

IRON & STEEL INDUSTRY

PREAMBLE:

In the First Five Year Plan Govt: did not take into consideration the aspect of industrialisation and from the results and due to the pressure put forward by the working class, Government was forced to give priority towards, industrialisation more so, towards heavy and basic industries in the 2nd Five Year Plan.

At the 25th Session of AITUC this aspect of industrialisation was discussed and the congress expressed its opinion that working class must support the hard core of the plan, i.e. mainly Iron & Steel, Heavy Engineering, Production of Electricity and other Basic industries, which would place Indian Economy in a sound and independent position. Because this very move would gradually take India out the imperialist fold. At the same time it was also well expressed that the working class should fight resolutely all offensive by the employers and the Government.

Today, we find important changes have taken place since the Ernakulam Session i.e. the 25th Session of AITUC.

As per the Industrial policy resolution of 1956, which has reserved the opening up of new areas to the Public Sector Govt. took certain positive basic measures towards making India an independent one as regards potentiality of industrialisation. Despite India's 7th place among the Iron ore producing countries, unfortunately in India there was only three units for Iron & Steel production with an annual out-put of only less than a million ton.

In the present epoch, the scientific way to measure the ~~scientific~~ prosperity of a country and to measure the standard of living of a given people, is by the consumption of steel per capita. And apart from the Socialist countries, where the

standard of living of the people is continuously rising, ^{and} any one compares the steel consumption per capita with U.S.A. one would be shocked to learn that Indian per capita consumption on the present basis stands at 12 lbs only while in America it is 1500 lbs.

Iron & Steel ~~form~~ the most useful of the commodities available abundantly, in nature for turning out the machines required for large scale production of goods at the low cost. It is the cheapest metal available to mankind. It is even cheaper than Aluminum. In the analysis of earths crust, Iron forms 8% and Aluminium 5%. It has higher original tensile strength and other characters which can ~~before~~ ^{be} ~~there~~ ^{further} enhanced through alloying.

Iron thus holds the pivot position in the developpment of power~~a~~ driven machine and forms the basis of the ^{technological} key required for opening locked up wealth and eliminating mass poverty and unemployment affecting underdeveloped countries like India.

Therefore, when Iron & Steel and Heavy Engineering took a large share in the industrialisation within the 2nd Five Year plan, working-class rightly ~~hearted~~ ^{hailed} that auspect.

DEVELOPMENT:

Before the 2nd World War, manufacture was confined to ordinary mild steel. During the 2nd World War~~a~~ period, high tensile steel, corrosion resistant structural steel, as well as the English high tensile steel were produced.

Although various alloys and special steel like nickle steel, nickle chromium steel, manganese steel, copper steel, stainless steel, high speed steel and electrical steels which are used according requiredments of various industries like automobiles, aircraft, cutters, drills, transformers and electric machines are produced, ~~the~~ the bulk of the steel produced is carbon steel.

The rated capacity in 1950 was about 1.46 million tons of finished steel and actual production was 1.2 million tons.

3,18,038 tons of steel to the value of Rs.16.57 crores were imported.

During 1951 output was 1.04 million tons. Import amounted to 2,08.646 tons valued at Rs.20.11 crores and export of iron ore amounted to 92.757 tons to the value of Rs.1.84 crores.

Production of semi-finished in 1952 was 109 thousand tons and finished steel 91.9 thousand tons.

During 1955-56, 123.63 lakh tons of iron ore valued at Rs.6.27 crores was exported from India.

In 1956, the production was about 1.2 million tons and the demand was little over 3 million tons. Government imported 1 million tons of steel from Soviet Union, Czechoslovakia, Poland, Germany, France, U.K., Belgium, Italy and Japan. During the first six months of 1956, India imported 8.05,000 tons of steel at a price of Rs.200 per ton, higher than that of indigenous steel. So far the total 3 million tons of steel, which was estimated as anticipated demand, foreign exchange involved was Rs.60 crores.

Such being the deplorable condition the ~~Iron~~ Iron & Steel and H.E. received the highest priority in the 2nd ^{Five} year plan, since the level of production of these materials determine the tempo of progress of the country's economy as a whole.

The target set for the production of finished steel by 1960-61 over that of 1950-51 is an increase in the installed capacity of 260% and production by 221%, structural ^{fabrication} fabrication by 121% and 178%, locomotives by 135% and 125%.

In pursuance of the Government's objectives to have a capacity to produce 4.5 million tons of steel by 1960, steps were taken to set up steel factories in the Public Sector and also permission was granted to enhance the installed capacities of the existing factories in the Private Sector.

The break up of the Industrial expansion envisaged in the Public and Private Sectors, in Metallurgical Industries (Iron & Steel) aluminium and Ferro-manganese was Rs.502.5

crores and Engineering industries (Heavy & Light) Rs.150 crores.

In terms of investment, achievement of the Steel target will mean Rs.400 crores in the public sector and Rs.100 crores in the Private Sector.

Government estimation is that by ^{the end of 3rd Plan} 1966 production would amount to 10 million tons. The target for the year 1959 was fixed at 4.5 million tons and by the end of the 2nd Five Year Plan, this was hoped to be raised to 6 million tons. Of the 6 million tons, it was estimated that 3 million tons would be obtained by expanding the installed capacities of the Private Sector. When the 3 state plants, Bhilai, Rourkela, and Durgapur go into full production (by the end of 2nd plan) the production will be 7.5 million tons of steel ingot.

TARGETS OF THE INDUSTRY

THE CONSUMPTION OF STEEL IN THE COUNTRY DURING THE LAST FIVE YEARS WAS AS FOLLOWS:-

	(Tons)
1954;	1,631,524
1955	2,159,679
1956	3,191,479
1957	3,076,155
1958 (Jan - Oct. only)	2,077,435

Expansion programme was carried on with coloboration with Henry J. Kaiseh, Corporation of U.S.A. It was esti- mated tha the plant would increase the steel capacity from 13.00,000 to 2 million tons ingot yearly by 1958.

World Bank gave a loan of 75 million dollars in June 1956 to help ~~hase~~ the steel capacity. The company also

increased the capital in June 1956 to the extent of Rs.13 crores by the issue of share of Rs.105 per share (Rs.30 premium).

Expansion programme involved a sum of 62 crores.

INDIAN IRON & STEEL CO.

	1955	1960
Paid up Capital	7,88,32,480	12,44,08,990.
Reserve Capital	80,00,000	18,19,23,728
Gross Block	20,48,24,282	58,53,99,051

The India Iron & Steel Co. increased the capacity of finished steel from 2.25 lakhs tons to about 3.5 lakh tons. Further extension for another 8 lakhs tons almost completed with an expenditure of Rs.31.7 crores.

Extension programme was carried with the help of World Bank ~~wa~~ loans from the Govt: of India.

MYSORE IRON & STEEL WORKS: (STATE ENTERPRISE)

Mysore Iron & Steel works at Bhadravati, ~~xxxx~~ owned and run by the Mysore State Government. It came into being in 1922 with a productive capacity of 28,000 tons of charcoal pig iron per year. Capacity was further increased to (a) 42,000 tons of pig iron (b) 60,000 tons of steel per year, by the installation of an electric pig iron furnace of 15,000 K.V.A. Expenditure planned on certain additional projects which were considered desirable included 3 electric pig iron furnaces costing Rs.2.83 crores. Govt: of India advanced a loan of Rs.2.5 crores.

Capital Invested: 553.98 Lakhs

HINDUSTHAN STEEL LTD:

ROURKELA STEEL PROJECT (BY FOREIGN AID)

1 million steel project (with German collaboration) Capital invested. The revised estimate of the Rourkela Plant puts the costs at 170 crores as against the original estimate of Rs.128 crores. The overall cost (including ore mines, quarries, Township ~~for~~ to consultants and other ^{auxiliary} expenditure) figured at Rs.214 crores.

BHILAI STEEL PROJECT (BY FOREIGN AID)

1 Million Steel Project (with Soviet Collaboration).

Originally in the 2nd Five Year Plan a provision of Rs.110 crores was made for the steel plant proper in Bhilai. Because of the modification and other changes the estimate was revised and finally it went to Rs.178 crores. Of the overall cost of 178 crores, Rs.97 crores will be in foreign exchange.

DURGAPUR STEEL PROJECT (EX FOREIGN AID)

1 Million Steel Project (with British ~~collaboration~~ ^{collaboration})

The plant equipment and machinery involved more than £50 million plus the actual cost of shipping and freight. The cost of erection, civil engineering and materials obtained in India involved approximately over Rs.29 crores.

STRUCTURE OF THE PLANTS:

TATA: Possess 5 Blast Furnaces. After the expansion and modernisation the capacity is estimated at 2 million tons. Expansion and modernisation programme envisages increase in capacity for cock oven, Blast furnace, steel melting shops, calcining plant, New blooming mill and New sheet Bar and Billet mill and a ~~medium~~ and light structural mill.

BURNPUR: Posses 4 Blast furnaces. After the expansion and modernisation, the capacity is estimated at 1 million, ~~max capacity~~ ~~xxxxx~~ (0.9). Expansion and modernisation envisages increase in capacity for ~~cock~~ ^{New blooming mill,} oven, Blast furnace, New Billet & sheet bars, and light structural mills

X MYSORE: Blast furnace one. A cast iron span pipe plant has been commissioned with an annual estimated production of 13,500 tons of cast iron pipes of various sizes. A sentering plant has also been commissioned. This unit produce 5,000 tons of ferrosilicon. This is the only factory producing this metal in the country. The production of ferro-manganese has also been ~~taken~~ ^{taken} up. Manufacture of ferro-tungsten and other alloys also taken up.

BREAK UP FIGURES IN THE ABOVE THREE UNITS

In Million Tons

	1955	1960
TATA	0.9	2
BURNPUR	0.5	0.9
BHADRAVATI	30,000 tons	100,000 Tons

ROURKELA, BHILAI, & DURGAPUR PROJECT:

Each plant will have an initial capacity of one million tons of ingot.

Provision also exists for increasing the capacity of the plants at a later stage.

	Present Capacity (in Million)	Provision for extension to (in Million tons)
Rourkela	1	1.6
Bhilai	1	2.5
Durgapur	1	1.6

Rourkela: Plant is designed to turn out mainly flat products like plates, sheets, etc, hot and cold rolled, for use in such industries as ship building automobile manufacture etc.

Bhilai: Plant is designed to manufacture heavy products like rails and structurals, sleeper bars, crossing sleepers, merchant bars and billets.

Durgapur: Plant will turn out ~~xxxx~~ medium structurals like wheels, tyres, axes, billets and heavy forging blooms, merchant section, forging section sleeper bars.

Bhilai and Durgapur Steel Melting will be carried by open ^{hearth} ~~earth~~ process where as ⁱⁿ Rourkela steel melting will be carried by the application of L.D process (oxygen blowing), (LINZ - Donawitz) process known as -

L.D. Process (Oxygen blowing - Austrian process) ~~is~~ expected to have the advantage of lower capital and operating costs, higher rate of production and saving in space and auxiliary equipment.

This process will also yield, crude benzol, coal tar and ammonia. Hydrogen from the coke-oven gas and nitrogen from the liquid air ~~XXXXXXXXXXXXXXXXXXXX~~ plant would be harnessed for the manufacture of nitro-lime-stone fertiliser, taking advantage of the surplus coke-oven gas ~~ex~~ expected to be available as a result of the adoption of of L.D. process.

In each of the three steel plants there are 3 blast furnaces with the most modern and complex co-ordinated machineries. Each blast furnace is of a 1000 tons capacity.

Anticipated Production of Iron & Steel after the expansion programme of existing steel plants & Establishment of new- three plants.

	Saleable Steel tons per year	Crude steel In tons
Tata	1,500,000	2,000,000
Burnpur	800,000	1,100,000
Bhadravati	100,000	100,000
Rourkela	720,000	1,000,000
Bhilai	750,000	1,000,000

Annual req. of the raw materials for the steel industry in 1960-61 when the steel plants in the Public Sector would go in full production. —
(Estimate Committee, Govt. Source. (In Lakhs Of Tons)

	Rour- kela	Bhilai	Durga- pur	MISW	TISCO	IISCO	Total
Iron Ore	17.00	19.40	19.40	2.0	32.00	21.8	111.6
Coal	16.00	17.90	18.30	0.5	35.00	24.67	112.37
Limestone	5.23	5.51	6.17	0.	9.00	6.50	32.41
Dolomite	0.28	0.09	0.20	..	0.9	0.40	5.87
Manganese ore	1.12	0.33	0.64	..	0.6	0.40	3.09

Lime Stone: Will be obtained from the Purnapani area. For the present, purchases from the market, will be carried on. (Sundargarh District).

Transport: From the above it will be seen that total quantity of raw materials required for the plant will figure at 4 to 5 million tons per year. These raw materials have to be transported to the factory site by Rail Road. 40 mile branch railway line has been laid between Rourkela and Dumaro for iron ore. 10 mile siding linking the purnapani area has been laid down for lime stone.

BHILAI:

Iron Ore: Will be drawn from Dalli, Rajhara, about 60 miles from Bhilai. Soviet Union is developing the mine.

Coal: For coal Bhilai is dependent on Jharia, Kargali and Bokaro. The distance will be approximately 470 miles.

Limestone: Will be drawn from Nadini at a distance of 12 miles. USSR has been entrusted to develop and mechanise the mine. At present drawing from Sundargarh district of Orissa.

DURGAPUR:

Iron Ore: From Gua mines in collaboration with the private sector.

Coal: From Ranigunj and Jharia area.

Limestone: From Sundergarh district (Orissa), looking for alternative sources of supply in Shahabad district of Bihar.

Iron Ore:

The three Steel Plants, Bhilai, Rourkela & Durgapur will require six million tons of iron ore per year.

Coal:

Three plants together will require 4.8 million tons.

Limestone:

Three plants together will require 1.6 million tons.

PROBLEM FACING THE PUBLIC SECTOR STEEL FACTORIES:

XXXXXXXXXXXX AND OFFENSIVE BY THE PRIVATE SECTOR:

Coal Crisis: The blast furnaces of the state sector, which have been commissioned are not working to the capacity due to the acute shortage of coal. Crisis of supply of coking coal

to steel plants is reportedly under examination by the cabinet. Uptill now, ^{no} effective steps could ~~have~~ ^{not} been taken by the Government. On August 19th Sardar Swaran Singh gave a shock to the Lok-Sabha when he made the amazing admission that the third blast furnace of the Rourkela plant, although fully erected, could not be put into commission. This was due to lack of adequate and continuous supplies of ~~colours~~ ^{Kunda} coal and also Iron ore to some extent.

It is to be noted that the size of coal stocks has shrunk substantially from 2.99 million tons to 2.35 million tons in January 1959 and 1960 and from 2.66 million tons to 1.92 million tons in May during the same year.

Output of soft coke decreased from 174,771 tons in March this year to 158,204 tons in April to take a precipitate drop to 130,440 tons in May.

The crisis of steel production, as ironically demonstrated by the enforced idleness from the very outset of the costly new Blast furnaces in the state plants, is but a reflection of the deeper crisis of coal production.

The private sector has come out openly for bringing radical changes in the policy of industrial policy resolution of 1956. Private sector is shouting for lifting the restrictions imposed and to allow the private sector to move in new areas on the plea of acute shortage coal. It appears that in recent past Private owners have adopted measures both in the fields of Labour and raising of coal, which are hindering the production of coal.

The chairman of Indian Iron & Steel Company Ltd., ~~Shri~~ ^{Shri} Biven Mukherjee in his last annual speech pointed to the problems of high and variable ash-content in the coal and shouted against the basic policy ~~also~~ ^{pursued by the Govt.}

It will ^{thus} be seen that the attack is on full swing on the ^{Public} private sector by the private sector.

COAL WASHERIES:

The operating of a steel plant demands ~~the~~ coal with low ash content. India like many other countries of the world, possesses only limited deposits of metallurgical coal. When the Public

Sector three plants will be under operation, their total demand for coking coal will be even ^{more than} five million tons annually.

With a view to conserving limited reserves of metallurgical coal a washery with a capacity of 1.6 million tons has been constructed at Kargali, where coals from Kargali ^{or} Bokara will be washed to reduce their Ash content. The washery is under production and coals are being supplied to Bhilai and Rourkela.

A second washery is being constructed in Dugda for the purpose of washing ^Jharia coals. Construction job of the Dugda has been entrusted with an American Firm, ^{by} 1960 it was ~~supposed~~ ^{supposed} to come into operation.

As regards shortage of coking coal, working class should immediately urge upon the union government to hasten the construction of few coal washeries at a top speed to save the steel factories and also to meet the growing need of the ^{cost} ~~steel~~ ^{steel} factories.

LIME STONE:

~~There is~~ Shortage of good quality limestone particularly necessary for use in the open heaths. All the public sector steel plants excepting Rourkela (which has oxygen blowing process) have open ~~heath~~ blast furnaces.

In an address delivered to the students of ^{Defence} ~~Defence~~ College ~~delivered~~ Wellington, in June last, Sir Jahangir said "supplies of limestone are by no means plentifully available in the vicinity of steel plants, although the country as a whole has large reserves. At present, all the limestone for the steel plants is drawn from one area, the Sundergarh District of Orissa except Bhilai, which draws from ^{nearly} quarry at Nandini. Reportedly, Durgapur is looking for alternative sources of supply in the Shahabad district of Bihar, but it will be some time before demand is actually diverted from ~~Sundergarh~~. In the meantime, the scramble for good limestone is getting increasingly worse, because although the ore could conceivably yield larger supplies, this depends on the availability of rail transportation from New quarries.

IRON ORES:

India has very large iron ore ~~xx~~ reserves, the first grade quality of which alone is estimated at about 21,000 million tons. Unfortunately steel factories are confronted with low stocks of ores. Union Minister of Steel stated that in Bhilai during June and July of the current year production dropped down due to low stock of iron ore and poor receipts of coal.

TRANSPORTATION - WAGON CRISIS:

In the recent past, it has been revealed that there are acute shortage of wagons and also the right type of wagons ^{for} carrying coals and other materials to the steel factories and from the steel factories to other places. About 5,000 wagons are needed for carrying coals to the steel factories.

Moreover, the type of wagons in existence are four wheelers. Now with the Diesel ^{loco} engines, which carries higher speed than the steam engines, the four wheelers are becoming obsolete. So, 8 wheeler wagons have been introduced rightly.

The production of this 8 wheeler should immediately be geared up to the high pitch.

SHORTAGE OF TECHNICIANS:

Reports have been received from all the steel plants that production is suffering for the shortage of trained technical personeel. For if the report of Mr. LCo Werts, the Ford foundation man power consultant to the union Ministry of steel, is to be believed, the Hindusthan Steel Ltd is faced with a serious shortage of trained technical personnel. It is believed, Mr. Werts has in his report, analysed the factors responsible for current and future shortage of trained technical personnel in the heavy industries and suggested measures to overcome that. The position, as he seems to view it, is quite serious. If as he says, as much as ~~xxx~~ 40 to 45% of key positions, such as those of managers, superintendents and Foreman, have been vacant since April last in Rourkela, Bhilai and Durgapur. As per Mr. Werts estimate, it would appear that even to operate at current capacity, about 1.400 more foremen, are needed at Durgapur and

Rourkela 1000 more would be needed to meet the expansion of these 2 steel plants during the 3rd Five Year Plan.

OFFENSIVE BY THE PRIVATE SECTOR:

It is now clear that the captains of the Private Sector do not view with good intention the coming into being of basic factories like Iron & Steel, Heavy Engineering etc., in the Public Sector.

On the question of shortage of coal, transport difficulties, shortage of limestone, shortage of skilled personnel, once again the captains of Private sector has come out with warnings against going for more steel plants. It is amply clear from ^{Sir} ~~Shri~~ Jahangir and Sir Biren's speeches,. Their spokesmen eastern economist, commerce etc., have come out at war against the going for more basic industries.

POSITION OF TRADE UNIONS:

TATA: In Tata there are two unions. One affiliated to INTUC another affiliated to AITUC. AITUC affiliated union enjoys the prestige and confidence of majority of the workmen. This position has been achieved after a prolonged struggle. But unfortunately due to the policy of the Bihar Government and the union Government AITUC union could not get the recognition of TATA company. And due to our weak office keeping, AITUC union failed to prove majority in the verification of membership. Before the last struggle AITUC influence was over 24 thousand employees.

BURNPUR: In Burnpur INTUC has a affiliated union and also AITUC has got a affiliated union. In the year 1959 during verification of membership AITUC union showed a membership of little over 15 thousand and INTUC showed about 12 thousand. Verification Officer after spot enquiry made the membership of INTUC union at about 10 thousand and AITUC at little over 9 thousand.

In Burnpur, influence and prestige amongst the workmen for some time appears ~~to~~ to be on the decline, A major section of the intellectual workers and also of the skilled workers has become neutral.

MYSORE: In Bhadravati AITUC has no affiliated union. There exist a union and that is affiliated to INTUC.

ROURKELA, BHILAI, DURGAPUR:

Bangalore Session of the General Council of AITUC adopted a resolution for forming a Trade federation of Metal & Engineering workers of India. In pursuance of that resolution, the 1st National Conference of Metal & Engineering workers of India was held at Calcutta from 10th to 12th July 1959. About 900 delegates participated in that conference. Vide a resolution and through the personal intervention of Com. Dange, it was decided that National Federation should immediately open offices in the three plants and popularise the burning demands together with the constitution of a wage board for the steel workers. Accordingly offices were opened in each centre and one organiser at each centre was placed.

I In Rourkela there were six unions. Two INTUC one SUC one belonging to Demovan and etc. Mickel John (INTUC) carries good influence within the clerical section.

Soon after the opening of the office of National Federation AITUC organisation came in contact with one of the INTUC organisation headed by Shri Batapanda. Gradually movement started gaining ground. National Federation and AITUC came openly to help the movement of the workers employed in steel and other construction works. Thus AITUC became popular within the muster roll workers.

Rourkela Steel & Mining mazdoor Congress of which Shri Batapanda was the general Secretary, learnt by experience, worked jointly with National Federation and AITUC.

At the 2nd Annual Conference of the Union, held on 30th October 1960, Com. Dange was elected the President, Shri. Batapanda, the Working President and Nityananda Ponda the General Secretary. The Conference also adopted a resolution to affiliate the union with ATTUC. So, in Rorkela steel project now AITUC has a affiliated union. It has one departmental committee in Blast Furnace and ^{another} one in steel melting shop.

DURGAPUR: A office under the banner of National Federation of Metal and Engineering Works of India is functioning since May 1960. There is also a ^{whole time} ~~work time~~ organiser placed by the AITUC. There are five unions in Durgapur. INTUC has three unions. One, of Mickle John flank, another of Atulya Ghosh flank and the third one of Martryee Bose and Kali Mukherjee flank. ~~Bolshevik~~ ^{Left} party has got a union, which gained prestige during the construction phase by working within the construction workers. Now the influence is on the decline. This union carries no influence within the Steel workers. Forward Block has got a union in the steel plant and that is a paper union. ~~99%~~ 99.5% of the steel workers belong to no union.

Under the banner of National Federation, AITUC has started functioning. Now there are departmental committees, in Blast Furnace, steel melting, cock oven, Foundryshop, ~~EXHE~~ C.E.M. Mechanical maintenance, and in the administrative section. There are also militant groups formed in Rolling mills, Traffic, ore handling plant, and township. The question of forming the union will be discussed, when all the departmental committee will be formed, which are expected to be formed by ~~December~~ 1960 or ~~JANUARY~~ January 1961.

BHILAI: There are two INTUC unions, one ~~SUCR~~ ^{independent} union, one ~~under~~ the influence of U.S.I.S. and one ^{its} under leadership of P.S.P. Mickle John ~~was~~ one union which carries some influence ^{within} ~~in their~~ the clerical section and ^{also} within the operational workers. That union recently got recognition. P.S.P. led union moved in court and obtained a stay order on the recognition allowed by the Bhilai Steel Project.

AITUC has started functioning under the banner of National Federation of Metal & Engineering Workers of India. Office has been opened up there.

On last October a mass meeting was held under the banner of National Federation where AITUC representatives also addressed the gathering. Possibility to register a union of AITUC influence is there.

STRUGGLES:

	No. of disputes	No. of workers involved	No of man-days lost
1958 (including Re-rolling & Other plants)	55	64,222	7,71,924
1959 (a) Only Iron & Steel	24	26,807	1,41,917
(b) Rolling into Basic form	3	140	449
(c) Other process	38	7,355	96,246
	<u>65</u>	<u>34,302</u>	<u>2,38,612</u>

After the Ernakulam Session Tatanagar Foundry workers fought bitter struggle during the months of March and April 1958, 800 workmen were retrenched but won 0.25 nP as increment.

Burnpur, Kulti & Tata workers headed by the AITUC unions served one day protest strike notice to the management, in May 1958, for increase in wages and D.A.

Sir. Biven Mukherjee, of Burnpur announced Rs.10/- increase in D.A. and the token strike of 12th May 1958 was postponed by united workers union of Burnpur.

TISCO management remained silent and as notified, the strike took place on 12th May 1958 in TATA. Strike was a 100% success.

Being taken ~~about~~ by the 100% success of the strike despite INTUC influence, the TISCO management, collusion with Bihar Govt. started victimising the militant workers. There were spontaneous sit-down strike by the workers of may departments. Management unable to cope with the situation declared a lock-out on 19th May 1958. On 20th May 1958, huge spontaneous demonstration took place ~~inspite~~ defying ~~Act~~.144. Police opened fire which resulted into injury and death of some workers.

After some days the company lifted the lock-out but did not allow 406 workmen to join duty. Out of 406 workers some 75 were allowed to resume duty, rest were victimised.

During the struggle, all the leaders of the J.M.U. were arrested. Morale of the workers remained high and they went on agitating on their legitimate demands. Big demonstrations and meetings took place. Finally, TISCO management concluded an agreement with Mickle John of INTUC on the issues of wages, dearness allowance, production Bonus and etc. The announcement came in the month of February 1959, which was given effect to, from 1st April, 1959.

² The Tinplate and Telco, INTUC gave a call for one day token strike, which was supported by AITUC affiliated union JMU.

In Burnpur INTUC gave a call for a one day token strike on 17.2.59 against the lay-off notice. AITUC union condemned the declaration of the INTUC and advised the workers not to join. Result was - bitterness between AITUC union and INTUC union increased.

On 5.9.59 INTUC led union, launched a token strike for 24 hours, on demand of recognition of their union in the matter of fixation of P.S. Bonus. U.S.W's union opposed the strike decision on the understanding that sudden strike call would help the company to put pressure on the Government with a view to increase production price of Iron & Steel and the move would in no way help the workers in achieving the demand.

INTUC union again during the current year called a ^{party} ~~party~~ lay-cott, on the payment of 65 days bonus against the higher claim. U.S.W's union supported the call with a view to improve unity among the workers.

There were some departmental struggles too which not end happily.

BHILAI:

Under the leadership of P.S.P. lead union, the 35,000 construction workers, who were engaged directly by the Bhilai steel project ~~was~~ went on strike on 10th February 1960. Demand

was Rs.75 as minimum wage against Rs.48. The strike continued upto 21st February 1960. Firing was opened on the strikers.

Md. Elias M.P. and A.K.Gopala M.P. as per AITUC directives went there together with two more representatives. AITUC representatives meet the manager, went round the steel factory and addressed a mass meeting also. This very move helped the influence of AITUC to a great extent.

On 9th October 1959 a mass meeting took place, where 10,000 workers attended. The meeting demanded immediate constitution of a Wage Board.

ROURKELA:

At Rourkela unlike Bhilai, construction work of the steel project was carried by the private construction firms on competitive tender. This very practice gave undue room to exploit the workers.

Contractors with a view to exploit the backward people of the region fomented provincial feelings and some riots took place.

About 480 passed out trainees went on strike for proper posting on the Grades on the basis of their training, experience and skill. The strike commenced on March and ended in May 1959. Government constituted a Review Board to go into their wages in relation to jobs. No satisfactory result came out.

In 1960 workmen employed under German contractor named Hachtief Gammon, went on strike on overtime issue. The workers achieved their demand.

Another strike took place which was of the master-roll workers of steel project, on the question of increment and overtime payment. Both the demands were conceded. The master-roll workers got 1.75 NP against 1.50 NP in rogue.

National Federation of Metal & Engineering workers of India sponsored by AITUC became popular and as a result of the above struggles Rourkela steel and mining mazdoor congress was converted to Rourkela Steel Mazdoor Union, at their 2nd annual conference. It has taken affiliation with AITUC and Com. Dange has been elected the President of the union.

DURGAPUR:

The construction workers went on strike in the earlier part of 1959, on the question of increment, leave, retrenchment benefit, ^{under} ~~under~~ the leadership of United contractors workers union. More than 12 thousand workers were involved. After 11 days of heroic struggle, the strike ended with adjudication.

No positive results were achieved on any of the issues save and except minor ones.

After that, representatives of united contractors workers union devoted no time and the main bulk of struggling force went under the fold of ~~Bolshevik~~ Party union. There were many struggles under their leadership and B.P. gained good ground amongst the construction workers. Bonus, retrenchment compensation and so on were achieved. At present retrenched workers get one month's notice pay and retrenchment compensation, as allowed under the statute.

Within the steel plant, the operational and non-operational workers, though they do not owe ~~appear~~ allegiance to any ~~control~~ organisation, openly, under the influence of National Federation carried few struggles.

Bus service from steel town to steel factory was ~~so~~ meagre. ~~That~~ the workers had to stage a short strike and the management came to the senses. More buses were taken on rent and the routes were all re-arranged to ~~xxxx~~ suit the employees, residing in different sectors of the ~~xxxx~~ town.

Mechanical division workers went on a strike for their overtime payments as per factories Act. The result was - they were declared workmen under factories ~~xxxx~~ Act.

C.E.M. department workers went on sitdown strike for three days against the attendance system.

6000 workers, both operational and non-operational, staged demonstration for better housing, accommodation, fans, education, before the General Manager. Fans ^{were} ~~have been~~ supplied to each room on rental basis.

like other plant

The minds of the employees of Durgapur steel project are agitating on many burning grievances which needs immediate attention

WAGES & DEARNESS ALLOWANCE:

As a result of struggle of the TATA workers, an agreement was reached with the management of TATA. *Of* course the agreement was signed by John of INTUC. And as per that agreement TATA workmen acheived wage increase, which at this given moment is considered to be ^{the} highest within the steel workers. It may be mentioned that though the wages have not been fixed on any scientific standards and though complete anarchy remain, still ~~ixxw~~ it is ^{worth referring} ~~worth mentioning~~ ~~ixxw~~ the wages for the other steel plants.

BASIC WAGES IN THE STEEL PLANT

TATA (from 1st April '59)	BURNPUR	ROURKELA, BHILAI, DURGAPUR (same rates of wages)	BHADRAVATI
Un-Skilled Rs.1.83 to 2.11 (5 years)	Starts from Rs. 1 and the highest wage is Rs.9.	Rs. 30 to 35/- 0.50 nP	Not Known
Semi Skilled (Several Catagories) Rs.2.62 to 3.02 (5 years)	All the categories less than Tata Scale	Rs.40/2/60	
Skilled III 4.20 to 5.04	"	60--3--90	"
II 5.70 to 6.54	"	80-4-120	"
I 6.54 to 7.42	"	120-5-200	"
Highly Skilled 7.83 to 9.12	"	Operatives 150-10-250	"
Clerical Staff Rs. 85 to	Rs.55	Substaff doing clerical jobs including typist Rs. 60 to 90	"

Slab System: Up to Rs. 75	Tata (Rs)	Burnpur	DEARNESS ALLOWANCE Rourkela, Bhilai, Durgapur	Bhadravati
Over Rs.75	45	Rs.10	upto Rs.50 - 45	not known
75 to 90	45	less	Rs.100 - 55	
90 to 105	47	each	Rs.150 - 60	
105 to 125	51	slab.	Rs.	

P. T. O.

DEARNESS ALLOWANCE

<u>Slab System</u> Up to Rs. 75	Tata	Burnpur	Rourkela, Bhilai, Durgapur	Bhadravati
Over Rs. 75	45	Rs. 10	Upto Rs. 50 - 45	not
Rs. 75 to 90	45	less	Rs. 51 to 100 - 55	known
90 to 105	47	from	" 101 to 150 - 60	
105 to 125	51	each	151 to 200 - 65	
125 to 150	54	slab	201 to 250 - 70	
150 to 175	56		251 to 300 - 70	
175 to 200	58		301 to 500 - 70	
200 to 225	62		501 to 750 - 85	
225 to 250	66		750 to 1000 - 100	
250 to 300	69			
300 to 350	75			
350 to 400	82			
400 to 450	86			
450 to 500	90			

From the comparative chart of basic wages and dearness allowance it would ^{be} reveal ^{what is} the position of wages in different steel factories.

WORKING CONDITION:

As regards working conditions in the old steel factories, it can be safely said, the Trade Unions have ample scope to agitate ^{against} regarding the safety devices, hazards involved in the jobs, ^{mechanisation of} ~~the~~ old way of handling loads etc.

So far the expansion and modernisation of the plants are concerned, the conditions should be studied and then demands to be formulated.

Regarding the new three steel plants, position as it stands, ~~now~~, appears, no method has been adopted in regularising the style of work, though the plants are of the modern types. Authorities seem to be calous regarding the working condition or they lack in knowledge.

There are no canteen facilities on a subsidised basis. Employees experience plenty difficulty in availing meals. There are no proper procedure to register daily attendance.

Wages of the employees are deducted in ^{anarchic} ~~an~~ way due to unscientific distribution of work within the clerical section of the Administrative department of the steel plants.

Posting of the personnel ^r are done in an unscientific manner. No consideration generally is taken for skill, experience, training hazard involved in work. The whole position has become totally anarchic.

Bus Pass system for availing the bus service of the steel

plant is hopelessly bad.

EDUCATION:

As regards the education of the sons and daughters of the employees of steel projects are concerned it can safely be said that even to day, no arrangements have been made. ^{There are} No affiliated schools, ~~even in some projects~~ In Durgapur, medium of instruction, from the infant section is carried on English and that too ⁱⁿ country language. Whatever little arrangements have been done, it happens the expenses involved in purchasing books etc., are too high. This position, is in existence in all the 5 plants.

Therefore, in totality the employees of the steel project are finding very hard to carry on with education of their children.

MEDICAL ARRANGEMENT:

The medical arrangement in the three newly built steel plants is so meagre that it needs no comment.

As a result the employees suffer very much. Even minor accidents cannot be attended by the doctors. Employees dependent fathers and mothers are not allowed to be treated in the hospitals of the steel project.

The condition in Tata and Burnpur does not vary very much.

HOUSING:

So far housing of Tata and Burnpur are concerned it can be said that large number of employees do not enjoy the housing facilities.

EMPLOYMENT POSITION - AS ON NOVEMBER 1960:

<u>Burnpur</u>	<u>Bhadravati</u>	<u>Rourkela</u> (approx.)	<u>Bhilai</u> (approx.)	<u>Durgapur</u> (approx.)
22,000	6,000	7,500 would be 14,500	10,000 12,500	10,000 13,000

November 1960: Total Employment in 6 (six) Steel Plants = 81,500

the completion of the new plants, total employment will be at = 91,000

Before the expansion and modernisation of the three steel plants in vogue, the employment figure stood at 60,000.

During the past years, the employment figures have gone down. Even after expansion the employment figures have not gone up rather employment figures have decreased.

The following figures will speak the position:-

TATA: Employment stood at 30,000 on a capacity of 0.9 million ton.

Employment at present 22,000 on a capacity of 0.9 million ton.

BURNPUR: Employment stood at 25,000 on a capacity of 0.5 million ton.

ROURKELA

BHILAI

DURGAPUR

Each 1 million capacity - will employ 12 to 14 thousands only.

WORK LOAD:

It appears from the above figures terrible work load has been inflicted upon the steel workers.

Private sector employers are getting impetus from the public sector, towards inflicting new work load upon the employees.

Experience point out that in Public Sector steel factories though the plants are mechanised and automatised, Indian working class to remainig below need based wage are not in a position to withstand the strain of carrying 8 hours work at a stress in the continous process of the steel mills, where as abnormal working conditions exists. Therefore, ^A changing over by another batch of personnel must remain. *(as leave taking period)*

Therefore, it seems the present asesment of working persons in each of the three plants are totally wrong.

IMMEDIATE TASK:

An integrated Iron & Steel works is a complex organisation in which all departments rely on each other, the primary and subsidiary products of one entering into the operation of the others, the whole being designed as a fully balanced plant. The primary basic producing units, that is to say the coke oven batteries and blast furnaces, are continuous operational plants.

Therefore, the organisational problem; so far Trade Union in a steel plant is concerned, must be ^{handled} ~~based~~ in keeping with the lay-out of the plant.

0
attending
secretary

- Consistant propaganda work must be carried within the steel employees mainly through leafleting etc., as gate meetings are not possible in mordern plants. Periodical mass meetings must take place also.
- Urge for unity to be developed from below:
- Departmental committees to be formed compulsorily in all the steel plants. By this process urge for unity will be developed from below:
- Union to be formed standing on the departmental committees. Where union has ~~kalready~~ already been formed, departmental committes must be formed without any loss of time.

DEMANDS:

1. Proper: Housing facility to all ~~alass~~ class of employees:
2. Medical: Free facility to all employees including the dependents of the employees. Dependents must include old fathers mothers brothers and sisters (not earning)
3. Education: Free education to the sons & daughters of the employees.
4. Transport: Free Bus service for attending duty from the town-ship ~~and~~ to ^{the} plant.
5. Canteen: Subsidised canteen facility to the employees.
6. Technical Training Opening of Day school for the steel workers in each of the plant.- Apprenticeship course, trade wise.
7. Employment: 60% of the employment upto the range of Rs.500 should be given to the sons of the soil.
8. Wages:
 - a) Wages to be standardised in all the six steel plants, on the basis of standadised occupational nomenclature.
 - b) Wage Board to be constituted to go into the all auspect of wages, norms & standards, etc.
9. Heat Allowance: To be introduced in the Public Sector factories.
10. Production Bonus: To be immediately introduced in all the Public Sectorx factories.

- 11. Employment: Potentiality to be increased by lifting workload and increasing personnels.
- 12. Dearness Allowance Increase of D.A. immediately. Sliding scale of D.A. to be introduced as per the cost of living index.
- 13. Works Committee Works committee to be constituted immediately in all the steel plants.
- 14. Fight for - ^{Democratisation} ~~demoralisation~~ of the administration, from ~~Right~~ ~~against~~ top to below.
 Fight against - corruption, favouritism and ^{bureaucratism.} ~~bureaucratism.~~
 Fight against - the offensive of Private Sector
 Remain ^{vigilant} ~~resistant~~ against sabotaging the plant and Production
- 15. Alternative workers ^{employment} for the construction
- 16. Alternative person ^{employment} due to ^{eviction} from land.

~~~~~

Temporary workers  
newly

DISPUTE BETWEEN THE MANAGEMENT OF INDIAN IRON AND STEEL COMPANY LTD AND ITS WORKMEN AS REPRESENTED BY THE ASANSOL IRON & STEEL WORKERS UNION REGARDING PROFIT SHARING BONUS IN RESPECT OF THE COMPANY'S WORKERS AT BURNPUR & KULTI AS ALSO BETWEEN THE MANAGEMENT OF THE COMPANY AND GUA MINES WORKERS UNION REGARDING PROFIT SHARING BONUS IN RESPECT OF WORKERS OF THE ORE MINES OF THE COMPANY AT GUA MANOHARPUR AND CHIRIA.

MEMORANDUM OF SETTLEMENT UNDER SECTION 12 (3) OF THE INDUSTRIAL DISPUTE ACT.

Whereas Asansol Iron & Steel Workers Union and Gua Mines workers Union (hereinafter mentioned as the Unions) on behalf of the workmen employed by the Indian Iron and Steel Co. Ltd (hereinafter mentioned as the Company) both on their Works at Burnpur and Kultii as well as their Ore Mines at Gua Manoharpur, Chiria, have been constantly pressing the Company for revision of the present system of Profit Sharing Bonus,

And

Whereas the Company has maintained all along that the amount of profit sharing bonus paid out in the preceding years, taken together with the basic wages and production bonus earned by the workmen, is an adequate measure of reward for their extra efforts for which they can claim production and profit sharing bonus,

And

Whereas the representatives of ~~the~~ both the Unions and the Company have had informal discussions off and on in presence of the conciliation Officers concerned,

And

Whereas a final conciliation meeting was held at Burnpur on the 15 th. December 1960 when the following were present:-

Shri. J. Mc Cracken.... General Manager, Indian Iron & Steel Co. Ltd,  
representing the Company.  
Shri. Michael John..... President of the Unions      () Representin g the  
" Gopes war..... General Secretary of the      () workers.  
Unions  
"K.C. Prosad..... Vice-President of the Unions  
Shri. K.C. Dasgupta..... Asst. Labour Commissioner, Govt of West-Bengal  
Asansol, (for Works of the Company at Burnpur  
and Kultii)  
Shri. G.S. Ahluwalia..... Deputy Chairman,  
Calcutta Dock Labour Board (Appointed as  
Conciliation Officer under Govt of India  
Notification dated the 13 th. Dec. 1960)

and the question of Profit sharing bonus was discussed threadbare.

Consequently, in the interests of cordial relations between the Company and the workers the following settlement was reached:-

a) That this agreement shall come into force with effect from the year 1959/60 and remain in force for four years, namely 1959/60, 1960/61 1961/62 and 1962/63.

b) The Agreement will be subject to any modifications which might be necessary as a result of any national decision regarding basic wages and or Bonus systems concerning the Iron and Steel Industry;

c) This scheme shall apply to all workmen of the Company at its Works at Burnpur & Kultii and the Ore Mines at Gua, Manoharpur and Chiria other than covenanted staff.

d) Bonus shall be payable only to those employees who have been in continuous service throughout the financial year during which profits have been earned.

(e) CONTINUOUS SERVICE shall mean a period of service unbroken by discharge or resignation and shall include all periods of authorised leave, training, Apprenticeship and probation.

(f) The quantum of bonus will be fixed as follows:-

- 1959/60..... 25% of the amount of the money distributed to the Equity Shareholders or 46.8 lacs whichever is greater subject to a maximum limit of 48.8 lacs.
- 1960/61..... 25% of the amount of the money distributed to the Equity Shareholders or 49.8 lacs whichever is greater subject to a maximum limit of 52.3 lacs.
- 1961/62..... 25% of the amount of the money distributed to the Equity Shareholders or 53.3 lacs whichever is greater subject to a maximum limit of ~~50.3 lacs~~ 55.8 lacs)
- 1962/63..... 25% of the amount of the money distributed to the Equity shareholders or 56.8 lacs whichever is greater subject to a maximum limit of 59.8 lacs.

It may be mentioned that based on the present wagebill, the above payment will represent approximately as follows:-

|           |            |
|-----------|------------|
| 1959/60.. | 72-75 days |
| 1960/61.. | 76-80 "    |
| 1961/62.. | 80-85 "    |
| 1962/63.. | 85-90 "    |

g) In the event of reorganisation of capital the Company reserves the right to revise the scale of Profit Sharing bonus mentioned above. Similarly in the event of any fundamental change affecting the intention and spirit of this settlement the Union also reserves the right to represent accordingly.

Sd/J. Mac cracken  
General Manager  
Representing the Company

Sd/M. John  
President  
Asansol Iron and Steel Workers' Union  
&  
Gua Mines Workers' Union.

Sd/K.C. Dasgupta.  
Asst. Labour Commissioner Government of West Bengal  
Asansol  
15/12/60

Sd/G.S. Ahluwalia  
Deputy Chairman, Calcutta Dock Labour Board  
(appointed as conciliation Officer under Govt  
of India Notification dated the 13 th. December 1960)

Witnesses :-

Sd/Gopeswar

Sd/B.M. Underwood.

Burnpur  
Dated the 15 th. Dec. 1960.

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No, 3389

Head Office:

Phone :- BARAKAR 133

KENDWA ROAD,

P. O. KULTI

DT. BURDWAN

Branch Office:

Phone :- ASANSOL 737

P. O. BURNPUR

DT. BURDWAN.

BARI

Ref. No. \_\_\_\_\_

Dated <sup>15</sup> January, '61. 195

Com. S. A. Dange, M.P.  
4, Ashok Road;  
New Delhi.

268

Dear Comrade,

The announcement for the Profit-sharing Bonus has been made at last. This year it will be equivalent to 72 days' wages, (1959-60) - i.e. 7 days more than last year's. The amount will be something like 46 lakhs and 80 thousand, and we declared <sup>in</sup> advance that something between 71 to 73 days <sup>would be given</sup> on the basis of this amount <sup>which we</sup> ~~came to know earlier.~~

You must have seen in the Statesman of 18.12.60 Calcutta edition, a news item re: the agreement entered upon between the Intuc Union and the Company.

We have not yet been able to get a copy of the agreement. After we get a copy, we shall issue a leaflet or booklet on that. We understand that many anti-workingclass ~~like~~ provisions like no strike for 4 years etc are there. Yes, the Agreement is for 4 years and the total amount will be increased every year by several lakhs. We are afraid, it will not exceed 75-80 days, <sup>in the end.</sup>

We learnt that payment will be made in a week or so. So, it will be difficult for all of us to attend the A.I.T.U.C. Conference. In any case, Misirji will be going. I will very much miss this very important conference.

With love and regards,

Affectionately Yours,

Ps. Moulvi Sahel has already started  
via Allahabad, his home town.

*Nitis*  
(Nitis)

# UNITED IRON & STEEL WORKERS' UNION.

268

Regd. No. 3389

Head Office:

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KENDWA ROAD,

P. O. KULTI

DT. BURDWAN

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P. O. BURNPUR

DT. BURDWAN.

BARI

Ref. No. \_\_\_\_\_

Kulti, Dated 2nd Jan '61 195

My dear Com. Klt.

Misrji and Com. Kanan Sen are starting for Coimbatore by tomorrow morning. They have been detained by a day because of unavoidable reasons.

Monji Sahab started earlier via Allahabad. I regret very much for my inability to attend this important session. But it could not be helped.

This year's (1959-60) Profit sharing Bonus for IDSCO has been declared by Mr. John as per an Agreement reached between his union (Induc) and Coy. It is 72 days' wages - 7 days more than last year.

We are sorry we could not pay our Affiliation Fee fully as yet. Anyway, I assure you we shall make full payment after the Bonus payment. Now, I am sending Rs 50/- (only) from Kulti a/c towards part payment against our membership of some 3,500 only at Kulti works, rest being at Burnpur. Please accept the same

Burnpur

Handwritten signature/initials

Regd. No. 3880

and issue a receipt

Head Office: KAKARAWE  
KINDWARA ROAD  
P. O. KULTI  
Mysore

Handwritten notes in a circular stamp, possibly a date or reference number.

As to the Home Building Fund,  
conscious of our duty & responsibility we  
are planning to raise the same  
Bonus Payment as well.

Will you please send all  
the documents of the Home session, one copy  
each for me Thom. Muzirji? Hope you  
will kindly favour me with the same.

I have addressed a letter to  
Com. Dange at Delhi Address because  
Coimbatore address I could not find in the Pres.

May I expect a few lines from  
your hand?

With kind regards and my  
best wishes for the New Year again.

Cordially Yours,  
K. S. Pillai

THE INDIAN IRON AND STEEL CO LTD.  
BURNPUR :KULTI

REF:GM/PER/189

Dated 10 th. Januray '61.

N o T I C E.

As a result.....

The management hope that all employees will appreciate this generous long term agreement which should go a long way to encourage industrial harmony and good labour relations.

In this connection the management have to point out that this new agreement does not affect the qualifying rules already in existence and in particular they draw attention to the Co's Standing Order relating to Profit sharing bonus whereby any employee or employees indulging in a strike or stoppage of work without due notice forfeits all claim to any Profit Sharing bonus. In view of the generous long term agreement just concluded and al though the company in the past has not applied this clause, it is their intention in future to strictly apply the terms of the clause to employees, individually or collectively who indulge in illegal stoppages of work. etc.....

Sd/ J.Mc.Cracken  
General Manager.

THE INDIAN IRON AND STEEL CO .LTD.  
BURNPUR KULTI GUA: CHIRIA  
REF:GM/PER/340 Dated 13 th. January 1961.

NOTICE.

✓ The final calculations.....

The wagebill at 31st March has been chosen as it is the day on which the maximum wage rate is earned for the year in question.

This procedure will be followed for all succeeding years of the agreement.

Sd/J.Mc.Cracken  
General Manager.

January 31, 1961.

Com. Taher Hussain,  
United Iron & Steel Workers' Union,  
P.O. Burnpur,  
West Bengal.

Dear Comrade,

We are sorry we do not have spare copies of the resolutions, you have asked for. We are printing those in the Trade Union Record and also publishing in a book form.

They will be ready very soon.

With Greetings,

Yours fraternally,

*K.G.*  
(K.G.Srivastava)  
Secretary.



पोस्ट कार्ड

POST CARD

जवाबी  
REPLY

केवल पता

ADDRESS ONLY



Comrade,

K.G. Sriwastava,

4 Asnok Road,

New-Dehli.

Dt.21-1-61.  
Burnpur.

Com.Sriwastava,

Dear Comrade, I reached Burnpur on 19 th. January and I am keeping well. I could not secure the following documents in Coimbatore. So, kindly send the following by post at an early date.

With greetings,

1. Commission's report on Iron & Steel.
2. Do on T,U.
3. Do on Organisation
4. Speech of Mr. Sugiri Secretary WFTU.

Brotherly Yours

*Hussain*

(Taner Hossain M.L.A)

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Branch Office:

Phone :—ASANSOL 2737

P. O. BURNPUR

DT. BURDWAN

Head Office:

Phone :—BARAKAR 133

KENDWA ROAD,

P. O. KULTI

DT. BURDWAN

**BARI**

Ref. No. \_\_\_\_\_

Dated 24.1.1961.

To  
The Labour Commissioner,  
Govt. of West Bengal,  
Calcutta.

Dear Sir,

Re: Alleged agreement of profit sharing  
bonus for the workers of Kultu and  
Burnpur.

We beg to invite your attention to our  
letter dated the 26th. December, 1960, the reply to  
which is still awaited.

Please send us a copy of the agreement as  
an early date together with a reply to our letter under  
reference.

Yours faithfully,

Joint Secretary.

Copy to the Asst. Labour Commissioner, Asansol

Copy to the Hon'ble Labour Minister, Govt. of W. Bengal Cal

Copy to the Genl. Secretary, A.I.T.U.C. New Delhi.

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P. O. KULTI  
DT. BURDWAN

**BARI**

Phone :- ASANSOL 2737

P. O. BURNPUR

DT. BURDWAN

Ref. No. \_\_\_\_\_

Dated 24.1. 1961.

268

To  
The Hon'ble Labour Minister,  
Govt. of India,  
New Delhi.

Dear Sir,

Re: Profit-sharing bonus for the workers  
of Burnpur & Kulti for the year 1959-60

We beg to refer you to our letter No. nil of  
20.12.60, a reply to which is still awaited.

We hope that in view of the urgency of the issue  
you will expedite a reply.

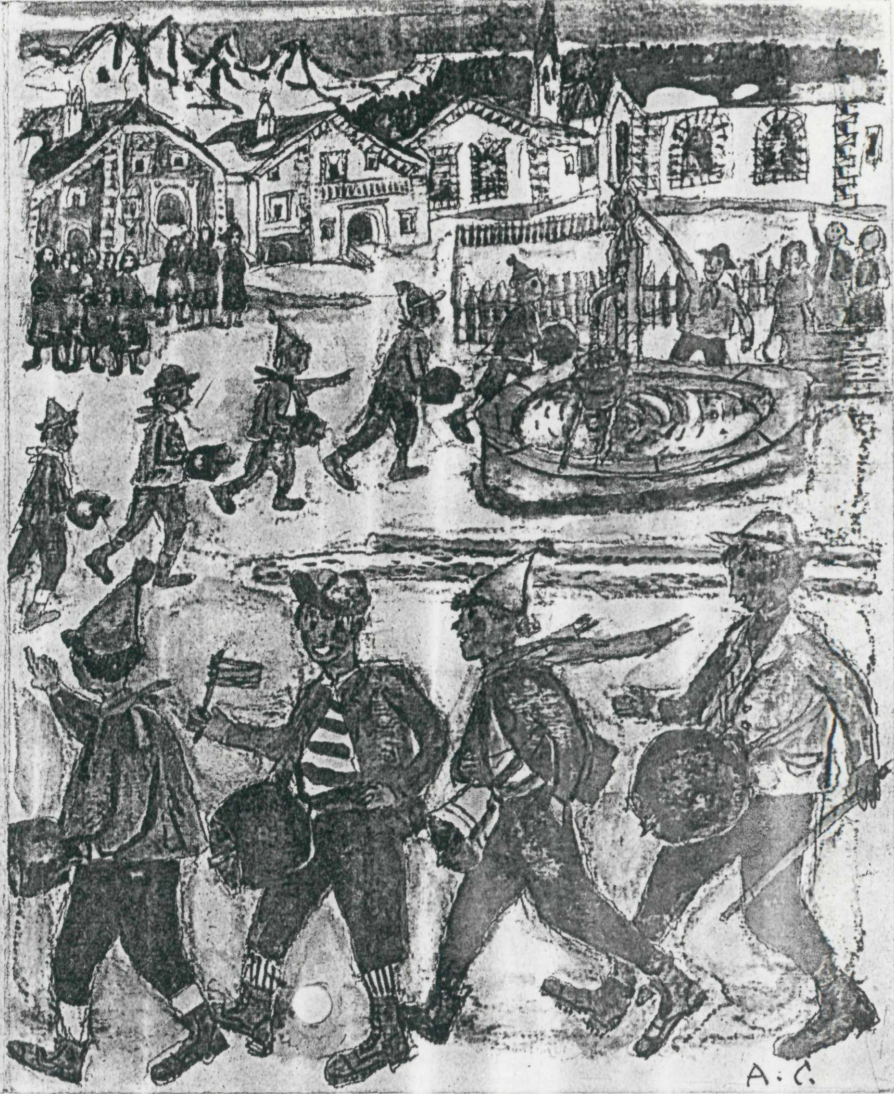
Yours faithfully,

*C. S. Dey*  
Joint Secretary.

Copy to the L.C. Govt. of W. Bengal, Calcutta

Copy to the Hon'ble Labour Minister, Govt. of W. Bengal, Cal

Copy to the A.I.T.U.C., 4, Asoke Road, New Delhi.



Alpine Games — Bells . . . one of two designs contributed to UNICEF, the United Nations Children's Fund, by Alois Carigiet.



Jeux des Alpes — Les clarines . . . un des deux dessins offerts par Alois Carigiet à l'UNICEF, Fonds des Nations Unies pour l'Enfance.



Juegos alpinos: Cencerros . . . una de las dos obras donadas al UNICEF, el Fondo de las Naciones Unidas para la Infancia, por el artista Alois Carigiet.

UNICEF  
UNTED IN U.S.A.

A.C.

268

Dear Com. Dauge,

Have not heard from you since a long time. You will be glad to know that I could manage to get leave this time for a change and am writing this from Benares where I came to recoup my health which, I am afraid, is almost beyond repair.

Anyway, it did me a lot of good & I am leaving for Kulti within a couple of days. Not sure of coming to Coimbatore.

My best love & regards to Tai & yourself.

Love - Kiki

Kindwa Road,  
Po. Kulti  
Dt. Bwedwan.



And best wishes for the New Year!

Affectionately,  
Kiki

Alpine Games — Sledding . . . one of two designs contributed to UNICEF,  
the United Nations Children's Fund, by Alois Carigiet.

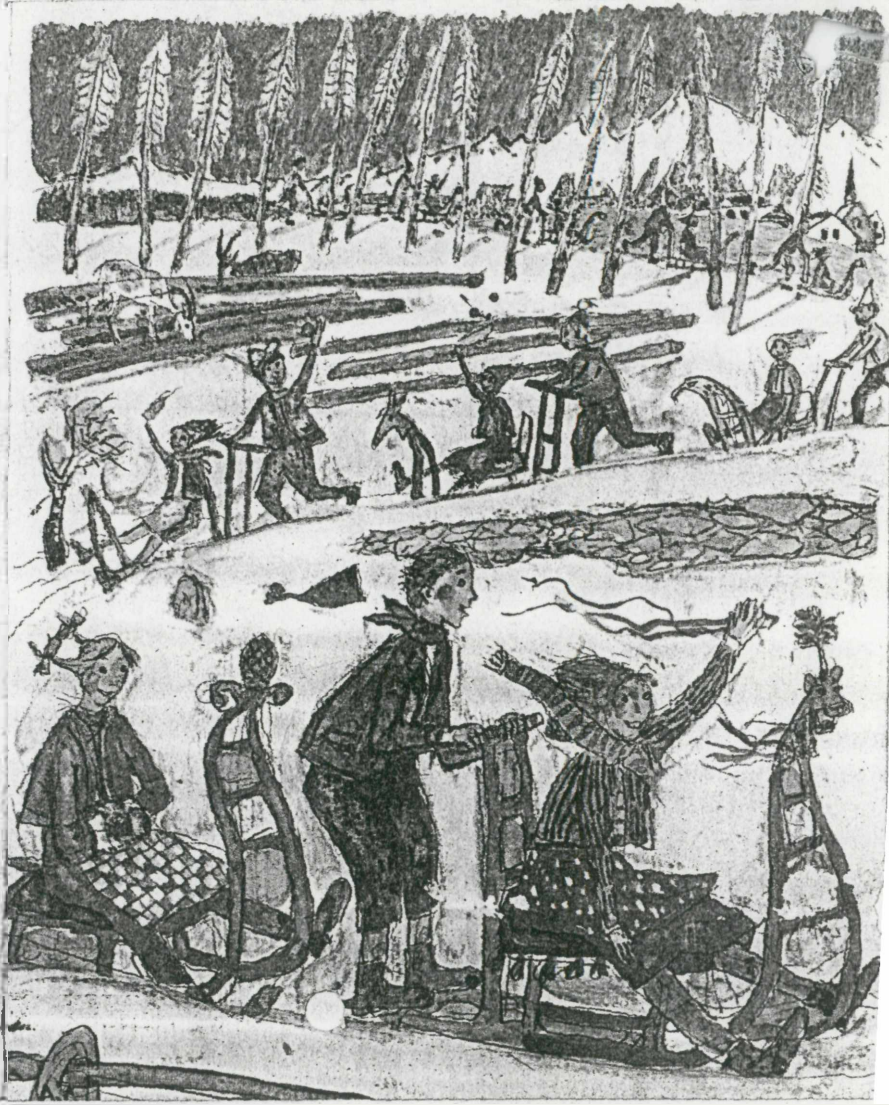


Jeux des Alpes — La luge . . . un des deux dessins offerts par Alois Carigiet à  
l'UNICEF, Fonds des Nations Unies pour l'Enfance.



Juegos alpinos: Trineos . . . una de las dos obras donadas al UNICEF, el  
Fondo de las Naciones Unidas para la Infancia, por el artista Alois Carigiet.

PRINTED IN U. S. A.



Dear K.K.

268

While wishing you a happy New Year may I request you to restart communicating with me with the advent of the new year?

I wrote you at least half a dozen letters in this year but for reasons unintelligible you have kept a silence over them. What's the matter?

Please convey my best wishes for the New Year to Coms. Acharya & Mrs of the N.C.

With kind regards,

Kiki

Kendwa Road,  
P.O. Kulti  
Dist. Burdwan (West Bengal)



As a best wishes  
for the New Year!

Sincerely,  
Kiki



1961, 20 FEB 1961

# UNITED IRON & STEEL WORKERS' UNION,

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Branch Office:

Phone :- ASANSOL 2737

P. O. BURNPUR

DT. BURDWAN

Head Office:

Phone :- BARAKAR 133

KENDWA ROAD,

P. O. KULTI

DT. BURDWAN

**BARI**

Ref. No. \_\_\_\_\_

Dated 18 th, Feb. 1960.

To

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

Dear Comrade,

We enclose herewith true copy of BONUS-  
AGREEMENT between IISCO-LTD & M. John along with  
copy of G.M's notices. These are self explicable.

The bonus agreement was held under I.D. Act  
but the Central Govt and State Govt so long biaffed  
us by ~~xxx~~ false pretensions.

We have already sent you all copies of letters  
to the Govt. This is gross and bare favouritism to the  
INTUC by the Central Govt. Strong protest should be made  
from the end of AIITUC.

Kindly advise us whether any case under  
Article 226 is tenable or not in this matter.

Awaiting your early advice,

Yours faithfully

*P. P. Das*  
for General Secretary.

*Handwritten notes:*  
16/2/60  
Approved  
- PDK  
5/2/60

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Head Office:

Phone 1—BARAKAR 133

KENDWA ROAD,

P. O. KULTI

DT. BURDWAN

Branch Office:

Phone :—ASANSOL 2737

P. O. BURNPUR

DT. BURDWAN

Ref. No. \_\_\_\_\_

Dated 4. 3. 1961.

Com. K. G. Srivastava,

Dear Com,

We have already sent to you copy of Bonus agreement between John & JSC. Ltd. We think action in the matter is being taken at your end.

I enclose herewith an analysis of the said agreement for publication in the T. U. records. Hope that you will do the needful.

With our best regards & love to you,

Brotherly yours

Dama Padma Hookays.

4/3/61

A. I. T. U. C.  
Received 22/3/61  
BARI  
Replied.....

268

✓

AN ANALYSIS OF FOUR YEARS BONUS AGREEMENT HELD BETWEEN INTUC & IISCO LTD. BURNPUR WSET BENGAL.

A. I. T. U. C.  
received. 22/3/63. 61  
replied.....

The workers of Burnpur-Kuiti and of Oremines at Gua, Mononarpu & Chiria have been fighting hard under the leadership of AITUC Union United Iron and Steel workers' Union since last four years with a demand of four months' wages as Profit Sharing bonus on basis of growing profits reaped by IISCO.Ltd year by year .IISCO have made a net profit of 2 Crores 3 lacs of rupees for 59/60 and a gross profit near about 10 Crores of rupees. This year the bonus movement at Burnpur raised at high peak and even the workers of ISW Co.Ltd/<sup>belonging to</sup> both INTUC and AITUC formed a solid unity. As a result both INTUC and AITUC union served strike notice. <sup>in the 1st week of July</sup> INTUC Union did not mention the specific demand but AITUC union demanded for 4 months' wages as bonus. <sup>in the strike</sup> At last Mr. John INTUC leader stabbed the unity of the workers and withdrew the strike notice in the last of July 1960. When the Company and Govt understood that the just demand of bonus should not be kept in abeyance any further in a secret manner the agreement came at last on the last 15 th. Dec '60 at Burnpur. This agreement was made under Section 12 (3) of the I.D. Act Mr. G.S. Aniuwalla -Dty Chairman Dock Labour Board was appointed as conciliation officer as per India Govt's Notification dated 13.12.1960. This agreement was signed by Mr. Aniuwalla on behalf of central Govt, General Manager of IISCO.Ltd on behalf of management and Mr. M. Jehn ~~xxxxxxx~~ president of the recognised Union and Asst. L.C. of Asanse. The govt played a dirty tricks in the matter. All along the central and state labour dept have been saying to United Union that some negotiations are going for settlement of bonus issue between the management and recognised Union and it is not going to be held under I.D. Act and as such the Govt can not accede the demand of United Union to make themselves as a party to that negotiations. Even there are written letter to that effect. But the agreement when published by INTUC showed how a dirty role was played by the Govt labour dept. This utter discrimination on the part of Govt is quite illegal and unjustified even before the eye of law and as such United Union made severe protest to the Central Govt in the month of January but no reply was made as yet from Govt's end. Now we have to see the nature of agreement. There was never before made such an anti labour agreement and so M. Jehn could not dare <sup>by himself</sup> state himself of the agreement in a mass meeting called by them inspite of his presence in the said meeting. Another <sup>grade</sup> third class leader of INTUC announced the same in the mass meeting.

By this agreement John surrendered all remaining democratic right of the workers. Clause D & E of the agreement reads as follows:-

Bonus shall be payable only to those employees who have been in continuous service throughout the financial year during which profits have been earned and Continuous service shall mean a period of service unbroken by discharge or resignation and shall include all periods of authorized leave, training, apprenticeship and probation. It means any one remains absent for a day or overstays leave for one day his service will not be counted as continuous as per this clause. Further, if a worker or group of worker resort to stay, in strike or any kind of stoppage for a few minutes in protest against just grievance the workers will be deprived of bonus for that year. The general Manager clarified this point by a special circular just after signing the agreement. Recently workers of Traffic dept of Kulti Works launched a stay in strike for one hour <sup>on 20.2.61</sup> in protest against the cut of production bonus <sup>by 14%</sup> and instantly, the management referred to the agreement and threatened with the loss of bonus for the yr. However, the workers did not fear and later on the management was forced to withdraw the notice. Now the Company is giving forced off for two days in a month in Burnpur Works and thus are trying to start shift cycle in Burnpur Works and shift cycle means compulsory loss of wages for 104 days in a year. Now the officers of the Company threaten the worker on a small plea with the cut of P.S. bonus on this clause.

Regarding quantum of bonus the settlement covering four years ending 1962-63 the amount of bonus accruing to the workers will be on a <sup>progressive</sup> scale every year during the period. Based on the wage bill of December 1960 the bonus payment will be between 72 and 75 days wages in 1959-60, 76 and 80 days' wages in 60-61, 80 to 85 days' wages in 61-62 and between 85 and 90 days wages in 62-63. For 59/60 the amount of bonus has been fixed at 25% of the amount distributed to the equity share holders or Rs.46.5 lakhs whichever is greater, subject to maximum limit of Rs.48.8 lakhs; for 1960-61 the amount representing the same percentage of the amount distributed to equity shareholders or Rs.49.8 Lakhs which is greater subject to maximum limit of Rs.52.3 lakhs; for 61-62 the same amount or Rs.53.3 lakhs whichever is greater subject to a maximum limit of Rs.55.8 lakhs and for 1962-63 with the same amount or Rs.56.8 lakhs which ever is greater subject to a maximum limit of Rs.59.8 lakhs.

The quantum was fixed on basis of dividend and not on basis of profit. By this the demand of bonus on profit basis was surrendered for good and the principle of profit sharing bonus was thus axed in roots. Previously the Company used to calculate bonus as two days' wages per dividend declared by them. There was fixed dividend as 10% as per Govt law and the Company had been paying 20 days' wages as bonus and balance days' wages as exgratia (65 days' bonus means bonus for 20 days and 45 days wages as exgratia.)

The United Union demanded bonus to be fixed on profit and at least 75 % of available surplus and this calculation would fetch at least 4 months' wages as bonus. But M. Jinn surrendered everything. The workers will never get bonus more than the wages ~~between~~ 65 days to 72 days for remaining three years. As the quantum was fixed and the number of workers who will be entitled bonus will increase every year by some strength and the days will be kept static.

Another danger is this that recently the Central Govt have nominated a bonus commission for all workers employed in different industries and the employers like Sir, Biren and Tatas will place this agreement as model before the commission and there is every possibility of influencing the commission and with this view after this agreement INTUC leaders and some news papers stooges of private monopolies loudly ~~approved~~ hailed this bonus agreement as an unique agreement in the history of workers of India.

So the United Union gave a call to the workers to repeal this most reactionary agreement and gave a wide call of unity amongst all workers irrespective of INTUC or AITUC affiliates to fight this anti labour agreement. Other workers also should join this fight against this agreement which takes away democratic right of strike from the workers.

Further, M. Jinn was not able to arrive agreement on the bonus issue of ISW workmen as yet and after that they did not speak a single word about this. About three thousand ISW workers are very much agitated for their bonus for 59/60

Bawa Padak Mookijh.

7/3/61

Received 395/16-3-61  
Replied.....

To  
The Railway Manager,  
H.S. Light Railway,  
Mandhara.

(266)

Sir: It is to draw your attention that we, the undersigned, are not being allowed to work from 7.3.61. by the Manager, Sri P.R. Chowke, H.S. Loading Contractor, under your kind control at Mandhara.

Please note that we remain agreeable to continue our work in the same manner continuing till yesterday. We would like to inform you that the said Contractor has been preventing us from our usual work without any prior notice to us by cancelling the placement of wagons.

Please intervene for the immediate settlement and arrange to allow us to work as before and also kindly arrange to make payment for our forced idleness.

Hope you will do us needful and oblige.

Dated, in  
8th March 1961.

Yours faithfully,  
Undersigned Loader.

Copy to:-

1. Chief Mining Engineer, Gwa. H.S. L.R.
2. Labour Inspector, (Central) Chaibasa
3. Conciliation officer, (Central) Jhansuguda
4. Regional Labour Commissioner (Central) Dhanbad.
5. Chief Labour Commissioner, New Delhi
6. Sri P.R. Chowke, Dhadka, Asansol.
7. Ram Chakravarty, M.P. @ New Delhi
8. Secretary, A.I.T.O.C. New Delhi
9. Secretary, United Mineral Workers Union, Mandhara
10. Labour Minister Govt. Jharkhand, New Delhi

मजरी

रजनी

वी लस

महेश्वर

मंगल

रोडक

बिसा

देली



पुष्पा  
बुधवा  
जारवा  
विस्तु  
जान्डे  
केजी  
चाडी  
पोन्द्री  
सुकराम  
हे ना  
सेनु  
किरसा  
मंगरु  
निडो

सुकरामहती  
जोमा  
अकल  
डोमा  
गागुन  
बुधवा  
जान्डे  
मंगल  
धरमु  
मंगल डीपा  
मंगरी  
इन्डु  
डाईवर

मोसो  
सनिक्का  
पूनु  
पुरगा  
सोतो  
जोमा  
मिजा  
जीतु  
शेचो  
पोन्द्री  
सुरधर  
लोवे  
शेडु  
शाराम  
बाधु

होरी  
सुकरो  
गुटा  
सोमा  
जारा  
धुकरा  
रतना  
निरनजन  
सुकराम  
पोन्द्री  
बुधु  
सुवरी  
शेडु  
मंगुवा  
मंगरी  
सुक्का

सुवन  
पान्डे  
कोन्दा  
कपिला  
मंगली  
ओपिन  
सक  
मंगुवाध  
सुग  
कारे  
सनिक्का  
किटसा  
मंगल  
बागीनाथ  
सनिक्कावा

साहाय  
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सकृव  
ओकल  
नीन्दी  
मंगल  
सोनु  
सुकराम  
कारिका  
कालु  
पालुदा  
उसा  
सागेन  
विशा

सुकरभोनी

बिरसा

पाण्डु

कुगा

विसी

सब्बशम

पाली

भीमनि

वोसभा

रोडकु

बिरंगा

भंगरा

सुन्दरी

काव्य

जोगी

सोहरा

पाली

घातम

परायम

राष्ट्रवासन

बाबु

यमरा

रत्ना

देल



(266)

REGD. NO. 3389.

P.O. Burnpur.

Dt. Burdwan.

23 rd. March 1961.

A. I. T. U. C.

Received 544/3/3-61

Replied.....

The Joint Secretary to the Govt. of West-Bengal,  
Writers' Building,  
Calcutta.

Dear Sir,

We beg to draw your pointed attention to the following burning issues which agitate the minds of the workmen of the Indian Iron and Steel Co. Ltd. Burnpur and Kultii and of the I.S.W. Co. Ltd. Burnpur, and request you to start a conciliation proceeding in respect thereof.

(a) Dearness Allowance.

This is an issue which requires immediate attention of the govt. In this vital sector of National Industry the minimum dearness Allowance payable to the workman is Rs. 35/- per mensem, while the cost of living index in and around this industrial belt far exceeds that of metropolis. It is now well recognised that the quantum of D/A must have a relation with the cost of living index in the wake of the recent budget proposal, it is highly desirable that the question of D.A. in these steel plants should be thoroughly gone into and some sort of uniformity should be brought about in the quantum of D.A. which is arbitrary and chaotic in these Works.

(b) Gradation

The wages structure of the workmen of these companies was framed sometimes in the year 1949 with a minimum of Re. 1/- as basic wage and since that time, the scale of wages of the workmen has remained static all these long years. While the workmen employed in other lesser industries of the country demanded and got wage raise either thro' wage boards or thro' tribunals, the issue of wage revision of these vital industries has even been cold shouldered. The workmen have been pressing this demand for years, and it is high time the Govt. took note of this issue.

(c) Works Committee.

It is mandatory in law to continue Works Committees in all industrial establishments, but these company fight shy of the Works Committee. While the Govt. brag and boast of workers' participation in the management of industries, non-constitution of Works committees which provide for minimum say of the workers in industrial management, shows the utter hollowness of Govt's proposed policies so far as the workers' participation in industrial management is concerned.

(Contd. ....)

We expect that the Govt. will take a serious note of the abovenoted demands of the workmen and evolve ways and means for meeting the same.

Yours faithfully  
*e. s. Kishore*  
Joint Secretary.

Copy to the Asst. Labour Commissioner, Asansol,  
The Hon'ble L.M. Govt of West-Bengal,  
The Hon'ble Labour Minister Govt of India,  
The General Manager the IISCO. LTD.  
The General Manager the Indian Standard Wagon Co. Ltd.  
Burrpur.  
The General Secretary A.I.T.U.C. New-Delhi.  
The General Secretary, BPTUC Calcutta.

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

Head Office:  
Phone :- BARAKAR 133  
KENDWA ROAD,  
P. O. KULTI  
DT. BURDWAN

BARI

Branch Office:  
Phone :- ASANSOL 737  
P. O. BURNPUR  
DT. BURDWAN.

Ref. No. ....

Dated ~~March 24,~~ <sup>1951.</sup>

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

Dear Sir,

Please find attached herewith a copy of the Resolution passed in the Executive Committee meeting held on 23.3.61; under the presidentship of Sri Kanak Sen, one of our Vice-presidents.

Please do the needful & oblige.

Thanking you,

Yours faithfully,

*Nitis Sett*  
( Nitis Sett. )

Joint Secretary.

यूनाइटेड आयरन एंड स्टील वर्कर्स यूनियन  
UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(Affiliated with A. I. T. U. C.)

Head Office : Kendwa Road, Kulti, Burdwan

Branch Office : Station Road, Burnpur, Burdwan

President : S. A. DANGE, M. P.

Vice-President : Renu Chakravartty, M. P.

BARI

Deputy President : Saishuddin Bari.

General Secy. : Tahir Hussain, M. L. A.

Ref. No. ....

Dated March 24, 1951.

RESOLUTION.

" This meeting of the Executive Committee of the United Iron & Steel Workers' Union, Burnpur-Kulti, expresses its deepest concern and anxiety over the hungerstrike of Sri Kedar Das M.L.A; and beloved leader of the steel workers of Jamshedpur.

" This meeting strongly condemns the vindictive attitude of the Management of TISCO in discharging several hundred workers for their participation in a strike the right of which has been guaranteed by our Constitution.

" This meeting also ~~xxxxxxx~~ regrets that the Labour Dept; of the Govt. failed to refer the issue of discharged workers to a Tribunal for adjudication.

" This meeting urges upon the Govt. to immediately intervene and bring about a happy, just & honourable settlement of the issues at dispute.

"This meeting further pledges to mobilise the public in general and the steel workers of Burnpur-Kulti in particular, behind the common cause for which Sri Das has been forced to take recourse to this extreme step, risking his life"

" \*\*\*

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\*\*\*\*

\*\*\*

Kulti Secy.

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Head Office:

Phone :- BARAKAR 133

KENDWA ROAD,

P. O. KULTI  
DT. BURDWAN

Ref. No. \_\_\_\_\_

Received.....

Replied.....

**BARI**

Branch Office:

Phone :- ASANSOL 2737

P. O. BURNPUR  
DT. BURDWAN

Dated 23.3.1961.

To

The Hon'ble Chief Minister,  
Govt. of Behar,  
Patna.

Dear sir,

We beg to enclose herewith a copy of resolution passed by the Executive Committee of the United Iron & Steel Workers' Union, Burnpur for your information and necessary action.

Please be informed that the workers of Burnpur and Kulti are greatly perturbed over the recent hunger-strike launched by Sri Kedar Das, M.L.A. President of the Jamespur Majdoor Union in protest against the attitude of the Behar Govt. towards the victimized workmen of Tata, and request you to personally intervene in the matter for the sake of bringing about an amicable settlement of the issue.

Your immediate action will be much appreciated.

Yours faithfully,

Joint Secretary.

Copy to the Genl Secy. A. I. T. U. C.  
New-Delhi.

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

**BARI**

Head Office:  
Phone :- BARAKAR 133  
KENDWA ROAD,  
P. O. KULTI  
DT. BURDWAN

Branch Office:  
Phone :- ASANSOL 2737  
P. O. BURNPUR  
DT. BURDWAN

Ref. No. \_\_\_\_\_

Dated \_\_\_\_\_ 196

Copy of the resolution passed by the Executive Committee of the United Iron & Steel Workers' Union, Burnpur on 22.3.61 under the Presidency of Sri ~~Basdeo~~ Basdeo Singh.

This meeting of the Executive Committee of the United Iron & Steel Workers' Union of Burnpur expresses its profound sense of concern over the recent hunger-strike launched by Sri Kedar Das, M.L.A., President, J.M.U, Jamsedpur to achieve the reinstatement of victimized workmen of Tata whose cases have been brushed aside both <sup>by</sup> the Management of Tata Co. and the Govt. of Behar.

This meeting further expresses its deep anxiety over the <sup>Partisan</sup> attitude the Govt. of different States have been, of late, showing towards unions not affiliated to I.N.T.U.C. and records its strongest protest.

This meeting urges the Govt. of Behar as also the Central Govt. to move ~~immediately~~ immediately in the matter and take necessary steps for the amicable settlement of the issue which led to the hunger strike.

si/- Basdeo Singh  
President of the meeting.



पोस्ट कार्ड

POST CARD

जवाबी  
REPLY

केवल पता  
ADDRESS ONLY



S. S. A. Dangay MP

4 Ashoke Road

New Delhi

Dear Sir

A. I. T. U. C.

Received

388/15.3.61

268

Recently I have approached  
Sd Nitish Seth with some general

Replied

need grievances against I. T. & S. Co  
Will you please take up the case and  
oblige. Full particulars are with  
him.

Thanking you ✓

Sincerely yours

Chittaranjan Ray  
1936 Mess Kulta P.O  
Burdwan (WB)

One more reason. When Kulta  
I.T. & S. Co is declared as public  
utility concern, why why the  
Govt will not look after us, the non  
graduate chemists.)



RESOLUTION PASSED UNANIMOUSLY IN THE EXECUTIVE  
COMMITTEE MEETING OF UNITED IRON AND STEEL WORKERS'  
UNION, BORNPUR HELD ON 15.4.61 under PRESIDENSHIP  
OF SRI N.N.CHOWBAY.

---

RESOLUTION.

This meeting of the Executive Committee of the United Iron & Steel Workers' Union expresses its sense of resentment at the brutal and murderous attacks made on Sri Purnandu Majunder of United Mineral Workers' Union, Gusa by the INTUC, contractor and IISCO. management gang-up.

This meeting notes with astonishment and concern the attitude of Bihar police who were not only callous in bringing these miscreants to books, but showed partisanship in letting off the miscreants on bail when the nature of the case discloses an offence of attempt to murder.

This meeting condemns the atrocious criminality of the INTUC, Contractor and IISCO. gang-up and urges upon the Govt. of Bihar to take appropriate action into the matter.

Sd/- N.N. Chauboy.

Dt: 15.4.61.

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Head Office:

Phone :- BARAKAR 133

KENDWA ROAD,

P. O. KULTI  
DT. BURDWAN

**BARI**

Branch Office:

Phone :- ASANBOL 2737

P. O. BURNPUR  
DT. BURDWAN

Ref. No. \_\_\_\_\_

268

Dated 17-4-61, 196

Under certificate of Posting.

A. I. T. U. C.  
Received. 920/19-A-6  
Applied. \_\_\_\_\_

To  
The Hon 'ble Chief Ministers,  
Govt. of Bihar  
Patna.

Sir,

We beg to enclose herewith a copy of resolution passed unanimously in the Executive Committee meeting of our Union held on the last 15.4.61 for your kind information and necessary action thereto.

With kind regards,

Yours faithfully

*B. P. Lodhki*  
General Secretary.

Copy to the Hon 'ble Home (Police) Minister, Govt of Bihar,  
Patna.

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

The General Secretary, United Mineral Workers' Union, P.O. Monoharpur, Singhbhum.

72  
100  
U.P.

✓  
UNITED IRON AND STEEL WORKERS UNION  
STATION ROAD  
BURNPUR (Burdwan Dt. W.Bengal)

SEND TWO REPRESENTATIVES IRON AND STEEL MEETING CALCUTTA  
THIRD MAY

SRIWASTAVA

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

**BARI**

Head Office:

Code :- BARAKAR 133

KENDWA ROAD,

P. O. KULTI

DT. BURDWAN

Branch Office:

Phone :- ASAN80L 2737

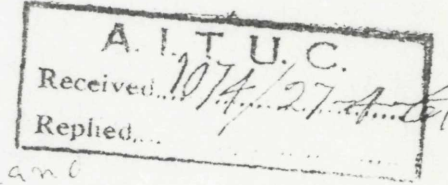
P. O. BURNPUR

DT. BURDWAN

Ref. No. \_\_\_\_\_

Dated 25.4.61. 196

To  
Sri.K.G.Sriwastava,  
4 Ashok Road,  
New-Delhi.



Bonus Demand

Dear Comrade,

We hope you all are keeping well. A few months back we wrote you a letter regarding IISCO Bonus agreement. But we did not receive any reply as yet. However, we would draw your attention to the matter that the management of Indian Standard Wagon Co.Ltd did not pay profit sharing bonus for the year 1959/60 as yet though already the same for 60/61 has fallen due to the workmen.

Further, we had a hope that discrimination on the part of Govt with regard to the IISCO Bonus agreement would next rise in the parliament as protest on our behalf. But we did not appear to have seen any news to that effect. We have already sent to you all papers regarding bonus. We also sent copies to Benudi also. We did not receive any response from any quarter.

Kindly take up the matter of ISW bonus issue with the Govt as State Govt is callous to the issue.

Please let us know when Comrade Dange will be available at Burnpur -Asansol area as Taher Hossain Sahab has a desire to meet Comrade Dange in Delhi in the last of May or middle of June. Please let us know when comrade Dange will be available in New-Delhi.

An early reply is solicited.

With greetings,

Comradely Yours

B. P. Hossain  
General Secretary.

*Comrade Dange*

*10/4/27/61*

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

259

Head Office;  
Phone :- BIRAKAR 133  
KENDWA ROAD,  
P. O. KULTI  
DT. BURDWAN

**BARI**

Branch Office:  
Phone :- ASANSOL 2737  
P. O. BURNPUR  
DT. BURDWAN

Ref. No. \_\_\_\_\_

Dated 28 th. April. 1961.

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

Dear Comrade,

To-day I received a letter from J. Prosad Asst Director National Productivity Council informing me of selecting myself finally for tour in the USSR. The letter No is PTS/6/60-T.A of 22.4.61.

That in the final list I noted that only eight heads were selected and amongst eight I was the only representative from the AITUC and trade Union and others are representatives of private and public concern.

That in Coimbatore I told to Com. Dange that my health was not keeping well and as such it was not possible for me to go to abroad.

That it will be highly appreciated if you kindly arrange to select any other name from AITUC for the same.

Kindly advise me at an early date what to do and whether I shall write direct to NPC or you will inform them.

Awaiting your reply.

Brotherly yours

(*Faher Hossain*)

General Secretary.

Wait till 4<sup>th</sup> May. After getting wire for SAD (coal) if the name is changed ask Sahib to put the new name approved to NPC. Within this

*lmo*  
30 Apr

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

Head Office:  
Phone:— BARAKAR 133  
KENDWA ROAD,  
P. O. KULTI  
DT. BURDWAN

BARI

Branch Office:  
Phone :— ASANSOL 737  
P. O. BURNPUR  
DT. BURDWAN.

Ref. No. \_\_\_\_\_

Com. S.A. Dange, .M.P.;  
4, Ashok Road;  
New Delhi.

268

Dated, May 1, 1961. 195

A. I. T. U. C.  
Received. 11/96/5-5-61.  
Replied.....

Dear Comrade,

Further to my discussion with you while at Delhi in connection with the session of the World Peace Council, I write this letter to you just to remind you as to your next programme for our area.

Now that the decision on Wage Board for Steel Industry has been announced, it is all the more necessary for you to come here for an assessment of the situation obtaining here and also for some organisational shake up. There are also other important matters and developments to which I drew your attention for urgent action.

I understand that you are coming to attend the Annual Conference of the Tramway workers' Union at Calcutta.

from K.G./

I also learn that a telegram has come asking some of us to go to Calcutta on 3rd instant. Details I shall come to know in the evening.

Anyway, please let us know when you are coming.  
May Day greetings !  
With best regards,

Yours affectionately,

*Nitis*  
( Nitis )

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

Head Office:  
Phone :— BARAKAR 133  
KENDWA ROAD,  
P. O. KULTI  
DT. BURDWAN

BARI

Branch Office:  
Phone :— ASANSOL 137  
P. O. BURNPUR  
DT. BURDWAN.

Ref. No. ....

Dated, May 1, 1951, 195

Com. S.A. Dange, M.P.;  
4, Ashok Road;  
New Delhi.

Received 11/96/5: E.C.I.  
Replied.....

Dear Comrade,

Further to my discussion with you while at Delhi in connection with the session of the World Peace Council, I write this letter to you just to remind you as to your next programme for our area.

Now that the decision on Wage Board for Steel Industry has been announced, it is all the more necessary for you to come here for an assessment of the situation obtaining here and also for some organisational shake up. There are also other important matters and developments to which I drew your attention for urgent action.

I understand that you are coming to attend the Annual Conference of the Tramway workers' Union at Calcutta.

from K.G./

I also learn that a telegram has come asking some of us to go to Calcutta on 3rd instant. Details I shall come to you in the next day.

Anyway, please let us know when you are coming.  
May Day greetings!  
With best regards,

Yours affectionately,

*K.G.*  
(K.G.)

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

Head Office:

Phone:— BARAKAR 133

KENDWA ROAD,

P. O. KULTI

DT. BURDWAN

Branch Office:

Phone:— ASANSOL 737

P. O. BURNPUR

DT. BURDWAN.

BARI

Ref. No. \_\_\_\_\_

Dated May 1, 1961 195

Com. K.G. Sriwastava;  
Secy, A.I.T.U.C.;  
4, Ashok Road,  
New Delhi.

A. I. T. U. C.  
Received... 5TH May 1961 .  
Replied.....

My dear K.G.;

I was out of station when the letter of invitation came announcing your marriage. I wanted to convey my warmest greetings personally when I went to Delhi <sup>recently</sup> in connection with the session of the World Peace Council. But to my regret, I could not meet you as you had gone to fetch your wife. And I could not wait till your return.

I nurse a wound because you have been observing a sphinx-like silence, -never caring to reply to any of my letters for the last one year or so. I don't know if I have done anything wrong against you unconsciously or unknowingly. Anyway, I understand that you are coming to Calcutta to meet some of us on the 3rd. instant. I hope to meet you there and thrash out the matter.

By the way, please instruct as to how to proceed in connection with ~~and~~ the Wage Board matter.

With my best wishes for you and the Mrs.

May Day greetings to you all,

Yours sincerely,

*Nitis Sett.*

( Nitis. Sett. )



No. 268/SM/61  
May 11, 1961

The General Secretary,  
United Iron & Steel Workers Union,  
P.O. Burnpur,  
Dt. Burdwan, WEST BENGAL.

Dear Comrade,

Please refer to your letter of April 25, 1961.

Inasmuch as the question of profit sharing bonus claim for the years 1959-60 and 1960-61 in Indian Standard Wagon Co., is concerned, will you please let us know whether you have raised an industrial dispute over the issue and whether you have asked the Conciliation Officer to intervene into the matter and if so, what is the result thereof.

On receipt of these informations we shall take the matter up with Government and see what can be done about it.

As regards the Bonus agreement in IISCO, we really do not understand your point. Do you want to challenge the validity of the agreement? If that is your idea then you have to proceed on the lines of a law suit claiming infringement of your statutory rights. As for ourselves, we do not consider the agreement detrimental to the workers and apart from using it as a case of discrimination against the AITUC union, we do not feel that anything further should be done about it. Please let us know your opinion in the matter.

With greetings,

Yours fraternally,

(K.G. Sriwastava)  
SECRETARY

*P.S. This is my opinion on the subject. I don't know if you discuss the issue in the May 20th meeting + I am further with you then*

*am*

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Head Office:

Barakar 133

ENDWA ROAD,

P. O. KULTI

DT. BURDWAN

Branch Office:

Phone :- ASAN80L 2737

P. O. BURNPUR

DT. BURDWAN

**BARI**

i. No. u/1/61

268

Dated 12. 5. 61. 196

Sri S.A. Dange M.P.  
4, Asoke Road,  
New Delhi.

268  
A. I. T. U. C.  
Received 1358/15-5-61  
Replied.....

The Secretary,  
Steel Workers' Co-Ordination Committee  
J a m s h e d p u r.

Dear Comrade,

Ap propos our discussion at Calcutta from 4th. to 5th. May '61 we wish to make a minor change in the date of holding the next meeting of the committee, which was proposed to be held at Burnpur on 2nd. July. We suggest to hold the same on 4th. of July instead of 2nd. As you know, every year we observe 5th. July at the Martyrs' Day and this year will not be an exception. It would have served double purpose for you to meet on the 4th. instant and to take part in the Martyrs' Day ceremony on the 5th. inst. with the Burnpur Workers.

Please confirm your final decision.

With Greetings,

Comradely Yours,

General Secretary.

Remind G.S.A. D  
for Burnpur till  
1/11/61  
2/11/61

May 11, 1961

Dear Com.Nitisk,

Thanks for your letter of 1st May, which I got on return from tour today.

As far as I can recollect, I have replied to each and every letter of yours. I regret very much, due to nature of the work here, it has not been possible for me to initiate correspondence.

I was busy with other pressing work and could not come to Calcutta this time.

We have suggested your name in place of Tahir Sahib for the Productivity Team. Please be ready to move when approval from National Productivity Council comes.

With greetings,

Yours fraternally,

(K.G.Sriwastava)

Gram { ISPAT  
(Kulti)

यूनाइटेड आयरन एन्ड स्टील वर्कर्स यूनियन

Phone: { Kulti-Barakar 133  
Burnpur- Asl. 737

# UNITED IRON & STEEL WORKERS' UNION

President:—

S. A. Dange, M. P.

(Affiliated to A.I.T.U.C)

REGD. No. 3389

Deputy President:—

Salahuddin Bari

General Secretary:—

Tahir Hussain, M. L. A.

**PROF. BARI ZINDABAD**

Vice-President:—

Renu Chakravartty, M.P.

Head Office:— Kendwa Road, Kulti. (Burdwan)

Branch Office:— Station Road, Burnpur. (Burdwan)

Ref. No. \_\_\_\_\_

Dated May 15, 1961. 19

Com. K.G. Sriwastava,  
Secy, A.I.T.U.C.;  
4, Ashok Road;  
New Delhi.

For Immediate attention.

182

|          |              |
|----------|--------------|
| Received | 1376/17-5-61 |
| Replied  |              |

Dear Comrade K.G;

I am in receipt of your letter of 11th instant. you have written that my name has been suggested in place of Tahir Sahib for the Productivity team and have asked me to get ready pending approval from National Productivity Council.

Now, if I am to apply for a Passport, I should get a letter from A.I.T.U.C; formally nominating me so that the same can be attached with the application for passport. I am afraid, your present letter, mentioned above, will not serve the purpose.

So, send me please necessary documents and instructions as well for the purpose.

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We note your circular re: Affiliation fee in the T.U. Record. Please let us know how much we are to pay against arrears towards Affiliation fee for the year 1960-61, i.e. last year. We have paid Rs150/- (One hundred & fifty rupees) until now. Please treat this as urgent.

With greetings,

Yours fraternally,

*Nitis Sett.*

( Nitis Sett.)

May 17, 1961

Dear Com.Nitish,

Your letter of 15th May.

2. Yet your name as a substitute to Taher Saheb has not been approved by the National Productivity Council. In fact, they are very adamant that there cannot be any substitute at this stage.

Please request Taher Saheb to reconsider his decision in the light of the above. Otherwise, we loose the seat.

Passport has to be applied on the basis of letter from the NPC and they arrange it.

The affiliation fees for 1960-61, on the basis of 15,517 membership would be Rs.394.34. This is at the rate of 2 nP per member, plus Rs.5 per 1000 for SFTU levy plus Rs.4 TUR subscription. You may remit the arrears at your earliest.

With greetings,

Yours fraternally,

*18/5*  
(K.G.Sriwastava)

A. I. T. U. C.  
Received 1008/315-61  
Replied.....

Re: Productivity delegation

Dear Com. Sriwastava,

May 29, 1961.

Yours of the 17th instant.

By the time I received your letter, Moulvi Sahab had already left for his home. So, I at once wrote to him along with a copy of your letter and did my best to persuade him to avail of this opportunity to see the Land where the working class had seized power for the first time. I also told him it was his duty as a worker himself. Of course, the fact that AITUC loses a seat was also emphasised.

I have not yet received any reply from him. He is also expected to go to Delhi. Please try to impress upon him the advisability of accompanying this tour. In the meantime, we have also received a letter from the leader of the Team, one Mr. LalKaka from Calcutta. He writes to inform that he is coming to Burnpur this evening and will proceed to Bhilai reaching there on 1st. June and returning back on 3rd. I have written to him that Tahir Sajab left fro his home. We shall try to meet him at Burnpur.

The application for Passport etc; has been sent and hope it will be received shortly. I am giving the home address of T.H. Please write direct to him from your end as well.

Vil. Kataiya (Benpur-kataiya)  
P.O. BHAKANDA ;Dt. Allahabad, U.P.

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Regarding our membership for the year 1960-61, there has been a mistake, because, the final Annual Return has not been made and audited. It would obviously be for 1959-60. But the figure for 1959-60, that is, last session's; will be, as corrected, 14,831. Please verify with our Annual Return and check up. The figure you have quoted was an approximate one, on the basis of previous year's record.

Anyway we are trying to send the balance as early as possible. You also send a note to our Burnpur office asking them to clear the arrears. I have already discussed the matter with them. But the new rate will be a great taxation for us. Of course we shall have to abide by the decision.

Can you send me a copy of memorandum that was submitted by us in connection with any other Wage Board, say Textiles, so that we may <sup>have</sup> some idea to proceed with our own?

With greetings,

Fraternally yours,

(N. Sett.)

Pls. Send a report on Wage Board Day as observed by you. Or you can have it from Radhikanta of ... May.

अन्तर्देशीय पत्र  
INLAND LETTER



Com. K. G. Sriwastava,  
Secretary, A. T. T. U. C.  
4, Ashok Road;  
NEW DELHI.

← तीसरा मोड़ Third fold →

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

N. Sett.  
KULTI (Burdwan)  
West Bengal.



← यहाँ काट कर खोलें To open cut here →

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Branch Office:

Phone :- ASANSOL 2737

P. O. BURNPUR.

DT. BURDWAN

Head Office:

no :- BARAKAR 133

ENDWA ROAD,

P. O. KULTI

DT. BURDWAN

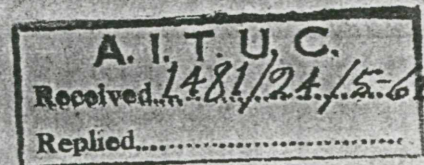
**BARI**

f. No. \_\_\_\_\_

(Attn. Com. Sriwastava)

Dated 22.5.1961. 196

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



Dear Comrade,

With reference to your letter No.268/SM/61 of 11 th. May, we beg to inform you the following for your immediate action.

Regarding Profit Sharing Bonus for I.S.W.Co.Ltd for the year 1959/60 we have already made several representations thro' letters and interviews to the Honble L.M, West-Bengal, the Dty. Labour Commissioner, West Bengal etc. We did not have any written reply from the West Bengal Govt. in this matter ~~at~~ as yet. Verball they have informed us that the matter has been taken by the INTUW Union with the management. That's all. On the otherhand the ISW workmen were due P.S. Bonus for the year 1960/61. It appears to us that <sup>the copies of</sup> all the correspondences in this matter were sent to you.

Kindly take this issue with the Central Govt. immediately and if you require we can send you again all copies of correspondences.

Regarding bonus ~~ixxx~~ agreement of IISCO.Ltd we have already sent to you copies of agreement and an analysis also.

Clause (d) and (e) of the agreement are pernicious as the workman will loose his bonus on sweet will of the management. The management was given the blank check to define continous service at their own will.

Secondly it is a gross violation of Industrial Dispute Act as it is open discrimination against the AITUC Union. These are our main points and so we sought your

advice . With greetings,

Brotherly yours  
Bama pada Goswami



FROM

No. 5508 of 1961.

SHRI H. WILLIAMS, M. A.,  
OFFG. ASSISTANT REGISTRAR (ADMINISTRATION),  
UNIVERSITY OF ALLAHABAD,  
ALLAHABAD-2.

To

The President,  
United Iron & Steel Workers Union,  
P.O. Kulti,  
Kendua Road,  
Burdwan.

Dated 26th May, 1961.

In reference to his letter dated 5.5.61 the under-  
signed writes to inform him that the University did not  
conduct the Intermediate Examination in 1934. He is  
referred to the Secretary, Board of High School & Inter-  
mediate Education Uttar Pradesh, Allahabad.

H. Williams

Offg. Assistant Registrar

Anath (Admin)  
29/5/61

AN/27561.

Marked

We have received this letter but  
could not make out what it means. Sent  
to you for necessary action.

K. S. Seth

अन्तर्देशीय पत्र  
INLAND LETTER



Com. Sankar Mukherjee  
A. I. T. U. C.  
4. Ashoke Road  
New Delhi.

↑  
First fold

पहला मोड़

↓

← तीसरा मोड़ Third fold →

↑  
Second fold

दूसरा मोड़

↓

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

Nihar Mukherjee  
Durgapur

इस पत्र के अन्दर कुछ न रखिये NO ENCLOSURES ALLOWED



Dear Com Pandey. (268)

Hope you have returned putting up lot of fat. How is the things going on in Delhi?

Here in Durgapore evening seems quite warm now-a-days.

Yes, I have opened up an account in my name & you can send me a payee cheques from how on. Please write the spelling in the following manner - Nikhar Mukherjee.

To-day is 19th & I am pretty busy for the 21st Rally - with greetings, Nikhar

Dear Com. Sankar/Ashraf

Sankar, you will get to it. I believe from me. So in any way you will have the return also.

I'll be sending you the copies of leaflet etc on the way board-day. Pl file them up.

There are lot of things to report before the ministry & I don't know how to square them.

We had a nice meeting in Cal & ~~that~~ good results came from that. All my best. I don't wish to meet Com. Dange.

Hope you are fine. With greetings, Nikhar

Hi allow beba, How the things moving on & taking shape? You are so 'choto kot' that you did not care to write me in Delhi also.

So where is your home of your private wife.

You see, gradually I am becoming established & now I am in a position to write you-also.

Therefore I am writing you in Durgapore as My Guest - Do come & oblige.

June 3, 1961

Dear Nitish,

Your letter of May 29. Thanks.

2. If Com.Tahir Hussain does not go, we lose the seat. Nothing more can be done on this. As soon as you hear from him, please inform us.

3. Memorandum of the AITUC to the Textile Wage Board has been printed and along with the Wage Board Report is available for sale at Rs.3/-. Do we send you the book by VPP?

With greetings,

Yours fraternally,

*U.S. 3/ vi*  
(K.G.Sriwastava)

No.268/SM/61

June 3, 1961

Shri Bamapada Mukherjee,  
United Iron & Steel Workers Union,  
P.O. Burnpur,  
West Bengal.

Dear Comrade,

Your letter of May 22.

Enclosed please find a copy of a letter we have written to West Bengal Labour Minister in regard to the bonus dispute in Indian Standard Wagon Company.

We have also represented the matter before union Labour Minister Shri Nanda.

Please let us know if there have been any further developments in the matter.

We do not <sup>accept</sup> your interpretation of the Clauses (d) and (e) of the IISCO Bonus agreement and the terms of settlement do not entitle the management to take action as you point out.

It is true that the rights under Industrial Disputes Act vested in United Iron & Steel Workers Union have been infringed in these proceedings but on that point alone we do not think that the agreement should sought to be quashed and declared void.

We hope you would reconsider the matter.

With greetings,

Yours fraternally,

*Ms.*  
(K.G. Sriwastava)  
Secretary

No. 268/61  
June 17, 1961

Dear Comrade Nitish,

Your letter of June 9, addressed to Com. K.G.Sriwastava. He is at present out of Delhi on tour and will be back here on June 21, 1961.

In response to your request regarding the Textile Wage Board memorandum submitted by the AITUC, we have already sent you per separate post, a copy of our publication on the above subject which is comprehensive in its nature.

We could not make out head or tail of the letter that you have sent along with your above-mentioned letter. We are therefore filing it. If you can trace its background, please let us know, we shall send it back to you.

With greetings,

Yours fraternally,

  
for SECRETARY.

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

Head Office:  
Phone :- BARAKAR 133  
KENDWA ROAD,  
P. O. KULTI  
DT. BURDWAN

Branch Office:  
Phone :- ASANSOL 737  
P. O. BURNPUR  
DT. BURDWAN

**BARI**

A. I. T. U. C.

I. R. No. 1211 Date 12.6.51

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

Ref. No. ....

Dated the 9th June 1951.

Com. K. G. Sriwastava,  
Secy, A. I. T. U. C.,  
4, Ashok Road,  
New Delhi.

Dear K. G.,

Thanks for your letter of June 3.

We have received a letter from National Productivity Council asking Janab Tahir Hussain to let them know by Telegram, if he is accompanying the team, otherwise, they would select a substitute.

As Moulvi Sahab is now away at home, Burnpur people have intimated the Council telegraphically that if health permits he will go. Of course, the telegram was sent in the name of Tahir Hussain.

Copies of the letter of productivity Council and the telegram have been sent to Moulvi Sahab. And I have asked Burnpur Comrades to send copies to you also - A.I.T.U.C. Office.

We are trying our best to persuade him to go. I understand he has been more responsive after his recent talks with Com. Dage at Calcutta. I am writing to him again though I have not received any replies to my previous ones.

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Yes, do send the Textile Wage Board memorandum submitted by AITUC per V. P. P. and oblige.

With best regards,

Yours fraternally,

*Nitis Sett.*  
( Nitis Sett. )

*Sent*

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(Affiliated to A. I. T. U. C.)

Branch Office :

Phone :- ASANSOL 2747

P. O. BURNPUR

DT. BURDWAN

Head Office :  
Phone :- BARAKAR 133  
KENDWA ROAD,  
P. O. KULTI  
DT. BURDWAN

**BARI**

EXPRESS DELIVERY

Ref. No. ....

Dated.....16.6.61.....1961

To

Sri. S. Bannerjee,  
Member Secretary,  
Indian Productivity Team  
C/O. Steel Rolling Mills  
Association of India  
20 Strand Rd.  
Calcutta-1.

|                |                 |
|----------------|-----------------|
| A. I. T. U. C. |                 |
| I. R. No. 1920 | Date 14-6-61    |
| File No. ....  | Replied on..... |

Sir,

I received your letter dated 15.6.61 just now. I regret to inform you that I am suffering from illness and my physician advised me not to travel. As such I am unable to participate in your team for USSR & CZECHOSLOVAKIA.

Kindly excuse me for this unavoidable inability. ~~Acceptd.~~ E/C is enclosed herewith.

Thanking you,

Yours faithfully

*Taher Hossain*  
( Taher Hossain )

Copy to Mr. J. Irudra Asst. Director New-Delhi. This has reference to his letter No. STS/816C-7A of 1.6.1961.  
Copy to The Secretary, A.I.T.U.C. New Delhi.



True Copy.

Dr. B. P. Chatterjee M. B.  
Regd. No. 15225

Apar garden  
ASANSOL.

Dated 16.6.61

Mr. Taher Hossain has developed  
catarrh of lungs and coupled with that he is  
getting gastro-entritis and as such he is  
unable to travel by air.

Sd/B.P.Chatterjee.

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

Head Office:  
Phone :- BARAKAR 133  
KENDWA ROAD,  
P. O. KULTI  
DT. BURDWAN

Branch Office:  
Phone :- ASANSOL 737  
P. O. BURNPUR  
DT. BURDWAN.

BARI

Ref. No. ....

2392

July 22

Dated July 17, 1961

Com. K.G. Sriyastava,  
Secretary, A.I.T.U.C;  
4, Ashok Road;  
New Delhi.

Regd. with A/D.

Dear Comrade,

Please find attached herewith a copy of the Annual Return of our Union for the year ending on 31st. March, 1961, duly certified by the Auditor.

Hope, this will serve your purpose in answering any query from the Govt. Yes, the total number has been less than last year's.

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A good news for you. You will perhaps remember that the Profit-sharing Bonus for the employees of the Indian Standard Wagon Company was boycotted jointly by us and the INTUC. This year the Company declared even a lesser quantum of Bonus, though that of last year's yet remains unpaid. The discontent was so great that Mr. John was forced to demand a Tribunal for the first time over this issue. And we have been demanding a Tribunal for years now. The West Bengal Govt. has referred the issue of Bonus to a Tribunal; for 4 yrs, viz; 18 Additional Bonus for 1957-58 & 1958-59 and Bonus for 1959-60 and 1960-61, - it is to be adjudicated.

This is a big victory and we hope to get substantial benefit out of this as this concern falls in the group of Howrah Burn where minimum 3 months bonus is given and a Tribunal has been ordered for additional bonus for them as well.

We are preparing our materials for the Wage

Board. Of course, we could not make much headway. We are trying our best to revitalise our Union on the basis of the Wage Board and Bonus issue already referred to.

Give this Bonus news to Com Dange. Hope, you have by this time received a communication from Burnpur to move to the proper authorities as we have not yet been made a party to the said Tribunal. A deputation waited on the Labour Minister along with Com. Renu Chakravartty, MP. and the Labour Minister has assured that this has not been proper and our Union will be made a party.

This much for today.

With greetings,

yours faithfully,

(Nitis Sett.)

No.268/61  
July 19, 1961

The General Secretary,  
United Iron & Steel Workers Union,  
P.O. Burnpur,  
West Bengal.

Dear Comrade,

Thank you for your letters dated July 7 and 13, in connection with the bonus issue in Indian Standard Wagon Co.

Since the Government of West Bengal have referred the disputes in regard to Bonus to an Industrial Tribunal, we have every right to become a party to the reference and put forward our case. We would therefore suggest you to file an application under Sec.36 of the Industrial Disputes Act, with proper authority from the workers concerned to the Industrial Tribunal praying to be impleaded as a party to the reference. There would be no difficulty in that.

With greetings,

Yours faithfully,

*me*  
*19/7/61*  
(K.G.Sriwastava)  
SECRETARY

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(Affiliated to A. I. T. U. C.)

Branch Office :

Phone : ASANSOL, 2737

P. O. BURNPUR

DT. BURDWAN.

## BARI

Head Office :

Phone :- BARAKAR 133

KENDWA ROAD.

P. O. KULTI

DT. BURDWAN

Ref. No.....

Dated.....15.7.51.....196

To

Gen. K. G. Srimastava,

4 Ashok Road,

New-Delhi.

I. R. No. 232. Date 15 JUL 1951

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

Dear Gen,

I have sent you a letter recently and informed you of the matter of ISW. Bonus.

The West-Bengal Govt have referred the issue to an Industrial Tribunal for adjudication. We enclose herewith a copy of Order of Reference and a copy of our letter addressed to the L.M. (WB).

Kindly take up the matter with the Union Govt. immediately from your end.

In the meantime we have contacted with Renudi and sending a deputation to the L.M. West-Bengal on 14 th. July with a demand of our inclusion as a part - y to the Tribunal. We have also arranged for mass signature collection with the demand of our inclusion.

Kindly advise us accordingly.

With regards,

Comradely your

B. P. Hoquey.  
For General Secretary.

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Head Office:  
1-BARAKAR 133  
NDWA ROAD,  
O. KULTI  
T. BURDWAN

**BARI**

Branch Office:  
Phone :- ASAN80L 2737  
P. O. BURNPUR  
DT. BURDWAN

No. \_\_\_\_\_

Dated 13th. July 1961.

To  
The Hon'ble Labour Minister,  
Govt. of West Bengal,  
Writers' Buildings,  
Calcutta - 1.

Dear Sir,

Re: Profit-Sharing Bonus - The Indian Standard  
Wagon Co. Ltd., Burnpur.

We are surprised to note that in the West Bengal Govt. Order No. 4296/IR, dated the 6th. July, 1961, referring the Industrial Dispute between the Indian Standard Wagon Co. Ltd., Burnpur and their workmen to the First Industrial Tribunal, only the Asansol Iron & Steel Worker's Union has been impleaded as representing the workmen in the above dispute. Our Union, viz., United Iron & Steel Workers' Union, which represents a bulk of the workmen and which has been persistently pressing the bonus demand of the workmen for years, has been left out of the dispute, thereby depriving a major section of the workmen of their opportunity to have their case represented by the Union of their choice.

We can understand the attitude of the Company so far as our Union is concerned, but the discriminatory attitude shown by the Govt. to our Union can only be interpreted in terms of political considerations.

Our workers and the Union they belong to, can under no circumstances, waive their legal and constitutional right of representation in the above dispute, and we wish that the Govt. will not go back on their declared policy of non-discrimination between unions and unions.

We demand of you to reconsider the issue of representation and to amend the above order of reference, adding our union as party to the dispute in question.

Awaiting your immediate action,

Yours faithfully,

Copy to the Secretary, AITUC, New Delhi.

-do- the Labour Minister  
Govt. of India, New Delhi.

*C.S. Justice*  
JOINT SECRETARY

( C o p y )

LABOUR DEPARTMENT, GOVT. of WEST BENGAL

Order No. 4296 - IR

Calcutta, the 6th. July '61

Whereas an industrial dispute exists between Messers Indian Standard Wagen Co. Ltd., 12, Mission Row, Calcutta - 1 and the workmen employed in the Company's factories at Santa, Burnpur, Asansol, represented by the Asansol Iron & Steel Workers' Union, Bari Manzil, Burnpur, Burdwan, relating to the under mentioned issue being a matter specified in the Third Schedule to the Industrial Dispute Act, 1947 (XIV of 1947)

And whereas, it is expedient that the said dispute should be referred to an industrial Tribunal constituted under section 7A of the said Act.

Now therefore, in exercise of the powers conferred by Section 10 of the Industrial Disputes Act, 1947 (XIV of 1947) the Governor is pleased hereby to refer the said dispute to the First Industrial Tribunal constituted under Notification No. 808 - IR/IR/3A - 2/57, dated the 11th. March, 1957 for adjudication.

The said First Industrial Tribunal shall meet at such place as it may direct.

I S S U E

1. Additional Bonus for 1957-58 and 1958-59 and Bonus for 1959-60 and 1960-61.

By order of the Governor

ASST. SECY. TO THE GOVT. OF  
WEST BENGAL.

✓  
They want a definite  
instruction whether  
they should accept  
the amount of bonus  
offered by the Co.

What do we say  
to that?

conduct a  
campaign  
on it.  
Threaten  
some hunger-  
strike also.  
Must bring  
in immediate  
to not enough.  
8/11

Sadness

11/7

We should set up a  
big campaign on both counts;  
in bonus for 1955 & that for  
1960. If John is advising not  
to take 1960 bonus we should agree  
upon better terms.



# UNITED IRON & STEEL WORKERS' UNION.

Head Office,  
—BARAKAR 133  
JDWA ROAD,  
O. KULTI  
T. BURDWAN

Regd. No. 3389  
(affiliated to A. I. T. U. C.)

**BARI**

Branch Office:  
Phone :—ASANSOL 2737  
P. O. BURNPUR  
DT. BURDWAN

No. \_\_\_\_\_

Dated 8. 7. 1961.

Sri. K. G. Sivaswami,  
Secretary, A. I. T. U. C.  
4 Ashok Road,  
New - Delhi.

A. I. T. U. C.  
I. R. No. 2225 Date... 10. 2. 61 ...  
File No. .... Registered on.....

Dear Comrade,

We received your letter, along with a copy of letter <sup>sometimes back</sup> addressed to the H. L. M. Central for P. S. bonus to the workmen of Ispco Ltd for 1959/60.

We expected Com. Dange and you on the last 2 nights at Burnpur in the meeting of Wage-Bears-Steel Co-ordination Committee's meeting. But none from ASTUC or Metal Engineering Federation ~~was~~ joined the said meeting. However, Com. S. K. Ganguly of Jamshedpur will write to you in details of the meeting held on 2.7.61.

Regarding P. S. bonus for 1960 for Ispco we hear nothing from Company or State Govt as yet. On the other hand the Ispco management issued a notice declaring the quantum of bonus for the yr 60/61. According to the total amount the workmen will receive only 63 or 64 days' wages as bonus for the yr 60/61. No payment date was fixed as yet.

We have arranged for signature campaign of Ispco workmen for 1959/60 as per advice of Com. Ramen Sen who came to Asansol a few days' before and after discussing the matter with Executive members he gave the programme of signature campaign.

- 2 -

We also sent a protest letter for less quantum of bonus to the state govt. All copies are sent herewith.

The workmen of ISW are very much agitated over this bonus issue. Recently Mr John addressed a group meeting at Wagon-Colony and confessed that the management of ISW Company did not agree to reach a decision over the bonus issue for 59/60. He also requested the govt of West Bengal to refer the matter for adjudication. He also requested the workmen not to receive P.S. bonus for 60 days or so for the yr 60/61 as supposed to be proposed by the company.

On the other side of the picture it is noticed that almost all the workmen irrespective of ISW or ours are ready to receive any amount of bonus the Company will give.

We think that you also think over the matter and advise us accordingly.

Further, when we can expect Com. Dangi here at Purnasur?

With greetings,

Cordly yours,  
Bama pade Hodujis.  
For General Secretary.  
8/7/61

True Copy

THE INDIAN STANDARD WAGON CO.LTD.  
SANTA WORKS BURNPUR.

No.F/61/11

4 th.July 1961.

From General Manager

Re:PROFIT SHARING BONUS FOR THE YR 1960/1961.

For the year 1960/61 a profit sharing bonus amounting to Rs.5,75,000 (Rupees five lacs seventy five thousand only) will be paid to those employees who are eligible according to rules. This amount will be distributed among all eligible employees in proportion to basic wages and salaries.

Sd/ B. Basu  
General Manager.

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(Affiliated to A. I. T. U. C.)

Branch Office :

Phone :- ASANSOL 2737

Head Office :  
Phone :- BARAKAR 133  
KENDWA ROAD,  
P. O. KULTI  
DT. BURDWAN

## BARI

P. O. BURNPUR  
DT. BURDWAN

Ref. No.....

Dated 5 th. July 1961.

To  
The Joint Secretary,  
Labour Dept, Govt of West-Bengal,  
Writers Building,  
Calcutta-1.  
-----

Sir,

Re: Profit Sharing Bonus for the year 1960/61  
to the workmen of Santa-Works, Indian  
Standard Wagon Co. Ltd.

We beg to invite your kind attention to the following matter for your information and immediate action.

That the G.M of the above Company issued a notice on the last 4 th. July stating that Rs.5,75000 (Rupees five lacs, seventy five thousand only) will be paid to the employees of the above company as profit sharing<sup>bonus</sup> for the year 1960/61.

That the above company have made a profit of Rs.19.67 lacs of rupees this year also and as such the above declared quantum is very much less than the workmen deserve.

In this connection we beg to mention that the P.S. Bonus for the year 1959/60 was not paid to the workmen as yet nor the issue was referred to the Industrial Tribunal inspite of our time to time representation to various authorities of Labour dept, Govt. of W.B.

P.T.O.....

# UNITED IRON & STEEL WORKERS' UNION.

Head Office :

Phone :- BARAKAR 133

KENDWA ROAD.

P. O. KULTI

DT. BURDWAN

Regd. No. 3389

(Affiliated to A. I. T. U. C.)

**BARI**

Branch Office :

Phone :- ASANSOL: 2737

P. O. BURNPUR

DT. BURDWAN

Ref. No.....

-2-

Dated.....196

So, we strongly protest against such declaration of less bonus and demand at least four months' wages as P.S. Bonus for 60/61. to the workmen.

Further, we would request you to intervene in the matter and arrange for a conciliation proceedings in the matter and refer the issue to the Industrial Tribunal for adjudication to fix the quantum of the same.

Awaiting an early action.

Yours faithfully

*B. P. Hockley*  
General Secretary.

Copy to the Asst. Labour Commissioner, Asansol.  
The Deputy Labour Commissioner, Govt. of West-Bengal.  
The General Manager, I.S.W. Co. Ltd. Burnpur.

To

The Hon'ble Labour Minister,  
Govt. of West-Bengal,  
Calcutta.

Sir,

Re: Profit sharing bonus payable to the  
workmen at the Indian Standard Wagon  
Co. Ltd. Burnpur for the year 1959/60.

We, the undersigned workmen employed at the Santa Works of the Indian Standard Wagon Co. Ltd beg to submit that the profit sharing bonus payable to the employees of the above Company for the year 1959/60 is still outstanding.

We have patiently waited for the payment of the bonus these long months without any results whatsoever, but as we find no body is interested in settling the issue of bonus payment we wish to launch a movement over the issue.

We request you to direct the Company to pay off 65 days' wages as bonus for the year 1959/60 within seven days from the receipt of this application pending final disposal of the dispute and to refer the dispute of bonus to an Industrial Tribunal for final determination of the issue in question; otherwise we will be in painful compulsion to take such steps as the situation demands.

Dated Burnpur the

Yours faithfully

1961.

Name

T.No. /Dept.

Signature /L.T.I.

268

July 13, 1961

Dear Tahir Saheb,


You know that I have not been able to come to Burnpur for a long time, even though as President of the union, I should have done so. I have so much work that I do not think, the situation regarding my visits will improve.

So, I propose to resign from the Presidency of the union. I think that will allow you to find someone, near at hand, from among the workers and other active leaders, who can be more helpful as a President to discharge the duties of the post. I shall of course be always at your service for consultation, whenever you want me.

I hope you are now better in health.

I have not forgotten the x-ray question.

Yours fraternally,



(S.A.Dange)

Com. Tahir Hussain, MLA,  
General Secretary,  
United Iron & Steel Workers Union,  
Burnpur,  
WEST BENGAL.

Com Dange.

Burapur 268 3.7.61

Perhaps by this time you have received my letter.

Steel co-ordination committee as scheduled. None of the 'Bairai' from Calcutta, attended the meeting. I personally requested three 'Bairai' to attend but you know, all avoided. They would have attended provided you were here.

Anyway, Ganguly from Tata, Chandrashekhara & Bamapada Nitish from Burapur, one from Bhalain & ex Kuthi man, 3 from Durgapur were present. None came from Rowkela.

There was general reporting. First round job was carried out not in a bad way, in all the centres.

We have taken 2 way decision. One for further propaganda - to maintain the agitation. A leaflet

to be distributed in all the centres by the respective unions.

Each union immediately should prepare a list of the trades <sup>category wise</sup> with specification in ~~code~~ category.

A questionnaire has been prepared. All the unions will forward fill that up & forward to Ganguly within 2 weeks. We shall meet again in the 1st week of August, ~~to study~~ the different chart & other working & living conditions then formulate a common demand - with unanimism as per the 15th tripartite.

To me the meeting was a very successful one. Now the August meeting should take place in your presence. At least 2 days must be fixed. On the 1st date we will sit & formulate & on the next date, as per your instructions & guidance, we will amend & give a final shape.

Hope you are physically fit. We are yours.

P.S. I am starting for Durgapur this evening. See you J.A.P. File etc etc

Yours affectionately  
Nihal

A.I.T. C. Date 5.7.61

Replied on



अन्तर्देशीय पत्र  
INLAND LETTER



S. A. Dange M.P.  
4. Ashok Road  
New Delhi

पहला मोड़ First fold

दूसरा मोड़ Second fold

तीसरा मोड़ Third fold

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



Nikhar

इस पत्र के अन्दर कुछ न रखिये NO ENCLOSURES ALLOWED

यहाँ काट कर खोलिय To open cut here

EXPRESS

Government of West Bengal  
Labour Dept.

ADDENDUM

No 4589IR

IR/10L-23/61

Calcutta the 25 th. July 1961.

In the preamble to the Government of West Bengal, Labour department Order No. 4296-IR/10L-23/61 dated the 6 th. July 1961, after the words "Asansol Iron & Steel Workers' Union, Bari Manzil, Burnpur Burdwan" add the following:-

" and the United Iron and Steel Workers' Union P.O. Burnpur District Burdwan "

By order of the Governor  
S.C. Meekerjee  
Asst Secretary to the Govt of  
West Bengal.

-----  
No 4589/2(1) IR

Copy with a copy of this department order No. 4296-IR/IR/10L-23/61 dated the 6 th. July 1961 forwarded to the Joint Secretary, United Iron and Steel Workers' Union P.O. Burnpur. Dt. Burdwan for information.

Calcutta  
The 25 th. July 1961

Sd/ S.C. Meekerjee  
Asst. Secretary.

LABOUR DEPARTMENT, GOVT. of WEST BENGAL

Order No. 4296 - IR

Calcutta, the 6th. July '61

Whereas an industrial dispute exists between Messers Indian Standard Wagen Co. Ltd., 12, Mission Row, Calcutta - 1 and the workmen employed in the Company's factories at Santa, Burnpur, Asansel, represented by the Asansel Iron & Steel Workers' Union, Bari Manzil, Burnpur, Burdwan, relating to the under mentioned issue being a matter specified in the Third Schedule to the Industrial Dispute Act, 1947 (XIV of 1947)

And whereas, it is expedient that the said dispute should be referred to an industrial Tribunal constituted under section 7A of the said Act.

Now therefore, in exercise of the powers conferred by Section 10 of the Industrial Disputes Act, 1947 (XIV of 1947) the Governor is pleased hereby to refer the said dispute to the First Industrial Tribunal constituted under Notification No. 808 - IR/IR/3A - 2/57, dated the 11th. March, 1957 for adjudication.

The said First Industrial Tribunal shall meet at such place as it may direct.

I S S U E

1. Additional Bonus for 1957-58 and 1958-59 and Bonus for 1959-60 and 1960-61.

By order of the Governor

ASST. SECY. TO THE GOVT. OF  
WEST BENGAL.

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Branch Office:

Phone :- ASAN80L 2737

P. O. BURNPUR

DT. BURDWAN

**BARI**

Head Office:

BARAKUR 133

INDWA ROAD,

P. O. KULTI

DT. BURDWAN

No. \_\_\_\_\_

SAS 268  
..... Dated 22.7.61 196

Dear Comrade Dange,

We received your letter dated 13 th. July and we are very much shocked to read the contents of the said letter. Tahir Hossain Saab did not come back from his native place (Allahabad) as yet and since the last of May he is not here at Burnpur. However, he is coming back at Burnpur on 27 th. or 28 th. July and I shall hand over your letter to him.

On fear of adverse effect upon our Executive members and general workers I could not let declare of the contents of your above letter and it has been kept amongst two or three of us.

In the meantime I beg to inform you some of our trade Union comrades' personal reaction and we think you should consider the situation.

1) It is true that you are very much engaged with so many problems of broad dimension and it is also very difficult for you to come down at Burnpur or Asansol at any time or in time of need. We and our workers are conscious of that matter. It is true our workers demand your presence once or twice a year but at the same time they understand your difficulties and they do not mind anything for your net coming.

2) The workers maintain great hope of improvement on your name and truly your name in the top of our Office bearers as president of the Union carries weight. Not only the workers but all our friend and enemies have regards, ~~with~~ towards our organisation as you are directly connected with our organisation.

3) You are quite aware of the sentiments of Burnpur workers and they all will be hopeless on hearing your resignation and our enemies will be more vocal with false propogandas and you can imagine then where we would be carried on.

4) Specially when Constitution of Wage Board has been declared you should remain our President, ~~unless~~ we afraid that we would be in bad position.

5) Lastly on the eve of general election as a whole there will be an adverse effect on the working population in general.

P.T.O.....

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(Affiliated to A. I. T. U. C.)

Branch Office :

Phone :- ASANSOL 2737

P. O. BURNPUR

DT. BURDWAN

**BARI**

268

Dated.....14.7.61.....196

Head Office :  
Phone :- BARAKAR 133  
KENDWA ROAD,  
P. O. KULTI  
DT. BURDWAN

Ref. No.....

From :

Bama Pada Meekerjee, C/O. United Iron and Steel  
Workers' Union, 'Bari-Smriti-Bhevan' Subhaspally  
P.O. Burnpur. Dt. Burdwan.

To

The Editor,  
New Age,  
New Delhi.  
-----

Dear Comrade,

I am sending a report of the  
meeting of Steel Co-ordination Committee which was  
held at Burnpur and at the same time a short  
sketch of working conditions of the workmen of  
Steel Plants of India excepting Rourkela.

We wish you will publish the matter  
at your convenience.

With greetings,

Comradely Yours,  
Bama Pada Meekerjee  
(Bama Pada Meekerjee)

URGENT DEMAND FOR CONSTITUTION OF WAGEBOARD FOR THE IRON & STEEL WORKERS. DECISION OF UNITED STRUGGLE IN THE MEETING OF CO-ORDINATION COMMITTEE HELD AT BURNPUR.

Burnpur 12 th. July:- On the last second May a Co-ordination Committee was formed with the representatives of five Steel towns of India under Presidentship Com. S. A. Dange in Calcutta, for waging a movement of early constitution of Wage Board as declared by the Union L.M. in the last session of Parliament. In pursuance of that, recently on the 2 nd. July there was a meeting of steel co-ordination committee at Burnpur in the premises of United Union's own building 'Bari-Smriti-Bhavan' under the presidentship Sri. Bama Pada Meekerjee. Sarbasree S.K. Ganguly ( Secretary of Steel-Co-ordination Committee ) of Jamsjedpur, Nihar Meekerjee of Durgapur, A. Meekerjee of Villai Nitish Sett of Kulti attended the meeting. Apart from that some local leaders of Burnpur Durgapur such as C. S. Meekerjee, H. Chetteraj, K. Sen and others took part in the discussion. No representative from Rourkela could join the meeting. An exhaustive report was placed in the meeting regarding the movement in connection with the wage Board at every unit. After discussion the following decisions were taken unanimously in the meeting.

DECISIONS.

1. A questionnaire of 21 points ( ~~...~~ ) consisting of exhaustive report of Wage, Capital, Labour Conditions etc. of all Private Sector or Public Sector Factories be made and with the replies of the questionnaire another meeting be called at Burnpur again on 5 th. or 6 th. August (provisionally) and after a thorough discussion grounds of a "omerationum be prepared.
2. The meeting expressed regret for not declaring the <sup>names of</sup> members of ~~xxxx~~ proposed Wage -Board as yet and every Union was requested to send resolutions to that effect to the Union Govt.
3. Every Union was requested to adopt programme for mass agitation with the demand of early declaration of names of Wage Board members, interim relief, inclusion of representative of A.I.T.U.C, inclusion of issues of Iron & Oremines workmen. It was also decided to call Bustee meetings, Gathe meetings, mass meetings, pestering, leafletering etc with the above demands.

A short report of the labour conditions of the workmen of the Steel Towns of India is given hereunder from which it will be revealed that the steel workers of India who are pivots of construction of new India have to work in a pathetic conditions. This report came out during the discussion of labour conditions in the Steel co-ordination Committee.

### VINAI.

At present about ten thousands of workmen are in roll of the Werks. One unskilled workman earns in all Rs.75/ per month; one semi-skilled Rs.85/ per month & Skilled labour earns in toto Rs.110/- p.m. More than half of the total workmen were favoured with the allotment of Qrs. On account of quarter rent 10 % of basic wages and 5 % of D/A is being deducted from the wages of the allottees. Bus fare for a month for journey to the Werks falls as Rs.6.25 N.P. Above Rs2/- is deducted for electric lights of the Qrs. Excepting some special cadres no worker are allowed any kind of special allowance in addition to their salaries. There is only one Hospital consisting of 150 beds for ten thousand of workmen. The authority have scant regards of Factory Act, Safety arrangements in the Werks. There is a cheap Canteen in the Werks but eatables are sold on dearer rates than market. In a year 7 days' casual leave, 5 days festival leave, 3 days national holidays, sick leave for 20 days @ half wages are allowed to the workmen. As per law of Madhya Pradesh all boys and girls within 6 to 14 years' age are allowed free education, <sup>the</sup> school dress and <sup>tu</sup> tiffins. There are no arrangements of higher education.

### DURGAPUR.

About 10,181 workmen are in roll at present. Total earning of an unskilled, semi-skilled & skilled workman are Rs.75/-, Rs.95/- & Rs.120/- respectively per month. About half of the workmen were supplied with quarters. Fourth category workmen were not supplied with any quarters. 10% of the basic wages are deducted as quarter rent per month. Electric charge is .15 N.P. per Unit. Rs.6/- are deducted as bus fare for journey to the Werks per month. There is only one temporary Hospital consisting of 50 beds. Doctor never goes to the residence of the workmen although the condition of the patient becomes serious. Dying patients are also to be brought to the Hospital for medical treatment. There is one Multi purpose High School and two primary Schools. But the medium of teaching is english; as a result Bengali children have no opportunity for their lessons in their mother tongue in Bengal. There is Canteen but eatables are sold on higher rates than of the market. There is no safety arrangements in the Werks. The Werks authority have not least regard of obeying Factory Acts and other laws of the land.

### KULTI.

This belongs to private Sector and it is a part of M/S. I. I & S. Co. Ltd. There are at least six thousands of workmen are in roll at present. Minimum earning of a worker per month is Rs.75/- per month. The Company supplies Coke Breeze for fuel in cheap rates. There is a small unit of Hospital consisting of 40 beds including a maternity Camp. 85% of workmen were not supplied with any quarters as yet. Two high schools and three primary Schools are there for the children of employees. Workers are allowed leave in a year for 15 days with full pay, 2 days' festival leave and sick leave for 30 days full pay and 30 days @ half pay in a year.

-3-

subject to the condition that the worker must remain unfit for more than 14 days in continuation.

#### BURNPUR.

About 12 thousand workmen are in roll at present. The grades of the workmen are divided in 12 categories. Minimum income of a workman is Rs.85/-per month. About 75 % of total workmen were not supplied with the quarters. Other facilities are like of Kulti. There is a Central Hospital at Burnpur for the whole of Martin -Burn group. There is no suitable arrangement for treatment in the Hospital. Tablets costing even .12 N.P is to be purchased by the patients from outside. There is only one high school for boys and another for girls. The management does not obey safety rules and Factory Acts. Major and fatal accidents are frequent in the Works. There is no Works Committee or Canteen Managing Committee in the Works.

#### JAMSHEDPUR.

The Works has been extended to the capacity of two million tons after capital expenditure of Rs.108 Crores. But the labour strength was not increased at all. A female worker earns Rs.104/ per month and a male worker earns Rs.113/-per month. This amount is much less than the agreed ~~xxx~~ need based wages of Rs.125/ p.m. <sup>vide</sup> in the last Delhi Labour Conference. It is also notable that this revision of wages took place after a hard battle in the year 1958 under the leadership of JMU belonging to AITUC. From 1957 the production has been increased by more than 40% and the profit of the Company increased by 22%. On the other side the income of the workmen has decreased by 21.8 % in the year 1959/60 from the income of 29 % in the year 1956/57. Cost of living index and essential commodities at Jamshedpur has increased to 126% in the year 1959/60 from 108 point in the year 1956/57. Education and hospitalisation system is very limited.

-----

Bama pada of Stigs.  
Burnpur.  
14/7/61.



No.268/SM/61  
July 31, 1961

August, 1,

The General Secretary,  
United Iron & Steel Workers Union,  
P.O. Burnpur,  
West Bengal.

Dear Comrade,

The following is the text of a letter which we have received from the Deputy Secretary to the Government of India, Ministry of Labour & Employment in connection with the bonus issue in Indian Standard Wagon Co.,Ltd.

"With reference to your d.o. letter No.172/SM/61, dated the 3rd June, 1961, to the Union Labour Minister, regarding the profit-sharing bonus dispute in the Indian Standard Wagon Company, Burnpur, I am directed to say that the matter was taken up with the State Government and it is understood from them that the dispute has since been referred to an Industrial Tribunal for adjudication. It is also understood that the United Iron & Steel Workers' Union has approached the State Government for making it a party to the adjudication."

Please let us know what is the progress in regard to the question of your being impleaded as a party to the proceedings and whether you have applied before the Tribunal in the manner we have suggested to you.

With greetings,

Yours fraternally,

*Sh. G. Sriwastava*  
(K.G.Sriwastava)  
SECRETARY

# UNITED IRON & STEEL WORKERS' UNION.

Head Office :

Phone :- BARAKAR 133

KENDWA ROAD,  
P. O. KULTI  
DT. BURDWAN

Regd. No. 3389

(Affiliated to A. I. T. U. C.)

Branch Office :

Phone :- ASANSOL 2737

P. O. BURNPUR  
DT. BURDWAN

Ref. No.....

File No.....

Replied on.....

Dated... 4. th. August. 1961.

Dear Comrade Dange,

I received your letter of 13 th. July after coming back from Allahabad. I also saw the letter of Bama Pada Babu to you. My opinion is also the same as Bama Pada Babu's in this matter. I have nothing to add at present; but I have much to say to you personally. I am also not getting opportunity to meet with you unless you do not come here.

So my request is this; kindly fix a time for Burnpur and come here and every aspect will be discussed in your presence and then we will settle whether your proposal will be accepted or not.

Hope that you are carrying well. At present I am suffering from minor health troubles.

Further, kindly arrange for proposed X-Ray Plant at an early date as you will be glad to know that we have already half completed our Union building and at present our Office is running in the New Building since last March.

With our best regards and love to you,

Comradely Yours

( Taker Hossain )

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(Affiliated to A. I. T. U. C.)

Branch Office :

Phone :- ASANSOL 2737

P. O. BURNPUR

DT. BURDWAN

**BARI**

Head Office :

Phone :- BARAKAR 133

KENDWA ROAD,

P. O. KULTI

DT. BURDWAN

Ref. No. U/6-7/61

Dated... 5th... Aug... 1961.

The Secretary,

All India Trade Union Congress,

4, Ashoke Road,

New Delhi - 1.

A. I. T. U. C.

I.R. N 2664 Date 5 AUG 1961

File No. .... Dept. ....

Dear Comrade,

Your letter No. 268/SW/61 of August 1, '61 is received by us just now. In the matter of Profit Sharing Bonus dispute in the Indian Standard Wagon Co., Burnpur an addendum to the original order of reference has been made by the State Govt., following a deputation and a memorandum given by our Union to the Labour Minister, Govt. of West Bengal, making our union also a party.

Find enclosed herewith a copy of the original order of reference and the addendum.

With greetings,

Encls: Two

For Secretary

B. A. M. Sanyal  
Joint Secretary.

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(Affiliated to A. I. T. U. C.)

Branch Office :

Phone :- ASANSOL 2737

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P. O. KULTI

DT. BURDWAN

**BARI**

Ref. No.....

Dated..... 8<sup>th</sup> Nov. 1961.

Sri. S. A. Dange, M.P.

4 Ashok Road,

New-Delhi.

Dear Comrade,

You will be glad to know that we are fighting two Assembly seats, Hirapur & Kulti both. After several discussions in the Executive Committee of the Union it was decided that Chandra Sekhar Mookerjee will stand for Hirapur i.e Burnpur seat and Moulavi Sahab for Kulti seat. Now we are preparing our best for the election fight.

It is our unanimous request to you that you have to come here at Burnpur & Kulti area once at least either in January ~~xxxx~~ or at 1 st. week of February.

Kindly let us know when you are coming.

Hope you are well now.

With our best regards and love,

Comradely Yours

*Bama Pade*

For General Secretary.

A. I. T. U. C.  
I. R. No. *4011* Date. **13 NOV 1961**  
File No..... Replied on.....

*Recd - Mr. P. P. ...  
to ...  
at ...  
Vg. ...*

268  
Nov. 20, 1961

Dear Com. Bamapada Mukherjee,

Yours of 8th November to Com. Dange.

He is now going to Moscow for the World Trade Union Congress and would be returning by the end of December. It is rather difficult for him to say anything definite about the programme for Burnpur and Kulti, as you have suggested, at this stage.

With greetings,

Yours fraternally,

*Ch*  
(K.G. Sriwastava)

Com. Bamapada Mukherjee,  
United Iron & Steel Workers Union,  
Burnpur

# UNITED IRON & STEEL WORKERS' UNION.

Head Office :

Phone :- BARAKAR 133

KENDWA ROAD,

P. O. KULTI

DT. BURDWAN

Regd. No. 3389

(Affiliated to A. I. T. U. C.)

Branch Office :

Phone :- ASANSOL, 2737

P. O. BURNPUR

DT. BURDWAN

**BARI**

Ref. No.....

268

Dated...27 th. Nov.....1961.

To  
Com. K. G. Sriwas tava,  
4 Ashok Road,  
New-Delhi.

|                |                    |
|----------------|--------------------|
| A. I. T. U. C. |                    |
| I. R. No. 4274 | Date. 29 NOV. 1961 |
| File No. ....  | Replied on.....    |

Dear Comrade,

Received your letter dated Nov. 20 th. Please keep in mind of Com. Dange's coming here at least once either in January or 1 st. week of February.

We noticed from the news paper that John and Gopaswar were selected as Wage Board members for Steel. At this news workers as well as we are very much agitated and sorry as those two persons are most hated leaders of INTUC & stooges of Tata & IISCO.

Kindly direct us how to protest against such selection.

My best regards and love to you and other comrades there.

Brotherly yours

Bama pada  
(Bama Pada )

पोस्ट कार्ड

POST CARD

जवाबी  
REPLY

केवल पता  
ADDRESS ONLY



Comrade,  
Sadhan Mookerjee,

4 Ashok Road,

New-Delhi-1.

Dear Comrade Sadhan  
Mookerjee, New-Delhi.

Dt. 17.11.61.  
Burnpur.

268

Received your letter duly and noted the contents. You require balance sheet of II&SCO. You can have the said balance sheets from Comrade Nitish Sett. He keeps them. Kindly write to him at his Kulti Address.

Kindly convey my best regards and love to Com. Dange, Com. Sriwastava and other Comrades there.

With my love and greetings,

Comradely Yours

*Lama Pada*

( Lama Pada Mookerjee )

A. I. T. U. ( )  
I.R.N. 429  
Date 20 NOV 1961  
File



THE IRON ORE MINES LABOUR  
WELFARE CESS BILL, 1961

*(Handwritten signature)*

(TO BE INTRODUCED IN LOK SABHA)

*(Handwritten checkmark)*

THE IRON ORE MINES LABOUR WELFARE  
CESS BILL, 1961

(TO BE INTRODUCED IN LOK SABHA)

A

BILL

*to provide for the levy and collection of a cess on iron ore for the financing of activities to promote the welfare of labour employed in the iron ore mining industry.*

BE it enacted by Parliament in the Twelfth Year of the Republic of India as follows:—

1. (1) This Act may be called the Iron Ore Mines Labour Welfare Cess Act, 1961.

Short title,  
extent and  
commence-  
ment.

5 (2) It extends to the whole of India except the State of Jammu and Kashmir.

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

10 2. With effect from such date as the Central Government may, by notification in the Official Gazette, appoint, there shall be levied and collected, as a cess for the purposes of this Act on all iron ore produced in any mine, a duty of excise at such rate not exceeding fifty naye paise per metric tonne of iron ore as the Central Government may, from time to time, fix by notification in the Official  
15 Gazette.

Levy and  
collection of  
cess on iron  
ore.

20 3. An amount equivalent to the proceeds of the duty levied under this Act, reduced by the cost of collection as determined by the Central Government, together with any income from investment of the said amount and any other moneys received by the Central Government for the purposes of this Act, shall, after due appropriation made by

Application  
of proceeds  
of cess.

Parliament by law, be utilised by the Central Government to meet the expenditure incurred in connection with measures which, in the opinion of that Government, are necessary or expedient to promote the welfare of labour employed in the iron ore mining industry; and in particular,—

5

(a) to defray the cost of measures for the benefit of labour employed in the iron ore mining industry directed towards—

(i) the improvement of public health and sanitation, the prevention of disease and the provision and improvement of medical facilities,

10

(ii) the provision and improvement of water supplies and facilities for washing,

(iii) the provision and improvement of educational facilities,

(iv) the improvement of standards of living including housing and nutrition, the amelioration of social conditions and the provision of recreational facilities, and

(v) the provision of transport to and from work;

(b) to make grants to a State Government, a local authority, the owner of an iron ore mine or any other person, of money in aid of any scheme approved by the Central Government for any purpose connected with the welfare of labour employed in the iron ore mining industry;

20

(c) to pay annually grants-in-aid to such of the owners of iron ore mines as provide to the satisfaction of the Central Government welfare facilities of the prescribed standard for the benefit of labour employed in their mines, so, however, that the amount payable as grant-in-aid to the owner of an iron ore mine shall not exceed—

25

(i) the amount spent by the owner of the mine in the provision of welfare facilities, as determined by the Central Government or any person specified by it in this behalf, or

30

(ii) such amount as may be prescribed by rules made under this Act;

whichever is less:

35

Provided that no grant-in-aid shall be payable in respect of any welfare facilities provided by the owner of an iron ore mine where the amount spent thereon determined as aforesaid is less than the amount prescribed by rules made in this behalf;

(d) to meet the allowances, if any, of members of the Advisory Committees constituted under section 4, and the salaries and allowances, if any, of persons appointed under section 5.

4. (1) The Central Government may constitute as many Advisory Committees as it thinks fit, but not exceeding one for each of the principal iron ore producing States, to advise the Central Government on such matters arising out of the administration of this Act as may be referred to it by that Government, including matters relating to the application of the amount of cess or of any other moneys referred to in section 3. Advisory Committees.

(2) Each Advisory Committee shall consist of such number of persons as may be appointed to it by the Central Government and the members shall be chosen in such manner as may be prescribed by rules made under this Act:

15 Provided that each Advisory Committee shall include an equal number of members representing Government, the owners of iron ore mines and workmen employed in the iron ore mining industry and that at least one member of each such Committee shall be a woman.

20 (3) The Chairman of each Advisory Committee shall be appointed by the Central Government.

(4) The Central Government shall publish in the Official Gazette the names of all members of the Advisory Committees.

5. (1) The Central Government may appoint Inspectors, Welfare Administrators and such other officers and staff as it thinks necessary for the purposes of this Act. Appointment and powers of staff.

(2) Every person so appointed shall be deemed to be a public servant within the meaning of section 21 of the Indian Penal Code.

(3) Any Inspector or Welfare Administrator may,—

30 (a) with such assistance, if any, as he thinks fit, enter at any reasonable time, any place which he considers it necessary to enter for carrying out the purposes of this Act, and

(b) do within such place anything necessary for the proper discharge of his duties.

35 6. Notwithstanding anything hereinbefore contained in this Act, if the Central Government is satisfied that there is in force in any State or part thereof a law making adequate provision for the financing of activities to promote the welfare of labour employed in the iron ore mining industry, it may, by notification in the Official Gazette, direct that all or any of the provisions of this Act shall not Power of Central Government to exempt.

40

apply, or shall apply to such State or part subject to such exceptions and modifications as may be specified in the notification.

Annual report of activities financed under the Act.

7. The Central Government shall, as soon as may be, after the end of each financial year cause to be published in the Official Gazette a report giving an account of its activities financed under this Act during the previous financial year, together with a statement of accounts. 5

Power to make rules.

8. (1) The Central Government may, by notification in the Official Gazette and subject to the condition of previous publication, make rules for carrying into effect the purposes of this Act. 10

(2) In particular and without prejudice to the generality of the foregoing power, such rules may provide for—

(a) the assessment and collection of a cess levied under this Act;

(b) the determination of the cost of collection of the cess; 15

(c) the manner in which the amount of the cess and other moneys, if any, may be applied on the measures specified in section 3;

(d) the conditions governing the grant of money under clause (b) of section 3; 20

(e) the standard of welfare facilities to be provided by owners of iron ore mines for the purposes of clause (c) of section 3 and the amounts referred to in sub-clause (ii) and proviso of that clause;

(f) the composition of the Advisory Committees constituted under section 4, the manner in which the members thereof shall be chosen, the term of office of such members, the allowances, if any, payable to them, and the manner in which the Advisory Committees shall conduct their business; 25

(g) the recruitment, conditions of service and the duties of all persons appointed under section 5; 30

(h) the furnishing by owners, agents or managers of iron ore mines, of statistical and other information.

(3) In making any rule under this section, the Central Government may direct that a breach thereof shall be punishable with fine. 35

(4) Every rule made under this section shall be laid as soon as may be after it is made before each House of Parliament while it is in session for a total period of thirty days which may be comprised

in one session or in two successive sessions, and if before the expiry of the session in which it is so laid or the session immediately following, both Houses agree in making any modification in the rule or both Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be; so however that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule.

## STATEMENT OF OBJECTS AND REASONS

The living conditions of labour employed in the iron ore mining industry are not satisfactory. A Working Group set up in 1956, which included representatives of employers and workers, while commenting on the unsatisfactory labour conditions in mines surveyed by them, recommended that a welfare fund financed by a special cess should be set up on the pattern of the Coal Mines Labour Welfare Fund or the Mica Mines Labour Welfare Fund. This recommendation has also been supported by the tripartite Industrial Committee on mines other than coal, which included representatives of State Governments. It is not the intention to take over completely the responsibility of the employers in the matter of provision of welfare facilities, but it is proposed to levy a cess on all iron ore produced and to utilize the proceeds of the cess for providing labour employed in the iron ore mines with welfare facilities comparable to those now being provided in the coal and mica mines. The Bill seeks to give effect to these proposals.

G. L. NANDA.

NEW DELHI;

*The 21st November, 1961.*

## FINANCIAL MEMORANDUM

Clause 2 of the Bill provides for the levy of a cess at such rate not exceeding 50 naye paise per metric tonne of iron ore produced, as the Central Government may fix from time to time. It is expected that the cess at the maximum rate of 50 naye paise per metric tonne will yield about rupees forty lakhs per annum. After meeting the expenses incurred on Advisory Committees, etc., the balance will be utilized subject to appropriation by Parliament, on the objects specified in clause 3 of the Bill.



## MEMORANDUM REGARDING DELEGATED LEGISLATION

Clause 8 of the Bill empowers the Central Government to make rules for carrying into effect the purposes of the Act. Matters in respect of which such rules may be made are specified in that clause. They *inter alia* relate to the collection of the cess and the determination of the cost of such collection, the manner in which the amount of the cess is to be applied, the conditions governing the grant of moneys to State Governments, etc., in aid of any approved schemes, the standard of welfare facilities to be maintained by mine managements for purposes of obtaining grants and the limits to be imposed on such grants, and the composition of the Advisory Committees. Rules made under this clause may also provide that a breach of any such rule shall be punishable with fine.

The scope of clause 8 is thus limited to matters of procedure or detail and the delegation is of a normal character.

# LOK SABHA

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## A BILL

to provide for the levy and collection of a cess on iron ore for the financing of activities to promote the welfare of labour employed in the iron ore mining industry.

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The President has, in pursuance of clauses (1) and (3) of article 117 and clause (1) of article 274 of the Constitution of India, recommended to Lok Sabha, the introduction and consideration of the Bill.

M. N. KAUL,  
*Secretary.*

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*(Shri Gulzarilal Nanda,  
Minister of Labour  
and Employment.)*

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Com. Bama Pada Mookerjee,  
Burnpur.

Dear Com. Mookerjee,

This has reference to your letter dated October 31, addressed to Com. Sriwastava.

It is true that the information in the bulletin is strictly not correct but then it is just to indicate the system, the reference has been made. You would see that this was a continuation of what has been published earlier. After variation of a few days this way or that way, hardly matters. The main question was what is the system and on what basis profit sharing is made.

We would be very much glad if you could send us the Balance sheet of IISCO for as many number of years possible. We are mainly interested to have it since 1939 but if that is not possible, please send it since 1946. It should be upto date. We are making a study in regard to iron and steel industry and we shall return the balance sheets in about 15 days time.

With greetings,

Yours fraternally,

  
(Sadhan Mukherjee)

# UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

Head Office :

Phone :- BARAKAR 133

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DT. BURDWAN

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Phone :- ASANSOL 2737

P. O. BURNPUR

DT. BURDWAN

**BARI**

Ref. No.....

To

Sri.K.G.Sriwastava,  
Secretary, A.I.T.U.C.

4 Ashok Road,

New-Delhi.

Dated.....31.10.61.....196

A. I. T. U. C.

I.R. No. 3887 Date - 2 NOV 1961.

File No.....

Dear Comrade,

Re: Wrong information on the last page  
of INFORMATION BULLETIN No.4  
October 1961, page 20.

(On the wages of the Indian "etal  
Workers)  
Rectification Bulletin No.3 Eng.  
Edition page 36.

This is to bring it to your kind notice that  
in the fifth para of the above it is mentioned that  
" In the case of Indian Iron and Steel Company the bonus  
on an average amounts to 80 days wages of every worker."

This is incorrect and you are quite aware of  
the fact that on the last bonus year( 1959/60) the  
Workers of Indian Iron were given 74 days ' wages as bonu-  
s and in this year also (1960/61) the workmen were paid  
74 days' wages. though it was mentioned in the agreement  
that 80 days' bonus would be paid to the workmen.

In this connection we beg to request you to  
look thro' our last year's letters regarding bonus and  
you will come to know the reason of such less quantum.

F.T.O.....

Contd.....

As this is an international bulletin we would request you to kindly rectify the above rectification.

Hope you are keeping well. Please convey our regards and bejoya greetings to all comrades there.

With regrads and greetings,

Comradely Yours

Bama pada Mockjee  
( Bama Pada Mockjee )

P.S. On an average there will always be 65 to 74 dys' wages as quantum is fixed and number of workmen entitled for bonus increases every year for new appntment etc.