

D.O.No.172/K/60
January 12, 1960

" Dear Shri Wadajji,

This year also we have received the usual letter for submission of agreed panel of three names from the four Central TU Organisations for selection of workers' representatives from India for the 44th Session of ILO (June 1960).

As you are aware, in conditions here, as long as one Central TU Organisation is assured of all the seats on behalf of workers of India, no efforts for submission of an agreed panel will succeed unless and until the Union Labour Ministry and you take the initiative.

Our General Council meeting will be held here in early February and I shall be thankful if you would kindly let us know if you have in mind any move in the matter to resolve it in a way other than what is usually done. "

With regards,

Yours faithfully,



(K.G.Sriwastava)

Shri G.L.Wada,
Minister for Labour & Employment,
Government of India,
New Delhi

- 8 JAN 1960

No.LC-7(18)/59
Government of India
Ministry of Labour & Employment

~~REGISTERED~~

From

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

To

1. The General Secretary,
Indian National Trade Union Congress,
17, Janpath, New Delhi.
2. The General Secretary,
All-India Trade Union Congress,
4, Ashok Road, New Delhi.
3. The General Secretary,
Hind Mazdoor Sabha,
Servants of India Society's Home,
Sardar Patel Road, Bombay.
4. The Secretary,
United Trade Union Congress,
249, Bow Bazar Street, (First Floor)
Calcutta-12.

Dated New Delhi, the 7th January, 1960.

Subject:- 44th Session of the International Labour
Conference, Geneva, June, 1960.

Dear Sir,

"I am directed to say that the 44th Session of the International Labour Conference will be held in Geneva from 1st June to 23rd June, 1960. A copy of the Press Note showing the agenda for the Conference is enclosed.

2. "The delegation from each Member State is to be composed of two Government delegates and one delegate each of the Employers and Workers who will be assisted by Advisers. The expenditure in respect of the Indian delegation as a whole will be borne by the Government of India. The responsibility for nominating the personnel of the Indian delegation rests with the Government of India. In accordance with the terms of the Constitution of the I.L.O., the employers' and workers' representatives will be nominated in consultation with the industrial organisations which are most representative of the employers or the work-people as the case may be.

3. "In view of the pressing need ~~for~~ for economy and the difficult foreign exchange position, it is proposed to fix the size of the employers' and workers' sections of the Indian delegation at three each, one of them being a delegate and the other two advisers. It is requested that an agreed panel of three names which the four organisations wish to sponsor may kindly be sent to this Ministry within a month from the receipt of this letter. If an agreed panel of names is not forthcoming, the most representative

organisation.....

organisation of workers will be requested to nominate the three names.))

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

Yours faithfully,



(R.C. Saksena)
Under Secretary.

P R E S S N O T E

The 44th Session of the International Labour Conference will open in Geneva from the 1st to the 23rd June 1960. The Agenda of the Conference will be as follows:-

- I. Report of the Director-General.
- II. Financial and budgetary questions.
- III. Information and reports on the application of Conventions and Recommendations.
- IV. Protection of workers against ionising radiations (second discussion).
- V. Consultation and co-operation between public authorities and employers' and workers' organisations at the industrial and national levels (second discussion).
- VI. Contribution of the I.L.O. to the raising of incomes and living conditions in rural communities with particular reference to countries in process of development (for a general discussion).
- VII. Reduction of hours of work.
- VIII. Workers' housing.

2. Delegation from each member country shall be composed of two Government delegates and one delegate each of the Employers and Workers. The delegates will be assisted by advisers. The Indian delegation will be nominated by the Government of India in consultation with the interests concerned.

20 FEB 1960

1141.2

No. LC-7(31)/60
Government of India
Ministry of Labour and Employment

Immediate
By Special Messenger

From

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

To

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

Dated New Delhi, the 20 FEB 1960

Subject:- Sixth Session of the Petroleum Committee of the
International Labour Organisation - Geneva-
25th April to 6th May 1960.

Sir,

I am directed to say that the Sixth Session of the Petroleum Committee of the International Labour Organisation will be held at Geneva from the 25th April to the 6th May, 1960. The agenda for the meeting will be as follows:-

(1) General Report, dealing particularly with:-

(a) Action taken in the various countries in the light of the conclusions adopted at previous sessions of the Committee;

(b) Steps taken by the Office to follow up the studies and inquiries proposed by the Committee.

(c) Recent events and developments in the Petroleum industry;

(2) Trade Union organisation in the Petroleum industry.

(3) Practices, procedures and techniques of effective employer-employee communications in the petroleum industry.

2. India was not so far a member of the Petroleum Committee of the I.L.O. This is the first time when India has been made a member of the Committee.

3. The delegation of each country may include two Government representatives and two representatives each of the employers' and workers' organisations. The travelling and subsistence allowance of the employers' and workers' representatives will be borne by the I.L.O.

4. It is proposed to select the two workers' delegates from your organisation. I am, therefore, to request that a panel of four names of persons arranged in order of preference, who are associated with the petroleum industry, and whom your organisation wish to recommend, may kindly be forwarded to this Ministry urgently and in any case by the 15th March, 1960 latest, after obtaining their consent. Full particulars of the persons recommended may also be furnished as in the enclosed proforma, in duplicate, along with your recommendations.

P.T.O.

INTERNATIONAL LABOUR ORGANISATION

Rules relating to the payment
by the International Labour Office
of travelling expenses and per diem allowances
to members of Committees

A. Travelling expenses.

Travelling expenses include the cost of tickets, luggage, taxis en route and passport fees. They are refundable for the return journey, by the most direct practicable route, between the place at which the meeting is held and the place of residence or departure, whichever is the nearer, as follows:

- (a) the cost of first class (but not luxury class) tickets for land or sea travel (in the case of land travel by night, cost of lower berth or single compartment is included. Supplements for securing the private use of double berth cabins are not refundable)*;
- (b) the cost of air tickets, including the cost of sleepers on long distance travel;
- (c) the cost of a reasonable amount of registered luggage transported by land or sea;
- (d) the cost of luggage transported by air up to a maximum of five kilos in excess of the free allowance;
- (e) the cost of necessary taxis en route (not during the session);
- (f) fees for passport or visas necessitated by the journey.

On request the Office makes all arrangements for procuring tickets required by members. In cases where members prefer to make their own arrangements, THE BASIS OF REIMBURSEMENT IS THE MEANS OF TRANSPORTATION USED AND THE CLASS BY WHICH THE DELEGATE TRAVELLED, within the limits of these rules. Reimbursement of the cost of tickets is subject to any price reduction from which the member is entitled to benefit. Where a reduced rate is available for round trip, that rate shall be the basis of computation, unless official business for the committee prevented the traveller from travelling both ways by the same means of transportation.

Claims for the cost of sleeping accommodation by land or air are reimbursable only when supported by vouchers. Claims for the transportation of registered luggage, including claims for excess luggage transported by air, should be supported by vouchers whenever possible.

Expenses for portorage, tips, insurance of luggage, hotels, meals, etc., are covered by the per diem paid during travel time and are not reimbursable. Charges for personal insurance are not reimbursable.

P.T.O.

* For transatlantic sea passages accommodation costing in excess of US \$450 per crossing is deemed to be luxury accommodation.

Accident Insurance.

A collective accident insurance policy has been contracted by the Office and no individual claims in respect of insurance premiums are therefore reimbursable. The maximum benefits payable are US \$25,000 in case of death or permanent total disability, corresponding benefits being payable in respect of injuries.

B. Per diem paid during travel time.

The period for which per diem is payable is calculated on the basis of the shortest route and time for the journey by land, sea or air from the place of residence or departure, whichever is the nearer, to that in which the meeting is held, and vice versa.

(i) Rail travel.

17.50

A travelling per diem is payable on the basis of US \$~~XX~~ - per day of 24 hours for the railway journey from the place of residence or departure, whichever is the nearer, to the place where the meeting is held and vice versa, or, if a sea voyage is involved, to the port of embarkation in the country from which the voyage starts and from the port of disembarkation to the place where the meeting is held, and vice versa.

(ii) Sea travel.

A travelling per diem is payable on the basis of US \$3.50 per day of 24 hours during the sea voyage. Days on which embarkation and disembarkation take place are, for purposes of the allowance, considered as days spent on land.

(iii) Air travel.

A travelling per diem is payable on the basis of US \$3.50 per day of 24 hours during the air journey. Days on which embarkation and disembarkation take place are, for purposes of the allowance, considered as days spent on land.

(iv) Computation of per diem.

Per diem will be paid at full daily rate for any period exceeding 12 hours and at half the daily rate for any period between 6 and 12 hours.

C. Per diem paid for duration of meeting.

The per diem is US \$17.50 per day of 24 hours or 50 per cent. of the allowance if the meeting is held in the town in which the member resides.

The period for which the per diem allowance is payable is the actual period spent by the member in attendance at the meeting, provided that, subject to the exception indicated below, the period shall not exceed a period extending from the morning before the opening date of the meeting to the morning after the close of the meeting. This provision is subject to the following exception :

D. Per diem paid during waiting time.

Overseas members of committees are entitled to claim a per diem allowance in respect of waiting time before or after the meeting provided they are unable to obtain transportation on the appropriate dates. The period of this allowance shall not exceed a total of six days.

(to be submitted
in duplicate)

Ministry of Labour & Employment.

1. Name
2. Father's name
3. Occupation and position held
4. Date and place of birth
5. Permanent home address
6. Mailing address
7. Address for the last five years (including the present address)

February 20, 1960

Dear Comrade Dange,

Following is an extract of a letter from the Labour Ministry regarding nomination of a panel of four names for the ILO Petroleum Committee:

"It is proposed to select the two workers' delegates from your organisation. I am, therefore, to request that a panel of four names of persons arranged in order of preference, who are associated with the petroleum industry, and whom your organisation wish to recommend, may kindly be furnished urgently and in any case by the 15th March 1960 at the latest, after obtaining their consent. Full particulars of the persons recommended may also be furnished in the enclosed proforma, in duplicate, along with your recommendations."

Please arrange to send the names in the proforma in consultation with Sundaram. The Working Committee of the Petroleum Federation is in session at the moment in Bombay.

AKG has gone by air to Nagpur for Bhilai and Elias and others by train.

With greetings,

Yours fraternally,

17200
9.2.13.70.
(K.G.Sriwastava)

Copy to: Com.G.Sundaram

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

"Shramajeevi Avaz" 34, Sewree Cross Road, Sewree

Ref:

Bombay 15, 24-2-1960

The General Secretary,
Burmah-Shell Refineries Workers' Union
BOMBAY

Dear Mr. Sule,

The Labour Ministry of the Government of India has proposed to the All India Trade Union Congress to select two workers delegate from the A.I.T.U.C. for attending the meeting of the I.L.O. Petroleum Committee being held in Geneva from April 25th to May 5th. The Ministry has also asked a panel of four names to be submitted by the A.I.T.U.C. out of which the Government will select two.

In consultation with Com. S.A. Dange, General Secretary, A.I.T.U.C., I have proposed that your name should be on this panel as the first preference. If you so agree, that means you like to attend the meeting of the I.L.O. Petroleum Committee Session in Geneva as a A.I.T.U.C. nominee, please confirm the same to me in writing, which I can forward to the A.I.T.U.C. Such an agreement in writing is a normal procedure followed by all Central Organizations, who furnish the names of the nominees to the Labour Ministry.

As stated above the Session is being held in Geneva (Switzerland) from April 25th to May 5th and if you are selected, which you are bound to be as far as I am able to visualise, you will be paid return fare by the Government itself as well as pocket expense money of about Rs. 250/-. You should have no difficulty in getting the necessary leave because you will be going as a nominee approved by the Government of India. I hope you will accept this opportunity and will confirm the same in writing. Please furnish the following particulars, which the Government of India wants, I believe, for the purposes of arranging passport.

1. NAME
2. FATHER'S NAME
3. OCCUPATION & POSITION HELD
4. DATE AND PLACE OF BIRTH
5. PERMANENT HOME ADDRESS
6. MAILING ADDRESS
7. ADDRESS FOR THE LAST FIVE YEARS
'INCLUDING THE PRESENT ADDRESS).

Yours truly,
PETROLEUM WORKMEN'S UNION


G. SUNDARAM
GENERAL SECRETARY.

cc: General Secretary,
A.I.T.U.C.
NEW DELHI.

26 FEB 1960

PETROLEUM WORKMEN'S UNION

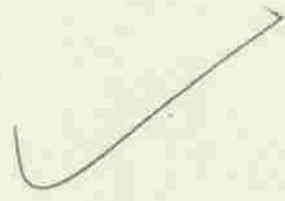
(Regd. No. 764)

"Shramajeevi Avaz" 34, Sewree Cross Road, Sewree

Ref:

Bombay 15, 24-2-1960

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



Dear Comrade,

I am in receipt of your letters dated February 19, 1960 and copy of your letter dated February 20, 1960, addressed to Com. S.A. Dange. Both Com. T.C.N. Menon and myself discussed with Com. Dange this morning and it has been agreed that only three names should be furnished as the panel in the order of preference:

1. Mr. N.T. Sule, General Secretary, Burmah-Shell Refineries Workers' Union, Bombay.
2. Com. T.C.N. Menon, Vice President, All India Petroleum Workers' Federation.
3. G. Sundaram, General Secretary, All India Petroleum Workers' Federation.

Com. Menon left Bombay this afternoon and I do not have the particulars regarding him in the manner you asked. I am asking by a copy of this letter to send the same directly to you.

As regards Mr. N.T. Sule, as per advice of Com. Dange, I will confirm to-morrow with all the particulars after getting his agreement in writing to be the A.I.T.U.C. nominee.

The particulars for me are as follows:

NAME	GANPAT SUNDARAM
FATHER'S NAME	GANAPATHY IYER
OCCUPATION AND POSITION HELD	TRADE UNIONIST GENERAL SECRETARY, PETROLEUM WORKMEN'S UNION, BOMBAY. GENERAL SECRETARY, ALL INDIA PETROLEUM WORKERS' FEDERATION.
DATE & PLACE OF BIRTH	17-6-1910 PADMANABHAPURAM (MADRAS STATE)
PERMANENT HOME ADDRESS	NO. 6 PROFULLA BHUVAN 130, KHAREGHAT ROAD, DADAR, BOMBAY 14.

contd.....

MAILING ADDRESS

NO. 6 PROFULLA BHUVAN
130, KHAREGHAT ROAD,
DADAR, BOMBAY 14.

ADDRESS FOR THE LAST FIVE
YEARS (INCLUDING THE
PRESENT ADDRESS

No. 6 PROFULLA BHUVAN
130, KHAREGHAT ROA D,
DADAR, BOMBAY 14.

PASSPORT NO.

A 494353 DATED 22ND APRIL 1955
ISSUED IN BOMBAY
(THIS PASSPORT EXPIRES ON
21ST APRIL 1960).

Fraternally yours,



G. SUNDARAM
GENERAL SECRETARY.

cc: Com. T.C.N. Menon, M.P.

Please furnish to A.I.T.U.C. the particulars in the above
manner with regard to yourself immediately.

No. RD.57(2)/60
 GOVERNMENT OF INDIA
 MINISTRY OF LABOUR & EMPLOYMENT

18 - MAR 1960

....

From

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

To

1. The Secretary,
 Indian National Trade Union Congress,
 17, Janpath,
New Delhi.
- ✓ 2. The General Secretary,
 All India Trade Union Congress,
 4, Ashok Road,
New Delhi.
3. The Secretary,
 Hind Mazdoor Sabha,
 Servants of India Society's Home,
 Sardar Patel Road,
Bombay-4.
4. The Secretary,
 United Trades Union Congress,
 249, Bow Bazar Street (1st Floor),
Calcutta-12.

Dated, New Delhi, the 29th February, 1960.

Subject:- Sixth Session of the I.L.O. Petroleum
 Committee ; Item III - Practices,
 Procedures and Techniques of Effective
 Employer-Employee Communication in the
 Petroleum Industry.

.....

Sir,

I am directed to refer to this Ministry's
 letter No. RD.57(2)/60 dated the 15th January, 1960 ^{on the subject mentioned above} and
 to request that the reply thereto may kindly be expedited

Yours faithfully,


 29/2/60
 (A. Krishnamurti)
 for Deputy Secretary

111-3
No.173-A/PCI/60
March 2, 1960

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

Sub: Sixth Session of the Petroleum Committee
of the International Labour Organisation
- Geneva - 25th April to 6th May 1960.

Dear Sir,

We thank you for your letter No.LC-7(31)/60 dated February 20, 1960 on the above subject, informing us that the two workers' delegates for participating in the Sixth Session of the Petroleum Committee of the ILO would be selected from our organisation.


As desired, we recommend the following persons, in order of preference, from among whom the delegation may be selected:

1. Shri N.T.Sule, General Secretary, Burmah-Shell Refineries Workers' Union, Bombay.
2. Shri T.C.N.Menon, M.P., Vice President, All-India Petroleum Workers' Federation, New Delhi
3. Shri G.Sundaram, General Secretary, All-India Petroleum Workers' Federation, Bombay

Particulars relating to the above persons, except Shri T.C.N.Menon, M.P., are enclosed, in the required proforma.

Particulars about Shri Menon will be sent to you in a day or two.

Yours faithfully,


(K.G.Sriwastava)
Secretary

Encl:

Enclosure (1) to letter dated March 2, 1960

1. Name: NANDKUMAR TRIMBAK SULE
2. Father's Name: TRIMBAK GANESH SULE
3. Occupation and position held: SERVICE - PROCESS PLANT OPERATOR,
BURMAH-SHELL REFINERIES LTD.,
BOMBAY
4. Date and place of birth: 9TH JUNE 1931
URAN (DIST. KOLABA), BOMBAY STATE
5. Permanent Home Address: 4/48, 'SHELL COLONY',
BOMBAY HOUSING BOARD,
CHEMBUR, BOMBAY 71
6. Mailing Address: 4/48, 'SHELL COLONY',
BOMBAY HOUSING BOARD,
CHEMBUR, BOMBAY 71
7. Address for the last five years including the present address: K/8 CENTRAL GOVT. STAFF QUARTERS
WADALA, BOMBAY 31 (upto Dec. 57)

55/113, ALICE VILLA, MURBAD ROAD,
KALYAN (Thana Dist.), BOMBAY
(upto January 31, 1959)

4/48, 'SHELL COLONY',
BOMBAY HOUSING BOARD, CHEMBUR,
BOMBAY 71

Enclosure (2) to letter dated March 2, 1960

1. Name GANPAT SUNDARAM
2. Father's Name GANAPATHY IYER
3. Occupation and position held TRADE UNIONIST
GENERAL SECRETARY, PETROLEUM
WORKMEN'S UNION, BOMBAY
GENERAL SECRETARY, ALL-INDIA
PETROLEUM WORKERS' FEDERATION
4. Date and place of birth 17-6-1910
PADMANABHAPURAM (MADRAS STATE)
5. Permanent Home Address No.6 PROFULLA BHUVAN,
130 KHAREGHAT ROAD,
DADAR, BOMBAY 14
6. Mailing Address No.6 PROFULLA BHUVAN,
130 KHAREGHAT ROAD,
DADAR, BOMBAY 14
7. Address for the last five years (including the present address) No.6 PROFULLA BHUVAN,
130 KHAREGHAT ROAD,
DADAR, BOMBAY 14

Note: Shri Sundaram holds passport No.A 494353 dated 22nd April 1955 issued in Bombay, valid till April 21, 1960.

March 2, 1960

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

Dear Com.Sundaram,

I hope you have now gone through the materials which we sent on the items for discussion at the ILO Petroleum Committee. The date for sending our comments on these is now overdue.

Will you please send us a note on the same without any further delay?

With greetings,

Yours fraternally,


(K.G.Sriwastava)

No.173-A/PCI/60
March 7, 1960

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

Sub: Sixth Session of the Petroleum
Committee of the ILO - Geneva

Dear Sir,

Further to our letter of even
number dated March 2, 1960, we forward
herewith particulars regarding Shri
T.C.N.Menon, M.P., in the required
proforma in duplicate.

Yours faithfully,

ms
(K.G.Sriwastava)
Secretary

Encl:

Enclosure to letter dated March 7, 1960 ✓

1. Name: NARAYANANKUTTY MENON
(T.C.N.MENON)
2. Father's name: KUNJUNNY MENON
3. Occupation and position held: ADVOCATE, MEMBER OF PARLIAMENT,
VICE PRESIDENT, ALL-INDIA
PETROLEUM WORKERS' FEDERATION,
BOMBAY
4. Date and place of birth: 26th January 1927
CHENNAMANGALAM (Kerala)
5. Permanent Home Address: CHENNAMANGALAM P.O.,
Kerala State
6. Mailing Address: 87 SOUTH AVENUE,
NEW DELHI
7. Address for the last five years including the present address: CHENNAMANGALAM P.O.,
Kerala State

27 MAR 1960

MEMBER OF
THE LOK SABHA



Chennamangalam

2. 3. 60

Dear Swastava

I have received a copy of Sundaram's letter addressed to you re. the information to be supplied to the Ministry of Labour. I am reaching Delhi on 13th of March. The details are given as follows -

Name	Narayanankutty Perion (T.C.N. Perion)
Father's name	Kinjinnay Perion
Occupation & Position Held	Advocate, Member of Parliament, vice President All India Petroleum Workers Federation
Date & Place of Birth	26th January 1927 CHENNAMANGALAM Kerala State
Permanent Home Address	Chennamangalam P.O. Kerala State

Mailing address

87, South Avenue
New Delhi

Address for the last
five years (including
present address).

CHENNAMANGALAM
Kerala State

(Passport is as Delhi & I will
get the number when
I reach Delhi).

See 2 to Mr
H. S. S. -

1/13

with feelings

Young
T. S. Ramani

No.173-A/60
March 12, 1960

Dear Com.Sundaram,

I had reminded you on March 2 that the comments on the ILO Petroleum Committee documents are very much overdue.

It is unfortunate that there is so much delay on this question, and more so when we are to compose the delegation.

We hope you will do something about this early.

With greetings,

Yours fraternally,

K.G.
(K.G.Sriwastava)

Com.G.Sundaram,
Bombay.

173-A
No.173-A/60
March 18, 1960

Com.G.Sundaram,
Bombay.

Dear Comrade,

Thank you for your letter of 16-3-60 giving your comments on the ILO Reports.

We have however not received the enclosures to your letter of 16-3-60 on TU organisation in Petroleum industry, i.e., the copies of the journals.

The reports we sent you need not be returned. We have copies here.

With greetings,

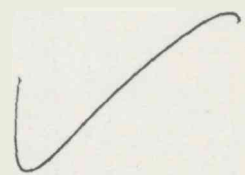
Yours fraternally,

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

173-A

No. 173-A/60
March 19, 1960

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



Sub: Sixth Session of the I.L.O.
Petroleum Committee - Item II -
Trade Union Organisation in the
Petroleum Industry.

Dear Sir,

With reference to your letter No. RD-57
(3)/60 dated 23rd January 1960 on the above
subject, we forward herewith comments on
I.L.O. report (Report II) on trade union
organisation in Petroleum Industry, as
received from Shri G. Sundaram, General
Secretary, Petroleum Workmen's Union
(AITUC) Bombay.

Yours faithfully,

K.G.

(K.G. Sriwastava)
Secretary

Encl: 4

177 A ✓
Comments on

ILO Report (Report II)

"TRADE UNION ORGANISATION IN THE
PETROLEUM INDUSTRY"

by

G.Sundaram,
General Secretary,
Petroleum Workmen's Union (AITUC), Bombay

The points suggested for discussion (PP96-98) are listed under four subjects which seem to be in order.

Under the title of the first subject "General Consideration" item No.1 with five sub-heads are also in order. In fact the trade unions in the petroleum industry in our country do take up on themselves such a role. The grievance is that the rivalry in the general trade union movement in our country and the partisan attitude of the employers when they have to deal with the AITUC unions create difficulties and obstacles for our trade unions to fulfil the role as effectively as they would otherwise be desirous and capable of.

Under item 2 - The convention Nos. 87 and 98 referred to there in have not been ratified by our Government. Their ratification and implementation in our country may be of considerable help to our trade unions.

Item No.3 is a vital issue in so far as our trade unions are concerned. There are two aspects. As far as public authorities are concerned, which I understand to mean, Government Authorities, we have to contend with two basic authorities, one State Governments and the other Union Government. The marketing of petroleum products which is largely in the hand of four foreign Oil Companies is spread throughout the various States. Under the Industrial Disputes Act collective bargaining of the unions is very much tied up with the State Government policies, which vary from State to State. It is not necessary for me to narrate here the role played by some of the State Labour Ministers, namely that of Bombay, for instance, who are openly INTUC-partisan - and in fact, take a lively interest in the building up of the rival

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

"Shramajeevi Avaz" 34, Sewree Cross Road, Sewree

Ref:

Bombay 15, 18-3-1960.....

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

Comments on the ILO Report on
"Trade Union Organisation in the Petroleum Industry"

Dear Comrade,

Please refer to your letter of 25th January 1960 and the subsequent reminders. You asked my comments on the points listed on pages 96-98 of the Report. I give them below to the best of my ability, even though I have not had time to do a perfect job of it.

You have not asked me to return back the report to you and I am not, therefore, returning it herewith. If, however, you need the same, please let me know immediately so that I can bring it with me when I come, reaching Delhi on the 21st morning, leaving Bombay by the early morning plane.

The points suggested for discussion are listed under four subjects which seem to be in order.

Under the title of the first subject "General Consideration" item No. 1 with five sub-heads are also in order. In fact the trade union in the petroleum industry in our country do take up on themselves such a role. The grievance is that the rivalry in the general trade union movement in our country and the partisan attitude of the employers when they have to deal with the A.I.T.U.C. unions create difficulties and obstacles for our trade unions to fulfill the role as effectively as they would otherwise be desirous and capable of.

Under item 2 - I do not have with me the convention Nos. 87 and 98 referred to therein and I do not know whether those conventions have been ratified by our Government, but the title of this convention suggest that their implementation in our country may be of considerable help to our trade unions.

Item No. 3 is a vital issue in so far as our trade unions are concerned. There are two aspects. As far as public authorities are concerned, which I understand to mean, Government Authorities, and we have to contend with two basic authorities, one State Governments and the other Union Government. The marketing of petroleum products which is largely in the hands of four foreign Oil Companies is spread throughout the various States. Under the Industrial Disputes Act collective bargaining of the unions is very much tied up with the State Government policies, which vary from State to State. It is not necessary for me to narrate here the role played by some of the State Labour Ministers, namely that of Bombay, for instance who are openly INTUC-partisan - and in fact take a lively interest in the building up of the rival

minority union, organised by the I.N.T.U.C. This plays ^{adverse} a role ~~to~~ ⁱⁿ ~~the extent~~ of the development of Oil unions and not what the ILO Report seeks to say is the situation on page 83, viz. still going through a difficult phases of organisation and development. The Government of India's own note that was submitted to the Tripartite Conference in Delhi in January 1959 has brought home this point. It was during 1958 the Oil Companies of Bombay were encouraged to by-pass the recognised union and sign an agreement with the rival minority INTUC union. The role of the employers in this regard is very large ~~and that is what the ILO Report states on page 90, para 1,~~ in regard to the situation prevailing in Indonesia. No doubt the role of the State Governments in regard to encouragement of multiplicity of unions as mentioned on pages 94 and 95 of the ILO Report is also a relevant factor.

In the Refining Wing of the Industry there are only three Refineries which again come under the jurisdiction of the State Government for labour policies. The events which lead to the strike in the Burmah-Shell Refineries Ltd. and how the State Government could not find a solution within the frame work of its policy and therefore how the Central Government had to intervene, are matters within your knowledge. //All this points out to one thing that at least in so far as this industry is concerned, the Central Govt. alone should be appropriate authority for all the three branches of the industry - Prospecting and Producing, Refining and Marketing. In fact with the development of the public sector the oil workers interest cannot be served unless the entire industry is brought under a single authority in view of the nature of the Industry.

On page 10 of the Report it is stated in para 1 " The industry in India employs at present about 31,000 persons". No indication is given as to the source of this information. In the note submitted to the Petroleum Tripartite Conference in January 1959, the Ministry of Labour & Employment, Government of India, stated that the number of petroleum workers employed by the four companies in marketing were 21,145, out of whom the All India Petroleum Workers' Federation represent the majority of about 16,221 workers. Since the ILO Report has a grievance on page 84 that no other information on figures of trade union membership are available, I suggest that the Government call for proper information from all the State Governments concerned and Central Government Authorities concerned with whom Returns for 1958-59 must have been filed by all the Unions. If the workers in the Assam Oil Company and the three other refineries are taken into consideration the number of 31,000 would be approximately correct, excluding the workers employed by the Oil Companies' contractors. Government of India should help us with the proper statistics in this respect so that the unions and the workers can be properly identified.

Item No. 4 is a vital issue again and the A.I.T.U.C. Unions have taken a leading part in dealing with the activities of the petroleum industry from the stand point of protection of national interest of our country.

The second subject is Representative Character and Representations of Oil Workers Union.

For my comments under Item 6 here, please refer to all that

I have stated with regard to item No. 3. There are no craft unions as such in the industry except a small union known as the Oil Cos. Field Staff Association of India. The Oil Companies are always anxious to encourage small unions and individual undertakings and there are two unions of this type, one in Delhi exclusively restricted to the few employees in the Standard-Vacuum Office and another in Madras restricted to the Caltex Office. The general pattern of unionism in marketing is to have unions for all the Companies organised regional wise, as correctly pointed out on page 18 of the ILO Report. The information given on page 25 of the ILO Report is not correct in all respects. There is no Burmah-Shell Delhi branch staff Union or Caltex Employees Union in Delhi. They were there for sometime and later on they were amalgamated into the single industry-wise regional union, known as the Petroleum Workers' Union of New Delhi. The Petroleum Refineries Employees Sabha is restricted to the employees of the Stanvac Refinery only, though it sought to organise the employees of both the Refineries, when it was formed, but failed. The Burmah-Shell Refineries Workers' Union is the representative mass membership union for Burmah-Shell Refineries workers. The Hind Oil Kamgar Sabha is no doubt composed of workers employed in the three Oil Companies, but it is organised for some of the depot workers in the same region where the Petroleum Workmen's Union (A.I.T.U.C.) is organised for not only a large number of depot workers but also for all the main installations in Bombay, Okha, and Kandla in Bombay Region.

The position of the trade unions as given on page 37 of the ILO Report also has to be brought upto date. The trade unions affiliated to the All India Petroleum Workers' Federation as per the Return submitted by the Federation to the Registrar of Trade Unions for the year 1958-59 are as per separate list attached. There were 11 unions and the reason for the reduction for the number of unions is due to the amalgamation of five unions. Of this 11, the last one, Madras Kerosene Oil Workers Union, has alone gone out of the Federation subsequently to join the National Federation of petroleum Workers. It is a bogus claim that 10 petroleum unions came together in Bombay in August 1959 for forming the National Federation of Petroleum Workers. The first issue of the organ of this newly formed rival Federation does not care to take any such credit. This rival Federation which was organised by the INTUC and affiliated to the I.N.T.U.C. was promoted by the Petroleum Employees' Union of Bombay, the membership of which even according to the note submitted by the Government of India to the Petroleum Tripartite Conference was only 530, which has since been very much wiped off. Three other unions participated, viz. Caltex Oil Refinery Workers Union, Vizagapatnam (smallest Refinery), Madras Kerosene Oil Workers' Union, Madras (the minority union) and Caltex Staff Union, Madras (newly formed - splinter group). The Petroleum Workers' Union of Ernakulam did not officially participate, though one or two workers had come to attend that Conference. It is significant that the Bengal Oil & Petroleum Workers' Union of Calcutta, old union of INTUC and the General Secretary of which was originally announced as the Organising Secretary for forming the rival Federation, was absent and nobody worried about its absence.

My report is that this ^{new} Federation has died its natural death for all practical purposes.

Moreover the unions affiliated to the All India Trade Union Congress are in addition to the Petroleum Workmen's Union of Bombay, the Petroleum Workers' Union of Delhi and the Petroleum Workers' Union of Madras.

What is stated on page 59 of the ILO report regarding the Law in our country is not correct in so far as the Petroleum Industry is concerned. Petroleum Industry everywhere comes under the Industrial Disputes Act and what the ILO refers to is to the provisions of B.I.R. Act, which does not apply to the Petroleum Industry.

The infancy of organisation in the refineries has made it inevitable that the three refineries, two in Bombay and one in Vizag have individual unions in the undertaking. Refining industry being what it is; perhaps this pattern will continue to remain for a period. There is one composite union in the Assam Oil Company, known as the A.O.C. Union, which Company handles Prospecting, Production and Refining. The only problem, therefore, concerning recognition of the unions is a problem that the employers and the Government should help to strengthen the representative union and refrain from encouraging the growth of rival minority unions.

Item Nos. 7 & 8 are vital issues because the role of outsiders in the trade unions of the petroleum industry excepting those organised by INTUC is very little from this stand point that the day-to-day activities are run by employees themselves. At the moment the rights of the employees are not standardised and very much depends upon either the paternalistic attitude of the employers or the bargaining strength of the effectively organised unions.

Under the next subject - Problems of Organisation - I think we have many useful norms laid down by the Indian Labour Conference but the difficulty is proper implementation thereof.

Item No. 14 is equally a vital issue because of the manner of the location of the undertakings in the industry.

Under the next subject - Assistance to Members - our view is that sickness benefit and assistance must be the sole responsibility of the Government and the employer. Strike pay should be borne by employers in all cases where they failed or ~~properly~~ refused to negotiate a settlement either on the demand or grievances. Legal aid is given by the Unions.

On page 73 of the ILO Report, they are referring to the facilities provided by Trade Unions to its members and state that the Petroleum Workers Union at Suez as an exception and is having well equipped new building with meeting hall and Union Office. The Petroleum Workmen's Union of Bombay can take such a credit also as you are well aware of.

I am enclosing herewith a copy of the Volume 2 No. 1-2 of the PETROLEUM WORKER, official organ of the All India Petroleum Workers' Federation, in which the Government of India's note submitted to the Petroleum Tripartite Conference is printed in full. I am also enclosing a copy of the first issue of Petro-Bulletin, the organ of the National Federation of Petroleum Workers (India), the rival Federation which was started in August 1959. A copy of the

latest issue of PETROLEUM MAZDOOR, the organ of the Petroleum Workmen's Union of Bombay, is also attached to show the hollow character of the slander indulged in by the Petro-Bulletin in dealing with some of the points of the Annual Report of the Petroleum Workmen's Union, Bombay.

Fraternally yours,



G. Sundaram
GENERAL SECRETARY.

Encl:

All India Petroleum Workers' Federation

(Registered under Indian Trade Union Act 1926)

President :

Head Quarter Office :

Telegram: "OILWORKER"

Gen. Secretary :

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

Telephone: 61453

Ref. No.

COPY.

Dated.....19 ..

LIST OF THE UNIONS AFFILIATED TO THE FEDERATION.

1. Petroleum Workers' Union 4216 Tel Mandi, Paharganj, New Delhi.
2. Standard-Vacuum Employees' Union Katra Shahanshi, Chandni Chowk, New Delhi.
3. Petroleum Workmen's Union "Shramajeevi Avaz", 34, Sewree Cross Road, Sewree, Bombay.
4. Petroleum Workers' Union 3 & 4 Hare Street, Calcutta.
5. Hind Oil Kamgar Sabha 137/138 Mangalwar Peth, Berane Road, Poona 2.
6. Burmah-Shell Employees' Union 17, Baker Street, "College House, George Town, Madras.
7. Oil Companies Field Staff Association of India 491, Raviwar Peth, Moti Chowk, Poona 2.
8. Burmah-Shell Refineries' Workers & Union B.E.S.T. Stand, Mahul, Bombay.
9. Petroleum Workers' Union Ernakulam (Kerala State).
10. Petroleum Workers' Union 12/13 Angappa Naicken St. Madras 1.
11. Madras Kerosene Oil Workers' Union Madras.

NAME OF THE NEWLY JOINED UNION.

Burmah-Shell Refineries' Workers' Union, B.E.S.T. Stand, Bombay.

CHANGES DURING THE YEAR.

Burmah-Shell Employees' Association, Standard-Vacuum Employees' Union and Caltex Employees' Union, all the three of Calcutta amalgamated themselves to form the Petroleum Workers' Union of Calcutta.

Standard-Vacuum Employees' Union and Caltex Employees' Union, both of Madras, amalgamated themselves to form Petroleum Workers' Union, Madras.

Both the above changes resulted in the reduction by three of the unions affiliated at the beginning of the year.

Tel: 6123

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

Shromajeev: Avas / 54, Seewee Creek Road, Seewee

173-A

16-3-1960

Bombay 12

The General Secretary

I.I.T. U.C.

NEW DELHI

ILO Report entitled

The Practices, Procedures and Techniques of
Effective Employer-Employee Communications
in the Petroleum Industry.

Dear Comrade,

Please refer to your letter of January 18, 1960 and the subsequent reminders.

I have now read the report and though I am writing in a hurry, my comments are as follows:

The report has no documentation on the subject prevailing in India. It is, therefore, not easy for me to make any intelligent comments.

It is exhaustive and throws light on the many difficult issues in the problems connected with the subject.

I may however make a few comments in relation to certain conclusions or views expressed in the Report. All the Oil Cos. publish their "House Magazines". How they are received by the employees and how the Management itself views the utility of such Magazines is very well expressed in the view represented in the ILO Report on page 65. The suggestion which appears on page 55 and 57 heading of the Report is a good suggestion.

On page 50 there is a reference to "Diboli-Batoris" House Journal of the Assam Oil Company. I am not in a position to throw much light on it except to say that if it was intended to build up good and amicable relations it has not achieved the object because the relations between the Company and its employees as represented by the trade unions with an overwhelming majority of membership are not good.

The barriers to communication expressed on page 70 are very much present in India too because the Oil Companies are international in character and adopt uniform methods of communication not only in regard to their industry but in regard to human relations.

With regard to the subject raised on page 64 of the Report namely contact with Trade Unions, the Personnel Department of the Companies in this country will play either helpful or unhelpful part depending upon the top policy decision as to whether the Management has adopted a policy of encouraging rivalry among Trade Unions or hostility to a union not of their liking.

The Works Committee functions in some places and in other places they either break-down or somehow kept proper. The attitude of the employer is responsible and that has been very well brought out in the general discussion in the functioning of Works Committees in the Standing Labour Committee.

Management-Union consultation: In so far as the trade unions in the industry are concerned in India, it is on a very poor level unless the employer has a policy decision to boost up minority union. A report of the studies quoted on page 97 of the Report reflects the reality in our country.

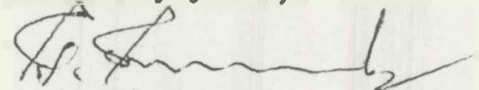
The conclusions drawn on pages 101, 102, 103 seem to be very realistic.

With regard to other methods, namely Shop Stewards referred to in pages 88 and 89, the AITUC unions have been struggling to get recognition for the same from the Companies but not with much success.

The grievance Procedure is a matter which each Company evolves to suit its convenience from time to time. There is no standardised procedure. In this connection even if a procedure of the type referred to on page 92 can be evolved and adopted, it would be a great help. In this connection the Code of Discipline is still a formal affair as far as the Oil Companies are concerned.

With regard to the suggested points for discussion on pages 110-113, adoption of as many of these suggestions as possible would certainly help to promote a level of improvement which is very *basically* ~~openly~~ lacking in the human relations in this industry in our country.

Fraternally yours,



G. Sundaram
GENERAL SECRETARY