

GOVERNMENT OF RAJASTHAN
INDUSTRIES 'C' DEPARTMENT

(LABOUR SECTION)

[Published in Rajasthan Raj-patra dated 7-5-59 at page 92 part 1 (अ).]

No. F. 1 (92)/Lab./58

Dated Jaipur, the 5th February, 1959.

NOTIFICATION

Whereas the Government of Rajasthan published the proposals of the Minimum Rates of Wages in respect of employment in stone-breaking or stone-crushing industry by Notification No. F. 1 (92)/Lab./57, dated the 3rd December, 1957, in the Rajasthan Raj-patra of the 22nd January, 1958.

And whereas representations received in respect of the said proposals have been considered by the Government.

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 3 read with sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Act No. 11 of 1948), the Government of Rajasthan hereby fixes the Minimum Rates of Wages in respect of the employment in the aforesaid Establishment as specified in the Schedule below.

This notification shall come into force on the expiry of two months from the date of its publication in the Official Gazette.

SCHEDULE

S. No.	Category of worker	Minimum rates of wages per day	Per Month
1	2	3	4
1.	Adult Male worker	Rs. 1/8	Rs. 45/- } Inclusive of Rs. 45/- } weekly Rs. 37/8/- } days of Rs. 37/8/- } rest.
2.	Adult Female worker	Rs. 1/8	
3.	Child Male worker	Rs. 1/4	
4.	Child Female worker	Rs. 1/4	

Notwithstanding anything contained herein, if, on the day the aforesaid rates come into force, the wages of an employee in the said employment exceed such rates, the wages actually received by the employee on the said day shall be the minimum rates of wages fixed in respect of him.

By Order of the Governor,

A. K. Roy,
Secretary to the Government.

[First published in Rajasthan Rajpatra, Part I-B, dated 7th May, 1959.]

INDUSTRIES (C) DEPARTMENT

(Labour Section)

NOTIFICATION

Jaipur, February 5, 1959.

No. F. 1 (92) /Lab./57.—Whereas the Government of Rajasthan published the proposals of the minimum rates of wages in respect of employment in any mica works other than mica mines by Notification No. F. 1 (92) Lab./57, dated the 3rd December, 1957 in the Rajasthan Rajpatra of the 2nd January, 1958.

And whereas representations received in respect of the said proposals have been considered by the Government.

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 3 read with sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Act No. 11 of 1948), the Government of Rajasthan hereby fixes the minimum rates of wages in respect of the employment in aforesaid Establishment in the State of Rajasthan excluding former Ajmer State as specified in the Schedule below.

This notification shall come into force on the expiry of two months from the date of its publication in the Official Gazette.

SCHEDULE

S. No.	Category of worker.	Minimum rate of wages.	
		per day	per month
1.	Adult Male worker	Rs. 1/8/-	Exclusive Rs. 45/-/ Inclusive
2.	Adult Female worker	Rs. 1/8/-	of weekly Rs. 45/-/ of weekly
3.	Child Male worker	Rs. 1 4/-	days of Rs. 37/8/- days of
4.	Child Female worker	Rs. 1/4/-	rest. Rs. 37/8/- rest.

2. Notwithstanding anything contained herein, if, on the day the aforesaid rates come into force, the wages of an employee in the said employment exceed such rates, the wages actually received by the employee on the said day shall be the minimum rates of wages fixed in respect of him.

By Order of the Governor,
A. K. ROY,
Secretary to the Government.

GOVERNMENT OF RAJASTHAN
INDUSTRIES 'C' DEPARTMENT

No. F. 1 (92 /Lab./57

Dated Jaipur, the 24th April, 1959.

NOTIFICATION

Whereas the Government of Rajasthan published the proposals of the Minimum Rates of Wages in respect of employment in any Mica Works so far as it relates to Mica Mines within the State by Notification No. F. 1 (92)/Lab./57, dated the 3rd December, 1957, in the Rajasthan Raj-patra of the 2nd January, 1958, and whereas the President has delegated functions of the Central Government to the Government of Rajasthan to the review and revision of Minimum Rates of Wages for employees employed in Mica Mines situated within the State.

And whereas representations received in respect of the said proposals have been considered by the Government.

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 3 read with sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Act No. 11 of 1948), the Government of Rajasthan hereby fixes the Minimum Rates of Wages in respect of the employment in Mica Mines in the State of Rajasthan excluding Former Ajmer State as specified in the Schedule below.

This notification shall come into force on the expiry of two months from the date of its publication in the Official Gazette.

SCHEDULE

<i>S. No.</i>	<i>Category of worker</i>	<i>Minimum rate of wages per day</i>
1	2	3
1.	Adult worker	Rs. 1/5- } Exclusive of } weekly days of } rest.

Notwithstanding anything contained herein, if, on the day the aforesaid rate come into force, the wages of an employee in the said employment exceed such rates, the wages actually received by the employee on the said day shall be the minimum rates of wages fixed in respect of him.

By Order of the Governor,

A. K. Roy,
Secretary to the Government.

INDUSTRIES (C) DEPARTMENT

NOTIFICATION

Jaipur, June 3, 1959.

No. F.1(92)/Lab./57.—Whereas the Government of Rajasthan published the proposals of the minimum rates of wages in respect of employment under any local authority by Notification No.F.1(92)/Lab./57/7715, dated the 3rd December, 1957 in the Rajasthan Rajpatra of the 2nd January, 1958;

And whereas the representations received in respect of the said proposals have been considered by the Government;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 3 read with sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Act No. XI of 1948), the Government of Rajasthan hereby fixes the following minimum rates of wages within the meaning of clause (III) of sub-section (1) of section 4 of the said Act in respect of the employment under the local authorities specified in the schedules appended to this notification, in the reorganised State of Rajasthan, excluding the area comprising the erstwhile State of Ajmer, where the rates of wages fixed by the former State of Ajmer would continue:—

A. Wages in respect of the employees under the local authorities specified in the Schedule I.

S.No.	Category of workers	Minimum rates of wages.			
		per day		per month	
1.	Adult Male worker.	Rs. 1/8/-	Exclusive of weekly days of rest.	Rs. 45/-	Inclusive of weekly days of rest.
2.	Adult Female worker.	Rs. 1/8/-	-do-	Rs. 45/-	-do-
3.	Child Male worker.	Rs. 1/4/-	-do-	Rs. 37.50 nP.	-do-
4.	Child Female worker.	Rs. 1/4/-	-do-	Rs. 37.50 nP.	-do-

B. Wages in respect of the employees under the local authorities specified in the Schedule II.

S.No.	Category of workers	Minimum rates of wages			
		per day		per month	
1.	Adult Male worker.	Rs. 1/4/-	Exclusive of weekly days of rest.	Rs. 37.50 nP.	Inclusive of weekly days of rest.
2.	Adult Female worker.	Rs. 1/4/-	-do-	Rs. 37.50 nP.	-do-

C. Wages in respect of the employees under the local authorities specified in the Schedule III & IV.

S.No.	Category of workers	Minimum rates of wages			
		per day		per month	
1.	Adult Male worker.	Rs. 1/2/-	Exclusive of weekly days of rest.	Rs. 33.75 nP.	Inclusive of weekly days of rest.
2.	Adult Female worker.	Rs. 1/2/-	-do-	Rs. 33.75 nP.	-do-

Notwithstanding anything contained herein, if on the day of the aforesaid rates come into force, the wages of an employee in the said employment exceed such rates, the wages actually received by the employee on the said day, shall be the minimum rates of wages fixed in respect of him.

This notification shall come into force on the expiry of two months from the date of its publication in the official Gazette.

SCHEDULE I

Corporations.

1. Udaipur.

City Municipalities.

2. Jaipur.

3. Jodhpur.

4. Bikaner.

5. Alwar.

II and other Grade Municipalities.

6. Kishangarh.

7. Bijainagar.

8. Sambhar.

9. Sikar.

10. Tonk.

11. Bharatpur.

12. Churu.

13. Ratangarh.

14. Sujangarh.

15. Sardarshahar.

16. Ganganagar.

17. Karanpur.

18. Pali

19. Abu Road.

20. Mount Abu.

21. Barmer.

22. Pratapgarh.

23. Bhilwara.

24. Banswara.

25. Kotah.

26. Baran.

27. Bundi.

28. Gajsinghpur.

29. Raisinghnagar.

30. Hanumangarh.

31. Sangaria.

32. Suratgarh.

SCHEDULE II

1. Chomu.

2. Bandikui.

3. Kotputli.

4. Laxmangarh.

5. Fatehpur.

6. Ramgarh.

7. Gangapur (Sawai Madhopur).

8. Hindaun.

9. Karauli.

10. Malpura.

11. Rajgarh (Alwar)

12. Dholpur.

13. Bayana.

14. Kama.

15. Bari.
16. Rajgarh (Churu)
17. Dungargarh.
18. Rajaldesar.
19. Nohar.
20. Phalodi.
21. Nagaur.
22. Jalore.
23. Bhinmal.
24. Balotra.
25. Sirohi.
26. Jaisalmer.
27. Dungarpur.
28. Nimbuhara.
29. Chittorgarh.
30. Shahpura.
31. Jhalawar.
32. Sarwar.
33. Neem-ka-Thana.
34. Newai.
35. Kherli.
36. Nadbai.
37. Bhadra.
38. Merta.
39. Kapasin.
40. Ramganjmandi.
41. Bhawani Mandi.
42. Jhalrapatan.

SCHEDULE III

1. Dausa.
2. Srimadhapur.
3. Jhunjhunu.
4. Nawalgarh.
6. Pilani.
6. Mandawa.
7. Chirawa.
8. Udaipurwati.
9. Sawai Madhopur.
10. Deeg.
11. Gangashahar.
12. Deshnok.
13. Taranagar.
14. Bidasar.
15. Hindumalkot.
16. Deedwana.
17. Ladnwor.
18. Makrana.
19. Kuohaman city.
20. Bali.
21. Sojat.
22. Badi Sadri.
23. Nathdwara.

SCHEDULE IV

1. Lalsote.
2. Naraina.
3. Amber.
4. Banswa.
5. Phulera.
6. Jodhpur.
7. Bairath.
8. Chaksu.
9. Khandela.
10. Losal.
11. Danta.
12. Surajgarh.
13. Mukandgarh.
14. Bissau.
15. Baggar.
16. Khetrif.
17. Todabhim.
18. Uniara.
19. Todaraisingh.
20. Tijara.
21. Kumbhar.
22. Nagar.
23. Weir.
24. Bhusawar.
25. Rajakheda.
26. Nokha.
27. Napasar.
28. Bhinasar.
29. Chhapar.
30. Ratanagar.
31. Anoopgarh.
32. Pokaran.
33. Nawa.
34. Parbatsar.
35. Sheoganj.
36. Pindwara.
37. Rajasamand.
38. Deogarh.
39. Salumber.
40. Sagwara.
41. Galiakot.
42. Chhotisadri.
43. Begun.
44. Gangapur (Bhilwara).
45. Kushalgarh.
46. Chhabra.
47. Indergarh.
48. Keshoraipatan.
49. Nainwa.
50. Lakheri.
51. Pidnwa.
52. Suneltappa.

By Order of the Governor,
A. K. ROY,
Secretary to the Government.

[Published in Rajasthan Raj-patra in part 1 (क) at page 1179 dated 15-1-59.]

Copy of the Notification No. F. 1(92) Lab./58 dated 2nd December, 1958, from the Secretary to the Government of Rajasthan, Labour Department, Jaipur to the Labour Commissioner, Rajasthan, Jaipur.

NOTIFICATION

Whereas the Government of Rajasthan published the proposals of the Minimum rates of wages in respect of employment in Rice, Flour and Dal Mills by Notification No. F. 1 (92)/Lab./57 dated the 3rd December, 1957, in the Rajasthan Raj-patra of the 2nd January, 1958.

And whereas no representations in respect of the said proposals were received by the Government;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 3 read with sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Act No. 11 of 1948), the Government of Rajasthan hereby fixes the Minimum rates of wages in respect of the employment in the aforesaid Mills, as specified in the Schedule below.

This notification shall come into force on the expiry of two months from the date of its publication in the Official Gazette.

SCHEDULE

<i>S. No.</i>	<i>Category of worker</i>	<i>Minimum rates of wages per day</i>	<i>Per Month</i>
1	2	3	4
1.	Adult Male worker	Rs. 1/8	Rs. 45/- } Inclu- Rs. 45/- } sive of Rs. 37/8/- } weekly Rs. 37/8/- } days of rest.
2.	Adult Female worker	Rs. 1/8	
3.	Child Male worker	Rs. 1/4	
4.	Child Female worker	Rs. 1/4	

GOVERNMENT OF RAJASTHAN
INDUSTRIES 'C' DEPARTMENT

(LABOUR SECTION)

[Published in Rajasthan Raj-patra dated 23-4-59 at page 41 in part 1 (अ).]

No. F. 1 (92) / Lab./58

Dated Jaipur, the 5th February, 1959

NOTIFICATION

Whereas the Government of Rajasthan published the proposals of the Minimum Rates of Wages in respect of employment in Oil Mills by Notification No. F. 1 (92) / Lab./57, dated the 3rd December, 1957, in the Rajasthan Raj-patra of the 22nd January, 1958.

And whereas no representations or suggestions were received in respect of the said proposals;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 3 read with sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Act No. 11 of 1948), the Government of Rajasthan hereby fixes the Minimum rates of wages in respect of the employment in Oil Mills, in Rajasthan as specified in the Schedule below.

This notification shall come into force on the expiry of two months from the date of its publication in the Official Gazette.

SCHEDULE

S. No.	Category of worker	Minimum rates of wages per day	Per Month
1	2	3	4
1.	Adult Male worker	Rs. 1/8	Rs. 45/- } Inclusive of Rs. 45/- } weekly Rs. 37/8/- } days of Rs. 37/8/- } rest.
2.	Adult Female worker	Rs. 1/8	
3.	Child Male worker	Rs. 1/4	
4.	Child Female worker	Rs. 1/4	

Notwithstanding anything contained herein, if, on the day the aforesaid rates come into force, the wages of an employee in the said employment exceed such rates, the wages actually received by the employee on the said day shall be the minimum rates of wages fixed in respect of him.

By Order of the Governor,

A. K. Roy
Secretary to the Government.

✓ To be published in Part II Section 3 sub-section (ii)
of the Gazette of India dated the 11th April 1959 ✓

Government of India
Ministry of Commerce & Industry

New Delhi, the 4th April, 1959.

O R D E R

S.O...../IDRA/6/16.- In exercise of the powers conferred by section 6 of the Industries (Development and Regulation) Act, 1951 (65 of 1951), the Central Government hereby establishes for the scheduled industries engaged in the manufacture or production of Automobiles, Automobile Ancillary Industries and Transport Vehicle Industries, a Development Council which shall consist of the following members, namely:-

1. Shri S. Anantaramakrishnan,
M/S Simpson & Co. Ltd.,
202/203, Mount Road,
Madras.
2. Mr. E. Lang,
M/S Motor Industries Co. Ltd.,
P.B. No. 93,
Bangalore
3. Shri Pranlal Patol,
M/S Ancillary Industries
Association,
Mattendas Mills Compound,
Tulsipipe Lane,
Lower Parel,
Bombay-13.
4. Shri W.N. Talwar,
M/S Payen Talbros Ltd.,
71/3, Najafgarh Industrial Area,
New Delhi-15.
5. Shri M.S. Shastri, *P. Matthen*
M/S Automobile Products of India Ltd.,
Bhendup,
Bombay.
6. Shri N. K. Firodia,
M/S Bachraj Trading Corporation,
139, Dr. Annie Besant Road,
Worli,
Bombay-18.

being persons who, in the opinion of the Central Government are capable of representing the interest

P. T. O.

owners of
of industrial
undertakings
in the
said
scheduled
industries.

7. Shri J. B. Motivala,
M/S Mahindra - Owen,
Gateway Building,
Apollo Bunder,
Bombay.

8. Shri L. L. Narayan,
M/S Engine Valves Ltd.,
5, Pattalos Road,
Madras-2.

9. Shri Krishna Narain,
The U.P. Motor Company,
4, Shah Najaf Road,
Lucknow.

9A. Shri P. Kalyanaswami,
Director in Charge,
State Automobile & Engineering
Bombay House,
24 Link Road, Bombay.

10. Dr. B. D. Kalelkar,
Senior Industrial Adviser
(Engg.)
Development Wing,
Ministry of Commerce &
Industry,
New Delhi.

9B. Shri Lalchand Hirachand
Premier Automobiles Ltd,
Vijaya Road, Bombay

11. Dr. Lal C. Verman,
Indian Standards Institution,
Manek Bhavan,
Mathura Road,
Delhi.

9C. Shri S. S. Chavhan
Hindustan Motors Ltd
& India Exchange Place
Calcutta.

12. Shri S. K. De,
M/S Howrah Motors Ltd.,
P-6, Mission Row Extension
P. B. 2263,
Calcutta.

9D. Shri B. C. Collins
Mys. Director,
Ashok Byland Ltd.,
Bank, Mysore Bldg.,
HSE, Base Road
Madras.

13. Shri T. S. Santhanam,
Director,
M/S T. V. Sundaram Iengar
& Sons,
West Valli Street,
Madurai.

being persons who,
in the opinion
of the Central
Government have
special knowledge
of matters
relating to the
technical or
other aspects of
the said scheduled
industries.

9E. Shri B. R. Sule
Chief Engineer
Mahindra Mahindra Ltd.,
Apollo Bunder
Bombay

14. Col. V. P. S. Menon,
Industrial Adviser (Engg.)
Development Wing,
Ministry of Commerce &
Industry,
New Delhi.

9F. Shri K. V. Srinivasan
Standard Motors Products Ltd,
29, Namt Road
Madras-2

15. Shri N. T. Gopala Iengar,
Deputy Development
Officer, (Auto.)
Development Wing,
Ministry of Commerce &
Industry,
New Delhi.

15A. Shri Duleep Singh
N. P. C.,
New Delhi

16. Shri Kundan Lal,
Secretary,
All India Motor Operators
Union,
16-A, Asaf Ali Road, New Delhi.

being persons
who, in the

15B. Prof. L. M. Rajpal
Professor of Automobile Engg.,
VIT, Vellore

15C. Shri Premnath
Bennurath Mal...

17. Shri M.M. Gupta,
Deputy Transport
Commissioner,
U.P. Roadways,
Lucknow.

18. Shri M. D. Daftry,
General Manager,
Bombay State Road
Transport Corporation,
Central Stores,
Ghod Bunder Road,
Santa Cruz,
Bombay.

opinion of
the Central
Government are
capable of represent-
ing the interests
of consumers of
goods manufactured
or produced by the
said scheduled
industries.

19. *Shri P. K. Bhatt, President Western India Automobile Assn.,
P. B. 111111,
Bombay*

and (b) two other members to be hereafter specified
by the Central Government who will be
persons capable of representing the interests
of persons employed in industrial undertakings
in the said scheduled industries.

2. Dr. B. D. Kalelkar shall be the Chairman of
the said Development Council.

3. The Central Government hereby assigns the
following functions to the said Development Council,
namely:-

- (1) Recommending targets for production,
co-ordinating production programmes
and reviewing progress from time to time.
- (2) Suggesting norms of efficiency with a
view to eliminating waste, obtaining
maximum production, improving quality
and reducing costs.
- (3) Recommending measures for securing the
fuller utilisation of the installed
capacity and for improving the working
of the industry, particularly of the
less efficient units.
- (4) Promoting arrangements for better
marketing and helping in the devising of
a system of distribution and sale of the
produce of the industry which would be
satisfactory to the consumer.
- (5) Promoting standardisation of products.
- (6) Assisting in the distribution of controlled
materials and promoting arrangements for
obtaining materials for the industry;
- (7) Promoting or undertaking inquiry as to
materials and equipment and as to methods
of production, management and labour.....

utilisation, including the discovery and development of new materials, equipment and methods and of improvements in those already in use, the assessment of the advantages of different alternatives and the conduct of experimental establishments and of tests on a commercial scale.

- (8) Promoting the training of persons engaged or proposing engagement in the industry and their education in technical or artistic subjects relevant thereto.
- (9) Promoting the retraining in alternative occupations of personnel engaged in or retrenched from the industry.
- (10) Promoting or undertaking scientific and industrial research, research into matters affecting industrial psychology and research into matters relating to production and to the consumption or use of goods and services supplied by the industry.
- (11) Promoting improvements and standardisation of accounting and costing methods and practice.
- (12) Promoting or undertaking the collection and formulation of statistics.
- (13) Investigating possibilities of decentralising stages and processes of production with a view to encouraging the growth of allied small scale and cottage industries.
- (14) Promoting the adoption of measures for increasing the productivity of labour, including measures for securing safer and better working conditions and the provision and improvement of amenities and incentives for workers.
- (15) Advising on any matters relating to the industry (other than remuneration and conditions of employment) as to which the Central Government may request the Development Council to advise and undertaking inquiries for the purpose of enabling the Development Council so to advise, and
- (16) Undertaking arrangements for making available to the industry information obtained and for advising on matters with which the Development Councils are concerned in the exercise of any of their functions.

4(17)IA(II)(G)/50

(K. C. Madappa)

Deputy Secretary to the Govt. of India

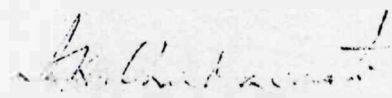
To

The Manager,
Govt. of India Press, New Delhi

No. 4(17)IA(II)(G)/59

Copy forwarded, for information, to:-

1. Deputy Audit Officer,
Commerce, Steel & Mines,
New Delhi.
2. All Members of the Development Council
for Automobiles, Automobile Ancillary
Industries and Transport Vehicle
Industries.
3. Development Wing (Cdn.I Section)
New Delhi.
4. Development Wing (Cash Section)
New Delhi.
5. Development Wing (Estt. Section)
New Delhi.
6. Development Wing (Automobiles Section)
New Delhi.
6. A. E. Industries Section,
Ministry of Commerce & Industry,
New Delhi.


(A.K. Chakravarti)

Under Secretary to the Govt. of India

L. No 18/59-60

OFFICE OF THE SAMYUKTA KHADAN MAZDOOR SANGH.

(H.O. Tilak-Status, Nagpur).

Branch-Office-Bharka-Para,
P.O. -RAJNANDGAON(M.P.).

Dated-27th Oct.'1959.

To,
The Regional Labour Commissioner,
CENTRAL,
JABALPUR.

Sub.:-Memorandum of Demands for Iron &
Manganese-Mine-Workers.

Dear Sir,

Please find enclosed herewith two separate Memoranda on the demands of Rajhara-Chikhli Iron-Mines, in Durg District and the Manganese Mine-Workers of this State, submitted to the Government of India by our Union. We shall be thankful to have your considered opinion on the issues raised in each of the memoranda.

We shall be glad to have a discussion with you on these, if and when you are pleased to have it.

Thanking you in anticipation.

Yours faithfully,

Prakash Roy

(Prakash Roy),
Branch-Secretary.

...

OFFICE OF THE SAMYUKTA KHADAN MAZDOOR SANGH.
(H.O. TILAK STATUE, NAGPUR)

Phone 4417(Office)
3876(Regd)

Branch Office.
C/O Shree Prakash Roy.
P.O. Rajnandgaon, (M.P.)
Dt. the 19th Oct. 1969.

MEMORANDUM.

To,

1. The Hon'ble Labour Minister,
Govt. of India.
New-Delhi.
Camp - BHILAI.
2. The General Manager,
Bhilai Steel Project,
Bhilai.
3. The Superintendent of Mines,
Jharandulli-Rajhara-Mines,
Bhilai.

Subject: Conditions obtaining in Jharandulli,
Rajhara Mines under B.S.P. threatened
with unemployment of labour.

Dear Sir,

A Grave situation has arisen as a result of the threatened move of unemployment, For over 1000 workers working under contractors -Jyoti Bros, in the Jharandulli-Rajhara iron-mines of the Bhilai Steel Project. This threat has come about as a result of the move to terminate the present lease of contract with the said contractors, namely M/S Jyoti Bros.. We hold no brief, for the maintenance of either these contractors or any other. We stand for the complete abolition of the contract system and taking over the management by the Bhilai Steel Project or any other Governmental agency. Apart from other reasons, that we shall enumerate while describing the present working conditions, it would suffice to point out one chief practice recently worked up by the Contractors in their dealings with the workers, is, not to make over the weekly payments in due time for weeks together, till the workers resort to striggles and agitations. We are afraid, it is an unwarranted provocation, engineered amongst the

workers to kick up and maintain an atmosphere of tension and unrest. An utterly unsatisfactory living and working conditions coupled with drastic retrenchment during the course of last one year and half have been responsible, for the nonfulfillment of the annual target. For production of 6 lacks tons of Iron-Ore, From the mine. The production level could reach a figure of 4½ lacks tons only, it has, therefore, amongst others led to a legitimate apprehension, against the role of these contractors to the successful and effectives working of the State Sector in this branch of the Industry.

PRESENT WORKING AND LIVING CONDITIONS AND SUGGESTIONS FOR THEIR BETTERMENT:

1. Earnings:- At present, no payment is made, for earth-cutting and removal of the over-burden. The rates of payment vary from Rs. 2/8/-, Rs. 3/- and Rs. 4/8/- according to the size of boulders, medium sized and smaller pebbles called 'Chilli'. These rates seldom allow the average wages per worker per week to rise higher than 7/- to Rs. 9/-. Whereas even the least paid time rated worker gets Rs. 1/12/-per day.

BETTERMENT CAN BE EFFECTED BY INTRODUCING A SYSTEM OF PAYMENT FOR EARTH -CUTTING AND REVISION OF EXISTING RATES FOR ALL CATEGORIES OF WORK EVEN.

2. Leave:- As per the existing provisions of the Mines Act has also not been brought into force, other forms of leave, like casual, privilege sickness just do not exist.

DEMAND IS, THEREFORE, MADE FOR GRANTING CASUAL PRIVILEGE AND SICK LEAVE TO ALL CATEGORIES OF EMPLOYEES AT THE MINE.

3. Holidays: At present the weekly holidays on Sundays are not paid for to the pience rated or daily rated workers. Except the 15th August and 26th January, no paid holiday is granted.

The workmen, therefore, demand that the weekly

weekly offs should be paid ones and besides the 15th August and 26th January there should be paid ~~in~~ holidays on Gandhi Jayanti, a few important festivals observed in the region like Dashera, Diwali, Holi and May-Day.

4. HOUSING:- At the moment, the workers are provided with huts consisting of a room of about 8' x 10 ft. with a roofing of corrugated tin sheets and thin bamboo matting as a partition from the neighbouring huts, thus rendering any human living with family accommodation and privacy impossible.

Even the staff like mates, foremen, checkers number takers and the like have to put up in huts and have no pucca quarters.

BETTERMENT:- of this appalling condition of living can be effected atleast to start with, by providing quarters to each category of the type granted under the Industrial Housing- Scheme. In this region of Forest and seclusion, the clerical and mechanical, staff should be provided with pucca, family quarters free of any rent, as is done to other workers.

5. Cheap Grain's: is provided to the workers at the rate of 2½ seers of rice for a rupee. This is neither adequate nor in consonance with the Food habits of the different category of employees working in the region.

SUGGESTIONS: therefore, is for a provision of rice and wheat at the rate of 4½ seers for a rupee, each and 2½ seers of pulse for a rupee. This provision should be made available to all categories of employees working at the mines.

6. BONUS: At present no bonus, is paid to the workmen working in these mines.

Bonus should be paid on quarterly attendance basis and an annual production basis.

Contd:-

7. MEDICAL TREATMENT:- is inadequate and unsatisfactory at the mining place. There is a small dispensary attended by the physician in charge between 3 P.M. and 5 P.M. every day. These are working hours at the mine and is thus neither encouraging to the workers to attend it nor to the managing staff to relieve them in good faith. There is only one compounder. The arrangement for maternity work~~ers~~ just do not exist, nor even a midwife, though nearly 40 to 50 percent of the workers are women.

It is, therefore, necessary to have a well equipped dispensary with proper working hours that would help the mine workers working in the mine and dwelling in that area, a midwife and maternity facilities should be provided for.

8. PROVIDENT FUND AND GRATUITY SCHEMES:-

None of these schemes has been introduced till today. Both these should be immediately introduced and the workers assured of their security.

9. REST SHELTERS AND CRECTIES:- are long over due at the mines. They should be constructed without further delay.

10. STANDING ORDERS:- duly certified in consultation with the Union should be put up and promotions, increments etc. be governed as per rules of seniority and not arbitrarily, including extension of such facilities to the clerical and mechanical staff as are obtained under the B.S.P.

11. TRADE UNION FUNCTIONING:- Lastly, but not of least importance is the question of granting proper facility to the normal Trade Union Functioning at the mines, at the moment, more than a dozen workers who were active participants to trade Union activities conducted by this Union, are under orders of dismissal

Contd:-

on one pretext or the other, and the working President of this Union is standing a trial in court, on malicious and false allegations. This is not all, there has been a practice of actual terror of victimisation by getting rid of the worker, who not only works openly for the trade Union but also on his giving shelter to any official or worker of the Union. Other such moves have been by way of bulk retrenchment, and also the present move of threat of closure and consequent un-employment. All such moves will render both the observance of the code of discipline and extension of help and co-operation to this state sector of the industry impossible.

This Union, on its part, offers its sincere cooperation for bringing about an amicable and peaceful solution to the various problems confronting the workers and the management. It hopes that this will be reciprocated by positive and constructive moves and action.

Thanking You,

Yours faithfully,

Dt/- 19th October 1969.

Ganga Chaudhary

Durg President
S.I.M.S.

S.K. Sanyal
(S.K.Sanyal,

General Secretary,
Samyukta Kshatri Mazdoor Sangh.

Copy to : Secretary, A. I. T. V. C., New Delhi
for information and necessary
representation.

April 20, 1960

PRESS COMMUNIQUE

AITUC PROPOSES ALL-NATIONAL STRIKE IN TEXTILE INDUSTRY

ON JUNE 14

Shri S.A.Dange, M.P., General Secretary, All-India Trade Union Congress, has issued the following statement:

"Leading organisers and representatives of cotton textile workers' unions affiliated to the AITUC met at Lonavala near Bombay on April 14 and 15 to discuss the report of the Textile Wage Board and measures to secure its early implementation.

"Despite the fact that the Board and the Government took nearly three years to come to conclusions on the question of the wages of the workers, and despite the fact that the wage increases recommended do not even come up to the level of the minimum standards agreed to in the 15th tripartite conference (Delhi, 1957), the millowners in India do not seem to be in a mood to give early effect to the recommendations contained in the Report on the matter of wage increases.

"From the statements of the leading millowners in the country, it is plain that the millowners will not give wage increase in the near future, until they have succeeded in reducing the number of workers employed and increasing their workload by means of rationalisation and securing from Government large financial assistance for the purpose.

"In view of this, it is found necessary that the textile workers will have to resort to action in order to secure the wage increases recommended by the Board. The meeting, therefore, took the following decisions:

- * It called upon the workers in the textile industry to observe 6th of May as a Day of Demonstrations for the implementation of the Board's recommendations and securing wage increases.
- * If the wage increase, with retrospective effect from January 1960, as recommended by the Board, is not included in the payment of the month of May 1960, preparations should be made to carry out a General Strike on June 14, 1960, first as a one-day Token Strike, to be followed by an indefinite General Strike, if the employers by then do not fulfil the demands.

"This is in addition to the action being taken by various unions in their own areas, such as, W.Bengal, Madras, etc.

"The following demands will be the central point of action for their fulfilment:

- (1) WAGE INCREASE - A flat increase of Rs.8 in mills of Category I and Rs.6 in mills of Category II, for all textile workers, including piece-rate workers. In the case of piece-rated workers, the flat increase should be as a lumpsum addition on their piece-rated earnings. The increase being due from January 1960, according to the recommendation of the Board, the arrears of Rs.32 and Rs.24 must be paid to the workers on the Pay Day of May 1960.
- (2) DEARNESS ALLOWANCE - The Dearness Allowance must be linked to the cost of living index immediately and Government must take steps to appoint a National Tribunal referred to in the Government resolution, in order to revise the standards of Dearness Allowance where they are inadequate and/or not linked to the cost of living index; the revision to be based on full neutralisation of the rise in the cost of living.
- (3) RATIONALISATION - Tripartite bodies to be set up at the national and regional level in order to work out the norms and process of rationalisation, in terms of the decisions of the 15th Tripartite Convention. All Central TU organisations, through their unions, to be represented in this machinery. Proposed schemes of rationalisation must be suspended and should not be proceeded with until they are judged by these tripartite bodies.
- (4) The Government resolution accepting the recommendations of the Board has tried to cut the wage increase given by the Board by introducing a proviso that any wage increase that may have been secured by the workers by agreement with the employer, since the appointment of the Board, should be deducted from the present wage increase as given by the Wage Board. The Wage Board itself has made no suggestion and the Government's resolution on this matter is, therefore, an unwarranted interference in the wage increase recommended by the Board. This proviso should be withdrawn by the Government.
- (5) Effective measures, including amendment of Company Law to prevent closures and prompt taking over of the closed units by the Government, as envisaged by the Nainital Conference, should be taken.

"The AITUC requests the Government of India to see that the employers meet the above demands.

"The AITUC also requests trade unions of all affiliations to join together for common action without which the vested interests of the textile industry will not implement the wage increases and will resort to dilatory actions on one plea or another.

"The strike action is forced on the workers, which they would have liked to avoid, in order to meet the tactics of the employers."

Secretary, AITUC

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INDIAN LABOUR CONFERENCE
(17th Session, Madras, 27th-29th July, 1959)

Main Conclusions/Decisions

Item 1: Action taken on the decisions of the
16th Session of the Indian Labour
Conference

The Statement of action taken on the decisions of the previous session placed before the Conference should give more factual information than was being done at present.

Item 2: Industrial Relations

A. Machinery for collective bargaining and
the settlement of Industrial Disputes

I. Recognition of Unions

(a) The procedure for verification of membership of unions for the purpose of recognition and representation in Committees and Conferences as formulated at Nainital Conference and subsequently clarified at the meeting of Trade Union representatives held on the 21st March, 1959, was confirmed.

(b) Where there is only one union, the employers may recognise it even if it does not fulfil the condition of 15% membership or of one year's standing.

(c) Where there are more than one union and none of them fulfils the membership condition laid down in the criteria for recognition, as evolved at Nainital, none would be entitled to recognition. The suggestion for recognising a union having the largest membership, but having less than 15% membership, was not favoured.

(d) The words 'industry' and 'local area' occurring in clause 3 of the criteria for recognition of unions should be defined by the Government concerned. The provisions contained in the Industries (Development and Regulation) Act and other enactments might be examined for the purpose and the matter placed before the next meeting of the Standing Labour Committee.

(e) The question whether a representative union should represent also the technicians, the supervisory staff, etc. was postponed for further consideration in consultation with the interests concerned.

(f) A union would be entitled to recognition provided it has committed no breach of the Code of Discipline for one year immediately before claiming such recognition.

(g) When a union has been recognised, there should be no change in its status for a period of two years from the date of such recognition.

(h) Failure to observe the Code would entail derecognition normally for a period of one year. This period may, however, be increased or decreased by the Implementation Committee concerned. It would be open to the employer to recognise another union during this period provided it fulfils all necessary conditions for recognition.

(i) In States where statutory provisions concerning recognition etc. exist and they are at variance with the criteria provided in the Code of Discipline, the legal provisions will override the provisions of the Code till the State Government concerned modifies them.

II. Validity of agreements reached through direct negotiations between the parties

The consensus of opinion was that an agreement entered into by a representative union should be binding on all the workers. Opinion was, however, divided on the question whether the agreement should be ratified by the executive of the union or displayed on the notice board for the information of the general body of workers.

III. Voluntary Arbitration

(a) Increased recourse should be had to mediation and voluntary arbitration and recourse to adjudication avoided as far as possible. Matters of local interest

← Draft agreement

not having any wider repercussions should, as a general rule, be settled through arbitration.

(b) While there would be no element of compulsion in the matter from Government, the employers agreed to extend their full co-operation in developing this new approach to settlement of industrial disputes through mediation and arbitration.

(c) A panel of arbitrators should be maintained by the Central and State Governments in order to assist the parties in the matter of choosing suitable arbitrators. The parties, however, will be at liberty to choose arbitrators outside the panel.

(d) The question how far the provisions of the Indian Arbitration Act could be usefully made applicable to the arbitration procedure provided under the Industrial Disputes Act, 1947, should be examined afresh by the Central Government.

(e) The principles and norms so far evolved through awards and judicial decisions on important issues should be compiled, and published and made available for the guidance of authorities, parties and arbitrators.

(f) Every case of refusal to have recourse to arbitration should be reported to the Evaluation and Implementation machinery in the States or at the Centre, as the case might be, ^{stating} the reasons for the refusal.

IV. Adjudication

It was agreed that there should be careful screening of cases before these were referred to adjudication.

V. Model principles for reference of disputes to adjudication

Model principles as given in Appendix I were approved.

VI. Revival of the Labour Appellate Tribunal

While the consensus of opinion was in favour of the revival of the Labour Appellate Tribunal, it was

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emphasised by some members that the mere existence of the Labour Appellate Tribunal could not by itself eliminate appeals being taken to the Supreme Court. Other suggestions made included the creation of a special Labour Bench in the Supreme Court and similar Benches in the High Courts, providing in the Industrial Disputes Act, a revision to the High Courts as under Section 115 of the Civil Procedure Code. The employers agreed to consider the withdrawal of as many pending cases from the Supreme Court as possible if the Labour Appellate Tribunal was revived. It was also suggested that restrictions should be placed on appeals going to the Labour Appellate Tribunal by providing that no appeals should lie unless an important point of law or principle or a large sum of money was involved or the lower Courts certified that a particular case was fit for appeal.

It was decided that the views expressed would be examined and a final decision taken by Government, if necessary after placing the whole matter again before the Standing Labour Committee.

VII Machinery for dealing with disputes relating to individual dismissals etc.

(a) Disputes relating to individual cases including dismissals should as far as possible, be sponsored by a union.

(b) In the absence of a union to sponsor such cases, or the union concerned declining to sponsor them, the aggrieved individuals might approach the Government conciliation machinery for redressal.

(c) The Government Official authorised for the purpose should be empowered to refer such cases to a labour court for adjudication.

VIII. Works Committee

A small tripartite Committee consisting of four representatives each from the employers' and workers' side and a few representatives from the Government side

*Machin. Court. called
to process
legislation in
consultation with
State Govt. Dept.*

would examine the material on the subject and draw up "guiding principles" relating to the composition and functioning etc. of Works Committees. This Committee would also consider further action in respect of worker participation in management.

B. Problems relating to Trade Union Organisation

I. Registration of Trade Unions

(a) Application for registration should be disposed of expeditiously. In practice it should not take more than three months to complete the procedure finally. All cases in which the period exceeds 3 months should be reported to the State Implementation Committee. For this purpose, the time taken by the applicant in carrying out any correction in the application forms will be excluded. The authority should indicate all the defects and mistakes in the application immediately at the time.

(b) While no further restraint should be placed in the law regarding the minimum number of persons who must be shown as members for the purpose of securing registration, care should be taken by unions that the number does not fall short of 5% of the full strength of workers who can be brought into the union.

II. Statutory limit on the number of outsiders on the executives of trade unions

(a) There should be no change in the existing legal provision in respect of statutory restrictions on the number of outsiders on the executive of trade unions.

(b) Conduct of the affairs of the trade union should be placed more and more in the hands of persons drawn from the ranks of the workers engaged in industry; or who have had experience of actual work in industry. To facilitate the process, the following steps should be taken:-

(i) Educational activity for the benefit of the workers and their children should be greatly extended and in this, besides the State, the unions and the employers should participate and assist as much as possible. An increasing number of scholarships should be provided for workers and their children. Evening classes and extension courses should be developed on a large scale.

(ii) The work of trade unions and the Labour Departments of Governments and the undertakings should, as far as practicable, be carried on in the regional language so far at least as the workers themselves are concerned.

(iii) Texts of laws, Rules, Orders, Awards and Agreements should, as far as possible, be made available to workers in the regional language.

(iv) Reasonable facilities should be provided by the employers for the performance of recognised and legitimate trade union functions by the office bearers of a trade union during office hours.

(c) The existing legal provisions on the subject of victimization contained in the Industrial Disputes Act, the Bombay Industrial Relations Act and the proposed Madhya Pradesh Labour Relations Bill should also be examined with a view to providing further protection against any possible victimization, if necessary. The organisations would also give further thought to the problem and forward their suggestions to the Government of India for decision by ^{the} Standing Labour Committee or the Indian Labour Conference.

III. Membership Fee

The proposal for making legal provisions in respect of a minimum fee of 25 Naya Paise per month was accepted.

IV. Rules and Constitution of Unions

The Central Organisations of labour will try to ensure that the unions affiliated to them carry out the provisions and requirements of their Rules and Constitution, especially with regard to the holding of meetings, election of office bearers and adoption of annual reports and statements.

V. Decentralisation of the Work of the Registrars of Trade Unions

The proposal concerning decentralisation of the work of the Registrars and delegation of the powers of the registrars to other authorities viz. Additional and Deputy Registrars, with a view to avoiding delays in the

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registration of unions was approved. ✓

VI. Powers of Registrars of Trade Unions

It was decided that Registrars should have powers to inspect the account books, membership registers and minute books of the trade unions to verify the correctness of the annual returns. This inspection should, as far as possible, be done at a place within a reasonable distance from the office of the Union concerned or at the Union Office itself.

VII. Restrictions on the number of Unions in an Industry or Undertaking that may be registered

The consensus of opinion was not in favour of placing any restrictions on the number of unions that might be registered.

Item 3: Service Conditions of domestic servants

(i) It was not considered feasible to adopt any legislative measure for the regulation of the service conditions of domestic workers.

(ii) The proposals concerning the setting up of a special employment office in Delhi as given at Appendix II were unanimously approved. It was felt that experience gained from the working of this scheme in Delhi might provide the basis for further action in future.

(iii) As regards the composition of the Advisory Committee, as contemplated in the pilot scheme at Appendix II it was felt that representatives of the Central organisations representing domestic workers and their employers should also be included in the Committee.

(iv) It was also decided that the Labour Welfare Officer and others connected with the administration of this scheme should collect, as far as possible, all the available data on the prevailing practice in respect of working hours, holiday facilities, rates of remuneration, dates on which salary was normally paid, period of employment and other privileges available so that further action might be planned on the basis of well-ascertained facts.

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Item 4: Pay Roll Savings Scheme

The Pay Roll Savings Scheme, as set out in Appendix III was approved subject to the following:-

- (a) The collection charges at 1% paid by Government on amounts collected in respect of the National Plan Savings Certificates should be utilised for distribution among the staff engaged in actual collection work and any balance left after such distribution utilised for the general good of the employees.
- (b) The Pass Books might be kept with the employer but these should be made available by the employer for inspection by the employees concerned during working hours. The employee could also keep the Pass Book with him if he wanted to do so.
- (c) A view was expressed that the collection should be made by a Governmental agency only and that the money collected should not be left with the employers.

Item 5: Proposal to revise the rates of compensation in the Workmen's Compensation Act, 1923

Item 6: Delinking of provident fund benefits from gratuity for the purpose of granting exemption to establishments or employees covered under the Employees' Provident Funds Act, 1952 from the operation of the provisions of Employees' Provident Funds Scheme, 1952.

It was decided that a tripartite Committee should be set up to consider these two items. The Committee should meet in New Delhi sometime in the first week of September, 1959.

General

(i) It was agreed that the legislative and administrative policies of the Central and State Governments, and the policies of Employers' and Workers' Organisations should not run counter to the broad lines of policy that may be adopted by the Indian Labour Conference from time to time after full tripartite discussions in the Conference. Proposals involving any new major point of policy or principle should generally be undertaken after consulting the Indian Labour Conference or the Standing Labour Committee.

(ii) The Workers' Organisations desired that the Code of Discipline and other decisions taken in respect of recognition of unions, mediation and arbitration should apply to

the public sector also, with such adjustments as might be considered necessary. Facts regarding non-observance of these decisions in the public sector should be forwarded to the Ministry of Labour ^{and} Employment so that these could be taken up with the Ministries concerned.

(iii) A suggestion was made that some convention should be laid down regarding invitation to and participation by observers and advisers in the work of the tripartite bodies. It was decided that the question of composition of the Conference and Committees be referred to the Committee to be set up to consider items 5 and 6 of the agenda.

(iv) The question of preparing a record of proceedings of the Conference was considered and it was felt that only a statement of the decisions and conclusions should ^{be} prepared. It was not considered necessary to prepare a summary of the entire proceedings. As far as practicable, the statement of conclusions of the Conference should be finalised by a small Drafting Committee and placed for adoption during the Conference itself and circulated to the organisations participating in the Conference.

(v) Sufficient notice should be given to the parties concerned before any allegations or complaints are made against them in the Conference so that they may be in a position to collect the relevant facts and give an adequate reply to the charges.

(vi) It was felt that it would be in the spirit of the voluntary obligations evolved in this Conference if all the parties concentrate on the implementation of these obligations instead of levelling charges of violation against one another.

(vii) The question of delay in setting up tripartite Implementation Committees in some of the States was raised by some workers' representatives. It was announced that the Governments of Bombay and Madhya Pradesh would immediately set up such Committees.

APPENDIX - I

MODEL PRINCIPLES FOR REFERENCE
OF DISPUTES TO ADJUDICATION

A. Collective disputes

- (1) All disputes may ordinarily be referred for adjudication on request.
- (2) Disputes may not, however, be ordinarily referred for adjudication:
- (i) Unless efforts at conciliation have failed and there is no further scope for conciliation and the parties are not agreeable to arbitration.
 - (ii) If there is a strike or lockout declared illegal by a Court or a strike or lockout resorted to without seeking settlement by means provided by law and without proper notice or in breach of the Code of Discipline as determined by the machinery set up for the purpose unless such strike (or direct action) or lockout, as the case may be is called off.
 - (iii) If the issues involved are such as have been the subject matter of recent judicial decisions or in respect of which unduly long time has elapsed since the origin of the cause of action.
 - (iv) If in respect of demands other legal remedies are available, i.e. matters covered by the Factories Act, Workmen's Compensation Act, Minimum Wage's Act, etc.
 - (v) If the matters in dispute are pending before a Committee appointed by Government.

B. Individual disputes

Industrial disputes raised in regard to individual cases, i.e., cases of dismissal, discharge or any action of management on disciplinary grounds, may be referred for adjudication when the legality or propriety of such action is questioned and, in particular:-

- (i) If there is a case of victimisation or unfair labour practice,
- (ii) if the standing orders in force or the principles of natural justice have not been followed; and
- (iii) if the conciliation machinery reports that injustice has been done to the workman.

X | Note If there is prima facie evidence in the possession of the appropriate machinery to show that the workman concerned has committed a serious breach of the Code of Discipline, adjudication may ordinarily be refused.

PILOT SCHEME FOR SETTING UP SPECIAL
EMPLOYMENT OFFICE FOR DOMESTIC SERVANTS

INTRODUCTION

1. It is proposed to set up, on a pilot basis, a Special Employment Office in Delhi, as a Unit of the National Employment Service, to deal with registration and placement of domestic servants in Delhi. Domestic workers constitute a special category of employment seekers and a special office to handle them is likely to prove advantageous to them as also to employers who require such workers. We have set up in the past such special offices to cater to the needs of important occupational categories.

ORGANISATION

2. Location: The Special Employment Office will serve the employers and domestic servants in Delhi and New Delhi areas. It will be located in a centrally situated area in New Delhi well-served by public transport.

3. Procedure: The Special Employment Office will work on the same lines as any other Employment Exchange. At the time of registration, domestic servants may be asked to give the names of two responsible persons who are residents of Delhi. The names of the referees should be recorded and may be supplied to the employer at his request when the applicant is submitted against a vacancy.

4. The Office will in addition maintain in a specially designed form a register of employers, who need domestic workers.

5. Administrative Arrangements: As the scheme is to function on a pilot basis, it may be centrally administered by D.G.R. & E. through the Director of Employment and Training, Delhi.

6. ADVISORY COMMITTEE:

It is considered that a separate Advisory Committee composed of the representatives of the parties as given below may be set up to advise the authorities concerned on the working of this Employment Office.

(i) Director of Employment and Training, Delhi - Chairman

(ii) One Representative of the Organization of the Domestic Servants of Delhi.

(iii) One Representative of employers, preferably a house-wife.

(iv) A social worker, preferably a lady interested in the welfare of domestic servants,

(v) A member of Parliament.

Employment Officer in charge of the Special Employment Office will be the Secretary of the Advisory Committee.

7. The Special Employment Office will handle only placement of domestic workers. The Welfare of Domestic Workers will be looked after to the extent possible by a Labour Welfare Officer appointed for this purpose under the Director of Industries and Labour, Delhi Administration. The Employment Officer in charge of the Special Employment Office will, when required, render assistance to the Labour Officer in this respect by supplying information regarding the terms and conditions notified by the employer at the time of placing the demand for domestic workers.

APPENDIX-III

PAY ROLL SAVINGS SCHEME

The Pay Roll Savings Scheme is a voluntary arrangement, made between the employers and employees to facilitate regular investments of the savings of employees in Small Savings Securities. It promotes thrift among the employees and provides an easy method to enable them to save as they earn; the saving is a first charge on the income, not, as is usual, the last. The savings fulfil a social purpose in collecting loans for national development and checking current inflation.

2. The mechanism of the Pay Roll Savings Scheme is simple. The following steps are required to be taken:

- (i) the employers are requested to display posters on National Savings, distribute pamphlets, folders and other literature; put the message of savings in the house magazines and notice boards, show films produced by the National Savings Organisation and to publicise the movement generally.
- (ii) a saving Committee is to be formed with representatives of employers and employees to propagate the message of savings, to give ideas on spreading the movement, to investigate and take steps to remove grievances or difficulties experienced in working and arrest any falling off in membership and collections of the group.
- (iii) the Savings Committee, voluntary workers from the industry or outside, paid workers and agents will obtain consent letters from every employee agreeing to the deduction of a stated amount from his pay regularly for deposit in Post Office Savings Bank or Cumulative Time Deposits Accounts or investment in National Plan Savings Certificates. Such deduction is permissible under the Payment of Wages Act.
- (iv) the employer, through his staff, timekeeper, cashier, etc, will effect the collections and send a consolidated amount giving separately lists of employees for deposits in (a) Post Office Savings Bank (b) Cumulative Time Deposit Account or (c) investment in National Plan Savings Certificates.

Where such accounts have not been opened the first remittance is accompanied by an account opening form. Where such accounts already exist, the list is accompanied by the relevant pass book. The Savings Committee will encourage the workers to leave the pass books with the employers to facilitate periodical remittances.

For investment in National Plan Savings Certificates, a few signed N.C.I. application forms signed by the employees will be kept with the employers and sent along with the remittance.

The employer will obtain the certificate from the Post Office on behalf of his employees and distribute them individually. He may keep the certificates in safe custody if the employees desire it.

3. Collection charges at 1% of the amounts collected towards National Plan Savings Certificates are allowed to the employers towards his expenses of collection. This amount is intended to be utilised for the general good of the employees or distributed to the staff engaged in actual collection work.

4. In order to give effect to the above proposal, the consent of the representatives of the employers and employees organisations is sought.

Conclusions of the Ninth Session of
the Industrial Committee on Plantations
(Calcutta, 23rd-24th October, 1959)

Item 1: Action taken on the decisions of the Eighth
Session of the Committee

The statement of action taken was taken note of by
the Committee.

Item 2: Appointment of a Wage Board for the Plantations
Industry

The Committee unanimously accepted the need for the
appointment of a National Wage Board for the Plantations
Industry and set up a Sub-Committee to finalise the structure
of the Wage Board and its terms of reference. The Sub-
Committee recommended that the Board should consist of -

- (i) A Chairman to be appointed by the Central
Government;
- (ii) Not more than two independent members, nominated
by the Central Government from amongst economists
or other persons.
- (iii) Three representatives each of plantation owners
and plantation workers from the South nominated
by their respective organisations;
- (iv) Three representatives each of the plantation
owners and plantation workers from the Northern
and North-eastern Region nominated by their
respective organisations.

The Board may function in two Sections, each consisting
of the Chairman, one or both of the independent persons,
and the representatives of employers and workers belonging
to the South or the North and North-eastern Region as the
case may be. It was also recognised that there might be
occasions on which the two Sections would have joint
Sessions. The Board will decide its own procedure.

The terms of reference of the proposed Wage Board
may be as follows:-

"To work out a wage structure based on the
principles of fair wages as set forth in
the Report of the Committee on Fair Wages as
far as practicable.

Points to be borne in mind

In evolving a wage structure, the Board should,

in addition to the considerations relating to fair wages, also take into account:

- (i) the needs of the industry in a developing economy;
- (ii) the system of payment by results;
- (iii) special characteristics of the industry in various regions and areas and of the various products;
- (iv) Categories of workers to be covered (This may be according to the definition of workmen in the Industrial Disputes Act);
- (v) Working hours in the industry.

Explanation

Whenever applying the system of payment by results, the Board shall keep in view the need for fixing a minimum (fall-back) wage and also to safeguard against over-work and undue speed".

The headquarters of the Board shall be left to be decided by Government.

The recommendations of the Sub-Committee were agreed to by the Committee. It was also agreed, on a suggestion made by the Chairman of the Committee, that pending the completion of the work of the Wage Board, the atmosphere should not be spoiled by agitations, raising of new issues, or indiscriminate appeals to the law courts. It was further recognised that existing agreements relating to wages would continue to be operative till the decision of the Wage Board becomes effective.

The Committee also noted that the Wage Board would not deal with the question of Bonus.

Item 3: Housing for Plantation Workers.

It was decided that:-

- (1) A Central agency, consisting of representatives of the State Housing Boards set up under the Plantations Labour Act, should be constituted to examine the difficulties faced by plantation owners in implementing the housing programme and to suggest measures that would facilitate construction of houses by them.

- (2) The difficulties encountered by employers in the matter of furnishing security for obtaining loans for house construction should be examined by the Government of India at a high level.
- (3) Where particular gardens sought exemption from the statutory provisions relating to the phased programme of housing, in view of their economic position, each such case should be examined and decided on its merits. There should be no general relaxation to all, irrespective of their economic position.
- (4) Detailed statistics regarding the progress made in the matter of housing from year to year in respect of the individual gardens should be collected.

✓ applicable

Item 4: Application of the Code of Discipline to the Plantations Industry

With regard to the application of the Code to the plantations industry and the modifications suggested by the employers, it was recognised that since the Code, as finalised at the 16th session of the Indian Labour Conference, was of wide applicability and had already been ratified by all the all-India organisations of employers and workers, no change need be made in its form or content. However, it was agreed that in the case of plantations there should be no strike or lockout without at least seven days' notice, such notice being given only after the procedure prescribed in the Code for the peaceful settlement of disputes had been fully utilised.

Item 5: Employment Position in the Plantations Industry

In view of the non-availability of correct data regarding the employment position in the plantations industry, which alone could provide an adequate basis for the formulation of measures for dealing with the problem of surplus labour, the Committee recommended that the Governments of the States, in which the plantations were located, should each set up a Committee to collect detailed information for the purpose of assessing the employment position on the plantations and for determining the number of workers who could be profitably employed in the Plantations.

The employers' representatives agreed that pending the findings of these State Committees, there would be no intensification of the work-load and that for filling vacancies arising in the gardens preference will be given to resident workers.

Item 6: Norms of Wage Fixation for the Plantation Workers

This subject was not discussed in view of the observation of the Chairman that this matter would be looked into by the Wage Board for the plantations industry when appointed.

No.172-B-III(D)/60
January 5, 1959

The Commissioner of Labour,
INDORE, M.P.


Dear Sir,

Please refer to your letter
No.14964/I/G, dated December 29,
1959.

The list of AITUC unions in
Madhya Pradesh as on 31st March 1959
is being sent to you.

Kindly acknowledge receipt.

Yours faithfully,


(K.G.Sriwastava)
Secretary

Encl:

LIST OF UNIONS AFFILIATED TO AITUC
IN MADHYA PRADESH (as on 31-3-'59)

1. Textile Mazdoor Union,
C/o Mazdoor Sabha, Itwara, Bhopal
2. Mazdoor Sabha, Fort Road, GWALIOR.
3. Mazdoor Sabha, Bhadurgarh, Brahmingali, Ujjain.
4. Mazdoor Sabha, Dalmandi Bazar, Ratlam.
5. Burhanpur Weavers Union, Burhanpur.
6. Raigarh Jute Mills Labour Union, Raigarh.
7. J.C.Mills Engineering Workers Union,
Kahavas Temple, Gwalior.
8. Engineering Mazdoor Union, Indore.
9. Texmaco Mazdoor Sabha, Fort Road, Gwalior.
10. Gwalior Engineering Workers Union,
Deelwana Oli Lashkar, Gwalior
11. Jabalpur Electric Supply Co. Employees Union,
Jawahar Ganj, Jabalpur.
12. Motor Mazdoor Union, Bhopal
13. Tonga Union, Bhopal
14. Motor Kamgar Union, Mandi Bazar, Burhanpur
15. M.P.Motor Kamgar (CPTS) Union, Jabalpur.
16. Bhopal Motor Union Chowk, Imambara, Bhopal
17. Jabalpur Rickshaw Drivers Union, Ganjipura, Jabalpur.
18. Samyukta Khadan Mazdoor Sabha,
Tirodi & Balaghat Branch
19. Burhar Colliery Mazdoor Sabha, Burhar
20. Rongta Colliery Mazdoor Sabha, Burhar
21. Sugar Factory Mazdoor Union, Sehore.
22. Gwalior Sugar Co. Workers' Union, Dabra.
23. Beedi Mazdoor Union, Bhopal
24. Beedi Mazdoor Sabha, Narsinghgarh.
25. Beedi Kamgar Union, Burhanpur.
26. Lalzhanda Bidi Kamgar Union, Rajnandgaon.
27. Mahakoshal Bidi Mazdoor Sangh, C/o P.K.Shakur, Jabalpur
28. Sagar Zilla Beedi Mazdoor Sangh, Sagar.
29. Kursipura Beeli Mazdoor Union, Damoh
30. Dhantari Tehsil Beedi Mazdoor Sangh, Dhantari
31. Imperial Tobacco Co. Employees Union,
381 Madhatal, Jabalpur.

32. Beedi Mazdoor Union, Rewa.
33. PWD & Irrigation Gangman Sabha, Fort Road, Gwalior.
34. ~~Ma~~ Sweepers Union, Raipur.
35. Corporation Employees' Union, Jabalpur.
36. Mehtar Union, Itarsi.
37. Mehtar Union, Sagar.
38. Tile Factory Mazdoor Sabha, Ujjain.
39. Perfrect Pottery Mazdoor Union, Maharaja Statue, Do Batti Road, Ratlam.
40. Press Workers Union, Ganjipura, Jabalpur.
41. Malwa Vanaspati Mazdoor Union, Indore.
42. Rising Sund Flour & Oil Mills Mazdoor ~~Union~~, ~~Indore~~.
Sabha, Ujjain
43. Telghani Mazdoor Union, Dabra.
44. Oil Mills Workers Union, Satna.
45. The Standard Flour & Oil Mill Mazdoor Sabha, Ganjbasoda.
46. Oil & Rice Mill Workers Union, Dabra.
47. Hotel Mazdoor Sabha, Brahmin Gali, Ujjain.
48. Puttha Factory Workers Union, Bhopal
49. Brahampur Tapti Mill Mazdoor Union, Burhanpur.
50. Zilli Mazdoor Union, Damoh.
51. National Indian Rubber Karmahari Sangh, Katni.
52. Grasim Mill Mazdoor Union, Nagda
53. Steel Trunk Kamgar Union, Raipur
54. Distillary Mazdoor Sabha, Brahman Gali, ~~Ujjain~~ Ujjain.
55. Tractor Staff Union, Dabra.

(Copy)

No. LMI(1)-30(4)/58
GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT.

From Dr. B.K. Bhattacharya I.A.S.,
Deputy Secretary to the Government of India.

To The All India Organisations of Industrial
Employers and Workers.

Dated New Delhi, the 13-2-59

Subject:- Organisation of All-India tours for industrial workers.

Sir,

I am directed to say that the Government of India had received suggestions from different quarters for arranging all-India tours for industrial workers so that they could see industrial development in different parts of the country and also visit places of religious and historical importance. Some of the suggestions received are that -

- (i) details of such tours should be arranged in collaboration with the all-India organisations of industrial employers and workers.
- (ii) the tours should be both for short periods and long periods and be arranged in the months of March and October.
- (iii) the Railway concession should be substantial so that the expenses incurred are minimum.
- (iv) the days spent in the tour should be treated as special leave with full pay for short period tours and half pay for long period tours.
- (v) proper arrangements should be made at each place to explain to workers the special development and importance of each centre and also to provide facilities for them to meet their co-workers and prominent leaders of the industry.

2. All-India tours of the kind contemplated are desirable but the problem is of cost. It will not be possible for Government to make any subsidy towards the expenses connected with the tour except such concessions as the Railway Ministry may find it possible to give.

3. It will be difficult for Government to arrange short tours. Such tours should be arranged by employers. It should be possible for Government to arrange long period tours covering about a month. The Ministry of Railways have decided to extend the railway concession of the kind now granted to kisans to industrial labourers, whether employed in large-scale or cottage industries, on production of a certificate from the officers authorised by the supplying Ministry of the Government of India or the State Government concerned that they come within the definition of the term 'industrial labour'. A copy of the Ministry of Railways (Railway Board) letter No. TCII/2464/58, dated the 16/21st January 1959 and an extract from IRCA Coaching Tariff No. 17 (Rule 123) relating to special trains for tours of kisans are enclosed for reference.

Contd/-

Special concessions to parties of 30 or more industrial labourers is also available to the extent of one-fourth of the fare, i.e. only three-fourth of the fare each way will be charged, subject to the production of the certificate referred to above.

4. It is presumed that the workers will be able to accumulate about a month's leave for the purposes. Where workers do not have the necessary leave to their credit it may be possible for employers to grant leave not due to be adjusted subsequently.

5. It is not possible to prepare a correct estimate of cost involved in the absence of a ready programme of tour. A tour of 5000 to 6000 miles spread over a month and availing of the facilities provided by the Railways would roughly cost about Rs.200/- per worker and a suggestion is that of this he should meet 50 per cent. i.e. Rs.100/- and the balance by the employer.

6. To enable further consideration of this matter, it is necessary to know.

- (a) if many workers will be interested to take part in the long-period tour facilities;
- (b) ~~whether~~ which particular centres they would like to visit and for what period;
- (c) whether they are prepared to meet 50 per cent of the cost of the tour;
- (d) whether employers will bear the remaining 50 per cent; and
- (e) whether the employers will agree to give leave not due to workers wherever necessary for adjustment later.

7. The Government of India will be grateful for the views and comments of your Organisation on the proposals made.

An early reply will be appreciated.

Yours faithfully,
Sd/- B.K. Bhattacharya
DEPUTY SECRETARY

d.a.refd. to

Copy to all the Employing Ministries for similar action.

Copy to all the State Government and the Centrally Administered areas. This Ministry will be grateful to have the views of the State Government etc. on the suggestion contained in the letter.

Copy to the Chief Labour Commissioner, the Chief Adviser Factories and Director, Labour Bureau, Simla.

.....

Copy of the letter No. TGI/2864/58 dated the 16.1.59 from the Ministry of Railways (Rly. Board) to the General Secy. I.R.C.A., New Delhi and copy endorsed to all Indian Railways etc.

Subject: Charges for special trains run for parties of Industrial Labourers sponsored by the Central or state Government.

.....

The Railway Board have decided that Industrial Labourers whether employed in Large Scale or Cottage Industries travelling in parties of not less than 400 adults by special trains consisting

of third class coaches will be granted the same concessional and facilities, as granted to Kisans under Rule 123 of the I.R.C.A. Coaching Tariff No.17, when their tour is sponsored by the Central or State Governments.

2. These concessions will be granted to Industrial Labourers on production of a certificate from the officers authorised by the employing Ministry of the Government of India or the State Government concerned.

3. Necessary Correction Slip to the Indian Railway Conference Association, Coaching Tariff No. 17, may be issued early.

.....
Extract from IRCA Coaching Tariff No.17 (Rule 123).

123. SPECIAL TRAINS FOR TOURS OF KISANS SPONSORED BY THE CENTRAL OR STATE GOVERNMENTS. THE following are the terms and conditions for special trains consisting of Third class run for tours of Kisans sponsored by the Central or State Governments.

(1) MINIMUM NUMBER OF PASSENGERS:- The number of passengers shall not be less than 400.

(2) FARES: (1) Half Third class Mail/Express fare per passenger when only sitting accommodation is also required for night journeys.

No extra charge to be levied for the sleeping accommodation which will be provided on the basis of two seats per passenger in the case of the ordinary carriages and one sleeping berth per passenger in the case of three-tier coaches.

(3) DETENTION CHARGES:- 20 per cent of the normal tariff charges laid down in Rule 119(6), to be levied, when the special train is detained by the party at starting, intermediate and destination stations after allowing 24 hours free time at each station.

(4) KITCHEN ARRANGEMENTS: A kitchen car or in the alternative one bogie vehicle to be allowed free of charge.

Copy of letter No. JHU/Govt-2/54/59 dated the 3rd March '59, from Jamshedpur Mazdoor Union, Jamshedpur, to Minister for Labour and Employment.

Re:-Verification of Trade Union Membership in Tisco.

This is to bring to your notice the following facts for your immediate attention.

That after the books and papers of Jamshedpur Mazdoor Union were scrutinized by an official of the Central Labour Dept., individual workers are being interrogated as to whether they belong to Jamshedpur Mazdoor Union or Tata Workers' Union. It is highly objectionable that the official of the Labour Dept. should go inside the works and carry on interrogation in the presence of Departmental Officials. It is easy to imagine that the workers cannot make a truthful statement in this situation.

Our suggestion is that these interrogations should be made at the residence of the workers concerned and in the presence of representatives of the two rival unions, so that the enquiry may be really impartial and above any suspicion.

Copy of letter No. LC.37(2)/58 dated the 18th April 1959, from Ministry of Labour & Employment, to the General Secretary, Jamshedpur Mazdoor Union, etc. and copy addressed to me
General Manager, Tisco Ltd.

Subject:-Verification of trade union membership in T.I.S.C.O.

With reference to your letter No. JHU/Govt-2/54/59 dated the 3rd March, 1959, addressed to the Labour Minister, I have to state that the matter was discussed with the representatives of the All India Trade Union Organisations on the 21st March 1959, and it has been decided that the examination of the workers for purposes of verification will be conducted in the work premises but not in the presence of the officials of the management. The management of T.I.S.C.O. is being requested to afford necessary facilities to the Inspecting Officers for this purpose.

1 APR 1960

RAJASTHAN STATE COMMITTEE

ALL INDIA TRADE UNION CONGRESS

(राजस्थान राज्य ट्रेड यूनियन कांग्रेस)

Ref. No. _____

Somani Bhawan, Station Road,
JAIPUR CITY.

Dated _____ 196

20.3.60

Dear Comrade Raj Bahadur,

This is in relation to the much disputed question of paid weekly holidays in Stone Quarries of Ramgarjmandi and Thalawa. You have been dealing with this question with the Central Labour Ministry.

I have been informed by Com. Amaral of Ramgarjmandi that the Officers of Central Labour Ministry are refusing to act on this question on the plea that State Govt. notifications are defective.

I am herewith enclosing the notification issued by State Govt. fixing minimum rate of wages in scheduled employment. The also includes Stone crushing and breaking. All notifications are in similar language.

Rule 23 of State Minimum wages Rule regarding weekly holiday is also enclosed. It is clear that weekly holiday to be paid even to daily rates under the rule and notification. It is already being made under these notifications in all other centres of Rajasthan.

Rajasthan Minimum Wages Rules 1959.

15th Oct. 1959.

Rule 23 Weekly Holidays.

(1) Unless otherwise permitted by the State Government no worker shall be required or allowed to work in a scheduled employment on the first day of the week (hereinafter referred to as the said day) except when he ~~is~~ has or will have a holiday for the whole day on one of the three days immediately before or after the said day, for which he shall receive payment equal to his average daily wages during the proceeding week.

Provided that the weekly holiday may be substituted ~~for~~ another day.

Provided further that no substitute shall be made which will result in any worker working for more than 10 days consecutively without a holiday for a whole day.

Ref. No. G 20/1/59.

Dated 1.4.59.

To
The Chief Labour Commissioner(c),
New Delhi.

Dear Sir,

Sub:- Drill (Coal or Stone)

please refer to the endorsement No.
B-5/125(1)58 of 8.10.58 from the office of the
Regional Labour Commissioner(c), Dhanbad and please
let me know the position where it stands.

This may please be expedited.

Yours faithfully.

Sd/-Alijan Mian,
Secretary,
Coal Workers Union, Giridih.

Government of India, ✓
Ministry of Labour & Employment,
Office of the Regional Labour Commissioner (d)
Hirapur, Bhanbad.

B-5/125(1)/58. Dated the 20th April, 1959.
30th Chaitra, 1981.

To
The General Secretary,
Coal workers' union,
Bhanbad.

Sub:- Drill (Coal or stone).

Dear Sir,

please refer to this office letter of
even number dated 8.10.58 on the above subject.

The Chief Labour Commissioner has confir-
med my presumption and said that as the Tribunal
has ceased to exist, the mistake cannot be formally
rectified. As the mistake is obvious, it should be
possible for the parties concerned to set it right
in practice.

This disposes of your letter No. G20/1/59
dated 1.4.59 addressed to the Chief Labour
Commissioner, New Delhi.

Yours faithfully.

Sd/-Illegible,

19/4/59.

For Regional Labour Commissioner,

अखिल भारतीय ट्रेड यूनियन काँग्रेस
ALL-INDIA TRADE UNION CONGRESS

President : S. S. MIRAJKAR.
General Secretary : S. A. DANGE, M.P.

TRUE COPY

No.172/VP/59
May 21, 1959

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

Sub: Verification of Trade Union Membership
- Meeting at New Delhi on 21st March, 1959
- conclusions reached at.

Dear Sir,

Ref: Ministry of Labour letter No.LC-13(3)/59
dated May 15, 1959

I have just now received the minutes of the meeting which took place on 21st March 1959.

I am hurrying to send my remarks so that you are able to decide on it before leaving for Geneva. The verified lists are, I am told, almost ready and may not be held up for want of this clarification.

In the proceedings, at item 5, the procedure of verification has been curtailed.

During discussion on this point, which I may also point out was initiated without previous intimation to participants about any change in the verification procedure, certain opinions were expressed and my feeling is that the viewpoint that as this procedure has been adopted by the Indian Labour Conference, no change should be made, was accepted by the Committee. Specially, the deletion of the last sentence of para 6 of Labour Ministry letter No.LC-37(2)/58 dated 31.7.58, viz., "If considered necessary steps to refer these disputes to an independent agency will be taken by the Ministry of Labour & Employment", is very important.

Vide Labour Ministry Letter No.LC-37(2)/58 dated 5.3.59, this meeting was called to discuss only one point, viz., whether the verification under this procedure and purpose is for giving representations

अखिल भारतीय ट्रेड यूनियन काँग्रेस
ALL-INDIA TRADE UNION CONGRESS

T. U. LAW BUREAU:
R. L. TRUST BUILDING,
55, GIRGAON ROAD,
BOMBAY 4 (INDIA)

4, ASHOK ROAD,
NEW DELHI.

President : S. S. MIRAJKAR.
General Secretary : S. A. DANGE, M.P.

- 2 -

Maximum penalty for not observing Code of Discipline by the union is withdrawal of recognition which will last one year. Any provision to increase it further is neither necessary nor was it agreed to at the Conference. In certain instances, there may be a case/reducing *this period*.

II. Validity of agreements reached through direct negotiations between the parties

Please add the words "draft agreement" after "or" and between "displayed" in line 5, on page 2, under the above heading.

V. Model principles for reference of disputes to adjudication.

(a) Note at the end of Appendix I be deleted.

There are other penalties provided for the breach of the Code of Discipline. It should not entail denial of notice to the worker.

(b) It was pointed out that in some cases comparatively unimportant disputes only are referred to adjudication leaving the important points unsettled. If strike notice is given and/or strike takes place for the remaining pending issues, it is declared illegal. It was agreed that this matter should be gone through as it required change in law.

VI Revival of Labour Appellate Tribunal

As far as we could ascertain, the consenses of opinion was not in favour of revival of LAT at this stage.

VII Machinery for dealing with disputes relating to individual dismissals, etc.

Add (d) as under:

Cable : "AITUCONG"

T. U. LAW BUREAU:
R. L. TRUST BUILDING,
55, GIRGAON ROAD,
BOMBAY 4 (INDIA)

अखिल भारतीय ट्रेड यूनियन काँग्रेस
ALL-INDIA TRADE UNION CONGRESS

Telephones : 48771
43414

4, ASHOK ROAD,
NEW DELHI.

President : S. S. MIRAJKAR.
General Secretary : S. A. DANGE, M.P.

- 3 -

state
"(d) Madras Government was allowed by the Conference to proceed with their legislation in this respect in consultation with the State Labour Advisory Committee."

B. PROBLEMS RELATING TO TRADE UNION ORGANISATION

In line 5 and 6, please delete the words "as far as possible, be done at a place within a reasonable distance from the office of the union concerned".

It was agreed that ~~this~~ checking should be done at the office of the trade union and no books should be removed from there.

Yours faithfully,

K.G. Sriwastava

27/11/51

(K.G. Sriwastava)
Secretary

172

D.O.No.172/IC/59
July 21, 1959

Dear Shri Nandaji,

In the Fifth Session of Building, Civil Engineering and Public Works Committee of the I.L.O. held at Geneva in May 1956, the Indian delegation comprised of one delegate each from AITUC and INTUC.

The sixth session of this Committee is to take place in October 1959 at Geneva.

It is an acknowledged fact that the membership of AITUC in general as well as in this particular industry, since 1956, has not gone down - in fact, it has increased.

Yet, we have heard nothing about this from the Labour Ministry.

Will you please look into the matter and do the needful.

With regards,

Yours sincerely,

K.G. Sriwastava
(K.G.Sriwastava) *21/7/59*

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

*Reminded
on Sept. 7, 1959
MK.*

No. L.B. I. 52(19)/59
Government of India
Ministry of Labour & Employment

...

From

Shri A.L.Handa,
Under Secretary to the Government of India.

To

- 1. State Governments of Bombay, Madras, West Bengal, and Uttar Pradesh**
- 2. All Central Organisations of Workers**

Dated New Delhi, the

Subject:- Works Committees - Setting up of a small tripartite Committee to go into the functions of.

...

Sir,

I am directed to say that at the seventeenth session of the Indian Labour Conference, held at Madras 27th 29th July, 1959, it was decided that a small tripartite committee consisting of four representatives each from the employers' and workers' side and a few representatives from the Government side be set up to examine the material on the subject of Works Committees, made available to the Conference, and draw up "guiding principles" relating to the Composition and functioning etc. of such Committees. I am to request that the name and address of the person whom the State Governments/Your Organisation wants to nominate to the proposed Committee may kindly be intimated to this Ministry at an early date.

2. I am also to state that the meeting of the Committee will be held at New Delhi in Committee Room 'A', First Floor, North Block on Monday the 2nd November, 1959 at 11 A.M.

3. I am further to forward herewith a copy each of the following papers for use of your representatives:

(1) Memorandum on Industrial Relations placed before the Madras session of the I.L.C to which (a) Works Committee experience in foreign countries and (b) analysis of the functioning of the Works Committees in the Public sector, form enclosures, and supplementary Memorandum II.

(ii) W. C. Corporations' Report; and

(iii) "Co-operation in the Undertaking" from the I.L.C. Report.

4. An acknowledgment is requested.

Yours faithfully,

(A.L.Handa)
Under Secretary.

Copy forwarded to the Chief Labour Commissioner, New Delhi.

Copy to L.C. Section.

(A.L.Handa)
Under Secretary.

check-up of membership of the unions for
recognition purposes.

Early action is requested.

With regards,

Yours sincerely,

Uth. Kumar

(K.G.Sriwastava)

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

Copy to:

Pl. wait for further communication.

Uth. Kumar

5/11/51



11 AUG 1959

Addl. No. APS/LM/...^{6.16.3.14}
PRIVATE SECRETARY TO THE
MINISTER FOR
LABOUR AND EMPLOYMENT.

New Delhi, the Aug. 7, 195⁹.

(172)
Shri K.G.Sriwastva,
Secretary,
All India Trade Union Congress,
4, Ashok Road,
New Delhi.

Dear Sir,

I am desired to acknowledge receipt of your D.O. letter No.172, LB/59 dated the 5th August 1959 to Shri G.L.Nanda, Union Minister for Labour & Employment.

Yours faithfully,

^{KPOZG}
for Addl. Private Secy.

11 AUG 1959

GOVERNMENT OF INDIA
Ministry of Labour and Employment

11 AUG 1959

No. LWI(1)-6(15)/58. Dated, New Delhi, the August 1959.

From

Shri R. Kunjithapadam, M.A.,
Section Officer.

To

- (1) The Secretary,
All India Trade Union Congress,
4 - Ashok Road, NEW DELHI.
- (2) The General Secretary,
Hind Mazdoor Sabha,
Servants of India Society's Home,
Sardar Patel Road, BOMBAY - 1.
- (3) The Secretary,
All India Manufacturers' Organisation,
Cooperative Insurance Building,
4th Floor, Sir P.M. Road, Fort, BOMBAY-1.

Subject:- Reconstitution of the Minimum Wages Central
Advisory Board.

.....

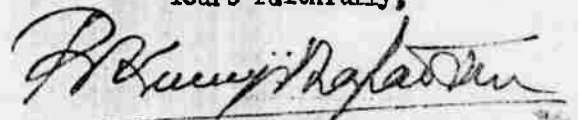
Sir,

I am directed to invite a reference to the
letter from this Ministry -

- (1) No. LWI(1)-6(15)/58(ii),
- (2) No. LWI(1)-6(15)/58(iii),
- (3) No. LWI(1)-6(15)/58(v),

dated the 23rd June 1959 and to request that your reply
may please be sent urgently.

Yours faithfully,



(R. Kunjithapadam)
Section Officer.



14 AUG 1959

D.O.No.RD-169(6)/59

Telegrams —
"LABOUR"

Teja Singh Sahni
Deputy Secretary

MINISTRY OF
LABOUR AND EMPLOYMENT.

New Delhi, the 12th August 1959
1914

Dear Shri Sriwastava,

Please refer to your letter of the 7th August, 1959, about the decisions of the 17th Session of the Indian Labour Conference. I am sending herewith a statement showing the provisional conclusions of the Conference. These have since been circulated to the Delegates ~~etc.~~ and will be finalised after their comments are received.

Yours sincerely,

Teja Singh Sahni
(Teja Singh Sahni)

Shri K.G.Sriwastava,
Secretary,
All India Trade Union Congress,
4, Ashok Road,
NEW DELHI.

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No.172/CB/59
August 13, 1959

Shri R.Kunjithapadam,
Section Officer,
Ministry of Labour & Employment,
New Delhi.

Dear Sir,

Sub: Reconstitution of the Minimum Wages
Central Advisory Board.

With reference to your letter No.LWI(1)-6(15)/58 dated August 7, 1959, on the above subject, we may inform you that Shri Satyanarayana Reddy, our nominee on the Minimum Wages Central Advisory Board, is connected with the following trade unions, as President of the unions:

1. Andhra Pradesh Highways Employees' Union, Hyderabad (Construction or maintenance of roads, etc.)
2. All-India Cement Workers' Federation (Stone-breaking or Stone-crushing)

Moreover, as Secretary of the Andhra Pradesh Committee of the AITUC, Shri Reddy is connected with all the Scheduled Employments in the State, since there are unions affiliated to AITUC in these ~~xxx~~ scheduled employments.

Yours faithfully,

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

18 AUG 1959

LOK SABHA SECRETARIAT
ESTIMATES COMMITTEE

Telegraph Address

NEW DELHI

PARLIAMENT HOUSE,
NEW DELHI

No. 52-EC-II/59

August 14th 1959/
Shravana 23, 1881 (Saka)

From

Shri H.N. Trivedi,
Deputy Secretary.

To

The President,
All India Trade Union Congress,
4, Asoka Road, NEW DELHI.

Subject: Examination of the estimates relating to the
Ministry of Labour and Employment.

Sir,

I am directed to state that the Estimates Committee of Lok Sabha are at present examining inter-alia the estimates relating to the Ministry of Labour & Employment and in that connection would be glad to have the benefit of the views of your organisation on matters connected with the subjects dealt with by the Ministry, with particular reference to the subjects mentioned in the list appended hereto.

2. The Committee would appreciate if you could kindly furnish a memorandum containing your views and suggestions on all the matters referred to in the list, at your earliest.

3. On receipt of the memorandum, the Committee might desire to have discussion on the subject with your representative. I would, therefore, request you kindly to intimate whether in that event it would be convenient for your representative to give evidence before the Committee in the Parliament House in New Delhi.

4. I may also mention for your information that under Parliamentary Privilege, no part of the correspondence between the Committee and yourself should be disclosed to any one at any time without the previous permission of the Committee.

Yours faithfully,



Deputy Secretary.

Encl: One

List of subjects under examination of the Estimates Committee (1959-60) relating to the Ministry of Labour and Employment.

GROUP I

1. Ministry of Labour and Employment (proper).
2. Organisation of the Chief Labour Commissioner.
3. Organisation of the Chief Adviser, Factories.
4. Organisation of the Chief Inspector of Mines.
5. Labour Bureau, Simla.
6. Coal Mines Labour Welfare Fund.
7. Mica Mines Labour Welfare Fund.

GROUP II

1. Employment and Training (including the Directorate General of Resettlement and Employment).
2. Labour Recruitment Organisations.
3. Social Security Schemes
 - (i) Employees' State Insurance Scheme
 - (ii) Employees' Provident Funds Scheme
 - (iii) Coal Mines Provident Fund and Bonus Schemes
4. International Labour Organisation, Tripartite Labour Conferences etc.

D.O.No.172-B(II)/59
August 14, 1959

Dear Nanda,

I wish to draw your personal attention to the following.

There was a decision at Nainital that verification results should be subject to appeal, if an organisation wanted to.

This was sought to be changed at a tripartite sub-committee meeting held on March 21, 1959, where we did not agree to it and the HMS was absent.

And yet the minutes circulated are so framed as to show that this was agreed to. We protested against that minute and there was no reply.

Then again the matter was raised at Madras. In the sub-committee there, the appeal was restored but when the minutes came to the conference, I pointed out the omission. And you yourself clarified that the appeal remains.

Yet when the conference decisions are circulated, again the appeal has been omitted. This does not seem to be a chance omission or oversight. There is a persistent attempt to change the decisions arbitrarily because someone in your ministry does not like it and wants to clothe the Labour Commissioners or officers concerned to have the final verdict on the matter of a union's position.

This method of functioning in relation to collective decisions taken at the conference and the attempt to change them to the detriment of the unions and to smuggle them as agreed decisions is highly objectionable. I hope you will correct such practices.

Yours sincerely,


(S.A.Dange)

Shri G.L.Nanda,
Minister for Labour
& Employment,
New Delhi.

19 AUG 1959



No. APS/LM/...22500/59

172
Addl. PRIVATE SECRETARY TO THE
MINISTER FOR
LABOUR AND EMPLOYMENT.

New Delhi, the August 18 1959.

Shri S.A. Dange, M.P.,
General Secretary,
All-India Trade Union Congress,
4, Ashok Road,
New Delhi.

Dear Sir,

I am desired to acknowledge
the receipt of your D.O.No.172-
B(II)/59 dated the 14th August,
1959, to Shri G.L. Nanda, Union
Minister for Labour and Employ-
ment and Planning.

Yours faithfully,


(J.C. Saxena)

Cable : "AITUCONG"

अखिल भारतीय ट्रेड यूनियन काँग्रेस
ALL-INDIA TRADE UNION CONGRESS

Telephones : 48771
43414

T. U. LAW BUREAU:
R. L. TRUST BUILDING,
55, GIRGAON ROAD,
BOMBAY 4 (INDIA)

4, ASHOK ROAD,
NEW DELHI.

President : S. S. MIRAJKAR.
General Secretary : S. A. DANGE, M.P.

August 20, 1959

Shri Teja Singh Sahani,
Deputy Secretary,
Ministry of Labour & Employment,
New Delhi.

Sub: Main conclusions / Decisions of
the 17th Indian Labour Conference.

Dear Sir,

Ref: Your D.O.Letter No.RD-169(6)/59
dated 12/13th August 1959

The following amendments are suggested:

ITEM 2: (a) All the decisions of the meeting held on March 21, 1959 are not to be confirmed. Please refer to our letter dated May 21, 1959 (copy enclosed for ready reference) in this connection. In spite of our reminder, no reply has been received to this.

The right of appeal to the union when incorrect decisions are given by the Labour Commissioner or the State Government to the Central E&I Committee was agreed to in the conference, and along with the amendment suggested in our letter dated this should be incorporated in the decisions.

We would also like that the fact that the AITUC and HMS agreed to have ballot as the democratic form of assessing workers' wish as to which ~~they~~ union they prefer to represent them should be recorded under item No.2.

(h) Line No.3 delete the words 'increased or ' before 'decreased'.

अखिल भारतीय ट्रेड यूनियन काँग्रेस
ALL-INDIA TRADE UNION CONGRESS

President : S. S. MIRAJKAR.
General Secretary : S. A. DANGE, M.P.

- 2 -

in the various committees, conferences, etc., or for the purpose of recognition of individual unions. But during discussions, some more issues relevant and irrelevant were raised.

My feeling is that this meeting would take decisions on minor clarifications and re-adjustments but not change the procedure as such.

At the same time, the following two other clarifications decided upon by the meeting are not in the proceedings:

(i) Physical verification of membership in the factory will not be done in the presence of factory officials. This was announced by you on a representation of the Jamshedpur Mazdoor Union and this was agreed to by all. You rejected another part of the demand that physical verification should be done at places of workers' residence.

(ii) It was also agreed that those unions which have not sent annual returns to the Registrar of TUs but have not been de-registered should be taken into account in the verification and not scored out, as reported by the Chief Labour Commissioner.

I would therefore request you to include the above two clarifications in the procedure and delete only para 5 of the proceedings which deals with vital changes in the procedure of verification adopted by the Indian Labour Conference.

If changes in procedure of verification is considered necessary, it may be taken up in the forthcoming Indian Labour Conference.

Your decision on the above before you leave for Geneva will be helpful in the present stage of discussions of the representatives of four central TU organisations with the Chief Labour Commissioner.

Thanking you,

Yours faithfully,

(K.G.Sriwastava)
Secretary

August 22, 1959

Shri H.N.Trivedi,
Deputy Secretary,
Lok Sabha,
New Delhi.

Sub: Examination of the estimates
relating to the Ministry of
Labour & Employment.

Dear Sir,

Many thanks for your letter No.52-EC-II/59 of 14th August 1959. I shall be obliged if you will convey to the Chairman, Estimates Committee that our organisation proposes to submit a memorandum. As this involves certain matters of policy, the memorandum has to be finalised by the Secretariat. At the moment some office-bearers are away on tour. The memorandum can be submitted by 1st week of September. I shall be glad if the committee accedes to our request.

I may add for your information that the representatives would like to tender evidence before the committee.

Yours faithfully,

R. Bahadur Gour
(Dr. Raj Bahadur Gour) M.P.
Secretary

(2)

I may add for your information that ~~we are~~ ~~we would like~~ ~~to~~ ~~submit~~ ~~our~~ ~~evidence~~ ~~before~~ ~~the~~ ~~representatives~~ ~~would~~ ~~like~~ ~~to~~ ~~submit~~ ~~our~~ ~~evidence~~ ~~before~~ ~~the~~ ~~Committee~~.

Yours faithfully
~~F. N. N. N.~~

Secy, ILO

22.8.59

The Sri H. M. Trivedi,
Deputy Secretary,
Lok Sabha.

Sub: Examination of the estimates
relating to the Ministry of
labour and Employment.
Dear Sir,
Many thanks for your letter

No. 52-EC-11/59 of 14th August, 59.

I shall be obliged if you will convey to the Chairman, Estimates Committee that we with our organization prepared to submit a memorandum. As this involves certain matters of policy, the memorandum has to be finalized by the

Secretary. At the moment, some office-bearers ~~members~~ are away on tour. ~~Therefore~~ ~~we~~ ~~would~~ ~~like~~ ~~to~~ ~~submit~~ ~~the~~ ~~memo-~~ ~~randum~~ ~~can~~ ~~be~~ ~~submitted~~ ~~by~~ ~~1st~~ ~~week~~ ~~of~~ ~~September~~. I shall be glad if you the Committee accedes to our request.

(Contd)

172
August 22, 1959

Shri Gulzarilal Nanda,
Minister for Planning, Labour &
Employment,
Government of India,
New Delhi.

Sir,

This is to draw your attention to a strike of about 20,000 workers in the Nagarjun Sagar Project since August 10, 1959.

We are told that these workers are all under contractors and belong to quarrying, masonry and other work connected with the project.

Their main demands are revision of piece rate wages that they are getting at present.

Our reports indicate that they are being subjected to illegal acts, wrong measurements under these contractors. The first aid arrangements are not proper and adequate. In fact they do not exist at work site.

We are told that 10% more work is to be done for getting a wage of 100cft of quarrying. They are paid 4 days' wages for six days' work. The holiday is not paid for.

That is why this spontaneous strike from 10.8.59.

The State administration is refusing even conciliation.

This is a major project and you know the misery under contractors.

Hence our request that you personally intervene and use your good offices to get their grievances ameliorated.

Yours faithfully,

Raj Bahadur Gour
(Dr. Raj Bahadur Gour) M.P.
Secretary

No. APS/LM/231(MO)/151

Addl. PRIVATE SECRETARY TO THE
MINISTER FOR
LABOUR AND EMPLOYMENT.



172


New Delhi, the AUG 24 1959.

Dr. Raj Bahadur Gour, M.P.,
Secretary,
All-India Trade Union Congress,
4, Ashok Road,
New Delhi.

Dear Sir,

I acknowledge with thanks
the receipt of your letter dated
the 22nd August, 1959, to Shri
G.L. Nanda, Union Minister for
Labour and Employment regarding
the strike of workers in the
Nagarjun Sagar Project.

Yours faithfully,


(J.C. Saxena)

No. B&F-15(22)/57
Government of India
Ministry of Labour and Employment

From

Shri K.D.Hajela,
Under Secretary to the Government of India.

To

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

New Delhi, 25 AUG 1959.

Subject : Code of Discipline in Industry in the Regional
languages - Publicity for the same.

Sir,

With a view to publicising the Code of Discipline as ratified by you in the Indian Labour Conference of 1958 we have got the Code of Discipline in Industry translated into several regional languages through the Directorate of Advertisement and Visual Publicity. We have instructed him to supply copies of the same direct as hereunder :

Assamese	50
Bengali	50
Gujrati	50
Hindi	500
Kannada	50
Malyalayam	50
Marathi	50
Oriya	50
Tamil	50
Telegu	50
Urdu	50
Total	1000

It is hoped that you will receive the same soon.

In the meanwhile 10 copies of the Code of Discipline poster in Marathi, Gujrati, Hindi, Urdu, Bengali, Oriya and Malyalayam and Assamese from our stock just received are sent herewith for your information.

Kindly acknowledge receipt.

Yours faithfully,


(K.D. HAJELA)
UNDER SECRETARY

- 2 SEP 1959

27. 8. 59
Calcutta

Dear Comrade K.G.,

I am enclosing herewith a copy of the welfare institutions Bill circulated by the K.B. Government. I wrote about it just on the eve of the 17th I.L.C. I don't know if the matter came up before the Conference.

It is now necessary to draw the attention of the Ministry of Labour & Employment to this bill ~~which~~ of the West Bengal Sub. which is contrary ~~to~~ to the consensus of opinion of the sixteenth I.L.C.

2

held at Kairaital where
the West Bengal Labour Minister
moved a proposal in similar
lines. Trade Unions &
such institutions and establish-
ments which are affected
or likely to be affected if
the bill is enacted, have
already started a protest
movement. The IBSUC
also has already made
its strong opposition ^{known} ~~to the~~
~~the~~ to the West Bengal
Government.

2. You are in the know
that there has been large scale
arrests of private union leaders
and workers during the last

Fortnight and such arrears
 are still continuing unabated,
 as such normal trade
~~and~~ union work has been
 made difficult to carry on.
 You will get a fuller
 report from Com: this in
 this regard. The Trade Union
 Action Committee has already
 called for a general
 strike on the 3rd September
 in protest against the
 repressive measures and
 mass arrears and against
 the anti-people food policy
 of the State Government.

In view of all this, it

4

has not been possible to
send you a complete
list of Trade Unions
along their membership
in 1958-59. I understand
a list has been sent
but that may not
be a complete one in
view of difficulty in getting
and collecting all particulars.

AITUC should issue a
press statement protesting against
such mass arrests (mostly
under Security Act or P.D. Act)
of Trade Union leaders and
activities and merely interfering
in day today Trade Union work
with treaties. Yours faithfully
T. H. Shankar

The

Calcutta



Gazette

सत्यमेव जयते

Extraordinary

Published by Authority

ASADHA 19]

FRIDAY, JULY 10, 1959

[SAKA 1881

PART IVA.—Bills introduced in the West Bengal Legislative Assembly; Reports of Select Committees presented or to be presented to that Assembly; and Bills published before introduction in that Assembly.

**GOVERNMENT OF WEST BENGAL
LAW DEPARTMENT
Legislative**

NOTIFICATION

No. 14251L. — 10th July, 1959. — The Governor having been pleased to order, under rule

48 of the West Bengal Legislative Assembly Procedure Rules, the publication of the following Bill, together with the Statement of Objects and Reasons which accompanies it, in the *Calcutta Gazette*, the Bill and the Statement of Objects and Reasons are accordingly hereby published for general information:—

THE WELFARE INSTITUTIONS BILL, 1959.

A

BILL

to provide for certain matters connected with welfare institutions.

WHEREAS it is expedient in the public interest to prohibit strikes and lock-outs in welfare institutions, to provide for the settlement of disputes in such institutions and to permit employers and employees connected with such institutions to form associations for their common benefit;

It is hereby enacted in the Tenth Year of the Republic of India, by the Legislature of West Bengal, as follows:—

Short title,
extent and
commen-
cement.

1. (1) This Act may be called the Welfare Institutions Act, 1959.

(2) It extends to the whole of West Bengal.

(3) It shall come into force on such date as the State Government may, by notification in the *Official Gazette*, appoint.

Definitions.

2. In this Act, unless there is anything repugnant in the subject or context,—

(a) "dispute" means any dispute or difference between the employer or employers on the one part and the employees or a section of the employees on the other part, of one or more welfare institutions;

(b) "employer" means the person or the body of persons or the authority by whatever name called, having the management or control of a welfare institution and includes the State Government;

The Welfare Institutions Bill, 1959.

(Clauses 3—6.)

- (c) "employee" means any person employed in a welfare institution and includes a person working in an honorary capacity;
- (d) "lock-out" means the refusal or prevention by an employer to allow the employees or a section of the employees to work;
- (e) "prescribed" means prescribed by rules made under this Act;
- (f) "strike" means a cessation of work or a refusal to continue to work, by the employees or a section of the employees, acting in combination;
- (g) "Tribunal" means a Tribunal constituted under section 6;
- (h) "welfare institution" means—
- (i) a hospital, nursing home, infirmary, sanatorium or other institution for the treatment or care of the sick or the invalid or the infirm, or
 - (ii) a university, college, school or other educational institution, or
 - (iii) any institution engaged in humanitarian work, notified in the *Official Gazette* in this behalf by the State Government,
- run for public benefit and not for making profit and which employs more than ten employees.

Prohibition
of
strikes and
lock-outs
in welfare
institu-
tions.

3. (1) No employee employed in a welfare institution shall go on strike.

(2) No employer of a welfare institution shall lock-out the employees or a section of the employees of such institution.

(3) No person shall instigate or incite any other person to take part in or otherwise act in furtherance of a strike or lock-out in a welfare institution.

(4) No person shall expend or apply any money in furtherance or support of any strike or lock-out in a welfare institution.

(5) Any person who contravenes the provisions of sub-section (1), (2), (3) or (4) shall be liable to be punished with imprisonment which may extend to six months or with fine which may extend to one thousand rupees or with both.

Provisions
for associa-
tions of
employ-
ers or
employees
of welfare
institu-
tions.

4. (1) The Indian Trade Unions Act, 1926 shall not apply to welfare institutions or the employers or the employees thereof. XVI of 1926.

(2) Nothing in sub-section (1) shall be deemed to prohibit the employers or the employees or any section of the employees of one or more welfare institutions from forming associations for their common benefit and for redressing their grievances in accordance with the provisions of law.

(3) Every such association shall be registered and shall maintain a list of its members.

Act XIV of
1947 not to
apply.

5. The Industrial Disputes Act, 1947, shall not apply to welfare institutions. XIV of 1947.

Tribunals.

6. (1) Whenever any dispute arises, the employer or employers or the employees concerned may apply in the prescribed manner to the State Government for constituting a Tribunal to adjudicate on the dispute and the State Government shall thereupon constitute a Tribunal and refer the dispute to such Tribunal.

The Welfare Institutions Bill, 1959.

(Clauses 7, 8.)

(2) Every such Tribunal shall consist of the following members, namely:—

- (a) a Presiding Officer of an Industrial Tribunal constituted under the Industrial Disputes Act, 1947, appointed by the State Government, who shall be the Chairman; XIV of 1947.
- (b) two members, one being a representative of the employer or employers and the other being a representative of the employees, elected in the manner prescribed, by the employer or employers, as the case may be, and the employees respectively of the welfare institution or institutions concerned in the dispute.

(3) A Tribunal shall have all the powers of a civil court for the purpose of receiving evidence, administering oaths and enforcing the attendance of witnesses and compelling the discovery and production of documents and shall be deemed to be a civil court within the meaning of sections 480 and 482 of the Code of Criminal Procedure, 1898 and proceedings before a Tribunal shall be deemed to be judicial proceedings within the meaning of sections 193 and 228 of the Indian Penal Code.

Act V of 1898.Act XLV of 1860.

Decision of Tribunal and power to refer dispute to State Government.

7. (1) The decision of a Tribunal on any dispute referred to it under sub-section (1) of section 6 shall be in the form of an award and shall be binding on all the parties to the dispute and shall be final and conclusive.

(2) If the State Government is not a party to a dispute and the Tribunal adjudicating on the dispute is of opinion that the dispute is of such a wide and fundamental nature that the intervention of the State Government is desirable for settling the dispute, it shall, instead of giving any decision, refer the matter to the State Government stating the facts and circumstances and the reasons for such reference.

(3) If there is any difference of opinion on any point amongst the members of a Tribunal, the opinion of the majority shall be deemed to be the decision of the Tribunal:

Provided that nothing in this sub-section shall prevent any member of a Tribunal who differs from the opinion of the majority on any point from recording his opinion on such point.

Enforcement of decision of Tribunal.

8. (1) Any person, who, within two months of the decision or within such time as may be mentioned by a Tribunal in its decision, fails to give effect to any terms of the award made under sub-section (1) of section 7, or commits a breach thereof, shall be punishable with imprisonment for a term which may extend to six months or with fine or with both and the Court trying the offence may, if it fines the offender, direct that the whole or a part of the fine realised from him shall be paid by way of compensation to any person who, in its opinion, has been injured by such failure or breach.

(2) Where any money is due to an employee under an award made under sub-section (1) of section 7, the employee may, without prejudice to any other mode of recovery, make an application to the State Government for the recovery of the money due to him and if the State Government is satisfied that any money is so due, it shall issue a certificate for that amount to the Collector, who shall proceed to recover the same as if it were a public demand.

(3) Nothing in this section shall render the State Government liable to prosecution or enable any amount to be recovered from the State Government as a public demand.

The Welfare Institutions Bill, 1959.

(Clauses 9—12.)

- Consent necessary before prosecution. **9.** No prosecution shall be instituted under this Act except with the consent of the State Government or of such officer as may be specified in this behalf by the State Government.
- Protection. **10.** No suit, prosecution or legal proceedings shall lie against any person for anything in good faith done or intended to be done under this Act or the rules made thereunder.
- Rules. **11.** (1) The State Government may make rules for carrying out the purposes of this Act.
(2) Without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely:—
(a) any matter which may be or is to be prescribed under this Act;
(b) the manner of registering associations referred to in section 4 and maintaining lists of members thereof;
(c) the remuneration to be paid to the members of a Tribunal;
(d) the procedure to be followed by a Tribunal in dealing with disputes.
- Act to override other laws, etc. **12.** The provisions of this Act shall have effect notwithstanding anything to the contrary in any other law or in any instrument.

STATEMENT OF OBJECTS AND REASONS.

The object of the Bill is to prohibit strikes and lock-outs in welfare institutions, e.g., educational institutions, hospitals, etc., to provide for settlement of disputes in such institutions and to permit employers and employees connected with such institutions to form associations for their common benefit.

ABDUS SATTAR,

Member-in-charge.

CALCUTTA,

The 2nd July, 1959.

By order of the Governor,

K. K. HAJARA,

Secy. to the Govt. of West Bengal.

No.LC-7(16)/59
Government of India
Ministry of Labour and Employment.

From

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

To

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

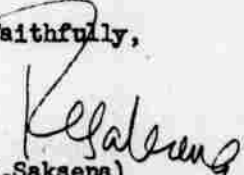
Dated New Delhi, the 28th August, 1959.

Subject:- Sixth Session of the I.L.O. Industrial
Committee on Building, Civil Engineering
and Public Works - Geneva - 19th to 30th
October, 1959.

Sir,

I am directed to refer to your letter No.
172/IC/59 dated the 21st July, 1959, addressed to
the Labour Minister regarding the Sixth Session
of the I.L.O. Industrial Committee on Building,
Civil Engineering and Public Works to be held
at Geneva from the 19th to the 30th October,
1959. We have received the invitation from the
I.L.O. to participate in the meeting and the
matter is under consideration.

Yours faithfully,


(R.C.Saksena)
Under Secretary

29 AUG 1959

IMMEDIATE

NO. EAP-15(22)/57
Government of India
Ministry of Labour and Employment
-.-.-.-

From

Shri K.D.Hajela,
Under Secretary to the Government of India.

To

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

28 AUG 1959

New Delhi, the

Subject : Code of Discipline etc. - Folders.

Sir,

Ten copies of each of the following folders
were sent to you a few days back :

1. Code of Discipline.
2. Grievance Procedure.
3. Education for Efficiency.
4. How much work?
5. Give up Unfair Labour Practices.
6. Negotiation Conciliation Voluntary Arbitration.
7. Stoppage of work benefits none.
8. Production a Joint Enterprise.
9. Implementation of Labour Laws & Agreements.

90 more copies of each of the same are sent
to you herewith for your use.

Kindly acknowledge receipt.

Yours faithfully,

M. Hajela
27/8/59
for Under Secretary

Encl.

- 3 SEP 1959

Immediate

No.IC-7(16)/59
Government of India
Ministry of Labour & Employment

From

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

To

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

Dated New Delhi, the 2nd September, 1959.

SUBJECT:- Sixth Session of the I.L.O. Industrial Committee
on Building, Civil Engineering and Public Works
Geneva - 19th to 30th October, 1959.

Dear Sir,

I am directed to say that the Sixth Session of the I.L.O. Industrial Committee on Building, Civil Engineering and Public Works will be held at Geneva from the 19th to the 30th October, 1959. The Agenda of 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 enquiries proposed by the Committee;
 - (c) Recent events and developments in the construction industry.
- (2) International migration of labour in the construction industry.
- (3) Young workers in the construction industry: their situation and prospects.

2. The delegation of each country may include two Government representatives and two representatives each of the Employers' and Workers' organisations having a substantial number of members in the industry concerned. The travelling allowance and subsistence allowance of the employers' and workers' representatives will be borne by the International Labour Organisation. The delegates may be accompanied by Advisers but their expenses will have to be borne by the organisations concerned.

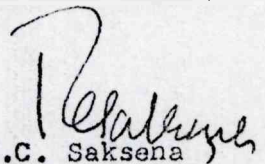
3. It has been decided to nominate one delegate each from the Indian National Trade Union Congress and the All-India Trade Union Congress to attend the meeting. I am, therefore, to request that a panel of two names from your organisation arranged in order of preference, who are associated with the Building, Civil Engineering and Public Works Industry along with their particulars (in duplicate) as in the form enclosed may be forwarded to this Ministry

by the 20th September, 1959, after obtaining their consent. It is necessary that the persons to be recommended by your organisation should be conversant with the problems in the Building, Civil Engineering and Public Works industry and should also possess sufficient knowledge of the subjects on the agenda mentioned above.

4. The nominees of your organisation may kindly be instructed that in view of the difficult foreign exchange position, they should not press for foreign exchange facilities. They will normally get foreign exchange facilities to the extent allowed on the basis of their passports. This amount will be sufficient to cover their expenses en-route and on arrival at Geneva. They will get daily allowance from the I.L.O. at Geneva. Air passage for the delegates will be arranged by the Director, I.L.O. (India Branch), Mandi House, New Delhi. The Consul-General of India, Geneva has been requested to arrange for the hotel accommodation for the delegates. Particulars of the arrangements for hotel accommodation will be communicated to the delegates in due course.

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

Yours faithfully,


(R.C. Saksena)
Under Secretary.

MINISTRY OF LABOUR & EMPLOYMENT

Particulars of person recommended for the I.L.O.
Industrial Committee on Building, Civil Engineering and
Public Works - Geneva - 19th to 30th October, 1959.

1. Name. N. K. KRISHNAN
2. Father's name. M. D. NARAYANA IYER
3. Occupation and position held. SOCIAL WORKER,
VICE-PRESIDENT, TAMILNADU
TRADE UNION CONGRESS
4. Date and place of birth. 13.4.1913, IRINJALAHUBA,
Kerala, I.C.
5. Permanent home address. 13/21 PERIARAJAN ROAD,
R.S. PURAM, COIMBATORE
6. Mailing address. — do —
7. Address for the last five years (including the present address.) — do —

6 SEP 1959

No. LAB-11-1/59
GOVERNMENT OF INDIA
PLANNING COMMISSION
(Labour & Employment Division)

Udyog Bhavan,
New Delhi, the 5th September, 1959
14th Bhadra, 1981 (Saka)

From

Shri B.N. Datar,
Chief,
Labour & Employment,

To

Shri S.A. Dange, M.P.,
General Secretary,
All India Trade Union Congress,
4, Asoka Road, New Delhi.

Subject:- Supply of Publication to the Members.

(20)
Sir,

I am directed to forward herewith a copy^{all} of the
Indian Labour Gazette - June and July, 1959 for your
perusal and retention.

Yours faithfully,

Encl: As above.

July 1959
Assistant-in-Charge.

12
No. 172 (NMC)/59

September 7, 1959

The Secretary,
Government of India,
Ministry of Labour &
Employment,
New Delhi.

Sub: Industrial disputes between
employers of the New Marine
Colliery and the workmen.

Dear sir,

Please refer to our letter dated June 11,
and a subsequent reminder dated July 15, 1959 on
the above subject and let us know what action
has been taken in the matter so far.

Thanking you,

Yours faithfully,

mm
2-17
(K.G. Sriwastava)
Secretary

172
September 7, 1959.

Shri P. Veera Raghavan,
Under Secretary to the
Government of India,
Ministry of Labour & Employment,
NEW DELHI.

Sub:- Reminder re: Demands of the
workers at Lime stone
Quarries at Ramganjmandi.

Dear Sir,

Kindly refer to our letter dated
August 5, 1959 on the above subject.

We have not heard anything from
you so far. Therefore, it is requested
that the matter should be expediated and
the Government should take the decision
at an early date.

An early reply is solicited.

Thanking you,

Yours faithfully,

Kms

(K.G. SRIWASTAVA)
SECRETARY.

8 SEP 1959

No. APS/LM/9367-189



Addl. PRIVATE SECRETARY TO THE
MINISTER FOR
LABOUR AND EMPLOYMENT.

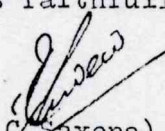
New Delhi, the SEP 7 1959.

Shri K.G. Sriwastava,
Secretary,
All-India Trade Union Congress,
4, Ashok Road,
New Delhi.

Dear Sir,

I acknowledge with thanks the receipt of your letter No. 172/VP/59 dated the 3rd September, 1959, addressed to Shri G.L.Nanda, Union Minister for Labour and Employment and Planning relating to a suggestion brought forward by the West Bengal Government for banning strikes in Hospitals, in the Sixteenth Tripartite Conference held at Nainital.

Yours faithfully,


(J.C. Saxena)

No. 172 (BT)/69
September 7, 1959

The Secretary to the
Government of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Threatened closure of Krishna
Mills, Beawar, Rajasthan.

Dear Sir,

Your attention is kindly invited to our letter No.172 (BT)/59 dated April 15, 1959 and a subsequent reminder dated June 19, 1959 on the subject mentioned above.

We had requested that the mills may be taken over by the Government under the Industries (development and regulation) Act.

Please let us know what action the Government proposes to take in this connection as the situation is getting deteriorating every day.

Will you please look into the matter and do the needful.

Yours faithfully,

K.G. Sriwastava
sep 7
(K.G. Sriwastava)
Secretary

No. 172/BT/59 ✓

September 7, 1959

The Minister for Labour &
Employment,
Government of India,
New Delhi.

Sub: Non-Payment of wages & etc.
in Edward Mills, Beawar,
Rajasthan.

Dear sir,

Kindly refer to our letter No.172/BT/59
dated June 22, 1959 on the above subject and
let us know what action has been taken in the
matter so far.

An early reply will be much appreciated.

Thanking you,

Yours fraternally,

17/09
26/9
(K.G.Sriwastava)
Secretary

172
September 7, 1959.

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

Sub:- Closure of Bhavnagar Rayon
Mills Ltd., Bhavnagar, from
March 8, 1959.

Dear Sir,

Please refer to our letter dated June 17,
1959 on the above subject.

The Bhavnagar Rayon Mills has remained closed since a long time and we do not know what action the Government has taken in the matter so far. The Mill Kamdar Union has suggested that if the Government may not be willing to take over the management, the mills may be handed over to a workers' co-operative giving them necessary financial assistance.

We would request to take immediate steps in this matter and let us know what action you are proposing to take in this regard.

An early reply is awaited.

Thanking you,

Yours faithfully,

Mrs
sep 7
(K.G. SRIWASTAVA)
SECRETARY.

September 10, 1959

Dear Shri Nandaji,

During 1959-60 a number of Advisory Committees and Sub-Committees of I.L.O. are meeting i.e., Joint Maritime Commission on Seafarers, Salaried Employees and Professional Workers, Technical meeting concerning Industrial Relations, Petroleum etc. etc.

2. Even according to the verified list of Trade Unions - which by no means correctly reflects the actual membership and influence, the AITUC is leading in several States and industries. In almost all others it has a second position.

I hope while nominating delegations from India to those conferences and committees you, will bear this in mind and give AITUC its due.

With regards,

Yours faithfully,



(S.A. Dange)
General Secretary

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

172
No.172/LB/59

September 10, 1959

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

Dear Sir,

Kindly refer to our D.O.No.172/LB/59 dated August 5,1959 regarding the recognition of our affiliate Lever Brothers Employees Union, Bombay. We have not yet been favoured by a reply from you intimating us about the action taken in the matter. Please expedite the same.

Thanking you,

Yours faithfully,

lms
sep 10.
(K.G.Sriwastava)
Secretary

12 SEP 1959



No. APS/LM/246(11)/59
Addl. PRIVATE SECRETARY TO THE
MINISTER FOR
LABOUR AND EMPLOYMENT.

177

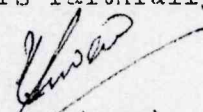
New Delhi, the SEP 11 1959,

Shri S.A. Dange, M.P.,
General Secretary,
All-India Trade Union Congress,
4 Ashok Road,
New Delhi.

Dear Sir,

I acknowledge with thanks
the receipt of your letter dated
the 10th September, 1959, addressed
to Shri G.L. Nanda, Union Minister
for Labour and Employment.

Yours faithfully,


(J.C. Saxena)

1111

September 15, 1959.

Dear Com. Manna,

We are nominating you in I.L.O. meeting also.

I tried to contact you on phone. It seen it is out of order.

Please send me this information as in the enclosed statement by return of post.

With Greetings,

Yours fraternally,

Kan
sep 15
(K. G. SRIWASTAVA)
Secretary.

Encl:- As above.

MINISTRY OF LABOUR & EMPLOYMENT

Particulars of person recommended for the I.L.O
Industrial Committee on Building, Civil Engineering and
public Works - Geneva - 19th to 30th October, 1959.

1. Name: N. N. Manna
2. Father's Name: Late Shi. M. P. Manna.
3. Occupation and position held: Gr. Secretary. C. P. W. D
Workers Union. and
Gr. Council A.I.U.C
4. Date and place of birth: 21 April 1924 at Agra
5. Permanent home address: 3753 Churidalan Delhi-6
6. Mailing address: C. P. W. D. Workers Union,
Chhai Tooti Parganj
New Delhi-1
7. Address for the last five years (including the present address.): do.

MINISTRY OF LABOUR & EMPLOYMENT

Particulars of person recommended for the I.L.O.
Industrial Committee on Building, Civil Engineering and
public Works - Geneva - 19th to 30th October, 1959

1. Name N.K.Krishnan
2. Father's Name. M.D.NARAYANA IYER
3. Occupation and position held. Social Worker, Vice-President,
Tamilnad Trade Union Congress
4. Date and Place of Birth 13-4-1913, IRINJALAKUDA, Kerala State
5. Permanent Home Address 13/21 PERIASWAMI ROAD, R.S.PURAM,
COIMBATORE
6. Mailing address Do
7. Address for the last five years (including the present address) Do

112
September 16, 1959

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

Sub: Sixth Session of the I.L.O.
Industrial Committee on Building,
Civil Engineering and Public Works
Geneva - 19th to 30th October, 1959

Dear sir,

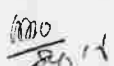
Ref: Your letter No.LC-7(16)/59 dated
2nd September 1959.

We hereby nominate the following as a delegate for the Sixth Session of ILO Industrial Committee on Building, Civil Engineering and Public Works to be held at Geneva from 19th to 30th October 1959 in order of preference:

1. Shri N.N.Manna, New Delhi
2. Shri N.K.Krishnan, Coimbatore

Their particulars in duplicate are enclosed herewith.

Yours faithfully,


(K.F.Sriwastava)
Secretary

Encl: 4

11 1959

Immediate

No. LC-13(3)/59.
Government of India
Ministry of Labour & Employment.

From

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

To

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

Dated New Delhi, the

Subject:-Verification of trade union membership - Meeting at New Delhi on 21st March, 1959 -Conclusions reached at.

Sir,

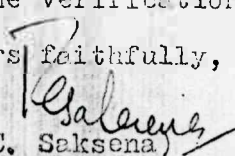
I am directed to refer to your letter No.172/VP/59 dated May 21, 1959 addressed to the Minister for Labour and Employment and to say that the meeting of the representatives of the All-India Workers Organisations held on 21st March, 1959 was convened to consider whether the results of the present verification were to be utilised only to determine the representative character of the four Central Organisations for purposes of giving them representation on various Committees. It was, however, made clear in para 2 of this Ministry's letter No.LC.37(2)/58 dated the 5th March, 1959 addressed to the four All-India Organisations that in case it was decided to utilise the results of verification only for the purpose of determining the representative character of the Organisations for giving them representation on various committees, it would then be for consideration whether the revised verification procedure was not too elaborate for this purpose. From this, it would be apparent that the question of making any consequential amendments to the verification procedure was also intended to be discussed at the meeting.

2. In your letter under reply you have requested that the provision contained in the revised procedure for verification (before its modification as agreed at the meeting held on the 21st March 1959) viz., "If considered necessary, steps to refer these disputes to an independent agency will be taken by the Ministry of Labour and Employment" should be retained. It will be observed in this connection that para 5 of the conclusions reached at the meeting on the 21st March 1959 provides that "such of the disputes which the committee fails to resolve will be reported along with necessary particulars to the Ministry of Labour and Employment." This does not in any way preclude the reference of such unresolved disputes to an independent agency. I am to confirm that it is the intention that such disputes which the Committee fails to resolve will be referred to an independent agency.

3. As regards the physical verification of membership to be conducted in the works premises without the presence of officials of the Management instead of at the worker's residence, the decision was communicated to the Janshedpur Mazdoor Union which had raised the issue as well as the management of TISCO on 18th April, 1959. Copies of the relevant letters are enclosed.

4. No decision was taken at the meeting to the effect that those unions which had failed to submit their annual returns to the Registrar of Trade Unions but had not been de-registered would be taken into consideration for the purposes of verification. However, where such returns have been furnished and accepted by the Registrar before the time of the verification, these would not be excluded.

Yours faithfully,


(R. C. Saksena)
Under Secretary.

172

Government of India
Ministry of Labour & Employment

18 SEP 1959

No. LR.IV-7(31)/59

Dated New Delhi, the

From

Shri A. L. Handa,
Under Secretary to the Government of India

To

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

Subject:- Closure of Bhavnagar Rayon Mills Ltd., Bhavnagar,
from March 8, 1959.

Sir,

With reference to your letter dated the 7th September, 1959 addressed to the Union Labour Minister, I am directed to say that it has been reported that the mills have had to close down because of uneconomic working and financial strigency and that the management are attempting to negotiate with the labour union concerned to work on larger number of looms. The State Government are being requested to let this Ministry know the latest developments in the matter.

Yours faithfully,

(A. L. Handa)
Under Secretary.

No. LR.IV-7(25)/59

Dated New Delhi, the

19 SEP 1959

From

172
Shri A. L. Handa,
Under Secretary to the Government of India

To

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

Subject:- Threatened closure of Krishna Mills, Beawar and non-payment of wages etc., in the Edward Mills, Beawar.

Sir,

I am directed to refer to your letter No. 172(BT)/59, dated the 7th September 1959, and to say that Ministry of Commerce & Industry has already issued a notification on the 5th September, 1959 appointing an Inquiry Committee under Industries (Development & Regulation) Act under the Chairmanship of Shri G. D. Somani, M.P., for inquiring into the affairs of the Edward Mills.

2. As regards Krishna Mills the matter is receiving attention and the State Government have already been addressed in the matter.

Yours faithfully,

A. L. Handa
(A. L. Handa)
Under Secretary.

See copy to the Union
1/10
mlg



Teja Singh Sahni
Deputy Secretary

D.O.No.LR-I-5(13)/59 Telegrams :-
"LABOUR"

MINISTRY OF
LABOUR AND EMPLOYMENT.

172
New Delhi, the 22nd Sept., 1959

Dear Shri Sriwastava,

Please refer to your letter
No.172/VP/59, dated the 3rd September, 1959,
addressed to the Minister for Labour and Employment
regarding the Welfare Institutions Bill by the
Government of West Bengal. The matter is
receiving attention.

Yours sincerely,

Teja Singh Sahni
22/9/59
(Teja Singh Sahni)

File
20/9/59
23/9/59
Shri K.G.Sriwastava,
Secretary,
All India Trade Union Congress,
4, Ashok Road,
New Delhi.

22 SEP 1959

Ms. L.I. 52(19)/59
Government of India
Ministry of Labour & Employment
...

A-1. P. U. C.
L. Asoka R.

From

Shri A.L.Handa,
Under Secretary to the Government of India.

To

1. State Governments of Bombay, Madras, West Bengal, and Uttar Pradesh;
2. All Central Organizations of Workers.

Dated New Delhi, the

Subject:- Works Committees - Setting up of a small tripartite Committee to go into the functions of.

...

Sir,

I am directed to say that at the seventeenth session of the Indian Labour Conference, held at Madras 27th 29th July, 1959, it was decided that a small tripartite committee consisting of four representatives each from the employers' and workers' side and a few representatives from the Government side be set up to examine the material on the subject of Works Committees, made available to the Conference, and draw up "guiding principles" relating to the composition and functioning etc. of such Committee. I am to request that the name and address of the person whom the State Governments/Your Organization wants to nominate to the proposed Committee may kindly be intimated to this Ministry at an early date.

2. I am also to state that the meeting of the Committee will be held at New Delhi in Committee Room 'A', First Floor, North Block on Monday the 2nd November, 1959 at 11 A.M.

3. I am further to forward herewith a copy each of the following papers for use of your representatives:

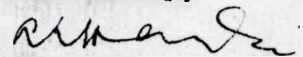
(i) Memorandum on Industrial Relations placed before the Madras session of the I.L.C to which (a) Works Committee experience in foreign countries and (b) analysis of the functioning of the Works Committees in the Public sector, form enclosures, and supplementary Memorandum II.

(ii) M. C. Corporations' Report; and

(iii) "Co-operation in the Undertaking" from the I.L.O. Report.

4. An acknowledgment is requested.

Yours faithfully,



(A.L.Handa)
Under Secretary.

Amhand
B. S. S.

24 SEP 1959

No. E&P (RO)25(8)/59-IV
Government of India
Ministry of Labour & Employment

From

Shri K.D. Hajela,
Under Secretary to the Government of India.

To

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

23 SEP 1959

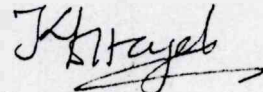
Dated New Delhi, the

Subject:- Code of Efficiency & Welfare.

Sir,

I am directed to refer to Labour Minister's D.O. No. E&P(RO)25(8)/59, dated the 26th February 1959, inviting the views of your organisation on the draft code of Efficiency and Welfare forwarded therewith and to request that the comments if any may kindly be forwarded to this Ministry at an early date.

Yours faithfully,



(K.D. Hajela)
Under Secretary

d.a.mil.
h.s.

*Pl. give notice to
the union
20/9
21/9*

D.O.No.172/CE/59
September 26, 1959

Dear Shri Nandaji,

Thank you for your D.O.letter
No.E&P(RO)25(8)/59-IV dated February
26, 1959.

2. Our organisation has since given
consideration to the proposal of having
a Code of Efficiency and Welfare proposed
by you.

As far as I could see from the news
in the papers, the National Productivity
Council and the employers are not support-
ing the above purposes at this stage.

For tripartite agreements to be
implemented, it is very essential that
there should be genuine agreement and
understanding. There is always a provision
in these agreements for penalty for
violations of the same and the trade
unions and the workers are and can be
awarded punishment. The employers and
various employing Ministries of the
Central and State Governments do not
suffer anything for these violations.

Already there is a lot of complaint
about the implementation of earlier
tripartite agreements evolved at the
15th and 16th Indian Labour Conferences
including the Code of Discipline and
Grievance Procedure.

page two

My organisation would prefer that steps be taken for the proper implementation of the existing tripartite agreements in the spirit in which they were adopted, in order to create confidence and genuine faith in these agreements before new agreements are considered.

With regards,

Yours sincerely,


(S.S. Mirajkar)

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

No. LM/97/MF/50
MINISTER FOR LABOUR

New Delhi, the ~~September 26,~~ 1958.
27

My dear Banerjee,

Kindly refer to your letter of September 22, 1958 regarding the labour situation at Kanpur. As you know, industrial relations in the textile industry falls within the State sphere and I understand that while at Kanpur the other day, the Chief Minister of U.P. assured the President of the Suti Mill Mazdoor Sabha that the State Government would do everything to get the closed mills restarted and make employers pay lay-off compensation and arrears of wages. For this purpose I learn that a tripartite conference has been called for September 29. I hope the results of these positive steps taken by the State Government would be satisfactory. We are, however, asking our R.L.C. at Kanpur to watch the situation closely and keep us informed.

I am grateful for your kind words regarding the debate in Parliament.

With kind regards

Yours sincerely,

G.L. Nanda

(G.L. Nanda)

Shri S.M. Banerjee,
Member Parliament,
113, North Avenue,
NEW DELHI

Statement made on 27/9/58.

Lok Sabha

Calling Attention To a Matter
of urgent public importance.

Sri S. M. Banerjee & Sri KTK Tagoremani

Under Rule 197, we lay to call the attention of the Minister of Commerce and Industry to the following matter of urgent public importance and we request that he may make a statement thereon:-

"The immediate remedial measures taken by the Govt. on the basis of the Report of the Textile Enquiry Committee to restart the closed Textile Mills".

Statement

The Minister of Commerce & Industry (Shri Lal Bahadur Shastri)

The Textile Enquiry Committee have dealt with the closure of textile mills in Chapter IX of their Report. Particular reference is invited to paragraph 1 of this chapter which shows that the problem of closure of mills is not peculiar to this year. Even in past years, a good number of mills have remained closed for one reason or other.

The Committee recognised that the possibility of a number of the mills that are now closed, being able to re-open at all was remote considering the extremely poor condition of the mill machinery and equipment. In fact, they have recommended that some of these concerns should be liquidated.

Apart from this, the Committee have recommended certain measures to be decided with reference to each case. These recommendations consist generally of the need for supplying the outdated machinery, the provision of financial assistance, the balancing of uneconomic units and measures to avoid mismanagement. Government have already been generally acting on these lines but these are once again under further examination.

I would particularly invite the attention of the Honourable Members to the fact that prompt and immediate action was taken in order to help such mills announcement of reduction and rationalisation of excise duties on cloth on 1.7.58 on the interim recommendations of the Committee even prior to the publication of the Report.

On the active initiative of the Govt. the State Bank and the Scheduled Banks with the approval of the Reserve Banks have reduced the margin from 25% to 10% in suitable cases on advances to this industry.

Powers under the Industries (Development) and Regulations) Act have been invoked in several cases for investigating complaints of mismanagement and remedial measures have been taken. The Central Govt. have also approved of the initiative taken by the State Govts. in taking over control of closed in local mills under directions of the competent Court. In such cases, assistance by way of technical guidance and other help also has been readily given by the Central Government.

The House would thus see that the problem of the closed textile mills is being given constant attention by Government.

1 OCT 1959

Hakamadapara
Sili puz

28.9.59.

Sri K.R.,

Received telegram
& also letter confirming the
telegram from Assecy Labor
Ministry informing that the
Bonus subcommittee
meeting has been postponed
& would be held at Calcutta
during the ^{conf. of the} Industrial Committee
on Plantation ~~on~~ to be held
on 23rd & 24th Oct next.

So I have postponed my
starting from Delhi at
the last moment.

1 OCT 1959

Monoranjan Roy,
Secretary, W. B. Committee of the
All India Trade Union Congress

MAHANANDAPARA
P.O. Siliguri, Darjeeling

Dated 29.9.59

Dear Com Sivaclava,

Received from note of 23.9.59

1. You have quite timely protested against the discrimination in nominating ~~the~~ Labour representatives for the ensuing Industrial Conference. But the agenda being very important we don't think it will be of any help if we don't attend the Conf. You know the Union Govt's attitude best. We think after you take up the matter with Sri Nanda, our representative may attend on protest.

Moreover the Bonus Subcommittee meeting ~~will be~~ has been postponed & shall be held during the Industrial Conference, so it you may write to the Ministry if the members of the Bonus Committee can be invited to the Industrial Conference. In view of the fact that Bonus Committee meeting has been postponed for the coinciding the date with the Industrial Conference to be held at Calcutta on the 23rd and 24th Oct 1959, the Ministry may agree to the proposal. This suggestion may be made to the

2

ministry in a separate communication,
apart from your representation protesting
against the discrimination.

In case myself as a bonus
committee member be also invited in the
conf. ^{as a delegate} you can suggest one observer
from Duars preferably Gov Debafrad
Govt Ghose, member Treasboard &
Genal Secy ~~Talpa~~ Zilla Chabagan
workers Union, P.O. Neal, Talpa
& also another from South Tokla with the
delegate nominated by APDO.

As during the withdrawal
of the strike notice it was agreed by the
state Govt to refer the following issues
to the Labour Minister (Central) for
discussion in the next Industrial
Conf, I think you may also send
you in immediate suggestion for the
inclusion of these issues not yet
included by the Labour Ministry.
The following were agreed to be sent to
the Central Ministry:

Monoranjan Roy,
Secretary, W. B. Committee of the
All India Trade Union Congress

MAHANANDAPARA
P.O. Siliguri, Darjeeling

Dated.....

1. National Wage Board (already included)
2. Bonus (To be discussed by Sub Committee, Biri Nanda presiding)
3. Shrinkage of employment
 - a) Restoration of previous employment per acre
 - b) employment of dependants of workers
4. Prevention of eviction of employed dependants consequent upon termination of service of a worker..
5. Taking over of tea estates threatened with closure or of mismanaged gardens.
6. Fixation of number of paid festival holidays.
7. Scrutiny by the Govt of accounts of tea estates pleading losses to avoid meeting workers demands.

Numbers (1) & (2) have already been included. Numbers ~~4~~ (4) and (5) were discussed in the last ~~meeting~~ ^{conf held at Siliguri} without any result. So the necessity of discussion keeping these in the agenda again instead of ^{mere} re-mention from last Conf's proceedings.

The remaining issues should also be suggested for inclusion in the agenda.

So I hope you will do the needfulth without delay or let me know the development.

I am starting for Calcutta on the 1st or shall be back by 7th. So, please write to me here.

Received a letter from Com. Parvati. Please inform her my views or also my suggestions regarding agenda.

with greetings,

Yours truly

Honoranjan Roy



1 Oct 1959

D.O.No. LC-Dy.No. 3663.

MINISTER FOR LABOUR
INDIA.

New Delhi, the Sept, 30, 1959.

My dear *Dange*

Kindly refer to your d.o. letter dated the 10th September, 1959 regarding nominations to the Advisory Committees, Sub-Committees, etc., of the I.L.O.

We have so far heard from the I.L.O. only about the Sixth Session of the Industrial Committee on Building, Civil Engineering and Public Works and the Fifth Session of the Advisory Committee on Salaried Employees and Professional Workers to be held at Geneva and Cologne in October and November-December 1959 respectively. We have already allotted a seat to the AITUC on the Building, Civil Engineering and Public Works Committee. The question of participation in the Advisory Committee on Salaried Employees and Professional Workers and the composition of the Indian delegation is under examination.

The other Committees i.e. Tripartite Sub-Committee of the Joint Maritime Commission on Seafarers' Welfare and the Committee concerning Certain Aspects of Industrial Relations inside Undertakings are technical Committees set up by the Governing Body of the I.L.O. The nominations of Employers' and Workers' members on such Committees are made by the I.L.O. itself.

India is not a member of the Industrial Committee on Petroleum. The question of our participation in its meetings does not therefore arise.

with kind regards

Yours sincerely,

G. L. Nanda
(G.L.Nanda)

Shri S.A. Dange, M.P.,
4, Ashok Road,
NEW DELHI.

to S.A. Dange

me
17/9

No. LPII-22(9)/59
Government of India
Ministry of Labour & Employment

Dated New Delhi, the 14 Oct. 1959.

From

Shri Pyare Lal Gupta,
Under Secretary to the Government of India.

To

1. The General Secretary,
Stone Quarries Mazdoor Sabha,
Ranganjmandi. (Rajasthan)
2. Messrs Associated Stone Industries (K) Ltd.,
Ranganjmandi (Rajasthan).

Subject:- demands of the workers at Lime
Stone Quarries at Ranganjmandi.

Sir,

I am directed to say that the Government of India do not consider the dispute regarding payment of bonus to the workers of the Lime Stone Quarries at Ranganjmandi fit for reference to adjudication because this dispute is already covered by the Memorandum of Settlement dated 12th September, 1958 entered into by the management of Messrs Associated Stone Industries (K) Ltd. and Rashtriya Mazdoor Sangh, Ranganjmandi, (the majority union) which is still in force and binding on the parties.

Yours faithfully,

Sd/-

(Pyare Lal Gupta)
Under Secretary.

Copy forwarded to:-

1. The Chief Labour Commissioner (Central), New Delhi.
2. The Regional Labour Commissioner (Central), Jabalpur.
3. The Conciliation Officer (Central), Ajmer.

for Under Secretary.

1 OCT 1959

IMMEDIATE.

172

No.LWI-(1)-30(4)/58
Government of India,
Ministry of Labour & Employment.

Dated New Delhi, the

30 SEP 1959

From:

Shri K.D. Hajela,
Under Secretary to the Government of India.

To:

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

Subject:- Organisation of All India tours for Industrial
Workers.

Sir,

I am directed to invite a reference to this
Ministry's letter of even number dated the 13th February,
1959, and subsequent reminder dated the 23rd April, 1959
on the above subject and to request that the information
asked therein may kindly be expedited.

Yours faithfully,

(Harbans Bahadur)
for Under Secretary.

Ref Pl.

172

5 OCT 1959

No.LRII-22(9)/59
Government of India
Ministry of Labour & Employment

Dated New Delhi, the 3 - OCT 1959

From

Shri Pyare Lal Gupta,
Under Secretary to the Government of India.

To

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

Subject:- Demands of the workers at Lime Stone Quarries
at Ramganjmandi.

Sir,

I am directed to refer to your letter dated the
7th September, 1959 and to enclose herewith a copy of
our letter No.LRII-22(9)/59 dated the 1st October, 1959
addressed to the General Secretary, Stone Quarries Mazdoor
Sabha and Messrs Associated Stone Industries (K) Ltd.,
Ramganjmandi.

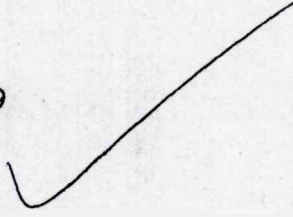
Yours faithfully,

Pyare Lal Gupta

(Pyare Lal Gupta)
Under Secretary.

Pyare Lal Gupta
10/10/59
178

D.O.No. 172/A/59
October 3, 1959



Dear Shri Nandaji,

When a delegation of the AITUC tendered oral evidence before the Central Wage Board for Sugar Industry a few days back, the Chairman of the Board quipped to us a letter received by them from the Union Finance Ministry. According to this letter, the Union Ministry of Finance holds that the conclusions of the 15th Indian Labour Conference on norms for computing the "need-based" minimum wage do not constitute an "agreement" and that the 'Government' is not bound by this tripartite decision. From the trend of discussions, it was evident that the Wage Board is proceeding on this assumption.

Needless to say, the position taken by the Union Ministry of Finance and the Central Wage Board for Sugar Industry on such important tripartite decisions, if we have understood it correctly, would have very grave repercussions. The statement that these tripartite decisions and agreements do not bind the Union and State Governments is serious enough. On the same basis some of the employer's representatives on the Board tried to question its application to the employers in the Sugar Industry, since, as they claimed, that representatives were not present in the 15th I.L.C.

As you will remember, we had on a previous occasion sought your clarification on the Delhi Agreement on Rationalisation and you had rectified the misinterpretation made by some of your officials.

In the present instance, the question is far more serious and we would therefore urge that the Government's stand on tripartite agreements should be clarified in unequivocal terms.

With regards,

Yours faithfully,

M
3/2

(K.G.Sriwastava)

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

October 3, 1959

Dear Shri Nandaji,

Since you have postponed the Plantation Bonus Sub-Committee meeting which was to be held at Delhi on 30th September, to Calcutta, along with the Ninth Plantation Industrial Committee meeting on October 23 and 24, 1959, may I take it that the members of the former (Plantation Bonus Sub-Committee) will also attend Industrial Committee meeting over and above the delegates of the Ninth Session of the Industrial Committee. I feel this will be useful.

2. At the time of settlement of the strike in West Bengal Plantations this year, one of the terms of agreement was to refer certain items of disputes to you. From the agenda for the Ninth Industrial Committee on Plantations circulated by the Ministry of Labour and Employment, it is found that two of these items have been included in it. I would therefore suggest, for your consideration if the remaining items given below should also be included in the agenda:

1. Shrinkage of employment:
 - (a) Restoration of previous employment per acre;
 - (b) Employment of dependents of workers.
2. Prevention of eviction of employed dependants consequent upon termination of service of a worker.
3. Taking over of tea estates threatened with closure or of mismanaged gardens.
4. Fixation of number of paid festival holidays
5. Scrutiny by the Government of accounts of tea estates pleading losses to avoid meeting workers' demands.

I am told you have the necessary papers in this connection.

We shall be much obliged to receive an early reply.

With regards,

Yours sincerely,

V. G. Sriwastava
3/8

(K.G.Sriwastava)

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

3 OCT 1959

172

TTR
STDC

No. LR.I.1(110)/59
Government of India
Ministry of Labour & Employment

From

Shri A.L. Handa,
Under Secretary to the Government of India.

To

All Central Organisations of Employers and Workers.

Dated New Delhi, the 1-10-59

Subject:- Industrial Disputes Act, 1947- Section 20(2)(b)- Proposed
to amend.

Sir,

I am directed to say that at the meeting of the Committee of the Standing Labour Committee held on the 16th-17th January, 1959 at Bombay, a proposal to amend section 20(2)(b) of the Industrial Disputes Act, 1947, was considered. The proposal was to effect that the section should be amended in such a way that the protection afforded to workmen under section 33 of the Act would be available to workmen even during the interval between the date of receipt of the conciliation officer's failure report by the appropriate Government and the date of reference of the dispute under section 10 of the Act or the date of any final order passed by Government refusing adjudication.

p.t.o.

172

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

To enable this Ministry to examine the question in all its aspects, I am to request you kindly to furnish information as to the number of cases where workmen have been adversely affected during the interval between the receipt by the appropriate Government of the Conciliation Officer's failure report and the date of reference of the dispute for adjudication of the dispute. It is possible that such cases may not be numerous. Again, even under the existing provisions, it would be open to trade unions concerned to raise an industrial dispute in respect of any worker so adversely affected.

This Ministry may also kindly be informed of the views of your Organisation on the desirability of effecting the amendment in question.

An early reply is requested.

Yours faithfully,

A.L. Handa

(A.L. Handa)
Under Secretary

*Circular for Govt
but is to be
made out & give
Circular (sent to h
1000
3/8*

Copy forwarded to all Employing Ministries for similar action.

Copy to Chief Labour Commissioner.

A.L. Handa

(A.L. Handa)
Under Secretary

d.a.nil.
h.s.

No.WB-13(1)
Government of India
Ministry of Labour & Employment

...

From

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

To.

1. The Secretary,
Employers' Federation of India
Army & Navy Building (2nd Floor)
148, Mahatma Gandhi Road, Bombay.
2. The Secretary,
All-India Organisation of Industrial Employers,
Federation House, (1st Floor)
Barakhamba Road, New Delhi.
3. The Secretary,
All-India Manufacturers' Organisation,
Co-operative Insurance Building (4th Floor)
Sir Pheroza Shah Mehta Road, Bombay-1.
4. The General Secretary,
I.N.T.U.C.
17, Janpath, New Delhi.
5. The General Secretary,
A.I.T.U.C.,
4, Ashok Road, New Delhi.
6. The General Secretary,
Hind Mazdoor Sabha,
Servants of India Society's Home,
Sardar Patel Road, Bombay-4.
7. The General Secretary,
United Trade Union Congress,
249, BowBazar Street (1st Floor),
Calcutta-12.

6 OCT 1959

Dated New Delhi, the

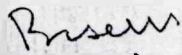
Subject:- Legislation to provide for the establishment of
Wage Boards and enforcement of their decisions.

...

Sir,

I am directed to invite a reference to this Ministry's
letter No.WB-13(1), dated the 17th August, 1959, on the above
subject, and to request that the comments of your Organisation
on the proposed legislation may kindly be expedited.

Yours faithfully,


(B.R.Seth)
Deputy Secretary.

d.a.nil
aks.3.10

10/10/59
Addl. PRIVATE SECRETARY TO THE
MINISTER FOR
LABOUR AND EMPLOYMENT.


(172)
New Delhi, the Oct. 6, 1959.

Shri K.G. Sriwastava,
All-India Trade Union Congress,
4, Ashok Road,
New Delhi.

Dear Sir,

I am desired to acknowledge
receipt of your d.o. letter No.172/
A/59, dated the 3rd October, 1959,
to Shri G.L.Nanda, Union Minister
for Labour, Employment & Planning.

Yours faithfully,


(J.C.Saxena)

10/10/59
Addl. PRIVATE SECRETARY TO THE
MINISTER FOR
LABOUR AND EMPLOYMENT.

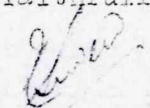
(172)
New Delhi, the Oct. 6, 1959.

Shri K.G. Sriwastava,
All-India Trade Union Congress,
4, Ashok Road,
New Delhi.

Dear Sir,

I am desired to acknowledge
receipt of your letter dated the
3rd October, 1959, to Shri G.L.Nanda,
Union Minister for Labour, Employment
& Planning, re. Plantation Bonus
Sub-Committee meeting.

Yours faithfully,


(J.C.Saxena)

Government of India,
Ministry of Labour & Employment.
Office of the Regional Labour Commissioner,
(Central), Dhanbad.

No. B-5/125(1)/58. dated the 8 Oct, 1958.

To
The General secretary,
Coal Workers Union,
Giridih.

Sub:- Drill(Coal or stone).

Dear Sir,

With reference to your letter No. G20/5/58 dated 13.9.58 I have to state that the job description No. 160 against Drill(coal or stone) seems to be a mistake for job Description No.166.

If the duties of a Head Drillman correspond to those described in job description No.166 he should be placed in category V. However the matter is being reported to the Chief Labour Commissioner for further clarification.

Yours faithfully.

Illegible, 7.10.
for Regional Labour Commissioner,

Copy with a copy of the letter No. G20/5/58 dated 13.9.58 from the Union forwarded to the Chief Labour Commissioner, New Delhi with a request to confirm the above presumption.

15-10-59

APR 1959

No. LC. 7(16)/59
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT

New Delhi, dated the 8th October, 1959.

From

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

To

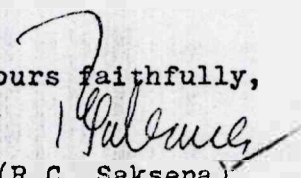
The Secretary,
All-India Trade Union Congress,
4, Abhoka Road,
New Delhi.

SUBJECT:- Sixth Session of the I.L.O. Industrial
Committee on Building, Civil Engineering
and Public Works, Geneva - 19th to 30th
October, 1959.

Sir,

I am directed to refer to your letter dated the 16th September, 1959 forwarding the names of Shri N.N. Manna, New Delhi, and Shri N.K. Krishnan, Coimbatore, in connection with the meeting of the I.L.O. Committee on Building, Civil Engineering and Public Works, Geneva to be held from the 16th to 30th October, 1959, and to the telephonic conversation the undersigned had with Shri Achutan this morning. As mentioned over the telephone, the two names referred to above are not acceptable. It is, therefore, requested that two or three more names alongwith their particulars may kindly be forwarded immediately. Since the time is very short, the delegates being required to leave about the 17th, it would be difficult to include your representative in the delegation unless the names are made available immediately.

Yours faithfully,


(R.C. Saksena)

Under Secretary to the Govt. of India.

Encls. 6 proformas.

October 12, 1959

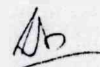
Shri G.L.Nanda,
Minister for Labour & Employment,
Government of India,
New Delhi.

Dear Sir,

We enclose copy of our letter addressed to the Labour Ministry in connection with the nomination made by us for the sixth session of the I.L.O. Industrial Committee on Building, Civil Engineering and Public Works, Geneva, for your information and necessary action.

Thanking you,

Yours faithfully,



Office Secretary

Encl:

RECEIVED
12 OCT 1959

No.172/A/59
October 12, 1959

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

Sub: Sixth Session of the I.L.O.
Industrial Committee on
Building, Civil Engineering
and Public Works, Geneva - 19th
to 30th October, 1959.

Dear Sir,

Please refer to your letter No.LC.7(16)/59
dated 8th October, 1959 on the above subject.

In respect of the above, we hereby confirm
the telegram sent to you by Shri S.A.Dange, M.P.
General Secretary, All-India Trade Union Congress
from Bombay as follows:-

"AITUCONG STRONGLY PROTESTS NON ACCEPTANCE OUR
NOMINEE ILO BUILDING CONSTRUCTION COMMITTEE STOP
UNLESS REASONS THAT FIT IN WITH TRADE UNION PRACTICE
GIVEN WE DONOT ACCEPT VETO ON SELECTION BY LABOUR
MINISTRY STOP REQUEST RECONSIDERATION. DANGE".

Yours faithfully,



Office Secretary

Copy to: - Shri G. L. Nanda.

Urgent

No. LRI.52(19)/59
Government of India
Ministry of Labour & Employment

From

Shri A.L. Handa,
Under Secretary to the Government of India

To

1. The General Secretary,
Indian National Trade Union Congress, (Central Office)
17, Janpath, New Delhi.
2. The General Secretary,
All India Trade Union Congress,
4, Ashok Road, New Delhi.
3. The General Secretary,
United Trade Union Congress,
249, Bow Bazar Street, (1st Floor),
Calcutta. 12

Recd 13 OCT 1959

Dated New Delhi, the

Subject:- Works Committees - Setting up of a small tripartite
Committee to go into the functions of.

Sir,

I am directed to refer to this Ministry's letter
No. LRI.52(19)/59, dated the 21st September 1959 on the above
subject and to request that the nomination of your Organisation
to the proposed Committee may kindly be sent urgently.

Yours faithfully,

A.L. Handa

(A.L. Handa)
Under Secretary

d.a.nil.
h.s.

15/10



Dear Comrade,

Due to mismanagement of Giridih Colliery (N.C.D.C.) the pits of said colliery have been flooded and work totally stopped. About 2500 labourers are idle for 4-5 days.

You know that Mr. Begra C.M.E., N.C.D.C. with other officers are in favour of ~~xxx~~ to stop the Giridih mine for a long time. Now they are trying their best to stop the mine again.

Upto now no arrangement has been made to clear the mine from flooded water.

Therefore, I request you to deal with x these matters with higher authority of Delhi concerned.

Yours faithfully

13.10.59

Alijan Meah

(Alijan Meah) Secretary,
Coal Workers' Union,
Giridih.

23 OCT 1959

No. PF.I/3(134)59
Government of India
Ministry of Labour & Employment

From Shri P.D. Gaiha,
Under Secretary to the Government of India.

To The General Secretary,
The All-India Trade Union Congress,
~~C/15, Rohini Road, Delhi.~~
3, Jantar Mantar Road, New Delhi

23 OCT 1959

Dated New Delhi, the

Subject:- Question of simplification of the procedure regarding payment of arrears of bonus to the nominees of the deceased coal miners - Proposal for amendment to the Coal Mines Bonus Scheme.

Sir,
I am directed to say that it has been brought to the notice of the Government of India that in the absence of any nominees of deceased workers, the widows or other legal representatives of such workers, are put to extreme hardship in getting payment of bonus due to workers under the Coal mines Bonus Scheme, 1948, since the employers generally insist on production of succession certificates by the claimants before making any payment of the bonus dues. While the workers are generally ignorant of the advantage of nominating the next of kin to receive their dues after their death, insistence on the production of succession certificate by the legal heirs of the deceased workers entails considerable difficulties and extra burden of expenditure which they can hardly afford to incur.

2. It is, therefore, proposed to amend para.9 of the Coal Mines Bonus Scheme, 1948 somewhat on the lines of para. 64 of the Coal Mines Provident Fund Scheme (extracts enclosed for ready reference) so as to provide for payment of bonus dues of the deceased workers to their nominees and in absence of such nominees to their legal heirs who may come forward to receive the payment. In the latter case payments are to be made on execution of indemnity bonds and after the employer has satisfied himself about the claimants bonafides and identity and in the case of rival claimants, on production of succession certificates.

3. I am to request that the views of your Association/ Federation/ Committee/ Union/ Panchayat on the amendment proposed above may kindly be communicated to the Government of India by the 31st October 1959 at the latest.

Yours faithfully,

P.D. Gaiha
12/10/59

(P.D. Gaiha)
Under Secretary

Copy forwarded for similar action to the Ministry of Steel Mines & Fuel (Deptt. of Mines & Fuel).

Copy also forwarded to:-

- 1. The Chief Labour Commissioner with reference to his letter No. LS.13(32)/59 dated the 14th August 1959.
- 2. The Coal Mines Provident Fund Commissioner, P.O. Box.No. 58, Dhanbad.

d.a. il.
h.s.

(T.S. Krishnamurthi)
Section Officer-

COAL MINES PROVIDENT FUND SCHEME, 1948.

64. Accumulations of a deceased member - to whom payable. - On the death of a member before the amount standing to his credit has become payable, or where the amount has become payable, before payment has been made -

- (i) If a nomination made by the member in accordance with paragraph 62 subsists, the amount standing to his credit in the Fund or that part thereof to which the nomination relates, shall become payable to his nominee or nominees in accordance with such nomination.
- (ii) if no nomination subsists or if the nomination relates only to a part of the amount standing to his credit in the Fund, the whole amount or the part thereof to which the nomination does not relate as the case may be shall become payable to the members of his family in equal shares:

Provided that no share shall be payable to -

- (a) sons who have attained majority;
- (b) sons of a deceased son who have attained majority;
- (c) married daughters whose husbands are alive;
- (d) married daughters of a deceased son whose husbands are alive;

if there is any member of the family other than those specified in clauses (a), (b), (c) and (d);

Provided further that the widow or widows, and the child or children of a deceased son shall receive between them in equal parts only the share which that son would have received if he had survived the member and had not attained the age of majority at the time of the member's death:

(iii) In any case to which the provisions of clause (i) and (ii) do not apply the whole amount (that would have been otherwise payable in his case) shall be payable to the person legally entitled to it:

Provided that the Commissioner, where such amount does not exceed Rs. 300/- or the Chairman of the Board where it exceeds Rs. 300/- but does not exceed Rs. 600/- may after giving notices to such persons and in such manner and making such summary inquiry as he thinks fit, make payment of the amount to the person who appears to him to be legally entitled thereto and such payment shall be a full discharge from all liability in respect of the amount paid; but in such a case the Commissioner or as the case may be, the Chairman may before making the payment obtain from the person to whom the payment is made, such security as he considers necessary.

NOTE:- For the purpose of this paragraph a member's posthumous child, if born alive, shall be treated in the same way as a surviving child born before the member's death.

14/10/59

No.IC-7(16)/59
Government of India
Ministry of Labour & Employment

Immediate

From

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

To

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

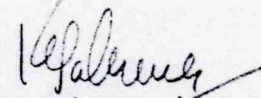
Dated New Delhi, the 13th October, 1959.

SUBJECT:- Sixth Session of the I.L.C. Industrial Committee on Building,
Civil Engineering and Public Works - Geneva -19th-30th Oct'59.

Sir,

I am directed to say that the nomination of Shri N.N. Manna to the above Committee has been approved. He may kindly be asked to hold himself in readiness to leave for Geneva on the 17th morning. The Director, I.L.C.(India Branch) Mandi House, New Delhi has made air reservations and he may be contacted in the matter. Accommodation has been reserved for the workers' delegates at the Hotel Mon Repos, Geneva.

Yours faithfully,



(R.C. Saksena)
Under Secretary,

1557



Q.3



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.



Received here at _____ H. _____ M.

X OH(14/40) BOMBAY DR 9³⁰ AI TUONG NEW DELHI

... "AI TUONG STRONGLY PROTESTS NON ACCEPTANCE OUR NIMINEE ILO BUILDING CONSTRUCTION COMMITTEE STOP UNLESS REASONS THAT FIT IN WITH TRADE UNION PRACTICE GIVEN WE DONOT ACCEPT VETO ON SELECTION BY LABOUR MINISTRY STOP REQUEST RECONSIDERATION... DANGE..."

CCPD AT 16.15 HRS. *[Signature]*

The recipient of entire at the beginning of this telegram is—name of telegram, class limited to 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.

express

172

14/10/59.



~~21~~

MANNA

CARE CPWD WORKERS UNION

7/62 BOWBAZAR STREET

CALCUTTA

FLY DELHI IMMEDIATELY FOR ONWARD JOURNEY GENEVA

ILO BUILDING COMMITTEE ON SEVENTEENTH

AITUCONG

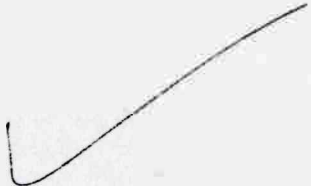
EXPRESS

14/10/59.

INDRAJIT

CARE COMMUNIST

CALCUTTA



CONTACT MANNA CPWD WORKERS UNION 7/62 BOWBAZAR STREET
AND ASK HIM FLY DELHI IMMEDIATELY FOR ILO DELEGATION

AITUCONG

114
No.172/A/59
October 14, 1959

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

Sub: Legislation to provide for the
establishment of Wage Boards and
enforcement of their decisions.


Dear Sir,

Ref: Your letter No.WB-13(1) dated
October 6, 1959.

It is requested that a copy of your
letter No.WB-13(1) dated 17th August 1959
may be sent to us, since the letter in original
do not seem to have been received by us.

Thanking you,

Yours faithfully,


Office Secretary

No.172/A/59
October 14, 1959 ✓

Shri A.L.Handa,
Under Secretary to the Government of India,
Ministry of Labour & Employment,
New Delhi.


Sub: Works Committees - Setting up of
a small tripartite Committee to
go into the functions of.

Dear Sir,

With reference to your letter No.
LRI.52(19)/59 dated October 13, on the above
subject, we would request you to send
us a copy of your letter dated 21st
September, 1959 in this regard, since
we do not seem to have received this
letter.

Thanking you,

Yours faithfully,


Office Secretary

1114 ✓
October 14, 1959

Dear Com. Manna,

I am to convey the happy news that you have been selected by the Government for the delegation to the ILO Building Committee and instructions for the issue of passport have been sent by the Ministry to the Regional Passport Officer. Please therefore arrange to collect your passport immediately.

The arrangements for travel will be made by the ILO India Branch at Mandi House. You will have to leave on the 17th and hence you have to hurry up matters. Please get in touch with us immediately.

With greetings,

Yours fraternally,

AS
Office Secretary

16 OCT 1959

Ho: LAB / LM / 10642 / 59



Adl. PRIVATE SECRETARY TO THE
MINISTER FOR
LABOUR AND EMPLOYMENT.

172

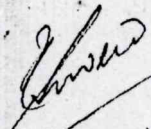
New Delhi, the Oct. 15, 1959.

The Office Secretary,
All-India Trade Union Congress,
4, Ashok Road,
NEW DELHI.

Dear Sir,

I am desired to acknowledge receipt of your letter dated the 12th October, 1959, to Shri G.L.Handa, Union Minister for Labour, Employment & Planning, along with its enclosure.

Yours faithfully,


(J.C.Saxena)

Immeidate

No.LRI-52(19)/59
Government of India
Ministry of Labour & Employment

...

From

Shri Teje Singh Sahni,
Deputy Secretary to the Government of India.

To

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

Dated New Delhi, the

✓
16 OCT 1959

Subject:- Works Committees - Setting up of a small tripartite
Committee to go into the functions of.

...

Sir,

With reference to your letter No.172/A/59, dated the 14th October, 1959 on the above subject, I am directed to forward herewith a copy of this Ministry's letter No.52(19)59 dated the 21st September, 1959. A copy each of the N.C.Corporation's Report and "Co-operation in the Undertaking" from the I.L.O. Report referred to in para 3 of the abovementioned letter is also enclosed. I am to request that the name and address of the person whom your organisation wants to nominate to the proposed Committee may kindly be intimated to this Ministry at the earliest possible date.

Yours faithfully,

S. Srinivasan

16/10

for Deputy Secretary.

d.a.mefd.to
sks.15.10.

Arrival for 3-4 days

1000
16/10

No.172/A/59
October 17, 1959

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

Sub: Abolition of contract labour in
coal mines - National Coal Development
Corporation.

Dear Sir,

We forward herewith a mass petition signed by the workmen of Kargali colliery, under the contractors, Messrs.Singh & Chanchani, requesting the Government to take steps to end the contract system now in vogue for overburden removal work. The tenure of the present contractors would be over this month but it is learnt that despite the decision of the 6th Session of the Industrial Committee on Coal Mines, the NCDC management is intent on continuing the contract system.

2. Your kind attention is also invited to Ministry of Labour & Employment letter No.M-II-24(18)/59 dated April 8, 1959 addressed to employers' organisations and NCDC, pointing out specific instances of extension of the contract system and asking for its speedy rectification. We still await the result of this intervention made by your Ministry.

We trust this matter will receive your immediate attention.

Thanking you,

Yours faithfully,

4/11/59
17/10
(K.G.Sriwastava)
Secretary

Encl: Memorandum

No.172/A/59
October 17, 1959

Shri Gulzarilal Nanda,
Minister for Labour & Employment,
Government of India,
New Delhi.

Sub: Flooding of Giridih Colliery (NCDC)
- unemployment of workers.

Dear Sir,

We are informed by our affiliate, the Coal Workers' Union, Giridih, that the Giridih Colliery of the NCDC has been flooded and about 2500 workers are unemployed since October 8.

It is also reported that no attempts are being made by the management to dewater the pits and according to the union, such a policy follows from the desire of the management to seal the pits once for all, - thus rendering the 2500 workers permanently out of jobs. We understand that the reported decision to seal the pits is completely unwarranted since the mine still has enough potential for further exploitation.

We would request you to inquire into the above case and take steps so that such mass unemployment could be avoided.

Thanking you,

Yours faithfully,

Copy to: Com. Alijan Meah,
Secretary, Coal Workers Union,
Giridih.

17/10
1959
(K.G. Sriwastava)
Secretary

19 OCT 1959

Phone : 34-2044

WEST BENGAL COMMITTEE

All India Trade Union Congress

249, BOWBAZAR STREET, CALCUTTA-12

Ref. _____

Date 17.10. 1959.

Com: K. G. SRIVASTAVA,
A I T U C.
New Delhi.

Dear Comrade,

1) Your's of the 12th.

Yes, you may nominate Com. Ram Sen on the Committee re: functioning of Works Committee. He is agreeable to it, provided it does not necessitate prolonged absence from Calcutta.

*Nominate
Com Sen on
Works Committee*

2) Incidentally, I have been absent for 3 consecutive meetings of the Minimum Wages Committee for Central undertakings, and have been asked by the Secretary to give an explanation ! I have explained my most recent absence (due to arrest), but not the two earlier ones which were because of other AITUC Commitments !

*For the last
two - explain*

In any case, if you think it better, you can nominate some Delhi comrade instead of me. The Committee is a bogus one, any way, and the other T.U. nominees are equally bogus.

Greetings,

(INDRAJIT GUPTA)

P.S.

The message re: Manna was duly communicated to the CAWD Union office here, but they also did not seem to know his whereabouts.

From: S.K.Sanyal.
General Secretary,
Indian Mine Workers Federation (H.O.Dhanbad.)
Post Office Tilak Statue Nagpur.

To

Shri G.L.Manda.
Minister for Labour & Employment,
Government of India.
New Delhi . Camp Bhilai.

Subject: Termination of Shri Ahluwalia Agreement in
the Manganese Industry of Vidharbha & Madhya
Pradesh.

Dear Sir,

You are aware of the fact that the Mineral Industry Association, Nagpur has decided to terminate the agreement ~~ax~~ entered into at your instance and conducted by Shri Ahluwalia about two years ago. This agreement was entered at a time when the previous award given by Shri P.S.Bindra the Central Government Industrial Tribunal of Dhanbad was rendered in fructuous by decissions of Bombay High Court and the Government of India instead of making a freash reference continued with the old reference, thereby giving an apportunity for almost never ending legal tangle. The reference is thus hanging fire for the last six years in one court or the other before one tribunal or the other, the latest being in the Supreme Court with an Interim Stay^{been}. Several ups and downs have since then ~~being~~ faced by the Industry. As for the workers, they have been seeing both these trends but the graph is the same. The wages and other facilities have gone on a down ward trend bu t the cost of living index on an upward one. Since then there has been the LAT 's modified award for the Colliery workers, papers relating to wage policies have been circulated in the Tripartite Conferences convened by you and judging by these standards Shri Ahluwalia Agreement not only failed to reach anywhere near the expectations of the workers but were utterly inadequate

and inadequate and meagre.

The chief causes for these defects in any conciliatic or arbitration in the dispute have been the Government's refusal, for no ostensible reason, to include C.P.M.C. Company - The British Concern having the Lion's share in the Manga - nese Industry as a Party in the dispute, lay down a firm policy of controlling the trade under S.T.C. by capable and efficient personnel, stop the mushroom growth of small mine owners with petty ambitions but unable to stand the stress and strain of the markets, if and when it fluctuates, plan out a fixed target of production and distribution mostly in the Export Market, assuring a security of leases or alternating them over when found in incapable hands. We have seen in the recent months that ~~the~~ several mines have faced closures on account of the Government refusal to grant renew of leases without assigning plausible reasons but in the case of C.P.M.C. the renewal has been granted just at the askance for a period of nearly 30 years. We have no special love for any particular brand of the Mine Owners but we certainly resent the throwing out of employment of hundreds and in a few cases a couple of thousand workers rendering them helpless and destitutes on the streets. The Government should undertake to run such mines and provide employment to these workers.

No attention has been paid to the Growing rise of prices of foodgrains in these regions. There have also been complaints of unjust and heavy taxations without adequate market for the ore by the Industrialists. Not everything that is complained of by the mine owners appears to be credible. Yet we would stand for an impartial examination of all such issues, which come in the way of a peaceful and secured existence of the workers in the industry. The total strength of the workmen which would immediately be affected would not be less than 40,000 in these parts of

parts of these two states.

We, therefore, suggest that:

- 1) The Government should appoint a tripartite body including representatives of the Mine Owners, the Registered Trade and functioning Trade Unions and the Government to investigate into the causes of intermittent crises, working and living conditions of the workers and scope of expansion and regulation of the Industry;
- 2) The beneficiation plants should be instituted either collectively by the owners or by the Government with a levy for upgrading the Ores;
- 3) Nationalisation of atleast the trade of the C.P.M.O. completely, if not the Nationalisation of the Mines also;
- 4) Opening of all the close mines and plan the production of ores;
- 5) Till the investigations suggested in one is completed, say within a period of six months to one year the Statusquo of wage level, bonus quantum, leave rules and other facilities granted by Shri Bindra's award with Cheap gran facility in kind be maintained. This suggestion is for an Interim period as stated herein.

We hope that you will be good enough to pay a serious consideration to the suggestions made above, to avoid spate of strike waves now in the offing from the next month to resist the onslaught of the employers and inactivity of the Government imposed to attack the existing paltry wages and appalling living conditions of the workers in the Manganese Industry.

Thanking in anticipation of an early redressal of the grievances set forth above and communication of your considered opinion on the suggestions made herein at your earliest convenience.

Yours faithfully,

Camp Durg.
the 19th October, 1959.

Copy to: Secretary, AITUC for favour of endorsement to Ministry of Labour
G.O.S. and reiteration of (1) on P.3. by a representative
(S.K.Sanyal.)

No. LC-4(28)/59
 Government of India
 Ministry of Labour & Employment

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, Ashoka Road, New Delhi.
3. The General Secretary,
 Hind Mazdoor Sabha,
 Servants of India Society's Home,
 Sardar Patel Road, Bombay-4.

Dated New Delhi, the 19 OCT 1959

Subject:- Colombo Plan- Trade Unionism courses in U.K.- March 1960.

Sir,

I am directed to say that the United Kingdom Government have offered three courses in trade unionism for the year 1960, under the Colombo Plan. A copy of the outline of the course is enclosed. Each of these three courses will be of 13 weeks duration. The first course will begin on the 14th March, 1960.

2. The United Kingdom authorities will bear the cost of passage (tourist class) from India to United Kingdom and back and also pay a suitable subsistence allowance to cover the cost of lodging and boarding during the period of training. The sponsoring authorities of the trainees (in the present case your organisation) would have to bear what are called the 'local costs' of the trainees. They are:-

- (i) Salaries of trainees during their absence from India i.e. the trainees should be kept on the pay rolls of the establishments and paid the appropriate salary.
- (ii) Expenditure on travelling upto the port of embarkation in India and back; and
- (iii) Any other expenditure connected with the preparation for departure from India, e.g. on passport, medical certificates, etc.

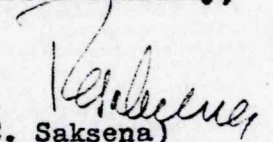
3. The number of seats offered to India in each course is limited to 4 or 5 and, therefore, the selection may have to be restricted.

4. If your organisation is interested in the training course, a panel of three suitable names, arranged in the order of priority, whom your organisation may wish to sponsor, may kindly be forwarded so as to reach this Ministry by the 16th November 1959 at the latest, for the March, 1960 course. Each recommendation should be on the prescribed proforma and Form A-3 (specimen copies enclosed); 16 copies in respect of each, duly signed by the sponsoring authority should be sent along with the following certificates:-

*1 Form - from [unclear]
 2 for [unclear]
 3 [unclear]
 4 [unclear]*

- (i) That prior concurrence of the appropriate financial authorities have been obtained for incurring 'local costs' mentioned above.
 - (ii) That the official shall be released for training abroad as and when a call-forward date is received.
 - (iii) That on return from abroad, the official shall be suitably employed on a job in which his foreign training will be properly utilised.
 - (iv) That the official who is being sponsored for training abroad under this programme has not been sponsored simultaneously under any other programme.
5. Necessary particulars, in the enclosed proforma, in respect of the nominees may also be forwarded as soon as possible for security clearance purposes.

Yours faithfully,


(R.C. Saksena)
Under Secretary

d.a.refd.to
h.s.

October 20, 1959

Com. Ram Sen,
C/o W. Bengal STUC,
Calcutta

Dear Comrade,

As per the recommendation of the W. Bengal Committee, we have nominated you as our representative on the Tripartite Committee on Works Committees. The Committee is to examine material on Works Committees placed earlier before the 17th Indian Labour Conference and draw up "guiding principles" relating to the composition and functioning, etc. of such Committees.


The first meeting of the Committee will be held at New Delhi on November 2. You should reach Delhi a day earlier, for consultations.

Report of a survey of the functioning of Works Committees in Bombay City and documents of the 17th Tripartite relating to Works Committees are being sent to you per separate post.

Please acknowledge receipt of this letter.

With greetings,

Yours fraternally,


Office Secretary

172

No.172/A/59
October 20, 1959

Shri Teja Singh Sahni,
Deputy Secretary to the Government of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Works Committees - Setting up of a
small tripartite Committee to go
into functions of.

Dear Sir,

Thank you for your letter No.LRI-52(19)/59
dated 16th October 1959, on the above subject,
together with enclosures.

2. We hereby nominate Shri Ram Sen of the
W.Bengal Committee of the AITUC, as our representa-
tive on the Tripartite Committee to go into the
functions of Works Committees.

The address of Shri Sen is given below:

Shri Ram Sen,
C/o W.Bengal Committee of the AITUC,
249 Bowbazar Street,
Calcutta-12.

Yours faithfully,

ds
Office Secretary

Copy to: 1) W.Bengal STUC w. re. letter dated 17.10.59
2) Com.Ram Sen.

The meeting of the Committee will be
held at NEW DELHI in Committee Room 'A',
First Floor, North Block,
on MONDAY, the 2nd NOVEMBER 1959.



Teja Singh Sahni
Deputy Secretary

सत्यमेव जयते

1959

D.O.No.LRIV. 4(25)/59

Telegrams :-
"LABOUR"

MINISTRY OF
LABOUR AND EMPLOYMENT.

New Delhi, the 20th Oct., 1959.

Dear Dr.Gour,

This is in reply to your letter of 22nd August 1959 to the Minister for Labour and Employment about the strike by the workers of Nagarjun Sagar Project. On enquiry, the Andhra Pradesh Government has reported that about 4000 quarry workers employed by the contractors struck work from 11th August 1959 without giving prior notice, demanding enhanced rates of wages. The Conciliation Officer, Guntur has also taken up the matter for conciliation. The strike was called off on 30th August 1959 as the contractors agreed to increase the rates by 25 nP. per 100 cubic feet of rubble. All the workers are reported to have resumed work from 7th September 1959 and that normalcy has been restored.

Yours sincerely,

Teja Singh Sahni
20/10/59
(Teja Singh Sahni)

Dr. Raj Bahadur Gour, M.P.,
Secretary,
All India Trade Union Congress,
4, Ashok Road, New Delhi.

(172)



October 21, 1959

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

Sub: Specifications for safety boots
and shoes for workers in the
coalmining industry.

Dear Sir,

We shall be much obliged if you
could arrange to send us one extra
copy of the Report of the Miners
Boots Committee on visits to Coal Mines
sent under cover of your letter
No.MI-3(13)/59 dated October 20, 1959.

Yours faithfully,

1/20
2/17
(K.G.Sriwastava)
Secretary

No.172/A/59
October 21, 1959

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

Sub: Problems facing workers in
Beedi Industry

Dear Sir,

Following the adoption of the Madras Beedi Industrial Premises Act, we understand that employers are shifting their beedi factories from Madras State to the States of Mysore and Andhra Pradesh, thus leading to a very serious situation. As you are aware, when the Kerala Government fixed minimum wages in beedi industry in that State, employers shifted their factories to nearby Mysore State. Such a practice of employers who try to defeat the very purpose of labour legislation can be prevented only by concerted action by all State Governments concerned, under the guidance of the Union Labour Ministry. We are sure you are seized of the problem since such instances must have been reported to you from several States. Since the situation in South India is particularly acute, we would urge that the Union Labour Ministry may take the initiative in convening a meeting of Labour Ministers of Madras, Kerala, Mysore and Andhra Pradesh and decide on effective measures to prevent the pernicious attempts of the beedi factory employers bringing total ruin to thousands of workers in these States.

Thanking you,

Yours faithfully,

VMS
(K.G.Sriwastava)

Copy to: V.Kannan, Secretary, Secretary
North Arcot Dt. Beedi Workers Union,
No.36/2 Beri Subramaniamswamy Koil St.,
VELLORE, Madras State -

Copy to: INTUC

172
No.172/A/59
October 21, 1959

The Secretary to Government of India,
Ministry of Labour & Employment,
New Delhi.

Sub: ILO Panel of Consultants on
Problems of Women Workers

Dear Sir,

We learn from press reports that in the meeting of the ILO Panel of Consultants on Problems of Women Workers held at Geneva from October 12 to 17, 1959 and for this panel, The Government of India nominated Dr. Seeta Parmanand, M.P. (Government), Shri R.G. Gokhale (employers) and Miss Maniben Kara of the HMS to represent workers' views.

We would like to know the basis on which the nomination from workers' side was made for the above panel. The AITUC notes that this is yet another instance of discrimination against this organisation and has to lodge a strong protest at this discrimination.

Yours faithfully,

¹⁷²
-4/8
(K.G. Sriwastava)
Secretary

October 23, 1959

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

Sub: Sixth Session of the I.L.O.
Industrial Committee on Building
Civil Engineering and Public Works
Geneva - 19th to 30th October, 1959.

Dear Sir,

Shri N.N.Manna whose nomination was approved for participating in the 6th Session of the I.L.O. Industrial committee on Building, Civil Engineering and Public Works, is leaving for Geneva tonight from Delhi. He will fly by the Swissair service No.3R 501 leaving Bombay at 18.20 hrs. on 24th reaching Geneva at 10.30 hrs. on 25th October.

We would request you to inform I.L.O. for making necessary arrangements for Shri Manna.

Due to unforeseen circumstances, ~~against~~ caused by floods, Shri Manna who was in Bengal was held up and hence he could not proceed earlier to participate in the conference.

Yours faithfully,

Office Secretary

23 OCT 1959

2. The General Secretary, All India Trade Union,
Congress, No.4, Ashoka Road, New Delhi.

No.LRII-3(21)/58
Government of India
Ministry of Labour & Employment

Dated New Delhi, the 22 OCT 1959

From

Shri Teja Singh Sahni,
Deputy Secretary to the Government of India.

To

1. The Secretary,
Indian Mining Association,
Royal Exchange,
Calcutta.
2. The Secretary,
Indian Mining Federation,
135, Canning Street,
Calcutta-1.
3. The Secretary,
Indian Colliery Owners Association,
I.C.O. Association Road,
Dhanbad.
4. The Secretary,
M.P. Mining Association,
Parasia,
District Chindwara.

P.T.O.

-2-

Subject: • Decision of Shri F. Jeejeebhoy - Reference under
Section 36A of the Industrial Disputes Act -
Interpretation of para 74 of the Decision of the
Labour Appellate Tribunal on the Coal Award -

Sir,

I am directed to forward herewith five copies of the Decision of Shri F. Jeejeebhoy, given under Section 36A of the Industrial Disputes Act, 1947 as to the correct interpretation of paragraph 74 of the Decision of the Labour Appellate Tribunal on Coal Award and to observe that the said Decision has already been published in the Gazette of India, Part 1, Section 1 dated the 26th September, 1959. I am to express the hope that suitable instructions will be issued to all your constituent units in regard to the implementation of the said Decision.

Yours faithfully,

Teja Singh
21/10/59
(Teja Singh Sahni)
Deputy Secretary.

Copy together with a copy of the Decision referred to above is forwarded to the following:-

Pyare Lal Gupta
(Pyare Lal Gupta)
Under Secretary.

OCT 1959

10836/59
Addl. PRIVATE SECRETARY TO THE
MINISTER FOR
LABOUR AND EMPLOYMENT.

New Delhi, the Oct. 23, 1959.

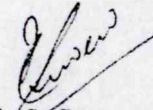
Shri K.G. Sriwastava,
Secretary,
All-India Trade Union Congress,
4, Ashok Road,
NEW DELHI.

Sub:- Abolition of contract labour in
coal mines - National Coal
Development Corporation.

Dear Sir,

I am to acknowledge the receipt
of your letter No.172/A/59, dated
the 17th October, 1959, along with
its enclosures, to Shri G.L.Nanda,
Union Minister for Labour, Employment
& Planning, who is at present away
on tour.

Yours faithfully,


(J.C. Saxena)

24 OCT 1959

10846/59
Addl. PRIVATE SECRETARY TO THE
MINISTER FOR
LABOUR AND EMPLOYMENT.

New Delhi, the Oct. 23, 1959.


Shri K.G. Sriwastava,
Secretary,
All-India Trade Union Congress,
4, Ashok Road,
New Delhi.

Dear Sir,

Sub:- Flooding of Giridih
Colliery (NCDC) - unemploy-
ment of workers.

I am to acknowledge the
receipt of your letter No.172/A/59,
dated the 17th October, 1959, to
Shri G.L.Nanda, Union Minister for
Labour, Employment & Planning,
who is at present away on tour.

Yours faithfully,


(J.C. Saxena)

OCT 1959

11048
Addl. PRIVATE SECRETARY TO THE
MINISTER FOR
LABOUR AND EMPLOYMENT.

New Delhi, the Oct. 23, 1959.

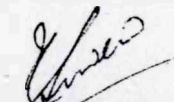
Shri K.G. Sriwastava,
Secretary,
All-India Trade Union Congress,
4, Ashok Road,
New Delhi.

Dear Sir,

Sub: Problems facing workers
in Bidi Industry.

I am to acknowledge the
receipt of your letter No.172/A/59,
dated the 21st October, 1959, on the
above subject, addressed to Shri
G.L.Nanda, Union Minister for
Labour, Employment & Planning, who
is at present away on tour.

Yours faithfully,


(J.C. Saxena)

OFFICE OF THE SAMUKTA KHADAN MAZDOOR SANGH.

(H.O.: -TILAK-STATUS, NAGPUR).

Branch-Office:-

Post- Rajnandgaon,
Bharke-Para,
Distt. Durg, M.P.

L. No. 17/59-60

Dated/- 26.10.1959.

To,
The Regional Labour Commissioner,
(Central),
JABALPUR.

Sub.: -Non-Payment of Wages in due time to the-
Workers in Chikhli-Rajhara Mine under BSP.

...

Sir,

The following telegram has been sent to you on the 21st Inst. by the Working -President of our Union regarding non-payment of Wages in Rajhara-Chikhli-Mines under the Bhilai-Steel-Project by the Contractors M/S. Jyoti Bros.

' R E L A B C O M - J A B A L P U R '.

"NONPAYMENT IN RAJHARA BHILAI MINES CREATING GRAVE SITUATION TWO THOUSAND WORKERS AFFECTED-MODI. "

1. It may be recalled that this default is nothing new. Payments due for week ending 3rd. Oct. '59 and 10th Oct. '59 were paid on the 14th Oct. '59 and 17th Oct. '59. Now the cause of sending the telegram referred above arose from the fact that no payment was made for the week ending 17th Oct. '59, till the evening of 21st Oct. '59. This puts the workmen to a great hardship as the ~~working day~~ in this part is on Sunday. This affects 1400 workers working in the Iron-Mine and 500 workers at the siding. No payment is made for earth cutting. There is no certainty that things will mend in subsequent weeks.

2. The average earning for each worker is extremely meagre. The minimum wage paid to the time rated workers in and adjacent the mine is Rs.1/12/- per-day, per worker and that prescribed under the Minimum-Wage Act is Rs.1/10/- per-day. The average Wage for workers in this Mine under

Cont'd...2.

Cont'd...

the Contractors come to about Rs.1/4/- per-day or even less.

3. No Standing Order has yet been certified or even a draft of the same sent to this Union till today. It is ,therefore, requested that you will be kind enough to take appropriate steps in the matter by sending a copy of the draft Standing Orders well in advance to this Union, or fix up a date for certification of the same. We would suggest that if you could make it convenient to fix up the date on the 10th November, for this purpose preferably at the mines in Dulli-Rajhara or alternately in Durg or Rajnandgaon. Since we desire that our General Secy. of the Union participates in the discussion an advance intimation from you will be very much appreciated.

4. Attendance Cards & Payment Voucher:-

Attendance Cards are not given to the workers working in the mine, which has been working for the nearly two years. Previously, token numbers were issued but they have been withdrawn since May/June '59. Vouchers -Slips for payment have never been given. These two are essential for calculating the regular attendance and actual earnings for each worker.

5. Fines are imposed arbitrarily both in nature and amount. The same is deducted by reducing the measurement of work actually done. It is not entered in the either payment register or any other specifically kept for the purpose.

6. Ration:- Cheap-Grain Concession supplied hitherto has been discontinued.

All these difficultis coupled with some of the basic demands enclose in the memorandum have caused

Cont'd...3.

7 OCT 1959
7 OCT 1959
27 OCT 1959

No.LAB-11-1/59
Government of India
Planning Commission
(Labour & Employment Division)

Udyog Bhavan,
New Delhi, the 26th October, 1959.

From

Shri B.N. Datar,
Chief,
Labour & Employment.

To

Shri S.A. Dange, M.P.,
General Secretary,
All India Trade Union Congress,
4, Asoka Road, New Delhi.

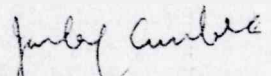
Subject:- Supply of Publication to the members.

Sir,

I am directed to forward herewith a copy of the
Indian Labour Gazette - August, 1959 for your perusal
and retention.

Encl: As above.

Yours faithfully,


Assistant-in-Charge.

28 OCT 1959

Priority

No. MI-21(5)/59
Government of India
Ministry of Labour & Employment

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

To Secretary, All India Trade Union Congress,
Ashoka Road, New Delhi.

27 OCT 1959

Dated New Delhi, the

Subject:- Recommendation of the Conference on Safety in Mines -
Committee on Safety Education and Propaganda.

Sir,

I am directed to say that it has been decided to set up a Committee for considering certain recommendations of the Conference on Safety in Mines in regard to Safety Education and Propaganda. The Committee will include representatives of workers also. It is requested that the name of a suitable person may kindly be suggested to the Government of India for inclusion in the Committee. An early reply is solicited.

Yours faithfully,



(A.P. Veera Raghavan)
Under Secretary

d.a.nil.
h.s.

28 OCT 1959

IMMEDIATE

No. LRI 52(19)/59
Government of India
Ministry of Labour & Employment

From Shri A.L.Handa,
Under Secretary to the Government of India.

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

27 OCT 1959

Dated New Delhi, the

Subject:- Works Committees - Setting up of a small
tripartite Committee to go into functions
of

Sir,

I am directed to refer to ~~the~~ your letter
No. 172/A/59, dated the 20th October 1959,
on the above subject and to say that since nominations to
the proposed Tripartite Committee to go into the functions
of Works Committees are still due from certain Organisations
and the Employers' Federation of India has asked for the
postponement of the meeting fixed for the 2nd November, 1959
it has been postponed to 11 A.M. on the 30th November 1959.

Yours faithfully,

(A.L. Handa)
Section Officer.

'KL' 26/10

*Mr. Handa's
has been visited at his and
advised. Acknowledgment sent
a letter to him 26.10.59. HB P.*

*HB
28/10*

To Com. K.G. Srivastava
Secy. A.S.T.U.
N.D.

RAJNANDGAON
(H.P.)
18

Dear Com. K.G.

As I intimated you in my previous letter, I was in Iron Mines area under the A.S.P. along with Com. Sangal nearly a week and have come back yesterday. A factual report on various aspects as you wanted and gave points to communicate was, will be sent to you within 3/4 days. These are the first hand reports on certain specific problems, which you please go through and take action so that they are removed or relief is given. The Dec. is broken if we have been proceeding as A.S.T.U. wants in public sector. I am very busy since a day & will remain busy some 2/3 days more with Conciliation proceeding

2 19
affecting some 1000 workers of this place in Iron Industry, so incidentally I get rid of this I will send you reports as Com. Sangal intimated you.

Again I will be in the Iron Mines area in the first week of Nov, and then I expect to give you certain more information.

Please acknowledge this letter & send suggestions for to help us in smooth working.

Yours truly
Prakash Ray
27/X/59

172
No.172/A/59
October 28, 1959

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

Dear Sir,

Our State Committee in Andhra Pradesh, vide their letter dated October 22, have addressed you in connection with the highly discriminatory policy of the Andhra Pradesh Government, against our organisation.

We wonder if any of the State Governments could be so blatantly discriminatory and so openly patronise a minority organisation. As for instance, on the State Advisory Committee for Resettlement and Employment, the INTUC was given two representatives and the HMS one, while the AITUC was completely excluded. The AITUC has also been kept out of six (of the nine) Minimum Wages Advisory Committees appointed by the State Government.

The above policy of the Andhra Pradesh State Government, it is needless to state, goes completely against the recommendations of the 17th Indian Labour Conference on the question of representation of organisations on tripartite bodies. At least on this score, we would urge upon you to intervene in the matter and do the needful at your earliest.

Thanking you,

Yours faithfully,

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

Copy to: APTUC

No. APS/1141/1149/59



172

ADDL. PRIVATE SECRETARY TO THE
MINISTER FOR
LABOUR AND EMPLOYMENT.

New Delhi, the Oct. 29, 1959.

Shri K.G. Sriwastava,
Secretary,
All-India Trade Union Congress,
4, Ashok Road, New Delhi.

Dear Sir,

I am desired to acknowledge
the receipt of your letter No.
172/A/59, dated the 28th October,
1959, to Shri G.L.Nanda, Union
Minister for Labour Employment &
Planning.

Yours faithfully,


(J.C. Saxena)



C-2



2584



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at _____ H. _____ M.

O Q RAJNANDGAON 29 DANGE MEMBER PARLIAMENT 4 ASOKE ROAD NEWDELHI.

.. RAJHARA CHIKHLI IRON MINE WORKERS UNDER BHILAI PROJECT NOT RECD PAYMENT SINCE TWO WEEKS WORKERS STARVING PRAY ARRANGE TWO WEEKS DUE PAYMENT BEFORE DEWALI KEEPING IN VIEW INDUSTRIAL PEACE AND NATIONAL INTEREST. PRAKASH ROY BRANCH SECY SAMYUKTA

KHADAN MAZDOOR SANGH ...

COPY "KAPOOR"
23.15 HRS.

*H. Yeha's raised, then
not sent.
17/10/59*

The sequence of entries at the beginning of this telegram is—class of telegram, time booked 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.

MGLFAR.-1271-22-1-58-1,13,350 Bks.

LOK SABHA SECRETARIAT

Telegraphic Address :
VIDHISABHA, New Delhi.
No. 52-EC-II/59

172
PARLIAMENT HOUSE,
NEW DELHI-I.

October 30, 1959/Kartika 8, 1881(S)

From

Shri K. Ranganadham,
Under Secretary.

To

Dr. Raj Bahadur Gour, M.P.,
Secretary, All India Trade Union Congress,
4, Asoka Road,
New Delhi.

Subject: Examination of the estimates relating to
the Ministry of Labour & Employment.

Sir,

I am directed to refer to your letter dated
the 22nd August, 1959 and to state that the
memorandum promised by your organisation to the
Estimates Committee has not been received so far.
You are requested kindly to indicate for the
information of the Committee the date by which it
is expected to be sent.

Yours faithfully,

Ranganadham
Under Secretary.

Shri V.R. Antani,
Deputy Secretary



D.O.No.Genl.32(25)/59

Telegrams :-

"LABOUR"

MINISTRY OF
LABOUR AND EMPLOYMENT.

New Delhi, the 2nd November 1959

5 NOV 1959

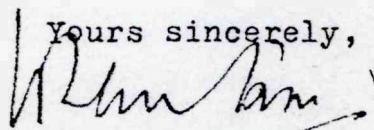
172

Dear Sir,

I am desired to refer to your d.o. dated the 14th April, 1959 to Labour Minister regarding Stone Quarries of Associated Stone Industries, Ramganjmandi. The points raised therein have been investigated and a statement giving the correct position is enclosed.

While the statement gives information about the specific points raised by you, Government are pursuing the question of safety in the Stone Quarries.

Yours sincerely,


(V.R. Antani)

Shri T.B. Vittal Rao,
Member Parliament,
2, Windsor Place,
New Delhi.

No.172/A/59
November 2, 1959

Shri A.L.Handa,
Under Secretary to the Govt of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Meeting of tripartite committee
to go into functions of Works
Committees.

Dear Sir,


This is further to the telephone conversation the undersigned had with you this morning.

Your letter No.LRI 52(19)/59 dated 27th October 1959 was received by us only on 28th October and the information sent by us on that date to Mr Ram Sen, our representative on the Committee, about the postponement of the meeting did not reach him in time. Therefore, Mr Ram Sen reached Delhi on November 1, in expectation of the meeting on the 2nd.

We may also point out that the name and address of our representative, who hails from Calcutta, was communicated to your Ministry on 20th October and if information about the postponement of the meeting was communicated to him directly, the inconvenience caused and the expenses involved could have been avoided.

Therefore, it is requested that since Mr Ram Sen actually performed the journey in expectation of participation in the meeting, the usual travelling allowances may be allowed to him by your Ministry.

Yours faithfully,


(K.G.Sriwastava)
Secretary



4 NOV 1959

4 NOV 1959

D.O. No. LC. 10(12)/59.

MINISTER FOR LABOUR
INDIA.

New Delhi, the 3rd November, 1959.

My dear *Shri Mirajkar*

Kindly refer to my d.o. letter No. E&P-17(32)/59 dated the 22nd August, 1959.

As you are aware, generally we have two tripartite meetings (the Indian Labour Conference and the Standing Labour Committee) every year. I have been feeling for sometime that, apart from the above formal official tripartite meetings, it would be of considerable advantage if opportunity was afforded for an informal and unofficial exchange of views between myself and the representatives of Industry and Labour. The intention is that there would be a free and frank but completely informal exchange of views on all important matters engaging our attention at the time, though there will be no fixed agenda, or minutes. I shall be meeting employers' and workers' representatives separately. I shall be glad to meet you on the 18th November, 1959, at 11 A.M.

I hope you will appreciate the idea of such informal meetings and make it convenient to attend.

With kind regards

Yours sincerely,

S Nanda

(G.L. Nanda)

Shri S.S. Mirajkar,
President,
All-India Trade Union Congress,
4, Ashok Road,
New Delhi.

- 3 NOV 1959

173
No. LC-7(13)/59.
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT.

From

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

To

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

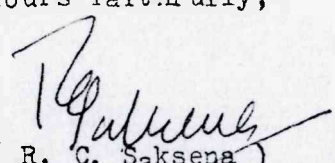
Dated New Delhi, the

Subject:- I.L.O. Panel of Consultants on Problems of Women Workers -
Geneva 12-17th October, 1959.

Sir,

I am directed to refer to your letter No. 172/A/59, dated the 21st October, 1959 on the above subject and to say that the Employers and Workers representatives on the Panel are selected by the Director-General, I.L.O. on the recommendations of the Employers and Workers Groups on the Governing Body.

Yours faithfully,


(R. C. Saksena)
Under Secretary.

k.s.



Teja Singh Sahni
Deputy Secretary

1959

D.O.No.LRII-1(20)/59

Telegrams :-
"LABOUR"

MINISTRY OF
LABOUR AND EMPLOYMENT.

New Delhi, the 5th November 1959.

5 NOV 1959

Dear Shri Gaur,

Please refer to your letter dated 17th April, 1959 to the Minister for Labour and Employment regarding alleged non-implementation of Coal Award by the Bhurkhunda Colliery of National Coal Development Corporation. We now understand that a joint enquiry in which both the representatives of the management and the workers participated, was held into the allegations contained in your letter. As a result thereof, it is understood that most of the complaints have been settled to the satisfaction of both the parties. It was also ~~stipulated~~ agreed that if the workmen had still any grievances these can be referred to the Conciliation Officer concerned as an "industrial dispute" for further necessary action.

Yours sincerely,

Teja Singh Sahni
15/11/59
(Teja Singh Sahni)

Wants to know more of the action taken in regard.
Nov 1.11.59

Dr. Raj Bahadur Gaur, M.P.,
Secretary, All-India Trade Union Congress,
4, Ashok Road, NEW DELHI.

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

Dear Sir,

The Mineral Industry Association, Nagpur, has decided to terminate the agreement entered into at your instance which is known as the Ahluwalia Agreement in the Manganese Industry of Vidharbha and Madhya Pradesh. This agreement was concluded following the Bombay High Court Judgement on the award of the Bindra Tribunal. The legal questions connected with this dispute still remain unresolved.

We need hardly stress that the present situation deserves immediate Governmental intervention and any delay in the situation would lead to serious repercussions.

It has been reported to you by the trade unions in the Manganese Industry in Madhya Pradesh that much of the present difficulties, legal and otherwise, could be avoided if the Government does not persist in excluding the C.P.M.O. Company from the industrial adjudication. The trade unions have also demanded that this foreign-owned company which controls bulk of the manganese mining industry should be nationalised in the interest of planned development. It is necessary to do this as part of a comprehensive plan for reorganising the manganese mining industry, which is periodically undergoing crises of export market and overproduction.

We would therefore place before your attention the following suggestions which, we may point out, have also been the demand made by trade unions in the manganese industry for sometime now.

- (1) A tripartite body should be appointed by Government to investigate into the intermitent crises in the industry, the working and living condiditons of workers and the scope for expansion and planned development of the industry. This committee should be composed of representatives of employers' and workers' organisations and Government Officials.
- (2) All closed mines should be immediately reopened to alleviate the mass unemployment now prevalent in the industry.
- (3) Till the tripartite committee suggested above completes its work, i.e., for a period of six months to one year the status quo relating to wages, bonus, leave rules, etc., granted in the award of the Bindra Tribunal, and cheap grain facilities be maintained.

Yours faithfully,

VMP
5/11
(K.G.Sriwastava)
Secretary

No.270/A/59
November 5, 1959

The Chief Labour Commissioner (Central),
Ministry of Labour & Employment,
Government of India,
New Delhi.

Sub: Grievances of workers in Chikhli-
Rajhara Mine under Bhilai Steel Project.

Dear Sir,

It has been reported to us by our affiliate, the Samyukta Khadan Mazdoor Sangh, Rajnandgaon, that workers in Rajahara-Chikhli mines under the Bhilai Steel Project, employed by the contractors, Messrs. Jyoti Bros., are not being paid their wages regularly.

The abnormal delay in making payment of wages to the miners is creating a tense situation in the area. For instance, payments due for week ending October 3 and October 10 were paid on October 14 and 17 respectively.

We are also informed that there are no certified standing orders in the mine. Attendance cards are not given to the workers. Voucher-slips recording the wage payment are also not given to the workers.

The average wage of the above miners under the contractors is only about Rs.1.4.0 a day, though workers in the adjacent mine are paid Rs.1.12.0 and the M.W.Act prescribes Rs.1.10.0 a day.

It has also come to our notice that fines are being imposed arbitrarily on these workers and the same is deducted by reducing the measurement of work actually done. It is not entered in the payment register or any other specifically kept for the purpose.

We need hardly stress that such pernicious practices in Public Sector undertakings deserve utmost condemnation. The workers are getting extremely agitated over these issues and hence we would request you to intervene and bring about a speedy settlement.

Thanking you,

Yours faithfully,

VDP
5/11
(K.G.Sriwastava)
Secretary

172

D.O.No.172/D/59
November 6, 1959

Dear Shri Nanda,

Thank you for your D.O.No.LC.10(22)/59
dated November 3, 1959.

I think I shall be able to be at the
meeting on November 18, as desired by you.

With regards,

Yours sincerely,



(S.A.Dange)

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

174
D.O.No.276/D/59
November 6, 1959


D.O.No.276/D/59
November 6, 1959

Dear Shri Nanda,

I am told that you are about to appoint Wage Boards in Plantations, Chemicals and Jute. You are quite well aware that the AITUC is a strong force in these three industries and particularly in Plantations, both in the South and in the North and in Jute. So I would request you to see that when making nominations for the Boards, the AITUC representation is not neglected.

With regards,

Yours sincerely,


(S.A.Dange)

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

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Personal


November 6, 1959

Dear Nanda,

Thanks for your letter of greetings on my birthday.

The intimation of the celebrations was not sent by the Committee to my friends in the Congress such as you, for the simple reason that I did not want to "embarass" them. However, you have sent the greetings on your own for which still greater thanks.

Yours sincerely,


(S.A.Dange)

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

9 NOV 1959

Government of India.
DEPARTMENT OF MINES.

NO. ³¹⁴⁴²⁻⁴³⁴ ~~31442-434~~ ^{Nov.} ~~7th~~ ^{7th} September, 1959.

From
Shri S. S. Grewal,
Chief Inspector of Mines in India.

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

Subject: Standing Safety Advisory Committee.

Sir,

In pursuance of the recommendations of the Conference on Safety in Mines, the Government of India in the Ministry of Labour and Employment have decided to constitute a Standing Safety Advisory Body with representatives of the employers, employees, managers and Members of Parliament to watch the progress in the implementation of the recommendations made by the Conference and to advise generally on what should be done to improve safety in mines. One seat on the Advisory Board has been allotted to your organisation, and I shall be pleased if you will let me know the name and address of the person chosen to represent it.

Yours faithfully,



Chief Inspector of Mines in India.

D. Majumdar.
Eath.



No. APS/LM/12022/139
ADDL. PRIVATE SECRETARY TO THE
MINISTER FOR
LABOUR AND EMPLOYMENT.

172

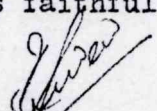
New Delhi, the Nov. 7, 1959

Shri K.G. Sriwastava,
Secretary,
All India Trade Union Congress,
4, Ashok Road,
New Delhi.

Sir,

I am to acknowledge the receipt of your letter No. 270/A/59, dated the 5th November 1959, addressed to Shri G.L. Nanda, Union Minister for Labour, Employment & Planning, who is at present away on tour.

Yours faithfully,


(J.C. Saxena)

No.271/A/59
November 10, 1959

The Minister for Labour & Employment,
Government of India,
New Delhi.

Sub: Demands made by Cherra-Laitryngew
Colliery Mazdoor Union, P.O.Cherra-
punjee, Assam.

Dear Sir,

It has been reported to us by our affiliate, the Cherra-Laitryngew Colliery Mazdoor Union that the management of the Cherrapunjee colliery have announced the closure of the colliery by the end of December this year.

2. While we are unable to ascertain how far the contention of the management that the mine has become unproductive is correct, we would however like to point out that the management of this colliery also controls the neighbouring Laitryngew colliery, where the miners now facing unemployment, can be absorbed. The efforts of the union to have a negotiated settlement in this connection with the management have failed. It is therefore our request that necessary steps may be taken to get the miners of Cherrapunjee re-employed in the Laitryngew colliery. The workers belong to the Khasi tribes and the closure of the mine would further depress the already miserable conditions of the local tribal people.

3. We understand that your Ministry has directed the Regional Labour Commissioner (Central), Calcutta, to look into the demands raised by our affiliate in respect of the workmen in the Cherrapunjee colliery. Now that the closure of the colliery is imminent, there is the danger that unless the RLC (C) deals with the dispute with utmost speed, the amelioration of the workers' demands would obviously go by default. We would also request your immediate attention to this aspect ~~xxxx~~ of the matter.

Thanking you,

Yours faithfully,

Umo
1/11/59
(K.G.Sriwastava)
Secretary

11 NOV 1959

No.E&P-23(9)/II/59/ii
GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT

From,

Shri K.D.Hajela,
Under Secretary to the Government of India.

To

5. The President,
All India Trade Union Congress,
4, Ashoka Road, New Delhi.

NEW DELHI, the

Subject: Second Seminar on Labour Management Cooperation -
January 1960.

Sir,

I am directed to say that it is proposed to hold in January 1960 a seminar of all the Units in which the Joint Management Councils have started functioning with a view to discussing the points where these Councils have been able to make a successful contribution to the working of the units and the kind of problems that may be arising in the successful functioning of these councils. It is expected that this discussion will help the Government in deciding the direction in which the movement requires to be strengthened.

2. I am therefore to request you that a representative of your Government/Organisation may kindly be nominated to attend the Seminar and his particulars communicated to this Ministry as soon as possible and in any case before the 30.11.1959.

Kindly acknowledge receipt of this letter.

Yours faithfully,

K.D. Hajela
(K.D.HAJELA) 3/11/59
UNDER SECRETARY.

*Sd/- M.S. Kaishan of
Bangalore.*

*M/S
11/11*

172

November 11, 1959

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

Sub: Recommendation of the Conference
on Safety in Mines - Committee
on Safety Education and propaganda.

Sir,

Please refer to your letter No. MI-21(5)/59
dated October 27, 1959 on the above subject.

The All-India Trade Union Congress hereby
nominates Shri P.K.Thakur, 161 Marhatal, Jabalpur,
as its representative on the Committee on
Safety Education and Propoganda.

Yours faithfully,

K.G. Sriwastava
11/11/59

(K.G.Sriwastava)
Secretary

Copy to: Shri B.K.Thakur,
161 Marhatal,
Jabalpur.

November 11, 1959

Shri S.S.Grewal,
Chief Inspector of Mines in India,
Government of India,
Department of Mines,
Dhanbad, Bihar.

Sub: Standing Safety Advisory
Committee.

Dear Sir,

Please refer to your letter No.31442-43 dated
November 7, on the above subject.

The All-India Trade Union Congress hereby
nominates Shri Prasanta Burman, Secretary,
Indian Mine Workers Federation, Near Mack & Co.,
Dhanbad, Bihar, as its representative on the
Standing Safety Advisory Committee.

Thanking you,

Yours faithfully,

K.G.
11/11/59
(K.G.Sriwastava)
Secretary

Government of India,
Ministry of Transport & Communications,
Department of Transport (Transport Wing).

No.19-PLA(51)/59

New Delhi, November 12, 1959.

From

Sri K.Narayanan,
Deputy Secretary to the Government of India,

To

The General Secretary,
Madras Harbour Workers' Union,
'Bhagat House,"
1/73, Broadway, Madras-1.

Sir,

I am to acknowledge receipt of your letter No.HU/Go/90/59 dated the 2nd November, 1959, addressed to the Minister of Transport and Communications regarding the allocation of seats for labour representatives on the Madras Dock Labour Board and to say that this question is at present under consideration in the Ministry of Labour and Employment.

Yours faithfully,

(Sd.K.Narayanan)

Deputy Secretary to the Government of India

/true copy/

174

No. 172/A/59
November 12, 1959

Shri K.D.Hajela,
Under Secretary to the
Government of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Second Seminar on Labour
Management Cooperation-Jan.1960

Dear Sir,

Please refer to your letter No.E&P-23(9)/
II/59/11 dated 10th November 1959 on the above
subject.

We hereby nominate Shri M.S.Krishnan,
Secretary, Karnatak Pradesh Trade Union
Congress (50-A Arcot Srinivasachar Street,
Bangalore-2) to participate in the second
seminar on Labour Management Cooperation
to be held in January 1960.

Yours faithfully,

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

Copy to: M.S.Krishnan,
Bangalore-2

November 12, 1959

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

Sub: Colombo Plan - Trade Unionism
courses in U.K. - March 1960

Dear Sir,

With reference to your letter No.LC-4(28)/59 dated 19th October 1959 we hereby recommend the following persons for the training course in trade unionism in U.K.

1. Shri K.M.Sundaram,
Secretary,
Tamil Nad Trade Union Congress,
8/157 Broadway,
Madras-1
2. Shri Robert Gomes,
C/o Bombay Committee of the AITUC,
166 Khandelwal Bhavan,
Dadabhoy Naoroji Road,
Bombay-1
3. Shri Prakash Kapadia,
General Secretary,
Himachal Transport Workers Union,
Fay Lodge,
Cart Road,
Simla.

The recommendations in the proforma and form A-3 will be send to you within ten days. The delay is due to the fact that some of these nominees are at present on tour and away from headquarters.

Yours faithfully,

WKS
12/11
(K.G.Sriwastava)
Secretary

172

No.172~~4~~A/59
November 12, 1959

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

Sub: Interview

Dear Sir,

A delegation of overburden workers employed in the Kargali Group of collieries (NCDC) organised in our affiliate, the Coal Workers Union, Kargali, are coming to Delhi to present their demands to the Government, in connection with the contract system now prevailing in the above collieries.

The delegation wishes to meet you at your convenience on Tuesday, November 17, 1959 and we would therefore request you to inform us if an interview may be granted to this delegation on this date. The time most suitable to you to receive the deputation may also be kindly conveyed to us.

Thanking you,

Yours faithfully,

Mm
11/11/59
(K.G.Sriwastava)
Secretary

B. T. B.

246

ATTUCONS



TELEGRAPHS DEPARTMENT



No.

Recd. at H. M. Sent at H. M.

Office Stamp

From To

By By

1056

O PT BERMU 10-29 RPPDORDY SRTVASTAWA ATTUCONS DECHT -

OVERBORDEN WORKMEN DELEGATION REACHING DECHT SIXTEENTH

NOVEMBER REGARDING ABOLITION OF CONTRACT

LABOUR ARRANGE MEETING WITH LABOUR MINISTER ATRE CONFIRMATION

- DEVASTS SARKAR COACHWORKERS UNION KARACT -

16 NOV 1959

122
No.LAB-11-1/59
Government of India
Planning Commission
(Labour & Employment Division)

Udyog Bhavan,
New Delhi, the 13th November, 1959.

From

Shri B.N. Datar,
Chief,
Labour & Employment.

To

Shri S.A. Dange, M.P.,
General Secretary,
All India Trade Union Congress,
4, Asoka Road, New Delhi.

Subject:- Supply of Publication to the members.

Sir,

9 -
I am directed to forward the following publications
for your retention:

- i) Indian Labour Gazette - September, 1959
- ii) Report of the Activities of the Coal Mines
Labour Welfare Fund 1958-59.

Encl: As above.

Yours faithfully,

Parlag Anand
Assistant-in-Charge.

MINISTRY OF LABOUR AND EMPLOYMENT

New Delhi, the 15th September 1959

No. LRII-3(21)/58.—The following decision of Shri F. Jeejeebhoy, Central Government Industrial Tribunal, in respect of the matter referred to him under section 36A of the Industrial Disputes Act, 1947 (14 of 1947) by the Order of Government of India in the Ministry of Labour and Employment No. S.O. 203, dated the 15th January, 1959, seeking correct interpretation of paragraph 74 of the Decision of the Labour Appellate Tribunal dated the 29th January, 1957, on the Award of the All India Industrial Tribunal (Colliery Disputes) is hereby published for general information.

BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL AT BOMBAY, (SITTING AT CALCUTTA)

REFERENCE (CGIT) No. 3 of 1959

In the matter of Indian Mining Association and two others.

AND

Indian National Mine Workers' Federation, Calcutta and Indian Mine Workers Federation, Dhanbad.

PRESENT

Shri F. Jeejeebhoy, Judge.

APPEARANCES:

For the Employers:

Shri M. Ghose.

Shri R. Lall.

Shri D. B. Raval.

Shri R. Maulik.—

} Joint Working Committee.

For the Workmen:

Shri Sudhir Kumar Rudra, Office Secretary, Colliery Mazdoor Congress.

Shri Veeraghab Acharior, General Secretary, Hindustan Khan Mazdoor Sangh.

Shri Kalyan Ray, General Secretary, Indian Mine Workers Federation.

Shri Kanti Mehta, General Secretary, Indian National Mine Workers Federation.

AWARD

By its Order of 15th January 1959 the Government of India in the Ministry of Labour and Employment referred to this Tribunal a doubt raised by the Joint Working Committee of the Indian Mining Association, Indian Mining Federation and Indian Colliery Owners' Association concerning the interpretation of the Award of the All India Industrial Tribunal (Colliery Disputes) published in the Gazette of India Extraordinary Part II Section 3 dated 26th May 1956 as modified by the decision of the Labour Appellate Tribunal dated 29th January, 1957. In the opinion of the Central Government a doubt had arisen as to the correct interpretation of paragraph 74 of the said decision of the Labour Appellate Tribunal, and the following questions have been referred to this Tribunal for decision:

- (i) Whether the additional dearness allowance of Rs. 4/14 per mensem is payable in the succeeding half year for every rise of 10 points over 102 in the average of the monthly figures of the All India Average Consumer Price Index Numbers in the preceding half year?
- (ii) If not, what should be the basis for the payment of the increased dearness allowance?
- (iii) What should be the basis for reducing the increased dearness allowance once granted?"

2. The scheme of dearness allowance as given by the Labour Appellate Tribunal is stated in paragraph 74 of its decision. A flexible scheme of dearness allowance has been given and the material portion is as follows:—

"If the average of the monthly figures of the All India Average Consumer Price Index Numbers (General) (base 1949 = 100) for each half year from January to June and from July to December of each calendar year should rise by more than 10 points over 102, the dearness allowance for the succeeding half year shall be raised by a flat amount of Rs. 4/14 per month for all, for each of such rises of 10 points. Likewise if the average of the monthly figures of the All India General Index Number falls by more than 10 points after it has risen as aforesaid, there shall be a reduction of Rs. 4/14 per month for each drop of 10 points, but not if below 102."

3. It will therefore be observed that there will be no fall in the dearness allowance below index No. 102. The index might rise beyond 102, and may even continue to rise, in which case the increases of Rs. 4/14 per month would be given for each rise of over 10 points above 102. It is also provided that, if after the index had risen it began to recede, the employers would obtain relief for every fall over 10 points.

4. The manner in which the employers have given effect to this scheme as to rises has been simple and correct. If the average of the monthly figures of the all-India consumer price index Nos. (general) (base 1949 = 100) in a half year rises by more than 10 points, the dearness allowance for succeeding half year shall rise by a flat sum of Rs. 4/14 per month for all, and for each of such rises of 10 points an additional sum of Rs. 4/14 per month is to be paid. It is however evident that the average cost of living for the six months fluctuates and might not be anywhere near 10 points. The employers have been realistic in the matter, and they carry over to the next six months any figure of rise which is below 10 points to be added to any rise in the next six months and if the total of the two goes beyond 10 points a sum of Rs. 4/14 is paid as additional dearness allowance. Thus by this process of carry over and amalgamation with further rises slabs of Rs. 4/14 would be paid whenever figures were exceeded which are the multiples of 10 above 102, like 112, 122, 132, 142, 152 etc. As an example a rise of six points in the first six months leads to only 108, and therefore no additional dearness allowance is payable in the next six months; but the employers place the six points to the credit of the workmen. Now if during the next six months the index rises by 7 points, then the 7 points are added to the six points in credit, resulting in 13 points. This means 102 plus 13 = one advance of Rs. 4/14 plus a credit of 3 points to the workmen for the next six months.

5. This has been the practice which has been followed by the employers and it gives fair effect to the scheme on the rises. It will however be observed that the workmen do not get any additional dearness allowance until 10 points have been passed, and they may be held up at some intermediate point for a considerable time if the index showed hesitation or recession.

6. The immediate genesis of the Reference is the dispute between the parties as to what should happen when the index begins to fall. The employers contend that as soon as the figures which constitute the multiples of 10 above 102 are reached in the downward run, the employers would be entitled to reduce the dearness allowance by Rs. 4/14. The workmen however contend that just as they are obliged to wait for a rise of 10 points in the upward rise, they should be protected when the index begins to fall.

7. As an example, according to the employers, if the index was 135, and the next drop was 6 points, they claim that as soon as the index crosses the 132 mark in the downward run they would be entitled to reduce the dearness allowance by Rs. 4/14. Labour, however, contends that once a certain height of index has been reached there must be a clear fall of 10 points from that height before a reduction in dearness allowance can materialise, and they maintain that the employers are at liberty to take credit for the drops in the indices so that they may be in a position to add together the drops as to make a total drop of more than 10 points for reduction of any one slab of Rs. 4/14. In this connection labour points out that they suffer by reason of the fact that the index may have risen by 9 points without any resultant advantage to them; it is only when 10 points are reached and passed that they get a rise in dearness allowance.

8. In my opinion the contentions of labour are correct, and during the course of argument the position was explained to the employers who were not in a position to challenge the logic of labour's case.

9. This Reference is a matter purely of interpretation and I am proceeding on that basis. It seems obvious that the employers in terms of the award have to accept the braking influence of the indices when the prices are coming down. The scheme itself says that if the average of the monthly figures of the all-India general index number falls by more than 10 points after it has risen as aforesaid there shall be a reduction of Rs. 4/14 per month for each drop of 10 points. This clearly indicates that the 10 points reductions have to start downward from the highest point to which the index has previously risen. For instance, supposing the index has risen to 138, then fallen to 133, then risen again to 139, and then continuously falls until the 10 points are obliterated; according to the award the drop has to be more than 10 points from the highest point which has been reached during the process, irrespective of intermediate fluctuations. If the index later goes higher than 139 in the example then again there has to be a drop of more than 10 points below that higher figure to justify a reduction in the dearness allowance.

10. I would therefore answer the Reference in the following way:

- (i) It is correct to say that the additional dearness allowance of Rs. 4/14 is payable in the succeeding half year for every rise beyond 10 points over 102 is the average of the monthly figures of the all-India Average Consumer Price Index Nos. in the preceding half year. And it may be added here that the present practice of the employers as to payment of dearness allowance on the upward run is correct. The employers have rightly given credit to labour for rises not reaching 10 points, so that as soon as a second rise takes place which with the previous carry over takes it over 10 points, then a slab of dearness allowance is payable; similarly carry-over is utilised for other rises above ten points. This is a well settled practice, and is a fair implementation of the award.
- (ii) The above also answers item (ii) of the Reference.
- (iii) I have already indicated what should be the basis for reducing the increased dearness allowance after it has been granted. The highest point reached becomes the peg, below which the dearness allowance will descend for each reduction of Rs. 4/14 only when that index has fallen by more than 10 points; and intermediate rises and falls will be subtracted or added as the case may be, but no reduction will eventuate unless there is a clear drop of over 10 points below the highest point reached. That highest point becomes the peg from which all slabs of more than 10 points are to be counted. If the index rises above the peg, then this higher index becomes the new peg. For instance, if the index has reached 139, then the slabs for reduction will be 129, 119, 109. If the index at any time rises to 147, then future points for reduction will be 137, 127, 117, 107.

The employers complain that by so doing they would lose the anchorage provided by the increased indices at 112, 122, 132, 142 and 152 etc., but I think I con-

vinced them at the hearing that what I have stated is the method contemplated by the scheme in order to ensure a degree of fairness; for it cannot be denied that the workmen often suffer by not receiving any intermediate advantage for increases in the index within the 10 point block. It must be appreciated that several schemes of flexible allowance were considered by the Tribunal, but the scheme as given was selected because of its general fairness and suitability.

11. There are two additional matters to which attention has been drawn. Firstly it is said that I should say something about fractional indices, in other words a fraction of an index which might according to labour make a difference between the granting of a slab and not giving it. The parties here must apply the general principle that anything above 10 points, however small it may be, governs the situation.

12. Labour has expressed apprehensions that the employers might contend that they are not bound by the result of this Reference. Due precautions have been taken against this, and notices have been issued to each and every colliery through the Chief Inspector of Mines at Dhanbad. All collieries have had notice of the Reference but have shown no interest therein except for those who have appeared at the hearing. All the employers of collieries are therefore bound by this decision.

The Reference is answered accordingly and an award is made as aforesaid.

Sd/- F. JEEBHOY,

Presiding Officer,

Central Govt. Industrial Tribunal,

Bombay.

The 22nd July, 1959.

PYARE LAL GUPTA, Under Secy.

17 NOV 1959

No. PF.I/11(34)/58-I.
Government of India
Ministry of Labour & Employment.

172

From

Shri P.D. Gaiha,
Under Secretary to the Government of India.

To

**The General Secretary,
The All-India Trade Union Congress, I-C/15,
Rohtak Road, Delhi-5.**

Dated New Delhi, the

13/11/59

Subject:-Annual Report on the working of the Coal Mines Bonus Scheme for the year 1957-58.

Sir,

I am directed to forward herewith a copy of the Annual Report on the working of the Coal Mines Bonus Scheme for the year 1957-58 for your information.

2. Please acknowledge receipt.

Yours faithfully,

P.D. Gaiha

(P.D. Gaiha)
Under Secretary.

... 2

Library

Copy with two copies of the above Report forwarded for information to the:-

Copy with two copies of the Report is forwarded to the Director, Labour Bureau, Simla. It is requested that an article in the salient features of the Report may kindly be published in the next issue of the Indian Labour Gazette.

P. D. Gaiha
(P.D. Gaiha)
Under Secretary.

'D.A.Refd.to'
j.s.5/11/59.

14 NOV 1959

No.M. II.24(18)/59
Government of India
Ministry of Labour & Employment

From

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

To

Shri K.G. Srivastava,
Secretary,
All India Trade Union Congress,
4- Ashok Road, New Delhi.

Dated New Delhi the,

Subject:- Abolition of contract labour in Kargali colliery.

Dear Sir,

With reference to your letter No.172/A/59 dated the 17th October 1959, addressed to the Hon'ble Minister for Labour and Employment, regarding the abolition of contract labour in Kargali colliery under the National Coal Development Corporation, for overburden removal work, I am directed to say that the matter is being enquired into.

Yours faithfully,



(A.P. Veera Raghavan)
Under Secretary

d.a.nil.
RNS/12/11/59

See copy of the
in MS
14/11/59

6361 AON 21
13 NOV 1959

25 NOV 1959

PHONE : 55729.

THE MADRAS HARBOUR WORKERS' UNION

FOUNDED IN 1946 - REGISTRATION No. 429

(AFFILIATED WITH A.I.T.U.C. & W.F.T.U.)

President:
M. RAMASWAMY

Vice-Presidents:
KALYANI KUMARAMANGALAM, M.A.
MEMBER, MADRAS DOCK-LABOUR BOARD

T. R. GANESAN, B.E.
S. NAGIAH

General Secretary:
A. S. K. IYENGAR, M.A.
MEMBER, MADRAS DOCK-LABOUR BOARD &
MEMBER, DOCK-WORKERS' ADVISORY COMMITTEE

Secretaries:
S. Thangasami
M. Poraikalam
K. R. Ramaswami
B. N. Sreeramulu

Com. S.A.Dange, M.P.,
General Secretary,
All India Trade Union Congress,
4, Ashoka Road, New Delhi.

"BHAGAT HOUSE"

1/73, Broadway,
MADRAS-1.

Ref. No. HU/WF/51/59

Date, 16-11-1959.

Dear Comrade,

Sub: M.D.L.B.-Reconstitution-
Pray write or speak to
concerned Ministry.
Ref: Union letters to Ministers
for Transport and Labour-
No. HU/GoI/90/59 d/22-11-59.

The Madras Dock Labour Board is due to be reconstituted as three years have passed by since it was last constituted on 23rd October 1956; as the Scheme under which the Board is constituted lays down that its life would be three years.

There are 4 labour seats, 4 for employers and 4 for Government Nominees on this 12 men Board.

In 1953 when the Board was first announced this Union was given only one of the 4 seats. We agitated and in 1956 when it was reconstituted they gave us 2 seats. Even then we demanded that all the 4 or at least 3 must go to us. The Under Secretary to Labour Department said that as the Board has been already announced it would be difficult to remove anyone but that when it is reconstituted, the claim for 3 or all 4 for this Union would certainly receive consideration. The fact is that there is no other Union in the field.

Details of the latest position can be seen from the enclosed letter under reference.

This is to request you to kindly write or put in a word with the Ministries for Labour and for Transport and oblige.

If at least 3 seats are not given to us this time, we propose to call a Strike and enforce our just demand.

The other two INTUC ~~Nominees~~ Nominees do not even attend the Board meetings probably because there isn't any sitting fee as they have no other business at these meetings.

*/-

Kindly do the needful early as the Government of India (copy of the letter enclosed) are considering the question of reconstituting the Board now.

Thanking you,

Yours truly,

A.S.K. Iyengar
16/11

(A.S.K. IYENGAR)
General Secretary

Encl. 2.
Bns. 16/11.

No.LNI-(1)-30(4)/58.
Government of India,
Ministry of Labour & Employment.

Dated New Delhi, the

From:

Sri J.N. Nangia,
Section Officer,
Ministry of Labour & Employment.

To:

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

16 NOV 1959

Subject:-Organization of All India tour for Industrial Workers.

Sir,

I am directed ~~to~~ to invite a reference to this Ministry's letter of even number dated the 13th February, 1959, and subsequent reminders dated the 23rd April and 30th September, 1959, on the above subject, and to request that the information asked for may kindly be expedited.

Yours faithfully,

J.N. Nangia
14/11
(J.N. Nangia)
Section Officer.

(172)

No.172/S/59
November 16, 1959

The Secretary to Government of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Change of Address. ✓

Dear Sir,

We have written to you a number of times that in spite of the fact that the change of address of our Central Office to 4 Ashok Road, New Delhi, was notified since July 1957, even now letters addressed to us from some sections of the Labour Ministry are sent to our old addresses.

One of such envelopes is enclosed. It is obvious that the change in your mailing lists, in the different sections of the Ministry has not been noted.

We would therefore request you to take the necessary steps so that correspondence may not be unnecessarily delayed, on account of wrong address.

Thanking you,

Yours faithfully,

ms
(6/11)
(K. G. Sriwastava)
Secretary

Encl:

Dr. F.A.Saldanha,
F.A.S.S.

Clinic: 175/176
Govindappa Maicken St.,
MADRAS-1.

Date 17-11-1959

This is to certify that Mr. K.M. SUNDARAM
was examined by me today. He is physically
and mentally fit to undergo the journey
to the United Kingdom, and take part in
a training course in that country.

Sd/- (F.A.Saldanha)

/TRUE COPY/

172
No. 172/D/59
November 17, 1959

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

Dear Sir,

Further to our letter dated November 6,
(Shri Dange's D.O.No.172/D/59), we wish to
inform you that in place of Shri Dange,
Shri Indrajit Gupta, Secretary, AITUC, will
participate in the meeting on November 18,
on behalf of our organisation.

Yours faithfully,

K.G.
17/11/59
(K.G.Sriwastava)
Secretary

172



No.172/A/59
November 17, 1959

Shri J.N.Nangia,
Section Officer,
Ministry of Labour & Employment,
New Delhi.

Sub: Organisation of All-India
Tours for Industrial Workers

Dear Sir,

With reference to your letter
No.LWI-(1)-30(4)/58, dated November 16,
1959, please arrange to send us a
copy of your letter dated 13th
February 1959 on the above subject.

Yours faithfully,

Handwritten signature
17/11/59

(K.G.Sriwastava)
Secretary

18 NOV 1959

172

IMMEDIATE

Government of India
Ministry of Labour and Employment

No. MII-24(18)59

Dated New Delhi, the 17th November '59.

From

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

To

Shri K.G. Srivastava,
Secretary,
All India Trade Union Congress,
4, Ashoka Road,
New Delhi.

Subject:- Contract system in the Kargali
Group of Collieries.

Sir,

With reference to your letter No.172/A/59 dated the 11th November 1959 to the Minister for Labour and Employment, I am directed to say that the matter is being examined. Any further points you wish to raise may therefore be sent in writing.

Yours faithfully,

A.P. Veera Raghavan

(A.P. Veera Raghavan)
Under Secretary
Tel: 31907

18 NOV 1959

172
No.LRII-1(34)59
Government of India
Ministry of Labour & Employment

Dated New Delhi, the

From

Shri N. Krishnamachari,
Section Officer.

To

The Secretary,
All India Trade Union Congress,
No.4, Ashok Road,
New Delhi.

Subject:- Demands made by Cherra-Laitryngew Colliery
Mazdoor Union, P.O. Cherrapunjee, Assam.

Sir,

I am directed to acknowledge the receipt of your letter
No.271/A/59 dated the 10th November 1959 addressed to the
Minister for Labour and Employment and to say that the matter
is receiving attention.

Yours faithfully,

N. Krishnamachari
(N. Krishnamachari)
Section Officer.

17 NOV 1959

18 NOV 1959

LOK SABHA SECRETARIAT

Telegraphic Address :
VIDHISABHA, New Delhi.

PARLIAMENT HOUSE,
NEW DELHI-I.

No. 52-EC-II/59

November 18, 1959/
Kartika 27, 1881 (Saka)

From

Shri K. Ranganadham,
Under Secretary.

To

Dr. Raj Bahadur Gour, M.P.,
Secretary, All India Trade Union Congress,
4, Asoka Road,
New Delhi.

Subject: Examination of the estimates relating to
the Ministry of Labour and Employment.

Sir,

I am directed to refer to your letter dated the 22nd August, 1959 and this Secretariat reminders dated the 1st and 30th October, 1959, and to request you kindly to send a memorandum containing the views of your organisation on the points mentioned in this Secretariat letter of even number, dated the 14th/17th August, 1959, by the 10th December, 1959 at the latest.

Yours faithfully,

Durgavale
Under Secretary.

19 NOV 1959

GOVERNMENT OF INDIA
DIRECTORATE GENERAL OF RESETTLEMENT AND EMPLOYMENT
MINISTRY OF LABOUR AND EMPLOYMENT

No. EE-82/59.
Dated New Delhi-2, the 19 Nov., 59.
28 Kartika, 1881

From

Shri H. Davenport,
Director of Employment Exchanges.

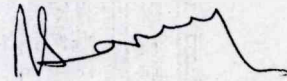
To

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

Dear Sir,

With reference to your letter No.172/A/59 dated 28.10.59, addressed to Shri G.L. Nanda, Minister for Labour and Employment, regarding representation of the All India Trade Union Congress on the State Employment Advisory Committee. The matter is being looked into and a further communication will follow in due course.

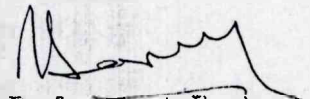
Yours faithfully,



for Director of Employment Exchanges

Copy to:

The Secretary,
Andhra Pradesh Trade Union Congress, Jawahar-
nagar, Hyderabad-20 for information with reference to his
letter dated 22.10.59, addressed to Shri G.L. Nanda, Minister
for Labour and Employment.



for Director of Employment Exchanges

19 NOV 1959

172

NO.Z-16(9)/59
Government of India
Ministry of Labour & Employment

From

Shri B.N.Datar,
Labour & Employment Adviser.

To

1. All State Governments & Union Territories.
2. Workers' & Employers' Organisations.

Dated New Delhi, the 18 NOV 1959.

Sir,

I am directed to forward herewith a copy of the "Bibliography on Wages", brought out by the Library of this Ministry.

The receipt of the publication may please be acknowledged.

Yours faithfully,

B.N.Datar

(B.N. Datar)
Labour & Employment Adviser.

24 NOV 1959

172
115
IMMEDIATE

No. RD. 6(13)/59
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT
....

New Delhi, the 23 NOV 1959 November, 1959

From

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

To


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

Subjects:- Measures to Promote Employment and
Action Against Unemployment.

Sir,

I am directed to refer to this Ministry's
letter No. RD. 6(13)/59, dated the 20th June, 1959, ^{on the subject mentioned above} and
to request that your reply thereto may kindly be
expedited.

Yours faithfully,


(A. Krishnamurti)
for Deputy Secretary

President : S. S. MIRAJKAR.
General Secretary : S. A. DANGE. M.P.D.O.No.172/R/59
November 24, 1959IMMEDIATE

Dear Shri Nanda,

This is a short note concerning the problems relating to coal miners in Sahdol district in Madhya Pradesh. It is on these problems that we wish to see you and seek redressal.

1. The Chief Minister of Rewa State had given an award in respect of Rewa coalfields in the year 1948.

This Award was incorporated in Mazumdar Award and the subsequent LAT Award and was deemed to have been in force. The LAT Award was enforced. The problem therefore was reduced to the payment of arrears as per Rewa Award for the period beginning with the enforcement of that Award in January 1948 and ending with the enforcement of LAT Award in 1956.

This claim therefore pertains to arrears of payment that is statutorily due to the workmen.

However, the management came to an agreement with the INTUC union on a lumpsum payment as a final settlement of this claim in February 1959. This is illegal.

This involves (a) an illegal striking down of what is statutorily due to workmen; (b) the list of entitled workmen was to be submitted by the INTUC union, which meant that many workers were arbitrarily disentitled by non-inclusion in the list submitted by the union while some otherwise not entitled to any claim of arrears were included in the list and thus entitled.

This is gross injustice. Hence serious unrest in the area. This holds good for all the 9 collieries in Sahdol district.

2. In this connection, the case of Burhar and Amlai collieries deserves special attention.

On 5.4.56 an agreement was reached between the Burhar Colliery Mazdoor Sabha (now in AITUC) and the management during conciliation, which inter alia included the following:

"The Conciliation Officer (Central) shall enquire from the Management the basis of amalgamated rate of miner-cum-loader, at the same time, shall cause the enquiry to be conducted by the Junior Labour Inspector (Central), Chirimiri, into proper implementation of Rewa Award with particular reference to the work of trammers and their rate - existing and as per Rewa Award."

President : S. S. MIRAJKAR.
General Secretary : S. A. DANGE. M.P.

page two

While this "enquiry" was not conducted, the INTUC union, the Burhar (Dhanpuri) Colliery Labour Union reached a settlement with the employers on 24.2.59 that "Rupees one lakh will be paid to the workers in full and final settlement of all their claims arising out of the Rewa Award."

The Burhar Collieries Mazdoor Sabha continued to correspond and agitate. And behind its back the settlement was signed.

This is illegal.

Justice should be done to the Mazdoor Sabha and the workmen.

3. The next problem relates to the case of 78 workmen of Burhar and Amlai collieries to whom compensation was granted by Salim Merchant Tribunal.

This is being denied.

We request you to give us time, hear us on those problems and mete out justice to us.

Yours sincerely,

R. Bahadur Gour

(Dr. Raj Bahadur Gour), M.P.

Recy AITUC

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

25 NOV 1959

No.LMI-(1)-30(4)/58
Government of India,
Ministry of Labour & Employment.

Dated New Delhi, the

From: Shri J.N. Nangia,
Section Officer.

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

24 NOV 1959

Subject:- Organisation of All-India Tours for industrial workers.

Dear Sir,

With reference to your letter No.172/A/59, dated the 17th November, 1959, on the above subject, I am directed to forward herewith a copy of this Ministry's letter No. LMI-(1)-30(4)/58, dated the 13th February, 1959, as desired.

Yours faithfully,

JN Nangia
(J.N. Nangia)
Section Officer.

112

RAJYA SABHA

27.11.59

Dear Com. K.G.

Last night I had a frank call from Incharge from Com. Ganpadhar Namoshi the present Secy. of our textile union there.

On that basis I have submitted this note to

- Shri Nanda
- Shri Dhanu Bhairam.

This is for your information

Yours faithfully

Raj

T.M.

Dr. Raj Bahadur Gour
Member, Rajya Sabha.

Phone: 45818

2 - Windsor Place,
NEW DELHI.

Date 27th Nov. '59.

This is to draw your attention to a grave situation that is developing due to the threatened closing down of the Mahboob Shahi Mills (Cotton Textiles) in Gulbarga in Mysore State by the end of this month.

I understand (I had a trunk call from the General Secretary of the A.I.T.U.C Union functioning there last night) That the management is facing financial difficulties.

Here there has been a lot of swindling and mutual quarrels among owners in the past. And an enquiry was demanded.

And now it is amazing that Mysore Government has agreed to give some financial aid provided the workers accept a 25% wage cut. The employers make this a condition to run the Mill.

Meanwhile an enquiry has been ordered by the Union Ministry of Commerce and Industries. This is to commence by the middle of December, 1959.

So what remains now is to continue to run the Mill until the enquiry is completed and a decision is taken on the basis of that report.

It is but in accordance with the spirit of the recommendations of the Sixteenth Tripartite Conference held at Nainital in May 1958, That the Mill should continue to work until the enquiry is completed and a bipartite or a Tripartite decision is arrived at in the light of the report.

Evidently the employers cannot, dictate the workers to accept a 25% wage cut now at the point of the threat of closure even before the enquiry was started.

I hope you will act immediately and instruct accordingly.

With kindest regards

Yours Sincerely,

(Dr. Raj Bahadur Gour)
M.P.

28 NOV 1959

INDIAN INSTITUTE OF PUBLIC ADMINISTRATION

NEW DELHI

From

Prof. V.K.N. Menon,
Director.

To

The All India Trade Union Congress,
4, Ashoka Road,
NEW DELHI.

Dated: 26/11 November, 1959.

Subject: U.N. Seminar on Management of Public Industrial
Enterprises.

Sir,

A United Nations Seminar on Management of Public Industrial Enterprises in the region of Asia and Far East will be held in Vigyan Bhavan, New Delhi, from December 1 to 11, 1959, inclusive. The host facilities are being provided by the Indian Institute of Public Administration, New Delhi, on behalf of the Government of India. I enclose a copy of the tentative programme of the meetings and of the subjects to be discussed therein.

2. The Government of India proposes to invite some Observers to the Seminar, participation in the Seminar being restricted to delegates.

3. It will be appreciated if you will kindly let me know the name of the Observer, if any, whom you propose to send for attending the Seminar.

Yours faithfully,

M. Ranjiv
for Director,
I.I.P.A.

As by name
10/11
29/11

P.S: Passes would be available at the
registration desk near the main gate.

(172)

November 30, 1959

Prof. V.K.N. Menon,
Director,
Indian Institute of Public Administration,
New Delhi.

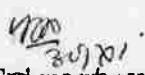
Sub: U.N. Seminar on Management of
Public Industrial Enterprises

Dear Sir,

Thank you for your letter dated 26th
November, 1959 on the above subject.

This organisation would like to send
an observer to the Seminar, and the undersigned
shall be attending it on behalf of the AIPO.

Yours faithfully,


(K.G. Sriwastava)
Secretary

U.N. SEMINAR ON MANAGEMENT OF PUBLIC INDUSTRIAL ENTERPRISES

Dec. 1 to Dec. 11, 1959.

PROVISIONAL AGENDA

1. Tuesday, 10 A.M. Opening Session.
2. Tuesday, 2.30 to 5.30 P.M.
Wednesday, 9.30 A.M. to 12.30 P.M. ✓
Plenary "Goals for Management"
 - a. Objectives of industrial enterprises.
Material production.
Economic profit.
 - b. Special objectives set for public enterprises.
Social.
Other non-economic.
Managerial goals and their relationship to
enterprise objectives.
3. Wednesday, 2.30 to 5.30 P.M.
Thursday, 9.30 A.M. to 12.30 P.M.
2.30 to 5.30 P.M.
Plenary "Measurement of Management"
 - a. Specification of criteria of effective management.
Usual industrial criteria.
Amendments or additions because of special objectives
of public industrial enterprises.
 - b. Validity of criteria thus established.
 - c. Application of criteria in measuring management.
 - d. Use of data obtained.
4. Friday, Saturday, Monday and Tuesday
Committee Meetings.
5. Wednesday, 9.30 A.M. to 12.30 P.M.
(9.12.59) 2.30 P.M. to 5.30 P.M.
Plenary Reports of Committee Discussions.
6. Thursday, 9.30 A.M. to 12.30 P.M.
(10.12.59) 2.30 P.M. to 5.30 P.M.
Plenary "Tools for Improved Management"
 - a. Effective organizational structure and relationships.
 - b. Adequate managerial powers.
 - c. Modern Supervisory procedures.
 - d. Proper utilization of staff assistance.
 - e. Progressive personnel administration.
7. Friday, 9.30 A.M. to 12.30 P.M.
(11.12.59)
Plenary Closing Session.

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

कोल वर्कर्स यूनियन
रजिस्टर्ड नं० ३६
हेड ऑफिस-गिरिदीह, (हजारीबाग)

Ref. No. ४२९/४/५९ Date: २-XII-५९ ✓
Sub :- Job description of Driller (Coal or Stone)

Dear Comrade,

Attached herewith is the copy of the ~~last~~
letter no. B-5/125(11)58 dated the 8th Oct. 1959
and of No. B-5/125(11)58 dated the 4th April 1959
from the Regional Labour Commission on the
issue of job description of the Driller (Coal or Stone)
The copy of our letter no. G 20/5/58 dated 13.9.58.
is also attached herewith.

Will you please represent to the
Government for ~~xxxx~~ referring this matter to the
Industrial Tribunal for clarification at an early
date, as all other methods have failed.

Copy to :-
Secretary
I.M.W.F.
Dhanbad.

Yours faithfully
Alijan misal
Secretary
Coal Workers Union
GIRIDIH.

172

December 4, 1959

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

Sub: Colombo Plan - Training
in Trade Unionism in
U.K.

Dear Sir,

Further to our letter dated
December 1, 1959 on the above subject,
we send herewith medical certificate
in original and 16 copies, in respect
of the application of Shri K.M.Sundaram.
We regret that this was not forwarded
to you earlier due to oversight.

Yours faithfully,



Office Secretary

Encl:

5 DEC 1959

WB-13(1).
Government of India
Ministry of Labour & Employment

IMMEDIATE

....

Dated, New Delhi the 4th December, 1959
13 Agrahayan 1881 (Saka)

From :

Shri Hans Raj,
Section Officer.

To

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


Subject:- Legislation to provide for the establishment of
Wage Boards and enforcement of their decisions.

.....

Sir,

I am directed to refer to this Ministry's letter
No. WB-13(1), dated the 17th August, 1959 and subsequent
reminders and to request that the comments of your Organisation
may kindly be expedited.

Yours faithfully,


(Hans Raj)
Section Officer.

5 DEC 1959

No. LRI.52(19)/59
Government of India
Ministry of Labour & Employment

From Shri A. L. Handa,
Under Secretary to the Government of India

To The Secretary,
All-India Trade Union Congress,
4, Ashok Road, NEW DELHI.

- 4 DEC 1959

Dated New Delhi, the

Subject:- Meeting of Tripartite Committee to go into
the functions of Works Committees.

Sir,

With reference to your letter No. 172/A/59, dated the 2nd November, 1959 I am directed to say that the question of payment of Travelling Allowance to Shri Ram Sen for his journey from Calcutta to Delhi for attending the above cited meeting originally fixed for the 2nd November, 1959 has been considered carefully. It has been stated in the letter under reply that the intimation about the postponement of the meeting was sent to Shri Sen on the 28th October, 1959. As Shri Sen reached Delhi on 1st November 1959, he would have left Calcutta only on 31st October 1959, by which time the communication stated to have been despatched to him on 28th October 1959 should have reached him before he actually left for Delhi. In the circumstances, it is regretted that this Ministry is unable to help in the matter.

Yours faithfully,

(A. L. Handa)
Under Secretary

d.a.nil
N.Rem/3/12

Ret.

Shri Ram Sen starts to join evening.
He left did not reach his hotel.
May be due to Sewali Holidays or something
which forced company. He did not
read his papers when we had written
the name of company on the letter to
the Ministry. I am sure that
he should have inquired his duty after
postponement. His employment is not
special when the postponement was
decided upon so late.

Shri Sen actually undertakes journey &
it is hoped that the Ministry would realize
the hardship & hardship on his account
financial as well as waste of time. What we
are anxious is not to pay him the amount
which he has to incur in journey & we hope that in
future such late hour postponement would be avoided

It is unavoidable
and possible steps
have to be taken
including being
telephoned to inform
the participants
about the change.

Wm
S/111

D.O.No.172/A/59
December 4, 1959

Dear Shri Mandaji,

Our affiliate, the Madras Harbour Workers Union, had approached you in connection with the reconstitution of the Madras Dock Labour Board, vide their letter No.HU/GOI/90/59 dated November 11, 1959. As you will perhaps remember, there had been some complaint regarding the allocation of the Labour Seats, among the different unions in the docks. Out of the 4 labour seats two were given to the Madras Harbour Workers Union (AITUC) and one each to the Madras Port and Dock Workers Union Madras and the Binny Employees Union, Madras, both affiliated to the INTUC.

As our affiliate had pointed out, the Binny Engineering Works which was formerly located in the Harbour itself has now been transferred to a far distant spot and hence the Binny Employees Union has no membership among harbour workers. The following of the Madras Port and Dock Workers Union Madras, has also been reported to be rather insignificant. It ~~be~~ also be noted that representatives of the above two unions did not participate in any meeting of the Board and hence it is clear that they have no effective role on problems relating to the Madras Dock Workers.

I would therefore request you to ensure that the anomalous position which existed when the Dock Labour Board was constituted earlier should be rectified and due representation given to the Madras Harbour Workers Union.

With regards,

Yours sincerely,


(Parvathi Krishnan)M.P.

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

No.172/A/595
December 5, 1959

Shri Gulzarilal Nanda,
Minister for Labour & Employment,
Government of India,
New Delhi.

Sub: Industrial Relations in Iron
and Steel Industry.

Dear Sir,

The present position in which industrial relations in iron and steel are left to the State Governments to handle, as you are aware, has led to very unsatisfactory results. The general demand for taking over industrial relations in this very important sector of industry in the Central sphere has been raised many a time. Now that the new three plants are in the public sector and more are being planned, if the State Governments are left to handle industrial relations in this industry, it would lead to serious complications.

We would therefore request that Government of India should immediately take over, in the Central sphere, the industrial relations in the iron and steel industry.

We find from press reports that the Government may appoint a Wage Board for iron and steel. In this particular context too, it is necessary that industrial relations in iron and steel are taken over by the Central Government so that some amount of uniformity may result in the Government's approach to matters of industrial relations, which as under the State Governments have no studied uniform approach and are subject to local whims and considerations.

Yours faithfully,

K.G. Sriwastava

(K.G. Sriwastava)

Secretary

Copy to: United Iron & Steel Workers Union,

- (2) Jamshedpur Mazdoor Union
- (2) Indrajit Gupta, Calcutta.

1123

December 5, 1959

Shri B.K.Bhattacharya,
Deputy Secretary to the
Government of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Organisation of All-India
Tours for Industrial Workers.

Dear Sir,

Ref: Your letter No.LWI(1)-30(4)/58
dated 13th February 1959.

The proposals made in your letter about organisation of all-India tours for industrial workers were circulated by us to our trade unions for eliciting their comments. Judging from information so far received, we find that if the employers provide facilities expected of them under the proposed scheme, the trade unions would certainly like to organise such tours for their members.

Besides visiting national projects, the workers would also like to visit factories and establishments of their trade so that they may learn from exchange of experience in different centres. Therefore, it is felt, separate teams may be organised as from different industries.

The general trend of opinion so far available indicate that workers would be prepared to pay 50 per cent of the cost, provided the other facilities outlined in your letter are fulfilled.

Yours faithfully,

K.S.
Srivastava
(K.S. Srivastava)
Secretary

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION.
(Reg. No. 120)

Jalahalli P.O.
Bangalore: Dated: 7th Dec. '59.

Friends,

stooges.

You all are aware about the activities of Management. You are also aware that, when HMT Workers solidly stood to fight the Management to achieve their demands, observed "Demands Week" with mighty demonstrations and meetings; it was at that time when betrayers of the workers conspired to break the unity and split up the workers. With a view to do so they began to slander, abuse the HMTEA and its leaders. But when the stooges organised the Karnik Sangha they found they could perturb very few workers of HMT. That is why they have become desperate and resorted to direct goondaism. When they saw mighty processions have been organised under the flag of HMTEA and in large meeting at Chicklabbagh, the HMT Management have been condemned; naturally the management stooges no more could limit themselves in barking alone, it started biting too, to safeguard its master, the Management of HMT.

To-day, at bright day-light, in the main gate of HMT (in front of Security Department), Com. C.S. Reddy with a view to meet some of our active workers, was standing. At that time Karnik Sangha leaders M/S. Jayaram Gounder (Asst. Superintendent), V.M. Ramaswamy (Asst. Superintendent), S.V. Venkoba Rao, Manjundalah and others, surrounded him and asked him whether he gave slogan in the meeting held on yesterday that "Down with HMT Management"? He bravely replied YES and that is why they began to beat Com. C.S. Reddy. This is a pre-planned work of Karnik Sangha - done with the help of hired goondas from the contractor.

You know Com. C.S. Reddy our Executive Committee member who has been victimised by the Management and it is HMT workers who contribute for his livelihood. Though Com. Reddy has been removed from the Factory he has not been demoralised, he is working with HMTEA with great enthusiasm. When Management failed, now it is their stooges who want to discourage the victimised workers by physical attack. It is not necessary for us to tell who is at their back.

In this evening at about 6 p.m. with goondas hired from the Contractors, the Karnik Sangha leaders M/S. G.R.M. Murthy, S.V. Venkoba Rao, C. Mariyappa, Jayaram Gounder (Purchase) Swamy Kannan, Manikan, Ramamurthy, G.V. Krishna Rao, G.V. Ramaswamy, Govindappa (Assembly) Manjundappa, C. Gurappa (Training Centre) Swamy Kannan, Ramiah (Electrical), Munikrishnan, Sri Venkatesh (Contractor) and 50 outsiders (non-employees) entered into the Union Office, took away our Notice-Boards, Union Sign Boards, Broken the Windows of the Union Office and gate, Com. George Jacob our Vice-President has been beaten in the Office Premises, Com. C.S. Reddy and Com. George Jacob are under Medical Treatment. There is no cause of anxiety. Police came to the spot and brought the mob under control.

We appeal to our workers to be calm. Of course it is now left up to the workers of HMT to find, how to work here with honour and prestige. Corrades, it is high time for us to condemn out right the goondaism of Karnik Sangha, otherwise it will be difficult for us to move here honourably with our mothers and sisters.

* DOWN WITH GOONDAISM !
* H.M.T.E.A. ZINDABAD !!

(Signature)
(A.B. Bhattacharjee)
Secretary.

(Signature)
(K.M. Muniyappa)
Asst. Secretary.

(Signature)
(P.S. Eswaran)
Treasurer.

PLEASE READ AND CIRCULATE.

10 DEC 1959

No.WB-6(56)
Government of India
Ministry of Labour & Employment

172

From

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

To

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

9 DEC 1959

Dated New Delhi, the

Subject:-Report of the Central Wage Board for
Cement Industry.

Sir,

With reference to your letter, dated the 28th November 1959, I am directed to say that it is not proposed at present to release the report of the Cement Wage Board. In this connection attention is invited to the reply given to a question in the Lok Sabha (copy enclosed) saying that the recommendation of the Wage Board will be announced alongwith Government decision.

Yours faithfully,

B.R. Seth

(B.R. Seth)
Deputy Secretary

T.R.

d.a.refd.to
"Jarwal"
7.12.

172

No.172/A/59
December 8, 1959

Shri A.L.Handa,
Under Secretary,
Ministry of Labour & Employment,
New Delhi.

Sub: Meeting of Tripartite Committee to go
into the functions of Works Committees.

Dear Sir,

Please refer to your letter No.LRI.52(19)/
59 dated December 4, 1959 on the above subject.
We may point out in this connection that Shri
Ram Sen left for Delhi to attend the meeting
on November 2 from Calcutta on October 30 evening.
May be due to Dewali holidays or postal vagaries,
the intimation sent by this office on 28th
October did not reach him before he left. ~~xxxxxx~~

Particularly when this organisation had
nominated its representative as early as October 20
and when the decision about the postponement was
taken all on a sudden, your Ministry could have
intimated Shri Sen about the postponement directly.
If this was done, all the inconvenience caused
could have been avoided.

In view of the fact that Shri Sen actually
undertook the journey, it is hoped that your
Ministry would realise the handicaps and hardship
caused on this account, financial as well as the
waste of time. What we are asking is only to pay
him the amount which he had to incur on the journey
and we hope that in future, such last-minute
postponements would be avoided. If such postponements
become unavoidable, it is suggested that all possible
steps, including trunk call, should be taken to
inform the participants directly about the change.

Yours faithfully,

K.G. Sriwastava
87/11
(K.G.Sriwastava)
Secretary

110 DEC 1959

No.LAB-11-1/59
Government of India
Planning Commission
(Labour & Employment Division)

Udyog Bhavan,
New Delhi, the 9th December, 1959
18 Agarhayan, 1881 (Saka)

To

Shri B.N. Datar,
Chief,
Labour & Employment

To

Shri S.A. Dange, M.P.,
General Secretary,
All India Trade Union Congress,
4, Asoka Road,
New Delhi.

Subject:- Supply of Publication to the Members.

Sir,

I am directed to forward herewith a copy of the
Indian Labour Gazette - October, 1959 for your perusal
and retention.

Yours faithfully,

Encls: AS above.

Judy Centre
Assistant-in-Charge.

No.172-CLC(D)/59
December 9, 1959

Shri V.R.Antani,
Deputy Secretary,
Government of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Accidents in Stone Quarries
of Rajasthan.

Dear Sir,

Ref: Your D.O.No.Gnl.32(25)/59
dated 2nd November 1959.

Please refer to your above communication. I have since obtained further information from our union. On December 27, 1958 a worker fell into the mine in Suket under the management of M/s Associated Stone Quarries Kotah Ltd., Ramganjmandi, and was fatally injured. He succumbed to his injuries the next day in Jhalawad Hospital.

2. On July 22, 1958, a serious accident took place in a mine under the same management near Jaipur, in which four workers were killed due to caving in of the sides. The bodies were recovered by the Police the following day. It is not known whether the Statutory Inquiry has been held within the period stipulated in the Mines Act. If so, the result of the enquiry may be advised.

3. I shall be glad to know the result of the prosecution launched against the management, M/s Associated Stone Quarries Kotah Ltd., Ramganjmandi, for the violation of the Metalliferous Mines Regulation as stated in your above communication. Also advise me when the Metalliferous Mines Regulations will be promulgated.

4. The Rajasthan Government has since issued a notification fixing minimum rates of wages. But payment for the weekly off is not provided for. This discrepancy has to be removed and wages for the weekly off should be paid as stipulated in the Minimum Wages Act, 1948.

I request you to arrange for a thorough inquiry into the matter and advise accordingly.

Thanking you,

Yours faithfully,

T.B.V.

(T.B.Vithal Rao)M.P.

RECEIVED
12/10/59
10/12/59
11/12/59

11 DEC 1959

No. APS/LM/337(172)/59

Adl. PRIVATE SECRETARY TO THE
MINISTER FOR
LABOUR AND EMPLOYMENT.



172

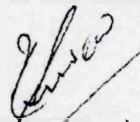
New Delhi, the Dec. 10, 1959.

Shrimati Parvathi Krishnan, M.P.,
All-India Trade Union Congress,
4, Ashok Road,
NEW DELHI.

Dear Madam,

I am desired to acknowledge
receipt of your letter No.172/A/59,
dated the 4th December, 1959, to
Shri G.L.Nanda, Union Minister for
Labour, Employment & Planning.

Yours faithfully,


(J.C. Saxena)

91 DEC 1959

NO. PD. 147(6)/59
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT

172

From

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

To

- (1) All State Governments and Union Territories except Bihar, Rajasthan, M&N Islands & Laccadive, Minicoy & Aminidive Islands.
- (2) The Secretary,
All India Organisation of Industrial Employers,
Federation House, Bazar Road, New Delhi.
- (3) The Secretary,
All India Manufacturers' Organisation,
4th Floor, Co-operative Insurance Building, Sir P.M. Road,
Bombay-1
- (4) The Secretary,
Indian National Trade Union Congress,
17, Janpath, New Delhi.
- (5) The General Secretary,
All India Trade Union Congress,
4, Ashok Road, New Delhi.
- (6) The Secretary,
Hind Mazdoor Sabha,
Servants of India Society's Home,
Sardar Patel Road, Bombay-4.
- (7) The Secretary,
United Trade Union Congress,
249, Bow Bazar Street (1st Floor),
Calcutta-12.

Dated New Delhi, the **DEC 1959** December, 1959.

Subject:- Access of women to Training and Employment in the Principal Professional and Technical Fields required by the United Nations Secretariat.

Sir,

I am directed to invite a reference to this Ministry's letter of even number dated the 13th August 1959 on the above subject and to request that the information called for therein may kindly be forwarded to this Ministry not later than 31.12.59, as already been requested.

Yours faithfully,

A. G. Nagaraj
(A. G. Nagaraj)
for Deputy Secretary.

Copy forwarded for similar action to the Ministries of Education, W.H.&S, Defence, Commerce and Industry, Steel, Mines and Fuel (Department of Steel), Transport and Communications and Central Statistical Organisation.

A. G. Nagaraj
(A.G. Nagaraj)
for Deputy Secretary.

11 DEC 1959

No.WB-3(12)/II
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT

From

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

To

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

Dated New Delhi, the

10 DEC 1959

Subject:- Appointment of members to serve as representatives
of workers on the proposed Wage Board for the
Plantation industry.

Sir,

As you would be aware, the Industrial Committee on Plantations has recommended appointment of a National Wage Board for the Plantations industry. A copy of the conclusions reached by the Committee is enclosed. It will be seen that the proposed Wage Board is to include, besides the Chairman and independent members, three representatives each of plantation owners and workers from the Southern and Northern regions nominated by their respective Organisation.

2. It has been decided that one member to represent workers on the Southern Section of the proposed Wage Board may be nominated by your Organisation. It is requested that a panel of persons who will be available to serve as your nominee on the Southern Section of the Wage Board may kindly be forwarded to this Ministry at an early date after obtaining the consent of the persons concerned. The person appointed as Members of the Board will be paid travelling expenses and daily allowance as admissible to non-official members participating in the meetings of Committees, etc. convened by this Ministry.

3. Receipt of this letter may please be acknowledged.

Yours faithfully,

B. R. Seth

(B. R. Seth)
Deputy Secretary.

*Mem: Pannetie Krishna M.P.
May meet on our name.*

"d.a.refd
SSB/

11/12/59

*Sent only
one name
- Pannetie
SAD
had ask for
one name
with also present
SAD*

No.172/A/59
December 12, 1959

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

Sub: Appointment of members to serve as
representatives of workers on the
proposed Wage Board for the Plantation
Industry.

Dear Sir,

Thank you for your letter No.WB-3(12)/II
dated December 10, 1959 on the above subject.

2. This organisation would like to propose
Srimathi Parvathi Krishnan, M.P., Vice President,
AITUC, to be appointed as a Member of the
proposed Wage Board, to represent workers on
the Southern Section of the Board.

The address of Srimathi Krishnan is
given below:

Srimathi Parvathi Krishnan, M.P.,
Vice President,
All-India Trade Union Congress,
4 Ashok Road, New Delhi.

3. Since the proposed Wage Board will have
six labour representatives in all, three in each
section, this organisation should have one
representative on the Northern Section of the
Wage Board also. It is requested that this
fact should be kept in mind when deciding on
the composition of the Wage Board finally.

Yours faithfully,

mo
12/12
(K.G. Srivastava)
Secretary

Copy to: Com.Parvathi Krishnan

No.270/A/59
December 12, 1959

The Secretary to Government of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Job description of Driller (Coal
or Stone) - representation from
Coal Workers Union, Giridih, Bihar

Dear Sir,

Our affiliate, the Coal Workers' Union, Giridih, had been in correspondence with the Regional Labour Commissioner (Central), Dhanbad and the Chief Labour Commissioner (Central) from September last year onwards over the question of defective job description of Driller (Coal or Stone), given in the Tribunal Award.

The RLC (C), Dhanbad, in his letter No.B-5/125 (1)/58 dated October 8, 1958, accepted the contention of the union that the "job description No.160 against Drill (coal or stone) seems to be a mistake for a job description No.166. If the duties of a Head Drillman correspond to those described in job description No.166, he should be placed in category V."

The RLC, however, sought the opinion of the CLC in this connection but this was not apparently forthcoming till April this year, i.e., over six months later. In his communication to the union (No.B-5/125(1)/58) dated April 20, 1959, the RLC stated as follows:

"The Chief Labour Commissioner has confirmed my presumption and said that as the Tribunal has ceased to exist, the mistake cannot be formally rectified. As the mistake is obvious, it should be possible for the parties concerned to set it right in practice."

We are informed by the union that the employers have refused to rectify such an obvious mistake, till date - i.e., one year after it was pointed out to them. The RLC, Dhanbad as well as the CLC could not take any action to get the mistake rectified. Whatever might be the reasons for the inaction, the role of the authorities in this regard cannot but provoke the severest condemnation.

We would therefore request you to take necessary steps so that this glaring anomaly is speedily rectified. If remedial action cannot be taken otherwise, the issue may be referred to a Tribunal to clarify the position.

Yours faithfully,

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

Hindustan Machine Tools Employees' Association

[REG. No. 120]

PRESIDENT : M. S. KRISHNAN
SECRETARY : A. B. BHATTACHARJEE

A-41, H.M.T. COLONY
JALAHALLI, P. O.
BANGALORE

Ref. *e/mbe/20.*

Date 14th Dec. 1959.

~~Ref~~

Dear Com. Sarvabhi Prasad,

You are probably aware that our dispute on demands, is before Industrial Tribunal. We are in need of a copy of the Report submitted by the ~~II~~ **Central** Pay Commission, for filing before the said Tribunal. I will be highly obliged if you kindly send a copy of the same by return of post.

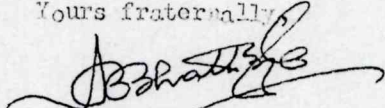
I am enclosing herewith a copy of the memorandum submitted by us to the Chief Minister of Mysore, for your information about the recent developments in IETP, present relations between the Management and our Association is extremely bad.

I request you to take the opportunity of meeting the Union Minister for Labour and the Union Minister for Industries and Commerce.

Waiting for your early reply.

With greetings,

Yours fraternally


(A.B. Bhattacharjee)
Secretary.

Incl:2.

94H-KR ROAD.
NEW DELHI

16 DEC 1959

Hindustan Machine Tools Employees' Association

[Reg. No. 120]

PRESIDENT : M. S. KRISHNAN
SECRETARY : A. B. BHATTACHARJEE

A-41, H.M.T. Colony
JALAHALLI, P. O.
BANGALORE

Ref.

Date 14th Dec. 1959.

To

The General Secretary,
All India Trade Union Congress,
No. 4 Ashok Road,
NEW DELHI.

Dear Comrade,

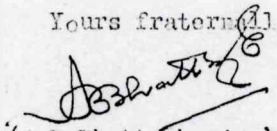
We hope you are in receipt of our Telegram dated 11th December 1959, we are herewith enclosing a copy of the Memorandum submitted by us to the State Chief Minister and Labour Minister on 12-12-59. From the above memorandum you will be able to understand the serious situation existing in H.M.T. On a charge of inciting worker to stay back from the work on 8th December 1959, the Management have suspended two of our active workers and issued show cause notices to eight of them till this date.

To fight govt. victimisation, unfair labour practice of the Management of HMT etc, we need your active sympathy and co-operation.

With regards,

Encl: (re: H.M.T. Memorandum)

Yours fraternally,


(A.B. Bhattacharjee)
Secretary.

No.172/HB/59
December 17, 1959


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

Dear Sir,

I am sending you herewith copy of a memorandum which I have received from the Hindustan Machine Tools Employees' Association, Bangalore.

The situation, according to the memorandum, seems to be very serious. Even if it were 10 per cent as serious, it deserves your attention as the Hindustan Machine Tools is a very important unit and has had a good history so far. I would not like the HMT to suffer from a strike but if the gangsterism there goes unchecked or if the officials believe that they can beat the Association with such methods, then, there will be no other go but to support the workers in defence of their right to belong to any trade union and protection from victimisation and gangster attacks.

Yours faithfully,


(S.A. Dange)
General Secretary

Copy to: Gen. H. S. Krishnan,
Bangalore

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION

President: M. S. KRISHNAN
 Vice President: GEORGE JACOB
 Secretary: A. B. BHATTACHARJEE
 Asst. Secretary: K. M. MUNIYAPPA
 Treasurer: S. K. BANERJEE

1623, First Floor, II Main Road,
 MALLESWARAM,
 BANGALORE-3

Date 12th Dec. '59.

Ref.

MEMORANDUM SUBMITTED TO THE CHIEF MINISTER, GOVERNMENT OF MYSORE.
BY
THE HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION.

Sir,

We wish to draw your kind attention to the situation in Hindustan Machine Tools Ltd, Bangalore, which is worsening day by day. In particular we would like to bring to your notice the incidents which took place on 7th and 8th of December 1959 resulting in assaults on employees and attack on the Association Office by paid goondas and others.

December 7th was the pay day for the employees; and on that day as usual, one of the members of the Executive Committee Sri C.S.Reddy was standing outside the factory gates, at about 1 p.m. near the Security Office to collect subscriptions for the Employees Association. At that time, some of the members of the Rival Union, the Karmika Sangha came to the spot along with some rowdies, picked up a quarrel with Sri Reddy and beat him very badly. He was trampled, booted and his right arm has been fractured. Leading part in this affair was taken by Messers. Jayaram Gounder, Rangaswamy (Asst. Superintendents, Purchase Department), G.V. Krishna Rao, Venkatesh, a private Contractor and well known rowdy of Kethamarahalli etc., Sri Venkatesh had brought along with him a group of about 50 persons from the neighbouring villages, Jalahalli etc, to do the dirty job of beating Sri Reddy. In the evening at about 5 p.m. the same group of rowdies attacked the Office of the Association, broke the window panes and took away the sign board and notice Board of the Association. While Sri George Jacob, Vice-President of the Association was proceeding to the Union Office he was beaten by Sri Manikkam, the Sweeper mate of the factory. Sri Jacob fell down unconscious and was removed to the house. The workers who came to know of all this got agitated and enraged and on 8-12-'59 there was a spontaneous sympathetic demonstration with all the workers staying away from work. At about 1 p.m. on 8-12-'59, while the workers were standing outside the gates, the group of rowdies, augmented further, beat the workers with sticks and stones. Because of this, Messers. B.C.Bhattacharjee, Sukumara, Balakrishnan, Subba Rao, Gopalakrishnan, Xavier, Thomas and a score of other employees received injuries. Despite all this organised goondaism the workers remained very calm and unprovoked. Though they were nearly 1000 and could have retaliated, they deliberately desisted. At the advice of the Hindustan Machine Tools Employees Association, the workers resumed work on 9-12-'59. This organised goondaism has not stopped since then. Attacks against Office-bearers and active workers of the employees Association, attack against the houses of workers in the colony have been continuing with goonda gangs roaming about the HMT colony, with sticks and other lethal weapons in the evenings and nights. Many honest and innocent workers have been threatened and beaten.

The role of the Management and in particular, the Personnel Manager, Sri D. Rajagopal, have been one of conniving at all this goondaism. At the time when the workers were being beaten on 8-12-'59, Sri D.Rajagopal was actually on the spot along with some of the rival Union personalities and goondas pointing out the workers which appeared as giving directions. Another aspect which is of concern is that the Management allowed the rival union personalities such as Messers, P.D.Pandayan, B.N.Rama Rao, Jayaram Gounder, Manikkam, C.Y.Gurappa, G.V.Krishna Rao, C.V.Ramaswamy,

contd.2.

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION

President: M. S. KRISHNAN
 Vice President: GEORGE JACOB
 Secretary: A. B. BHATTACHARJEE
 Asst. Secretary: K. M. MUNIYAPPA
 Treasurer: S. K. BANERJEE

XXXXXXXXXXXXXXXXXXXX

XXXXXXXXXXXX

MADDEWARANA
BANGALORE-3

Ref.

-2-

Date.....

Govindappa, Nanjundappa, S.V.Venkoba Rao, G.R.N.Murthy etc, to punch their cards in the morning, leave their workspot during working hours, come out of the factory in a group and indulge in this goondaism. We have also received reports that about 25 to 30 goondas who are non-employees are kept permanently as a Reserve force in the canteen hall, fed well given sticks and other weapons etc, to beat the workers. Even to-day, the position continues as before and the favoured men of the Management are allowed to roam about during working hours both inside and outside the factory, threatening workers, insulting and abusing them. Not satisfied with this, the Management has suspended pending enquiry two active workers of the HMTRA and called for explanation from a number of others for reasons of striking work etc, though actually these workers got beaten and have not been responsible for any of the incidents that took place. All these actions of the Management are a flagrant violation of the Code of Discipline accepted by the Managements and the Government at the Tripartite Conference. They are also unfair labour practices taken recourse to with a vengeance to beat back the workers, smash their Trade Union and deny their just demands.

We would also like to mention that the role of the police has not been above board. Though a show of non-interference is made, yet in fact, while none of our members or active workers are allowed to move out freely in the factory area or groups with weapons. The police Inspector and other policemen were just silent spectators when the goondas, in broad daylight snatched away the sign Board and Notice Board of the Association Office and smashed its windows on 7-12-'59. Though complaints given, no action has been taken against any of them till now. The culprits are freely carrying on their nefarious activities. Again on 8-12-'59, by the goonda gang, the police were giving more protection to the rival union personalities and the rowdies than in trying to prevent the clash. The manner in which they have conducted themselves has lead the employees to believe that they are hand in glove with the Management.

As has been stated earlier, the situation even now is very tense. The goonda elements are roaming about in groups in the nights and attacking the workers in the HMT colony. There appears to be no safety for the lives and property of the employees. It is becoming increasingly difficult to attend to the work in the factory without fear of goonda attack. Unless the seriousness of the situation is realized and the culprits brought to book, we are afraid there will be further unrest leading to greater trouble and strike, and affecting production. In the interests of the Industry and the employees, it is necessary to create a more cordial atmosphere. Considering the above, we request you to immediately intervene and see that,

1. Action is taken against the goonda elements and culprits who attacked the Association Office, beat the workers etc.

contd.3.

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION

President: M. S. KRISHNAN
 Vice President: GEORGE JACOB
 Secretary: A. B. BHATTACHARJEE
 Asst. Secretary: K. M. MUNIYAPPA
 Treasurer: S. K. BANERJEE

~~XXXXXXXXXXXXXXXXXXXX~~
~~XXXXXXXXXXXX~~
 BANGALORE-3

Ref.

Date.....

Page.3.

2. The goonda elements are prevented from moving about in the HMT colony in groups threatening the workers etc.
3. The Management is advised to desist from helping the goondas and conniving at such actions.
- ad 4. The disputes between the workers and the Management are settled through mutual negotiations. (We have submitted a separate memorandum to the Minister for Labour, Government of Mysore about the disputes, Joint Council etc, in the month of August about which no action has been taken till now)

Yours faithfully,

Dated: 12-12-'59,
Bangalore.19.

sd/ for (President)
 Hindustan Machine Tools Employees Association.

CLASH BETWEEN WORKERS ON 7TH OFFICE LEADERS ACTIVE WORKERS OF EMPLOYEES
ASSOCIATION SIX IN NUMBER ~~BEATEN~~ BEATEN BY Hired GOONDAS. ASSOCIATION
OFFICE RAIDED. SIGN AND NOTICE BOARDS SNATCHED AWAY. ONE BADLY INJURED.
CLASH ENGINEERED BY MANAGEMENT. PERSONNEL MANAGER CONVICTED. ENRAGED WORKERS
STAYED AWAY FROM WORK. 8TH ASSOCIATION ADVISED THEM TO GET BACK. DUTY
RESUMED. SITUATION HOWEVER TENSE PRAY INTERVENTION STOP GOONDAISM SETTLE
DISPUTES RESTORE PEACE.

27 DEC. 1959

D.O. No. LM/347(M)/59

MINISTER FOR LABOUR

New Delhi, the 20th December 1959

My dear Dange,

I have received your letter of the 17th December and the enclosed copy of a memorandum submitted to the Chief Minister of Mysore by the Hindustan Machine Tools Employees' Association. It contains serious allegations. I shall immediately ask for information about the situation there. If there is anything I can do to help restoring normal conditions, I shall certainly try.

With kind regards

Yours sincerely,

G.L.Nanda

(G.L.Nanda)

has copy to the
from
Smti

Shri S.A.Dange, M.P.,
General Secretary, AITUC.,
4, Ashoka Road,
New Delhi.

No.172/ESI/59
December 24, 1959

Shri C.L.Handa,
Minister for Labour & Employment,
Government of India,
New Delhi.

Sub: Regional Board of ESI Corporation
for Kerala State.

Dear Sir,

It has been reported to us by our Kerala State Committee, that ever since the Regional Board of the ESI Corporation was constituted for the State over 8 months ago, not a single meeting of the Board has been convened so far.

We understand that a large number of complaints have been made to the ESI Corporation about the functioning of the scheme in the State and some local newspapers have given expression to such criticisms through editorials.

Of course, even otherwise, such a state of affairs is highly abnormal. We would therefore request that necessary steps may be taken so that the Regional Board functions in the manner in which it should as per its constitution.

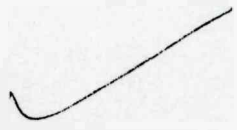
Thanking you,

Yours faithfully,

(Signature)
(K.G.Sriwastava)
Secretary

Copy to: Com.A.George Chadayammuri,
Secretary, Kerala STUC

172



Copy of the letter No.E&P 16(91)/59 dated 19/22nd December 1959 from the Labour Minister addressed Shri Dange.

My dear Dange,

I am thankful for your letter dated the 16th December 1959 and I quite appreciate your anxiety to bring up for discussion at the Standing Labour Committee the recommendations of the Pay Commission so far as they have a bearing on the conclusions of the 15th Indian Labour Conference. I do not want to shut out this item. So far as I am concerned, I can make the necessary effort to "digest the matter and prepare for the discussions". However, there are others also concerned and there may be some difficulty in taking up the question in a manner which can assure justice to the subject having regard to its importance. We may soon have another sitting specially for tackling the whole question of wage policy including this aspect. Personally I will not object to a preliminary discussion if other Members agree.

With kind regards,

Yours sincerely

Sd/- G.L.Nanda

original in
175

No. 14964 /I/G.

Office of the
Commissioner of Labour,
Madhya Pradesh.

d/Indore, the 29 DEC 1959

To,

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

Sir,

I shall be grateful, if the name of Trade
Unions, affiliated to your Central Organisation, and working
in the Madhya Pradesh State, are made available to this
office at your earliest convenience.

Early action will be highly appreciated.

Yours faithfully

V. R. Kulkarni
(V.R. Kulkarni)
for Commissioner of Labour.

KCS/

Pending

No.172(DC)/59
December 26, 1959

Shri A.K.Chakravarti,
Under Secretary to the Government of India,
Ministry of Commerce & Industry,
New Delhi.

SUB: Constitution of a Development
Council for Automobiles, Automobile
Ancillary Industries and Transport
Vehicle Industries.

Dear Sir,

With reference to your letter No.
4(17)IA(II)(G)/59 dated 28th July 1959 and
your reminder dated 18/21 December, 1959,
on the above subject, we hereby propose
Shri Madhav Dattatraya Mokashi as our
representative to be nominated on the
Development Council for Automobiles, Automobile
Ancillary Industries and Transport Vehicle
Industries.

The address of Shri Mokashi is given
below:

Shri Madhav Dattatraya Mokashi,
70 Takiya Ward,
Kurla,
BOMBAY 70.

Yours faithfully,

non
26/xii
(K.G.Sriwastava)
Secretary

(m)
No.4(17)IA(II)(G)/59
Government of India
Ministry of Commerce and Industry

New Delhi, the 18 December, 1959.

From

Shri A.K. Chakravarti,
Under Secretary to the Government of India.

To

✓ The Secretary,
All India Trade Union Congress,
4, Asoka Road,
NEW DELHI.

Subject:- Constitution of a Development Council for Automobiles,
Automobile Ancillary Industries and Transport Vehicle
Industries under the Industries (Development and
Regulation) Act, 1951.

Dear Sir,

I am directed to invite your attention to this
Ministry's letter No. 4(17)IA(II)(G)/59, dated the 28th July,
1959 on the above subject, and to request that the name of a
suitable representative of your Organisation for appointment
on the Development Council for Automobiles, Automobile Ancillary
and Transport Vehicle Industries, may kindly be expedited.

Yours faithfully,

A.K. Chakravarti

(A.K. Chakravarti)

Under Secretary to the Government of India.

29 JUL 1959

No. 4(17)IA(II)(G)/59
Government of India
Ministry of Commerce and Industry

New Delhi, the 28th July, 1959.

(22)

From Shri A. K. Chakravarti,
Under Secretary to the Govt. of India.

To The Secretary,
All India Trade Union Congress,
4 Asoka Road,
New Delhi.

Subject: Constitution of a Development Council for Automobiles,
Automobile Ancillary Industries and Transport Vehicle
Industries under the Industries (Development and Regu-
lation) Act, 1951.

Dear Sir,

I am directed to say that a Development Council for Automobiles,
Automobile Ancillary Industries and Transport Vehicle Industries, has been
constituted on the 4th April, 1959, under Section 6 of the Industries
(Development and Regulation) Act, 1951, and that it has been decided to appoint
a member on the Council a member of your organisation to represent the
interests of persons employed in industrial undertakings in the said scheduled
industry. I am, therefore, to request your organisation to suggest the name
of one representative for the consideration of Government for nominations to
the Council. I am to add that Government would normally accept your sugges-
tion but the final choice would obviously be made by them.

2. It is requested that a ~~reply~~ reply to this communication may
be sent immediately.

Yours faithfully,

A. K. Chakravarti

(A. K. Chakravarti)

Under Secretary to the Government of India.

Com Daye.

You have to give us a name for
this Committee from B'bg Enquiry (Automobile)

Vinod Chit Morathi

See the name of Morathi.
Perhaps might be writing his
initials as an official
to it.

Mem
26/7/59

18/7/59

172
D.O.No. Fac.178(18)/59

MINISTER FOR LABOUR

New Delhi, the December 29 1959.

My dear *Shrimati Parvati Krishna* ✓

Kindly refer to your d.o. letter No.172/A/59, dated the 4th December 1959 regarding allocation of the labour seats on the Madras Dock Labour Board to be reconstituted. Under clause 4(5) of the Madras Dock Workers (Regulation of Employment) Scheme, 1956, the persons representing the dock workers are to be appointed after consulting such Associations of persons as appear to the Central Government to be representative of such workers. We are taking action accordingly. The reconstitution of the Board will take a little more time.

with kind regards

Yours sincerely,

G.L. Nanda

(G.L. Nanda)

Shrimati Parvathi Krishnan, M.P.,
All India Trade Union Congress,
4, Ashok Road,
NEW DELHI.

24 DEC 1959



172

No. APS/LM/349(PD)139
Addl. PRIVATE SECRETARY TO THE
MINISTER FOR
LABOUR AND EMPLOYMENT.

New Delhi, the 23rd Dec. 1959.

Shri S.A.Dange, M.P.,
General Secretary,
All-India Trade Union Congress,
4, Ashok Road,
New Delhi.

Sir,

I am to acknowledge the receipt of your letter No.172/CD/59, dated the 22nd December 1959, (along with its enclosure) addressed to Shri G.L.Nanda, Union Minister for Labour and Employment & Planning.

Yours faithfully,

(J.C. Saxena)

Put one copy of the letter in file No. 172 and Janakpur file 267.

No.172/CD/59
December 22, 1959

Hon'ble Mr.Speaker,
Lok Sabha,
New Delhi.

Dear Sir,

I enclose copy of my letter
No.172/CD/59 dated December 22, 1959 which
I have addressed to Shri G.L.Nanda, Minister
for Labour and Employment. As you will
please see, this has reference to the
statements made by the Deputy Labour Minister,
Shri Abid Ali on the floor of the House
on December 9, 1959.

Yours faithfully,



(S.A.DANGE), M.P.,
General Secretary,
All-India Trade Union Congress

Encl: 2

No.172/CD/59
December 22, 1959

Dear Shri Nandaji,

I hope you remember that when we had asked for the publication of the report of inquiry made by Mr.R.L.Mehta under the Code of Discipline about the Jamshedpur strike of 1958, you suggested that it should not be made public as it will defeat the purpose of the inquiry.

Later you announced in the meeting of the Central Implementation and Evaluation Committee that the report be not taken into consideration as the Code of Discipline is said to have come in force from June 1, 1959, while this incident took place earlier.

All along our representatives had asked for publication of the report and ultimately they respected your wishes in the matter, to make the Code of Discipline a success. Maintaining the same spirit, our office-bearers who participated in the discussion in the Lok Sabha on the decisions of the 16th Indian Labour Conference on December 9, 1959, did not refer to this particular report in their speeches.

Surprisingly enough the Deputy Labour Minister, Shri Abid Ali, in his reply to the debate referred to the publication of the report in the following words:

"About Jamshedpur, I make the same statement.

Let the Jamshedpur union of the hon. Member or his organisation, the AITUC, write to us. The day they write to us, we will publish the report. I am making that statement here."

Shri T.B.Vittal Rao, M.P., Treasurer of the AITUC, had to accept the challenge thrown by Shri Abid Ali, which meant as if we have in our own interest asked Government not to publish the above report. You are aware that this is wholly incorrect.

If you will go through the proceedings of this debate (extract of Shri Abid Ali's speech relevant to this matter is enclosed for ready reference), it will be clear that he has insinuated against our organisation and its office-bearers as standing in the way of publishing the report of the inquiry.

Our earlier letters and statements of our representatives in tripartite conferences had, in fact, been emphatic on the need for publication of the inquiry report but we did not later on insist on it, in view of your statement referred to above.

page two

However, our organisation wishes to reiterate the point that we do not want to stand in the way of publishing the report of Mr. Mahta on the Jamshedpur strike.

We are herewith asking that the reports on Premier Automobiles and Bombay General Strike, on Jamshedpur and on Calcutta Tramway strike be published.

I am sending copy of this letter to the Hon. Speaker of the Lok Sabha.

Yours sincerely,



(S.A. Dange)

Encl:

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

EXTRACTS FROM SHRI ABID ALI'S SPEECH

I was very sorry. It is like ^{चोर पुलिस इन्स्पेक्टरको डंडे मारे}. I do not make these things public, but as it has been forced on me, I may submit with all humility that if the organisations to which the hon. Members belong of the unions write to us to publish the report, I will do it, the very day I receive that letter. I am making that statement here. Let the HMS or the union concerned write to us. The day we receive the letter that the report should be published, it will be published.

Similarly, with regard to the tramways, I may tell my hon. friend who has made the complaint, that he should make enquiries from his colleague from Calcutta who was on that committee as to how many months he has sat on the notes which were sent to him for approval so that the report may be drafted. It is because of him that the report has been delayed.

About Jamshedpur, I make the same statement. Let the Jamshedpur union of the hon. Member or his organisation, the AITUC, write to us. The day they write to us, we will publish the report. I am making that statement here.

Inside ~~it~~ it there was something, they want us to do something, we accommodate them also, and about that I am making no complaint, but after having accommodated them if they make this criticism here I cannot stand that.

Shri T.B.Vithal Rao: As a responsible office-bearer of the All-India Trade Union Congress, I hereby tell the Minister to publish these reports.

Shri Abid Ali: No, that will not be proper because some more responsible office-bearer than him has told us something else.

Shri T.B.Vithal Rao: On the floor we want it.

Shri Tangamani: He is throwing out a challenge.

Mr. Speaker: He is not satisfied. There are the heads of particular unions. Now what he has said is going to be published in the newspapers, broadcast. There is nothing secret. Therefore, in view of the hon. Minister's statement, the hon. Members may make enquiries amongst their own people and then write to them in a formal manner,

and certainly the hon.Minister will stand by his assurance.

Shri T.B.Vithal Rao: I will write a letter tomorrow morning.

Shri Anthony Pillai: That particular point may be applicable to my hon-friend, but I am the highest office-bearer in my organisation, and I ask the Minister to publish the report.

Shri Abid Ali: That will be done. We will publish the report as is is.

As the Hon.Member has made a reference to it, I may say that after the report was submitted, the union concerned submitted a rejoinder. Now we have to think what to do with it. Should we have the employer's point of view after the report is ready? All this procedure has to be followed. There is no end of anything here, and we have to accommodate because it is a tripartite conference, because we want the code to function. We do not want to stand with whip and say, "You have committed a mistake, you have behaved like bad boys, and expose them. That is not our intention. The intention is there should be industrial peace and as it is called उत्तर की शक्ति but if it results in this sort of criticism, then have it. I will be sorry for it.

L O K S A B H A

UNSTARRED QUESTION NO.232

TO BE ANSWERED ON THE 19TH NOVEMBER, 1959

WAGE BOARDS FOR INDUSTRIES

232
SHRI RAM KRISHAN GUPTA:
SHRI S.M. BANERJEE:
SHRI TANGAMANI:
SHRI PANIGRAHI:
SHRI KUNHAN:
SHRI T.B. VITTAL RAO:
SHRI D.C. SHARMA:

Will the Minister of Labour and Employment be pleased to refer to the reply given to Starred Question No. 331 on the 11th August, 1959 and state:

(a) whether the Wage Boards have since submitted their final reports; and

(b) if so, the main recommendations made therein (report-wise)?

A N S W E R

DEPUTY MINISTER OF LABOUR (SHRI ABID ALI)

(a) Only the Wage Board for Cement Industry has submitted its report.

(b) These will be announced along with Government decisions as soon as possible.

.....

MINISTRY OF LABOUR AND EMPLOYMENT NATIONAL SERVICE

First Section:

Introduction to the Course.
Brief review of Industry in the United Kingdom.
Functions of Ministry of Labour and National Service.
Growth of Employers' Organisations and Trade Unions.

Second Section:

Collective Bargaining in Industry.
Joint Consultation in Industry.
Government Consultation with Industry.
Voluntary and Compulsory Arbitration.
The Whitley System.
Human Relationships in Industry, including Personnel Management.
Wages Boards and Councils.
Nationalised Industries (Industrial and Human Relationships)
Part played by Trade Unions in Apprenticeship and Vocational Training.
Visits to Arbitration Tribunals, etc.

Third Section:

Employers' Organisations and Trade Unions at Work in the United Kingdom.

Fourth Section:

Employers'
A Provincial Tour to undertake practical study of all subject
Regional and Local Trade Union Organisations.
Works and Production Committees.
Regional Industrial Relations.
Wages and Factory Inspectorate.
Vocational Training.
Industrial Rehabilitation.
Meeting with representatives of both Management and Workers (Personnel Managers, Training Officers, Trade Union Officials, Shop Stewards, etc.)

Fifth Section:

Recapitulation.

Sixth Section.

Visits arranged by Central Office of Information.

THE COLOMBO PLAN
COUNCIL FOR TECHNICAL CO-OPERATION IN SOUTH AND SOUTH-EAST ASIA.

FORM OF APPLICATION.

Instructions for filling Form A-3. ✓

1. Col.11 - The statement of experience against Col.11 should be signed by the nominee and also by an Officer of the State Govt./Organisation as a token of approval.
 2. Part III paras.1 and 2 - should be completed and signed by an Officer of the State Government/Organisation.
 3. Part III para.2^(d) - The ~~sex~~ class of sea travel entitled by the trainee should be indicated.
-

Notes for guidance of the
completion of Form-A-3.

Please read the instructions given below carefully. Correct and careful filling of forms will avoid much delay and repeated correspondence. These should be filled neatly as these are required to reach the foreign countries.

.....

1. The subject of training should be indicated on the top of the form in the space provided.
2. Parts I & II which contain the personal details of the candidates, should be filled in by the nominee in these copies.
3. Passport size photograph should be attached on the right hand top corner of each form.
4. The state-ment not more than 500 words, required under item II of Part I, should be approved by the sponsoring authority. The statement should give as much details as possible of the course desired specifying not only the general field of training required, but also the particular branch or specialised subjects within the general field on which the trainee should concentrate.
& (2)
5. Part III(1)/has to be filled in by the nominating authority and should be signed by the responsible official on behalf of the sponsoring authority.
6. The latest certificate of physical fitness should be attached to the application form in original with fifteen copies.

(Please type only the Programme applicable)

P R O F O R M A

- I. (a) Name of the Candidate _____
- (b) Designation _____
- (c) Name of the country where training is desired; (Please name two countries in order of preference)
- (1) _____
- (2) _____
- (d) Name of the Institution(s) where the training is desired:
- (1) _____
- (2) _____
- (3) _____
- (4) _____

II. Sponsoring Authority:

III. Project for which the proposed technical assistance is needed:

- (a) Title of the Project
- (b) Detailed description.
- (c) Date of commencement.
- (d) Target date for completion
- (e) Objective to be achieved
- (f) Its relation to development plans of the Country.
- (g) Technical assistance required year by year till the project is completed.
- (1) Experts
- (ii) Ancillary equipment
- (iii) Training facilities
- (h) Is it included in the Second Five Year Plan?

IV. Training facilities required:

- (a) Field of training
- (b) Details of the training and the specific course, if any, desired.

- (c) The standard or level at which the training is to commence and the standard it is desired to attain.
- (d) Proposed period of training.
- (e) Is this training not available in India?

V. Purpose of the training desired:

- (a) Ultimate purpose of the training, stating whether the candidate is working at present with a foreign expert or will work on return; whether it is intended that the trainee on return would replace a foreign expert.
- (b) The capacity in which it is intended that the trainee shall be subsequently employed.
- (c) The specific problems which the trainee would be expected to handle on return.
- (d) How does it advance the programme of the Scheme or Project concerned?

VI. Qualifications of candidate:

- (a) Name
- (b) Date of birth
- (c) Age in years _____
(If above 45 years of age, full justification for recommending him must be given, otherwise the proposal cannot be entertained).
- (d) Education qualifications and standard attained by the candidate.
- (e) i. Designation of the post held by the trainee at present.
 - ii. Date from which the post is held.
 - iii. Whether permanent or temporary.
- (f) The nature of employment and practical experience already acquired by the trainee in the subject in which he is to be sent out.
- (g) Papers, etc. published by the trainee.

(h) Whether the candidate is social and can converse freely in English on everyday matters.

(i) Is the trainee medically fit?

VIII. Has the candidate been sponsored previously and rejected? If so, mention full details of references, including reference number, if any, of the Department of Economic Affairs.

Signature of the
Sponsoring Authority: _____

Designation _____

MINISTRY OF LABOUR & EMPLOYMENT

Particulars of person recommended for _____

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).

Statement showing the points raised by Shri T.B. Vittal Rao in the letter dated the 14th April 1959 and the remarks of the Ministry of Labour and Employment.

Point raised

Remarks

- | | |
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| <p>(1)(a) Increase in number of accidents in the Stone quarries of Ramaganjmandi - From December onwards only, as a result of these accidents six workers were killed and many others seriously wounded.</p> <p>(b) This has created a tense situation in the mines area and it is reported that the local authorities including the Regional Inspector are not taking adequate steps to prevent the recurrence of these accidents.</p> <p>(c) It is said that the employers do not have qualified mine managers or technicians and most of the accidents followed from faulty blasting.</p> <p>(2) In none of the above cases of accidents had there been any payment of compensation to the relatives of the dead or to those injured. Representations made to the Conciliation Officer(Central) have brought forth no results.</p> <p>(3) Despite the recommendations of the Industrial Committee on Mines other than Coal, the Minimum Wages Act has not yet been enforced in these quarries. The Union has also reported that officials of the Labour Department do not pay proper attention to enforcement of the Mines Regulations.</p> | <p>(1) (a) Only one fatal accident, involving the death of one person and serious injury to another caused by blasting occurred on the 16th December, 1958. Criminal proceedings have been instituted against the management for violation of the Metalliferous Mines Regulations, as xxx was revealed during the course of enquiry.</p> <p>(b) It would be helpful if specific instances are mentioned about alleged failures of the officials concerned.</p> <p>(c) Particular Sections of the Act may kindly be stated about which breaches are noticed. Appropriate action would be taken further.</p> <p>(2) No representation has been received from Stone Quarries Labour Union, Ramaganjmandi regarding non-payment of compensation. However, the union may be advised to take action under the Workmen's Compensation Act, which is administered by the State Governments.</p> <p>(3) The notification under which minimum rates of wages were fixed for mines and quarries in Rajasthan was set aside by the Rajasthan High Court. The question of fresh notification fixing minimum rate of wages is under the consideration of the Rajasthan Government.</p> |
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