it is not paid to the Field Officers.

We understand that the bonus may be refused to the Field Officers as the Field Officers have the facility of earning second and third increment and also 5% bonus commission provided the Field Officers fulfil the conditions laid by the Corporation in this respect. These conditions are so stiff that a very few percentage of Field Officers get the advantage of the above facilities.

We request You to kindly use Your good offices to cancel the transfers of the above Field Officers and press the authorities of the Corporation to implement the Joint Committee recommendations.

Thanking You,

Yours faithfully,


(M.H. DESHPANDE.)
General Secretary.

C.-3

No.

296



529



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

Received here at --- H. --- M.

O RF 73 MORADABAD

2

Shri S. A. Dange & Asoke Rd No. 1.

-- LIC MANAGEMENT STARTED VICITIMISATION OF WORKERS DEPRIVING RIGHT TO HOLD MEETING AND DEMONSTRATION FIELD OFFICERS SERVED TRANSFER ORDER AT THE YEAR END DISRUPTING BUSINESS TARGET LETTER FOLLOWS--

-- SECRETARY FIELD EMPLOYEES UNION --

PAID AT 2.50 HRS.

S

A. I. T. U. C.

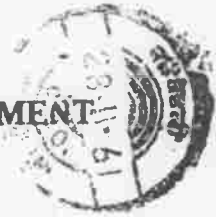
I. R. No. 4280 Date 5 DEC 1961

File No. Replied on

This form must accompany any enquiry respecting this telegram.
I.A.P. Delhi-1961.

C.-3

19/6



559

INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at.....H.....M.

O TH 10/40 206 ALLAHABAD 27TH

S P I K T E THANGAMANI 4 ASHOKAROAD NEW DELHI

...LIC MANGEMENT TARTS VICTIMISATION OF WORKERS DEPRIVING RIGHT TO HOLD MEET IN AND DEMONSTRATION TOP FIELD OFFICERS SERVED BANFER RDERS THE YEAR NEED DISRUPTING BUSINESS TARGET STOP LETTER FOLLOWS.

..SECRETARY FIELD WORKERS UNION.

COPD 2.25HRS
ND

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.

I. A. P. Delhi-5-61-17,000 Books.

C-3



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at.....H.....M.

560

O TH 10/40 206 ALLAHABAD 27TH
SRI S A DANCE 4 ASHOKAROAD NE DELHI

...LIC MANGEMENT TARTS VICTIMISATION OF WORKERS DEPRIVING RIGHT TO HOLD MEET IN AND DEMONSTRATION TOP FIELD OFFICERS SERVED BANFER RDERS THE YEAR NEED DISRUPTING BUSINESS TARGET STOP LETTER FOLLOWS.

..SECRETARY FIELD WORKERS UNION.

CCPD 2.25HRS
END

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.

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I. A. P. Delhi-5-61-17,000 Books.

C-3



664

INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.



Received here at.....H.....M.

X FB A 67 JHARIA 1

msf

S A DANGE 4 ASHOKE ROAD NEWDELHI.

..... LIC MANAGEMENT STARTS VICTIMISATION OF WORKERS DEPRIVING RI
RIGHT TO HOLD MEETING AND DEMONSTRATION (STOP) FIELD OFFICERS
SERVED TRANSFER ORDER AT THE YEAREND DISRUPTING BUSSINESS TARGET
(STOP) INTERVENE TO WITHDRAM SUCH ORDERS IMMIDTELY.

..... SECRETARY FIELD WORKERS ASSOCIATION LIC DHANBAD.

COPIED AT 4/25 HRS

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.

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I. A. P. Delhi-5-61-17,000 Books.



665



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at.....H.....M.

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us

K T E THANGAMANI 4 ASHOK ROAD NE DELHI.

..... LIC MANAGEMENT STARTS VICTIMISATION OF WORKERS DEPRIVING RI
RIGHT TO HOLD MEETING AND DEMONSTRATION (STOP) FIELD OFFICERS
SERVED TRANSFER ORDER AT THE YEAREND DISRUPTING BUSSINESS TARGET
(STOP) INTERVENE TO WITHDRAW SUCH ORDERS IMMIDTELY.

..... SECRETARY FIELD WORKERS ASSOCIATION LIC DHANBAD.

COPY D AT 4/25 HRS.

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.

I. A. P. Delhi-5-61-17,000 Books.



2328



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at.....H.....M.

O NH N 50 NAGPUR 28

~~XXXXXX~~---- S A DANGE 4 ASOKE ROAD NEW DELHI----

LIC MANAGEMENT STARTS VICTIMISATION OF WORKERS DEPRIVING RIGHT TO HOLD MEETING AND DEMONSTRATION (STOP) FIELD OFFICERS SERVED TRANSFER ORDER AT THE YEAR END DISRUPTING BUSINESS TARGET (STOP) LETTER FOLLOWS----
---- NAGPUR AND NAGPUR CITY BRANCH FIELD OFFICERS----

COPIED AT 17/15 O.P.N.

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This form must accompany any enquiry respecting this telegram.

I. A. P. Delhi-5-61-17,000 Books

Tondiarpet Branch of Life Insurance
Corporation, Madras, 2-22-61

To
Sri Gulzarilal Nanda,
Central Labour Minister,
New Delhi

"Great consternation prevails.
Justice denied to Field Officers. Inordinate
delay implementation Joint Committee report.
L.I.C. Management starts victimisation. Workers
deprived Right holding meetins, demonstrations.
Field Officers served ttransfer orders disrupting
year end business target. Pray intervene.
Field Officers of Tondiarpet Branch of
L.I.C., Madras.

अन्तर्देशीय पत्र
INLAND LETTER



Shri S.A. Dange, M.P.,

4, Asoka Road,

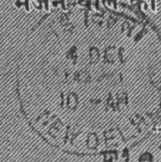
NEW DELHI

पहला मोड़ First fold

दूसरा मोड़ Second fold

तीसरा मोड़ Third fold

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



अपने

Field Officers
L. I. C.,
Tondiarpet Br.
Madras, 21

**Tondiarpet Branch of Life Insurance
Corporation, Madras, 2-12-51.**

**TO
Sri Guizarilal Nanda,
Central Labour Minister,
New Delhi.**

**"Great consternation prevails.
Justice denied to Field Officers. Inordinate
delay Implementation Joint Committee Report.
L.I.C. Management starts victimisation. Workers
deprived right Holding meetings, demonstrations.
Field Officers served transfer orders disrupting
year end business target Fray intervene."**

**Field Officers of Tondiarpet Branch of
L.I.C., Madras.**

TELEGRAM: BIMAKARMI, CALCUTTA

TELEPHONE: 24-1583

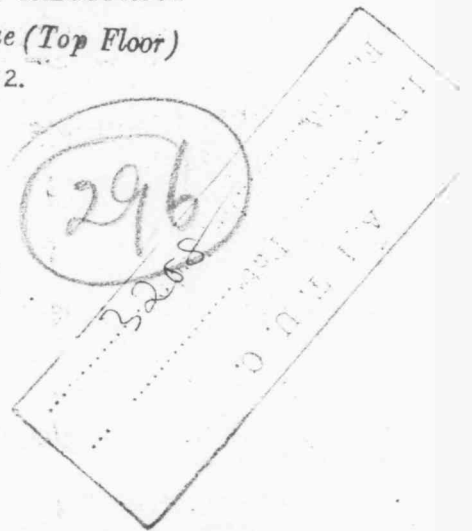
ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION

~~2A, HARALAL-DAS STREET, CALCUTTA-14.~~

24; Chittaranjan Avenue (Top Floor)

CALCUTTA-12.

Editor,
Trade Union Record
4, Ashok Road,
NEW DELHI-1



Dear Comrade
Sending herewith a report
on agreement in "Saindia" which
I think will be of interest to
all T.U.

With friendship

Ajay Das Gupta

16/9/64.

Telegram : BIMAKARMI, CALCUTTA

Telephone : 56-2459

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION

9A, HARALAL DAS STREET, CALCUTTA-14

President : Rajni Patel, M.A. (Cantab), Bar-at-Law
General Secretary : Saroj Chaudhuri

19 OCT 1960

The _____

Dear Sir,

Re : **THE CHARTER OF DEMANDS AND ITS ADDENDA**

On behalf of the All India Insurance Employees' Association we have pleasure in sending herewith the Charter of Demands adopted at the All India Convention of General Insurance Employees held in Bombay on 15th and 16th August, 1960 under the auspices of the All India Insurance Employees' Association. In addition to this Charter, there may be some supplementary demands pertaining to the employees of your Company which would be sent to you by the Union/Federation of your employees.

We may state at the outset that the Charter of Demands now being submitted to you has been formulated with a view to securing to the employees better living and service conditions. In formulating the Charter the Association has taken into consideration the objective conditions that obtain in the Insurance Industry and other like industries. We would, therefore, appeal to you to consider the Charter in its proper perspective. We can assure you that our object in submitting this Charter is neither to create a conflict nor in any way to spoil the good relation between the employees and employers. But we desire to secure decent living conditions for the employees by means of discussions and negotiations with employers. You are probably aware that the present labour policy of the Govt. of India envisages direct talks between employers and employees and settlement between them by means of such collective bargaining. Our request to you is in full accord with the declared policy of the Govt. If we succeed with your co-operation in bringing about a settlement, it will not only be conducive to bringing about peace in the industry, but will also bring prosperity to the industry and thus enable the industry to serve the policy-holders' interests better.

We may state that the Association is submitting the Charter to all the Insurance Managements, their Associations and the Ministry of Labour, Govt. of India. We would request you to discuss the Charter in your Association and start negotiations through it with this Association. We believe and you will agree with us that it will be in the common interest of the employers and the employees to hold discussions on an All India basis on all demands and grievances of a general character. In this connection it will be pertinent to refer to the move made by the Indian Insurance Companies' Association, Bombay Region, for standardising the wage structure in the industry and we do hope you will persuade the Regional Council of your area to make similar move.

With regard to the Supplementary demands which would be submitted to you shortly pertaining to your employees please discuss the matter with the Union of your employees and arrive at a settlement with them acceptable to both the parties.

We hope you will expedite the matter and strive your best to pave the way for mutual discussions.

Thanking you,

Yours faithfully,

Saroj Chaudhuri
GENERAL SECRETARY

Encl : The Charter of Demands.

Copy to :

1. The Secretary, Ministry of Labour, Govt. of India, NEW DELHI.
2. The Chief Labour Commissioner (Central), Govt. of India, NEW DELHI.
3. The Indian Insurance Companies' Association, 'Co-operative Buildings', Sir Phirozeshah Mehta Road, BOMBAY.
4. The Insurance Association of India, Bombay Regional Council, 6, Rampart Row, Fort, BOMBAY.
5. The Insurance Association of India, Calcutta Regional Council, India Exchange, CALCUTTA-1.
6. The Insurance Association of India, Delhi Regional Council, P.O. Box No. 602, 13/14, Asaf Ali Road, NEW DELHI-1.
7. The Insurance Association of India, Madras Regional Council, 2-6, Second Line Beach, MADRAS.

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION

9A, HARALAL DAS STREET, CALCUTTA-14

Charter of Demands of General Insurance Employees

(Adopted by the General Insurance Employees' All India Convention held at Bombay on 15th & 16th August, 1960.)

All the demands contained herein below shall apply equally to all the employees employed in the General Insurance Industry, including the Indian Insurance Companies' Association Pool, Insurance Association of India, Regional Councils and India Reinsurance Corporation throughout the country.

I. Classification of Employees :

The employees will be classified into the following categories :—

- (a) Sweepers, Sepoys, Chaprasis, Malis, Watchmen, Daftaries and Head-Peons shall be placed in Grade "A".
- (b) Drivers and Liftmen shall be placed in Grade "B".
- (c) Assistants, Telephone Operators, Addressing Machine Operators, Book Binders, Punch-card Operators, Typists, Receiving and Paying Cashiers, Adrema-Bradma-Power Samas-Comptometer-Hollerith-IBM Machine Operators, Air-conditioning Mechanics and Electricians shall be placed in the Grade "C".
- (d) Junior Supervisory Staff variously termed as Higher Grade Assistants, Special Assistants, Senior Assistants, Head Typists, Sectional Heads, Head Cashiers and Senior Cashiers, Head-clerks etc., etc., and Stenographers and Draughtsmen shall be placed in Grade "D".
- (e) Senior Supervisory Staff, variously termed as Superintendents, Assistant Superintendents, Head Clerks, Sectional Heads, Branch Accountants and Junior Accountants etc., etc., shall be placed in Grade "E".

II. Scales of Pay :

Grade A : Rs. 120—5/6—150—6/7—192—8/6—240 in 19 years.

Grade B : Rs. 180—6/2—192—8/6—240—10/3—270 in 11 years.

Grade C : Rs. 200—10/4—240—15/10—390—20/4—470 in 18 years.

Grade D : Rs. 275—15/5—353—20/5—450—25/5—575 in 15 years.

Grade E : Rs. 350—30/6—530—40/4—690 in 10 years.

III. Dearness Allowance :

D. A. shall be paid at the rate of $1\frac{1}{2}\%$ of basic pay for every rise of 5 points over the cost of living index figure of 360 (1939=100 points) or 1% of basic pay for every rise of 1 point over the cost of living index figures of 100 (1949=100 points) subject to a minimum of Rs. 20/-.

All India Cost of Living Index shall be taken as the basis for calculation of the Dearness Allowance.

IV. Adjustments :

An employee shall be fitted into the new scales on a point to point basis. The Basic Pay and Dearness Allowance as on 1.8.1960 shall be treated as basic pay only for the purpose of adjustment of basic pay to the new scale of pay.

Employee who is drawing more basic pay than what is warranted after proper adjustment as above, shall continue to receive the excess amount as Personal Pay and shall also be given usual annual increment.

V. Special Allowance :

Employees engaged in work mentioned below and/or designated as below shall be entitled to Special Allowances per mensem in addition to their salaries and emoluments in the manner stated below :—

- (a) Watchmen, Bank Peons, Despatch Peons, Head Peons, Daftaries, Franking Machine and Duplicating Machine Operators and such other employees : Rs. 20/- per month.
- (b) Typists, Comptometer Operators, Addressograph Operators, Punch Card Operators, Telephone Operators, Paying & Receiving Cashiers and Cashiers, Adrema-Bradma & Power Samas Hollerith and I.B.M. Machine Operators and such other employees : Rs. 30/- per month.

VI. Special Increments :

Besides the above, the employees under Grade 'C' and 'D' shall be entitled to Special Increments for passing the following examinations on the scale shown against each examination.

On Graduation.	...	2 increments
On passing the following examinations :		
1. Licentiate or A.C.I.I.—Part I	}	One increment for each part.
2. A.F.I.I. Part I or A.C.I.I.—Part II		
3. A.F.I.I. Part II or A.C.I.I.—Part III		
4. Chartered Accountant.		

N. B :-In case of Stenographers and Junior Supervisory Staff the total number of special increments shall not exceed three during that Grade. A Graduate appointed as an Assistant shall get a higher starting salary by two increments. Those Graduate Assistants who have not received the Graduation increments shall also get two increments.

VII. Other Allowances :

(a) **Hill Station Allowance :** An employee working in a hill station on an altitude of 3000 ft. and above the sea level shall be paid 'Hill Station Allowance' at the rate of 20% of the salary with a minimum of Rs. 30/-per mensem.

(b) **Overtime Allowance :** An employee working overtime shall be entitled to 'overtime allowance' for such period of work rendered at the rate of double the hourly rate of wages inclusive of Special Allowance and all other allowances. No employee shall be engaged in for overtime work more than 90 hours in a calender year.

(c) Officiating Allowance :

(i) If an employee is required to officiate in a higher post, he shall be entitled to an 'Acting Allowance' at the rate of 20% of his salary for the period for which he officiates.

(ii) If an employee is required to act in a post for which Special Pay is provided, he shall be entitled to pro-rata Special Allowance for the period of such work done.

(d) **House Rent Allowance :** All the employees shall be paid as 'House Rent' a sum at the rate of 10% of their Basic Salary per mensem, subject to a minimum Rs. 20/-.

VIII. Amenities :**Subsidies :**

(i) Text Books for A. C. I. I. or Federation of Insurance Institute Examination shall be supplied by the Company in turn. Examination fee shall be paid by the employers after the employee passes the examination.

(ii) Adequate subsidy shall be given for Sports, Recreation and Cultural activities of the employees.

(iii) All the employees shall be entitled to to a Free Personal Accident (Annual) Policy, the premiums of which shall be borne by the employers. The Sum Assured of such a Policy shall be Rs. 10,000/-, Rs. 7,500/-, Rs. 5,000/- and Rs. 2,500/- for the employees in Grades E, D, C, B and A respectively.

(iv) Adequate subsidy shall be given for cheap canteens for supply of wholesome food to the employees in each of the Office premises.

IX. Free Medical Aid :

All the employees shall be entitled to free Medical Aid for selves and their dependents. All the cost of Hospitalisation, Medicines and Doctor's Bill shall be borne by the employers.

X. Gratuity :

On retirement, or retrenchment or on death or on total and permanent disability of an employee while in the service of the Company :

One month's basic salary for each year of continuous service subject to a maximum of 20 months' basic salary.

On resignation from service after completion of 10 years' continuous service :

One month's basic salary for each year of continuous service subject to a maximum of 20 months' basic salary.

On termination of service by the Company :

One month's basic salary for each completed year of service but not more than 20 months' basic salary.

The salary for the purposes of calculating Gratuity shall be the terminal basic salary drawable by the employee previous to death, disablement, retirement, resignation, retrenchment or termination of service, as the cases may be.

XI. Retirement Age :

The age of retirement of an employee shall be 60 years.

XII. Provident Fund :

- (i) All permanent employees including part-time employees should be made members of the Provident Fund ;
- (ii) The rate of contribution should be $8\frac{1}{2}\%$ of total emoluments, i. e. Basic Pay plus Dearness Allowance plus Special Allowances, if any, with equal contribution by the Company. The employees should however, be allowed to contribute voluntarily upto 15% of their salary without corresponding contribution from the Company.
- (iii) Interest at a minimum rate of $4\frac{1}{2}\%$ should be paid on the total contribution by the employee and Company.
- (iv) Unclaimed fund should be distributed pro-rata every three years amongst the existing employees from time to time.
- (v) Full benefits of the Fund should be permitted to the employees on completion of five years of service.
- (vi) Loan from the Provident Fund to the extent of 6 months' salary or 90% of the employees' contribution whichever is less shall be granted to the employees at a time.

Board of Trustees :

On the Board of Provident Fund Trust, the employees and the employers should have equal number of representatives. Employees' representatives should be elected by themselves by simple majority of votes. Re-election of the Employees' Representatives should be held every three years unless necessitated earlier by death or resignation or recall by a majority of the Employees.

XIII. Leave :

Casual Leave : 15 days' Casual Leave should be given in a calendar year. 6 days Casual Leave may be granted at a stretch. Casual Leave may be prefixed and suffixed to Holidays & Sundays.

Privilege (Earned) Leave : Privilege Leave should be allowed to all employees at the rate of 1 day for every 11 calendar days. Employees should be allowed to accumulate leave upto 6 months. Return Fare to the employee his wife and dependents should be granted once in two years for going anywhere in India.

Sick Leave : Thirty days' sick leave per year should be allowed on full pay to the employees with a maximum accumulation of 12 months during the service period.

In case of prolonged illness further sick leave with half pay should be allowed upto six more months and another six months without pay.

Maternity Leave : Maternity leave upto the period of three months shall be allowed to all female employees, but in no case more than six weeks leave will be allowed from the date of confinement.

Examination Leave : Employees shall be allowed adequate leave for appearing in all the recognised examinations in addition to all other leave.

Special Leave : Adequate leave shall be allowed to the Union Representatives and Office Bearers of All India Insurance Employees' Association and/or its affiliated Units to enable them to attend meetings and conferences of the Unions and their Central Organisations, and to participate in the Tribunals and Conciliation Proceedings.

XIV. Security of Service :

No employee shall be victimised for Trade Union activities.

XV. Working Hours :

The working hours for employees in Grade C, D & E shall be 33 hours a week and 36 hours for employees in Grade A & B. A grace time of 15 minutes shall be allowed before they are marked late.

XVI. Bonus :

Customary : Employees shall be paid three months basic salary as Bonus per year.

XVII. Uniforms to Employees in the Grades A & B :

An employee of Grade A & B shall be provided with the following outfit annually :—

1. Summer Uniform : Two sets—One additional Summer Uniform shall be provided where winter uniform is not necessary.
2. Winter Uniform : One set in two years.
3. Umbrella : One.
4. Foot-wear : Two pairs.
5. Rain Coat : One for those who are to do out-door duties.
6. Caps or Turbans.

XVIII. Allowance During Suspension :

During the suspension of an employee, he shall be paid an allowance equal to 75% of his total wages.

XIX. Recruitment.

Recruitment shall be made from amongst the retrenched employees of the General Insurance Industry, registered in the Pool as demanded in the resolution adopted in the All India Convention of General Insurance Employees held on 15th and 16th August, 1960 in Bombay under the auspices of the All India Insurance Employee's Association. Only in case such employees are not available in the Pool, recruitment might be made through local employment exchanges. In case of recruitment from among the retrenched employees, due credit shall be given to the past service and all restrictions regarding age, educational qualifications, etc., applicable to new recruits shall be waived.

XX. Confirmation.

Employees shall be confirmed after 3 months' Probationary Service automatically.

XXI. Temporary Staff.

Any Company may employ temporary employees for performing duties of purely temporary nature. But such staff in no instance shall exceed more than 6 months in temporary service, after which he shall be treated automatically in permanent service, from the date of appointment.

XXII. Promotion.

No direct recruitment shall be made in Grades D & E and all vacancies in these Grades shall be filled in by way of promotion. The promotions shall be made on the basis of seniority and merits of the employees. Employees in Grades A & B shall be absorbed in Grade 'C' on passing S. S. C., S. S. L. C., or equivalent examinations.

XXIII. Transfer.

No employee shall be transferred from one place to another without his prior consent.

XXIV. Date of effect.

All benefits stated in this Charter of Demands shall have effect from the 1st day of August, 1960.

XXV. Trade Union Rights.

The All India Insurance Employees' Association and its affiliated Units shall be given due recognition and such facilities as providing Trade Union Offices and holding Trade Union Meetings in Office Premises and hanging Notice Board of the Union should be granted.

XXVI. Existing Rights & Privileges.

Nothing contained in this Charter shall adversely affect or take away from any employee or group of employees any right, privileges or usages, practice or conventions, amenities or other conditions of service that are already vested in or enjoyed by such employee or group of employees.

Sd/- **Rajni Patel**
President
All India Insurance
Employees' Association

Sd/- **Saroj Chaudhuri**
General Secretary
All India Insurance
Employees' Association

Sd/- **K. S. B. Pillai**
Jt. Secretary
All India Insurance
Employees' Association

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION.

9A, Haralal Das Street, Calcutta-14.

Camp : Bombay.

February 27, 1961.

To All Units :

Dear Comrades,

Re : Charter of Demands.

Appended below are the minutes of discussions between the Representatives of the All India Insurance Employees' Association and the All India Life Insurance Employees' Association held at Bombay, on various dates from 16.2.61 to 26.2.61 which speak for themselves.

The unanimous decisions of the Negotiating Committees of both the Organisations to accept the terms offered have been conveyed jointly to the Chairman to-day.

Further developments will be intimated to all in due course. The Divisional Units are requested to send copies of this circular to their Branch Units.

With greetings,

Comradely Yours

Saroj Chaudhuri
General Secretary.

Brief Minutes of the discussions between the Representatives of All India Insurance Employees' Association and All India Life Insurance Employees' Association and negotiations with the Chairman of the Corporation from 16th February 61 to 26th February 1961, in respect of Charter of Demands.

1. The Negotiating Committees of both A.I.I.E.A. & A.I.L.I.E.A. met the Charman, as scheduled on 20.2.61 in the manner decided on 15.2.61 to continue talks.
2. The Chairman requested the representatives to consider his proposal of City-wise differential increase in D.A. to which the Representatives jointly expressed their inability to agree and urged upon the Chairman to agree to the proposal submitted to him through the 'Executive Director (P)'. The Chairman thereupon asked the representatives to reconsider and meet him again on Thursday the 23rd instant.
3. The Negotiating Committee then jointly met in the Outram Hotel on 20.2.61, in Ship Hotel on 21.2.61 and in the Bombay Mutual Building on 22.2.61 wherein reporting of negotiations was made and after discussion it was decided to pursue the common demands and the common proposal submitted to the Corporation in the next meeting with the Chairman.
4. The Negotiating Committees of both the Associations jointly met the Chairman again on 23.2.61 and expressed their inability to agree to the Chairman's proposal. The representatives also requested the Chairman to agree to the proposal already made to him on the premises jointly submitted.
5. The Chairman then made the following proposal :-
 - (a) Rs. 15/- shall be added to each slab of the existing D.A. rate and the rate shall thus be revised.
 - (b) This increase shall be paid to all including those having company grades.
 - (c) The A.D.A. shall be protected in full.
 - (d) This increase shall have retrospective effect from 1.4.60.
 - (e) This agreement shall be in force upto the end of 1961 and other points of monetary import including the D.A. shall be taken up for consideration either in December 61 or January 1962.
 - (f) The question of merger of D.A. into basic salary shall be taken up in 1962.
 - (g) The question of Ad-hoc increments for those reaching maximum of their grades shall be considered separately.

The Chairman further added that the issue (g) has in fact attracted his attention and he was prepared to look into the matter separately.

(6) The representatives jointly tried to enhance the quantum and date back the retrospective effect to which the Chairman did not agree and asked the representatives to let him know of their reactions before 27.2.61 when the Board would meet.

(7) The Negotiating Committees then jointly met at Outram Hotel on 23.2.61 and again in the next morning there when different members gave their reactions to the proposals. It was then decided that a select number of representatives would meet in the Ship Hotel (24.2.61) to formulate joint attitude to the proposals.

(8) It was jointly agreed in the Ship Hotel Meeting on 24.2.61 that the representatives would meet the Chairman again on 25.2.61 and seek for betterment of the proposals in the following alternative manner :-

(a) The date of effect be shifted to 1.7.60 and an uniform increase in all slabs of Rs. 20/- be agreed.

alternatively -

(b) The date of effect be shifted to 1.7.60 and an uniform increase of Rs.18/- in all slabs be agreed.

OR

(c) The date of effect be shifted to 1.1.60 or as back as is possible.

(9) The Negotiating Committees of both the Associations jointly met the Chairman on 25.2.61 and placed before him the proposals one by one. The Chairman expressed his inability to accede to any of them.

(10) The Negotiating Committees of both the Associations thereafter met in Ship Hotel on 25.2.61 and it was unanimously decided to accept the proposal of the Chairman and convey this decision to the Corporation on 27.2.61. Both the Negotiating Committees agreed to recommend to their respective Associations for acceptance of these proposals.

Sd/- R.N.Nayak.

General Secretary,
All India Life Insurance Employees'
Association. 27.2.1961.

Sd/- Saroj Chaudhuri.

General Secretary,
All India Insurance Employees'
Association. 27.2.1961.

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION.

CAMP : BOMBAY.

9A, Haralal Das Street,
Calcutta-14.

February, 21, 1961.

TO ALL UNITS :

Dear Comrades,

We presume you are in receipt of the A.I.I.E.A. Circular dated 17.1.1961 appending therewith the minutes of discussion between the A.I.I.E.A. and the A.I.L.I.E.A. on various dates at Bombay. We now append below the minutes of discussion between the Negotiating Committees of both the Organisations held on 15.2.61. We would request you to send copies of this circular as also of the circular dated 21.2.1961 jointly issued by the General Secretaries of A.I.I.E.A. & A.I.L.I.E.A. to all the Branch Units within your jurisdiction. Further developments as and when they take place will be intimated to all in time with greetings,

Comradely yours,

Saroj Chaudhuri

General Secretary.

Brief minutes of the discussion held at OUTRAM HOTEL, BOMBAY
on 15.2.61 between the representatives of A.I.I.E.A. & A.I.L.I.E.A.

The discussions as decided earlier on 11.2.61 continued between the representatives of A.I.I.E.A. and A.I.L.I.E.A. to decide the method and manner of negotiating with the Corporation Authorities jointly.

After a free and frank exchange of views it was unanimously decided -

1. That Negotiating Committees of the Two Organisations will jointly carry on the Negotiations with the Corporation Authorities,
2. That there will be two spokesmen, one from each side,
3. That prior to and after meeting the Authorities there will be a joint discussion between the two Negotiating Committees.
4. That if during the negotiations any new proposal or suggestion emerges on behalf of the Corporation, the spokesmen may seek clarification without committing themselves before consulting the Negotiating Committees,
5. It was further decided to issue joint circulars by the two Organisations giving in brief the developments from time to time, Circulars in respect of these developments may be issued by Zonal/Divisional/Unit Organisations of the two Associations only on the lines of the Joint Circulars issued from Bombay.

Sd/- R.N.Nayak.
18.2.61.

On behalf of the Representatives
of A.I.L.I.E.A.

Sd/- Saroj Chaudhuri.
18.2.61.

On behalf of the Representatives
of A.I.I.E.A.

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION.

CAMP : BOMBAY.

9A, Haralal Das Street,
CALCUTTA - 14

TO ALL UNITS :

February 17, 1961.

Dear Comrades,

Re : Negotiations on Charter of Demands.

We presume, you are by now in receipt of the Circular dated 15.2.61 issued jointly by the A.I.I.E.A. and the A.I.L.I.E. from Bombay and have noted the contents. Reproduced below are the minutes of discussions held between the Two associations on various dates at Bombay which speak for themselves. Kindly note that the Negotiating Committees of both the Associations will jointly meet the Chairman at the Central Office at 5-00 P.M. on Monday, the 20th instant. The letter dated 14.2.61 addressed to the Chairman jointly by both the Associations is also reproduced below. Further developments will be intimated to all in due course. The Divisional Units are requested to send copies of this Circular to their respective Branch Units.

With greetings,

Comradely yours,

Sang Chandhuri

General Secretary.

Brief Minutes of the discussions held on 8.2.1961 between the Representatives of the All India Insurance Employees' Association and the All India Life Insurance Employees' Association on the question of the approach relating to the Negotiations with the Corporation in respect of the Charter of Demands.

The All India Insurance Employees' Association was represented by (1) Shri.C.S.Bose, (2) Shri.P.E.Patil, (3) Shri.Ranjit Ghosh (4) Shri.Parash Roy, (5) Shri.S.N.Chhattopadhyay and (6) Shri.K.P.Menon.

The All India Life Insurance Employees' Association was represented by (1) Shri.R.A.Menezes, (2) Shri.R.N.Wayak, (3) Shri.I.P.Mehta, (4) Shri.K.L.Desai.

After free and frank exchange of views, the Representatives of both the Organisations agreed to have a common approach to the Corporation during the negotiations and decided to pursue the following course.

1. Immediate settlement should be sought on the following lines :-
 - (a) Adequate and uniform rise in D.A. If this is not possible, adequate rise on slab basis.
 - (b) No discrimination either categorywise or areawise.
 - (c) Full protection of Additional D.A.
 - (d) Increase to be given to those who have opted for the Company Scales of pay.
 - (e) Merger of a portion of D.A. with basic salary.
 - (f) Retrospective effect from 1st January, 1960.
 - (g) Ad-hoc Increment to those who have reached the maximum of their grades:
2. If satisfactory settlement on points mentioned in (1) above is reached, the consideration of wage revision and such other demands of monetary import may be deferred till 1962.
3. Due to practical difficulties, representatives of both the Organisations agree to meet the Corporation separately on the 9th and 10th February 1961, as scheduled. They further agree that if the Corporation adheres in toto to its original stand taken in November 1960, the negotiations of both the Organisations would reject the offer. In case of the Corporation's putting up any revised proposals, the negotiators

negotiators of both the Organisations will not commit themselves either way on the first day, but pursue the points in (1) and seek postponment of the talks for exchanging experiences and further mutual consultations, to finalise the details of going jointly to the Corporation and details of ~~for~~ future course of action.

Sd/- C.S.Bose.

Sd/- R.N.Nayak.

On behalf of Representatives of
ALL INDIA INSURANCE EMPLOYEES'
ASSOCIATION.

On behalf of Representatives of
ALL INDIA LIFE INSURANCE EMPLOYEES'
ASSOCIATION.

Brief Minutes of the meeting held on 9.2.1961 between the representatives
of A.I.I.E.A. and A.I.L.I.E.A.

As agreed to earlier in the meeting of 8.2.61 the representatives of A.I.I.E.A. and A.I.L.I.E.A. met to exchange experiences. The A.I.I.E.A. was represented by Shri.S.Chowdhuri, Shri.C.S.Bose, Shri. P.P.Patil, Shri.Ranjit Ghosh, Shri.K.P.Menon, Shri.S.N.Chattopadhyaya and Shri.Paresh Roy and the A.I.L.I.E.A. was represented by Shri.R.A.Menezis, Shri.R.N.Nayak, Shri.I.P.Mehta, and Shri.K.L.Desai.

Shri.C.S.Bose reported on the meeting with the authorities of the L.I.C. on 9.2.61 and informed that in reply to the Chairman's invitation to place the view-points of the association, the representatives of the A.I.I.E.A. had placed the points agreed to by the representatives of both the associations on 8.2.61 and requested acceptance of the same.

Shri.Bose also reported that the Chairman had assured consideration of payment on a slab basis instead of discriminatory payment category-wise and area-wise.

Shri.Bose also informed that the Chairman had asked for specific proposals on the quantum of increase demanded by the Association and the representatives had asked for time to submit such a proposal as arranged with A.I.L.I.E.A. Discussion on other items were postponed till the next siting.

The Representatives of the A.I.L.I.E.A. on hearing the report, assured that they would also be taking the same stand during their meeting with the Chairman on 10.2.61 and press for acceptance of the agreed points. Thereupon it was agreed that there would be an exchange of experience on 10.2.61 after the representatives of the A.I.L.I.E.A. had their meeting with the Chairman at 4-00 P.M. and the representatives of the both the Organisations would then sit together for evolving a common formula on the quantum to be demanded of the Corporation by both the Organisations.

Sd/- R.N.Nayak.

Sd/- C.S.Bose.

On behalf of the representatives
of A.I.L.I.E.A.

On behalf of the Representatives of
A.I.I.E.A.

Brief Resume of discussions held at Ship Hotel Bombay, on 10.2.61 and
11.2.61 between the Representatives of the A.I.I.E.A. And A.I.L.I.E.A.

1. The discussions, as decided earlier, continued between the Representatives of the A.I.I.E.A. and A.I.L.I.E.A. The A.I.I.E.A. was represented by Shri.Saroj Chowdhury, Sri.C.S.Bose, Sri.P.P.Patil, Sri.S.N.Chattopadhyaya, Sri.Ranjit Ghosh, Sri.Paresh Roy and Sri. K.P.Menon and the A.I.L.I.E.A. was represented by Shri.R.A. Menezes, Sri.R.N.Nayak, Sri.I.P.Mehta and Sri.K.L.Desai.

2. Sri.R.N.Nayak reported on the meeting of the Representatives of the A.I.L.I.E.A. with the Chairman on 10.2.61. He said that the representatives of the A.I.L.I.E.A. had placed before the Charman for acceptance the agreed points as decided on 8.2.61. The Chairman gave a patient hearing and invited specific proposals for consideration as to the quantum of rise in D.A. demanded adding that he had an open mind. The Representatives of the A.I.L.I.E.A. asked for time for submitting the proposals since it was agreed between the two associations on 8.2.61 that the proposals be formulated jointly.

3. Thereupon discussion started as to the formulation of the common proposals that could be placed before the authorities. It was inconclusive on 10.2.61.

4. The representatives of both the organizations continued the discussions on 11.2.61 and after detailed considerations agreed to submit a proposal demanding increase in the existing D.A. also by adding Rs.20/- at each slab. The Proposal was as under :-

	<u>Existing D.A.</u>	<u>Revised D.A.Demanded.</u>
Basic Salary upto Rs. 50/-	Rs. 45.00	Rs. 65.00
" " from " 51-100	" 55.00	" 75.00
" " from " 101-150	" 60.00	" 80.00
" " from " 151-200	" 65.00	" 85.00
" " from " 201-300	" 70.00	" 90.00
" " from " 301-400	" 75.00	" 95.00
" " from " 401-500	" 80.00	" 100.00

5. It was also agreed that this proposal should, before being placed before the Chairman, be submitted without attestation to the Executive Director(P) for ascertaining the initial reaction of the Corporation and exploring their mind.

6. Accordingly, Sri C.S.Bose, Sri.Ranjit Ghosh, Sri.Saroj Chowdhuri, Sri.Prafulla Chakrawarti on behalf of A.I.I.E.A. and Shri.R.A.Menezes, Sri.R.N.Nayak, and Shri.I.P.Mehta on behalf of the A.I.L.I.E.A. jointly went to the Executive Director(P) ~~xxxxxxxixfr~~ and submitted to him the proposal. The Executive Director(P) was also informed by the representatives of both the organizations that the Negotiating Committees of A.I.I.E.A. and A.I.L.I.E.A. henceforward propose to conduct negotiations jointly, as decided. The Executive Director (P) asked the joint delegation to write to the Corporation to this effect and requested them to meet him for discussion at 5-15 P.M. on 14.2.61.

7. It was also agreed by the representatives of both the organisations that the manner and method of jointly negotiating with the Corporation would be decided after further discussions on 14.2.61.

Sd/-R.N.Nayak.

Sd/- C.S.Bose.

On behalf of the representatives
of A.I.L.I.E.A.

On behalf of the Representatives
of A.I.I.E.A.

Bombay,
14th February 1961.

The Chairman,
Life Insurance Corporation of India,
Jeevan Kendra, Bombay.

Dear Sir,

Re : Charter of Demands.

We are glad to inform you that the Negotiating Committees of the All India Insurance Employees' Association and the All India Life Insurance Employees' Association have decided to hold joint negotiations with the Authorities of the Life Insurance Corporation of India on the Charters of Demands which kindly note.

Thanking you,

Yours faithfully,

Sd/- R.Nayak.

Sd/- Saroj Chaudhuri.

General Secretary.
All India Life Insurance
Employees' Association.

General Secretary.
All India Insurance Employees'
Association.

3/2

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FOLLOWING IS THE TEXT OF THE PROVISIONAL AGREEMENT ARRIVED AT BETWEEN (1) THE ALL-INDIA INSURANCE EMPLOYEES ASSOCIATION AND (2) THE ALL-INDIA LIFE INSURANCE EMPLOYEES ASSOCIATION , representing the employees, and THE LIFE INSURANCE CORPORATION OF INDIA:

It is hereby agreed by the above parties as under:

1. A flat rate of Rs. 15 per month will be granted to all employees in Class III and Class IV in the form of an ad hoc increase in the dearness allowance.
2. The amount will be paid with retrospective effect ^{of} from April 1, 1960 to all employees who are in/^{the}service of the Corporation to March 1, 1961 or who resigned or retired from service or died in service between April 1, 1960 and March 1, 1961. The amount will not be paid to those employees whose services were terminated between these two dates as a result of disciplinary action.
3. The amount will be paid to all employees in Class III and Class IV, irrespective of whether they are in receipt of some additional dearness allowance or not or whether they have opted for their old ~~company~~ ^{company} scales.
4. The Corporation will start discussion with the above Employees' Association for a general review of salary scales, dearness allowance and other service conditions of all Class III and Class IV staff including the suggestion for the merger of a part of dearness allowance in basic salary, some time in early 1962.

The agreement was signed at Bombay, on March 6, 1961 by Saroj Choudhuri on behalf of AIIEA, R.A.Menezes on behalf of ALLIEA, and D.S.Mehta , Executive Director, ~~XXXXXXXXXX~~ LIC.

NORTHERN ZONE INSURANCE EMPLOYEES' ASSOCIATION
DELHI DIVISION, NEW DELHI.

Dated: 10th March, 1961.

Ref: Circular No. DD/20/61.

Dear comrades,

We are appending below the Circular dated 6th March, 1961 received from the General Secretary, A.I.L.E.A., Camp Bombay. The circular is self explanatory.

With greetings,

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Comradely yours,

(KAMAL BOSE),
Secretary.

Bombay,
March 6, 1961.

Dear Friends,

Re: Negotiations on the Charter of Demands.

We have pleasure in informing you that a Provisional Agreement has to-day been signed jointly by the All India Insurance Employees' Association and the All India Life Insurance Employees' Association with the Life Insurance Corporation Authorities. A true copy of the Agreement is reproduced below. The approval of the Government of India and completion of certain formalities from the Associations' side are now awaited for effecting the terms which, we trust, will be gone through at an early date.

This Agreement is the culmination of the prolonged negotiations carried out jointly by the Associations on the basis of proposals jointly evolved out and submitted to the authorities. Both the Negotiating committees have recommended to their higher bodies for formal approvals.

We trust, the spirit in which the Agreement has been negotiated and concluded will be carried further in the days to come in our efforts for better conditions of life and living.

With greetings,

Yours fraternally,
Sd/- R. Nayak,
General Secretary,
All India Life Insurance
Employees' Association.

Yours fraternally,
Sd/- Saroj Choudhuri,
General Secretary,
All India Insurance Employees'
Association.

PROVISIONAL AGREEMENT BETWEEN (1) THE ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION AND (2) THE ALL INDIA LIFE INSURANCE EMPLOYEES' ASSOCIATION OF THE ONE SIDE AND THE LIFE INSURANCE CORPORATION OF INDIA OF THE OTHER.

It is hereby agreed by the above Parties as under:-

1. A flat increase of Rs.15/- per month will be granted to all employees in Class III and Class IV in the form of an ad hoc increase in the Dearness Allowance.
2. The amount will be paid with retrospective effect from 1st April, 60 to all employees who are in the service of the Corporation to 1st March, 61 or who resigned or retired from service or died in service between 1st April, 1960 and 1st March, 1961. The amount will not be paid to those employees whose services were terminated between these two dates as a result of disciplinary action.
3. The amount will be paid to all the employees in Class III and Class IV, irrespective of whether they are in receipt of some additional Dearness Allowance or not or whether they have opted for their old Company Scales.
4. The Corporation will start discussion with the above Employees' Ass. for a general review of salary scales, dearness allowance and other service conditions of all Class III and Class IV staff including the suggestion for the merger of a part of the dearness allowance in basic salary, some time in early 1962.

5. All the above terms are subject to the approval of the Government.

Signed at Bombay, the Sixth day of March, 1961.

For & on behalf of the A.I.L.E.A.

For and on behalf of the Life Insurance Corporation of India,

Sd/- Saroj Choudhuri,
Secretary.

Sd/- R. Nayak,
General Secretary.

Sd/- D. S. Mehta,
EXECUTIVE DIRECTOR.

28.2.61

D.L.C.

- 1 Whether Chapter should be referred to or not. Does it lapse as it has been rejected.
- 2 D.P. is flat for all.
- 3 Demands not involving monetary terms can be looked into separately.
- 4 Question of those whose funds have to be reached maximum:
- 5 This is ad hoc DA & will be shown separately.
- 6 In 1962 What do we discuss discuss! All demands a reference in cl. 4. implied reference to other demands. Now the cost of this DA will be Rs. 57. Lacs.

In Nov. *G. carolin* Mi. etc. was
7, 15, & 10 lb for different categories.
The quantity was low.
This

	Basic	DA.
upto	50	45
	100	55
	150	60
	200	65
	201 & above	70

Present Salary	DA.	<u>new adhoc.</u>
50	+ 45	+ 15
100	+ 55	+ 15
150	+ 60	+ 15
200	+ 65	+ 15
201 & above	70	+ 15

Proposed terms of Agreement with the Employees' Association.

1. A flat increase of Rs. 15/- per month will be granted to all employees in Class III and Class IV in the form of an ad hoc increase in the Dearness Allowance.
2. The amount will be paid with retrospective effect from 1st April, 1960 to all employees who are in the service of the Corporation on 1st March, 1961 or who retired from service or died in service between 1st April, 1960 and 1st March, 1961, i.e. the amount will not be paid to those employees who resigned from service or whose services were terminated between these two dates.
3. The amount will be paid to all the employees in Class III and Class IV, irrespective of whether they are in receipt of some additional D.A. or not or whether they have opted for their old company scales.
4. The Corporation will start discussion with the Employees' Associations for a general review of salary scales and service benefits of all Class III and Class IV staff, including the suggestion for the merger of a part of the dearness allowance in basic salary sometime in the middle of 1962, when the bonus agreement will also be coming up for review.
5. All the above terms are subject to the approval of the Board and of the Government.

Get full
text of the
agreement
print in VNR

COPY

Eastern Zone Insurance
Employees' Federation

150, VIJAY NAGAR,
DADAR, BOMBAY 28.

N.S.G.

POSITION OF STAFF AS ON 30-9-1960 ACCORDING TO SALARY GROUPS.

<u>Basic Salary Range in Rupees.</u>	<u>Supervisory and Clerical staff.</u>	<u>Sub-Staff.</u>
Below 51	-	3,381
Between 51-100	11,539	2,525
Between 101-150	6,106	48
Between 151-200	4,914	-
Between 201-250	1,423	-
Between 251-300	1,252	-
Between 301-350	345	-
Between 351-500	450	-
501 and above	4	-
	<hr/>	<hr/>
Total	25,833	PLUS 5,954

GRAND TOTAL = 31,787

POSITION OF STAFF AS ON 30-6-1960

Superintendents	...	...	686
Section Heads	...	...	1,814
Higher Grade Assistants	...	...	275
Assistants	...	...	15,942 + 796
Typists & Stenos	...	...	2,204
			495
Adrema Operators	...	...	603
Hollerith "	...	...	470
Powers-Samas "	...	...	86
Comptometer "	...	...	45
Telephone Operators	...	...	51
Cashiers	...	...	845
Uncat. Staff	...	...	-
Record Clerks	...	...	1,028
Head Peons	...	...	537
Daftarries	...	...	66
Peons	...	...	3,852
Watchmen	...	...	476
Liftmen	...	...	175
Hamals	...	...	372
Building Supervisors	...	...	33
Rent Collectors	...	...	3
Electricians	...	...	11
Drivers	...	...	65
Mali	...	...	16
Carpenters etc.	...	...	23
Temp. III	...	...	418
Temp. IV	...	...	400
			<hr/> 30,991
			796
			<hr/> 31,787 <hr/>

© Rs.15/-	Upto Basic Salary of Rs. 50/- p.m.	...	Rs. 50,715
© Rs.20/-	" " Rs.200/- p.m.	...	Rs. 4,98,640
© Rs.25/-	" " Rs.201 & above	...	Rs. 86,750
			<u>Rs. 6,36,105</u> per month

Rs.15/-	Per employee for 3381 employees.	...	Rs. 6,08,580 per year
Rs.20/-	" " 24932 "	...	Rs.59,83,680 per year
Rs.25/-	" " 3470 "	...	Rs.10,41,000 per year
	<u>31783</u> employees.		<u>Rs.76,33,260</u> per year

● Rs 15/- upto Basic Salary of Rs 50/- p. m.	..	Rs	50,715	
● Rs 20/- upto " " Rs 250/- P.M.	..	Rs	5,27,100	
● Rs 25/- upto " " Rs 251/- & above P.M.	..	Rs	51,175	
		Rs	<u>6,28,990</u>	PER MONTH
● Rs 15/- per employee for 3,381 employees.	..	Rs	6,08,580	PER YEAR
● Rs 20/- per employee for 26,355 employees	..	Rs	63,25,200	PER YEAR
● Rs 25/- per employee for 2,047 employees.	..	Rs	6,14,100	PER YEAR
			<u>31,783</u>	
	..	Rs	<u>75,47,880</u>	PER YEAR

Rs 12/- upto Basic Salary of Rs 50/- per Month.	..	Rs 40,572.00	
Rs 18/- " " of Rs 150/- per Month.	..	Rs 3,60,324.00	
Rs 21/- " " of Rs 250/- per Month.	..	Rs 1,33,077.00	
Rs 25/- " " of Rs 251/- & above per Month.	..	Rs 51,175.00	
		<u>Rs 5,85,148.00</u>	<u>PER MONTH.</u>

Rs 12/- per employee for 3381 employees.	..	Rs 4,86,864.00	PER YEAR.
Rs 18/- per employee for 20018 employees.	..	Rs 43,23,888.00	PER YEAR.
Rs 21/- per employee for 6337 employees.	..	Rs 15,96,924.00	PER YEAR.
Rs 25/- per employee for 2047 employees.	..	Rs 6,14,100.00	PER YEAR.
<u>31783</u>	..	<u>Rs 70,21,776.00</u>	<u>PER YEAR.</u>

Rs. 12 upto basic salary of Rs.50/- p.m.	Rs. 40,572/-
Rs. 18 upto basic salary of Rs.100/- p.m.	Rs.2,49,552/-
Rs. 21 upto basic salary of Rs.100/- p.m.	Rs.2,32,428/-
Rs. 25 upto basic salary of Rs.201/- p.m. or above.	Rs. 85,750/-
	<u>Rs.6,09,302</u> per month.

● Rs. 12 per max employee for 3381 employees	Rs. 4,86,864/ per year.
● Rs. 18 per employee for 13864 employees	Rs. 29,94,624/-per year.
● Rs. 21 per employee for 11068 employees.	Rs. 27,89,136/ per year.
● Rs. 25 per employee for 3470 employees.	Rs. 10,41,000/ per year
<u>31783</u>	<u>Rs. 73,11,624</u> per year.

● Rs. 12/- upto basic salary of Rs. 50/- p.m.	..Rs.	40,572.00	
● Rs. 18/- upto basic salary of Rs.200/- p.m.	..Rs.	4,48,776.00	
● Rs. 20/- upto basic salary of Rs.250/- p.m.	..Rs.	28,460.00	
● Rs. 25/- upto basic salary of Rs.251/- & above p.m.	..Rs.	51,175.00	
		<hr/>	
	..Rs.	5,68,983.00	per month.
		<hr/>	
● Rs. 12/- per employee for 3,381 employees	..	Rs.4,86,864.00	per year.
● Rs. 18/- per employee for 24,932 employees	..	53,85,312.00	"
● Rs. 20/- per employee for 1,423 employees	..	3,41,520.00	"
● Rs. 25/- per employee for 2,047 employees	..	6,14,100.00	"
		<hr/>	
<u>31,783.</u>	Rs.	68,27,796.00	per year.
		<hr/>	

① Rs 15/- upto Basic Salary of Rs 50/- P. M.	..	Rs 50,715
② Rs 18/- upto " " Rs 150/- P.M.	..	Rs 3,60,324
③ Rs 21/- upto " " Rs 250/- P.M.	..	Rs 1,33,077
④ Rs 25/- upto " " Rs 251/- & above P.M.	..	Rs 51,175
		<u>Rs 5,95,291 PER MONTH</u>

① Rs 15/- per employee for 3,381 employees.	..	Rs 6,08,580 PER YEAR
② Rs 18/- per employee for 20,018 employees.	..	Rs 43,23,888 PER YEAR
③ Rs 21/- per employee for 6,557 employees.	..	Rs 15,96,924 PER YEAR
④ Rs 25/- per employee for 2,047 employees.	..	Rs 6,14,100 PER YEAR
<u>31,785</u>	..	<u>Rs 71,43,492 PER YEAR</u>

A. I. T. U. C.
Received. 237/7.3.61
Replied.....

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Bombay,
March 6, 1961.

Dear Friends,

Re : Negotiations on the Charter of Demands.

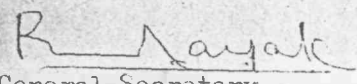
We have pleasure in informing you that a Provisional Agreement has to-day been signed jointly by the All India Insurance Employees' Association and the All India Life Insurance Employees' Association with the Life Insurance Corporation Authorities. A true copy of the Agreement is reproduced overleaf. The approval of the Government of India and completion of certain formalities from the Associations' side are now awaited for effecting the terms which, we trust, will be gone through at an early date.

This Agreement is the culmination of the prolonged negotiations carried out jointly by the Associations on the basis of proposals jointly evolved out and submitted to the authorities. Both the Negotiating Committees have recommended to their higher bodies for formal approval.

We trust, the spirit in which the Agreement has been negotiated and concluded will be carried further in the days to come in our efforts for better conditions of life and living.

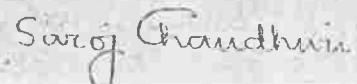
With greetings,

Yours fraternally,



General Secretary,
All India Life Insurance
Employees' Association.
6.3.1961.

Yours fraternally,



General Secretary,
All India Insurance
Employees' Association.
6.3.1961.

PROVISIONAL AGREEMENT BETWEEN (1) THE ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION AND (2) THE ALL INDIA LIFE INSURANCE EMPLOYEES' ASSOCIATION OF THE ONE PART AND THE LIFE INSURANCE CORPORATION OF INDIA OF THE OTHER.

IT is hereby agreed by the above Parties as under:-

1. A flat increase of Rs.15/- per month will be granted to all employees in Class III and Class IV in the form of an ad hoc increase in the Dearness Allowance.
2. The amount will be paid with retrospective effect from 1st April, 1960 to all employees who are in the service of the Corporation on 1st March, 1961 or who resigned or retired from service or died in service between 1st April, 1960 and 1st March, 1961. The amount will not be paid to those employees whose services were terminated between these two dates as a result of disciplinary action.
3. The amount will be paid to all the employees in Class III and Class IV, irrespective of whether they are in receipt of some additional Dearness Allowance or not or whether they have opted for their old Company Scales.
4. The Corporation will start discussion with the above Employees' Associations for a general review of salary scales, dearness allowance and other service conditions of all Class III and Class IV staff including the suggestion for the merger of a part of the dearness allowance in basic salary, some time in early 1962.
5. All the above terms are subject to the approval of the Government.

Signed at Bombay, the Sixth day of March, 1961.

For and on behalf of the
ALL INDIA INSURANCE EMPLOYEES'
ASSOCIATION.

Sd/- Saroj Chaudhuri

SIGNATURE.

FOR and on behalf of the
LIFE INSURANCE CORPORATION
OF INDIA

Sd/- D.S.Mehta

EXECUTIVE DIRECTOR.

For and on behalf of the
ALL INDIA LIFE INSURANCE

Signature.

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17-8-61

ORDINARY

INSURANCE CORPORATION EMPLOYEES UNION

B 14 ASIAN QUARTERS

MANMALA TANKI ROAD BOMBAY 16

REGRET UNABLE ATTEND STOP WISH YOUR FIFTH

CONFERENCE ALL SUCCESS

SADANGEA

MEMORANDUM OF DEMANDS

ON BEHALF OF

The Agra Divisional Insurance Agents' Union, Agra

To

**THE CHAIRMAN,
LIFE INSURANCE CORPORATION,
BOMBAY (CAMP AGRA)**

We need not emphasise before you the pioneering and primary character of the job of Agents in spreading the message of Life insurance to every nook and corner of the country. You are also aware, as we are, of the key role of agents in the preservation of business in force and servicing of policy holders in the interest of all parties concerned.

Yet, we are not sure if our genuine grievances and pressing demands have ever engaged your serious attention. The Life Insurance Corporation has travelled a long distance on the march of progress and has entered the history-making 5 years plan of its own. But, we, the Insurance agents, who may be described as the Locomotive of the Life Insurance Industry remain more or less at the level we found ourselves after nationalization in January 1956.

A patient perusal of our case, as elaborated in the following lines, will surely convince you of the justice of our demands and will enable you to take steps to create more contentment amongst us, so necessary for the further progress of the Industry and at an ever increasing momentum at that.

Rate of First Year Commission :—In standard companies like the Oriental and the New India, average active agents used to earn a minimum of 35% commission during the 1st year while more experienced agents used to be offered special or Chief agencies or, in other words, 15% more commission for the 1st year. But now, after nationalization, average active agents get a minimum of 25% only while the more experienced are able to secure a maximum of only 10% more in the form of Bonus (actually in 3 slabs of 5%, 7-1/2%, and 10%). It is obvious that an actual cut of 10 to 15 per cent has been effected in the 1st year Commission. Hence, we demand :—

1. That the 25% commission be raised to 35% and the amount of Bonus from 10% to 15%, even though the slab system be maintained to foster greater effort by the more industrious and resourceful.

Rate of Renewal Commission : In view of the admittedly higher cost of living, to the extent of 4 to 6 times as compared to 1939, the real value of the renewal commission has shrunk. Agents have to make far greater efforts to earn the same income as in the pre-war days. It is, therefore, only just to demand :

2. That the rates of renewal commission be doubled.

In lieu of the withdrawn P. F. Benefit — It has come to our notice, though not formally, that as a result of the technical objections by the Board of Revenue, namely that agents not being employees in the strict sense, are not eligible for Provident Fund, the benefit announced by the Life Insurance

Corporation, with great fan-fare, stands quietly withdrawn. What is more surprising is that the Corporation seems to be fighting shy of this development and is not bothering itself to work out another scheme incorporating the substance of the same benefit.

Since the Life Insurance Corporation is publicly committed to grant this benefit namely, an average one month's income per year w. e. f. 1958, it would be deemed most honourable and dignified on its part to give us that amount in cash for 1958 and 1959. As for the current and following years we would suggest that an amount equal to 1 month's average income be allowed to be adjusted towards the premia due on our policies. In view of the fact that the process of valuation for 1958 and 1959 is still on, we demand :—

3. That the announced benefit of the proposed P. F. contribution by the L. I. C. to agents be introduced immediately in some other appropriate legal form and compensation for 1958 and 1959 be paid in cash at the rate of an average 1 month's income per year.

Concessional rates of Premia on our lives — It is an irony that the primary producers, agents, have to pay the full tabular premia on their own lives, while others like office employees and Field and other officers who have only to deal with the procured business either in the office or in the field enjoy the facility of 10% rebate on their policies. In order to get this obvious injustice removed, we demand :—

4. That, like other components of the Life Insurance Industry, agents, also, be charged the concessional rates of premia on their own lives.

Benefit of Salary Saving Scheme :—Even though agents are not working on salary, a method can be found out for automatic deduction of premia due on their policies from the monthly commission bill, corresponding to the salary saving scheme, so that their policies can continue without the normal danger of lapsation and with greatest ease, as if the premia are the first charge on their income, as it should be. Hence, we demand :—

5. That automatic deduction of premia of agents' own policies be arranged from their monthly commission bill just as in the case of salary saving scheme.

Extra Remuneration for Direct Agents :—We are aware of the fact that the Life Insurance Corporation is encouraging the practice of enrolling more and more Direct Agents, and we welcome it. But the point is to provide some incentive

MEMORANDUM OF DEMANDS
ON BEHALF OF
The Agra Divisional Insurance Agents' Union

to make the idea a success. Every body knows that in every locality there are some extraordinarily resourceful and influential agents who are in the field, say for the last five to 25 years or so and who never entertain the idea of becoming field officers. It would be in the fitness of things to recognise their merit and long service to the cause of Life Insurance by compensating them with extra remuneration to the extent of the minimum cost of a Field officer decided upon by the Corporation namely 16.2/3% of the first-year's premium-income. Hence, we demand :-

6. That direct agents, except staff agents, be additionally remunerated to the extent of 16.2/3% of the first-year's-premium-income.

Facilities of Advance for Vehicles :-It is regrettable to note that in the matter of facilities of advance for vehicles, agents are discriminated against as compared to Field Officers. Who does not know that out of 10 persons contacted by agents hardly 2 turn out to be real prospects. While an average Field officer has to keep in touch with, normally, ten active agents and accompany them to prospects if and when required, it is the exclusive mental worry of active agents to continuously break virgin soil, discover or create new contacts and prospects. Yet agents have practically little chance of getting a vehicle, since conditions that govern them are too cumbersome and create adverse and unnecessary discrimination. For example an agent cannot get more than 1 year's renewal commission while a Field Officer is not bound by any limit based on his salary, even though he might be earning less than the agent per month. Secondly, the amount of advance to an agent cannot exceed 3/4 of the cost of the vehicle, while a Field Officer can be advanced 9/10ths of the cost of the vehicle. This is particularly surprising in view of the fact that the Corporation owes renewal commission to the agent for 10, 20, 30 years, while it owes nothing to the Field Officer except the current month's salary. Thirdly, the period allowed to the Agents for return of the advance is less than to the Field Officer. Of course the renewal commission per year should be more than sufficient to cover the instalment payable in a year. Hence, we demand :-

7. That agents be allowed advance or purchasing vehicles upto 9/10th of the cost of vehicle irrespective of the ceiling of preceding year's renewal commission.

Regarding Conveyance Allowance :-Once again, there is discrimination against agents in the matter of granting them conveyance allowance etc. Hence we demand :-

D. N. DHINGRA,
President,

Address :

c/o Agra City no. 2 Branch,
Life Insurance Corporation,
30 Mahatma Gandhi Road, Agra.,

Dated 21st September 1960,

8. That agents be given conveyance allowance, free insurance premium, and road tax, as in the case of Field Officers.

Advance of Loans :-It is common knowledge that in these days of rising cost of living and general hardship, it is very difficult to effect savings from the monthly family budget for certain future family needs, foreseen and unforeseen. Every modern industry is expected to make arrangements for its workers to secure loans payable in easy, monthly instalments spread over a reasonable period of time. Therefore, we Demand :-

9. That agents be allowed to draw loans free of interest upto one year's renewal commission to be recovered from future monthly commission bills to the maximum extent of 50% of the bills.

Rights of Hereditary Commission :-According to Article 7 cl. (C) of the letter of appointment to agents, the Life Insurance Corporation only declare that the commission is payable in the event of death of agent to his heirs or nominee (s). In order to remove any practical difficulty after the death of the agent, we demand :-

10. That section 41 of the Insurance Act be so amended, if necessary, as to provide for the Corporation compulsorily obtaining the nominations of nominees by the agents after completion of 5 years of continuous work.

The above are, Sir, a few of our most pressing demands arising out of disabilities that we, agents, suffer from. Fully conscious, as you are, of the key rôle of agents in pioneering, expanding preserving and servicing life insurance business and the vital part that we have to play in completing the target set for the Five Year Plan, may we hope that you would devote serious thought to our problems and take decisions at your earliest to the satisfaction of all?

We may assure you, Sir, that we shall continue to fully co-operate with the Corporation in the interest of everybody and above all of building up a prominent public sector industry on secure granite foundation.

But, we may remind you, Sir, that a contented and satisfied agency force will go a long way to make it more enthusiastic and inspire it really to contribute its utmost to make nationalised Life Insurance the *Biggest* success of all nationalised undertakings under your mature and able leadership.

Awaiting your favourable reply.

Respectfully,

M. N. TANDON,
Secretary.

For Executive Committee,
Agra Divisional Insurance Agents' Union,
Agra. (Central Zone)

Ganeshghat, Cuttack.2.

A Report of the Association on the occasion of the 5th Annual General Meeting (Open Session) held on 2nd July 1961 at Nari Seva Sadan, Puri.

Revered Chief Guest, President, ladies and gentlemen, and comrades,

I, on behalf of the association, extend to you all a hearty welcome on the occasion of the 5th 'Annual Meet' of the union.

At the outset I desire to express our sincere gratitude to the people of Orissa for having voted to power a party which has been able to form a stable ministry after a spell of a decade. But this gratitude is mixed up with an element of distress in view of the sorry debacle the leftist parties have suffered in the last election; this has given the occasion to the same feudal party to form the opposition. In this the trade union movement of the State would have little to expect ~~either from~~ from either of the two. We would be happy, if our apprehensions are proved incorrect and both the ruling party as also the party in opposition take a sincere interest in a healthy development of 'trade union' in Orissa. For we, of late, have been hearing a lot of promises of industrialisation of the State at a very faster pace; we would only hope that the prosperity that is promised to be created will ~~not~~ not ignore the workers and that their lot would improve in consonance with the other classes of people.

On a broader plane when we stretch our vision into the disturbing aftermath of the Strike by the GOI employees in 1960 we are at once alarmed and agitated; the pace and rate at which the different unions have been systematically de-recognised speaks of the mental approach of the Government and is a sad indicator of their bonafides to build up a welfare state. Through this process of ~~de~~ de-recognition the entire trade union movement in the country tends to be throttled into submission to the authorities. This equally makes a contradiction in view of the declared objectives of the Labour Ministry to initiate and promote 'workers' participation' in the management. We earnestly hope that things would not be allowed to take a turn (as is being done by the supercilious bureaucracy) for the worse which might endanger the pace of progress envisaged for building up the national economy through the 3rd 5-year plan. The workers do have that passion to work for the quick progress of the country ~~and~~; only that needs be given due recognition.

Turning to our own field and on an incisive stock-taking, we find ourselves in a sorry position. We had pinned all our hopes and aspirations on the 'Joint Committee'. We were nourishing a fond hope that at last the field workers would have a secured status in the Corporation. The Jt. Committee continued its sittings at intervals and after 7 such sessions we have ~~not~~ almost been back to the position whence we started. The issue of a revised pay-scale has been deferred by the LIC. On the question of prescribing facilities for development of business, better employer-employee relationship the Corporation has refused to accommodate the Federation in its divisional bases to collaborate with the management. On the issue of 'increment policy', 'incentives and such', the Corporation seems ~~inordinately~~ hopelessly stuck up in the attitude of the private sector. On the other hand, they intend to minimise the quantum of return to the workers for their increasing contribution in the very fast development of life insurance business by LIC. This would be proved by the fact that the number of field officers qualifying to earn an increment goes on diminishing every year with an increasing quantum of business produced by them through their agency-organisation. This would be evident from the following figures :-

Year 1958 -	total business	336 crores	- number of non-receptient of	
			of 'increments' -	702
Year 1959 -	--do--	428 crores-	----do-----	1029.
Year 1960 -	--do--	496 crores -	----do---	roughly 1200.
				--- contd ---

On the issue of 'general bonus', the Corporation has been playing a double-game. On the one side they themselves initiated a recommendation in the Jt. Comm. to give 'conditional bonus' to field officers on the basis of eligibility in terms of qualifying for an increment, and, ~~on~~ on the other side, they refused to make any such recommendation officially as they deemed it to be something against the declared policy of LIC. They even shelved their own assurances ~~x~~ (in terms of an agreed and unanimous recommendation in the Jt. Comm.) to revise the 'appraisal formulae' for 1959 to enable at least the same percentage that qualified for one increment in 1958. And, now, under the cover of the Jt. Committee they have thrust another formulae for 1961 to assess the performance of field officers for the current year. What is it other than a double game !

In our own division things have tended to move so incoherently that it makes one wonder if and what sort of administration is running the show. This would be evident from the treatment and servicing that the policy-holders and agents receive from the authorities. ~~xxxxxxofixkixkixkixkixkixkix~~ It has been almost axiomatic in the public to say that buying a life insurance policy meant buying a host of problems; we in the field motivate the people to buy a policy to get rid of so many problems that beset a man in life but once it is done by us this very policy becomes a source of problem for the buyer. In the matter of 'claim settlement', the position is too deplorable. What has been published in the 'Estimates' Committee's report of LIC has made a very sober presentation of ghastly facts. ~~xxxxx~~ For our division we are most unfortunate to have all the rejected and surplus rubbish in the rank of authorities who have grown an astounding immunity to all such criticisms and sallies. Our persistent and hoarse cry for erecting LIC's own buildings at the important townships in Orissa ~~xxxxx~~ has gone into deaf ears and what we hear is a riddlenerie of explanations as to how this has not been possible so far. Even today, we do not have LIC's proposal forms and many an important form ~~x~~ and literature in the regional languages ; this positively retards the pace of development in the rural areas. The housing problem for staff has received very scant attention of the authorities. To add to all these the way the petty officers in the local offices behave with the policyholders, agents and ~~xxx~~ other workers has ~~xxxxxx~~ provided ample food for resentment against the authorities.

The canvas seems too much weighed down with heaps of dolorous colour and it would be futile to brush aside our apprehensions for our own future. I would take this occasion to make ~~ix~~ a candid statement that we on our part would not be prepared to swallow things any longer. Sooner the things in the divisional realm are reconciled the better for the institution and for us.

We look ahead to the Eastern Zonal and National Federation's annual conferences in ~~ix~~ Calcutta starting in the middle of the month. Many problems have to be tackled on an All-India plane and the road has to be smoothened up for our advancement.

We expected a helping hand from the State Government. They could advance the cause of life insurance by introducing 'Salary-saving-scheme' in their departments (this has been done in Mysore and Kerala) to enable their employees to get the advantage of monthly payment of premium direct from salary. In the realm of publicity in rural areas, a lot could be done in association with the State's publicity department ; Orissa offers a vast field for rural life business development. The construction of houses and staff quarters by LIC could be promoted on an initiative by the State Government. Even in the realm of 'statistical assessment of insurance potentiality', the State Government could help us a good deal. All these need a positive outlook and a co-operative approach both by the Corporation and the Government.

Before I close, I must ~~ax~~ thank you all for your very kind participation and sincere patronage in this conference. Our heartfelt gratitude to Sri. G.S. Vaish for his untiring devotion to the cause of the field workers in the face of his own ordeal at the hands of the Corporation.

Ganeshghat, Cuttack.2.,
Dated 7th July 1961.

FOR CIRCULATION AMONG MEMBERS

Dear Friends,

The 5th Annual General Meeting of the Association was held at Puri on 1st-2nd-3rd July 1961. Out of 80 members, 33 participated where Cuttack, Rourkela, Bhubaneswar, Dhenkanal and Berhampur branches were represented. Sri. G. S. Vaish, President, National Federation of Ins. Field Workers of India, attended as Guest-in-chief and gave his valuable advice and guidance in the deliberations on the many issues contained in the official agenda.

The annual report and a statement of accounts were placed before the house by the Gen. Secy. The report was adopted with 2 amendments and the accounts were adopted subject to audit and other instructions (as contained in Resolution No.1(a)).

Reporting by respective branch committees was limited only to those participating (and representing their branches) and the absentee branches' case was placed by the Gen. Secy (as far as had been obtained from them). Discussions ensued on Policy-Servicing, Agents' problems (a happy feature was the participation of some prominent agent-members in the deliberations), Jt. Committee report and the future of F.O.s and agents in the set-up of LIC, local difficulties of field workers in terms of housing problems, hospitalisation facilities, office-accommodation, and other matters and after deliberations of over 18 hours spread over 3 days the decisions as contained in the resolutions and other instructions to the new Ex. Conn. were adopted.

Resolution No.1 (a). The accounts placed in the house for 1960-61 are adopted subject to audit by official auditor with specific instructions to the new Ex. Conn. to comply with audit objections, if any; the new Ex. Conn. is hereby instructed to scrutinise the accounts for the last annual conference and take suitable action wherever necessary.

1.(b). The annual report is adopted with 2 amendments viz. (i) on leave rules, that the recommendations were not acceptable to LIC who contended that these could not be different from those of other employees.

(ii) recommendations on certain other facilities for development of business in terms of advancing loans for purchase of type-writers, provision for telephones, were under consideration.

Resolution No.2. This meeting hereby urges field workers all over Orissa to see that whenever a proposal is submitted with the branch office it is accompanied by all such requirements to make it a completed one to obviate any after-difficulty of proponents in terms of getting the benefits of his policy with particular emphasis on age-proof documents, nomination and/or assignments etc.

Resolution No.3. This meeting of the association emphatically urges upon the LIC authorities to liquidate the policy and proposal suspense account by expediting adjustments and completions and, wherever required, the services of field workers may be availed of and the workers on their part are called upon to assist and co-operate.

This meeting takes a serious note of the lamentable lapse on the part of the authorities towards payment of policy-loans, settlement of ~~fixt~~ claims and urges upon the authorities to take such immediate and necessary steps to expedite such matters.

Resolution No.4. This meeting, in view of the serious difficulties confronted by policyholders in rural areas for non-availability of collecting machinery of LIC in their areas, urges upon the Corporation to open their banking accounts with such banks as would be existent in the rural areas. Alongside, the branch committees are asked to compile and submit a list of such banks in their areas to the Association for being attended to.

Resolution No.5. This meeting takes a serious note of the astounding lapse on the part of the Divisional Manager, LIC, Cuttack, in not supplying to the field workers with insurance literature in Oriya (particu-

particularly proposal forms, rate charts etc) language inspite of his repeated assurances over so many years on end and urges upon the D.M. to expedite supply of such material within 31st August '61 failing which this Association will be forced to take such steps as would ensure its early compliance.

Resolution No.6. This meeting hereby resolves to put an end to all these double-talks of contractual payment and regular service for field officers and emphatically put forth our views that the service conditions of field officers should be determined on the principle of ensuring a regular tenure of employment in LIC by immediately raising the pay-scales and D.A. and converting the same into a graded time-scale guaranteeing regular increments, annual general bonus, increased C.A. commensurate with the obtaining needs of operation, extending the facilities of gratuity and P.F. to all F.O.s since the date of appointment with their last insurer, medical and other amenities, and treating the F.O.s at par with other employees in terms of benefits and amenities, and create material conditions for a healthier development of insurance by allocation of areas and agents and location of F.O.s on the basis of obtaining man-power potentiality, the same principle governing city, urban and rural areas except that deployment of the number of F.O.s in city and urban areas to be made on man-power-potentiality basis and operating on a healthy and co-operative way eliminating the element of competition between individual F.O.s and promoting conditions towards the growth of a stable whole-time agency organisation as also abolishing the present system of temporary and incentive increments but prescribing specific norms for advancement and promotion of F.O.s to higher ranks thereby ensuring a balanced pace of development of the industry and a stable and real progress of the interests of the F.O.s and agents.

This meeting urges upon the National Federation to get rid of all illusions and meaningless assurances of LIC and launch upon a concerted struggle to establish the principle as aforesaid in this resolution and ensure a regular service condition for F.O.s all over India where the workers would have a real passion and zeal to work for the advancement of the industry which would not be counted merely in terms of monetary benefits in return for the workers.

This meeting assures the N.F. that we would unflinchingly support and co-operate in such a struggle to achieve our declared end. (Moved officially and unanimously adopted).

New Executive Committee : President - Sri.B.D.Satpathy. .
Vice-Presidents- Sri.M.M.Siddique & Sri.R.M.Biswal.
General Secy. - Sri.Saten Ghose.
Jt.Secretaries - Sri.Binayak Das & Sri.K.S.Khuntia
Office-Secy. - Sri.D.K.Satpathy.
Treasurer - Sri.R.K.Satpathy.

Members - 1.Sri.S.K.Chatterjee (Cuttack) 8. Sri.S.P.Pandya (Bolangir)
2. Sri.M.M.Mohapatro (do) 9. Sri.K.L.Serkhel(Rourkela)
3.Sri.R.K.Dey (do) 10. Sri.A.C.Mohanty (do)
4. Sri.B.K.Chand (do) 11. Sri.S.C.De Khan (do)
5.Sri.B.P.Kanungo (do) 12. Sri.Ananta Rath (Balasore)
6. Sri.B.C.Rath (Bhubaneswar) 13. Sri.R.N.Mohanty (Bhubaneswar)
7.Sri.R.N.Mohapatro (Berhanpur)

Auditor - Sri.M.P.Das Gupta.

Messages were received from :- All India Trade Union Congress (and on behalf of Con.S.A.Dange), other trade union organisations in Orissa, East Zonal Federation (Gen.Secy), Cal.Divn.Asscn., Jalpaiguri Divl.Asscn., C.M.Rajendran (Bangalore), M.H.Deshpande (Nagpur), S.B.Chanda (Calcutta), and other associations of field workers, Sri.P.R.Gupta (Addl. Z.M., Cal), Sri.K.Balasubramanyam (Z.M., Central Zone), and other officers of LIC, and many greetings from local men wishing success for the conference.

The 'Open Session' was inaugurated by Sri.Loknath Patnaik, a leading advocate and reputed public man of Puri; Sri.Vaish, was the Guest-in-chief. Sri.J.C.Das, outgoing President presided. Fraternal delegates from Cuttack Divn.Ins.Employees Union also attended. The members of Press were also present as also many other prominent men of Puri on the occasion at Nari Seva Sadan, Puri on 2nd July '61.

In his inaugural address, Sri. Patnaik stressed on the rationality of the demands of the field workers as were enumerated in the report. He dealt with the trade union movement in the country and advised tolerance and a co-operative approach to the problems. He also decried the call for strikes which meant to negate the production when we as a nation were making all attempts to forge ahead in terms of development of the material resources of the country. He hoped that wiser counsel would prevail on LIC's management and there would come a peaceful solution of the problems of field workers.

Sri. Vaish spoke on the unique character of the Federation inasmuch as it was not affiliated to any political organisation. Even though there had been victimisation and vindictive attitude of the authorities when we had followed this principle, he categorically stated that whatever the provocation, we would resist all temptations to be tied up to any such political party or be guided by them. He said that though the Federation had placed the interests of the institution uppermost, the workers' zeal, intentions and feelings were belittled and viewed with prejudice. Of course, he said, it was a question if and how national feeling or passion for building up the nation's economy could be weighed in terms of money. He said that when a field worker was assessed entirely in terms of the quantum of his production and his remuneration was regulated entirely on the rise or fall of his production, all sermons of love and passion for the institution on the part of workers would amount to moonshine. This, he said, required a sense of oneness and belonging to be imparted and inculcated in the workers but the attitude of the ~~LIC's~~ management to arrogate to themselves all the right to determine and dictate what was good for the institution in itself acted as an anti-thesis. Unless the workers had a sense of confidence in the employer, he said, absent his tenure of employment it would be futile to expect any such passion and love of the workers for the institution.

He said that LIC's last year total production fell below their declared target and asked as to how the Chairman of the institution could escape a censure or a cut in his salary when a field officer if he failed to measure up to his quota (of ~~xxxxxxx~~ production) lost an increment or was even warned. How could there be two different sets of norms to govern the assessment of the employees in the same institution, he asked.

He said that in spite of our best efforts and even at the cost of humiliation to come to a negotiated settlement through the machinery of the Jt. Comm. we have been dismayed at the casual utterances of the big bosses of LIC, even the Govt. of India was playing a second fiddle to such statements by repeating them in Parliament. However, he advised the workers not to lose hope and expected that the ensuing All-India conference of the Federation in mid-July would formulate its policy for realisation of the demands of the workers. He said that the workers were experiencing intense difficulties in Rourkella on account of paucity of housing accommodation, absence of hospital facilities in the Steel-Township and appealed to the State Govt. to help them in alleviating their distress. He said that the LIC should invest more in developing the State's economy and also build its own houses for office and residential accommodation of its workers. He advised the local authorities to get rid of their myopic attitude and seek the co-operation of workers in serving the industry to the best interests of all.

The conference ended after a vote of thanks were passed to the workers of Puri for their fine organisation of the conference in a befitting way. A vote of thanks was moved to the outgoing 'Ex. Comm' for the work done in 1960-61 in spite of great stress and difficulties. A vote of thanks was passed to the Guest-in-chief, Sri. Vaish, for his participation and able guidance in the conference ~~in spite of his pressing engagements otherwise and indisposition.~~

The following members were elected to make the official delegation to the Eastern Zonal and National Federation's conferences at Calcutta: Sri. B. D. Satpathy, M. M. Siddique, Saten Ghose, D. K. Satpathy, R. K. Satpathy, B. Das, K. S. Khuntia, K. L. Serkhel, and one from Bhubaneswar and one from Berhanpur to be co-opted (Sri. S. C. De Khan and R. N. Mohapatra, alternate delegates from North and south).

With greetings,


GENERAL SECRETARY

174 FEB 1961

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DRAFT Rules for the constitution of Joint Negotiating Machinery in the Electricity P.W.D. Highways and Medical Departments and in Government Industrial Undertakings run departmentally.

1. These rules may be called the joint Negotiating Machinery (Government Departments and Industrial Undertakings) Rules, 1960 and shall take effect from the date of their publication in the Gazette. These Rules shall not apply to office employees and other categories of workers in the clerical or ministerial and those in a supervisory or administrative cadre.

2. In these rules, the words 'Government' shall mean the State Government, the words 'local area' shall mean either the revenue district or the workshop or undertaking or Headquarters Hospital as the case may be, the words 'industry' shall mean employment in the Electricity, P.W.D., Highways, Medical Departments and in departmentally run undertakings like Government press, Government Distilleries, Government Ceramic Factory etc. The words 'District Officer' shall mean the Principal Officer of the Department not lower in rank than an Executive Engineer or Superintendent of an Hospital or the Head of the workshop or undertaking by whatever designation he may be called and the words 'Election Officer' shall mean the officer deputed in writing by the Labour Commissioner to hold elections for electing workers' representatives and for ascertaining which is the most representative Union.

3. There shall be constituted within three months from the date of publication of the Rules for each Local Area in respect of the Government Electricity, P.W.D., Highways, Medical of Industries Department a Local Committee consisting of:

- (1) The District Officer as Chairman & Convener
- (2) One representative of the workers as .. Member (to be selected in the manner hereinafter specified)

and

- (3) The Government Labour Conciliation Officer of the District as Observer

~~(4)~~

4. It shall be responsibility of the Local Committee to discuss all matters of mutual interest and secure amity and good relations between the management and the workers.

5. The subjects within the sphere of responsibility of the Local Committee shall be the following:-

- a. Working conditions like arrangement of working hours, rest and lunch intervals and holiday arrangements;
- b. safety appliances, accident prevention, first aid, hygiene and welfare and staff accommodation;
- c. Medical facilities;
- d. delay in payment of wages etc;
- e. questions relating to local travelling allowances;
- f. piece-work rates and daily rates of wages for casual workers;
- g. cases of alleged victimisation which involve a general principle;
- h. retrenchment and reduction of strength or workers;
- i. work- loads;
- j. implementation of labour laws

6. All unanimous decisions of the Committee shall be implemented forthwith. If such implementation requires the approval

of assent of a higher authority or Government it shall be implemented after such approval or assent is obtained. Where there is no such agreement the matter may be referred to state Committee constituted under Rule IO of these Rules by the member concerned.

7. The Local Committee shall meet once in two months. Ten-day's notice of the holding of such a meeting shall be given by the Convener.

8. Subjects to be included alongwith brief details of such matter shall be given to the Convener fifteen days in advance and the Agenda shall be circulated by the Convener atleast three days prior to the holding of the meeting.

9. The following procedure shall be adopted to select the workers representatives on the local Committee:-

- a. If there is no trade union of workers in the particular local area the workers shall elect a representative. For this purpose the Election Officer shall convene a meeting of the workers in the Local area after giving atleast three days notice and call for nominations. Where there is more than one nomination he shall conduct an election by secret ballot. Where workers are scattered throughout the local area and it is not possible to hold an election in-out-stations such workers shall be issued ballot papers containing the names of all contestants for marking and return to the Election Officer or to such other officer specified by the Election Officer.
- b. If there is only one trade union in the local area and it has atleast 30% of the workers on its rolls it shall nominate its representative on the Local Committee.
- c. Where there are more than one Union in the local area the Election Officer shall conduct an election to determine which is the most representative union and the union declared to be most representative shall be entitled to nominate its representative to the local committee. In an election under this sub-clause, each union shall be allotted a coloured box and each worker shall be given one ballot paper. Seven days notice of such election shall be given by the Election Officer. Workers who are posted in-out-stations will be issued a ballot paper with the names of the unions noted to enable them to mark the ballot paper and return it to the Election Officer or to such other officer specified by the Election Officer.
- d. A representative elected under sub-clause(a) shall be a member of the Local Committee for at-least a period of two years unless such representative ceases to be employed. The representative nominated by the union under sub-clause b & c shall also be a member for two years, unless the union by a 2/3rds majority of all its members passes a vote of no-confidence in him and communicates it to the District Officer. It shall simultaneously nominated another representative in such contingency.
- e. The representative elected or the representative nominated by the union shall be workers employed in the local area.

f. After the expiry of every two years from the date when a representative is elected or nominated the same procedure adopted for selecting workers representatives in the first instance shall be followed.

g. Workers representatives attending meetings of the local committee shall be treated to be on duty for that period including journey time ~~shall be treated to be on duty~~ if the place of duty other than the place fixed for the meeting and shall also be entitled to Travelling Allowance according to T.A. rules.

IO. There shall also be constituted State Negotiating Committees within four months from the date of publication of these Rules for each Department- Electricity P.W.D., Highways and Medical- Separate State Committees shall also be constituted for each undertaking or group of undertakings like one for all the P.W.D. Workshops or one each for the Paper Mills and the Ceramic Factory.

II. Each State Committee shall consist of the Secretary to Government in the Administrative Department as Chairman and Convenor with the Secretary to Government in the Finance Department or his Deputy or the Departmental Financial Adviser, the Head of the Employing Department, the Commissioner of Labour and a representative of the workers (to be selected in the manner hereinafter prescribed), as members.

I2. It shall be within the competence of the State Committee to deal with the following matters:-

- a). All matters not settled at the Local Committee and brought up by any member of the local Committee before the State Committees;
- b) Salaries, wages, D.A., pension, provident fund and gratuity;
- c) Holidays, privilege leave and sick leave;
- d) Any matter which involves the amendment of Government Orders or necessitates issued of fresh Government orders and policy questions which concern all employees of a particular class throughout the State;
- e) Rules of seniority, promotion and disciplinary action and general retrenchment.

I3. The State Committee shall meet once in four months. Notice of meetings shall be given atleast fifteen days in advance and agenda shall be circulated seven days in advance. Subjects for inclusion in the agenda alongwith a short note on each subject proposed shall be sent to the Convenor atleast one month in advance.

I4. The following procedure shall be adopted in selecting workers representative on the State Committee:-

- a) The representatives of the all the Local Committees in the State for each department shall form the Electoral College. The Election Officer shall fix a date for receipt, scrutiny, and declaration of valid nominations and call upon the members of the Electoral College to submit nominations. Where there is more than one nomination a poll shall be held on a specified day which shall be atleast seven days after the expiry of the date of declaration of valid nominations. Members of the Electoral College will be supplied a ballot paper specifying the names of the contesting candidates and the same shall be marked and handed over in person to the Election Officer or to any officer authorised by him on this behalf on the day of the Poll.

- b) The electors may nominate either one among them themselves or any office bearer of the representative Trade Union in the industry for any local area.

15. Representative who are not employees shall be entitled to T.A. as for a member of a second class Committee. Those who are employees shall be deemed to be on duty when they attend meeting of the Committee and shall also be allowed T.A. as per rules.

16. The unanimous decisions of the State Committee shall be implemented forthwith. Where such decisions require the approval of the Government, such approval shall be obtained within a month from the date of conclusions of such meeting.

17(a). If no agreement is arrived at it shall be solely at the discretion of the Government to refer the matters to a Board of Arbitration consisting of a representative of each of the Department and workers with an independent Chairman, or reject the demands, totally or partially.

(b). In case of rejection of demands by Government, either totally or partially, the union or the workers shall have the right to invoke the provisions of the Industrial Disputes Act.1947.

18 (a). The Local Committee or the State Committee, as the case may be shall not consider the demands of the workmen, when the workmen or the union representing the workers, resort to strike, go-slow, satyagraha, or any other method of agitation during the period of negotiations before the respective committee.

(b). The Convenors of the Committees both at the Local level and at the State level shall communicate copies of the proceedings of the meetings of the respective committees to the members within seven days from the date of conclusion of the meeting. The Convenors of the State Committee shall send copies of the said proceedings to the members of the concerned Local Committees if the decisions by the State Committee relate to items b,c,d & e of Rule 12. In the case of decisions on item 'a' of Rule 12, copies of the proceedings need not be sent to the Local Committee which raised the issue before the State Committee.

19. The Chairman of the Committees shall record the proceedings in a Register kept for the purpose and get it signed by the members attending the meeting, after signing it themselves. It shall set-forth the subject on the agenda and the decision taken.

20. The Chairmen shall empowered to sanction the T.A.Bills or workers representatives and for this purpose to draw on abstract bills the appropriate amount of T.A. and D.A. payable to members and disburse them to the members attending the meeting and to send detailed bills in due course.

Sd/- N.K.Guruswamy;
Commissioner of Labour.

/True copy/

A. I. T. U. C.
Received... 1299 / 12.6.61
Replied.....

29/6

The South Zone
Insurance Employees' Federation

MADRAS

IVth Annual Conference

11th & 12th June, 1961

GOKHALE HALL

MADRAS-1.

PROGRAMME

51 SUNDAY

10-00 a. m. Delegates' Conference—
Canteen Hall, L. I. C. Building, Madras-2.

51 MONDAY

6-00 p. m. Public Meeting—Gokhale Hall, Madras-1.
Prayer
Presidential Address—
Shri S. Mohan Kumaramangalam, M. A. (CANTAB),
Bar-at-Law
Inauguration—
Shri S. Guruswamy, President, All India Railwaymen's
Federation

Speeches—

Prof. K. B. Madhava, Economist & Consulting Actuary
Shri Saroj Choudhury, General Secretary,
All India Insurance Employees' Association

VOTE OF THANKS

8-00 p. m. CULTURAL PROGRAMME

i) Mimicry

ii) "Sri Samayojitham"—(Tamil Farce)
by Sivogam & Party

The President
AND
The Members of the Executive Committee of
The South Zone Insurance Employees' Federation, Madras

SOLICIT THE PLEASURE OF YOUR COMPANY

ON THE OCCASION OF THEIR

IVTH ANNUAL CONFERENCE

ON 11TH AND 12TH JUNE 1961

AT GOKHALE HALL

ARMENIAN STREET, MADRAS-1

K. P. Menon,
General Secretary

S. Mohan Kumaramangalam,
M.A., (CANTAB) Bar-at-Law,
President.

To S A D

National Federation of Insurance Field Workers of India
CALCUTTA

A. I. F. W. I.	OPEN SESSION OF
I. R. No. 222	Date 7 JUL 1961
File No.	The 3rd All-India Annual General Conference

of the Field Workers will be held at 6 Pm. on Wednesday,
19th July, '61 at Hindusthan Annexe Hall,
4, Chittaranjan Avenue, Calcutta.

Sri Rajendra Nath Majumder, Mayor of Calcutta,

has kindly consented to inaugurate the Conference

Shri S. K. Acharyya, M.L.C., Barrister-at-Law,

Chairman Reception Committee will welcome the guests.

you are Cordially invited to attend.

BADAL GHOSE
Secretary.

[Programme at the back]

Programme :

1. Opening Song.
2. Inauguration by the Mayor of Calcutta.
3. Welcome Speech by Shri S. K. Acharyya, **BARRISTER-AT-LAW.**
4. Speech by other invited guests.
5. Vote of thanks.
6. Cultural function.

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A. D. Dage The Reception Committee

Cordially invites you

at the INAUGURAL SESSION/OPEN SESSION of the

First Annual Conference of the

ALL INDIA EMPLOYEES' STATE INSURANCE CORPORATION
EMPLOYEES' FEDERATION

At Subarna Banik Samaj Hall,

47, Ganesh Chandra Avenue, Calcutta-13.

Inauguration :—Hon'ble Shri Abdus Sattar,
Minister for Labour, West Bengal.

A. I. T. U. C.

J. R. N. 274 Date: 2.11.1961

File No.

S. R. Das Gupta

Chairman

RECEPTION COMMITTEE.

I : Inaugural Session : 5-30 P.M., 12th August, 1961.

II : Open Session : 5-00 P.M., 13th August, 1961.

THE South Zone Insurance Employees' Federation

MADRAS

(Affiliated to A. I. I. E. A.)

Comrades:

THE Annual Conference of our Federation will be held at Madras on 11th and 12th June 1961. This Conference will examine our own achievements as also the achievements of the Corporation during the past five years. This intervening period has revealed the broad lines of developments and a quinquennial valuation will be useful as a measure of further advance.

The Corporation arose embodying the spirit of nationalisation. The Government of India set the Insurance Corporation to safe-guard the life fund from the banal influence of the financial speculators to make life fund safe for the policy-holders, to use the resources thus available for the industrial advancement of the country, to remove the imbalance between the states through planned diversification of capital. These laudable objectives have been lucidly presented in the report of Sri H. D. Malayi—a case for Nationalisation of Insurance. It stands revealed in the debates in the Lok Sabha where the successive Finance Ministers reiterated their adherence to these lofty principles. Where do we stand to-day? The answer is found in the Estimates Committee's Report of the Lok Sabha which reiterates the objection to investing money in the collapsing share market and buttressing private capital. Yet this very policy is not abandoned as in the purchases of share in a mining concern about which the Estimates Committee's Report is highly critical.

The objective of broad National Development and diversification of capital to under-developed states are hard to find in the extant policy of the L. I. C. investments. It has tended to enrich the more developed states. Bombay and West Bengal alone have absorbed 67% of funds in shares and debentures. This applies with equal force to investment in approved securities.

The importance of Third Plan as a means of National progress and all round development are obvious. Its success depends on the availability of funds and the primary responsibility for this lies with the L. I. C. as a great mobiliser of National resources.

The Fourth Annual Conference will give call for a re-orientation of the L. I. C. investments. It will urge for speedy implementation of the promotion policy, reappraisal of questionable practises in Junior Officers' selection and other burning problems facing the employees. It will call for revision of Leave rules and for a bold policy of Social Security to the Staff.

Preliminary reports indicate that full contingent of delegates are coming from all the eight Divisional Units. We hope that the representatives of the General Insurance Employees' Union will participate in numbers and make common cause in the common endeavour.

The Conference will be inaugurated by Shri S. Guruswamy, President, All India Railwaymen's Federation. Our President Shri S. Mohan Kumaramangalam will preside and guide us in the deliberations.

The veteran Consulting Actuary, Economist and leading Statistician Prof. K. B. Madhava will address the Conference on the Estimate Committee's Report on the Investible Funds of the L. I. C. supplemented by Com. Saroj Choudhury, General Secretary, All India Insurance Employees' Association, Calcutta.

The L.I. C. Staff Cultural Group will enliven the audience with their programme of entertainments and mimicry.

We request you to attend the Conference in large numbers and help us in the realisation of objectives, we have placed before ourselves and before the Country.

K. P. Menon,
General Secretary.

All India Insurance Employees' Association :: ZINDABAD
Fourth Annual Conference of the S.Z.I.E Federation :: ZINDABAD

THE INSURANCE CORPORATION EMPLOYEES' UNION

TRIVANDRUM DIVISION

Reg. No. 178/56

PRESIDENT:

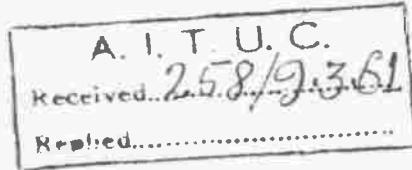
SRI. S. KRISHNA IYER
B. A. (HONS.) A. C. I. I. (LOND.)

VICE-PRESIDENT:

SRI. G. V. SUNDARAM M. A.

GENERAL SECRETARY:

SRI. K. C. VARGHESE M. A.



ULSAVAMADAM BUILDING,
FORT, TRIVANDRUM.

4th March, 1961.

Dear Sir,

We are enclosing herewith a detailed programme of the 4th Annual Conference of our Union proposed to be held on the 13th and 14th inst. We would deem it a great favour done to us if you would kindly make it convenient to be present at the Conference and enthuse us by your valuable message and advice.

Thanking you very much and requesting the favour of passing on your message to us well ahead of the Conference.

Yours faithfully,

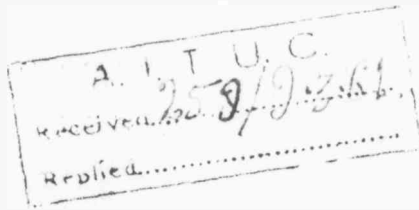
N. P. Manjoothiri

(N. P. MANJOOHIRI)
CONVENER
RECEPTION COMMITTEE



*Send message
Send telegram
it is in 13/4*

*Thanks for
invitation and hope
with you success
w securing
demands and
building trade
R. Manjoothiri*



INSURANCE CORPORATION EMPLOYEES' UNION

TRIVANDRUM DIVISION

Fourth Annual Conference

ON

13th & 14th March 1961

INSURANCE CORPORATION EMPLOYEES' UNION
TRIVANDRUM DIVISION

Dear Sir/Madam,

The Fourth Annual Conference of the Trivandrum Division Insurance Corporation Employees' Union will be held on the 13th and 14th March 1961.

Shri. Pattom A. Thanu Pillai, Hon. Chief Minister, Kerala State has kindly consented to inaugurate the conference at the Public Meeting to be held at 6 P. M. on Tuesday, the 14th March, 1961 at the V. J. T. Hall. **Shri. P. T. Chacko**, Hon. Home Minister, Kerala State has kindly agreed to address the Meeting.

Shri. T. K. Velayudhan Nair, President, All Kerala Bank Employees' Union and **Shri. G. P. Mohanachandran Nair**, Secretary, All India P. & T. Employees' Union, Trivandrum Division also will speak on the occasion.

Your presence is earnestly solicited.

Trivandrum,
1st March 1961.

K. C. VARGHESE,
General Secretary.

Monday—13-3-'61 UNION OFFICE HALL

5-05 to 6-15 P. M. Election of Office Bearers for the
year 1961-62

6-15 P. M. General Body Meeting

President: Sri S. Krishna Iyer

AGENDA

- 1) Annual Report and Statement of Accounts.
- 2) Discussion on future programmes
- 3) Resolutions

Tuesday—14-3-'61 V. J. T. HALL

PUBLIC MEETING: 6-00 P. M.

VARIETY ENTERTAINMENTS 8-30 P. M.

Inauguration: Shri C. I. Parameswaran Pillai

“ഇവലോ ഇമ്പയം” by P. K. Veeraraghavan Nair

Presented by: L. I. C. Arts Club

Admission by PASS ONLY

A. I. L. I. C. Employees' Association
received: 238/7.3.61
replied: 7

296

FOR FAVOUR OF PUBLICATION.

Press Statement issued jointly by Shri. Saroj Chaudhuri and Shri. R.N. Nayak, General Secretaries of All India Insurance Employees Association, and All India Life Insurance Employees Association respectively :-

INCREASED DEARNESS ALLOWANCE TO L.I.C. EMPLOYEES :

More than 31,000 Employees of L.I.C. belonging to Supervisory, Clerical and Subordinate ~~Staff~~ ^{Categories} will get a uniform ad-hoc increase of Rs.15/- in the existing Dearness Allowance as per the Agreement signed to-day jointly by the All India Insurance Employees Association and All India Life Insurance Employees Association with the Life Insurance Corporation of India. This increase is to take retrospective effect from 1st April 1960.

Another notable feature of the agreement is the commitment by the L.I.C. to start negotiation on the pay scales and other ~~xxxxi~~ service conditions including merger of D.A. in basic salary early in 1962.

The L.I.C. Employees have been agitating for a wage rise since over a year. The agitation was intensified in the month of January last when both the Associations planned demonstrations in Bombay and else where. The present agreement comes at the end of prolong negotiations carried on jointly by both the associations with the authorities of L.I.C.

R. Nayak

General Secretary,
All India Life Insurance
Employees' Association.

6th March, 1961.

Saroj Chaudhuri

General Secretary,
All India Insurance Employees'
Association.

6th March, 1961.

To,
The Chief Reporter,

Make a
report on this
agreement
TVR. have
info. have
not get the
document
to send

May 18, 1961

General Secretary,
Divisional Insurance Employees' Association,
New Town,
JALPAIGURI, W.Bengal

Dear Comrade,

Thank you for your letter of 13th
May 1961, with regard to your 5th Annual
Conference.

On behalf of the AITUC, we wish your
conference great successes. The united movement
of the insurance employees has secured notable
gains and the increase won in D.A. some time
back is significant. These gains, we are sure,
would be further consolidated, the organisation
strengthened and plans made for developing
greater united action to win your more
fundamental demands.

We are also happy to note that the insurance
employees have played a prominent part in the
struggles of the working class in general, on
issues affecting all sections. We hope these
bonds of solidarity would be further strengthened
in the days ahead.

With warm greetings,

Yours fraternally,


(K.G. Sriwastava)
Secretary

DIVISIONAL INSURANCE EMPLOYEES' ASSOCIATION

Regd. No. 4670

JALPAIGURI

(Affiliated to A. I. I. E. A. through E. Z. I. E. A.)

A. I. T. U. C.
Received 1374/16-5-61
Replied.....

President :

Sri Sishir Ch. Bhattacharjee

General Secretary :

Sri Humud R. Ghose

Address :

New Town
JALPAIGURI

Date The 13th May '61.

Ref : Conf./5th/12/61.

Sri S. A. Dange,
Member of Parliament,
General Secretary, All India Trade Union Congress,
B O M B A Y.

Dear Comrade,

We have the pleasure to let you know that we are going to hold 5th Annual General Conference of our Association on 26th and 27th May, 1961.

Our Conference is scheduled to be held in a moment when the Life Insurance Employees, all over India are consolidating themselves for a comprehensive struggle for revision of their existing pay-structure with the object of neutralising the soaring prices to some extent for which the family budget of the employees are facing severe crisis. The revision that the employees are demanding is based on the recommendation of the 15th Indian Labour Conference.

The insurance employees hold a very high idea about you as they find in you a valiant fighter for the cause of people and middle class employees in particular. We shall deem it a favour if you kindly make your time to come to Jalpaiguri on the occasion. In case you fail to come for unavoidable reason, may we expect a message from your goodself.

With kindest regards,

Comradely yours,

Humud R. Ghose
General Secretary.

Humud
Humud

INSURANCE CORPORATION EMPLOYEES' UNION, BOMBAY.

N.K. Bhat

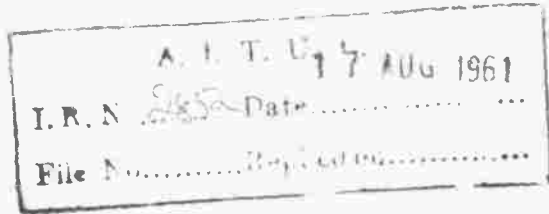
Reg. No. 2668.

150 Vijay Nagar,
DADAR, BOMBAY-28.

K. A. Chitnis,
President
P. P. Patil,
General Secretary

Date _____

Shri S.A. Dange, M.P.



Dear Sir,

We have great pleasure to inform you that the 5th Annual Conference of the above Union will be held in Bombay on the 19th and 20th August 1961. Sri Y.B.Chavan, Hon. Chief Minister, Maharashtra State, has very kindly consented to inaugurate the conference.

This conference is taking place at a very crucial phase of the insurance employees' movement. Our organisation has already submitted a Charter of Demands to the Corporation which embodies the urges and aspirations of the Insurance employees for a better living standard in consonance with the publicly acknowledged all round prosperity of this industry. Our organisation has also raised other industrial disputes with the Corporation on matters affecting the vital interests of the Insurance employees. At the same time, wedded as our organisation is to the principle of collective bargaining it is our desire that the solutions to these issues must be found through discussions with the Corporation across the table. All these factors of our movement, therefore, must engage the serious attention of the conference.

It has been a happy thought for us that your goodself has always taken keen interest in the industrial problems of the insurance employees and made your counsels available to our movement from time to time. It is, therefore, the ardent desire of the Managing Committee of the Union that we should have the benefit of your valuable guidance at this most important juncture of our movement to enable the conference to arrive at correct decisions on the vital issues. The Managing Committee has, therefore, to request you to send your suitable message to the conference to be read at the open General Session of the conference which will be held on Saturday, the 19th August 1961 at 3p.m. at Camp Hall, Fort, Bombay.

With best wishes,

Yours sincerely,

[Handwritten Signature]
General Secretary.

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புதுவை நகரசுத்தி தொழிலாளர்கள் 2-வது மாநாடு ஏப்ரல் 28-ல் நடைபெறும் கோரிக்கைகளை வற்புறுத்த அணிதிரண்டு வாரீர்

அன்பார்ந்த தொழிலாளர்களே!

கடந்த ஆறு ஆண்டு காலமாக நமது தொழிற்சங்கம் நகரசுத்தி தொழிலாளர்களின் வாழ்க்கை முன்னேற்றமடைவதற்காக பல கோரிக்கைகளை வைத்த இடைவிடாது பணியாற்றி வந்துள்ளது. 1956-ம் ஆண்டில் நகரசுத்தி தொழிலாளர்களின் முதல் மாநாட்டை திரு மேயர் லத்தார் தலைமையில் நமது ஜ்வாதாரமான கோரிக்கைகளை வற்புறுத்தினோம்.

முதல் மாநாட்டில் வைத்த கோரிக்கைகள்:

நகரசுத்தி தொழிலாளர்களுக்கு காலனி கட்டித் தருவது வேலை மணிகேள், கூலி உயர்வு, ஆண் தொழிலாளிக்கும் பெண் தொழிலாளிக்கும் வருடம் இருமுறை உடுப்பு, வாராந்திர விடுமுறையும், வருட விடுமுறையும் கேஷலிவல் லீவு, சோப்பு, 30 வருஷம் -வேலை செய்த தொழிலாளர்களுக்கு உபகாரச் சம்பளம் (பென்ஷன்) இதுபோன்ற பல கோரிக்கைகளை வைத்து தீர்வாகத்திடம் வற்புறுத்தி திளர்ச்சி செய்து வந்துள்ளது.

இதன் பயனாக தொழிலாளர்களை வறையறப்பு இல்லாமல் வேலை வாங்கி வந்ததை தடுத்த 8 மணிகேள் வேலையும் 0-12-0 அணுகூலி வாங்கி வந்ததை இன்று ரூ. 1-10-0 ஆக உயர்த்தியும், வருடம் இரண்டு முறை உடையும், சோப்பும், வாராந்திர விடுமுறையும் வருட விடுமுறையும் பென்ஷனும் தொழிலாளர்கள் பெற்றுள்ளார்கள். இது தொழிலாளர்களுடைய ஒன்றுபட்ட சக்தியாலும், தொழிற்சங்க பலத்தாலும் கிடைத்த வெற்றியாகும்.

இக்கோரிக்கைகள் கிடைத்திருந்தும் இன்றும் நகரசுத்தி தொழிலாளர்களுடைய வாழ்க்கை நிலை உயர்ந்துவிடவில்லை. இன்றும் பூர்த்தி செய்யப்படாத பல கோரிக்கைகளும் உள்ளன.

குறிப்பாக வீடுகள் கட்டித்தருவது சம்மந்தமாக தீர்வாகத்திடம் அடிக்கடி பேச்சுவார்த்தை மூலம் வற்புறுத்தி வந்துள்ளோம். இதன் பயனாக நகரசுபை தீர்வாகம் 1960-ம் ஆண்டு நவம்பர் மாதம் நடத்திய பட்ஜெட் கூட்ட விவாகத்தில் முடிவெடுத்து அரசாங்க அங்கீகாரத்திற்கு அனுப்பியுள்ளதாக அறிந்தோம். இந்த முடிவை தொழிலாளர்களாகிய நாங்கள் வரவேற்கிறோம்.

மேலும் நகரசுத்தி தொழிலாளர்களுக்கு வீடுகட்டித் தருவதற்காக ஏற்பாடு செய்யப்பட்ட மனையை ஆஸ்ரம தீர்வாகம் அனுபவித்து வருகிறது. அந்த இடத்தை காலிசெய்ய வேண்டுமென்று நகரசுபை தீர்வாகம் அறிவித்து பல் மாதங்கள் ஆகியும் இதுவரை காலி செய்யப்படாமல் அலட்சியமாய் இருந்து வருகிறது. இதைப்பற்றி அரசாங்கத்திடம் அறிவித்துள்ளதாக அறிவிக்கிறோம். அரசாங்கமும் இதற்கான நடவடிக்கையை எடுக்காமல் இருந்து வருகிறது. ஆகவே உடனடியாக ஆஸ்ரம தீர்வாகம் அனுபவித்து வரும் முனிசிபல் மனையை காலி செய்ய தீர்வாகமும் அரசாங்கமும் நடவடிக்கை எடுத்து காலனி கட்டித்தர வேண்டும் என கேட்டுக்கொண்டு, காலனி கட்டித்தரும் வரையில் வீட்டு அலவன்ஸ் கொடுக்கப்பட வேண்டும்.

நமது சங்கம் மாதச்சம்பளத் திட்டத்தை அமல் படுத்த வேண்டும் என்று கோரியிருந்தது. அதில் மாதாமாதம் சம்பளம் தரவேண்டும் என்றும், அடிப்படைச் சம்பளம் ஆரம்பத்தில் ரூ. 45ம், கடைசி சம்பளம் 75 ரூபாயாக தரப்பட வேண்டுமென்று கோரியுள்ளது. இதை தீர்வாகம் காலம் தாழ்த்தி வந்தது. அதைப்பற்றி நமது சங்கம் தொடர்ச்சியாக வற்புறுத்தி வந்ததனால்

From

R.S. Tiwari

President

Sweepers Union Raipur

To,

Comrade K.G. Shrivastava
Secretary

A.G.T.U.C. New Delhi

297

I.P.:	2860	12.8.61
File No.:		

- Sub. - 1. Working hours of Sweepers working under M.C. Raipur
2. Removal of present system of night-soil through
head.

Dear comrade,

Enclosed please find a copy of the letter addressed to Shri Malkani chairman sub-committee central board for welfare of Harijans.

I may remind you that some months back I had written you a letter with regard the intention of the tour of Shri Malkani - at that time you had informed me that he had not submitted his report.

Kindly take trouble to see him so that I should get a copy of the report.

The information, at least with regard working hours is necessary as the dispute

is to be referred to the Industrial Tribunal Madhya
Pradesh Indore.

with greetings

Brahmanpara
Raipur

17/8/61

Yours Fraternally
R. S. Tiwari

No.295/61
June 28, 1961

Com. Chandrashekhar Bose,
9-A, Haralal Das Street,
Calcutta.14

Dear Comrade,

We have received a letter from Com. T.F. McWhinnie, Editor, WFTU Publications, London, to the effect that some informations are required there in regard to the insurance workers in India.


The informations mainly required regarding the conditions of insurance employees in India and particularly of the collectors, if this type of employee exists in India. Other informations required are: how the insurance industry is organised in India and the working conditions prevalent therein.

You are therefore requested to kindly send a detailed note covering these points to the following address at your earliest.

Mr. Frank Crump,
General Secretary,
National Amalgamated Union of
Life Assurance Workers,
11 Mauldeth Road,
MANCHESTER 20, U.K.

With greetings,

Yours fraternally,


(Sadhan Mukherjee)
INTERNATIONAL DEPT.

*Facts on MISAPPROPRIATION
of Insurance
Company Birlas
Insurance Company
25/6*

Facts about gross mismanagement, misappropriation of Insurance funds, wholesale falsification of accounts perpetrated in two of the biggest General Insurance Companies of India, namely, The New Asiatic Insurance Co. Ltd., and Ruby General Insurance Co. Ltd., being managed by the House of Birlas were brought to the notice of the Ministry of Finance, and other Ministries of the Government of India.

The Government of India through the Controller of Insurance instituted enquiries into the affairs of the two Companies. M/s. S.K. Mathur & Bose were appointed by the Govt. to carry out a detailed inspection of records of the past many years of the two companies, and submit reports.

The allegations brought to the notice of the Government were proved in toto and in addition many other irregularities and criminal acts of the Management got exposed by this special audit.

As regards the New Asiatic Insurance Co. among other things it was abundantly proved that (a) they had been regularly suppressing losses and issuing false statements of account and balance sheets. Even the auditors appointed by the Co. were not given correct information, or they just managed to get accounts passed by them. (b) large remittances had been made in contravention of the Foreign Exchange Regulations (c) there were numerous bogus stock exchange transactions, showing purchase and sale of shares with the investable funds of the Company, including Life funds before Life Insurance was Nationalised and when the Company transacted both kinds of Insurance, Life and General. Such transactions most of which were proved to have been made only to incur losses to the Co. which meant gain somebody at the cost of the Company's policy holders and shareholders.

The Government could have, if it had so desired, taken a strong action against the top management of the Company, as it did with Mr. R.K. Dalmia and Mr. H.D. Mundra and imprisoned and heavily fined some of its Directors. But it could not, as it appears, afford to incur the wrath and displeasure of Birlas who are generous donors of funds to the Congress Organisation and are having some of the top and influential guns both in the executive and legislature in their paws. To mislead and deceive the electorate and to save its face it simply chose to remain contented with the appointment of two additional Directors from its side for a period of three years. Even these directors were chosen among those who were friendly to Birlas, and with the motive to help Birlas to close down the Company, who got disinterested in the continuation of same because it would now be difficult for them to swindle funds as they did in the past and because the incentive for running the enterprise was now no longer there.

The Company was closed down and almost all its employees were thrown out after paying them minimum compensation as per law. The Government preferred to watch as helpless spectators of this cruel capitalist game.

The State of affairs of the Management of the Ruby General Insurance Co. as per enquiry held and revealed in the Government Auditors report has been proved to be far more serious and much more penal.

Not only have suppression of losses, falsification of accounts, and foreign exchange muddles been established but but far more serious crime like manufacture of bogus claims to the tune of lacs of rupees has been found to have been committed. The payment of these bogus claims was made by bearer cheques and the proceeds shared between Birlas and the then General Manager of the Company Mr. B.K. Setalvad. Mr. Setalvad grew fat out of this booty and at present owns assets exceeding Rs. 50,00,000/-. Misappropriation of Life Insurance funds of the Company has also been done on a big scale like wise.

Now Mr. B.K. Setalvad who has been obliged to retire from the service of the Company and has been granted fabulous amount of gratuity, besides pension at the rate of Rs. 1500/- per month has been appointed as technical adviser to the same Company for which Office he is getting additional Rs. 1500/4 per month.

Mr. Setalvad, it is further learnt is now desirous of entering the Parliament and contesting election for a seat from his home province in the next General Election of course he is doing so with the support of Birlas and with their full consent.

This has been done and is being done with an object as the following facts reveal,

The Government for over an year, the auditors report is now in the hands of the crimes and yet no and the Government is fully aware of the criminals concerned. action is being taken by them against the

Generally Communists have been enquiring about the fate of the case but with no Some members of the Parliament in the Parliament from time to time satisfactory answer from the Government reply was at the latter's requests. and falsification of

stand fully proved. There can be no replies to same except The admission, manoeuvre and cover up things and win over the Government and they part that runs same to a compromise and they are in search of an appropriate to do so.

The compromise that can be expected to be offered and very likely to be accepted by the Congress bosses, at this stage and of the life of the present Parliament and Government is "we will contribute richly to the Congress Funds, and you let this case die peacefully."

It appears the compromise has already been arrived at. Why is the Government otherwise sitting tight, and taking no action against these criminals of the first order. What is the reason for the reappointment of Mr. B.K. Setalvad who is tackling the Government as a technical adviser. He has good influence in the Ministry and is bringing pressures on officials to bury the matter. He is getting funds from Birlas for this purpose and it is hoped with his influence in the administration and with the influence of Birlas in the Government and the parliament the nation can be hoodwinked and booty digested and criminals allowed to go unscathed. Why is Mr. Setalvad being backed to enter Lok Sabha.

It looks so regrettable and disgraceful that a Parliament which includes stalwarts like you who are ever vigilant should take little interest in such like matters and let the capitalist looters plunder the nation with a free hand. This only strengthens these fellows in their anti-national activities and corruption goes on ever increasing. Let not the Congress Party and their Camp followers dance to the tunes of Birlas and carry anti-national activities. Let us expose both in their true colours. For if these gigantic frauds and national robbery is allowed to be suppressed then the Government, as well as, the Parliament which is supposed to keep a watch over it, are accomplices to this crime.

We request you to prove your metal and fight the battle of truth and expose the capitalists and their evil deeds. We want you to study the two cases of these two Birla Concerns which are two test cases, and ask the Government to supply you the Government Auditors reports of investigation into the affairs of the two Companies. If it is not possible to get the reports this way, you may arrange to get through these by adopting some other methods. The study will be an eye-opener to the Parliament how nations Companies are being managed by capitalists like Birlas.

We want you to see that criminals in the case of the two companies do not go scot free, but get their due punishment. In short we want you to assert your position and prove that you are watch dogs of common people and enemies of capitalists.

We want you to ensure that people working in the organisation of 'Ruby' do not meet with the safe fate as fell to the lot of the employees of employees of the 'New Asiatic' another Ins. Co. of Birlas.

We shall be watching with deep interest your sponsoring the cause of the millions of people and thousand of employees who are interested in good management of business organisations in India. At the appropriate time we will supply you evidence that you may require.

Thanking you indeed,

GREAT VICTORY OF 'SCINDIA' EMPLOYEES.

NEED BASED MINIMUM WAGE WON.

(From: *Ajay Das Gupta*)
~~(An insurance worker correspondent)~~

By an agreement between the Scindia Steam Navigation Company Ltd., and its workmen represented by the Scindia Employees' Union, Bombay and Six Scindia Employees' Calcutta, the employees gained a great victory. The minimum emoluments of sub-staff and staff reach the level of need based minimum wages demanded by the AIIEA for LIC employees. These are : Rs. 150/- p.m. for sub-staff and Rs. 215/- p.m. for staff. Moreover D.A. has been linked with the cost of living index. *In Calcutta a dearness allowance of 0.62% per day per head is given out and some 12% bonus.*

It may be recalled that the management at first declined to fulfil the Charter of Demands submitted by the employees. Then Sri S.T.Desai, Ex-chief Justice of Gujerat High Court was accepted as arbitrator both the parties and both side presented their cases before him. In the meantime on the initiative of the employees fresh direct negotiations took place in the presence of the arbitrator and agreement was ~~made~~ reached and signed on 5.7.61.

The ~~main~~ salient items of the agreement are given below:-

PAY SCALES:

1. ~~Senior~~ Selection Grade: Rs. 400-25-450.
 2. Clerical Grade: Rs. 85-5-100-8-140-12-200 EB-15-260-20-400
 Stenos: 120 speed to start at Rs. 132/-
 Stenos less than 120 speed to start Rs. 100/-
 Graduates to start at Rs. 116/-
 Typists and undergraduates - Rs. 95/-
 3. Diploma holders in Engineering } Rs. 124-8-140-12-200-EB-15-260-20-400-EB-25-450
 Draftsman at workshop }
 4. Mistries at the workshop: Rs. 188-12-200-15-260-EB-20-400-EB-25-450
 5. Non Matrics, Ticket collectors, Time keepers: Rs. 70-5-100-8-140-10-180-EB-10-200-15-290-
 -20-330
 6. Air Conditioning Staff: Rs. 62-4-70-5-100-EB-8-172-9-190-10-200
 7. Liftman. Rs. 45-3-54-4-70-5-90-EB- 120-6-132
 8. Peons, Sweepers: Rs. 40-2-42-3-54-EB-4-70-5-105
- Dearness allowance: For staff drawing salary limit- Rs.150/- per month.

Indes Nos.	395-404	405-414	415-424	425-434	435- 444
(a) D.A. % on basic salary under Rs.150/-	100	105	110	115	120
(b) Minimum in rupees.	95	100	105	110	115

FOR STAFF DRAWING SALARY OF RS. 150/- and above.

Index No.	395	405	415	425	435	445	455
	404	414	424	434	444	454	465
D.A. %	95	100	105	110	115	120	125
Maximum in Rupees.	190	200	210	220	230	240	250

D.A. will go up beyond this in the same manner - Calcutta staff to get Rs.20/- extra per month.

BONUS:

Bonus is linked with dividend in the following manner:

<u>Bonus</u>	<u>Divident.</u>
(i) 1/20th of salary plus D.A.earned	If dividend is declared upto .50 nP. per share (or at 2½%)
(ii) 3/40th of -do-	.75 nP. per share or at 3¾%
(iii) 10/1 1/10th of -do-	Rs.1/- per share or at 5%
(iv) 1/30th of -do-	For every additional dividend of Rs. 0.25 nP. per share (or at 1½%)

ALLOWANCE :

(a) Cash handling for clerks.	Rs. 15.00 nP.
" " for peons.	Rs. 7.50 nP.
(b) Banda operator peon.	Rs. 15.00
(c) Comptists & punching machine operators.	Rs. 20.00
(d) Franking Machine - Assistants.	Rs. 20.00
(e) Tiffin allowances for Calcutta Staff-----	Rs. 0.62 nP. per day.

The above is applicable to Calcutta and Bombay employees. Scales is a bit less in case of employees in Minor posts and Konkan Coasts.