

- 6 FEB 1960

हिन्दुस्तान खान मजदूर फेडरेशन  
Indian Mine Workers Federation  
DHANBAD (Phone 2855)

Ref. No. ....



Dated Dhanbad, 4-1-60

To  
The General Secretary,  
All-India Trade Union Congress,  
New Delhi

Dear Comrade,

Enclosed please find some suggestions regarding the fixation of the agenda of the seventh session of the Industrial Committee on Coal Mining. We are informed that Comrade Kalyan Roy has separately sent to you some other suggestions from his end. Please compile them in one, including ours; and send them to the Government for inclusion in the official agenda.

Greetings

yours fraternally,

Prasant Kumar 4/2  
General Secretary

*Before that the  
agenda has already been  
fixed with the Govt. com.  
This is for the com.  
T.B. & Kalyan Roy. The  
Govt. has already printed  
the agenda. It is on  
page 4 of the...*

*172*

PROPOSALS FOR ITEMS TO BE INCLUDED IN THE AGENDA FOR THE FORTHCOMING SEVENTH SESSION OF THE INDUSTRIAL COMMITTEE ON COAL MINING.

1. Inclusion of parents in the list of dependants for the purpose of free medical treatment in the hospitals under Coal Miners Welfare Organisation.

Notes:- At present, only wife and children of the workmen are treated as the dependants for the purpose of treatment, whereas the non-working parents in most cases are also the dependants of the workman. In the background of the prevailing social condition the workmen are unable to understand why their parents are not to be accorded the benefits which are available for their wife and children. It is necessary to extend the benefit of free medical assistance to the workmen's parents which is at present limited to his wife and children.

2. Representation of A.I.T.U.C. in the Board of Trustees for the Coal Miners Provident Fund Scheme.

Notes:- In the present Board, out of five representatives of the employees, three are from the I.N.T.U.C. one from an independent union and another of unknown affiliation. The A.I.T.U.C. is the second largest Union of the coalminers of India and should be given a seat in the Board. One seat each should be given to the H.M.S. and U.T.U.C. in preference to the small and local independent unions.

3. Empowering the officials of the registered unions to issue Certificates for the purpose of withdrawals of P.F. accumulations.

Notes:- At present the certificates are to be obtained from Post Master or Panchayat Mukhias, or Municipal Commissioners etc, who have little direct knowledge about the workmen. Consequently, the obtaining of certificates causes unnecessary harassments and unfair exactions from the workmen. The Trade Union Officials, who are much more competent to ascertain facts because of their close and constant touch with their members are in a much better position to give certificates. If they are empowered for this purpose much of the difficulties faced by the workmen will be reduced and the disposals will be expedited. Malpractices will be less as the Trade union officials have got to be annually elected by the workmen themselves.

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29 JAN 1960

# The Singareni Collieries Workers' Union

REGD NO. 7

AFFILIATED TO A. I. T. U. C.

BRANCHES:  
YELLANDU  
BELLAMPALLI

KOTHAGUDIUM COLLIERIES P. O.  
ANDHRA PRADESH

L. No. ....

Date 25th Jan., 1960.

Com: Srivastava,  
Secretary,  
All India Trade Union Congress,  
No.4 Asoka Road,  
NEW DELHI.

Dear Comrade,

We have received your letter of 15th instant and noted the contents. We give below the points of Agenda to be placed in the Industrial Committee on Coal mining. Kindly forward these points to the Labour Ministry to include the following discussions. Detailed memorandum on each point will be submitted shortly.

1. Merger of Dearness allowance with Basic wage for the purpose of computing the provident fund and bonus.
2. Raising the provident fund rate of contribution from 6 $\frac{1}{4}$ % to 8  $\frac{1}{3}$ %.
3. Conveyance allowance.
4. Recognition of Bellampalli Branch, as per code of discipline.
5. Labour participation in management.
6. Amendment of the workmens compensation Act.
7. Statutory provision of sick leave under Mines Act.

Yours fraternally,

*M. K. Raju*  
(P. S. VITTAL RAO)  
PRESIDENT.

29 JAN 1960

Indian Mine Workers Federation

Dt: 26th January. 1960.

Dear Com. K. G. Sriwastava:

The following points may be placed on our behalf for the 7th Session ~~Session~~ of the Industrial Committee on Coal Mining.

1. Amendment of the Coal Mines Bonus Scheme:- The amendment is long over due. It was categorically suggested by the Labour Appellate Tribunal, in its Award.
2. Abolition of contract labour system of employment: Far from moving towards abolition of the contract labour system, many ~~new~~ collieries are handing old departments to contractors. There should be immediate abolition of contract system in the coal mines.
3. Abolition of the C.R.O.: - In spite of various decisions, the C.R.O. continues to flourish and remain as a constant danger to trade union movement and an instrument of worst exploitation of coal miners.
4. Revision of the Standing Orders in the Coal Industry: Although suggestion for modification of the present Standing Order was placed and discussion was held, no step has yet been taken to act on them.
5. Non-Implementation of the decisions of the Safety Conference and Committees:- Practically no decision like the right of workers' representatives to inspect the mine etc have been put into practice. Whatever was decided must be put into practice immediately.
6. Gratuity and Old-age pension:- It should be introduced without delay for the coal miners.
7. Formation of a Wage Board for the coal miners.

yours fraternally

Kalyan.

20 JAN 1960

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IMMEDIATE

No.MI-8(84)/59  
Government of India  
Ministry of Labour & Employment

.....

From

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

To

All State Governments and Union Administrations.

Dated New Delhi, the 18 JAN 1960

Subject:- Appointment of Shri G.S. Jabbi as Chief Inspector  
of Mines under the Mines Act, 1952.

.....

Sir,

I am directed to forward herewith a copy of  
notification No.MI-8(84)/59 dated the 18th January, 1960.

Yours faithfully,

B. N. Tenani  
18/1/60

for Under Secretary

l.a.refd.  
N.Ram/18/1

PTO

[To be published in the Gazette of India Part II, Section 3(ii)]

Government of India  
Ministry of Labour & Employment.

NOTIFICATION

New Delhi, the 18th January, 1960.

S.O.....In exercise of the powers conferred by sub-section (1) of section 5 of the Mines Act, 1952 (35 of 1952), the Central Government hereby appoints Shri Gurbachan Singh Jabbi, Additional Chief Inspector of Mines, to be the Chief Inspector of Mines for all the territories to which the said Act extends, with effect from the afternoon of the 18th January, 1960, vice Shri Sarwan Singh Grewal, granted leave.

[MI-8(84)/597]



(A.P. Veera Raghavan)  
Under Secretary.

To  
The Publisher,  
Gazette of India,  
Government of India Press,  
New Delhi.

Copy, with one spare copy, forwarded to the Chief Inspector of Mines, im head.



(A.P. Veera Raghavan)  
Under Secretary.



[To be published in the Gazette of India Part II, Section 3(ii)] 7


Government of India  
Ministry of Labour & Employment.

N O T I F I C A T I O N

New Delhi, the 18th January, 1960.

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[MI-8(84)/597]



(A.P. Veera Raghavan)  
Under Secretary.

To  
The Publisher,  
Gazette of India,  
Government of India Press,  
New Delhi.

Copy, with one spare copy, forwarded to the Chief Inspector of Mines, Mumbai.



(A.P. Veera Raghavan)  
Under Secretary.



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

183

I D I A T E

No. LC-10(30)/60  
GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
.....

From

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

- To
1. The State Govts. of West Bengal, Madhya Pradesh, Bihar, Andhra Pradesh, Orissa and Assam.
  2. The Employers and Workers Organisations concerned.

Dated New Delhi, the 11-1-60

Subject:-Seventh Session of the Industrial Committee on  
Coal Mining - March 1960

Sir,

I am directed to say that it is proposed to convene the Seventh Session of the Industrial Committee on Coal Mining some time in March 1960. The date and venue etc. of the meeting will be communicated shortly. It is requested that if the State Government/your Organisation have any items for discussion, the

the same may kindly be intimated to this Ministry for consideration along with three copies of brief memoranda thereon, by the 31st January 1960 at the latest.

The receipt of this letter may kindly be acknowledged.

Yours faithfully,

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

Copy forwarded to:-

1. The Ministry of Commerce and Industry, New Delhi.
2. The Ministry of Steel Mines and Fuel, New Delhi.
3. All Attached Offices of this Ministry including the Coal Mines Welfare Commissioner, Dhanbad.
4. The Chief Inspector of Mines, Dhanbad.
5. All Officers of this Ministry, including Addl. P.S. to L.M./ P.S. to D.L.M./P.A. to Parly. Secy/.P.S. to Secy/P.A.s to J.S.(G) and J.S(E), L.E.A. and A.E.A.
6. All Sections of this Ministry (except C.R. Adm, Cash, Library/ O&M and Vigilance Sections) for similar action.
7. The Press Information Officer (Shri S.Kumar Dev), New Delhi.

*TC (- 1)*  
(T.C. Gupta)  
Section Officer.

3

No.183/A/50  
January 30, 1960

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

Sub: Seventh Session of the Industrial  
Committee on Coal Mining

Dear Sir,

With reference to your letter No.LC-10  
(30)/60 dated January 14, 1960, we would like  
to suggest the following items for inclusion  
in the agenda for the Seventh Session of the  
Industrial Committee on Coal Mining.

1. Improved Retirement Benefits for  
Coal Miners.
2. Implementation of the decisions of the  
Conference on Mines Safety and its Committees.
3. Recognition of trade unions by employers  
in coal mines, with particular reference to  
the denial of recognition to (1) Coal  
Workers' Union, Giridih (NCDC collieries):  
(2) Assam Coal Mines Workers Union, Ledo and  
(3) Bellampalli Branch of Singareni  
Collieries Workers Union, all of which  
fulfil the criteria for recognition laid  
down in the Code of Discipline.

Yours faithfully,

*MSP*  
(K.G.Sriwastava)  
Secretary

29 FEB 1960

No. LC-10(33)/60.  
GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT.

From

Dr. B. R. Seth,

To

Deputy Secretary to the Government of India

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

Dated New Delhi, the 26th Feb. '60.

Subject:- Seventh Session of the Industrial Committee on  
Coal Mining - March 1960 - Composition of the.

Sir,

I am directed to refer to this Ministry's letter  
No. LC-10(30)/60, dated the 14th January 1960 and to  
say that the composition of the seventh session of the  
Industrial Committee on Coal Mining will be as follows:-

I. Government

(a) Central Government No. of delegates

- (1) Ministry of Labour & Employment..... 1  
(2) Ministry of Commerce & Industry..... 1  
(3) Ministry of Steel, Mines & Fuel..... 1

(b) State Governments

- (1) The Governments of Bihar, West Bengal,  
Madhya Pradesh, and Andhra Pradesh  
(one seat each) ... .. 4  
(2) The Governments of Orissa and Assam  
(By rotation - this time to the  
Government of Assam) ... .. 1

Total:- 8

II - Employers

- (1) The Indian Mining Association,  
Calcutta .... 1  
(2) The Indian Mining Federation,  
Calcutta. .... 1  
(3) The Madhya Pradesh Mining Association,  
Parasia. .... 1  
(4) The Indian Colliery Owners' Association,  
Dhanbad .... 1  
(5) The National Coal Development  
Corporation (Private) Ltd., Ranchi. 1

Total:- 5

III - Workers

- (1) Indian National Trade Union Congress. 3

(2) All-India Trade Union Congress ... ..	1
(3) Hind Mazdoor Sabha .... ..	1
Total:-	<u>5</u>

IV. Others

- (1) The Indian Mine Managers' Association. .. .. 1 Observer
- (2) The National Association of Colliery Managers. .. .. 1 Observer.

2. The representative of the Government of Assam may attend the meeting as a delegate and that of the Government of Orissa as an adviser. The Government delegates may also bring advisers if they so desire.

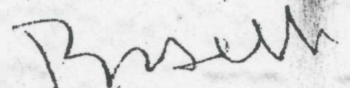
3. The Employers' and Workers' delegates may bring an adviser each at their own expense or at the expense of their organisations. The Employers' and Workers' delegates will, however, be paid travelling allowance at the usual rates. No T.A. will be paid to observers who will attend either at their own expense or at the expense of their own organisations.

4. The place, date and time of the meeting will be communicated shortly.

5. The name, designation and address of the delegate(s) and/or adviser(s)/Observer may kindly be communicated to this Ministry at an early date, and they may also be advised of their nomination.

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

Yours faithfully,



( B. R. Seth )  
Deputy Secretary.

Delegate:  
Name:

Chakman Mishra  
+ P. Kishore Rao.

1000  
5/3



No.183/NM/60  
March 7, 1960

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

Sub: Seventh Session of the Industrial  
Committee on Coal Mining - March 1960

Dear Sir,

With reference to your letter No.LC-10(33)/60  
dated 26th February 1960, the following persons  
will represent the AITUC at the Seventh Session  
of the Industrial Committee on Coal Mining:

DELEGATE: Shri Chaturanan Mishra,  
General Secretary,  
Coal Workers' Union,  
GIRIDIH, Bihar

ADVISER: Shri T.B.Vittal Rao, M.P.,  
3 Windsor Place,  
New Delhi

Yours faithfully,

*me*  
(K.G.Sriwastava)  
Secretary

Copy to: Com.Chaturanan Mishra

Com.T.B.Vittal Rao

No.183/NM/60  
March 7, 1960

Com.Chaturanan Mishra,  
Coal Workers Union,  
Giridih.

Dear Comrade,

As you will find from the enclosed copy of letter to the Union Labour Ministry, we are nominating you as our delegate for the Seventh Session of the Industrial Committee on Coal Mining.

The date and venue of the meeting have not been finalised as yet by Government but it is said the meeting will be some time this month.

Please therefore keep yourself free to attend the meeting. The agenda papers will be sent to you by the Ministry directly at your Giridih address.

Write to us immediately if you will be attending the meeting.

With greetings,

Yours fraternally,

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

Copy to: Com.Chaturanan Mishra,  
Shanti Bhavan,  
KORRA, HAZARIBAGH, Bihar

No.183/A/60  
March 11, 1960

Dear Com.Chaturanan Mishra,

The date of the Industrial Committee meeting has been fixed as 13th and 14th April - in New Delhi. Please reach here sufficiently early so that you will be able to study the documents thoroughly and have preliminary discussions with us.

The following is the agenda proposed:

- 1) Action taken on conclusions of 6th Session of the Industrial Committee
- 2) Acceptance and effective implementation of the recommendations of the Miners' Boots Committee
- 3) Continuance of the Coal Award as modified by the Arbitration Award of Shri A.Das Gupta for a further period of 3 years beyond the 26th May 1960; and
- 4) Amendments of the Mines Act arising out of the recommendations of the Safety Conference.

Please acknowledge receipt of this letter.

With greetings,

Yours fraternally,

*mo*  
(K.G.Sriwastava)

Com.Chaturanan Mishra,  
Giridih

copy to: Korra address

*com. V. K. S. Rao*

No.183/A/60  
March 12, 1960

Dear Com.Chaturanan,

Your postcard of 10.3.60 stating that you will be attending the Committee meeting if your condition does not deteriorate.

2. We had informed you over 15 days ago that the subscription for Indian Worker has been paid but that for the Gazette, the annual subscription is Rs.56.50 and they don't accept less than annual subscriptions. So we asked you if you want an annual subscription to send the balance amount.

The letter together with the receipt of Indian Worker subscription was sent to your Hazaribagh address.

With greetings,

Yours fraternally,

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

11 MAR 1960

No.LC-10(30)/60  
Government of India  
Ministry of Labour & Employment  
-----

From

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

To

The State Governments &  
Employers' & Workers' Organisations concerned.

Dated New Delhi, the 10th March '60.

SUBJECT:- Seventh Session of the Industrial Committee on Coal  
Mining - New Delhi - 13th and 14th April, 1960.  
-----

Sir,

In continuation of this Ministry's letter dated the 26th February 1960, I am directed to say that the Seventh Session of the Industrial Committee on Coal Mining will be held in Committee Room 'A', North Block, New Delhi on the 13th & 14th April, 1960. The agenda of the Committee will be as follows :-

- (1) Action taken on the conclusions of the sixth session of the Industrial Committee on Coal Mining;
- (2) Acceptance and effective implementation of the recommendations of the Miners' Boots Committee;

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

P.T.O.



- (3) Continuance of the Coal Award as modified by the Arbitration Award of Shri A. Dasgupta for a further period of 3 years beyond the 26th May, 1960; and
- (4) Amendments of the Mines Act arising out of the recommendations of the Safety Conference.

2. The Memoranda and the time of the meeting will be communicated shortly.

Yours faithfully,

*B. R. Seth*  
( B. R. Seth ) 10.3.60  
Deputy Secretary.

1. Several copies of the letter  
to H.W.P., Kalyan, (attd),  
Prasanna, Chairman & supervisor for  
New Concessions & Supervisors, 2 ay.  
2. A.P. can check the case  
with the Shree all the papers.  
Vishwa Rao.

11/3.

To  
Kalyan Roy, Asansol  
Lalit Burman, Dhanbad  
Assam Coal Mine Workers Union, Ledo  
Singareni Collieries Workers Union, Kothagudem

No.183/A/60  
March 12, 1960

Dear Comrade,

The Industrial Committee on Coal Mining is meeting in Delhi on April 13 and 14, 1960. The AIRUC will be represented at the Committee meeting by Coms. P.B. Vittal Rao and Chaturanan Mishra.

The following agenda has been proposed by Government:

- 1) Action taken on the conclusions of the Sixth Session of the Committee.
- 2) Acceptance and effective implementation of the recommendations of the Miners' Boats Committee.
- 3) Continuance of the Coal Award as modified by the Arbitration Award of Shri A. Das Gupta for a further period of 3 years beyond the 26th May, 1960; and
- 4) Amendments of the Mines Act arising out of the recommendations of the Safety Conference.

You are requested to send your comments and suggestions on the items of the agenda, particularly on item 3, by April 8, 1960.

With greetings,

Yours fraternally,

*ms*

(K.S. Sriwastava)  
Secretary

19 MAR 1960

183

No. LC-10(30)/60.  
GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT.

.....

From

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

To

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

Dated New Delhi, the 18th March '60.

Subject:- Seventh Session of the Industrial Committee on  
Coal Mining - New Delhi - 13th and 14th April 1960.

.....

Sir,

I am directed to refer to this Ministry's letter dated  
\*with the 10th March 1960 and to forward herewith the \*Memorandum on  
2 spare item 1 of the Agenda of the Committee viz. "Action taken on the  
copies. conclusions of the sixth session of the Industrial Committee on  
Coal Mining". A copy of the Report of the Miners' Boots Committee  
(item 2) has already been forwarded with this Ministry's letter  
No. M1-13(36)59, dated the 19/20th January, 1960.

...2/-

2. The meeting of the Committee will commence at 11 A.M. on the 13th April 1960 in the Committee Room 'A', North Block, New Delhi.

Yours faithfully,

*B. R. Seth*  
( B. R. Seth )  
Deputy Secretary.

k.s.  
d.a.refd.to  
16.3.60

22 MAR 1960

183

IMMEDIATE

No.LC-10(30)/60  
Government of India  
Ministry of Labour & Employment

From

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

To

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

Dated New Delhi, the 21st Mar.'60.

Subject:- Seventh Session of the Industrial Committee on Coal  
Mining - New Delhi - 13th & 14th April 1960.

*Sent form to the  
Chairman & TBV.  
MS  
27/3*

Sir,

In continuation of this Ministry's letter dated the 18th  
March 1960, I am directed to forward herewith the Memoranda on  
the following items on the agenda of the Committee:-  
(1) Item 2: Acceptance and effective implementation of the  
recommendations of the Miners' Boots Committee.

\*with 2  
spare  
copies.

P.T.O.



(2) Item 4: Amendments of the Mines Act arising out of the recommendations of the Safety Conference.

The memorandum on the remaining item No.3 will follow shortly.

Yours faithfully,

*B.R. Seth*  
(B.R. Seth) 2/13  
Deputy Secretary

24 MAR 1960  
183

Immediate

No.LC-10(30)/60  
GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT

....

From

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

To

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

Dated New Delhi, the 23rd March 1960.

Subject:-

Seventh Session of the Industrial Committee  
on Coal Mining - New Delhi - April 1960.

....

Sir,

In continuation of this Ministry's letter of even number dated the 21st March, 1960 I am directed to say that the 7th Session of the Industrial Committee on Coal Mining will now be held at New Delhi on the 19th April and if necessary, also on the 20th April, 1960, instead of the 13th and 14th April, as intimated earlier. The meeting will commence at 11.00 A.M. on the 19th April. The place of the meeting will be communicated shortly.

Yours faithfully,

( B. R. SETH )  
Deputy Secretary.

*Chaturanan  
informed*

*1 Meet about TB V.?  
2 How we look chaturanan  
see papers? m  
26/3*

No.183/A/60  
March 28, 1960

By Regd. Post

Com.Chaturanan Mishra,  
Shanti Bhavan,  
Korra, HAZARIBAGH, Bihar

Dear Comrade,

Enclosing:

1. Statement on Action taken on conclusions of 6th Session
2. Recommendations of Miners Boots Ctte.
3. Proposals for amendments of Mines Act.

Please acknowledge receipt.

With greetings,

Yours fraternally,

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

4.

4

May 15, 1960

Com.M.L.Mukerji,  
Vice President,  
Assam Coal Mine Workers Union,  
LEDO, Assam.

Dear Comrade,

Thank you for your letter of  
29th April. We regret the delay in  
reply.

The Industrial Committee meeting  
was postponed to April 28 and a report  
on the same is appearing in the next  
issue of the TUR. However, we  
enclose an advance copy of the report,  
for your reference. As you will see,  
the question of extension of the Award  
by 3 years remains pending and another  
meeting is to be held in June.

We would like to know what happened  
to the agreement which was to be signed  
between the parties in your collieries  
and for which the INTUC had postponed  
the strike.

With greetings,

Yours fraternally,

*KS*  
—  
(K. G. Sriwastava)  
Secretary

Encl:

183  
COAL MINERS DEMAND WAGE BOARD

Industrial Committee Meeting. (Report by T.B. Vittal Rao)

The Seventh Session of the Industrial Committee on Coal Mining was held on April 28, 1960 in Vigyan Bhavan, New Delhi. The AITUC was represented by T.B. Vittal Rao, M.P. and Chaturanan Mishra, INTUC by Kanti Mehta, B.P. Sinha and S. Narayan Reddy and HMS by Mahesh Desai.

This meeting was important as the Government of India and the employers were anxious to get the agreement of the Committee for the extension of the Coal Award by a further period of three years beyond May 26, 1960.

While discussing the first item on the agenda - Action taken on the conclusions of the previous (6th) Session, Shri G.L. Nanda, Minister for Labour and Employment, who presided, expressed regret over the fact that the ~~two~~ two-man committee appointed to inquire into the abolition of the contract system did not submit its report.

It was decided to appoint a Court of Inquiry with assessors to conduct the inquiry and suggest the categories of work which could be let out on contract.

About the continuance of Gorakhpur Labour Organisation, the Union Labour Minister promised to circulate the report of the Informal Committee of Parliament Members on this question, in the course of the next few days.

With regard to the revision of Standing Orders in the coal industry, the Secretary of the Union Labour Ministry explained that there has been considerable delay in finalising the standing orders. He attributed the delay to the disagreement on almost every item of the Standing Orders which was noted at the last meeting. However, the Government assured finalisation of the Standing Orders within three months.

The question of employment of disabled workers figured small committee to go into problems of rehabilitation of disabled miners. On this question, the Government representatives queried whether the workers' representatives were agreeable to the payment of a portion of the compensation amount due to the disabled miner to make up the wages entitled to the category to which he is posted. The workers' representatives promised to consider this aspect later on.

With regard to the demand for extension of provident fund benefits to teachers, malis, sweepers and domestic workers who were on the pay roll of the company, the employers agreed to extend the benefits provided this was approved by the Provident Fund Commissioner. Employers however rejected the claim for quarterly bonus to these categories.



It was decided to refer the question of water supply in the coalfields to a tripartite committee. The State Governments have to submit schemes which will be examined by this committee. The Union Labour Minister stated at the meeting that the W. Bengal Government demanded a sum of Rs. 3 crores for the water supply and drainage scheme in the Raniganj coalfields.

The Industrial Committee also discussed the question of introduction of a gratuity scheme. The AITUC representatives alone had to voice this demand, with the result that no headway could be made. The demand for some compensation to those who have been retired on account of Mines Regulations, 1957, which the workers representatives was rejected by the employers and the Government supported the employers on this question.

It was stated that the report of the tripartite committee on training scheme for coal miners was expected to be submitted every soon. Both the workers' representatives on this committee are from the INTUC.

The breach of the Code of Discipline by the Kustore Colliery owners was severely criticised by the Committee. The representative of the Indian Mining Federation promised to look into this and do the needful.

The report of the Miners' Boots Committee was accepted. There will be joint committee of employers and workers for the purchase of boots. The employers should make arrangements for brushing and cleaning of the footwear supplied and repair shops should be opened by managements at suitable centres in co-operation with workers on no-profit-no-loss basis. Local Committees should also be set up. The recovery of the workers' share of the cost should be in small instalments.

A very important amendment of the Mines Act, amongst others, accepted by the Committee is the provision for the inspection of mines either by workers' representatives or workers' inspectors.

The proposal for continuance of the operation of the Coal Award for three years beyond May 26, 1960 was vehemently opposed by workers' representatives. They demanded a Wage Board.

The workers' representatives argued that the Coal Award was before the norms were laid down for "need-based" minimum wages by the 15th Indian Labour Conference. The wages of miners still lag behind that of other industrial workers. The present wages obtaining in the mines do not bear any relation to the arduous and hazardous nature of the work.

The employers' representatives, Mr. Mitter and Mr. Goenka demanded that there should not be any review of the wage scales during the ~~Third~~ Third Plan period. They claimed that all their efforts should be concentrated on efforts to achieve the target of 90 million tons of coal proposed to be set for the Third Plan. Mr. Wright, Chief Mining Engineer representing the Indian Mining Association said that increase in productivity is due to mechanisation and not due to any effort on the part of the workers. Mr. Agarwal of Indian Colliery Owners' Association alleged that miners do not work for more than three to four hours.

Shri G.L. Nanda said that wage boards were set up for other industries as review of the wages on an all-India scale was never undertaken. Further he said that the wage scales for coal miners were determined only recently.

After some discussion, the suggestion of the Union Labour Minister, asking workers' representatives to give a note justifying the demand for a wage board, was agreed to.

A meeting of the Industrial Committee will be convened in June 1960 to consider question.

5  
14 APR 1960

ASSAM COAL MINES WORKERS UNION.  
REGD: NO.390. P.C. LEDO.

To - the Secretary DATED LEDO. 8th April 1960.  
A.I.T.U. Congress.  
4. Ashok Road, New Delhi.

From - Sri M.L. Mukerji.  
Vice-president.  
Assam Coal Mines Workers Union.

Sub:- Correction of an error committed in our letter No. LAD/1  
/442/ACMWU. Dated 1st April 1960, in reply to your  
letter No. 183/A/60., Dated March 12. 1960.

Dear Comrade,

This is to draw your attention towards a n  
error committed in the second line of the first para of the  
subject- MINERS BOOTS COMMITTEE - It will be "near about 50%  
of the miners" in place of 5% of the miners".

Your Comradely

*M. Mukerji*

Vice-president

Industrial Committee on Coal Mining.

(Seventh Session - New Delhi - April 1960)

MEMORANDUM

Item 4: Proposals for amendment of  
the Mines Act, 1952 arising  
out of the recommendations  
of the Safety Conference-

The Conference on Safety in Mines, which met in its second session on the 29th January, 1959, to consider the question of safety in mines, made certain recommendations involving amendment to the Mines Act, 1952. Based on these recommendations, proposals for amendment (as set forth in the attached statement) have been drawn up.

2. The comments of the Industrial Committee are solicited on the proposed amendments.

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Proposals for amendment of the Mines Act, 1952,  
arising from the recommendations of the  
Conference on Safety in Mines - - - - -

Section number.	Present provision.	Recommendation of the Conference.	Amendment proposed.
1	2	3	4
2(1)(c)	"agent", when used in relation to a mine, means any individual, whether appointed as such or not, who acts as the representative of the owner in respect of the management, control and direction of the mine or of any part thereof and as such superior to a manager under this Act;	It was also agreed that in the definition of 'agent' in the Mines Act, the words "and as such superior to the manager under this Act " may be deleted.	The words "and as such superior to a manager under this act" may be deleted.
17	Managers.- Save as may be otherwise prescribed every mine shall be under one manager who shall have the prescribed qualifications and shall be responsible for the control, management, supervision and direction of the mine, and the owner	It was agreed that persons without technical qualifications should not give instructions in technical matters to a qualified manager or other employee of the mine. If, however, this rule was contravened, it was accepted that such non-technical persons giving instructions should bear full legal responsibility.	The short title of Section 17 may be changed from "Manager" to "Management". Existing Section 17 may be renumbered as sub-section (1) and the following sub-sections may be added:-  (2) Any instructions given to the manager of a mine by or on behalf of the owner or the agent thereof, being instructions affecting the fulfilment by the



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or agent of every mine shall appoint himself or some other person, having such qualifications, to be such manager.

for the consequences resulting from them.

(ii) If a manager felt unable to agree with any instructions given to him by technical officers, because of their possible repercussions on safety, he should have the right to ask for confirmation of the instructions in writing. He should also be entitled to bring the matter to the notice of the Mines Department. Where, however, a manager actually carried out instructions, whether or not after raising any objection, he should bear full responsibility for the consequences of his action.

(iii) It was agreed that every person (other than the owner or agent) who was actually proved to have taken part in any way in the management of a mine should carry responsibility under the Mines Act. If this intention was already clear in the existing Act, no amendment would be necessary; otherwise the Act should be appropriately amended.

(iv) It was agreed that

manager of his statutory responsibilities, shall, so far as they are not written, be confirmed in writing by the person by whom they were given as soon as a request in that behalf is made by the manager.

(3) Where the manager is of opinion that the execution of any such instruction would, or is likely to prejudice the safety or health of any person employed at the mine or to impede him in the discharge of any duty imposed on him thereunder by this Act, he may decline to execute them and inform the Inspector of Mines accordingly.

(4) Notwithstanding what is contained in sub-sections (2) and (3) of this section, no instruction in respect of any matter affecting the safety or health of the persons employed in the mine shall be given to the manager of a mine by or on behalf of the owner or the agent thereof, unless the person by whom they were given is qualified to manage the mine.



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the Mines Act should clearly provide that all instructions regarding technical matters (even by an owner or an agent) should be routed through the manager.

(5) Except in a case of emergency, the owner or agent of a mine or any person acting on behalf of such owner or agent, shall not give, otherwise through the manager, instructions to a person employed in a mine who is responsible to the manager.

18(1) Duties and responsibilities of owners, agents and managers-  
& (2)

(1) The owner, agent and manager of every mine shall be responsible that all operations carried on in connection therewith are conducted in accordance with the provisions of this Act and of the regulations, rules and bye-laws and of any orders made thereunder.

(2) In the event of any contravention of any such provisions by any person whosoever, the owner, agent and manager of the mine shall each be deemed also to be guilty of such contravention unless he proves

It was agreed that where the owner himself directly supervises and directs the work at the mine, he must carry direct responsibility for safe operation in every case.

Section 18 of the Act makes the owner responsible to see that all operations in a mine are carried on in accordance with the provisions of the Act and in the event of any contravention of any provision by any person whosoever, the owner (besides the agent and manager) is also deemed to be guilty of such contraventions; unless he proves that he has taken reasonable means to prevent the contravention. If, therefore, in a case where the owner himself supervises and directs the work in a mine, he will be responsible for the same under the aforesaid section and no separate provision seems necessary in this regard.

The following proviso may be added to sub-section (1):-

Provided that, in respect of the matters provided for in the rules made under clauses (d), (e) and (p) of Section 58 of the Act, the owner may, by an order in writing, appoint any specified person other than the manager to carry responsibility in place of the manager; and such

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that he had taken all reasonable means, by publishing and to the best of his power enforcing those provisions, to prevent such contravention.

The principle that the manager should not be required to carry responsibility relating to non-technical matters like welfare and medical measures in mines was generally accepted. The representatives of the owners, however, pointed out that this might lead to administrative difficulties and undermine the authority of the manager in implementing the safety provisions. It was agreed that there should be a permissive clause in the legislation to enable the owner to transfer or delegate responsibility for these matters to specified officials, other than the manager, in which case such officials, and not the manager, would be held responsible under the law.

person shall thereafter be responsible, in lieu of the manager, for securing compliance with the provisions aforesaid. A copy of every such order shall be sent to the Chief Inspector by registered post.

√(For facility of reference clauses (d),(e) and (p) of section 58 are reproduced below):-

58. Power of Central Government to make rules.- The Central Government may, by notification in the Official Gazette, make rules consistent with this Act for all or any of the following purposes, namely:-

- (a).....
- (b).....
- (c).....

(d) for requiring the maintenance in mines wherein any women are employed or were employed on any day of the preceding twelve months of suitable rooms to be reserved for the use of children under the age of six years belonging to such women, and for prescribing, either generally or with particular

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reference to the number of women employed in the mine, the number and standards of such rooms, and the nature and extent of the amenities to be provided and the supervision to be exercised therein;

(n) for requiring the maintenance at or near pit-heads of bathing places equipped with shower baths and of locker-rooms for the use of men employed in mines and of similar and separate places and rooms for the use of women in mines where women are employed, and for prescribing, either generally or with particular reference to the numbers of men and women ordinarily employed in a mine, the number and standards of such places and rooms;

(f) to (o).....

(p) for requiring the provision and maintenance in any mine specified in this behalf by the Chief Inspector or Inspector, wherein more than two hundred and fifty persons are ordinarily employed, of a canteen or canteens for the use of such persons;7

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22 Powers of Inspectors when causes of danger not expressly provided against exist or when employment of persons is dangerous.-

(1) If, in respect of any matter for which no express provision is made by or under this Act, it appears to the Chief Inspector or an Inspector that any mine or part thereof or any matter, thing or practice in or connected with the mine, or with the control, supervision, management or direction thereof, is dangerous to human life or safety or defective so as to threaten, or tend to, the bodily injury of any person, he may give notice in writing thereof to the owner, agent or manager of the mine and shall state in the notice the particulars in respect of which he considers the mine or part thereof or the matter, thing or practice to be dangerous or defective and require the same to be remedied within such time and in such manner as he may specify in the notice.

It was agreed that Section 22 of the Mines Act should be amended to include cases where, despite warnings, the management do not show any improvement in regard to safety matters.

After sub-section (1A), the following sub-section may be inserted and consequential amendments made in the subsequent sections.

(1B) Where in respect of any matter relating to safety for which express provision is made by or under this Act and the owner, agent or manager of a mine fails to comply with such provisions even after it has been pointed out by the Chief Inspector or an Inspector, the latter may give notice in writing requiring the same to be complied with within such time as he may specify in the notice or within such extended periods of time as he may specify from time to time thereafter, and where the owner, agent or manager fails to comply with such notice, the Chief Inspector may, by order in writing, prohibit the employment in or about the mine or any part thereof of any person whose employment is not in his opinion reasonably necessary for securing compliance with the terms of the notice

1 2 3 4

(1A) Where the owner, agent or manager of a mine fails to comply with the terms of a notice given under sub-section (1) within the period specified therein, the Chief Inspector or the Inspector, as the case may be, may, by order in writing, prohibit the employment in or about the mine or any part thereof of any person whose employment is not in his opinion reasonably necessary for securing compliance with the terms of the notice.

(2).....

to.....

(8).....

Nil

58

The consensus of opinion was that it would be advisable to have inspections of mines carried out by workers' representatives to the maximum extent possible under the present circumstances.

After clause (c) of Section 58 the following clause may be inserted:-

58. Power of the Central Government to make rules.-

The Central Government may by notification in the Official Gazette, make rules consistent with this Act for all or any of the following purposes, namely:-

- (a).....
- (b).....
- (c).....

P.T.O.

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"(cc) to provide for inspections of mines to be carried out on behalf of the persons employed thereat, the frequency at which and the manner in which such inspections are to be carried out and the manner in which reports of such inspections are to be made.

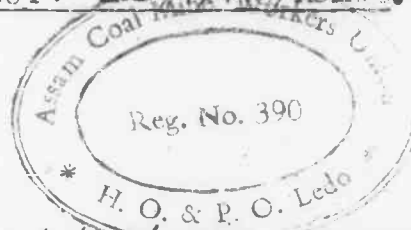


ASSAM COAL MINES WORKERS UNION.  
REGID: NO. 390. P.O. LEDO.

From:- Sri M.J. Mukerji.  
Vice-president.  
Assam Coal Mines Workers Union.  
Ledo.

Dated Ledo 29/4/60  
Ref:- LAD/1/448/ACMWU.

To:- Comrade K.G. Sriwastava.  
Secretary. A.I.T.U.C.  
4. Asoka Road, New Delhi.



Subject:- Please refer our letter Ref: LAC/1/442/ACMWU, dated 1/4/60, in reply to your letter No. 183/A/60, dated March 12. 1960.

Dear Comrade,

this is to request you to inform us about the outcome of the meeting of the Industrial Committee on Coal Mining which was to be held on 13th & 14th April 1960 as per your letter mentioned above.

Although the majority workers bear their allegiance to our A.I.T.U.C led union, but the Management in conjunction with the I.N.T.U.C led colliery union and the Govt: labour machinery is twisting the situation in such a way, that, almost very often we are becoming a tail of the circumstances created by them. All the agreements are being made to solve the problems halfway with the I.N.T.U.C union being the minority one, and despite the workers resentment against their settlement with the company

We are to remain satisfied by representing few individual cases, that is also, through the Govt: labour machinery, which ends through precastinated process, eventually frustration in most cases.

Now, the question of the present wage-structure which falls short of the Labour Appellate Tribunal on Colliery dispute, has become acute due to the ensuing end of the LAT Award on 26th May.

Our demand is that, the Company is to pay all the deficiencies in question to wages etc. from the day of the Majumdar Tribunal's Award, which has also ~~been~~ recommended by the Gupta's adjudication in Calcutta.

The question of Dearness allowance in the matter of increase by Rs4/12/- particularly when there is an increase by 10 points over 102 as has been recommended for the field of Bengal and Behar, remains complex for our field. Here the D.A. is payed through Cash and kinds i.e., rice, dall, atta and Mustered oil is supplied in concession rates by the Company here. Though this covers one third portion of the D.A. approximately, and in relation to the remaining portion of the D.A. the Company does not like to have any negotiations.

Now scarcely the year has ended in 31st March '60, the R.L.C has demanded the numbers of the membership of our Union. New year has started for new enrolment of membership, nine three workers have been dismissed whose cases are pending before the Regional Labour Commissioner Calcutta, Police cases are pending in the court against 45 workers.

Of course the workers are showing their maximum morale against the I.N.T.U.C and the Company's offensive, and enrolments of new members in our union is proceeding on steadily.

The result of the aforesaid meeting of 13th & 14th is likely to throw some light before us about moulding our policy keeping in view the expiry of the LAT Award on 26th May 1960.

Please send your valuable advice and information.

Comradely yours

Vice-president.

*It has been proposed in  
the T.C. 3. 5/4/60  
has happened to our union  
which was to have been before  
the panel in your offices to  
to which some had proposed this  
Shri*

*2/20  
19/60*

26 APR 1960

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

Immediate

No.LC.10(30)/60  
Government of India  
Ministry of Labour & Employment  
.....

From

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

To

1. The State Governments, Employers' and Workers' Organisations (as per list attached)
2. The Delegates and Advisers (as per list attached).

Dated New Delhi the 25th April '60

Subject:- Seventh Session of the Industrial Committee  
on Coal Mining - New Delhi - 28th April 1960.  
.....

Sir,

In continuation of this Ministry's letter dated the 19th April 1960, I am directed to say that the following subject has been included as item No.5 on the agenda of the 7th Session of the Industrial Committee on Coal Mining to be held at New Delhi on the 28th April 1960:-

"Separate representation to the Mine Managers  
on the Industrial Committee on Coal Mining."

\*with 2  
spare  
copies

\*  
A Memorandum on the subject is enclosed.

Yours faithfully,

*Mishra*

for Deputy Secretary

*for a copy to TBV  
hand to chairman  
26/4*



INDUSTRIAL COMMITTEE ON COAL MINING  
(Seventh Session - New Delhi - April 1960)

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MEMORANDUM

Item No.5:- Separate representation to  
the Mine Managers on the Industrial  
Committee on Coal Mining.

.....

The Indian Mine Managers' Association and the National Association of Colliery Managers have for some time past been pressing that mine managers should be given separate representation on the Industrial Committee on Coal Mining and also on other tripartite bodies when they discuss labour legislation and other technical matters relating to the mining industry and that their representatives should attend these meetings as delegates and not as advisers or observers. At present representation on these bodies is given, according to the principle of tripartite representation, to the three groups, namely, Government, employers and workers, parity being maintained between employers and workers. Other special interests like mine managers are not given separate representation for the reason that this course would imply a departure from the principle of tripartite representation. They are, however, associated at the meetings of such bodies as special invitees, advisers or observers whenever important subjects relating to the mining industry come up for discussion. At the last two Conferences on Safety in Mines held in August 1958 and January 1959, the representatives of the colliery managers were specially invited to attend. At the 5th Session of the Industrial Committee on Coal Mining also the Employers' Organisations were permitted to bring representatives of mine managers as their advisers if they considered it necessary.

2. The main difference between a delegate and an adviser etc. is that a delegate has the right of participation in the discussion, and is entitled to T.A. for attending these meetings. So far as advisers are concerned, while they have the right to participate in the discussion, they are not entitled to any T.A. from Government. Observers attend these meetings at their own expense or at the expense of their Organisations, and do not have the right to participate in the discussion unless specifically permitted by the Chair. In practice, however, observers are generally given the permission to participate in the discussion. Special invitees have the right to participate in the discussion and are also entitled to T.A. for attending these meetings. There is no system of voting and the conclusions/decisions reached at these meetings are by common agreement.

3. The Industrial Committee on Coal Mining may consider the matter and recommend whether the existing procedure needs to be modified so as to permit separate representation to the two Mine Managers' Associations or whether the procedure of associating these special interests in the deliberations as special invitees, advisers or observers may continue.

.....

INDUSTRIAL COMMITTEE ON COAL MINING  
(Seventh Session - New Delhi - April 1960)

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MEMORANDUM

Item No.5:- Separate representation to  
the Mine Managers on the Industrial  
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.....

INDUSTRIAL COMMITTEE ON COAL MINING

( Seventh Session - New Delhi - 28th April, 1960 )

....

Memoranda prepared by the Indian National Mineworkers' Federation

...

1. Non-implementation of Previous Decisions:

Most of the important decisions of the previous Industrial Committee regarding Abolition of Contract System, Abolition of CRO., Revision of Standing Orders etc. have not been implemented as yet, though more than three years have elapsed since these decisions were taken. We feel that the decisions of the Industrial Committees should not be delayed in this manner, if these committees are to serve their purpose of promoting industrial peace.

2. Social Security measures for people thrown out of work by the amended Coal Mines Regulations:

When the Coal Mines Regulations were adopted our Federation had pointed out that new provisions regarding physical qualification of workers in mines would throw a large number of workers out of employment. Our Federation was prepared to accept these new amendments only if they were accompanied by some provisions for pension or other social security measures. Unfortunately our rider to these amendments has not been implemented by the employers or the Government with the result that quite a large number of workers are being thrown out of employment on various grounds without any compensation whatsoever. This has created a wave of unrest and dissatisfaction amongst the mineworkers.

Mining, especially coalmining, is universally regarded as the most hazardous occupation. 10 or 15 years of work underground completely undermines the health of the worker and the only reward he receives for this service to the industry is that he is thrown on the streets without any compensation. Many workers have been also declared medically unfit and thrown out of employment. Uniocular persons have been debarred from working underground. Workers partially disabled due to accidents or suffering from tuberculosis are not given light jobs inspite of an agreement to that effect and recommendations from the Office of the Coal Mines Welfare Commissioner.

We would like the Industrial Committee to consider the serious situation that has arisen and see that these workers are given either any other means of livelihood or adequate compensation for the rest of their lives.

contd.....

3. Overtime rates for excluded categories:

There are certain categories of employees who due to faulty notifications are deprived of overtime wages ( SECTION 33 OF THE MINES ACT ) though the purpose of Sec. 46 of the Mines Rules was only to exempt these categories from the provisions of limitations of hours of work ( Sec. 28 of the Mines Act ). This defect should be removed and all categories of employees should be entitled to benefits of overtime rates.

4. Leave provisions in the Amended Mines Act.

As the amendments in the Mines Act have come into effect from 16th January, 1960, the provisions regarding leave should come into effect from that date. Some employers are putting their own interpretation on these amendments with a view to deprive the employees of the benefits of these amended provisions regarding privilege leave.



13 APR 1960

183

No.LC-10(30)/60.  
GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT.

IMMEDIATE.

From

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

To

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

Dated New Delhi, the

11 APR 1960

Subject:- Seventh Session of the Industrial Committee on Coal Mining.

Sir,

In continuation of this Ministry's letter No. Dy.438/60-MI, dated the 24th March 1960, I am directed to say that the question of 'improved retirement benefits' arises not only in the Coal Mining Industry but also in other organised industries as well. It is a subject which has to be considered for industry in general, and would in due course come up for consideration when a tripartite meeting is convened to consider the report of the Study Group on Social Security. This item has, therefore, not been included in the agenda of the forthcoming meeting of the Industrial Committee on Coal Mining.

2. As regards item (3), a separate communication will follow.

Yours faithfully,

*B. R. Seth*  
9-4-60  
( B. R. Seth )  
Deputy Secretary.

k.s.  
d.a.nil.

8 APR 1960

183

IMMEDIATE

No.LC-10(30)/60  
Government of India  
Ministry of Labour & Employment  
.....

From

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

To

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

Dated New Delhi, the 7th April '60.

Subject:- Seventh Session of the Industrial Committee on Coal  
Mining - New Delhi - April 1960.  
.....

Sir,

with two  
spare  
copies.

I am directed to refer to this Ministry's letter dated the 21st March 1960 and to forward herewith the\*Memorandum on item 3 on the agenda of the Committee viz. "Continuance of the Coal Award as modified by the Arbitration Award of Shri A. Dasgupta for a further period of 3 years beyond the 26th May, 1960".

2: As already intimated in this Ministry's letter dated the 28th March 1960, the meeting of the Coal Mining Committee will now be held at New Delhi on the 28th, and if necessary, also on the 29th April 1960. The meeting will commence at 11 A.M. on the 28th April 1960 in the Committee Room 'C', First Floor, Vignyan Bhavan, New Delhi..

Yours faithfully,

*B. R. Seth*

( B. R. Seth )  
Deputy Secretary

d.a.refd.  
N. Ram/6/4

*Sent a copy to  
Chatman  
And to  
8/4.*

INDUSTRIAL COMMITTEE ON COAL MINING

(Seventh Session - New Delhi - April 1960)

.....

Subject:- Continuance of the Coal Award as modified by the Arbitration Award of Shri A. Das Gupta for a further period of 3 years beyond 26th May, 1960.

.....

The conditions of service of the workmen employed in the coal mines have been stabilised since May 1956 on the basis of the Award of the All India Industrial Tribunal (Colliery Disputes) as modified by the decision of the Labour Appellate Tribunal. The maximum period of three years laid down in the Industrial Disputes Act for the operation of the Award of a Tribunal expired on the 26th May, 1959. The representatives of the employers in the coal mining industry and the Central Trade Union organisations had, however, agreed, at a tripartite meeting held on the 29th May, 1959 to the continuance of the Coal Award for a further period of one year, i.e., upto 26th May, 1960. It was decided that neither party would give notice terminating the Award during this period. As decided at the said meeting certain points of dispute arising out of the implementation of the Coal Award were also referred to Shri A. Das Gupta for arbitration. Shri A. Das Gupta has since given his Award on the 30th December, 1959.

2. After strenuous work lasting for more than one year, the All India Industrial Tribunal (Colliery Disputes) gave its Award in May, 1956. The Labour Appellate Tribunal, which heard the appeals against this Award, after deliberating for over six months gave its decision in January 1957. It raised the minimum wages and also improved upon the various recommendations of the lower Tribunal, including a scheme for a variable dearness allowance linked with the cost of living index figures. The Arbitration Award of Shri Das Gupta, which was announced on the 30th December 1959, has also granted certain benefits to the workmen employed in the coal mines. One of its most important recommendations is the fixation of incremental scales of pay for the daily-rated workmen. Grades of scale have also been prescribed for a number of categories of workmen like teachers, senior overmen, etc. The rates of sick khoraki and maternity benefits have also been increased. The result of all these awards is that certain minimum standards have now been prescribed for governing the conditions of service of workmen employed in the coal mines.

3. As the sale price of coal is statutorily fixed, the Government of India have been allowing increases in its price whenever there has been rise in the wages payable to the workmen employed in the coal-mining industry as a result of labour awards. Since the publication of the Coal Award in May 1956, the price of coal had been increased by Rs. 5.50 per ton (including the increase of 50 np. granted on the recommendations of the Coal Price Revision Committee) in the case of Collieries in Bengal-Bihar and by slightly different amounts else where. The Government of India have also recently sanctioned a further increase in the price of coal consequent on the enactment of the Mines (Amendment) Act, 1959, implementation of Shri Das Gupta's Arbitration Award and rise in the cost of living index figures during the second half of the year 1959, necessitating payment of enhanced dearness

allowance to workmen from 1st April, 1960 onwards. Thus, whenever there has been increase in the wages and other amenities of the workmen employed in the coal mines, the burden thereof has been passed to the consumers. It is necessary to keep this aspect of the matter in view while discussing the question of conditions of service of workmen employed in the coal mines, as it is closely linked with the general economic conditions in the country.

4. The decision of the Labour Appellate Tribunal on the Coal Award is not applicable to the collieries in Assam. In respect of these collieries, the Labour Appellate Tribunal had given a separate decision in terms of an agreement entered into between the workmen and the employers. The agreement referred to in para 1 above, is also not, at present, applicable to the coal mines in the State of Assam. The Assam Railways and Trading Company Limited, which own 4 coal mines in Assam, have reached an agreement with their workmen agreeing to extend to them any benefits that may become admissible to them on the basis of the Arbitration Award of Shri Das Gupta. They have requested for an increase in the price of coal for implementing this agreement and this question is under consideration. The employers in respect of the other collieries in Assam have recently agreed either to implement the decision of the Labour Appellate Tribunal as applicable to the rest of India (other than Assam) or to implement the decision of the Labour Appellate Tribunal as applicable to the Assam Railways and Trading Company. It has been suggested that these employers shall also fall in line with the rest of the country in implementing Shri Das Gupta's Arbitration Award.

5. The agreement referred to in para 1 above is also not at present, applicable to the coal mines in the State of Andhra Pradesh. The Singareni Collieries Company Limited are, however, agreeable to fall in line with the rest of the country in implementing the terms of this agreement. It has already been suggested to the Government of Andhra Pradesh, who own a large number of shares of this Company, that the Company and their workmen might enter into an agreement giving effect to any or all the recommendations contained in Shri Das Gupta's Arbitration Award. It is hoped that this suggestion would be implemented.

6. It is for consideration whether the Coal Award, as modified by Shri Das Gupta's arbitration award, should not be extended for another period so that the industrial relations in the coal mining industry may be stabilised for some more years to come. It has been suggested that the Labour Appellate Tribunal Award supplemented by the Arbitrator's Award may be continued for a further period of 3 years beyond 26th May, 1960.

.....

Copy of letter from  
UNION LABOUR MINISTRY dated 7 April 1960

.....

I am directed to refer to your letter No.183/A/60 dated the 30th January 1960 suggesting, among other things, the question of ~~xxxxx~~ recognition of trade unions by employers for inclusion in the agenda of the above-cited (Industrial Committee on Coal) meeting.

Out of the three specific cases quoted in the letter under reply, the first two, viz., (1) Coal Workers Union, Giridih, and (2) Assam Coal Mines Workers Union, Ledo are under examination. The details regarding the third one do not appear to be available with this Ministry (re.Bellampalli branch of Singareni union).

As you are aware, the general question of recognition of unions was reviewed at the Madras Session of the Indian Labour Conference held in July 1959. The consensus of opinion at the conference was in favour of continuance of the existing criteria of recognition of unions embodied in the Code of Discipline subject to certain clarifications. In the circumstances, it is considered to be rather early to place the matter again before the Industrial Committee on Coal Mining.

Sd.

A.L.Handa,  
Under Secretary

28 APR 1960

No. LRI. Dy. 1277/60  
Government of India  
Ministry of Labour & Employment

.....

From

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

To

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

Dated New Delhi, the

1-7 APR 1960

Subject:- Seventh session of the Industrial Committee on Coal  
Mining-April, 1960-Items for inclusion in the agenda of.

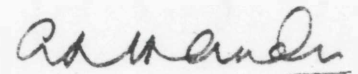
.....

Dear Sir,

I am directed to refer to your letter No. 183/A/60, dated the 30th January, 1960 suggesting, among other things, the question of recognition of trade unions by employers for inclusion in the agenda of the above-cited meeting. Out of three specific cases quoted in the latter under reply, the first two, viz, (i) Coal Workers' Union, Giridih and (ii) Assam Coal Mines Workers' Union, Ledo are under examination. The details regarding the third one do not appear to be available with this Ministry.

2. As you are aware, the general question of recognition of unions was reviewed at the Madras session of the Indian Labour Conference held in July, 1959. The consensus of opinion at the conference was in favour of continuance of the existing 'criteria' of recognition of Unions embodied in the Code of Discipline subject to certain clarifications. In the circumstances it is considered to be rather early to place the matter again before the Industrial Committee on Coal Mining.

Yours faithfully,



( A.L. Handa )  
Under Secretary

d.a.nil  
"Jarwal" 31.3.

*Copy to*  
*Chairman H.O. No*  
*187*

*28/3*  
*874*



No.183/A/60  
April 8, 1960

by regd post

Com.Chaturanan Mishra,  
Shanti Sadan,  
Korra,  
HAZARI BAGH, Bihar

Dear Comrade,

Herewith memo on Continuance of  
the Coal Award, circulated by the  
Labour Ministry, for the Industrial  
Committee meeting.

Also enclosed is copy of a  
letter re. our proposal for agenda on  
recognition question.

With greetings,

Yours fraternally,

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

Encl: 2

MAIN CONCLUSIONS OF THE SEVENTH SESSION OF THE INDUSTRIAL COMMITTEE ON COAL MINING (NEW DELHI, 28TH APRIL, 1960).

Item I. Action taken on the Conclusions of the Sixth Session of the Industrial Committee on Coal Mining -

The statement of action taken was noted by the Committee, subject to the following remarks:-

- (i) Abolition of Contract Labour - In view of the difficulties experienced in conducting the joint study originally envisaged it was agreed that a Court of Enquiry should be quickly constituted under the Industrial Disputes Act, 1947, and that the Court be requested to report its findings in the matter as soon as possible.
- (ii) Scontinuance of Gorakhpur Labour Organisation - The report of the Informal Committee of the Parliament set up to draw up a scheme for implementing the decision to abolish the Gorakhpur Labour Organisation, etc., should be circulated.
- (iii) Revision of Standing Orders for the Coal Industry - It was agreed that the draft Model Standing Orders which were at present under examination in the Ministry of Law, should be published within three months.
- (iv) Re-employment of Disabled Workers - The consensus of opinion was that the steps so far taken for rehabilitating disabled workers were inadequate. It was suggested that a small committee be set up to review the position with a view to removing the difficulties experienced in the implementation of the recommendation of the Industrial Committee. For this purpose the organisations concerned agreed to send their views together with relevant factual data on this subject.
- (v) Inclusion of Malis, etc., within the scope of the Coal Mines Provident Fund Scheme - The proposed amendment of the Coal Mines Provident Funds Act so as to cover school teachers, malis etc., was likely to take some more time. In the meanwhile employers' organisations agreed to extend the benefits of provident fund to malis, school teachers etc., on a voluntary basis provided there was no liability on them in regard to payment of bonus

under the coal mines bonus scheme in respect of these categories of workers.

(vi) Water Supply in the Coal Fields - The consensus of opinion was that the whole question of water supply in the coal fields should be examined de novo by the Industrial Committee at its next meeting, when some definite proposals could be formulated. For this purpose the parties concerned agreed to supply the necessary data to enable Government to circulate a note in good time.

(vii) Provision of Pit-head baths and Creches at the Coal Mines - It was complained that the employers, taking advantage of the Revised Mines Creche Rules (which lay down, inter alia, that creches should be provided in mines employing 50 or more women workers) were closing down some of the existing creches. This had resulted in creche attendants being thrown out of employment. In view of the hardships caused to such persons, the employers' representatives were requested to persuade employers not to close down creches which were being adequately utilised and to use their good offices to find alternative employment for such of the attendants as could not be continued in employment.

Item 2: Acceptance and Effective Implementation of the Recommendations of the Miners' Boots Committee - The recommendations of the Miners' Boots Committee were generally accepted subject to the following observations:

- (1) It was felt that the Joint Purchasing Committee envisaged in para 54 of the Report or a Central Purchasing Committee should lay down the general procedure and directions and make arrangements to ensure that boots were of the requisite quality and of reasonable price. It was also considered desirable that workers should be associated with the steps taken for actual supply of boots at all stages. Since the employers were opposed to the idea of having another set of Committees at the unit level, it was agreed that the precise manner and type of association at the unit level should be left for mutual adjustment between employers and employees. The same organisation should also ensure the quality of cloth required for the supply of uniforms (given under the Coal Award).



(ii) In the matter of making brushing and cleaning arrangements recommended in para 49 of the Report the employers' representatives were generally unwilling to make any such arrangements, at their cost. It was, however, discussed that the supply of equipment and materials had to be undertaken by employers as otherwise the footwear scheme would fail. The consensus of opinion in the matter of maintaining repair shops was that efforts should be made to sponsor and develop co-operative institutions. Until such institutions were developed employers should consider what arrangements should be made to set up repair shops, it being understood that workers were to bear the cost of repairs in full.

(iii) It was agreed that the main recommendations should be translated in various languages for the information of the persons concerned.

Item 3 Continuation of the Coal Award-

It was agreed that the Coal Award should be extended pending examination of the workers' demand for a Wage Board in the coal mining industry. It was agreed that the case for constituting a Wage Board may be considered at the next meeting of the Industrial Committee. For this purpose the workers' and employers' representatives were requested to send their views, together with supporting facts.

Item 4: Amendment of the Mines Act, 1952 arising out of the Recommendations of the Safety Conference.

The draft amendments were placed before the Committee for its views. The views on some of the proposed amendments are:

(1) The employers' organisations were not in favour of deletion of the words "and as such superior to a manager under this Act" occurring in Section 2(c) of the Mines Act, 1952, as this might adversely affect the discipline in and the administration of the collieries. They were, however, prepared to accept the following in lieu of the words proposed to be deleted: "and superior to a manager where he possesses technical qualifications at least equal to those of the manager"

(ii) The words 'or health' occurring in the proposed additional sub-sections (3) and (4) in Section 17 of the Act were felt by the employers' organisations to be too wide. The employers' representatives also did not agree to the insertion of the words "and inform the Inspector of Mines accordingly" occurring in the proposed amendment in Section 17(3)



-4-

on the ground that it would react adversely on discipline and that it was also not necessary where safety was not being endangered.

- (iii) It was agreed that the powers of giving notice and of ordering prohibition of employment referred to in the proposed amendment, i.e. Section 22(IB), should be exercised only after inspection by the Chief Inspector or a Deputy Chief Inspector.

The proposed amendments will be finalised by Government after taking into consideration the views expressed at the meeting.

- Item 54 Separate Representation to Mine Managers on the Industrial Committee on Coal Mining - The existing practice of inviting representatives of mine managers as special invitees, advisers and observers was adequate and should be continued.

General

- (i) Social Security Measures for People thrown out of work by the Amended Coal Mines Regulations (suggested by the Indian National Mine Workers' Federation). The matter may be further examined by Government with a view to providing relief to persons thus rendered unemployed.

- (ii) Over-time rates for Excluded Categories: (suggested by the Indian National Mine Workers' Federation). The workers' representatives made a reference to the question of employees who, at present, have not been covered by the relevant provisions of the Act. It was explained that the matter was already under consideration of Government so far as clerks, assistants and time-keepers were concerned.

- (iii) Gratuity and Old Age Pension:

The workers' representatives raised the question of gratuity and old age pension for miners and urged that it should be considered independently. They were informed that this could be considered along with the Integrated Social Security Scheme recommended by the Study Group on Social Security.

- (iv) Training Schemes for Coal Mine Entrants:

The workers' organisations expressed their disappointment over the slow progress of work of the Committee appointed for this purpose. It was explained that the Report of the Committee was in its final stages.

- (v) Safety in Mines-

The Workers' Organisations expressed their concern over the functioning of the Committee on Prevention of Dust in Coal Mines. The reasons for not holding a meeting of the Committee earlier were explained. The Chief Inspector of Mines assured the Industrial Committee that he was already taking suitable steps to minimise the dangers arising out of coal dust, without waiting for the recommendations of the committee.



16 JUN 1960

183  
NO. RD 177(3)/60  
GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT

.....  
Dated New Delhi, the

CORRIGENDUM

Subject:- Conclusions of the 7th Session of the Industrial Committee on Coal Mining (New Delhi, 28th April, 1960).

A reference is invited to this Ministry's circular letter No. RD 177(3)/60 dated the 20th May, 1960 forwarding a copy of the 'Conclusions' referred to above. It is requested that the following amendments may be made in the 'Conclusions':-

(i) Page 3 - Item 3:

After the first sentence, the following sentence should be inserted:-

"The Koyala Mazdoor Panchayat affiliated to Hind Mazdoor Sabha, wanted it to be recorded that they were opposed to the creation of a Wage Board and that they preferred adjudication for revising the wage structure".

(ii) Page 4 - Item General:

The following new paragraph may be added at the end under the head

"(vi) Leave provisions in the amended Mines Act

The workers' representatives raised the question of leave provisions contained in the amended Mines Act, and urged that the benefit of the revised provisions should be given to them from the date on which the amended Act came into force, i.e., the 16th January, 1960. The view was expressed on behalf of Government that prima facie the workers' claim was tenable and the employers should consider the matter urgently".

*B. R. Seth*  
(B. R. Seth) 13/5  
Deputy Secretary.

To

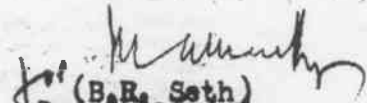
The General Secretary,  
All-India Trade Union Congress,  
4 Ashoka Road, New Delhi.

Copy forwarded to -

1. Shri S.P. Mukherjee, I.A.S.,  
Chief Labour Commissioner(Central), New Delhi.
2. Shri S.S. Grewal,  
Chief Inspector of Mines, Dhanbad.

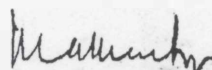
3. Brig. K. Bag Singh,  
Coal Mines Welfare Commissioner, Dhanbad.
4. Shri O. Venkatachalam,  
Deputy Chief Labour Commissioner, New Delhi.
5. Shri Nagenra Bahadur, I.A.S.,  
Joint Secretary,  
Ministry of Commerce and Industry, New Delhi.
6. Shri Cheddi Lal, I.A.S.,  
Deputy Secretary,  
Ministry of Steel Mines and Fuel, New Delhi.
7. Shri A. B. Guha,  
Coal Mining Adviser,  
Ministry of Steel, Mines and Fuel, New Delhi.
8. The Planning Commission, New Delhi.
9. Directorate General of Resettlement and Employment, New Delhi.
10. Director, Labour Bureau, Simla
11. Director, I.L.O. India Branch, Mandi House, New Delhi.
12. <sup>\*</sup> Dr. S. T. Merani, Ph.D. I.A.S. Labour Attache, Consulate General of  
India, Geneva.
13. Shri Kumar Dev,  
Information Officer, New Delhi

\*By Diplomatic  
Bag.

  
(B. R. Seth)  
Deputy Secretary

Copy with a copy of the enclosure forwarded to-

1. P.S. to L.M.
2. P.S. to D.L.M.
3. P.A. to Parliamentary Secretary.
4. P.S. to Secretary.
5. P.As to J.S.(G) and J.S.(E).
6. P.A. to L.E.A.
7. All Deputy Secretaries.
8. Assistant Economic Adviser.

  
for Deputy Secretary.



21 JUN 1960

183

No. RD. 177(3)/60  
GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT

23 JUN 1960

Dated, New Delhi, the June, 1960.

CORRIGENDUM (2)

Subject:- Conclusions of the 7th Session of the Industrial Committee on Coal Mining (New Delhi, 28th April, 1960).

.....

A reference is invited to this Ministry's circular letter No. RD. 177(3)/60 dated the 20th May, 1960, forwarding a copy of the 'Conclusions' referred to above. It is requested that the following amendments may be made in the Conclusions:-

(1) Page 3 - Item 2(iii)

The following sentence may be substituted in the place of the existing one:-

"It was agreed that the main recommendations should be translated in various languages and put on the notice boards of collieries for the information of the persons concerned."

(2) Pages 3-4 - Item 4(ii)

The following sentence may be inserted at the end of the paragraph:-

"The workers' representatives, however, were generally in agreement with the draft amendment".

(3) Page 4 - Item General (v)

The following paragraph may be substituted in the place of the present one:-

"The workers' organisations expressed their concern over the undue delay in holding the meetings of the various committees set up on the recommendations of the Safety Conference, and in particular the Committee on Prevention of Dust in Coal Mines. While explaining that almost all the Committees had started functioning, the Chief Inspector of Mines assured the Industrial Committee that he was already taking suitable safety measures necessary to minimise the dangers arising out of coal dust, without waiting for the recommendations of the committee".

*B. R. Seth*  
22/6  
(B. R. Seth)  
Deputy Secretary

To

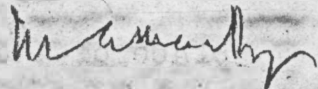
The General Secretary,  
All India Trade Union Congress,  
& Ashoka Road, New Delhi.



Copy forwarded to:-


1. Shri S.P. Mukherjee, I.A.S.,  
Chief Labour Commissioner (Central), New Delhi.
2. Shri S.S. Grewal,  
Chief Inspector of Mines, Dhanbad.
3. Brig. K. Bag Singh,  
Coal Mines Welfare Commissioner, Dhanbad.
4. Shri O. Venkatachalam,  
Deputy Chief Labour Commissioner, New Delhi.
5. Shri Nagendra Bahadur, I.A.S.,  
Joint Secretary,  
Ministry of Commerce & Industry, New Delhi.
6. Shri Cheddi Lal, I.A.S.,  
Deputy Secretary,  
Ministry of Steel, Mines & Fuel, New Delhi.
7. Shri A.B. Guha,  
Coal Mining Adviser,  
Ministry of Steel, Mines & Fuel, New Delhi.
8. The Planning Commission, New Delhi.
9. Directorate General of Resettlement & Employment,  
New Delhi.
10. Director, Labour Bureau, Simla.
11. Director, I.L.O. India Branch, Mandi House, New Delhi.
12. \* Dr. S.T. Merani, Ph.D., I.A.S., Labour Attache,  
Consulate-General of India, Geneva.
13. Shri Kumar Dev,  
Information Officer,  
New Delhi.

\*By Diplomatic  
Bag.

  
(R.V. Mathai)  
for Deputy Secretary

Copy with a copy of the enclosure forwarded to:-

1. P.S. to L.M.
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3. P.A. to Parliamentary Secretary.
4. P.S. to Secretary.
5. P.As to J.S.(G) and J.S.(E).
6. P.A. to L.E.A.
7. All Deputy Secretaries
8. Assistant Economic Adviser.

  
(R.V. Mathai)  
for Deputy Secretary



NO. RD 177(3)/60  
GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT

.....  
Dated New Delhi, the 15th July, 1960.

CORRIGENDUM (3)

17 9 JUL 1960

Subject:- Conclusions of the 7th Session of the Industrial Committee on Coal Mining ( New Delhi, 28th April, 1960).

A reference is invited to this Ministry's circular letter No. RD 177(3)/60 dated the 20th May, 1960 forwarding a copy of the 'Conclusions' referred to above. It is requested that the following amendments may kindly be made in the Conclusions:-

(i) Page 2 - item 1(vi)

'De novo' occurring in the 3rd line may be deleted.

(ii) Page 4 - item 5

The following sentence may be substituted in the place of the existing one:

"The existing practice of inviting representatives of Mine Managers as special invitees, advisers and observers, whenever it was considered necessary, was adequate and should be continued".

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

*B. R. Seth*  
( B. R. Seth )  
Deputy Secretary

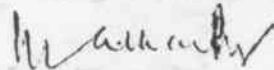
Copy forwarded to :-

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Chief Labour Commissioner (Central), New Delhi.
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Chief Inspector of Mines, Dhanbad.
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Deputy Chief Labour Commissioner, New Delhi.
5. Shri Nagendra Bahadur, I.A.S.,  
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Deputy Secretary,  
Ministry of Steel, Mines and Fuel, New Delhi.
7. Shri A.R. Guha,  
Coal Mining Adviser,  
Ministry of Steel Mines and Fuel, New Delhi.
8. The Planning Commission, New Delhi.



9. Directorate General of Resettlement and Employment, New Delhi.
10. Director, Labour Bureau, Simla.
11. Director, I.L.O. India Branch, Mandi House, New Delhi.
12. \*Dr. S.T. Merani, Ph.D., I.A.S.  
C/O The Indian Embassy,  
6-8 ULITSA OBUKHA  
MOSCOW.
13. Shri Kumar Dev,  
Information Officer,  
New Delhi.

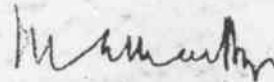
\*By Diplomatic  
Bag.



(R.V. Mathai)  
for Deputy Secretary.

Copy also forwarded to -

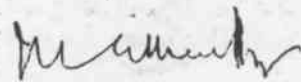
1. P.S. to L.M.
2. P.S. to D.L.M.
3. P.A. to Parliamentary Secretary.
4. P.S. to Secretary.
5. P.As to J.S.(G) and J.S.(E).
6. P.A. to L.E.A.
7. All Deputy Secretaries.
8. Assistant Economic Adviser.



(R.V. Mathai)  
for Deputy Secretary.

Copy forwarded to the following Sections for necessary action.

Mines I, II & III/L.R.II/Wage Board/PF.I/PHI/LC.



(R.V. Mathai)  
For Deputy Secretary.

Com. V. Hal Das  
Kalyan Das  
Sanyal  
The Secy  
I.M.D.M.F., Dhaka

183

November 4, 1960

URGENT

Sub: Industrial Committee on  
Coal Mining

Dear Comrade,

We are informed by the Labour Ministry that the 8th Session of the Industrial Committee on Coal Mining will be convened soon.

The Ministry has asked for proposals about items to be placed on the agenda of the meeting.

Please let us have your suggestions in this respect, with short memoranda on each item suggested, by 15th November latest.

With greetings,

Yours fraternally,

*ms*

(K.G. Sriwastava)  
Secretary

4 NOV 1960

183

Immediate

No.LC-10(52)/60.  
Government of India  
Ministry of Labour & Employment.

From

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

To

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

Dated New Delhi, the 2/11/60

Subject:-Eighth Session of the Industrial Committee on Coal  
Mining - Agenda for the.

Sir,

I am directed to say that the question of convening the next (eighth) session of the Industrial Committee on Coal Mining is under the consideration of the Government of India. It is requested that if the State Government/your Organisation have any item to suggest for discussion at the meeting, the same may kindly be intimated to this Ministry along with three copies of brief memoranda thereon, by the 20th November 1960, at the latest.

Yours faithfully,

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

*Sent to A. K. Saksena, Secy. to Govt. of India, 11/11/60*  
*11/11/60*  
*11/11/60*

UNDER CERTIFICATE OF POSTING

11 9 NOV 1960

Indian Mine Workers' Federation  
P.O. & Dist. Dhanbad.  
Dated the 16th November, 1960

To

Com. K. G. Sriwestava,  
Secretary, A.I.T.U.C.  
New Delhi.

Sub: - Industrial Committee on Coal  
Mining - 8th Session.

Dear Comrade,

Sending herewith our proposals about the  
items to be placed on the agenda of the meeting. The memoranda  
on each item is enclosed herewith.

The delay is regretted.

Yours fraternally,

Enc: -

Copy to Com. Kalyan Roy,  
Asansol.

*Lalit Burman*  
(Lalit Burman).

*Mark in the last date  
to send the agenda  
compiled on 17/11/60*  
410  
19/11



Items to be placed on the agenda of  
the 8th Session of the Industrial  
Committee on Coal Mining.

1. The question of C.R.O. labour in Coal Mining Industry.

It was decided in the 6th session of the Industrial Committee on Coal Mining that the C.R.O. labour would be abolished. The Parliamentary Commission also made the same recommendations. But the employment of the C.R.O. Labour in the collieries are on the increase. In the past the C.R.O. labour replaced raising contractor in the same capacity in the Kustore Colliery (Jharia field). Recently there has been increase in the number of C.R.O. Labour in many colliery viz. Amritnagar Selected Colliery, Chapui Khas Colliery, among others in Raniganj field, and in the Hazaribagh coalfields.

There has been consistent complaints about utilising the C.R.O. labour for disrupting and breaking the trade unions, and keeping them as reserve force at the disposal of the employers for use during industrial disputes.

No action has been taken by the Ministry for proper implementation of the decision of the 8th Session and the recommendations of the Parliamentary Commission.

The matter should be taken up immediately.

2. Introduction of Gratuity & Pension Scheme for Coal miners.

This question was raised long back and has been consistently placed before various forums. The matter was discussed from time to time by the Industrial Committee, in Safety conferences as also the Ministry of Labour set up a Study group. The matter was placed in the Tripartite Committee and subsequently it was referred to Arbitration before Shri A. Das Gupta. The Arbitrator did not grant the demand. But he expressed the hope that the Govt. of India would introduce some comprehensive Scheme of old age and retiral benefits on the basis of the suggestions of the Study Group.

The question has assumed greater importance as without such scheme, no remedy can be given to thousands of workers who are found medically unfit, affected by tuberculosis, declared unfit after accident, etc. or are forced to retire under the provisions of Coal Mines Regulations. Such cases have been on increase because various employers are found to be utilising the lack of a scheme to get rid of a number of workers on ground of illhealth or otherwise. A large number of old workers in the collieries are being regularly sent for medically examination, only to be declared "unfit for work in the mine" and discharged without any compensation. This process of elimination is termed as "natural wastage" by the employers.

The Provident Fund scheme in force <sup>at present</sup> falls far short of the problem that face the workers. The present method of refunding accumulation is such that it is impossible to get the amount before six months and in large number of cases it is found that the workers have to wait for three or four years for having the refund of their accumulation in the Coal Mines Provident Fund. By that time the workers starve and in many cases die.

Introduction of Gratuity and Pensions Schemes is urgently required.



### 3. Amendments of Coal Mines Bonus Scheme.

Certain amendments in the Coal Mines Bonus Scheme are necessitated. The following points should be covered by amendments -

- i) Weekly payment or bonus to be introduced.
- ii) The period of lay-off and period of legal strike should be treated as attendances for the purpose of bonus.
- iii) The allowance of 21 days in a year should be increased to 30 days at least as the ~~xxx~~ period of annual leave with pay has been increased by the amendment of Mines Act.
- iv) The provision of forfeiture of bonus for strike declared illegal should be removed as the workers should not be given double punishment, and as this provision is of discriminatory nature.

### 4. List of medicines to be supplied by the Colliery Dispensary.

The list of medicines as prescribed by the ~~xxxxxx~~ Mines Boards of Health for being stocked in the colliery dispensaries does not include such medicines like Penicillin, Streptomycin and such other medicines which are most frequently prescribed by the Medical Officers of the collieries. The workers have to purchase such medicines from the markets.

The list of medicines should be revised in such manner that the workers can get the medicines from the colliery dispensaries and in the hospitals run by the management.

### 5. Miners' Housing Question: / House Rent.

The problem of housing in the coal mining settlements are widely known and is also within the knowledge of the Govt. The schemes so far introduced failed and the problem remain as ever. The problem is rather increasing because old quarters in the collieries are getting worn out, damaged or are being declared unsafe due to fire, subsidence etc. The pace of new housing programme is such that it can not even make good the losses of old quarters even.

The Township (as in Bhuli) could not provide remedy to the workers. And then many collieries refuse to provide the transport facilities to the workers (like Mudidih, Busserva collieries) to enhance the difficulties of the workers.

Recently the employers adopted the attitude that the housing of the workers is not the concern of the employers on principle and the ~~xxxxxx~~ responsibility lies with the Govt. Even many employers refuse to undertake the burden of repairing the existing quarters and look after their proper maintenance. So, the question should be taken by the Govt. immediately.

Till such time the problem of housing is solved, the system of paying House rent to the workers concerned should be introduced by the Industry.

6. Taking over of mines by the Govt. under certain circumstances:

It is high time that the Govt. should consider about taking over some mines for the purpose of safety, stowing or protection work, and preservation of the coal reserve.

Huge amount is given to the employers as aid or subsidy for stowing work or fire protection work. The grants are badly utilised so that the work undertaken is not done properly and the amount sanctioned by the Govt. is misused.

Many collieries fail to observe the Mines Act and rules and regulations and the Mines Department has to apply Sec. 22 of the Mines Act, leading to stoppage of work and consequences.

Many collieries refuse to invest required amount for the purpose of Stowing, making of outlet, sinking, haulage system etc. which are essential for maintenance of mines and production leading to great loss of the country and misery of the workers.

Enquiries in the affairs in some of the collieries viz. Ekra Khas Colliery (Bharat Collieries Ltd.), Bhalgora & Simla-bahal, Ashakuty/Fularitand Colliery of the Karnani House, Pure Jharria Colliery, will reveal that the taking over of mines in such circumstances would be essential in the national interest.

7. Nation/Tribunal for Coal Industry.

The A.I.T.U.C. moved the matter earlier. A copy of the resolution adopted in the Indian Mine Workers Federation meeting on 12.3.1959 was sent to the Ministry of Labour & Employment by Federation's letter dated 15.3.1959.

This question should be duly considered.

8. Question of reference of industrial disputes for Adjudication after failure of conciliation.

The appropriate Government is vested with discretionary power in this respect. The Unions affiliated to the All India Trade Union Congress find that this discretionary power is used indiscriminately or in discremenatory manner. Out of hundreds of industrial disputes raised by the Union affiliated to A.I.T.U.C. since 1959 only two or three cases have been referred to Industrial Tribunal for adjudication and in case of all other matters the Govt. refused adjudication. In numerous cases the Govt. refused adjudication only by stating that there has been 'formal compliance' of the provisions of the Standing orders and nothing else. It is ~~xx~~ accepted even by Supreme Court that formal compliance of the provisions of the Standing Orders does justify the actions of the employers in all cases. Even the most sordid type of victimisation and unfair labour practices are indulged in under cover of formal compliance of the procedures laid down in the Standing Orders.

As a result of this en masse refusal of adjudication, the employers have been encouraged to indulge in large scale victimisation, dismissal and discharges on flimsy or concocted grounds after following the procedures as a legal cover.

This has led to a position when the trade unions and the workers have started feeling that the machinery of conciliation is futile and no remedy can be obtained through the Industrial Relations Machinery. This question should be given serious attention and some standards should be laid for deciding over the matter of reference of disputes for adjudication.

9. Standing Order for the Coal Mining Industry.

The Ministry of Labour & Employment under its letter No. 4/3/59-LRII dated 21st August, 1960 framed a Model Standing orders for the Coal Mining Industry in order to replace the old Standing Orders now in operation. Despite Ministry's requests made therein the beneficial provisions of the Model Standing Orders as framed by the Government is not followed by the employers.

The matter should be pursued and necessary actions should be taken for certification of the Standing orders in the manner prescribed.

10. Code of discipline in Coal Mining Industry.

It is the genuine view of the A.I.T.U.C. affiliated unions that the weapon of code of discipline is used against the workers although the employers are mainly responsible for violation of the code.

There has not been a single instance when the employers have been taken to task despite gross violation of code of discipline. The workers on the other hand are inflicted punishment by the employers themselves for alleged violation of code by way of dismissal or otherwise.

The mode of enquiry in the complaints regarding the violation of code of discipline is so defective that the workers' organisation get no chance to establish the case. Even in some cases it has been found that the Government decided matters on ex-parte report of some of its officers without slightest knowledge of the workers or the union.

The whole approach is one-sided and is heavily weighed against the workers and it is more serious in coal industry because of the long tradition of gangsterism, unfair labour practice and other questionable methods applied by the employers and some powerful clique operating in the industry.

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1. National Wage Board for the Colliery Workers;

The Majumdar Award had fixed the total emoluments of the lowest category of workers viz. category 1 at Rs 69/1/- when he is a surface worker and at Rs 72/2/0 when he is an underground worker and the emoluments of the workers of higher categories were fixed by applying the above principles ( vide para 519 ) For the first time an all India Minimum wage was fixed for the colliery workers. This was in 1956. There was no standard laid down regarding the measurement of the needs for ascertaining the minimum wages. But since the 15th Indian Labour Conference, an agreed formula is there in this respect which must be followed for fixing up the minimum wages.

Secondly, the prices of all the essential commodities have gone up which is clear from the government publications and statistics. The Colliery Owners have also in the meantime managed to get a raise in the prices of Coal.

The IMWF as well as the INMWF has raised the demand for a new Wage Board which must be immediately constituted.

2. Improper Disbursement of the Arrears Accruing due to Rewa Award in the Vindhya Region of Madhya Pradesh :

" The Korea Award, Hyderabad Award, Taicher Award, Assam Award and the Rewa Award were enforced in the coal fields situated in those areas. The awards were based on the investigations made by the Fact Finding Committees which while following the main outlines of the Conciliation Board, had to take into consideration the peculiar features in those areas with which they were concerned and had to make necessary adjustments for the same. (Paras 108 and 187 of the Majumdar Award Vol. 1 ) .

The Rewa Award came into force in 1948. But the recommendations were not translated into practice as there was no organisation of the workers.

By 1952, the Unions began to be formed more on political party lines than on TU basis. Therefore no attention was paid to the gains made under the Rewa Award. Moreover, by that time the entire dispute of the Colliery workers of the country was referred to the Majumdar Tribunal and nothing could be done for the time being.

The Majumdar Tribunal incorporated the Rewa Award. The LAT also approved it. The Enhanced emoluments were began to be paid from 1956. And so the arrears from 1948 to 1956 still due to the workers in all the collieries in the former Vindhya Pradesh

There are NINE collieries in the V.P., all of them being situated in the district of Sehadol. Of these TWO mines the REWA Coalfields (Omaria) and the BURHAR & AMLAI Coalfields (Burhar) are managed by M/S SHAW WALLACE & Co.; TWO mines one at KOTMA and the other at NAOROZABAD belong to the A.C.C. Ltd., ONE mine situated at Birsingpur-Pali belongs to M/S Johilla Coalfields (Pvt) Ltd.; ONE mine situated at Burhar is owned by M.P. Roongta. At Hamnagar, Rajnagar and Bhandra are situated one mine each belonging to individual owners.

By 1955-56 the INTUC captured the entire field, only rival Union ( B.C.M.S. ) being at Burhar. The INTUC took the benefit of the Rewa award and struck a deal with the owners to the advantage of both of them.

In the ACC coalfields KOTMA, the arrears accruing from the Rewa Award were paid from 1953 to 1956 instead of from 1948, This was done with the active connivance of the Kotma Colliery Union and INTUC affiliate. The same story must have repeated itself at Naorozabad also & as the Union leaders and the owners are the same. At the Birsingpur-Pali collieries of the Johilla Coalfields Ltd, the same INTUC leadership got the amount of 45,000/- disbursed/ inclusive of overtime and overloading allowances. This colliery employes about 1400 workers. Many workers who were really entitled got nothing, and even those who got something received much less than what they ought to have got.

The same story was repeated in the small collieries of Roongta, Rajnagar, Kammnagar etc.

This sordid tale had not been out, but for the workers of Burhar and Umaria collieries.

The Burhar Colliery Mazdoor Sabha fought a valiant struggle in 1956. At that time the BCMS had raised the demands about the arrears due to Rewa Award. The claim that the BCMS put was to the tune of about 10 lacs for nearly 3,000 workers employed therein. The management took recourse to the following tactics i) long-time victimization of nearly all the BCMS activists ii) building the rival INTUC union. About 200 BCMS activists were removed from service. After arduous struggle and even march to Delhi to the Prime Minister, the activists were taken back on job. The 1st batch of 79 was taken back only by the end of 1958. But by this time the INTUC had been given all possible help and encouragement. The INTUC union got swelled. The INTUC union picked up the thread where the BCMS had left it and a dispute was raised for the arrears of the Rewa Award. On 24.2.59 an agreement was signed (copy attached) wherein full and final settlement was arrived at for the sum of Rs 1 lac only. The payment was made in June 1959.

The whole of the terms of the agreement is obnoxious. Item vi on page 2 of the agreement was never ~~acted~~ acted upon.

The BCMS affiliated itself with the AITUC in the month of August 1959. The issue was taken up with the Labour Ministry, even a deputation met Shri Nanda in the month of November 1959 but nothing has come of it till now.

Umaria has a different but more sordid story to tell. There was only one Union, belonging to the INTUC. The Union and the Management decide to settle the matter of the Rewa Award arrears. The President and a section of the leadership was prepared to settle the matter for 65000/- whereas other section under the leadership of the secretary of the Union wanted a settlement for 80,000/- or so. The Co. came to a settlement with the president and an agreement was signed before the KUC Jabalpur. The secretary began to rouse the workers against this sell out. The position of the President became very precarious. He got the help of the management in the shape of transfer of the secretary to Chhindwara, a place nearly 200 miles away. The dissidents raised the matter before the MPINTUC, general secretary who only supported the President. Goondas were used, dissident leaders were beaten; they also retaliated. The workers movement stands nearly smashed by the triumvirate of the INTUC, Management and the Police.

This is the hottest scandal in the collieries of Vindhya Region. The prestige of the INTUC is seriously involved, that is probably the reason why the question is not being opened up. Award has got a status of statute and as such it has to be observed. The agreements arrived at between the INTUC unions and the different managements in V.P. area are in contravention of the Award. In any case, those who are entitled to receive more but have actually got less, must be given the balance and secondly full payment of the arrears be made to those who have received nothing, even though they are entitled to the arrears.  
(The Umaria Papers will be sent to the AITUC, soon)

### 3. Combined Offensive of the Management and the INTUC against the AITUC and other independent Unions :

In the beginning when the workers received some hard cash in their hands they were all praise for the INTUC leaders who, they thought, had wrenched out the money from the unwilling owners. But very soon, it became known that the leaders had only cheated them of some portion of their hard earned money. And so the beginning of 1959 heralded the end



end of the near-monopoly of the INTUC. This has naturally roused the ire of the INTUC. And just like good friends the managements have extended all help to them. All tactics are employed against the AITUC and other progressive Trade Unions.

In Kotma when the Kotma Colliery Mazdoor Sabha began to be formed the INTUC goondas led by the President of the INTUC local one Mr. Walford attacked the miners of the night shift when they ~~were~~ were coming out of the mine and killed one Badku Khan at the incline mouth itself. Cases of loot, loot and arson, dacoity have been started by the police knowing full well that the charges are false. By these tactics of harassment and terrorization, the Intuc with the help of the Police wanted to choke the new Union. Besides this, the practice of removing, suspending and dismissing the militants of the KOMS was meticulously carried out. The cases of about eight such people are still pending before the C.O. (C) Jabalpur. The KOMS is not affiliated to any central TU organization, but is lead by the Socialist Leader Sri K.P. Singh who is also the president of the KOMS.

In Roongta, the management and the Intuc are open friends. It may be mentioned that the Roongta Colliery Mazdoor Sabha got itself registered in the month of March-April 60. The INTUC local i.e. RCM Sangh was not till then registered, they got their registration no. later. But the management and the RLC office Jabalpur recognised only the Sangh. Fifteen militants of the ROMS were suspended from work in 1959. Only after 7 days hunger strike were they taken back, but harassment knew no end. This year when the miners resorted to lightning strike in protest against the difficult mining conditions, the management laid the blame at the doors of the INTUC union the ROMS, although the strike was led by the intuc workers. The RLC scored out the name of the ROMS as responsible for the illegal strike, but ~~was~~ Sri B.N. Bhattacharya, President of the ROMS and Sri Dharmarajsingh have been dismissed from service. When recently, the ROMS took to hunger strike for the redressal of certain demands, the INTUC came in open support of the Owners and indulged in all kinds of abusive language against the leaders of the AITUC. Intimidation, and threats do not suffice. On the 11th of October 1960 when Sri B.N. Bhattacharya was going home, he was assaulted by lathis by the INTUC activists. On two hunger strikers Gopinarain Pathak and Beharilal the police has launched a case u/s 309 IPC.

In Burner (i.e. Dhanpuri) the harassment is not so open, because the BOMS has got a good base and it would need some courage to repeat 1956. But a different and more sinister weapon is used, and that is of new recruitment. There is a Labour Recruitment Bureau at Burner meant to recruit labour for the coalfields of the area run under the Ministry of L. and I. There are hundreds of men who have registered themselves here. They remain unemployed. But the employing is on in the Colliery of Shaw Wallace & Co. The prospective employees have to come through the secretary of the Dhanpuri Colliery Labour Union (Intuc). This means that the new recruits to the industry would be only such fellows as would remain loyal to the Intuc. Another tactics of discouraging people from becoming members of the AITUC union is that most of the AITUC members are given job in the Amrai mines, nearly four miles away from the quarters they live in. This is a comparatively new and difficult mine and means much more exertion and toil for the workers. Yet another way of thwarting the growth of the BOMS is, keeping the activists of the BOMS on duty on the weekly pay days while as the INTUC activists are given all freedom to collect dues on the pay-window, even though they may be on duty somewhere else.

In Birsinghpur Pali, the matter is in a serious form. The first rebels from the INTUC were purchased. The more honest elements stuck to the Red flag. But then they had to pay the price. Arbitrary suspensions removals from service are taken resort to by the Management. It may be pointed here that the heads of departments are the office ~~of~~ bearers of the INTUC and they take their revenge if anyone cares to join the local branch of the Samyukta Khadan Mazdoor Sangh (AITUC). The boiler department is wholehog with the SKMS and it is the worst persecuted department. Wrong categorization, more work less pay and all that goes with this is the fashion of the day. Ramsahai ~~was~~ Boiler khalasi was orally suspended, no chargesheet, no enquiry, nothing. Then he was taken back on job. But the money so due to him has not been paid till today in spite of many requests.

The same treatment was meted out to Sri Ram Prasad Garg who used to be suspended w/ from work quite frequently. Ultimately, the Intuc leaders through the Management got Shri Kalikishen, our very active militant out of work. Thus the owners and the Intuc are striking against the unions of the Aituc and other progressive ones, because they feel that they w/ can no more be allowed to barter the hard toil of the miners for thirty pieces of gold.

In the Rajnagar collieries there are two Unions both affiliates of the INTUC, Both these unions quarrel with each other over the trivial questions and they do not even hesitate from breaking each others heads. Of course, there is no trade Union activity as such.

#### 4. MINING CONDITIONS

The miners have to work under great difficulty. The miners have to suffer heat from gas, smoke and water.

At ROONGTA : this is the most primitively run mine in the district. The miners have been reporting have been reporting that lot of smoke and dust. The INTUC union did not pay any heed to the above requests and so on the 30th of June 1960, the miners went on a strike. It was, of course, painted in a different light but the real cause of the strike was difficult mining conditions.

To show to the Mining Inspectorate personnel, there is a fan, but the fan is always in disorder. It simply does not work. So after blasting operation lot of smoke accumulated and the gun-powder acts like a tear gas. This, together with the heat and gas produced underground makes it wellnigh unbearable for the miner to stay there.

At AMLAI : This is the no.4. incline of the B&C Coalfields. It is a new mine and hence all those amenities that have been given to the workers of other 3 inclines, are perhaps not available here. But despite this the fact remains that lot of water, smoke and heat is the lot of the miner. It may look strange for a mine managed by M/S Shaw Wallace but then it is so. A report to this effect has been made to the Mines Inspectorate

At BIRSINGPUR  
PALI

In the month of April-May 1960, the miners of the Birsingpur Collieries of the Jharia Coalfields Ltd. went on a lightning strike which continued for three days as protest against the difficult mining conditions. Here in this mine, the gunpowder is locally manufactured by the co, and that causes a lot of smoke. Moreover, the gas and heat are tremendous. The fan serves only till the main lines in the u.g. working face. Other districts are simply not served. The RLC came and declared the strike illegal but the cause of the strike does remain. In 1959 also there was a miners' strike which was also declared illegal. The reason for that strike was the same as for this.

Here it will not be out of place to mention that this mine had caught fire in 1946 and was inundated in 1956. The management is too callous to pay any heed to these conditions of the mines. It thinks that coming heavily upon the workers is the only way out.

#### 5. Social Welfare Activities :

The housing provided for the workers are worse that pigsties surrounded by dirt and refuse the quarters present a very dismal picture. The houses are in disrepair, walls are nearly half-eaten decayed. The roofs are dilapidated. The Indian tiles have given place to the tin junk from the discarded tubs. This is particularly true for Roongta and Birsingpur Collieries. Applications have been written to the management to affect repairs, to which the answer has been that the worker was free to leave the quarters and stay somewhere else. The worker concerned was Sri Chandradev Mishra (Boiler Deptt) and the management was Birsingpur collieries. In Amlai there are only 11 quarters whereas



whereas the workers strength is more than 500. It is true that the company has provided them with quarters, but then the workers living in these quarters have to walk down nearly 4 miles to reach the place of work.

At Roongta there is no arrangement for drinking water. The workers fulfill their needs from the nearby rivulet, and the owner has a well for the purpose. There is no pit head bath here at all.

At Pali there is an apology for the drinking water facilities. There is only one storage tank which is not cleaned which takes water from the nearby Gajra rivulet without filtering and distributes it through pipes which are too small. In summer the workers experience great difficulties here also there is no pit-head bath house.

There is no Balbhar at Roongta and the one at Pali is a very poor presentation. Here there is an institute but it is not at all functioning.

Kerosene lighting and that too very miserable at Roongta. At Pali electric lights but very dim

Sanitation at the above two places is worst. No attention is paid.

#### 6. Recognition of Union by ballot

*Pk. Hakim*  
18. XI. 60

No.183/A/60  
November 23, 1960

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

Sub: 8th Session of the Industrial Committee  
on Coal Mining - Agenda for the

Dear Sir,

With reference to your letter No.LC-10(52)/60 dated November 2, 1960, our organisation would like to propose that the following items may be included in the Agenda for the 8th Session of the Industrial Committee on Coal Mining:

1. The question of C.R.O.Labour in Coal Mining Industry
2. Introduction of Gratuity and Pension Scheme for Coal Miners
3. Amendments to Coal Mines Bonus Scheme
4. Revision of list of medicines to be supplied by Colliery Dispensaries
5. Miners' Housing and Provision for Payment of House-rent.
6. Taking over of Mines by the Government under certain circumstances.

Short memoranda on each of the above items are enclosed.

Yours faithfully,

(K.G.Sriwastava)  
Secretary

Encl: 6



8th Session of Industrial Committee on Coal Mining

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Proposals for Agenda

I. THE QUESTION OF C.R.O. LABOUR IN  
COALMINING INDUSTRY

Memorandum

It was decided in the 8th Session of the Industrial Committee on Coal Mining that the C.R.O. labour should be abolished. The Informal Committee of Members of Parliament on Gorakhpur Labour also made the same recommendation. But the employment of CRO labour in collieries is on the increase. In the past, the CRO labour replaced raising contractor in the same capacity in the Kustore Colliery (Jharia field). Recently, there has been increase in the number of CRO labour in many collieries in the Raniganj fields, viz., Amritnagar Selected Colliery, Chapui Khas colliery, etc., and in the Hazaribagh coalfields.

There has been consistent complaints about utilising the CRO labour for disrupting the trade unions and keeping them as reserve force at the disposal of the employers for use during industrial disputes.

It is therefore necessary that the 8th Session should discuss the non-implementation of the Committee's earlier decision on this question and make specific recommendations to rectify the position.

## 2. INTRODUCTION OF GRATUITY AND PENSION SCHEME FOR COAL MINERS

### Memorandum

This question was raised long back and has been consistently placed before various forums. The matter was discussed from time to time by the Industrial Committee, in Safety Conferences, etc. The matter was referred subsequently to arbitration before Shri A. Das Gupta. The Arbitrator did not grant the demand but he expressed the hope that the Government would introduce some comprehensive scheme of old age and retiral benefits on the basis of the suggestions of the Study Group on Social Security.

The question has assumed great importance as without such scheme, no remedy can be given to thousands of workers who are found medically unfit, affected by tuberculosis, declared unfit after accident, etc., or are forced to retire under the provisions of Coal Mines Regulations. Such cases have been on the increase because various employers are found to be utilising the absence of a scheme to get rid of a number of workers on grounds of ill-health or otherwise. A large number of old workers in the collieries are being regularly sent for medical examination only to be declared "unfit for work in the mine" and discharged without any compensation. This process of elimination is claimed as "natural wastage" by the employers.

The Provident Fund scheme in force at present falls far short of the problem that faces the workers. The present method of refunding accumulation is such that it is impossible to get the amount till after a minimum of six months' delay and in a large number of cases, it is found that the workers have to wait for three to four years to get refund of the accumulations in the C.M.P.F. By that time, the workers are forced to starve and cases are not infrequent where they die waiting for the refund.

Therefore, the introduction of gratuity and pension scheme for the coalminers is an urgent necessity.

### 3. AMENDMENTS TO COAL MINES BONUS SCHEME

#### Memorandum

Certain amendments in the Coal Mines Bonus Scheme are necessitated. The following points should be covered by amendments:

- i) Weekly payment of bonus to be introduced.
- ii) The period of lay-off and period of legal strike should be treated as attendances for the purpose of bonus.
- iii) The allowance of 21 days in a year should be increased to 30 days at least as the period of annual leave with pay has been increased in the Amended Mines Act.
- iv) The provision of forfeiture of bonus for strike declared illegal should be removed as the workers should not be given double punishment, and as this provision is of discriminatory nature.

4. REVISION OF LIST OF MEDICINES TO  
BE SUPPLIED BY COLLIERY DISPENSARIES

Memorandum

The list of medicines as prescribed by the Mines Boards of Health for being stocked in the colliery dispensaries does not include such medicines as penicillin, streptomycin and such other antibiotics, etc., which are most frequently prescribed by the Medical Officers of the collieries. The workers are now forced to purchase such medicines from the markets.

The list of medicines should therefore be revised in such a manner that the workers can get the required medicines from the colliery dispensaries and in the hospitals run by the management.



5. MINERS' HOUSING AND PROVISION  
FOR PAYMENT OF HOUSE-RENT

Memorandum

The problem of housing in the coalmining settlements are widely known and is also within the knowledge of the Government. The schemes so far introduced failed and the problem remains as ever. Moreover, it has been made more acute by the fact that old quarters in the collieries are getting worn out, damaged or are being declared unsafe due to fire, subsidence, etc. The pace of new housing programme is such that it cannot even make good the losses of old quarters even.

The Township (as in Bhuli) could not provide the remedy. Furthermore, many collieries refuse to provide the transport facilities to the workers (as in Mudidih, Busserya collieries) and this enhances the difficulties of the workers all the more.

Recently the employers have taken up the attitude that the workers' housing is not the concern of the employers, on principle, and that the responsibility lies with the Government. Many employers refuse to even undertake the burden of repairing the existing quarters and looking after their proper maintenance.

Till such time the problem of housing is solved, the system of paying house-rent to the workers' concerned should be introduced in the industry.

6. TAKING OVER OF MINES BY THE GOVERNMENT  
UNDER CERTAIN CIRCUMSTANCES/

Memorandum

It is high time that the Government should consider taking over some mines for the purpose of safety, stowing or protection work and preservation of the coal reserve.

Huge amounts are now being given to the employers as aid or subsidy for stowing work or fire protection work. The grants are badly utilised; ~~xxxxxx~~ the work undertaken is not done properly and the amount sanctioned by Government is misused.

Many collieries refuse to invest the required amount for the purpose of stowing, making of outlet, sinking, haulage system, etc., which are essential for maintenance of mines and production. This is leading to great loss for the country and misery to the workers.

Inquiries into the affairs of some of the collieries, viz., Ekra Khas colliery (Bharat Collieries Ltd.), Bhalgora and Simlabahal, Ashakuty/Fularitand Colliery of the Karnani House, Pure Jharia colliery, will reveal that the taking over of mines in such circumstances would be essential in the national interest.