

1953

20.6.58

The Senior Superintendent of Police,  
Agra.

Sir,

This union has received complaint concerning one of its office bearers, Sri Ram singh verma who is employed as Tongeman in the Prakash Engineering Co. & Rolling Mills Free Ganj, Agra which I submit as under:-

1. That Sri Ram singh verma s/o Hira singh verma is employed as tongeman in the Prakash Engineering Co. and Rolling Mills Free ganj, Agra.
2. That workers of P.E. Co. & Rolling Mills formed themselves into a Union under the India Trade Union act and elected Sri Ram singh verma as a Treasurer of the Union
3. That the Union has issued a hand bill and also sent letters to the Regional Conciliation officer Agra, District Magistrate Agra, Factory Inspector and the Management of the Mills concerning the grievances of the employees; and the Union has also filed some cases before the R.C.O. against the Management of the above factory.
4. That the proprietors of Prakash Engineering Co. and Rolling mills could not tolerate the formation and functioning of the Union and have adopted a very stiff attitude towards its employees who are the leading activists of the union and they are bent on victimizing the union

activists by fair means or foul. But this is nothing new since all unions have to face employers offensive in diverse forms. In this particular case the position is bit serious. On 19.6.58 the proprietor Prakash Engineering Co and Rolling mills called one person and showed him Sri Ram singh verma tongues man.

5. That some how the surreptitious designs leaked through, and the lustrous shine of the daggers dangling so brazenly over the workers leaders, alarmed the workers. The hired person has been traced and his name would be given in due course. It would be really sad day for workers and employers co-operation if any party banks on the KLa-klux-klan methods.

It is, therefore, prayed that you would be pleased to appoint some ~~independent~~ eminent and experienced officer investigate this case and to bring the culprits to book

Yours faithfully.

Sd. K.C. Sharma  
President.

Copy to 1. The D.M. Agra.  
2. The R.C.O., 32 Garden Road, Agra.

प्रकाश इंजीनिरिंग एण्ड रोलिंग मिल्स मजदूर यूनियन आगरा

# Prakash Engineering & Rolling Mills

MAZDOOR UNION

( Regd. No..... )

श्रीलाशचन्द्र वकील सभापति

श्रीशिवचन्द्र गुप्ता मंत्री

म संख्या P/MAZDOR/1/L-2/58

यूनिस विलिङ्ग्ट

कलकट्टे रोड,

आगरा 10.0.58

The Minister for Industries U.P. Govt.

The Minister for Labour, U.P. Government,

Lucknow.

Dear Sir,

The above Mazdoor Union have the honour to submit the representation on behalf of the employees of the Prakash Engineering Co., & Rolling Mills, Free Ganj, Agra as below :-

1. That since the formation of the above Union by the employees of M/S Prakash Engineering Co & Rolling Mills, Agra, the Management of this Mill have started a heavy offensive against the Union activists in particular and union members in general in the shape of false charge sheets, wrongful dismissal of workers and resorting to other foul and highly objectionable practices.
2. That on 3.7.58 the Management illegally turned out one ~~Prakrupal~~ from their Mill and the whole of the working force downed tools spontaneously in sympathy of the worker so wronged; similarly on 17.7.58 the Management again turned off the Mill one Sri Karan Singh and the workers were compelled to resort to tool down strike in his sympathy. On both these occasions the Management acted illegally and gave provocation to workers and were compelled to take these workers back on duty.

Karan Singh

3. That having failed on both these occasions to humiliate the workers, and having suffered set back and loss of prestige, the management resorted to creating divisions and discord amongst the workers; the Management demanded the unconfirmed workers to beat up the union activists and promised rich rewards and confirmation etc. in return, but to their utter amazement, the workers refused to accept this bait and would not beat their own brothers.

4. That in the meanwhile the management cooked up another case, gave false charge sheet to one Sri Longmal sectionman, i/c 6<sup>th</sup> Rolling mill and a Union activists, and induced almost all the employes particularly the the unconfirmed workers, to stand as witnesses against Sri Longmal but to their great dismay and utter bewilderment they could not find a single worker out of 400 workers to stand as witnesses in this false case with the result that the management illegally refused to take on duty all the 58 unconfirmed workers. This was on 28.7.58; these workers were again refused duty on 29, 30, 31 July and 1st Aug '58; it was through the intervention of M.C.O. that subsequently the Management declared a play off in case of these workers; but it is interesting that the play off was extended piecemeal

and illegally; at the same time the management recruited about 16 new hands and took them on duty, gave them work and told the 58 unconfirmed workers, that since they did not beat the union activists and stand as witnesses against Sri Longmal they would all be dismissed; in fact one Nam Eatan has been illegally dismissed for the same reason. But the Management failed to create divisions and rift amongst workers.

5. That on 2.8.58 a critical situation was created by the management, a situation fraught with the most dangerous consequences to the individual peace and law and order situation. The Management so manipulated the situation that after having made sacrifice for the confirmed workers the unconfirmed 58 workers were induced in exchange to expect the confirmed workers not to go to their duty and if the latter refused, to break their head, with the result that the confirmed workers also could not go on duty. It was the solidarity of workers and far sightedness of the Union that ugly developments were averted.

6. That on the evening of 2.8.58 after 5 p.m. the management put up a notice on the gate informing the workers (confirmed) to report for duty within 3 days else they would be presumed as not desirous of serving the Mill and would be treated as absent from duty. Accordingly the union representatives met the District Magistrate

K. S. K.

Continued to page 3.

and the R.C.O. and on their assurance- that the confirmed workers would be taken on duty (since there was play off in respect of 58 workers) they went to the Mill gate on 5.8.58 and the Labour Inspector was present at 3 a.m. but the Management refused to take any workers at 4 a.m., 6 a.m. and 8 a.m. shifts, and other shifts ~~also~~ this reporting on duty was within the stipulated 3 day of the notice. The Management flagrantly violated their assurance to the District Authorities, went behind their own Notification and thus wrongly and illegally declared lock out since 5.8.8.58.

7. That the workers remained perfectly peaceful during all this period in fact of mounting provocations given by the Management and the R.C.O. brought the parties together to talk on 13.8.58, to resolve dead lock. But the talks failed due to the obstinacy of the Management which was bent upon victimizing the Trade Union workers in the shape of termination of their services as a condition precedent to the settlement, which the Union representatives naturally turned down, ~~since~~ since the union could not agree to oblige the management by offering the services of almost all the members of its executive committee on a gold plate.

8. That the union is very anxious to end this unpleasant episode, this illegal lock out and the Distt. Authorities also are anxious to get the Mill opened but unfortunately they express their powerlessness to tackle this obstinate management who is adamant in continuing this illegal lock out endangering industrial peace and also law and order and forcing the workers and their families to starve.

It is, therefore requested that your honour would be pleased to uphold the just cause of the workers, to take to task the Management for continued illegal and senseless lock out which is seriously menacing the 2nd 5 years plan and unnecessarily retarding the production of iron and steel which are indispensable for the fulfilment of the national Reconstruction plan.

Yours faithfully,

(K.C. Gupta)

General Secretary.,

Copies to :-

- 1- Sri Gulzari Lal Nanda Planning & Labour Minister  
New Delhi.
2. Sri Jawahar Lal Nehru, Prime Minister Govt. of India  
New Delhi. *Kapal*

3. The Controller of Iron and steel Kanpur.
4. The Chief controller of iron and steel, Calcutta.
5. Rolling Mills association, Clive street, Calcutta.
6. Labour Commissioner, Kanpur
7. Chief Inspector of Factories Kanpur.
8. Chief Minister U.P. Government Lucknow.
9. Minister of Iron and steel, Government of India, New Delhi
10. The D.M., Agra.
11. R.C.O., Agra.
12. ~~XXXXXX~~ Secretary A.I.T.U.C., XX
13. U.P.T.I., Kanpur.
14. Shri Jharkhandey Rai M.L.A., Darulshafa, Lucknow.
15. The Editor New Age.
16. The Editor of Janyug.

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PRAKASH ENGG. CO & ROLLING MILLS MAZDOOR UNION

AGRA Unis Building,  
Collectorate Road, Agra

Dated 10.9.58.

To,

The Regional Conciliation officer, Agra.

Dear Sir,

I have to bring to your kind notice that the Management of Prakash Engg.Co. and Rolling Mills Agra has flatly refused to take the following workers, when they have reported for duty before the Labour Inspector who was deputed officially to see that the management must take all the workers will report for duty upto 8.9.58 as per employers notice of dated 28.8.58.

In addition to this please also note that the management has still bent upon to compell the workers to fill another two forms, otherwise they will be turned out from the factory. The list of the workers is herewith attached.

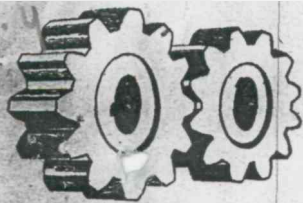
Yours faithfully,

Sd. Mohan Lal.

Joint Secretary,

Prakash Engg. Co & Rolling Mills,

Mazdoor Union, Agra.



# GENERAL ENGINEERING EMPLOYEES' UNION

( Regd. No. 1624 )

President : K. T. Sule  
Gen. Secretary : Vithal Chaudhari

Office :

25, Dalvi Building, 2nd Floor,  
Poibaodi, Parel,  
BOMBAY 12.

No. GEEU/

Date December 26, 1958.

My Dear Sriwastava,

Due to lack of time, I was unable to collect a copy of the report. I wonder if there are any number of errors in it as, you know, it was scribbled quite in a hurry. Anyway, please send me the copy of it, so that I improve upon it and send it to you immediately.

Secondly, please ask Com. Pandhe on my behalf to send me the Synopsis of our course, in whatever form it may be. The Syllabus Committee is meeting next week and I want to be ready with details of our lectures from our end.

Thirdly, I am enclosing herewith a copy of the statement issued on the shortage of orders of transformers in Crompton Parkinson. I had already talked about the same with Com. SAD who advised me to supply Com. S.N. Banarji, M.P. with necessary material, which would be made use of for interpretations in the Lok Sabha. Kindly, give the same to Com. SNB. Can you possibly use it for TUF also?

Greetings,

Yours sincerely,

(Vithal Chaudhari)

Incidentally, I am enclosing Stamps worth Rs. 2.50 on P for the Mess bill which is to be paid to Com. Ghatge's man in-charge of Commune.



To

The Minister In-charge,  
Iron & Steel, Mines & Fuels,  
Department of Iron & Steel,  
Government of India,  
New Delhi.

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Hon'ble Sir,

Sub:- Skilled Technicians - H.S.P.L. (Rourkela)-  
Grievances (1) Fixation of Scale of Pay of passed  
out Trainees;  
(2) Designation;  
(3) Housing Accomodation;  
(4) Terms & Conditions of Service; and  
(5) Uncertain future Prospect.

With due respect and humble submission, we the undersigned passed out technical trade trainees, beg to bring to your kind notice, the following grievances for favour of consideration and early orders.

1. That the following statistics will show the manner of our recruitment and training at different times.

2. In the year - 1955 the first batch numbering 102 candidates being Matriculates, Non-matriculates, Intermediate were directly recruited and were trained in TISCO for 3 years for operation and maintenance of various vital branches of the working of the Steel Project.

In the month of December, 1955, the Special Batch numbering 125 candidates being matriculates, non-matriculates, intermediate in Arts and Science and also passed two years Diploma Course in different Industrial Centres through out India under the Ministry of Labour, Government of India, were selected and recruited by the H.S.P.L. (Rourkela Project) and trained them for two years from 1st February, 1956 as Trade Apprentices (Advance Course) in different reputed factories in and around Calcutta. It may be mentioned here, in this connection, that some of these trainees were already experienced in different branches of Technical Science.

In March, 1956, a further batch of candidates numbering 45 being Matriculates, non-matriculates, Intermediate and Technically qualified, were recruited and trained for two years as Specialists in Coke-Oven Plant for maintenance and operation.

In July, 1956, two more batches numbering 150 and 60 were recruited and trained in Chittaranjan Locomotives, Bardwan and B.E. College, Sibpur respectively as Specialists in different Trades. The accademical and Technical qualifications are stated above.

Again in 1956, a further batch consisting of 6 Candidates, Matriculates, Non-matriculates, and Technically qualified were recruited and trained in TISCO Ltd., at Jamshedpur as Specialists in Operation and Maintenance.

We the passed out trainees (some passed out trainees still remaining out side Rourkela in different Centres) who are attached to Rourkela Steel Project are now Incharge of vital responsible Jobs like Charge-hands.

That according to Schedule of Time, we have completed (long ago) our trade training under your organisation and have been attached to the various technical and vital branches of the Steel Project here at Rourkela. But unfortunately, our scale of pay has not yet been settled and fixed by the authorities although it has been promised from time to time to be done shortly after our training was over.

That at the time of interview when we were first recruited, the Superintendent Workshop and Training (Rourkela) made a verbal tempting promise that our basic pay would start from Rs. 150/- per month. This offer made up to jump wholeheartedly with an iron determination to make this National Project a success. Evidently on this statement of the Superintendent many of us allured to join this organisation leaving service with permanent and definite future.

Contd. ....

After about three months of our training we were again told by the aforesaid authority that we would be given a basic pay befitting our status and strenuous nature of our work.

After about eight months of our training we were again given the assurance about our scale of pay by the aforesaid authority but no steps appeared to have been taken in the said direction till now.

That after we passed our trade training, our parents and guardians being anxious over this uncertain nature of our scale of pay and future prospects, enquired from the aforesaid authority on the above subject but they were replied in the same tone that a better bright and dazzling future awaited us.

After the completion of the training period and on an agitation from our side for the fixation of our salary, the then General Manager Mr. Bhagat declared that our pay would be fixed up within a period of three months. But as long as there would not be any decision we would draw a provisional consolidated amount of Rs. 150/- per month with retrospective effect since the completion of our training period. In pursuance of that declaration we received a letter to that effect and was mentioned therein that we had been enrolled as Trade Trainees although we had been served with a notice previously announcing us to be skilled Technicians, the meaning of this paradox we being at a fix to understand.

Finding that the matter of fixation of our scale of pay is being unnecessarily delayed from time to time inspite of repeated assurances by the authorities, we submitted a memorandum to the Superintendent Workshop and Training (Rourkela Steel Project) to consider and expedite the matter at an early date but no action has yet been taken over this matter.

That as the fixation of our scale of pay is shelved out-sine-die without any reason, we are unable to draw our arrear professional pay accruing from the date of completion of our training till now.

That we have been embarrassed for want of a proper status and designation of our service. At the time, when we were first recruited, we were designated Trade Apprentice (Advanced Course) and thereafter we were designated as skilled technicians. But in all official correspondence they are mentioning us as a passed our trade trainees although we have been designated already as a skilled technician. This ambiguous and anomalous position has developed a sense of frustration in our mind as we are not yet certain of the jobs we have been performing.

That we have been housed here in Apprentice Hostel No. 3 and Apprentice Shop Building with a seat rent at the rate of Rs.4/- deductible from our pay. But till now no suitable accommodation has been provided to us befitting our status and the strenuous nature of work that we have been performing ungroundingly, with our best sincerity and iron will to make this national project a success.

That from the order of the Superintendent Workshop and Training, H.S.P.L. (Rourkela) in his notification No. TR-213/5368 dt. 1st Oct. '58 accordingly we applied for individual quarter. But no reply was given yet.

That from the order of the Superintendent Workshop and Training, H.S.P.L. (Rourkela) in his notification No. TR 213/6593 dated Rourkela, November 4, 1958, to provide us accommodation at the rate of three persons per one bed-roomed house, it appeared that the difficulties that would ensue from this arrangement were not considered properly though we verbally represented, discussed and pointed out the difficulties and impracticability of such arrangement to the said authority. The third occupier such arrangement will practically find no space to move about after day's hard labour.

That the principle of dumping three persons in one bed-roomed house will tell upon our efficiency morale and in view of this we approached the said authority times without number and presented our grievances. But our prayer to allow one bed-roomed quarter for two unmarried trainees and a separate quarter for individual married trainee respectively remained unheard of by the said authority.

That there are some married trainees who intently desire to live with their family members and have been claiming for proper accomodation.

That with this lower emolument which we have been receiving at present, it is becoming very hard for us to maintain two establishments, family at home in the case of married trainees and parents and other dependants in the case of unmarried trainees.

That without considering our just cause the said authority threatened us often to vacate the Apprentice Hostel and building we have been occupying at present.

That the Superintendent Workshop and Training, Roukela, inspite of our repeated prayer accomodate us accordingly as stated insisted on to execute his impractical scheme and with that end in view ordered four trainees chosen by him to come to him and subsequently they were taken to the Resident Director on 25.11.'58 at 4 P.M. The Superintendent instructed the said trainees to present their grievances regarding housing accomodation before the Resident Director. When the said four trainees presented themselves before the Resident Director, the latter without hearing any of their grievances suddenly flew to a rage and charged the trainees in a most indecent manner that they were creating all sorts of trouble and unless they concede to the proposal of the S.W. & T of (Roukela) they would be discharged. The four trainees who according to S.W. & T represented the entire group of trainees were taken aback at the sudden violent and indecent attitude of the Resident Director as they went there only to put up their grievances before the R. D. in their humble way with all regards and respects for him. The trainees thought that the Resident Director would give them a patient hearing about their grievances but they did not expect that they were taken to him according to plan of S.W. & T just to be reprimanded for no fault of theirs.

This sudden unwarranted behaviour towards the four trainees without any cause has greatly shocked the entire group of Trade Trainees and they feel insecure if their chief the Resident Director, without going into details of their grievances suddenly flared up in this manner to cow down the entire group of innocent hardworking technical personnel who have pledged to give their life blood for the success of our National Project.

That we the trainees finding that our just and reasonable grievances are not being listened to by authority here and finding no other alternative we beg to lay the following grievances before you for redress.

We expect that you would not be so hard and unkind as to deny us the social and natural justice which are the foundation stone of our democracy.

That we also require a categorical assurance from the authorities about assessment of liability and compensation in case any of the technical personnel sustain any injury, because invalid invalid as a result of such injury of dies during due discharge of his duty while working with machineries.

#### P R A Y E R .

In the facts and circumstances described above we respectfully pray that you would kindly consider our just grievances as enumerated below:-

- a) Fixation of our scale of pay, terms and conditions of service.
- b) Final decision about our status and designation in service.
- c) Suitable accomodation for married and unmarried trainees.
- d) Security of life and proper compensation in case of injury or death caused during duty hours.
- e) Arrear pay with retrospective effect, and be pleased to issue necessary direction to relevant authorities for early redress of aforesaid grievances.

And for this act of kindness, we shall as in duty bound,  
ever pray.

Yours faithfully,

Dated, 3rd Dec 58  
APP. Hostel - 3  
Roukela - 2.  
Sunder Garha.  
(ORISSA)

Signature copies are with the original  
Copy which has been registered  
on 3rd, December, 1958.  
Registration no - 150.  
From-P.O. - Roukela. Orissa.

True copy.

9.10.58

The General Manager,  
Prakash Engg. Co & Rolling Mills,  
Free Ganj, Agra.

Subject:- Publication in Amar Ujala 7.10.58 regarding  
re-employment of discharged workers.

Dear Sir,

This union has been surprized to read your announcement in local Hindi Daily news paper Amar Ujala dated 7.10.58 calling upon your discharged employees to report for duty by 15.10.58. In this connection we would like to draw your attention to your previous Notification dated 28.5.58 wherein you had intimated the workers to report for duty upto 8.9.58 and when the workers actually lined up at your Mill gate on 1.9.1958 and subsequent days you refused to take on dut. about 42 employees. This happened in the presence of the Govt. Labour Inspector specially deputed by the Regional Conciliation officer Agra and the Union representative. Now against this back ground your announcement through the press seems to have been given to serve some definite plan; it suggests that you are prepared to take back all the discharged employees but it is the employees themselves who are persistently refusing to avail themselves of your repeated announcements and do not report for duty. Perhaps it would not be out

of place to mention that some workers who were taken on duty had been turned out by your Management even though they had put in some hour's work in your Mill. Very odd and strange though it was, you surrendered and capitulated your administrative powers and prerogative to a team of 5 selected stooges of yours who were none other than your loyal workmen- who decided whom to take and whom not to take on duty and thus about 42 workmen who actually reported for duty. In pursuance of your Notifications, were turned out and refused duty by you.

The management would appreciate that the Union has done every thing possible to create an atmosphere of peace and to help to get the Mill re-started, but the Management has shown most adverse re-action to our overtures for production in the interest of all concerned. The workers taken back on duty are being insulted and humiliated; rough and abusive treatment is the order of the day; in short persecution of workers on ground of trade Union activities is being practised on a mass scale; charge sheets are served upon worker on flimsy grounds in a spirit of provocation and vindictiveness. The workers are pocketing all this humiliation for the sake of bread but we feel there is limit to patience and when and how the exploitation is caused it would be the Management which would bear its responsibility and consequences.

It is a said commentary on our post independence industrial relations and inspite of the resolutions of the 16 All Parties Labour conference at Nainital, that we would not find Heroes of

Labour in our Industrial enterprises, we do not find ~~कामगारों के अधिकारों का~~, that keen competition to beat production targets as we find in really socialist countries, and this is happening when the aim of our Govt. is socialist. The result is as our industrialists - your own Mill included - decide and dictate - the factory, the workers, and other paraphernalia - must yield profit, irrespective of consequences to workers, the country and the very industrial development of the concern itself.

We hope and trust that you would take back all the discharged employees soon and to restrain rough and abusive treatment to your employees and not try to get one set of workers play upon the other, and this would surely pave the way for good relations between labour and Management and meet the 5 years plan target and thus save the plan which is facing a serious crisis, thanks to the anti-social activities of some thoughtless industrialists.

Thanking you for the same.

Yours faithfully

Sd. Kailash Chandra  
President.

Copies to

1. The Regional Conciliation officer, Agra.
2. The Distt. Magistrate, Agra.
3. Labour Commissioner U.P. Govt. Kanpur.
4. The General Secretary A.I.T.U.C. 4 Ashoka Road  
New delhi.

# Electrical Engineering Employees Union.

(Registered under the Indian Trade Unions Act. 1926)

REGD. No. 3907

Ref. No. ....

266

Date 7th January.....1959.

The General Manager,  
Associated Electrical Industries Mfg. Private Ltd.,  
1, Taratala Road,  
Calcutta.

Dear Sir,

## Sub: Recognition of the Union.

The Sixteenth session of the Indian Labour Conference held at Benital in the month of May, 1958 has adopted unanimously the CODE OF DISCIPLINE and MODEL GRIEVANCE PROCEDURE.

As we agree to abide by the Code of Discipline which is also binding on you, we would claim for the recognition of our Union, the only Union in your concern, under the terms and conditions as stipulated in clause (vii) of item III (Management agree). We reproduce the relevant portion for your ready reference

### \* III MANAGEMENT AGREE;

(vii) to recognise the Union in accordance with the criteria ('Annexure' 1) evolved at the 16th Session of the Indian Labour Conference held in May, '58

Annexure: CRITERIA FOR RECOGNITION OF UNIONS.

1. Where there is more than one Union, a Union claiming recognition should have been functioning for at least one year after recognition. Where there is only one Union this would not apply.
2. The membership of the Union should cover at least 15 per cent of the workers in the establishment concerned. Membership would be counted only of those who had paid their subscriptions at least 3 months during the period of 6 months immediately preceding the reckoning.

(contd.....2/-

--- 2 ---

4. When a Union has been recognised, there should be no change in its position for a period of 2 years."

As a member of your Central Organisation, a party in the 16th Session of the Indian Labour Conference held in May, 58, you are obliged to abide by the code of Discipline as we are.

You are also requested to display the Code of Discipline in the manner stipulated in clause (iv) of Item III (MANAGEMENT AGREES) which reads as follows:-

"(iv) to display in conspicuous places in the undertaking the provisions of this code in the local languages)."

Please expedite the matter.

Yours faithfully,  
For ELECTRICAL ENGINEERING EMPLOYEES  
UNION,

*Phani Bagchi*  
President.

cc: Implementation Committee, *For intervention.*  
Govt. of India, Labour Ministry,  
NEW DELHI.

2. *The General Secretary,*  
*All India Trade Union Congress*  
*4, Ashoka Rd, N. Delhi.*
3. *The Labour Commissioner*  
*Govt of W. Bengal, Calcutta*

(contd.....2/-



266

1953

13.1.59

The Senior Supdt of Police,  
Agra.

Regarding Telegram dated 10.1.59 against the Management of Prakash Engineering Co., & Rolling Mills Free Ganj, Agra.

- Senior Superintendent Police, Agra.
- District Magistrate Agra.
- Regional Conciliation officer, Agra.

Keshav Chandra Gupta General Secretary Prakash Engineering & Rolling Mills Mazdoor Union Agra assaulted by two goondas instigated by Management to day during gate meeting at Mill gate 5 p.m. Great resentment prevails amongst workers kindly investigate letter follows:-

KAILASH CHANDRA PRESIDENT Union

Dear Sir,

In continuation of the above telegram we respectfully beg to submit as follows :-

1. That we held a gate meeting between 4 to 5 p.m. in front of the gate of Prakash Engineering Co., and Rolling Mills Free ganj Agra.
2. That after concluding the meeting at about 5 p.m. on 10.1.59 the workers dispersed. Sri Keshav Chandra

Gupta the General secretary of the Union while going towards the road in front of the Mill gate was assaulted by two persons- who were recognised and whose names were subsequently found out as Sri Vinod chand sherma s/o Ram dayal and Sri Pati Ram son of not known of Moti Katra Agra . Both these persons are employees of the above mill ~~to~~ and instigated by the management of the Mill to beat and assault Sri Keshav chandra gupta. This incident created ~~the maximum~~ great indignation amongst the workers. The offenders after the assault fled away inside the mill gate which had been kept openly specifically for this purpose. The management adopted threatening attitude and wanted to attack the workers who were union members. The workers sensed the mischief and peacefully dispersed. It was a plan of the Management to assault the Union officials and to provoke the peaceful workers, so that they may not hold meetings at the Mill gate and may not ventilate their grievances and to get the Union members trapped by the police and challaned for breach of peace. For soon after the flying squad arrived.

It is, earnestly hoped that your honour would take suitable action against the offenders after proper and impartial investigation.

Yours faithfully,

Sd. Kailash chandra  
President.

copies to :- 1. The D.M., Agra.  
2. The R.C.O., Agra.  
3. Local Intelligence Branch Agra.

Registered No. 1953

8.1.59

The Senior Superintendent  
of Police, Agra.

Dear Sir,

In addition to this Union's report dt. 7.1.59  
We have the honour to submit as under:-

1. That the General Manager of Prakash Engg. Co & Rolling mills free ganj, Agra has launched a systematic campaign of terror and intimidation against the employees of his mill who are members or sympathisers of the Union.
2. That on 6.1.59 at about 7 P.m. one Ganga Prasad oil man of the aforesaid mill when he reported for duty he was pounced upon by two persons Chokhey Lal and Antram who are also employees of the Mill. Both these persons assaulted him when at his cries other persons collected and saved him.
3. That later Sri Baij Nath Gupta the proprietor and Gen. manager of this Mill told Ganga Prasad that he had planned to finish all the union workers and would not rest till he had buried the union ~~workers~~ at any rate within 3 months time he would accomplish that job. So either he (Ganga Prasad) should absolutely dissociate himself with the union or face the consequences in shape of marpit at the hands of his specially hired and instigated goondas.
4. That another employee of this Mill Sri Chhajoo Ram tongaman has also been warned that if he does not sever his connection with the union similar treatment would

be meted out to him as also to other union activists.

5. That this sort of organised Coondalism inside the Mill premises is nothing short of a scandal for the socialist pattern of society proclaimed by your illustrious prime Minister, who advocates participation of labour with the Management. But in this particular Mill we find methods reminiscent of Klu-klux klan employed in an organized way and it is a pity that the Administration of law and order though informed of all these sordid activities of the prakash Engineering Co's Management from day to day, has not taken any action to check it, nothing to speak of putting a stop to it. The result is that many employees have resigned and many others are going to resign lest they should be beaten and implicated in some false case by the management. The consequences of this studied indifference to the lawless activities of the Management are bound to be serious and disastrous for which the mill Management and the local Administration would be responsible. The Union stands for industrial peace but there is no response from the employers who are bent upon creating chaos, industrial unrest and organised intimidation of workers to subserve their nefarious ends.

Submitted for proper investigation and suitable action.

Yours faithfully.

Sd. Kailash Chandra sharma.  
President.

copy to :-1 The Distt. Magistrate, Agra.  
2. The Regional conciliation officer, Agra.

COPY OF TELEGRAM DATED ~~XXXXXX~~ 10.1.59

Senior Superintendent

Police Agra AAAA

District Magistrate AGRA AAA

Regional Conciliation officer, Agra.

Kashavchandra gupta General Secretary Prakash  
Engineering and Rolling Mills Mazdoor Union Agra  
Assaulted two goondas instigated by Management  
Today during gate meeting at Mill gate 5 p.m.  
great resentment previous amongst workers kindly  
Investigate Letter follows:-

Kailash Chandra vakil

President ~~UNION~~.

President Prakash Engineering  
and Rolling Mills Mazdoor Union Building  
Collectorate, Agra.

*Kepma*

6/7-1-59

The Senior Supdt of Police, Agra.

Dear Sir,

This union has received a large number of complaints against Sri Baij Nath Gupta Proprietor and the General Manager of Prakash Engg. Co & Rig Mills Free ganj, Agra which reproduce as below:-

1. That to day (6.1.59) the General Manager of Prakash Engg. Co & Rig. Mills Free ganj, Agra called Sri Lelloo mal s/o Prem Chand employed in the above mill as Garder wala at 4 p.m. and as soon as Sri Lelloo mal entered the mill at 4 a.m. on 6.1.59 the chowkidar on duty informed the General manager. The General manager came and used abusive and humiliating language for Sri Lellu mal and ordered the chowkidar to push him (Lellu mal) out of the mill gate. The general Manager further terminated Sri Lelloo mal's services without any notice or charge sheet and said that he would put an end to all union activists and finish them for ever. The chowkidar pushed Sri Lelloo mal out of the mill gate by catching hold of his neck.

2. That similarly the General manager had called Sri Dal Chand son of Nekat Ram tongaman for duty at 6 a.m. on 6.1.59. The General manager and the two chowkidars at the mill gate beat and belaboured Sri Dal Chand and abused and insulted him. The general manager ordered Sri Dalchand to be undressed and pushed out of the mill gate. In the scuffle Sri Dalchand lost Rs. 25/- which he had in his pocket. The General Manager terminated his services without any notice or charge sheet and again repeated that he would drive out of his mill all the union activists and mete out similar treatment to them. Finally Sri Dalchand was pushed out the mill gate by the chowkidars.

3. In this connection it is submitted that the General Manager is acting on some plan to victimise the Union activists to harass them, beat them, and insult them and with this aim in view he changed their duty hours and working conditions vide his order no. P-58/59 dated 2.1.59 served upon on the four employees, Sri Lelloo Ram Sri, Dalchand, Sri Chhajjuu Ram and Shri Shyam Lal.

This action of the General manager is illegal against the provisions of the Industrial disputes Act and the code of discipline as evolved at the 16th Labour conference . Besides the management of the mills is deliberately creating labour unrest and give provocations to the workers which conditions are rightly to adversely effect the second 5 year plan of Iron and steel production ; this also calculated to demoralize the workers and cause strange relations between the workers and managements. On previous occasions too this union had lodged reports against Sri Baij Nath gupta for grave offences against the union activists and workers.

It is, therefore, prayed that your honour would take a serious view of this matter and after investigation take such action against the offenders as you deem proper according to law.

Yours faithfully,

Sd. K. Chandra  
for K.O. Gupta Gen. Secretary

Chowkidars :-

1. Shor singh.
2. Nawab singh.

Copies to :-

1. The D.M., Agra.
2. The R.C.O., Agra.
3. The Labour Commissioner, Kanpur.

श्री प्रकाश इन्जिनियरिंग एन्ड रोलिंग मिल्स मज्दूर यूनियन

श्री गीज आगरा

श्री जनरल सेक्रेटरी साहब ,

सेवा में ,

निवेदन यह है कि ता० २६, ६, ५८ को मैं सुबह ६ वजे काम पर गया तो कार खाने के मालिक ने एक गुन्डा बुला लिया था और उस गुन्डा का नाम गुलाब मेहतर था उसे इस लिये बुलाया गया था कि इस आदमी को जान से मार डालो अतः उस का मोका न लगने के कारण वो वापिस चला गया इस लिये मैंने इच्छा दी है कि मेरे लिये खतरा बन सकता है इस लिये मैं यह रिपोर्ट आप के पास भेज रहा हूँ . कि इस का इन्तजाम किया जाय अगर मेरे लिये कोई खतरेवाली बात हुई तो इस के सम्बन्ध में ज़ुम्मेदार मिल मालिक होंगे .

आप का सेवक

गवा

दया राम सेक्रेटरी

गवाह जेनी लाल

गोतम सिंह

मोहन लाल अंग्रेजी :

राम सिंह वर्मा

पद खचान्ची यूनियन

२६, ६, ५८



True copy.

7.1.59

The General Manager,  
Prakash Engg. Co. & Rig. Mills,  
Free Ganj,  
Agra.

Subject:- Harassment and wrongful dismissal of workers.  
Dear Sir,

A complaint case been lodged in our office that you maltreated and belavoured Sri Dalchand s/o Nakte Ram Tungsman (finisher), which he presented himself for duty at 6 a.m. on 6.1.59 vide your order No. P-58/59 dated 2.1.59 as if according to plan. You then along with two chowkidars named Balbir and other beat Sri Dalchand and ordered him to be undressed and then to be pushed out of the Mill gate. However, you change your mind and did not undress him but pushed him out of the mill gate and wrongfully terminated his services. You did not serve any notice on him for the removal of service nor charge sheeted for any wrongful act on his part.

This action of yours is wholly illegal-unjustified in violation and against the code of discipline as involved in the 16th Labour Conference. You have treated Sri Dalchand in this matter because you are prejudiced against him due to his union activities which you openly said.

It is, therefore, requested that he should be taken on duty with continuity of service within 3 days of the receipt of this notice failing which legal action will be taken against you.

Yours faithfully,

Sd. K. Chandra  
for K.C. Gupta, Gen. Secretary.

Copy forwarded to:-

1. The Regional Conciliation officer, Agra.
2. The District Magistrate, Agra.

*K. Chandra*  
*Gen. Secretary*

23 FEB 1959

Phone : 34-2044

# Federation of Metal & Engineering Workers Union.

Regd. No. 3178

249, BOWBAZAR STREET.  
CALCUTTA-12

President : Md. Elias

General Secy. : Rabin Mukherjee

Dated 18th. February 1959.

266

To

The Secretary,  
Preparatory Committee for  
formation of an All India  
Metal & Engineering Workers  
Unions' Federation.  
249D, Bowbazar Street,  
Calcutta-12.

Dear Comrade,

As you know a provisional preparatory Committee was formed in Bangalore during last General Council Meeting, with a view to form an All India Metal & Engineering Workers Union Federation. At that time comrades of West Bengal expressed the view that some more comrades should be included in that Preparatory Committee.

The Federation of Metal & Engineering Workers Unions the Central Organisation of Metal & Engineering Workers of West Bengal, in pursuance of the views expressed in Bangalore by comrades of this state, has recommended in its meeting dated 9.2.58. the following five names to include in the Preparatory Committee.

(1) Biren Mazumdar, (2) Ram Sen, (3) Nihar Mukherjee, (4) Banoy Roy Chowdhury (5) Santi Ghatak.

Till now we have not received the draft of invitation which will be addressed to all Unions in Metal & Engineering Industry of our country calling them to participate in the formation of an All India Federation.

Please let us know when we can expect that draft.  
With Greetings,

Copy to Genl. Secy. ✓  
A.I.T.U.C.  
4, Ashok Road, New Delhi.

Fraternally Yours,  
Rabin Mukherjee  
General Secretary.

BOMBAY,

FEBRUARY 1, 1959.

TO ALL TECHNICIANS AND TECHNICIAN-TRAINEES OF HINDUSTAN STEEL:

Dear Friends and Brothers:

We are writing this to you to place before you some of the problems that we all have been experiencing in the hope that these will be solved by honest efforts of us all. Many of the problems are due to initial difficulties that everyone has to face when starting on such a huge project as Hindustan Steel plants at Bhilai and Rourkela. Yet, unless the problems are not specifically made known, we will experience more difficulties. That is why we are sending you this information bulletin.

1. Organisation of Apprentices and Trainees: The bond which we all have signed states that during our training period, no organisation or trade union should be formed. In some ways, this stipulation is understandable because trainees are scattered during their training, and the Hindustan Steel Management probably feel that trainees should concentrate on training rather than on organisation. But what cannot be understood in this clause prohibiting organisation is the fact that Management itself will need to deal with all the trainees through an organisation, as individually it will be impossible for management to deal with each trainee. But as the training period is only between one year to 1 and half years, no serious damage is caused to us by this clause.

The second problem about our bond is the confusion about defining our status. Sometimes we are called technicians, sometimes apprentices. It is not clear what status is to be given to us once we complete training and join the steel plants. Are we going to be taken up as just skilled workers, or technicians? These are some questions which we have to get cleared. We were assured of a "bright career" and "handsome salary". We should know what this means.

2. Problems during training: After we are recruited, we are attached by our management to certain factories in the various cities. The first difficulty we face in these factories is the attitude of the Factory managements to us. The factory managements are mostly private and they have not much of a friendly attitude towards Hindustan Steel, which is a public sector Corporation. Whatever may be the justifications for the tussle between the Private sector and Public managements, we, as trainees sent to private managements by a public sector Corporation are taken up reluctantly and treated as orphans. No one in these factories bothers about the quality of our training and if we try to take the initiative and seek the help of the factory authorities, we are rebuffed. Even though the private-owned factories receive remuneration from Hindustan Steel for training us, it is made clear to us during training that we are "just tolerated" and no more. The Hindustan Steel management should establish better liaison with the private-owned factories.

Because of such attitudes, apprentices find difficulty in getting their payments on time. Some managements of factories are prompt, some are tardy and if complaints are made, the trainees are told in clear language that their presence is tolerated and the private factories are doing a great favour to the apprentices in allowing them training in their factories.

Our own management has not prepared a proper training syllabus about the course of training, what we are to be trained in.

3. Problems on completion of training: In cases of some trainees who have been given orders to proceed to Bhilai after completion of training, no notice was given. Most of the trainees have been complete strangers to Bhilai and Rourkela and do not know what the place is like. They had no time for preparations to proceed to a strange place. Those who had gone to Bhilai were shocked and distressed to find that there was absolutely no accommodation. Now tents are being given, and work is gradually being given to them. With a little bit of earlier planning by the Hindustan Steel Management, many of these difficulties could have been avoided.

There have also been reports that some of the trainees who went to Rourkela after completion of training, are still being paid only the salary they were entitled to as trainees. It is also reported that the transport service that

was available in Rourkela to go to the place of work free, is proposed to be discontinued from February. This will bring great difficulties for the trainees who have to go to the place of work from distances of 4 to 6 miles on their meagre earnings.

There have also been discrimination, unconsciously perhaps, in terms given to certain trainees, that have not been given to others. For instance, no Travelling Allowance has been given to some of the trainees when they came up for training, while some others have been allowed travelling expenses according to rules.

Bombay Allowance: After making joint representations to the Hindustan Steel, a special allowance of Rs.30/- per month in addition to the stipend of Rs.70/- was sanctioned, but this amount was paid only from June 1953. The trainees had to be in debt for the previous six months, and it is only fair that the management should pay the trainees this special allowance with full retrospective effect. It is hoped that the management will concede this fair claim early to give relief to the trainees.

These are some of the problems currently faced by us all. Some of the problems were settled by the Management on our making representations earlier. We are confident that with joint efforts of us all, on the basis of responsible and realistic action, many of our other difficulties will also be solved by the management.

Apart from these problems, we are happy to greet all of you who have now joined the Bhilai Steel Plant or Rourkela Steel Plant. We are coming all over from India and it will be a pleasure and privilege for us to meet you, know you. With our heartfelt greetings to you,

Yours fraternally:

1. M.N.Panse
2. E.U.Gadpayle
3. M.K.Pimpalgaonkar
4. K.G.Dani
5. N.P.Naik
6. G.P.Tiwari
7. K.R.Deshmukh
8. M.D.Thatte
9. J.K.Ramtek

श्रीमान, रिजल कन्सलियेशन आफिसर

भागरा .

मान्यवर,

आप की सेवा में सावजन्य निवेदन है कि प्रकाश इंजीनियरिंग एन्ड रॉलिंग मिल्स प्रा. लि. के प्रबन्धकों ने और मालिकों ने हमारे ७ जनवरी मास के दि. में वाले वेतन में से चारचाक आना जवारेया, हम में से प्रत्येक मजदूर के वेतन से काटा है . हम इस पैसे को किसी प्रकार भी कटाना नहीं चाहते कतः प्रबन्धकों का यह कार्य अवैधानिक है .

इस लिये कृपया आप इस की जांच कीजिये और हमारा पैसा वापिस दिलाइयें .

आप के

ह. है प्रकाश इंजीनियरिंग एन्ड रॉलिंग मिल्स  
दिनांक २२/८/५६ के समस्त मजदूर

प्रतिलिपि भेजी गई :-

१. अमन्यायुक्त उजर प्रवेशकान पुर .
२. जिला मजिस्ट्रेट भागरा .

\*\*\*\*

M/s Hindustan Steel Private Ltd.  
 Attn: Resident Director  
ROURKELA / Orissa  
 India.

Unser  
 Housruf  
  
 264

Unsere  
 Zeichen  
 Abt St.I.Bt  
 HI/dr-V/Bu

Oberhausen Sterkrade  
 den February 4th, 1959

Betreff: Blast - Civil Engineering Works  
 M/s Dugal's claim for 15% extra rates  
 for completing 22,000 cbm of R.C.C.  
 by 30-6-57.

\*\*\*\*\*

Dear Sir,

During the talks held at the Rourkela site on January 6th and January 17th, 1959 Mr. Uttam Singh Dugal explained in detail the reasons on which he had based again his claim for 15% extra rates. Though the records available and the inquiries made have already caused you to reject Mr. Dugal's claim definitely, we have promised him to check our files again indifferently and to give you a detailed report on the situation.

When awarding the civil contract to M/s Uttam Singh Dugal & Co. Ltd. you specified in your letter booking of February 2nd, 1957 among others that an extra of 15 per cent of the invoiced value would be paid to Dugal for any civil engineering work completed by June 30th, 1957.

However, this special allowance should become due only if by the date specified M/s Dugal had completed 22,000 cbm of R.C.C for the following plant units:-

- |   |                                 |
|---|---------------------------------|
| Item 1) - No. 1 Blast Furnace foundation<br>with Casthouse Foundations  | =approx. 2,847 cbm<br>of R.C.C. |
| Item 2) - No. 2 Blast Furnace Foundations<br>with Casthouse Foundations | =approx. 2,847 cbm<br>of R.C.C  |
| Item 3) - Skip Pit below Bunker Installa-<br>tion - Section 2.          | =approx. 767 cbm<br>of R.C.C    |
| Ite, 4) - Bunker Installation - Section 1                               | =approx. 2,300 cbm<br>of R.C.C  |

Item 5) - Bunker Installation -  
Section 2.

.. 8,761 cbm  
of R.C.C.  
=approx. 4,319 cbm  
of R.C.C.

Item 6) - Further Civil work to be  
specified by the Engineer-  
in-Charge.

=approx. 8,920 cbm  
of R.C.C.

-----  
approx. 22,000 cbm  
of R.C.C.

These quantities are indicated in the specification underlying the invitation to tender and submitted to you in August '56. In our covering letter of those days we had intimated that the specification could not be considered complete and that it had to be revised as soon as the final construction drawings were prepared. From such drawings it is apparent that the actual R.C.C. quantities for the foregoing plant units were as follows:-

Item 1) - approx. 2,310 cbm  
Item 2) - approx. 2,310 cbm  
Item 3) - approx. 620 cbm  
Item 4) - approx. 2,230 cbm  
Item 5) - approx. 4,210 cbm  
Item 6) - approx. 10,320 cbm = approx. 22,000 cbm.

For the review of the situation the foregoing comparison does not play any part, since it is not the separate quantity of each plant unit which is at stake, but the complete quantity of approx. 22,000 cbm of R. C. C.

A) The following fact appears important:-

M/s Dugal commenced their work at site on February 14th, 1956

If we anticipate that under the most favourable conditions concrete pouring could be started on the 1st of March, 1957 - a certain time necessarily elapsed for the site to be prepared and the excavations to be carried out - the following workdays were available for the manufacture of 22,000 cbm of R.C.C.-

March:	31 calendar days	- 5 Sundays	- 26 workdays
April:	30 calendar days	- 4 Sundays	- 26 workdays
May:	31 calendar days	- 5 Sundays	- 26 workdays
June:	30 calendar days	- 4 Sundays	- 26 workdays
			-----
		Total	104 workdays.

This means that every day  $22,000/104 = 212$  cbm of R.C.C. had to be poured. Every expert will agree that in the long run this is impossible, especially in view of the difficulty of the work

involved. Furthermore we are of opinion that during the finalising negotiations at New Delhi M/s Dugal were at a loss to check whether the demanded R.C.C quantity could be manufactured within the period stipulated, since the project drawings which accompanied the specification of the work were not submitted to them.

B) A further difficulty which could not be anticipated by either party arose during excavation and poor concrete pouring. The work involved in excavating and poor concrete pouring was a multiple of what had been presumed in the specification. Since April 1956 we had time and again asked you in writing to inform us about the results of soil investigation and to indicate the standing water level as well as the bearing capacity of the soil.

In the absence of such information we had to base our specification on hypothetical quantities for excavation and poor concrete pouring. In fact, a quantity of approx. 5,670 cbm of poor concrete was indicated in the specification for the said plant units (items 1 to 5), whereas in actual practice approximately 15,500 cbm had to be poured.

C) Immediately after civil work had been started at site, it was found that the various units could not be constructed in the sequence desired and demanded. Owing to the water encountered on surface and in the subsoil layers it appeared advisable to devote particular attention to the construction of the foundations for all bunker sections and the scale car repair shed in order to create a stable basis permitting the work to be continued also during the monsoon period. The results obtained at site prove that it was fully justified to deviate from the program envisaged.

The work performed by the 30th of June, 1957 must be considered under these aspects. According to the weekly reports in our possession M/s Dugal have performed the following work:

Excavation	approx. 27,500 cbm
Poor concrete	approx. 22,033 cbm
Laying of reinforcement metal.	approx. 470 tons
Placing of shutterings.	approx. 2,840 sq.m
R.C.C.	approx. 827 cbm.



Considering these figures however approximate they may be, it appears impossible that any civil contractor should have been able to complete  $22,000 - 827 = 21,173$  cbm of R.C.C within the prescribed time left.

- D) In this connection it will also be of interest to note that in November 1957 when negotiations were being held at Sterkrade about the employment of specialized German civil contractor's labour, the delegates of HSPL explained to Mr. Dugal that the claim for extra rates could be discussed again, though it was an established fact that the condition - 22,000 cbm of R.C.C by the 30th of June, 1957 - had not been met. It was intimated that the reference date for completion could possibly be deferred. However, a definite decision was not taken. by HSPL.
- E) We suppose that the present impartial report will enable you to talk once again with M/s Dugal about the claim for extra rates. Without wanting to influence your decision we would state that it should be examined again sympathetically whether it would not be justified after all to grant M/s Dugal the agreed extra rate for any civil work completed by June 30, 1957.

Yours faithfully,  
GUTEHOFFNUNGSHUTTE  
Sterkrade Aktiengesellschaft

# Manifesto, Demanding Legislation To Abolish Caste System

## CASTE PREJUDICE

Caste is the most important problem that confronts the people of India to-day. The ancient word for caste is "Varna" which means colour. While originally the higher classes might have been fair skinned and the lower classes might have been of darker hue, the practical result of co-existence of the people and all actual involvements of social intercourse have tended to bring about an admixture of blood with the consequent admixture of colour. To-day, therefore, the percentage of people in the top most caste is the same as the percentage of people in the lowest caste. The class of exploiters, intent upon dividing the people and profiteering by such division would not allow the caste to die its natural death. They divorced it from the original basis of classification of the people into four castes and revived it on the fiction that 'Merit is hereditary'. Accordingly, a person, born in the Brahmin Caste, was said to be endowed with superior mental powers. Similarly, a person, born in the Kshatriya caste, was said to possess superior physical powers; and so on in regard to Vaishyas and Shudras. It is this erection into a religious dogma that gives caste its present strength, its ability to survive the rages of time, to withstand the onslaughts of political and economical revolutions. It is becoming more and more rigid and is finding violent expression in all spheres of life—in educational institutions, in professions, in commerce and trade, in employment in Government and private institutions, above all in politics.

## POSTPONEMENT OF REFORM

Side by side, with the longing for freedom, the desire to abolish the caste system was also stimulated. But these two liberal tendencies did not work together. Originally the Indian National Congress and Social Reform Conference were convened by the same people and met in the same pandal. But soon there was a rivalry. While the Congress claimed priority for political freedom over social emancipation, the Conference claimed priority for the latter over the former. The latest phase of this conflict was evident in the divergence of views between persons like Ravindra Nath Tagore who emphasised the need of priority for social emancipation and those led by Mahatma Gandhi who laid exclusive stress on political liberty. Gandhi won the battle against Tagore and thus Social Reform had to be postponed.

In post-Independence India it is now asserted that Social Freedom would inevitably follow in the wake of economic advancement of the country. But the fact is ignored that caste is detrimental to economic advancement of the country making the movement of labour and capital difficult. Socialistic Pattern of Society cannot be established unless and until caste is rooted out.

## SHOUTING NO SOLUTION

Interested persons, who are off and on loud against caste on the public platforms, really do not want the caste to go. They well know in their hearts that the 'Shouters' are not sincere. They merely wish to remain on the safe side by mouthing convenient slogans and are seen practising casteism in their day-to-day affairs. Moreover, mere platform oratory that caste is an evil and that caste should go will not make it go. Caste-feeling is growing stronger among the so called higher castes because of the sense of danger ahead and the forcible deprivation of privileges, so long enjoyed by them.

## ENDOGAMY THE ESSENCE OF CASTE

Endogamy is the essence of Caste. This is admitted by all scientists and scholars who have studied the problem. To-day, every marriageable youth in this country looks for his/her mate within his/her own caste, a narrow restricted circle. Endogamy is the rule within this restricted circle and the choice from among the vast majority is denied to youth. On the most liberal estimate, the strength of a community, within which marriage is now permissible, is point one per cent of the population of India. While we seek to prohibit the choice from point one per cent of the population, the present caste system prohibits the choice from 99.9 percent of

P.T.O.

the population. Which is the greater prohibition—the one against point one per cent that we propose or the one against 99.9 per cent that obtains under the present caste system? While we frankly dislike even this point one per cent prohibition, we would propose to urge the youth to put up with it for one generation; for the next generation of children born in this country, if our measure is adopted, would be born of parents of different castes and would, therefore, themselves be free from caste. A desperate situation invites a desperate remedy. Indians as a race are looked down upon and treated as inferiors in the comity of nations because we have tolerated caste in our history for thousands of years.

### WE DEMAND

We demand of the Parliament and the Government of India that they should take immediate steps to pass legislation as indicated hereunder:—

(1) Amendment in the Constitution :- The Constitution, as it stands, is heavily weighed in favour of caste. Part III of the Constitution, which relates to "Fundamental Rights", puts caste on the same pedestal as race, religion, place of birth etc. We demand that in Article 15, the word caste be eliminated and in Article 17, the word "Caste" be substituted for the word "Untouchability" in both the places where it occurs and further specific changes be made in terms of our second demand.

(2) Enactment of a Special Act :- Since endogamy is the essence of caste system, we demand the enactment of a Special Act to outlaw endogamy and in its place to enforce exogamy for a period of at least twenty years.

### Original Signatories to the Manifesto, demanding legislation to abolish caste.

SIGNATURE	NAME	DESIGNATION	FULL ADDRESS
	S. RAMANATHAN	Ex-Minister of Madras State; and Founder, (1) Indian Rationalist Association. (2) Jatiwad Unmulan Samiti.	9, Broadway, Madras-1.
	KAILASH CHANDRA	Founder-Organiser, Jatiwad Unmulan Samiti.	B-1/30, Malviya Nagar, New Delhi-17.
	SANT RAM	Founder, Jat-Pat Torak Mandal.	Purani Basi, Sadhu Ashram, Hoshiarpur, Punjab.
	B. M. SINGHI	Founder, Tarun Sangh	162/26/1, Prince Anwar Shah Road, Calcutta-31.
	R. B. LOTWALA	President- Libertarian Social Institute.	Arya Bhawan, Sandhurst Road, Bombay-4.
	ATULENDU GUPTA	Pleader and Social Worker.	"Amal Kutir", Dinapore Cantt., Patna, Bihar.
	V. K. PAVITHRAN	Secretary, All-Kerala Inter-marriage Association.	Ernakulam, Kerala.
	P. J. SABNIS	President, Maharashtra Social Conference.	Main Road, Nasik.

Number of other Social Worker-Signatories ..... 3500 .....

Submitted to the Parliament on February..... 14, ..... 1959.

Shri Stripad Amrit Dange, M.P.  
4, Asoka Road

श्री मान् बिज्ञापित महोदय,  
रूपरा सारन

विषय :- २१ मार्च को सारन जिले में होली तथा रामजान के अवसर पर प्याप्त गेहूं के लिये एक दिन के सांकेतिक अनशन के सम्बन्ध में ।

महाशय,

अन्न के राजकीय व्यापार की सरकारी घोषणा के बाद अन्न की बढ़ती महंगाह तथा जिले में अन्न की कमी के सम्बन्ध में १७ जनवरी को सारन जिला कमिटी की और से एक प्रतिनिधि मण्डल श्री हन्दुदीप सिंह के नेतृत्व में आप से मिला था । आपने उक्त स्वाल पर विचार करने का वचन दिया था । सरकार की और से कोई कदम नहीं उठाये जाने तथा अन्न संकट की गहराह को देखते हुए ११ फरवरी को फिर एक बार सारन जिला कमिटी की और से एक प्रतिनिधि मण्डल मिला था । परन्तु स्थिति में कोई परिवर्तन नहीं । अतएव १६ फरवरी को जिले के विभिन्न स्थानों में विरोध प्रदर्शन तथा समार्ये हुए । समार्ये और प्रदर्शनों का सिसिला २४ फरवरी तक चला । अभी भी जारी है । बाद में २६ फरवरी को आपके पास जिला कमिटी के मंत्री की और से जिले की दयनीय स्थिति में सुधार के लिये एक इच्छा प्रार्थना पत्र दिया गया था । परन्तु कोई जबाब नहीं मिला ।

अभी हाल में गौपालगंज में ५ मार्च को कम्युनिस्ट पार्टी की और से जब प्रतिनिधि मण्डल मिला था तो आपने होली और रामजान के अवसर पर गेहूं देने का वादा किया था । परन्तु अभी तक सरकारी गल्ले की दुकानों में गेहूं काफ़ा नहीं । आपकी और से कोई सूचना भी कम्युनिस्ट पार्टी को नहीं मिली । न आप ने कोई विशिष्ट ही निकाली ।

अब होली बहुत ही नजदीक आ गयी । रामजान शुरू हो गया है । अन्न की बढ़ती कीमत तथा अन्न की कमी ने जनता की हालत को जर्जर बना दिया है । अन्न संकट को हल करने के लिये उनमें बड़ी ही बेचैनी है । परन्तु सरकार की और से कोई स्यहींग नहीं ।

कम्युनिस्ट पार्टी को उम्मीद थी कि अन्न जैसे राष्ट्रीय स्वाल पर सरकार गंभीरता पूर्वक विचार का तात्कालिक कदम उठायेगी । परन्तु ऐसा न हुआ । स्थिति दिनो दिन सराब होती जा रही है । करीब १५ दिन हुए दिव्वार धान के मसख चक गाव के एक कमल नयन सिंह नाम के व्यक्ति ने अपने परिवार में अन्न तथा पैसे की कमी की वजह से लगातार उफ़ास करने की सूचना इच्छा दिव्वार के अंचलाधिकारी को दी है । इस तरह की अनेकों घटनाएँ ढाह पीड़ित हलाके तथा जिले के विभिन्न मार्गों में हो रही है

उपर्युक्त परिस्थिति में कम्युनिस्ट पार्टी को सारन जिला कमिटी जनता को राहत देने तथा अन्न समस्या के हाल के लिये समुचित कदम उठाने के लिये फिर एक बार आप से आग्रह करती है। साथ ही स्पष्ट तौर पर बतला देना चाहती है कि अगर २० मार्च तक होली तथा रामजान के लिये प्याप्त गेहूं नहीं दिया गया तथा उसके बाद नियमित रूप से सरकारी गल्ले की दुकानों में प्याप्त अनाज देने की व्यवस्था नहीं की गयी तो सरकारी ऑफिसों के सामने २१ मार्च को एक दिन की सांकेतिक अनशन का आयोजन कम्युनिस्ट पार्टी करेगी । यह अनशन सौनपुर , दिव्वारा परसा गड़खा , रूपरा खिान महाराजगंज , गौपालगंज , बसंतपुर , बरोली बैकुण्ठपुर मांफा आदि जगहों में उक्त तिथि को ६ बजे सुबह से शुरू होगा और २२ मार्च को ६ बजे सुबह खतम होगा आशा है आपस्थिति की गंभीरता को देखते हुए अविलम्ब कदम उठाकर जनता को राहत देने और अनशन करने की स्थिति उत्पन्न न होने देगे ।

प्रतिलिपि प्धित

१- मुख्य मंत्री बिहार

२- साथ मंत्री बिहार

३- कार्या नन्दन शर्मा एफ० ए०

४- बिहार राज्य कमिटी ( कम्युनिस्ट पार्टी ) + ५- ए० ए० डोगे

मन्त्री  
कम्युनिस्ट पार्टी को सारन जिला

268

February 17, 1959

Express Delivery

Com. Vithal Chaudhari,  
178 Charni Road,  
Bombay 4

Dear Comrade,

Com. Dange has sent you the following telegram

"PLEASE CALL THAT MEETING ON 28TH  
EVENING AS I HAVE BUDGET ENGAGEMENT  
ON 4TH AND REPLY .. DANGE"

With greetings,

Yours fraternally,

*Wm*  
*fers 17*  
(K.G. Srivastava)  
Secretary

Copy to: Com. K.T. Sule  
Com. Sangiri

" *Chivlis*  
" *Yadav*

12/2/59

EXPRESS

K.T.SULE ADVOCATE  
JYOTSNA  
SRIKRISHNA COOPERATIVE COLONY  
BORIVLI (THANA DISTRICT)

FOLLOWING ANOTHER TELEGRAM FROM CHAUDHARI I AGREE  
TO FOURTH MARCH STOP MEANWHILE REORGANIZE WORK AS DECIDED  
DANGE

---

February 11, 1959

To

1. Com.K.T.Sule
2. Com.A.D.Gadkari
3. Com.Sanagiri

Dear Comrades,

We confirm of having sent you the following telegram:

"CHAUDHARI SAYS HE HAS NO MACHINERY TO CALL MEETING ON FOURTEENTH AT SUCH SHORT NOTICE STOP I DISAGREE AND INSIST THAT THE MEETING BE CALLED ON FOURTEENTH STOP PLEASE SEE TO IT x - DANCE".

With greetings,

Yours fraternally,

*K.C. Sriwastava*  
(K.C.Sriwastava)  
Secretary

February 11, 1959

Com.Vithal Chaudhari,  
178 Charni Road,  
Bombay 4.

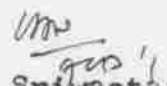
Dear Comrade,

In reply to your letter of  
10th inst., Com.Dange has sent you  
the following telegram:

"THANKS YOUR LETTER (.) IMPOSSIBLE  
CHANGE DATE AS I AM HEAVILY  
BOOKED STOP SEND NOTICE  
THROUGH SEVERAL COMRADES AND  
PAPERS STOP I HOPE YOU WILL  
COOPERATE AND NOT MAKE THINGS  
DIFFICULT STOP I KNOW YOU CAN  
DO IT IF YOU MEAN TO - DANGE".

With greetings,

Yours fraternally,

  
(K.G.Sriwastava)  
Secretary



11 FEB 1959

Express

Vithal Chaudhari

Demodar Walji Bldg.,  
178, Charni Road  
BOMBAY 4.

Tel: 23219

Date 10-2-.....195 9.

Dear Com. Dange,

I must express my sincere regret at my inability to attend the meeting of the engineering committee held on Sunday the 8th inst. This was due to my severe head-ache, a little fever and two vomits which I had the same morning after the social function of Indian Tool employees. I could not see you also for the discussion of the drafts due to the same trouble.

Next morning I went to one factory from where I returned at 2-15 p.m. I then rang you but only to be told that you had left for VT to catch the Punjab Mail.

This is written in such detail lest there be any misunderstanding.

Yesterday I was told by Com. Chitnis at 8 p.m. about the meeting proposed to be held on the 14th inst and that you would also attend the same.

Again to day at 12 noon after my return-  
-ing for Mukund factory, I received a p.c.  
from Com. K.T.Sule, our president, that such  
a meeting be immediately called.

With due respect to the decision about the meeting, I must inform you that it is just not possible to call such a meeting because the mechanism to intimate so many members (About 60) spread over in more than 35 factories in such a short time, does not exist with us at present. I would therefore, request you to fix some other ~~day~~ day with us preferably, Saturday the 28th inst., so that the needful is done in a proper manner.

..2.

I shall fix this date and start sending circulars as soon as I get confirmation of this date or any other later date (except on Sundays) convenient to you.

Awaiting your letter.

Yours sincerely,

*Vinod Chaudhary*

Copy to Shri K.T.Sule.

*Received your comment on the draft prepared by me. See above.*

30 MAR 1958

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To:-

The Secretary,  
Hindustan Steel Limited,  
Post Box No. 400,  
New Delhi.

Through:-

The General Manager,  
Bhilai Steel Project,  
B H I L A I.

Subject:-

SERVICE GRIEVANCES OF EX-ARTISAN TRAINees

Respected Sir,

With reference to our previous applications pertaining to the above subject, we the undersigned present this memorandum of demands as advised by the Administrative Officer, Bhilai, S. K. Natar.

(1) The scale of pay as declared (60-3-60) by the management is very discouraging when read in context with Ministry of Labour's Circular SO/20/2/57-3337/6816-7205 dated 25/23-3-57 from Kani, Bhilaspur and another circular by National Employment Service (No. 247 dated 18/5 - the 22nd May '57), wherein it has been stated in unequivocal terms that -- "THAT THEIR EMPLOYMENT SHOULD BE ON VERY HARSH AND UNDESIRABLE CONDITIONS, WHICH CAN NOT BE ENTERED BY ANY OTHER INDUSTRY IN THE COUNTRY".

Needless to say, that we were getting stipend of Rs. 100/- P.M. during the period of Apprenticeship and natural justice demands that we should certainly get better pay than the stipend itself, which is always the case.

That workers who do not possess any diploma have been termed as Operatives and awarded a scale of Rs. 150-10-250 P.M., whereas the nature of job is the same.

The basic pay at Heavy Electrical's Bhopal, which is also in public sector has been advertised as No. 48 grad III Rs. 150-7-185-2225. This condition operates in other sister undertakings also.

In view of this, it is our demand that we be designated as "Operatives" and be given a pay scale of Rs. 150-10-250 P.M. plus usual allowances.

Since our joining this project, we have been kept in dark about the conditions of service as yet. It is our demand that we be declared as confirmed staff from date of joining the steel plant and that leave, pension, gratuity, free medical aid, obtaining in other industrial undertakings be entered here as well.

It is very embarrassing for us to tell you that even after completion of training at various industrial undertakings, we have not been supplied with such certificates, which is highly unjustified. The ends of justice and equity demands that the certificates be issued to us immediately.

It is with great pain that we are pointing out our woes regarding accommodation. As per plan we were to be allotted quarters in Sector I and II and which are meant for us only and none else due to its close proximity to the plant, but surprising as it may sound. We are either being forced to live in tents right near the plant or seven miles away at Durg, paying a rent which is unproportionate to our salary.

We are the workers who toil our sweat from morning to evening and naturally after such never breaking work we require a shelter nearby. Our demands are that since the plant has gone into production, we be accommodated in Sector I and II immediately.

In past, we has moved your goodness three times, but we are sorry that we could not receive any reply as yet; Now at least, we hope that our demands shall be considered sympathetically.

Thanking you.

B.S.P.  
28th March '59.

Yours faithfully,

Ms. Executive Engineer.

Copy to: —  
Sri S. A. Wange.  
M.P.  
New-Delhi

S. K. Gange.  
A. Roy.  
C. Ray.  
N. Truffery

# Hindustan Steel (Private) Technical Workers Bulletin.

**BULLETIN:**

**BHILAI**

March 10, 1959.

**BULLETIN NO. 2**

*( for private circulation only. )*

Dear Friends & Brothers

By now all of you must have seen the first bulletin. Though the first bulletin was mainly concerned with the problems as experienced by the Bombay trainees, it did mention about some of the general problems faced by us all. Now that all of us are here, we have trainees from Calcutta, Madras, Delhi, Baroda Satara, Chittaranjan, Jamsedpur & many other centres. If we had known about their problems we would have referred to them in our first bulletin itself. Yet, it is happy to note that all of you have shown great interest in the first bulletin, and it is our hope that in our future bulletins, all the problems will be discussed so that by collective wisdom, we may be able to solve our problems.

## 1 Problems during our Training—

Even though we have completed our training period and are now in Bhilai there are many who are still taking training in various places. We faced, during our training, certain problems which are still continuing for the trainees now under going their training period. For instance, our stipends were not given in proper time. We were rarely given any medical or accident relief while in training. Often in many factories the trainees were treated as orphans in the training establishments where we were posted. That situation continues to be the same even today, according to information received from the various trainees. It is therefore necessary for us to draw the attention of the management to set right these problems.

## 2 Accommodation Problem—

Some of the trainees from Calcutta were asked to join duty at Bhilai by the 10th. of September 1958, and most of them reported for duty on the 10th. and 11th. of September 1958. They were shocked and bewildered in a completely strange place like Bhilai that there was no arrangement for accommodation provided for them for 8 days. The superintendent

was kind enough to accommodate them for 8 days in the S. T. T. office. After that tents were allotted to them, but this tent arrangement was very very sloppy. There was no brick flooring, no lighting, and the technicians had great difficulties about their food, because there are no canteens any where near the tent area. Due to rain and heavy breeze, the tents flop down. On the 11th of February this year, due to rain, many of the tents fell down and some of our brothers got injured. Management did not show much of consideration for the plight of these brothers beyond a vague assurance that better quarters would be provided soon.

Now some quarters are being allotted. but they are as yet unsuitable for living. There is no water and no lighting. One set of two rooms are allotted of size 6 feet by 9 feet and six trainees are accommodated in this space. In simple computation this works out to an area of 108 square feet to be shared by 6 trainees i. e. one trainee gets an average living space of 18 square feet, i. e. 6 feet by 3 feet. It is said that this is enough space just to bury a man in the ground, and that is what is being provided to us for living ! ! !

We fully realize that the management has many problems to solve, particularly as this is a very complex new industry they are starting. But some times we feel like asking the question: "Is the steel to benefit human beings or the human beings to benefit steel production

Even for this glorious allotment of 6 feet by 3 feet per person, only a few are "fortunate." Only a few have been given this allotment. If this is the plight for us, what about the poor workers ?

## 3 Allowances etc.—

It is now more than six months for some trainees and yet they have not been given their travelling expenses actually incurred by them and entitled to them. Other apprentice trainees of the same category have received their T. A. Bill amounts, but some are yet to

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receive it. It is hoped te management will attend to their claims queckly:

Many of the apprentices who joined Bhilai Plant after completing training, have not been imformed of their grade. In spite of sending 3 applications jointly, they are still getting only the Rs. 72- they were receiving as apprentices though they are now full-fledged trained workers. Telegrams have been sent to the secretary, Hindustan Steel Private Ltd., Delhi but no reply or solution to this problem haue been so far given.

**4 Working Conditions--**

In some departments, no lunch, or food interval is given in shift duties and technicians have to work continuously without a break. Technicians are now asked to join classes to get knowledge about operating power generation plant, blowing plant etc. They have been trained in different jobs and asked to work in entirely new type of work without knowing anything about the new type of work. Work is not allotted properly. Machinists are asked to work in Coke Oven, i. e. Turners are asked to go and work in. Coke Oven Plant. By ignorance of work in Coke Oven, or Blast Furnance, there have been accidents, and injuries.

In recruitment, trained hands are not given preference, but raw hands are recruited as skilled workers and for many other posts too. There are impressions created that there is considerable amount of fabouritism. Manag-ement should scotch these impressions.

**5. Labor Policies of Management--**

We asked the management sanction for celebration of "Saraswati Puja" as a social function, but the Dy. General Manager refused to entertain our application. We therefore could not observe Saraswati Puja which fell on 12th February and ended on the 15th, i. e. 3 days. This attitude of the Dy. General Manager has disappointed many of our brothers as

Saraswati Puja is a very important festival.

All these problems raised, such as the failure to put us in proper grade and still paying us the apprenticeship period remuneration of Rs. 70/- plus Rs. 2/- as increment, lack of accommodation, unfavourable working conditions etc., have to be solved by our united action. We are willing to concede that the management is facing difficulties arising out of the "teething trouble" of the new industry, but many of the problems raised by us can be easily solved by the management if they only develop a human relations perspective to the problems and to labour. If the Management is interested only in production and more production and no matter what the costs, even in human terms, then on they will fail in both production and developing human potential.

It is our task to organize our selves and by constitutional, moral and effective means endeavour to safe guard our rights and privileges. It is our earnest hope therefore that all of you who read this bulletin will under take your share of responsibility in improving human and working conditions of us all.

**Our Demands:--**

1. Day scale Rs. 150-10-250- p, m. plus usual allowances.
2. Designation suitable
3. Terms & conditions of service.
4. Certificates of training period with details of training imparted at respective training firms.
5. Arrears with the respective completion of training.
6. Accommodation,

*With greetings to you all*

Yours fraternally,  
SKILLED WORKERS.

EX - Artisan Trainees

M.N. Pause

N. Infaulty

V. G. Sidale

G. G. Chandurker

meepimoyala

N. Chand

R. P. Mallik

फ़ाश इंजीनरिंग एण्ड रोलिंग मिल्स मजदूर यूनियन आगरा

# Prakash Engineering & Rolling Mills

MAZDOOR UNION

(Regd. No. 1953)

यूनिस बिल्डिंग्स  
कलकट्टे रोड,

आगरा 4.3.59

The Additional Regional Conciliation Officer,  
Agra.

Subject:-

Dear sir,

With reference to your U.C no. 1894-AR-II-183-33/57 dated 26.2.1959 I have the honour to state in response to letter No. P/58/59/2087 dated 19.1.59 by the General Manager, Prakash Engineering and Rolling Mills, Agra regarding Breach of Code of Discipline by our union on 10.1.59 that this complaint is quite false and baseless - No Code of Discipline was ever broken by our Union.

The fact is that a gate meeting was held on 10.1.59 in front of the mill gate of the mill. After concluding the meeting at 5 p.m. on 10.1.59 the workers dispersed. I the general secretary of the Union while going towards the Road in front of the mill gate was assaulted by 2 Gundes instigated by the management and I fell down. The offenders after the assault fled away inside the mill gate which was kept open specifically for this purpose. The Management adopted the threatening attitude and wanted to attack the workers who were union members.

These 2 persons who were recognised and whose name were subsequently found out as Shri Vinod Chand Sharma son of Ram Dayal and Sri Pati Ram son of not known of Moti Katra, Agra. Both these persons are employees of the above mill and were instigated by the management of the mill to beat Shri Keshav Chand Gupta.

The workers sensed the mischief and dispersed peacefully. And there was no pelting of stones by the workers as stated by the management. It was a plan of the management to assault the union officers and to provoke the peaceful workers so that they may not hold meetings at the Mill gate and may not ventilate their grievances and to get the union members trapped by the police and challaned for breach of peace.

The report lodged by the General manager is sheerly concocted by him in order to conceal his aggression, breach of code of discipline and unfair labour practices. It is simply with a view to crush the union which he had been attempting since the formation of the union, which is itself a breach of code of discipline.

A Telegram was sent on the same to the Senior Supdt police Agra, Distt. Magistrate, Agra and Regional Conciliation officer, Agra by the President of the Union informing them of this assault and breach of code of discipline by the management and a letter wa



sent to the Sr. Supdt Police regarding this incident on 13.1.59 copies of both the telegrams and the letters are attached herewith. ~~The General Manager~~

The General Manager of Prakash Engg.Co. Rlg. Mills Agra has launched a systematic campaign of terror and intimidation against the employees of the mill who are members and sympathisers of the Union. Some of the instances of assault and humiliation of the workers by the management are Sri Budhsen Ganga Spd. Dalchand, Lelomal, Lal Singh and a few others.

The Management refused to take workers who presented themselves on duty in the morning of 5.8.58 ~~in~~ presence of the Labour Inspector who were deputed by the R.C.O. to see that the workers are taken on duty, if not the fact of refusal be reported to the R.C.O. The Labour Inspectors have been on the mill gate from 3 a.m to 8 a.m. and asked the management to take the workers in, but the management flatly refused to do so. His behaviour towards the Inspectors was also rude. This fact was conveyed to R.C.O., Agra by the Union and the Labour Inspectors. It will not be out of place to mention that the workers presented themselves on duty on the advice of the Regional Conciliation officer.

The management instead of taking the employees on duty declared a lock out on 5.8.58 which was illegal and thus he committed a breach of code of discipline. All the events happening before the formation of the union and after the declaration of the illegal lock out have been submitted in details through letters to the authorities concerned copies of which are attached herewith.

It is requested that the action be taken against the management for harassment, intimidation assault on workers and for the breach against code of discipline.

Yours faithfully,

*K.C. Gupta*

(K.C. Gupta ) Gen. Secy.

March 30, 1959

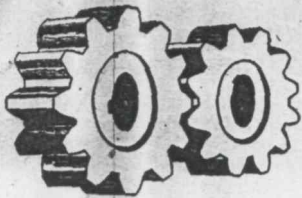
Dear Con.V.Chowdhari,

This is to acknowledge the receipt of the draft of the Rules for the Grants in Aid of by the Central Board for Workers Education along with your note of dissent. Thanks.

With greetings,

Yours fraternally,

*V. K. G.*  
Secretary



28 MAR 1959

**GENERAL ENGINEERING EMPLOYEES' UNION**

( Regd. No. 1624 )

President : K. T. Sule  
Gen. Secretary : Vithal Chaudhari

Office :

25, Dalvi Building, 2nd Floor,  
Poibaodi, Parel,  
BOMBAY 12.

Ref. No. GEEU/

Date. **March 24,**.....1959

My Dear Srivastava,

Enclosed herewith is a copy of the draft memorandum setting out conditions that should govern grants-in-aid for non-official organisations undertaking Workers' Education.

I have also enclosed with the same as annexure 'A' a copy of the points of objections raised in the meeting. In light of that some changes were made in the original draft and the present draft is the outcome.

This draft will now be placed before the Board meeting (date not yet announced) and it will be discussed again before final approval.

Greetings,

Yours fraternally,

(Vithal Chaudhari)

GRANTS IN AID by the Central Board for Workers' Education.

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The following principles and procedure will govern the sanction and payment of GRANTS IN AID to trade unions and other institutions for conducting Workers' Education programmes:-

1. Grants-in-aid will be admissible only in regard to programmes of education embracing industrial workers or trade union officials in the industrial field.
2. The grants shall be of two kinds, namely:- (a) Maintenance grants intended to meet the operating expenses, including hostel expenses, if any; and (b) equipment grants to meet expenditure on furniture on furniture, library, audio-visual and other teaching aids, etc.
3. No grant shall be made to meet capital expenditure on construction or maintenance of, or repairs and alterations or extensions to, buildings.
4. All grants shall be valid for a period of one year or for such shorter period as may be specified in the sanction, but they may be ~~xxx~~ renewed after the expiry of one year or the shorter period, as the case may be.
5. Every application for a grant shall be accompanied by full particulars as in the attached forms 'A' and 'B' and 'C', as the case may be.
6. The following institutions or types of institutions shall be eligible for grants:-
  - (1) Indian National Trade Union Congress, Hind Mazdoor Sabha, All India Trade Union Congress and United Trade Union Congress.
  - (2) Other federations of trade unions, national, regional or industrial, of not less than three year's standing.
  - (3) Trade Unions registered under the Indian Trade Unions Act, 1926, of not less than one year's standing.
  - (4) Institutions, educational or social, constituted by statute or registered under the Societies Registration Act (XXI of 1860), and bodies affiliated to any such institutions, of not less than one year's standing.
7. In the case of trade unions, the application for the grant may be made direct by the local union concerned which will operate the programme, or, if the union is affiliated to the INTUC, AITUC, HMS or UTUC, through the affiliating body.
8. The local union should ordinarily be in immediate charge of the operation of the scheme in the locality. This will not, however, stand in the way of a national or regional federation operating the scheme at its headquarters or organising country-wide or region-wide schemes, but even so their respective local affiliates should be allotted effective roles in the operation of the schemes.
9. The Governing Body shall have full discretion to refuse a grant to any institution. The aggrieved institution shall have however, a right to appeal to the Society.
10. The amount of the grant shall not ordinarily exceed 50 per cent of the total expenditure, excluding capital expenditure on building, etc.

11. Payment of the grant shall be made in such instalments as the Governing Body deems fit and proper and mentions the agreement, subject, however, to the condition that the Governing Body may at any time, by giving a month's notice, suspend or discontinue payment of any instalment.

12. The trade union or other institution, as the case may be, receiving the grant shall constitute a sub-committee of not less than three members consisting of its President or Chief Executive Officer and such other officers of its executive committee as it may consider fit, to administer the grant. The members of the Sub-Committee shall be jointly and ~~severely~~ severely responsible for the proper utilisation of the grant. The Governing Body shall have the right to depute a representative to attend any meeting of the Sub-Committee.

13. The programmes undertaken by the grantee shall conform as far as possible to the standards and curriculum and syllabus laid down by the Society for the programmes directly administered by it. These shall be subject to the approval of the Society and the education programmes undertaken shall be on a purely objective basis.

14. The grantee shall furnish to the Secretary of the Society at the commencement of every quarter a statement of accounts of the previous quarter. The accounts and vouchers shall be open to inspection by a nominee of the Society or the Governing Body in the premises of the grantee.

15. The grantee shall furnish regularly in advance, to such authority as the Secretary of the Society may direct, copies of the time table of lectures, practicals, etc.,

16. The grantee shall afford every facility to the Officers of the Society for inspecting the working of the Scheme, including access to premises, records, registers, documents, etc. and furnish to them all the information that they may require in regard to the contents of the education programmes, the method of education and of all other matters connected with the operation of the Scheme.

17. The grantee shall be liable to refund to the Society any portion of the grant which remains unspent at the conclusion of the year or which has been expended on purposes extraneous to the scope of the grant. The decision of the Society whether or not a particular item of expenditure falls within the scope of the grant, shall be final but the Society shall, before coming to a decision adverse to the grantee, give him all reasonable opportunity to show cause against it.

18. A written agreement shall be executed by the grantee setting out clearly the terms and conditions on which the grant is made.

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Comments on Draft Rules to regulate the sanction and Administration of Grants-in-aid by representative of the A.I.T.U.C. - Mr. Vithal Chaudhari.

In general what we find is that the suggestions do not conform to the views of representatives of trade unions which were insisted upon at the First Seminar of Workers' Education viz: while the Govt. will give grant for the programme of workers' education; its interference in the workers' education programme will be the least. It can be visualized that the Board is anxious to see that its grant is fully and usefully utilised. But in this particular case - in the field of workers' education - no interference in the syllabus and -- programme from the Government or its agency is called for. As such, some of the documents that have been called for by the Board are unnecessary, while some others may be only for information.

2. Article 5:- The rules do not specify the case of application by industrial federations which are not affiliated with any central T.U. organisations. For this purpose, they should be treated at par with central T.U. organizations.

3. Article 8: Largest Body in which maximum number of representatives from T.U.s are provided should only be allowed to reject application for grant. I feel it is Board.

4. Article 11: No, not all the meetings. At the most we may agree to the representatives of the Board attending only the annual meeting of the sub-committee which will discuss budget. The Board will get necessary papers for information, annual report, etc., We do not accept the Board's interference in general.

5. Article 12: We do not agree that the standard and curriculum of the programme of workers' education by the Labour Ministry is ideal. There can be changes in it for the better. So no rigidity on this.

Similarly we cannot agree for teaching economics of Capitalist theories as was done in the Government's School. Even in some universities the professors are assuming their students to learn Marxist theories. Similarly about History of T.U. Movement world as well as Indian.

This is an effort to tag this programme of Workers' education to the interest of their class and party.

6. Article 13: No quarterly account. The organization accepting aid to enclose a copy of the annual statement of account to the Board also. No vouchers. After the grant is made the money belongs to the organisation and they should keep the account and the vouchers.

7. Article 14: No advance copies of programme for the Board. Some of the literature as the organisations issue re. the workers' education scheme, a copy will be forwarded to the Board also.

8. Article 15: Not agreed.

9. Article 16: Try to amend this clause in such a manner that the unspent amount is re-allotted for the same purpose or other next year by the Board.

10. The Forms to be amended accordingly.

11. In the scheme there is provision that even an employers' organization or other Government or private Labour Welfare organizations may also start workers' education programme. It may not be possible at this stage to go back on this. But keeping in view the instances of the T.U. representatives from the very beginning a large percentage of the grant should go to the trade unions.

This is what I could think of, off hand and in the first reading of the draft.

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28 MAR 1959

(236)

March 24, 1959

Dear Shri Gupte,

This is to acknowledge the receipt of your letter dated 21st instant, in respect of proceedings of the Local Committee Meeting held on the 18th March, and I have to submit the following:

Those proceedings do not record the vote of dissent of the undersigned in respect of the number of seats allotted to the AITUC both in regard to Textile Industry as well as Engineering Industry. The undersigned had proposed in the beginning that the realistic view of the situation be taken in light of recent developments among the textile workers' trade unions, and INTUC should not ask for the sole representation of textile workers, but should allow the allotment of seats to be equally distributed between the INTUC & AITUC; but that was not agreed to by them.

The other alternative that we discussed was of granting seats to all Central Organisations. Here too, the undersigned had suggested that the number of seats should be allotted equally to all organisations without going into their respective strength.

This is how the representation on this very Local Committee or Central Board of the Workers' Education Scheme is granted.

But even this was not appreciated in the meeting.

It was also made clear by the undersigned that since the work of educating the workers be not held up by this controversy, further opposition was not given although the undersigned was completely not in agreement with the allotment of seats in that proportion which was uncalled for by any token. The present allotment is based neither on the basis

.....2

Contd.

-2-

of parity to the Central Organisations, nor on recognition "Representative Union" and the least, it is the reflection of actual reality.

I shall be glad if this note of dissent is circulated to the members of the local committee.

Yours faithfully,

*Khandhari*

(Vithal Chaudhari)

✓ Copy to: Gen. Secy, AITUC.



GOVERNMENT OF INDIA MINISTRY OF LABOUR & EMPLOYMENT - CENTRAL BOARD FOR  
WORKERS' EDUCATION

Tel: Office: 63770  
Res. : 67924

JYOTI, 287 Sion Road (East),  
Matunga Estate, Bombay - 22,  
Dt. 21st March 1959.

No.WES.1(16)/59.

From: Shri D.G. Gupte,  
Asstt. Secretary.

To

- 1) The General Secretary, AITUC, 55, Girgaum Road, Bombay-4
- 2) The General Secretary, INTUC, 27, Military Square Lane, Bombay-1.
- 3) The General Secretary, H.M.S. Servants of India Societies Home,  
Sardar Patel Road, Bombay - 4.

Sub:- Nominations for the Training-Course for  
Worker-Teachers at Bombay.

Dear Sir,

As you are aware, one of the pilot Workers' Education Centres is to be located at Bombay, Accommodation for the Centre has been secured in the Damodar Hall, Parel.

2. The Local Committee for Bombay at its meeting held on the 18th of March 1959, decided upon the procedure for selection of candidates for admission to the first Training-Course for worker-Teachers at Bombay. The Committee selected the following industries and distributed the total 25 seats industry-wise and trade-union-wise as shown below:-

Name of the industries	Number of seats allotted.	Number of seats allotted to the Unions.		
		INTUC	HMS	AITUC
Textile - Cotton	14	12	1	1
" - Silk	1	-	1	-
Engineering (including engineering workshops of the Bombay Port Trust, BEST and Bombay Municipality.	10	1	6	3

I am to request that particulars of the nominees of your organisation be furnished in the attached form (of which 12/30/20 copies are attached) so as to reach this office by the 7th April. The application may kindly be routed through the respective employers. You may kindly nominate twice as many candidates as the seats allotted to your organisation. The candidates should have passed at least the ninth standard, should have put in a service of at least two years in the factory or establishment and should ordinarily be in the age group of 25-40. It is requested that as far as possible only one candidate be nominated from one factory or establishment.

We would like to address in advance the managements concerned from which you will be selecting workers to join the Training-Course, requesting them to release the workers and pay them release time wages as agreed to on behalf of employers at the 15th Labour Conference held in July 1957. Would you, therefore, kindly let us have full particulars of the names and addresses etc. of the managements concerned at as early a date as possible.

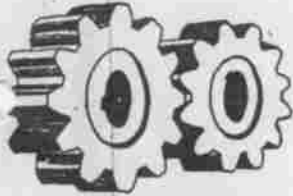
Kindly acknowledge receipt.

Yours faithfully,

Sd/- (D.G. Gupte)  
Asst. Secretary.

Copy with a copy of the form to:

Shri Vithal Chaudhari,  
178, Damodar Walji Building,  
Charni Road, Bombay-4.



# GENERAL ENGINEERING EMPLOYEES' UNION

( Regd. No. 1624 )

President : K. T. Sule  
Gen. Secretary : Vithal Chaudhari

Office :

25, Dalvi Building, 2nd Floor,  
Poibaodi, Parel,  
BOMBAY 12.

Ref. No. GEEU/

Date... March 24, ..... 195 9

My Dear Com. Dange,

This is only to bring to your notice the post-developments of the resolution passed in the M.C. of our Union at your instance.

Com. Gadkari and Maina have not come to the Union Office even once after that resolution copy of which was sent to all of them.

Com. Vadhawkar has been visiting the office, sometimes for just 10 minutes or more if he so liked.

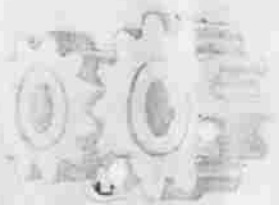
What work he does, and whose work he does nobody knows.

This is the pattern today.

All this only shown that the two comrades did not want to work but wanted to go with a parting kick for reasons known to themselves and Com. Vadhawkar never wanted to go but wanted to keep up his traditional role and hence took an opportunity by signing the letter of joint resignation with them.

Even the President of the Union has not called the meeting of Secretariat which was assigned to him in this crisis.

P.T.O.



Do you think these are the signs that are any way conducive to joint and smooth functioning a Union?

Greetings,

Yours brotherly,

*Whanhan*

Copy to:

Com. B.C. Secretary,  
Bombay.

17 MAR 1959

ALL CLAIMS SUBJECT TO BOMBAY JURISDICTION.

Telegram : 'PENPARTS' (Kandivli)

# *Exen Industries*

MANUFACTURERS OF FOUNTAINPENS AND PARTS THEREOF  
METAL PARTS—A SPECIALITY

City Office :

12, Shamsset Street, 1st Floor,  
BOMBAY, 2.

Parekh Nagar, Ghodbunder Rd.,

KANDIVLI, 17th March 1959  
(Bombay 47.)

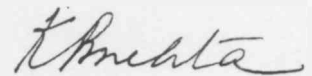
The General Secretary,  
The All India Trade Union Congress,  
55, Girgaum Road,  
BOMBAY-4.

Dear Sir,

I, herewith, send a copy of the letter  
addressed to the Commissioner of Police, Bombay, for  
your information and possible assistance.

Thanking you,

Yours faithfully,  
FOR EXEN INDUSTRIES



MANAGER.

Encl: -1(One).

Telegram : 'PENPARTS' (Kandivli)

# Exen Industries

MANUFACTURERS OF FOUNTAINPENS AND PARTS THEREOF  
METAL PARTS—A SPECIALITY

City Office :

12, Shamset Street, 1st Floor,  
BOMBAY, 2.

Parekh Nagar, Ghodbunder Rd.,

KANDIVLI, 12th March 195 9  
(Bombay 47.)

The Commissioner of Police,  
Crawford Market,  
BOMBAY-1.

UNDER CERTIFICATE OF POSTING.

Dear Sir,

We would like to bring the following to your kind notice for sympathetic and immediate consideration

On 10-3-1959, at about 7-45P.M. when one of the partners of our company Shri Kamubhai and the undersigned got out of the factory premises and intended to go to our homes, we were surrounded by the following of our workmen namely Shri Mahadeo Raghunath, Shri Jogaya Gosingi, Shri Ramdas Papatlal, Shri Vishnu Hari, Shri Tukaram Bagoji and about forty others accompanied with about twenty outsiders led by Shri Govindan, the Treasurer of Bombay Plastic Employees' Union. We were not allowed to move an inch from the spot where these persons surrounded us. In other words, we were wrongfully restrained by these people from going to our residences. Our life would have been in a great danger; but, for the timely arrival of the police at the said spot. We were then escorted by the police upto the Police Station where we lodged a complaint against the defaulters in this behalf.

We may draw your kind attention to our letter dated 25th & 29th November 1958 addressed to your good-selves in connection with the various illegal activities of the Bombay Plastic Employees' Union. The office bearers of this union Viz. Shri Dhume and Shri Govindan pay a constant visit to our factory, gather the workmen around them, address them and instigate them to break the order and peace prevailing in our factory premises. They also hold demonstrations shouting slogans

ALL CLAIMS SUBJECT TO BOMBAY JURISDICTION.

Telegram : 'PENPARTS' (Kandivli)

# Exen Industries

MANUFACTURERS OF FOUNTAINPENS AND PARTS THEREOF  
METAL PARTS—A SPECIALITY

City Office :

Parekh Nagar, Ghodbunder Rd.,

12, Shamset Street, 1st Floor,  
BOMBAY, 2.

--- 2---

KANDIVLI,

195

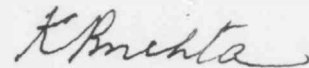
(Bombay 47.)

Slogans in the compound adjoining the factory. We had on many occasions to request these office-bearers to desist from instigating the workmen; but, it appears that these requests have not produced any effect upon them. They are still persisting in their efforts to break the order and peace and create industrial strife and dead-lock. Their followers, sometimes, threaten with dire consequences the other loyal workmen of our factory who are not the members of that union. Complaints have been lodged in Kandivli Police Station in this behalf.

Under the foregoing circumstances, we request your goodself to kindly look into this matter at your earliest convenience and punish the breakers of law order and peace. For this act of kindness, we shall ever remain grateful.

Thanking you, we remain,

Yours faithfully,  
FOR EXEN INDUSTRIES



( K.P. Mehta )  
MANAGER

C.C. to:-

- (1) The Superintendent of Police, BORIVLI.
- (2) The Officer-In-Charge, the Police Station, KANDIVLI
- (3) The Sub-Inspector, Labour Branch ( C.I.D.)  
Crawford Market, BOMBAY-1.
- (4) The Secretary to the Government of Bombay,  
Labour and Social Welfare Deptt.  
Old Secretariate, Fort, BOMBAY-1.

PREPARATORY COMMITTEE FOR THE NATIONAL CONFERENCE  
OF ENGINEERING WORKERS IN INDIA

266

To all the members of  
Preparatory Committee

Dear, Comrade,

In my last circular I promised to send you the "appeal" within a very short time. But due to some unavoidable circumstances it could not be sent. I am extremely sorry for it. The appeal has been prepared and it is in Press now.

In my last circular I requested you to send the upto date reports of your states but upto now, not a single state has sent report, so far. I request you, If it is not possible to send any detail report, at least send the following materials for the preparation of the all-India report.

1. Total number of Engineering workers in your State in big and small factories.
2. Total number of organised workers and number of membership of different unions.
3. Pay scale of all categories of workers.
4. The different kinds of Bonus Scheme.
5. Gratuity Schemes, if any.
6. Major awards and agreements with regard to Pay Scale, bonus and other amenities.
7. How automation and rationalisation are being introduced in different factories and what is their effect on the industry and on workers.
8. Production figures of last 5 years in different factories or at least some major factories of your State.
9. Income and profit figures of different factories for the last 5 years.
10. Main demands of the Engineering workers in your State.
11. Main problems which the industry is faced with.
12. Main problems of the industry and the workers of small factories.
13. A brief note on the struggles of the workers for the last three or five years.
14. Problems of the movement.

Besides the general report, we shall have to prepare the reports on the various branches of Engineering Industry as General Engineering, Electrical Engineering, Structural, Ship-Building, Motor Vehicles, etc. So, I would also request the comrades who are in these branches to collect requisite materials.

I hope, dear Comrade, that you will be able to send these materials within a week. Please do not try to make a big and good report, it will take lot of time and energy and will be very difficult for you to find out so much time. Just send only a brief note on all the above points. I shall try my best

Contd.....

to send a detailed questionnaire later on but do not wait for that to send the above materials.

For the preparatory work we need some money. Uptil now we have not discussed the money question not we have appealed for it but at the present stage, without money it would not be possible to carry on all the preparatory work. Therefore on behalf of the Preparatory Committee, I request you to send at least Rs.50/- from each State and I hope that as soon as the appeal will reach you, you will surely send the money.

The Preparatory Committee should meet to finalise the all-India report and other work of the conference. I would therefore propose that some time in the 3rd week April, the Preparatory Committee should meet in Delhi. I am giving you advance notice for this meeting so that you will be able to be ready in time. I shall let you know the exact date afterwards.

I have already sent the formal invitation on behalf of the Preparatory Committee to the Secretariat of the T.U.I Metal & Engineering, WFTU, for coming to India to take part in our conference. We have also extended our invitation to all the socialist countries and Japan, Italy, France, and Great Britain to send fraternal delegates. Com.Dange, General Secretary and K.G.Sriwastava, Secretary AITUC have left India to attend WFTU executive and they will also talk to T.U.leaders in this respect.

Our host, the West Bengal Engineering Federation has already started their work for holding the conference.

So, I would request all of you to be more serious about the conference and work hard accordingly to make our First National Conference a grand success.

With greetings,

Yours brotherly,

(Md. Elias), M.P.  
Convenor,  
Preparatory Committee

Camp: 4 Ashok Road,  
New Delhi



UTTAM SINGH DUGAL & CO. PRIVATE LTD.

Engineers & Contractors.

11. Marina Arcade,  
New Delhi.

17th March 1959.

DLH/165

The Hon'ble Minister for  
Steel Mines & Fuel,  
Department of Steel,  
Government of India,  
New Delhi.

Dear Sir,

Reference my personal interview on 9th March 1959 and in continuation of our letter No. DLH/165 dated 12th March 1959, I am enclosing herewith a true copy of letter dated 4th February 1959 from Messrs. Gutehoffnungshutte, Sterkrade to the Hindustan Steel Private Limited for the attention of the Resident Director, Bourkela. This letter covers the whole position of the work until ending June 30th 1957 i.e the period of the alleged "initial delay" which has become the storm centre in the Lok Sabha.

I shall be grateful if you will kindly appraise the Lok Sabha with these facts while replying to the Debate on the Grant for your Ministry which I understand comes up by the end of this month.

Thanking you,

Yours faithfully,  
for Uttam Singh Dugal & Co. (P) Ltd.

Sd/- U.S. Dugal)

MANAGING DIRECTOR.

Enc. As stated above.

# LOKAMANYA SEVA MANDAL (Regd.)

263, Chinchpokli, BOMBAY, 12

जनसेवा हीच ईश्वर सेवा

२६३, चिंचपोकळी मुंबई, नं. १२

लोकमान्य सेवा मंडळ,

श्री

दिनांक १७ मार्च १९५९

(रजिस्टर्ड)

★

श्री. एम्. ए. उंगे.

एम्. पी.

श्रीय महाराज,

आपणांस दिनांक १७ मार्च १९५९ रोजी नरेपाक मैदा-  
 नावर भेटलो. हे आपणांस स्मरत जाहेच. वरील संस्थेतर्फे दि.  
 २६ मार्च १९५९ रोजी ग्रंथालय उद्घाटन समारंभ होणार आहे.  
 त्याप्रसंगी आपणासारखे थोर देशभक्त व कामगार नेते यादृष्टीने  
 या कार्यस आशिर्वादत्मक भाषण व्हावे. अशी संस्थेची विनंती  
 तरी ती विनंती मान्य कराव अशी आज्ञा आहे. तसेच कवल्यास  
 भासिध्दी करण्यास सुकर होईल. व कामगार व जनता यांस उपेक्षा  
 चा लाभ देलां येईल.

~~आपणांस~~ आज ३५२० वर्षे म्हणजे विद्यार्थी दश  
 पासून तत्वनिष्ठेने कामगार व गोस्त्राठीं सेवा करीत आहो. त्याप्रिय  
 हार्दिक आभे नंदन व धन्यवाद. यानिमित्ताने कामगारांस विधाय-  
 क स्वरूपाने कार्यस व संस्थेस साह्य करण्यास उपदेश केल्यास  
 त्यांना व त्यांचे मुलांस लाभ होईल. वरील संस्था लो. रि. व कां.पे  
 स्मरणार्थ स्थापन केली असून यथाशक्ति कामगारांची सेवा  
 करीत आहे. हे आपणांस माहीत आहे. समारंभानावेच  
 माराहून कळवूं शकेन. कृपा लोम शुकेंदुवत व्हाना. हे वि  
 आ. न

बा. तु. मोरे  
कार्यवाह.

सामय्यंत कार्यास  
उपस्थित  
अध्यक्ष

## लोकमान्य सेवा मंडळ, चिंचपोकळी.

### ग्रंथालयास सहाय्य करा !



लोकमान्य सेवा मंडळ कामगार भागांत गेलीं ३५ वर्षे सामाजिक, सांस्कृतिक, आपत्प्रसंगी आर्थिक सहाय्य, लोकशिक्षण व्याख्यानमाला, निःशुल्क कामगार वाचनालय, सभा-प्रचारादि विविध स्वरूपाची लोकोपयोगी व ज्ञानप्रसारक कार्ये करीत आहे.

आतां या मंडळानें संस्थेच्या उद्देशानुरूप व १९५७ सालचे प्रतिवृत्तांत निवेदन केल्याप्रमाणें ज्ञानवृद्धिसाठीं ग्रंथालय निर्मितीची पूर्ण सिद्धता केली असून त्याचा उद्घाटन समारंभ संतशिरोमणी तुकाराम महाराज यांच्या पुण्यतिथीचे दिवशीं दिनांक २६ मार्च १९५९ ला करण्याचें निश्चित योजिलें आहे. या ग्रंथालयाचें मुख्य वैशिष्ट्य म्हणजे स्वतंत्र बालविभाग सुरू करून कामगार वर्गाच्या मुलांची बौद्धिक व नैतिक पातळी वाढविण्याचा प्रयत्न होणार आहे.

या कार्यासाठीं मंडळाचे अध्यक्ष व समाजसेवक श्री. रामचंद्र तुकाराम मसुरकर आणि त्यांच्या भगिनी श्रीमति भागिरथोबाजी शिवराम गांवकर (श्रीमति पोठाबाजी तु. मसुरकर) यांनी आपले वडिलांचे स्मरणार्थ प्रत्येकीं ५०१ रु. मिळून १००२ रुपयांची देणगी प्राथमिक स्वरूपाची पुस्तके खरेदीसाठीं दिली आहे. याकरितां लोकमान्य सेवा मंडळाचे कार्यकारी मंडळाने या वाचनालयास कै. तुकाराम मसुरकर ग्रंथालय असें नांव देण्याचे ठरविलें आहे.

तरी हें पवित्र ज्ञानप्रसार कार्य लोकाश्रयावरच अवलंबून अस्तपार हें साहजिकच आहे. तेव्हां उदार घनिक, नागरिक व कामगारबंधूनी आजची बालके व तरुण पिढी, भावी नागरिक आहेत या अच्चतम भावनेनें या लोकशिक्षण कार्यास सढळ हातानें आर्थिक, शारिरीक व सगळ्या पुस्तके देऊन सहाय्य करावें.

तसेंच मंडळाच्या वाढत्या व व्यापक कार्यानुसार मंडळास स्वतंत्र जागेची आवश्यकता आहे, तेव्हां जागा मिळवून देण्यास व भवन बांधण्यास आर्थिक साहाय्य करावें अशी खालील लोकांची कळकळीची विनंती आहे.

श्री. रा. तु. मसुरकर, अध्यक्ष.  
श्री. बा. तु. मोरे, कार्यवाह.

पं. ल. जा. ओघले, उपाध्यक्ष.  
श्री. बा. ना. पंढार, कोषाध्यक्ष

(मागे पहा)

श्री. शां. सा. मिरजकर, महापौर, मुंबमी	श्री. वासुदेव द. शंबवणेकर	श्री. अ. ह. गद्रे
श्री. रा. व. सी. के. बोले	श्री. ल. गो. विज्ञे	अ. ए. एन्. सुर्वे
” गो. य. अण्णय्य	डॉ. एस्. डी. मुजुमदार	श्री. के. वि. खाडेकर
भाऊसाहेब शिंदे	श्री. ल. ना. केसरकर	” मु. भा. निमकर
डॉ. ए. पी. तार्डक	” गजानन भावर	” रा. के. नगरकर
श्री. तु. रा. मसुरकर	” व. प. देसाई	” बाळ सावरकर
” द. दा. बांदिवडेकर	” श्री. सु. पुजारे	” अ. स. भिडे
” हरसी देवसी	” टी. बी. कदम	” टी. एस्. सुर्वे
” तु. कृ. सरमळकर	” मुकुंद भालेकर	” ग. के. महाडेश्वर
(नगरपति)	” म. खे. पालव	” एम्. पी. कामत
” द. य. गावडे	” के. आर. तकपाळ	” केशव शानभाग
” श्री. ल. वराडकर	” म. ना. वसनाक	” सि. वि. सापळे
” पी. बी. मुकर्जी	” रा. ना. गरुड	” बाबूराव तंडुलकर
” स. ना. देवलकर	” एस्. एस्. शेट्टी	” के. आर. पाटणकर
” क्रिसन जी. किनकर	” धों. बा. मराठे	” बी. सी. खाडेकर
” वा. स. लोकेगांवकर	” शांताराम परब	” बी. बी. फाटक
” तुकाराम बागवे	” रामचंद्र नारायण राणे	
” शांताराम बाबाजी शिंदे		

### अभिनंदनीय देणगी

कळविण्यास अत्यंत आनंद वाटतो की वाचनालयाची प्रत्यक्ष परिस्थिती पाहून आपल्या चिचपोकळी भागातील निष्ठावंत नागरिक आणि कार्यकर्ते सर्वश्री निमकर बन्धू यांनी आपल्या शौरावर सर्व दायित्व घेऊन दि. ७ मार्चला ललित कलादर्श नाटक मंडळीचा 'दुरितांचे तिमिर जावो' हा गाजलेला नाट्यप्रयोग करून त्यांतून अल्पतः झालेले रुपये ९०० या कं. तुकाराम मसुरकर ग्रंथालयास देणगी म्हणून दिले आहे.

ग्रंथालयाचे प्रारंभी मिळालेल्या ह्या मोठ्या देणगीविषयी आम्हीं सर्वश्री मुकुंदराव, गोपाळ, पद्माकर, गोविंद आणि अनंत या निमकर बंधूंचे तसेच 'ललित कला दर्श'चे धनी नटवर्य भालचंद्र पेंढारकर त्यांचे सहकारी आणि प्रेक्षक यांचे अंतःकरणपूर्वक आभारी आहोत.

मुंबमीच्या 'लोकमित्र' दैनिकाचे प्रकाशक श्री. शां. वि. सालये यांनीही ग्रंथालयास १० रुपये देणगी दिली असून मुंबमी हिंदुसभेचे काव्यवाह श्री. अ. गो. खानीलकर यांनी ५ रु. देणगी म्हणून दिले आहेत. त्यांचे आभार.

अंतरांनीही या कामी असेच सहाय्य करावे ही पुन्हा अेकदा विनंति.

लोकमान्य सेवा मण्डळ कार्यालय,  
२६३, चिचपोकळी, मुंबई १२,  
दि. ८ मार्च १९५९.

रा. तु. मसुरकर, अध्यक्ष  
बा. तु. मोरे, काव्यवाह

निर्भय मुद्रणालय, रानडे पथ, दादर, मुंबमी २८.

11 8 MAR 1959

# Indian Metal & Metallurgical Corporation

S M E L T I N G : R E F I N I N G : M A N U F A C T U R I N G

WORKS AT : METTUR DAM & MADRAS.

AGENTS :

K. GOVINDARAJU CHETTY & CO., PRIVATE LTD.

498, MINT STREET,  
MADRAS, 3.

1. No. M/s. Metal Industries & General Workers' Union,  
12, Kummalarman Koil Street, Tondiarpet,  
MADRAS, 21.

16th  
March  
1959.

Dear Sirs,

Your letter of the 9th inst, adumbarating the subject as "UNFAIR LABOUR PRACTICES AND VIOLATION AND MALIMPLEMENTATION OF AWARDS AND VICTIMISATION—NOTICE OF HUNGER STRIKE", and containing various false allegations is to hand on the 12th inst.

We very much regret for your technique of persistently telling something which is not at all true and writing something what you wishfully think to build up some imaginary case and thus pick up quarrel.

We are also surprised that you yourself create against us some imaginary case, find fault with us, form your own awards and dictate upon us to obey your commands. We categorically deny the mischievous allegations in para 1 and 2 of your letter; As a matter of fact the conciliation proceedings in respect of dismissed workers are still pending and there is no reference whatsoever regarding the alleged "VIOLATION AND MALIMPLEMENTATION OF AWARD." Your usual technique of writing various falsehood and sending copies of such letters to various authorities is deplored. We wish, in the interest of workers not to misguide them any further and unnecessarily subject them to your cruelties for mere satisfaction of taking vengeance - against us.

It may be that you may not be fully satisfied with the Award; but the fact, cannot be altered, that we are implementing it faithfully. To accomplish whatever you want, aside the award, you cannot take the law into your hands.

If for any reason, you choose to take any wrong course of action and thus attempt to paint a bad picture before the various authorities, you will be doing so at your own risk, which will be nothing but in the nature of blackmail.

Yours faithfully,  
for INDIAN METAL & METALLURGICAL CORPORATION.

Partner.

- Copy to:-
1. The Commissioner of Labour, Madras.5
  2. The Labour Officer, Madras I, Madras-2.
  3. The Commissioner of Police, Madras.8.
  4. The Inspector of Police, Tondiarpet, Madras-21.
  5. The Hon'ble Minister for Labour, Madras-9.
  6. The Secretary, Department of Industries, Labour & Co.operation, Government of Madras, Madras-9.
  7. Sri R.L. Mehta, Ministry of Labour, New Delhi.
  8. The All India Trade Union Congress, New Delhi.
  9. The Tamil Nad Trade Union Congress, Broadway, Madras I.
  10. The North Madras Labour Federation, Madras-21.
  11. All Members of the Legislative Assembly.
  12. All Trade Union Centres and Federations.

EVERYTHING IN NON-FERROUS METALS & ALLOYS

Office : 3637

Factory : 4463

18 MAR 1959

**East India Industries (Madras) Private Ltd.**SUPPLIERS TO THE GOVERNMENT OF INDIA  
AND LOCAL BOARDSPatentees and  
Manufacturers  
of Water Proof  
Packing & Roofing  
Materials"REGISTERED ACK/DUE"

14th March, 1959, MINT ST., MADRAS 3.

f. No. .... The General Secretary,  
Metal Industries & General Workers' Union,  
12, Kummalamman Koil Street,  
Madras - 21.

Sir,

Your letter of the 9th instant captioning the subject as  
"UNFAIR LABOUR PRACTICES AND VIOLATION AND  
MALIMPLEMENTATION OF AWARDS AND VICTIMISATION  
- NOTICE OF HUNGER-STRIKE"

has been received by us on 12.3.59.

We find that you are adumbrating your own subjects for  
correspondence and choose to address us upon wholly imaginary  
grievances.

You evidently think that by the mere process of endless  
repetition of something, which is not true, you can promote  
your interests.

We categorically deny the allegations in para one and two,  
which are entirely false and imaginary. The conciliation  
proceedings in the matter of dismissed workers is still going  
on and the question of "VIOLATION AND MALIMPLEMENTATION OF  
AWARD" never arose and referred to anybody. The award is  
being implemented in toto, whether you like it or not.

Your threatened action and the tactics of sending copies  
of your letter containing false allegation to various  
authorities is obvious. The purpose of all these unwarranted fire  
works is mischievous and seems to keep the innocent workers  
in fools paradise.

If for reasons, which do not exist, you choose to take  
any wrong course of action we cannot help it. Your threatened  
action is in the nature of blackmail and we very much regret  
for the same.

Yours faithfully,  
For EAST INDIA INDUSTRIES (MADRAS) PRIVATE LTD.,  
T.N.K. GOVINDARAJU CHETTY.

  
MANAGING AGENT.

Copy to:- P.T.O.

- 1) The Commissioner of Labour, Madras-5.
- 2) The Labour Officer, Mount Road, Madras-2.
- 3) The Commissioner of Police, Madras-8.
- 4) The Inspector of Police, Tondiarpet, Madras-21.
- 5) The Honourable Minister for Labour,  
Government of Madras,  
Madras-9.
- 6) The Secretary, Department of Industries,  
Labour & Co-operation,  
Madras-9.
- 7) Sri R.L. Mehta,  
Ministry of Labour,  
New Delhi.
- 8) The All India Trade Union Congress, New Delhi.
- 9) The Tamil Mad. Trade Union Congress, Broadway, Madras.
- 10) The North Madras Labour Federation, Madras-21.
- 11) All Members of the Legislative Assembly.
- 12) All Trade Union Centres and Federations.

cc/ mm

काश इंजीनरिंग एण्ड रोलिंग मिल्स मजदूर यूनियन आगरा  
*Prakash Engineering & Rolling Mills.*

MAZD-OR UNION

( Regd. No. 1953 )

266

यूनिस बिल्डिंग्स

कलकट्टे ट रोड,

आगरा 6.3.59

शचन्द्र वकील सभापति  
शचन्द्र गुप्ता मन्त्री  
संख्या.....

The Senior Superintendent of Police,  
Agra.

Dear Sir,

The undersigned has the honour to submit  
as under:-

1. That on 5.3.59 at about 3 p.m. one sub-Inspector of Police of Police Chowki Chhilli Int Called Sri Longmal son of Sri Lekhoo mal proprietor Lakshmi Hindoo Hotel situated near the above police chowki, for interrogation, an ex-employee of this Mill.
2. That Sri Longmal is a member of the Executive committee of " Prakash Engineering and Rolling Mills Mazdoor Union Agra ", the Union is registered under the Indian Trade Union Act of 1926 by the U.P. Govt. and its registered no. is 1953 and its registered office is situated in Unis Building, Collectorate Road Agra.
3. That the sub Inspector of police used rough and threatening language for Sri Longmal and threatened to put him in the lock up and induced him to write some thing to the effect that he would not harm Sri Baij Nath Gupta the General Manager & proprietor of Prakash Engineering Co. & Rolling Mills Free Ganj, Agra.



5 MAR 1959

Bombay, March 1, 1959.

*frank's file*  
*case*  
NOTES FOR CONSIDERATION OF COMRADE DANGE:

In the meeting of the Managing Committee of the General Engineering Employees' Union a resolution was endorsed as you wanted. However, the sort of voting that you must have seen shows that it was not to the liking of the majority of the members present many of whom also refrained from voting.

The meeting apparently was a very smooth-sailing, because you, the oldest of the leaders of the working class, must be respected. You being the most veteran of all, nobody could express any disagreement with you and enter into controversy, particularly in the first meeting which you attended. Besides, the B.C. resolution directing the Party Members not to oppose you, was placed in our hands just half an hour before the meeting.

But here I want to state the following in clear terms:

Firstly, the manner in which you are handling our affairs is the most undemocratic one by all trade union standards. Secondly, the intervention of the Party (B.C.) in directing the Party Members by that resolution was equally undemocratic and reminiscent of 1948-50 days which you all condemned it in those days quite in unequivocal language. Thirdly, when once this built-up crisis in our Union was discussed in the meetings of the Party Members working in this Union, on different occasions, and when the Bombay Committee (C.P.I.) had directed them to accept the resignations, if pressed by them (Secretaries), I wonder what method it is to have a short-cut of issuing a blanket directive to Party Members to behave this way ~~and that way~~ before, at least, <sup>first</sup> ~~once~~ meeting them to explain the new decision. I wonder whether this is a Party method at all.

I strongly object to this, as it is most highhanded and undemocratic. Such practice will again harm the T.U. movement as it did in 1948-50.

In fact when you suggested that Managing Committee meeting should be called, you stated that you wanted to put your proposals in it and allow the Committee to decide after free discussion. Throttling the Party Members of the Managing Committee by the Bombay Committee's resolution is something which you should have yourself stopped.

4. That this union takes a very serious view of this incident( dt. 5.3.59) as the executive Machinery of the Govt. has openly interfered in an Industrial dispute between the workers and the Management and this dispute is pending before the Regional Conciliation officer Agra. We hold this sort of action of the police as partisan, illegal and unfair since it is beyond the scope of the police to ask the workers not to hold gate meetings at the Mill gate.

5. That on 10.1.59 the Union General Secretary Sri K.C.Gupta was assaulted and its information was sent to you and copies to the Collector and R.C.O., by telegramme and detailed complaint on 13.1.59 by Regd. A.D. letter to you. On our complaints there was no investigation; on our previous complaints too there were no investigations. When workers are beaten and harassed there is no action; but when the Management gives a telephone call or lodges false complaint. the police at once rushes on the scene and action is taken against innocent and peaceful workers.

6. That the Management has hired some goondas and all such workers<sup>who</sup> are members and activists of the union, are threatened with physical violence and death; the motive is exploitation in the absence of the Union. On the contrary the workers have nothing to gain by riots or by killing any body as falsely alleged. The Management lives in the Moon shine when it points out in all its letters to the authorities that the union leaders are Communists and forgets that the communist run a state Govt. in Kerala the 16th state of Bharat. The management has created panic amongst the workers, who report

for duty and are off at odd hours of the night and there is grave danger lest some workers should be killed or injured at night since Sri Baij Nath Gupta is giving threats to his employees openly.

It is therefore, requested that your honour would be pleased to investigate the complaints lodged by the Union through some senior and impartial officer and to restrain the local police from harassing the workers in the interest of industrial peace.

Yours faithfully,

*Kailash Chandra*

(Kailash Chandra Sharma)

President.

Copies to :-

1. The Labour Minister U.P. Govt. Lucknow.
2. The Distt. Magistrate, Agra.
3. The Regional Conciliation Officer, Agra.
- ✓ 4. General secretary, All India Trade Union Congress, 4 Ashoka Road, New Delhi.
5. The Inspector, Local Intelligence Br. Idgah Agra.

Although comrades have abided by the directive of the B.C. one should not misread their minds and stretch the party loyalty of comrades too far. I, for one, strongly deplore this and my sitting quiet in the meeting was only under duress of party fiat so undemocratically issued to us.

Regarding some statements made by you in the meeting:

1. You stated that one will have to go into the truth of the Police threat given by Com. Vadhawkar.

In fact, all the three comrades who belonged to MMS were in-charge of bringing that furniture, were present themselves, and had heard this threat because it was hurled at them only, and yet, comrade, you prefer to hold an alibi for Com. Vadhawkar in this discriminatory manner!

2. You stated that both (i.e. both 'warring' group) have got their charges and counter-charges against each other and they will have to wash that 'black' to clean their heart.

Nobody knows what their charges against me are. They were asked to state in many ways and many times, in Party meetings, as well as the Managing Committee meeting, but they preferred not to open their mouths. In fact, that is the complaint of the Managing Committee and personally of mine. *They had just gone away from the Union, stopping all work from 9<sup>th</sup> of 58*

And yet you just preferred to express that both have something or the other towards each other. If they choose to mention it to you only, how do they hold the Managing Committee and the General Secretary at ransom by this attitude? Your apportioning of blame as 50 : 50 is unwarranted.

3. You called us just as petty wranglers and that we should forget all about it.

I ~~object~~ <sup>strongly object to</sup> ~~against~~ this light manner in which it is being waived. Nobody has joined the movement and participated in public life to be influenced by petty matters. Great sacrifices are required to join the revolutionary activity as this; those sacrifices are not just so mean as to be afflicted by petty quarrels in this way.

Kindly do not try in this manner, to run us down and humiliate us before the working class, whose respect and regard we need in leading their struggles and to impart education and consciousness in them.

4. You stated again that the complaints that you had in your bag (putting your hand on the Wallet) were all petty.

I know that the documents of complaints I have made was in it, I do not know what complaints, wether petty or not, others have made.

Can you really comrade, say that they are just petty? I shall on the other hand, quote umpteen examples where the offenders in identical matters were thrown out of the Union and also the Party and rightly so!

5. You gave examples of different parties having come together in Mumbai Girani Kamgar Union, although they had horrible differences between them some time back and some exist even today, then why not unite here?

But comrade, is this matter so simple as that? After all they are and were political differences; those differences do exist even today in some other form and yet they can decide for united working with clear understanding.

Here, the differences are personal, some aim and act to fight and oust, arising from all sorts of complexes and mistrust.

Please therefore do not mislead us by wrong analogy.

6. Even while reading the strength of our Union, you only disclosed its old feature which existed in the months of April and May 1957 by pointing out that the ratio of Total Funds to Supreme Court Funds was 2 : 1.

But, you, for reasons known to yourself, did not highlight a very eloquent feature of this year from April 1958 to February 1959, during the last 6 months of which all the three Secretaries had also resigned, that the same ratio had radically changed from 2 : 1 to 7 : 1.

Your remarks of this commendable change would have encouraged the Managing Committee and enthused them to improve its work still further.



I earnestly appeal not to be one sided in your approach. We shall always welcome you telling us where we are wrong but kindly do it in a dispassionate way, so that the Party loyalty of everyone is further lubricated to work better and more energetically.

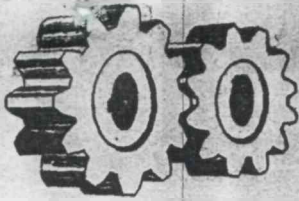
In the end, kindly do not get annoyed for this frank but comradely opinion expressed in this.

Greetings,

Yours fraternally,

Copy to BC

(Vithal Chaudhari)



# GENERAL ENGINEERING EMPLOYEES' UNION

(Regd. No. 1624)

President : K. T. Sule  
Gen. Secretary : Vithal Chaudhari

Office :

25, Dalvi Building, 2nd Floor,  
Poibaodi, Parel,  
BOMBAY 12.

Ref. No. GEEU/

Date March 2,.....1959.

Dear Comrade,

The Managing Committee met on 28th February 1959 in which Com. S.A. Dange was also present as per announcement.

We all very gravely noted your absence, particularly when all of you, did not attend this meeting. Besides, there was not even a letter from any one of you as to why you were unable to be present. Com. Dange expressed his strong disapproval of this absence in the meeting also.

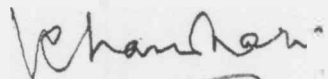
After discussion the Managing Committee passed a resolution on your resignations - a copy is enclosed herewith.

Greetings,

Encl. as above.

Yours fraternally,

- i) Com. A.D. Gadkari,
- ii) Com. M.V. Vadhwakar,
- iii) Com. Maina Gawankar.

  
(Vithal Chaudhari)  
GENERAL SECRETARY.

-----  
✓ Copy with compliments  
to com. S.A. Dange.

Bombay, February 28, 1959.

The Managing Committee of the General Engineering Employees' Union resolves :

1. That the question of resignations of the three Secretaries is reopened;
  2. That the resignations are taken as withdrawn;
  3. That they function in their places as before;
  4. That the President, the General Secretary, the Organising Secretary and the Secretaries meet every fortnight and check up and plan work;
  5. That every month or whenever possible the office bearers meet and consult Com. Dange as on behalf of the All India Trade Union Congress;
  6. That the General Engineering Employees' Union proceed to take vigorous steps to form the All India Federation as decided by the A.I.T.U.C. at Bangalore;
  7. That Comrade Dange looks into the complaints personally and inform the Managing Committee about his observations.
-



PREPARATORY COMMITTEE, NATIONAL CONFERENCE  
OF ENGINEERING WORKERS

Camp: 4 Ashok Road,  
New Delhi  
1st April, 1959

All Members of the  
Preparatory Committee.

Dear Comrade,

I am sending herewith the printed "Appeals to the Engineering Workers" to you for circulation to all unions irrespective of their affiliation to any Central Trade Union. We are not sending the 'appeals' to every individual union from here because we do not know the addresses of the unions of each State. Please make immediate arrangements to send these 'appeals' to all Engineering ~~xxx~~ Unions.

Besides, distributing these English copies, please make arrangements for translation of these 'Appeals' into your own State/Local language also, and distribute widely among engineering workers.

Excuse me for reminding you once more for the report and money. Please send these two things without further delay.

With greetings,

Yours fraternally,

*M. Elias*

(M. Elias)MP

PREPARATORY COMMITTEE FOR NATIONAL  
CONFERENCE OF ENGINEERING WORKERS.

Camp: 68 North Avenue,  
New Delhi

April 6, 1959

Dear Comrade,

The meeting of the Preparatory Committee will be held on 20th April, 1959 at Delhi to discuss and finalize the report and other work with regard to Conference.

I would, therefore, request you to make arrangements to reach Delhi by 19th so that we will be able to sit from 20th morning. The meeting may continue till 24th. Please come with your contribution for the preparatory work of conference and report of your State and send a copy of your report in advance.

With greetings,

Yours comradely,

*M. Elias*

(M. Elias)MP  
Convener

To  
The Resident Director,  
Hindustan Steel (P) Ltd.,  
Rourkela.

Sir,

As you are well aware that today is the 30th day of the "Strike" of the Skilled Technicians. The development of the project works is hampered to a great extent; that the cause of the Strikers is just and reasonable as has been unanimously held on the floor of the Orissa Assembly; that inspite of the repeated approaches and prayers by the Strikers to respective authorities for a peaceful settlement of the matter, no gesture for a just settlement of the above matter has yet been shown either by the Management of the H.S.P.L. or the Government to the detriment of our National interest, the Public Sector.

We, the, representatives of the different Social, Political & Trade-Union Organisations of Rourkela who have formed and "UNITED FRONT" on 15.4.59 to take up the just cause of Strikers, observe with grave concern at the deteriorating situation that has developed as a result of this unsettled question and wish that there should be an early settlement of this question.

We further point out to you that the working class under the H.S.P.L. and other construction companies as well as all sections of the public at Rourkela feel that the just demands of these 472 Trained Personnel are being suppressed and neglected.

Hence we feel that unless the matter is settled up early the situation will deteriorate.

In the circumstances we request you to be wise enough to open fresh negotiations to settle up the dispute once for all.

Thanking you,

Rourkela,  
Dated, the, 21st April '59.

From:-  
United Front  
C/o. S. A. Samad,  
Station Road,  
P.O. Rourkela-1  
ORISSA.

Yours faithfully,  
*Adnan*  
(Dr. Samad),  
President,  
"UNITED FRONT".

*T. Dutta*  
(T. Dutta),  
Genl. Secretary,  
"UNITED FRONT".

1. To  
The Chairman,  
Board of Directors,  
H.S.P.L.,  
New Delhi.

2. Hon'ble Minister,  
Iron, Steel, Mines & Fuels,  
Udyogi Bhawan,  
New Delhi.

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

4. Hon'ble Labour Minister,  
Orissa,  
Outlook.

5. Labour Commissioner,  
Orissa,  
Outlook.

6. Labour Officer,  
H.S.P.L.,  
Bhubaneswar.

7. Mr. S. A. Sange, M.P.

Opposition Leader,  
Parliament House,  
New Delhi.

8. Mr. Ashok Mehta, M.P.

Parliament House,  
New Delhi.

9. Mr. R. N. Singh, Secy.

Opposition Leader,  
Orissa Legislative Assembly,  
Bhubaneswar,  
New Capital.

(In Charge)  
General Secretary,  
UNITED FRONT

(In Charge)  
President,  
UNITED FRONT

266A  
April 24, 1959


General Secretary,  
Central Industries Employees  
Federation,  
C/o Hindustan Aircraft Employees'  
Association, H.A.L., P.O.  
Bangalore.

Dear Comrade,

This is to acknowledge receipt of  
your letter dated 23rd April and the copy  
of the memorandum submitted by you to  
the Prime Minister.

Thanking you,

Yours fraternally,



Office Secretary

22 APR 1959  
Central Industries Employees' Federation

To Hindustan Aircraft Employees' Association

H.A.L. P.O.

BANGALORE.

Ref. No. 2/115/59.

Dated 23rd April 1959.


The General Secretary,  
All India Trade Union, Congress,  
NEW DELHI.

Dear Comrade,

Enclosed herewith a copy of the memorandum submitted to Hon. Prime Minister, Government of India by our organisation for implementation of the II Pay Commission award in respect of Dearness Allowance and Basic Wages for the four Central Government Industries situated at Bangalore viz., Hindustan Aircraft (P) Ltd., Indian Telephone Industries (Private) Ltd., Hindustan Machine Tools and Bharat Electronics (P) Ltd.

With greetings,

Yours Comradely,

  
(K.S. Krishnamurthy)  
General Secretary

Encl:1)

M. V. G. K. Variar, D'Com. (I.M.C.)

15 APR 1959

31, Gope House,  
Dr. Batliwala Road,  
Parel, Bombay 12.

Trustee, Crompton Parkinson  
Workmens' & Junior Staff's  
Provident Fund.  
Treasurer, General Engineering  
Employees' Union.

Date 10th April, 1959.

Dear Com. Sule,

Reference to your letter dated 9-4-59, handed over to Com. Vithal Choudhary through a friend of Miss Veera Aranna.

You have in your letter asked me to be more alert to the rights of employees than rush for a settlement with the Management.

May I please know where I have, reckless to the rights of employees, rushed for a settlement with the Management?

You have heard some stories from Miss V. Aranna, <sup>you</sup> she believed all what she told you (possibly, she might have let loose her stock of tears before you), suspected the office-bearers of the Union of mishandling of her complaints, and without investigating the position of her case with us, wrote the above letter to Com. V. Choudhary, undertaking that you would personally fight her case, and cautioned me to the right of employees and rushing for settlement with the Management! Well done, indeed!

Otherwise you are not wrongly influenced, What are your back-grounds of suspicion on your own colleagues who staid with you for all these years? When an ordinary member comes and complains to you of other office bearers of improper handling of his case, is it not your duty to refer to us before you write a letter on the above lines? Is it right on your part just to believe her and suspect us?

I can understand a sensitive girl of Miss V. Aranna's type loosing her balance of mind through influence of interested parties. But I cannot understand how the President of a number of trade Unions and a leading lawyer has been so easily influenced by an ordinary member who just took shelter in the Union, as to create in you a mistrust on the other Union Officials and write a letter on the t basis! and to add to the worst of it, to hand over such a letter to a third party!! Are you really proud of putting down the dignity of your union officials before an outsider?

Is it the "team spirit" with which we should function in the Union hereafter? Are you quite sure that I am not still getting complaints against your way of handling matters in the Labour Courts and Supreme Court when you meet with failures? As I and the other officials of the Union are to handle complaints of yours critics in the same way for which you have set a model now?

I am not so much aware of the rights of employees as you, because, you ~~xxxx~~ have been in the trade union field for a longer number of years. But,

P.T.O.

M. V. G. K. Variar, D'Com. (I.M.C.)  
Trustee, Crompton Parkinson  
Workmens' & Junior Staff's  
Provident Fund.  
Treasurer, General Engineering  
Employees' Union.

31, Gope House,  
Dr. Batliwala Road,  
Parel, Bombay 12.

Date \_\_\_\_\_

-2-

as an employee, I know and I fully know what are my rights and privileges and where and when I should submit to or resist the Management or seek the advice of senior comrades. I am sure that I need not take a "Sanath" and sit in the court to know the rights of employees, because, more or less, I know what is happening in the court and how far the rights of employees are protected by the court under the existing labour laws.

The very fact, that, the management insisted on the transfer of occupation of Miss V. Aranha in last May 1958, and we resisted it till date after protracted negotiations by the staff leaders and Com. Choudhary, is a clear proof to you that we possess a fair knowledge of the rights of employees and I have not rushed to any settlement with the Management.

Now you have written that you will personally fight her case. Having had such of the experiences in the court under your guidance, we will not leave the case to an extent you until we get the sanction of the clerical staff. The duty to protect an employee is there equally to you and me. I will not risk the fate of an individual to the mercy of the court unless the General Body support it, whatever might be the individual's nature of confidence in me or Com. Choudhary.

I must admit that I have written this letter to you because your letter has provoked me and wounded my feelings and the feelings of staff leaders and other Union officials.

My respect and regards have not the least affected me I am sure that you have written the letter through ignorance of the entire facts.

As Miss V. Aranha has gone even Com. Dange, I am keeping him fully aware of the various developments by endorsing a copy of this to him.

With greetings,

Yours fraternally,

*M. V. G. K. Variar*

Copy to:- General Secretary, G.E.U. Union, Dalvi Building, Parel.

✓ Com. S.A. Dange, M.P., 4, Ashoka Road, New Delhi.



266

Miss Vera Aranha,  
10, Yusuf Chambers,  
Second Floor,  
Victoria Garden Road,  
Byculla,  
BOMBAY.  
9th. April, 1959.

To  
Mr. Dange, M.P.,  
4, Ashoka Road,  
NEW DELHI.

Dear Sir,

As per your instructions to me on the phone I went to see Mr. Chaudhari, The General Secretary, General Engineering Employees' Union on 7.4.1959 at about 7 p.m. He after making me wait for half an hour sent me away on grounds that he has nothing to speak to me and that he knows all the facts of my case and needs no further details from me.

Hoping to be excused for the trouble.

Yours faithfully

V. Aranha

Encl.:- 1

Copy of my letter to Mr. Chaudhari dated 4.4.1959,

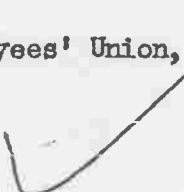
Copy to:- Mr. Vithal Chaudhari with reference to my letter dated 4.4.1959

Miss Vera Aranha,  
10, Yusuf Chambers,  
Second Floor,  
Victoria Garden Road,  
Byculla,  
BOMBAY.

4th. April, 1959.

To

The General Secretary,  
General Engineering Employees' Union,  
25, Dalvi Building,  
Poibaodi,  
Parel,  
BOMBAY.



Dear Sir,

I have instructions from Mr. Dange to see you in connection with my service in the Office. Will you therefore be kind enough to give me an appointment to meet you.

I had phoned you on this matter on the 27th. ~~March~~, 1959 but you told me that you would be going out of Bombay and that I could see you after your return.

Thanking you.

Yours faithfully,

*V. Aranha*

April 9, 1959


Com. A.D. Gadgkari,  
General Secretary,  
Kamani Employees Union,  
5, Kersanvelji Building,  
Opp. Premier Automobiles,  
Agra Road,  
Kurla North, Bombay

Dear Comrade,

Thank you for your letter to Com. Dange dated March 23 and a copy of your letter to the Minister of Industry and Commerce, Government of India, New Delhi, regarding the acquisition notice served up on Kamani Engineering Corporation Ltd., Kurla. We have made representation to Shri Lal Bahadur Shastri about it and will write to you when we will receive his reply.

With greetings,

Yours fraternally,

  
Office Secretary

To  
All Members of Preparatory Committee.

May 19, 1959

Dear Brothers,

The Preparatory Committee met at Delhi on 22nd. April 1959. The following decisions have been taken from the meeting.

(1) The Final date of the Conference has been fixed to be held on 10th. and 12th. July, 1959.

(2) The Venue of the Conference will be at Calcutta.

(3) Bulletin should be brought out in all regional languages in all the states for the preparations of the Conference. Bengal has already brought out two issues fortnightly bulletins in Bengali and Hindi.

(4) One English Bulletin should be brought out from the Centre and should be circulated to all the Provinces.

(5) Before the Conference all States should ~~hold~~ hold the state Conference of Engineering workers and elect delegates from the Conference as many as possible (there is no limit of delegates, observers and fraternal delegates). Punjab has very successfully held their first state Conference of Engineering Workers on 10-5-59. West Bengal will hold on 7th June 1959.

(6) Important members of the preparatory Committee should visit different states before the Conference. According to that Com. Md. Elias will visit Northern and Eastern India. Others will visit South and Western India.

(7) All the states and members of Preparatory Committee have been very seriously requested to send their state reports to brother Md. Elias without any further delay to enable him to prepare the final all India Report before the month of the Conference.

(8) All states have been requested to send initially Rs. 50/- to the Centre for the Preparatory work of the Conference.

Dear Brothers, in view of the above important decisions I would request you to be more serious for the Conference. It is a matter of great regret that except Punjab and West Bengal no state has <sup>at</sup> all taken the Conference seriously. None has yet sent any report. How the report of the Conference will be prepared if the state reports do not reach in time. No state other than Punjab has yet held the Conference and elected delegates for the Conference. The T.U.I. (W.F.T.U.) has already selected Brother Marrielei, one of the Secretaries to attend our Conference. Brother S.A. Dange, M.P. Vice-President WFTU and General Secretary of the AITUC has very gladly accepted our invitation to inaugurate or to Preside over the Conference. A number of important Trade Union leaders are being approached to attend our Conference. Trade Union in Nine Socialist Countries have already been invited by and ~~they~~ they are preparing to attend our Conference. In all respects this Conference is taking very important position in the Trade Union movement of our Country.

So, my earnest request to you that everybody should be more active and do according to the decision of the Preparatory Committee.

Greetings,

M. Elias  
Md. ELIAS  
Convener.

5/13  
reports will  
be handed  
over for  
V. Madh

110, Charni Rd.  
Bombay 5, 15/5

16 MAY 1959

266

My dear K.G.

Two days  
received one from com. Elia.  
As per his letter, I have  
already sent him the M.O.  
of 50/- for the Prof. Committee  
Wah. Since the Parliament  
session is not here, I have  
written this to you to confirm  
on his behalf. I have also  
sent him the copy of the  
Circular of my Union.

I am coming to N.D.  
on 25th to attend an  
Administrative Training Course

sub-committee meeting.

Last time, a report  
of another sub-committee  
was prepared, but I was not  
submit it there. Here, it was  
discussed with me with a view  
to recast it and prepare  
a better report. But may  
senior staff intervened at com.  
Wadhawa's fatal accident. Anyway



Sri K. G. Sivasubramanian

Cochin: All India T. U. C.

4, ASHER ROAD  
NEW DELHI

M. S. J. S.  
MEMBER OF  
THE LOK SABHA

18 Mini 1959



249, Bowbazar

Calcutta - 12

16.5.59.

My dear Comrade Achutan,

I have written the circular and began to issue it. This could not be cylostiled due lack of time and some inconvenience. I have

sent the circular to, Rajasthan, U.P.

Uttara, Bihar, Punjab, Delhi,

Madras, Orissa and Assam. Rest

of the Province could not be

sent because I forgot to

bring the address. The P.T.V.C.

also has no <sup>uptodate</sup> address here of

all the states. Please send three

Circulars to Bombay Comrade and

other Comrades of that state.

Please also send the ~~addr~~

uptodate addresses of all the

members of the Preparatory

Committee and all State T.V.C.'s.

If you have any letters  
with you of any other state

in <sup>2</sup>connection with our work  
other countries, please send the  
copies of the letters to me  
immediately.

The reception committee  
will meet on Sunday. I shall  
give you the details of the  
meeting and materials for  
bulletin of next issue.

I think you have already  
prepared the 1<sup>st</sup> issue of  
bulletin with the materials  
which you had with you.

I hope you all are  
keeping well and having  
wonderful evenings. I met  
Kalyan day before yesterday and  
had good evening with him.

He is proceeding to Delhi and  
reach there on 24<sup>th</sup> day.

(This is Satish and Com Buler.)

with greetings

M. D. Singh

27 MAY 1959

PHONE : 34-2044

PREPARATORY COMMITTEE

National Conference Of Engineering Workers Of India

249, Bowbazar Street, Calcutta-12

Dated... May 24, ..... 19 59.

Comrade M. Achuthan,  
C/o. All India Trade Union Congress,  
4, Asoke Road,  
New Delhi.

Dear Comrade Achuthan,

Thank you for your letter d/- 20. 5. 59 and noted its content.

On behalf of the Preparatory Committee, West Bengal Comrades are trying to bring out the next issue of Journal in Bengali and Hindi. Before it comes out it will not be possible to send further materials for the English Bulletin. However I shall try to gather some material from West Bengal even before the next issue of the Journal and post it by the next mail as soon as I collect materials.

This letter heads have been printed and formal invitations to foreign T. Us have already been sent. I have also addressed a letter to the Secretary, External Affairs Ministry requesting him to expedite the obtention of Visa for delegates who have already applied for the same. I shall also write very soon personally to Pandit Nehru about this matter.

I am also writing to all the comrades of Preparatory Committee requesting them to let me know the latest position of preparation of the conference. Telegrams to all the comrades are also being sent today wanting money and report for the Preparatory Committee.

I have already received a letter from Comrade T.R. Ganesan and replied, and now writing to Comrade N.K. Krishnan, Coimbatore for the effective participation of Bangalore Comrades. I am also writing to Comrade M.S. Krishnan, to move the Bombay Unions and writing to Comrade Dange, also.

Yours fraternally,

*M. Elias*  
Convenor.



Calcutta  
22.5.59.

My dear Com. Achintan,  
Just now I have received your letter and am very much for sending reply so promptly.

I am writing letters personally to all preparatory committee members. But no materials is being received. We have printed letter head and sent letters to S. Datta External Affairs. I shall also write to Nehru. We could not write invitation letters to any country other than Great Britain. Writing very soon. All other materials are being sent to you shortly for Bulletin.

Please send the details to Prof. M. Manikoff who is selected for representing T.A.I. to our Conference.  
I am also writing to Com. Jant. I have received Rs. 50/- from Bombay - which may be sent to more.  
I am all yours  
I am glad to meet you  
with greeting. M. M. M.

पोस्ट कार्ड

केवल पत्र



Com. M. Achintan

4 Acharya Rd.

New Delhi

May 27, 1959


General Secretary,  
Engineering Mazdoor Sabha,  
Bombay.

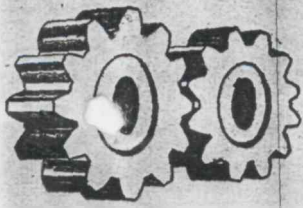
Dear Friend,

We shall be much obliged if  
you could arrange to send us a copy  
of your latest Annual Report, as  
well as any publications you have  
brought out in the recent period.

Thanking you,

Yours sincerely,

  
(K.G. Sriwastava)  
Secretary



29 MAY 1959

**GENERAL ENGINEERING EMPLOYEES' UNION**

( Regd. No. 1624 )

President : K. T. Sule

Gen. Secretary : Vithal Chaudhari

Office :

25, Dalvi Building, 2nd Floor,  
Poibaodi, Parel,  
BOMBAY 12.

Ref. No. GEEU/ **MISWA/M/65/59.**

Date..... **May 23,**..... 195 **9,**

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**The Chief Executive,  
Mukand Iron & Steel Works Ltd.,  
Agra Road, Kuria,  
B O M B A Y - 37.**

**Re: Duality of Unions and Tripartite  
decision to remove such duality.**

Dear Sir,

You are well aware that two Unions exist in your company, and workers are divided as a result. They are divided not only in these two unions, but quite a good many of them prefer to remain out of both. Some even become members of both the Unions.

This development is very harmful to the growth of healthy trade union activity, which, in the last analysis, is detrimental to the uplift and education of a worker, who ultimately becomes a serious handicap in the development of the country as a whole.

It is out of this sound consideration that the Indian Labour Conference at Delhi and Mainital launched upon an agreed formula to discourage duality or multiplicity of unions in any unit or industry and evolved certain criteria for recognition of unions (see Annexure 'A').

.....2

These rules are well known to you, besides the fact that we had ourselves drawn your attention to them by sending a copy of the same a few days back; but, for reasons known to yourself, the company did not pay and heed to them.

However, we would like to reiterate here that the negotiations with one union in which the majority of workmen have reposed their confidence, is a matter of advantage to the management as much as to the union concerned. For any negotiated settlement with such union, which is capable of delivering goods on behalf of workmen, has a lasting value and that, on its part, plays a great role in stabilising and improving national production; and who can deny that every management is the immediate gainer when production grows?

At present the recognition granted by you to the other union is devoid of all ethics, relevant in such recognition. Apart from this, even the recognition granted in this case is quite conveniently withdrawn as and when liked by the management. This was clear ~~xxxxxx~~ from your attitude while bonus disputes.

Such development might have meant certain temporary advantages for the company, but surely it reflected the opposite of the spirit of Tripartite decisions and its implications.

In order therefore, to be consistent with those Tripartite decisions and remove the present anomalous position, we are enclosing herewith the packet/papers which contains mass of signatures of your workmen, who themselves have addressed you to help them in building up one unified trade union by holding a free referendum of workers on that question.

We collected these signatures about two months back, but we did not send them, because we were told that you were out of India to return after quite a few weeks abroad. However, having waited for a sufficiently long time, we then preferred to allow no more delay and hence sending them now.

We would request you to analyse these signatures, determine for yourself the strong feeling of your own workers in this regard and act upon it in a proper manner.

We believe that you too as an enlightened management of the present day, agree with the Tripartite decisions, and are anxious to have one strong organisation of workmen in your company rather than all the present unhelpful situation, which subjects you to opportunistic and diplomatic attitude in different situation instead of a straight attitude of a strong employer.

We, on our part, take the opportunity to restate emphatically that any union which ~~xxx~~ emerges out of this referendum as claiming majority of votes, of even 51% of the total votes cast, we shall submit to that decision fully and unconditionally and not foster in any way any activity that will smack of a rival trade union in your unit. We shall also prevail upon workers showing allegiance to us, to work in the union of majority votes and build it up as a strong organisation of Mukand workers.

We believe that this is the only rational position one can take and it being also in your interest for maintaining proper industrial relations with workmen, giving good education in discipline and production, we request you to proceed towards the setting up of organisation for holding referendum. More than 50% of your own workmen have expressed their keen desire for it.

May we expect an acknowledgement of this together with your observations?

Thanking you,

Yours faithfully,

(Vithal Chaudhari)  
GENERAL SECRETARY.

Encl: Packet containing 700 signatures  
of workmen of Mukand Iron & Steel  
Works Ltd., Bombay-37.

Copy to:

- 1) Shri Shantilal Shah,  
Minister for Labour & Law,  
Government of Bombay,  
Sachivalay, Bombay - 1.
- 2) Shri S.A. Dange, M.P.,  
The General Secretary,  
All India Trade Union Congress,  
4, Ashok Road, New Delhi.
- 3)

✓ (266)  
May 28, 1959

Dear comrade,

Your letter dated May 25, 1959

The questionnaire was released by the Preparatory Committee and not by the AITUC. Since you have written to Com. Mohd. Ali, you will be getting it very soon.

With greetings,

Yours fraternally,

Ums

(K.G. Srivastava)

Secretary

General Secretary,  
Wazpur Engineering Workers Union,  
Near Tilak Statue,  
Mahal, WAZPUR (Bombay State)

# नागपुर इंजिनियरिंग वर्कर्स यूनियन NAGPUR ENGINEERING WORKERS UNION

अध्यक्ष : एस्. टी. नसरकर  
जनरल सेक्रेटरी : बी. पी. कश्यप.

कार्यालय, तिलक पुतला,  
महाल, नागपुर-२.

UNDER CERTIFICATE OF POSTING

नागपुर, मई २५, १९५९

कों. के. जी. श्रीवास्तव,  
सेक्रेटरी,  
ऑखिल भारतीय ट्रेड यूनियन कांग्रेस,  
४, अशोक रोड,  
नई दिल्ली.

विषय : इंजिनियरिंग वर्कर्स कांफ्रेंस के लिये अ.आय.टी.यू.सी. द्वारा तैयार-  
किया गया " कौश्चनेअर " भेजिये.

प्रिय कॉमरेड,

आज ही ऑखिल भारतीय इंजिनियरिंग वर्कर्स कांफ्रेंस की प्रिपरेटरी कमेटी की ओर से हमारे ता. १९ मई १९५९ के पत्र कां कुत्तर देते हुअे अक पत्र आया है. इस पत्र द्वारा मालूम हुआं है कि, ऑखिल भारतीय ट्रेड यूनियन कांग्रेस द्वारा इंजिनियरिंग वर्कर्स की समस्याओं को जानने के संबंध में अक " प्रश्नावली " तैयार की गई है. इसी पत्र में हमें यह भी बताया गया है कि, अ.आय.टी.यू.सी. की ओर से तैयार इंजिनियरिंग वर्कर्स यूनियनों को यह " प्रश्नावली " भेजी गई है. लेकिन हमें अभी तक इस प्रकार की कोई भी " प्रश्नावली " प्राप्त नहीं हुई है. अभी तक अ.आय.टी.यू.सी. की ओर से इंजिनियरिंग वर्कर्स कांफ्रेंस के संबंध में ता. १३ मई ५९ का सिर्फ अक साईक्लोस्टाईल सर्कुलर आपकी दस्तखत का ही मिला है.

इसलिये हम आपसे अनुरोध करते हैं कि, आप इस पत्र के मिलते ही अ.आय.टी.यू.सी. द्वारा तैयार की गई " प्रश्नावली " हमें फौरन भेजने की कृपा करें. हम लोग इस राष्ट्रीय इंजिनियरिंग वर्कर्स कांफ्रेंस की तैयारी और प्रचार का फायदा मुठा कर नागपुर इंजिनियरिंग वर्कर्स यूनियन को मजबूत बनाना चाहते हैं. और कांफ्रेंस की तैयारी में अपना फर्ज अदा करना चाहते हैं. आशा है कि इस पत्र के कुत्तर के साथ " प्रश्नावली " भेजेंगे.

टीप:- इस पत्र की प्रांते प्रिपरेटरी कमेटी-  
क भेज दी है.

आपका,  
*(बी.पी.कश्यप)*  
(बी.पी.कश्यप)  
जनरल सेक्रेटरी

नागपुर इंजिनियरिंग वर्कर्स यूनियन  
NAGPUR ENGINEERING WORKERS UNION

अध्यक्ष : एस्. टी. मसूरकर  
जनरल सेक्रेटरी : बी. पी. कश्यप.

कार्यालय, तिलक पुतला,  
महाल, नागपुर-२.

नागपुर, मई २५, १९५९.

कों. कन्वीनर,  
प्रिपरटरी कमेटी,  
नेशनल कान्फ्रेंस ऑफ इंजिनियरिंग वर्कर्स ऑफ इंडिया,  
२४९, बहुबाजार स्ट्रीट,  
कलकत्ता-१२.

प्रिय कॉमरेड,

आपका ता. २२ मई १९५९ का पत्र मिला. तदर्थ अनेक चन्चवाद. आपके पत्र द्वारा ही यह मालूम हुआ कि अ.आय.टी.यू.सी. की ओर से देश भर के सभी केन्द्रों के इंजिनियरिंग वर्कर्स की हालत जानने के लिये एक जनरल " प्रश्नावली " तैयार की गई है. लेकिन हमें अभी तक यह " प्रश्नावली " मिली नहीं है. अभी तक हमें इंजिनियरिंग वर्कर्स कान्फ्रेंस के संबंध में अ.आय.टी.यू.सी. की ओर से सिर्फ एक सर्कुलर ता. १३ मई १९५९ का ही मिला है.

हमने आज ही अ.आय.टी.यू.सी. केन्द्रीय कार्यालय नई दिल्ली को कों. के. जी. श्रीवास्तव के नाम से एक पत्र लिखा है, और यह " प्रश्नावली " जल्दसेजल्द भेजने के लिये प्रार्थना की है. यदि आपके यहां प्रिपरटरी कमेटी कार्यालय में यह " प्रश्नावली " हो तो कृपया भेजने की व्यवस्था कीजिये.

आपकी अथवा अ.आय.टी.यू.सी. की ओर हमें यह " प्रश्नावली " प्राप्त होते ही हम लोग नागपुर के इंजिनियरिंग वर्कर्स की हालत-संबंधी विवरण अधिक से अधिक अच्छी तरह भर कर भेजने का भरसक प्रयत्न करेंगे.

आशा है कि आप इस पत्र के मिलते ही या तो खुद हमें " प्रश्नावली " भेजेंगे. या अ.आय.टी.यू.सी. को यह " प्रश्नावली " हमें भेजने के लिये लिखेंगे. मैंने अ.आय.टी.यू.सी. को जो पत्र आज लिखा है उसकी प्रति आपकी जानकारी के आपके पत्र के साथ नत्थी कर दी है.

पुनश्च:- आपके इस पत्र की प्रति अ.आय.टी.यू.सी. कार्यालय को भेज दी है.

आपका,  
*(बी.पी.कश्यप)*  
(बी.पी.कश्यप)  
जनरल सेक्रेटरी



23 MAY 1959

# ENGINEERING & FOUNDRY WORKERS' UNION

என்னினியரிங் & பவுண்டரி ஓர்க்கர்ஸ் யூனியன்

(Reg. No. 1911)

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

President:

**GANESAN, B. E.**

5, Ritchie Street,

Mount Road, MADRAS-2.

General Secretary:

**LOGANATHAN**

Date, 20th May 1959.

- 1 ✓ The Secretary,  
All-India Trade Union Congress,  
No.4, Ashok Road, New Delhi.
2. Com. Janab Mohd.Elias, M.P.,  
Convener, Preparatory Committee,  
National Conference Of Engineering Workers,  
249 Bowbazar Street,  
Calcutta 12.

Dear Comrade,

This is to acknowledge receipt of Trade Circular  
No.5/59 dated 13.5.'59..

This is also to inform you that at Madras there are  
number of unions of workmen of Engineering Industries and we are  
arranging to have the representative meetings of all the unions  
together with the representatives of similar unions outside the  
AITUC'S fold in the first fortnight of June '59. We will also find  
out, if it is possible to have a state wide representative meetings,  
as preparation ~~for~~ the proposed All India Conference on 10th July.  
Kindly therefore arrange to furnish us with the copies of bulletins  
published preferably in English or even in Hindi in other states  
particularly Bengal, Punjab and Bombay.

We are also corresponding with Coimbatore, <sup>Madurai</sup> and Trichy  
unions and shall report further on the progress made.

Yours fraternally,

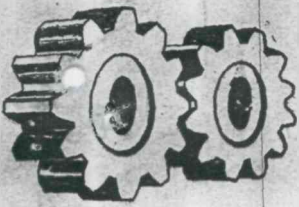
*N. Loganathan*

General Secretary.

Copy to: Sri.T.R.Ganesan, B.E.  
Secretary,  
T.N.T.U.C.  
No.157, Broadway,  
M a d r a s.

*use for Bombay*  
*Loganathan*

26 JUN 1959



# GENERAL ENGINEERING EMPLOYEES' UNION

(Regd. No. 1624)

President : K. T. Sule

Gen. Secretary : Vithal Chaudhari

Office :

25, Dalvi Building, 2nd Floor,  
Poibaodi, Parel,  
BOMBAY 12.

Ref. No. GEEU/ 1111/5/124/59.

Date... June 25,.....1959.

Honourable Shri Yashwantrao Chavan,  
The Chief Minister,  
Government of Bombay,  
Sachivalaya, BOMBAY - 12.

Sub:- Strike in National Electrical Industries Ltd.,  
Industrial Estate, Lalbaug, Bombay - 12.

Dear Sir,

We propose to draw your kind attention to the most unfortunate situation that has been created in one of the major electrical factories, namely, National Electrical Industries Ltd., Lalbaug, Bombay.

This factory employs about 650 workmen manufacturing electric motors and transformers of 1,000 to 3,000 KVA capacity. Main customers of these manufactured heavy goods, are the Union and State Governments or quasi-government institutions, such as Municipal Corporations in the country.

....2

## ALL INDIA TRADE UNION CONGRESS

RE Trust Building,  
55, Girgaon Road,  
B O M B A Y - 4,  
22nd June 1959.

FOR FAVOUR OF PUBLICATION:

Shri S.S. Mirajkar, President, All India Trade Union Congress has issued the following statement on the strike of the H.E.I. workers:-

"The H.E.I. workers at Lalbug have been forced by the recalcitrant management to go on a strike for the second time after the resumption of work for a very brief period. The responsibility for this action of the 650 workers is entirely that of the management and their crooked methods in dealing with the workers.

"It will not be out of place if I briefly narrate the historical background of the present action of the workers. The Company effected unjustified retrenchment of ten workers and made unwarranted changes in the wage structure of the workers. This company had amalgamated a portion of the D.A. with the basic wage which they decided to separate unilaterally and without assigning any reason. The Union tried to seek redress on these two demands without any success. The workers, therefore, downed tools on the 26th April last and the strike continued for nearly 60 days in the first instance.

"At this stage, I intervened and met Shri Murarji Vaidya, one of the Directors of the said Company. I had long discussions with him and made certain fair proposals for the settlement of the strike which Shri Vaidya would not accept before the resumption of work by the strikers. We said that he would consider them after the normal conditions are established. One of the proposals ~~was~~ was that there should be no victimisation of workers after the resumption of work. On this point I had a specific discussion in my last interview with Shri Murarji Vaidya and I state he had agreed to 'no victimisation'. Thereupon I advised workers to consider calling off of the strike which they did.

However, no sooner did the workers resume work, the Manager of H.E.I. started harassing the workers; almost the second or third day two workers were served retrenchment notices; even then the

Some time back there was a total strike in this factory which lasted from 24th April to 10th June 1959 and was amicably settled due to the mediation of Shri S.S. Mirajkar, the President of the All India Trade Union Congress.

One of the main proposals that were discussed for the settlement of the strike, was that the company would not victimise any body after resumption of work and that every worker would be allowed to work, once the strike was called off.

Accordingly, the 48-day old strike was over and the workers were advised to go to the factory for work.

But, to our great astonishment and dismay, it was found that the leading workers, about 14 of them were selected for serving chargesheets and notices of termination. All of them were stopped from work with immediate effect.

Shri Morarji Vaidya, who had been the Company's spokesman during the said negotiations and now a leader of the newly formed Swatantra Party, was contacted by Shri Mirajkar to get explanation of this sudden change in the policy of the Company which clearly amounted to going back upon assurances given by him and accepted by us in good faith.

Strangely enough, the veteran spokesman blatantly denied that any such assurance about no victimization was ever given at all and that he was, on the other hand, bent upon terminating services of some men.

Workers, naturally annoyed at such summersalt taken by the management, and considering that it was a treacherous attack on their leading comrades calculated to weaken their unity and organisation, immediately stopped all work from 20th June 1959. The total strike, clearly provoked by the company, now continues till this moment.

It is really most unfortunate that after resumption of work as a result of successful mediation of Shri Mirajkar, Company's spokesman of the stature of Shri Morarji Vaidya should

have preferred to stoop down to this position by suddenly forgetting his own words in this manner. This is, certainly, not in keeping with the code of discipline or behaviour whose main feature is to honour every word of an agreement once entered into between two parties.

Sir, as you know when disputes are ended amicably after some negotiations, it becomes the responsibility of every one to honour every word of such settlement and ensure peaceful and cordial atmosphere by the proper efforts on part of both the parties and bring about ultimately the redemption of losses, in shortest possible time.

But here the management of the National Electrical Industries preferred to violate all norms of behaviour in such situation and went back upon their own word in a manner, unparalleled in the recent history of trade union movement.

Due to this stoppage, 2,70,400 man-days <sup>hours</sup> are lost, Rs.18,00,000/- of business and production gone and about Rs.1,67,000/- of wages and salaries evaporated. This is overall effect to this day.

Now, the Company has also declared an indefinite Lock-Out from 24th June 1959 laying whole blame, in the usual employers' style, on the Union and its 'misguided' (?) workers.

Further, as though to bring grist to the mill, the local police are obliging the employers by unwarranted harassment of workers leading to deterioration of the situation still further.

In these circumstances our earnest appeal to you and through you to the Government of Bombay, is to take a serious note of this grave situation, use your good offices to prevail upon the Company to abandon this highly provocative course and help in restoring status-quo and resumption of normal work which is otherwise daily affecting the national production, Company's own profits and, above all, workers' daily bread itself.

We further request you to give us an opportunity to acquaint you with further details and developments by allowing our deputation of five persons, to wait on you. There will be MLAs also in our deputation.

We hope to hear from your office about a suitable date and time for this appointment with you.

I am enclosing herewith also a copy of the press statement issued by Shri S.S. Mirajkar on the negotiations that he had with Shri Morarji Vaidya prior to the withdrawal of the strike. This will give an idea of the specific discussion held between them.

Thanking you,

Sincerely Yours,

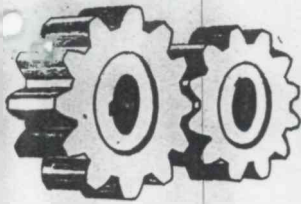
*Vithal Chaudhari*

(Vithal Chaudhari)  
GENERAL SECRETARY.

Encl: Copy of press statement  
issued by  
Shri S.S. Mirajkar.  
-----

Copy to:

- 1) Shri S.M. Joshi, M.L.A.,
- 2) Shri V.D. Deshpande, M.L.A.,
- 3) Shri S.G. Patkar, M.L.A.,
- 4) Shri S.S. Mirajkar, President, A.I.T.U.C.,
- ✓ 5) Shri S.A. Dange, M.P.,  
The General Secretary, A.I.T.U.C.,
- 6) Shri S.Y. Kolhatkar,  
The General Secretary,  
Bombay State Trade Union Committee of A.I.T.U.C.  
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3 JUL 1959

# GENERAL ENGINEERING EMPLOYEES' UNION

( Regd. No. 1624 )

President : K. T. Sule  
Gen. Secretary : Vithal Chaudhari

Office :

25, Dalvi Building, 2nd Floor,  
Poibaodi, Parel,  
BOMBAY 12.

Ref. No. GEEU/ NEIL/Misc/132/59.

Date.....June...26,.....195 9

Dear Com. K.G.,

Yesterday you must have received a copy of the memorandum in connection with the NEI dispute. Please issue a statement on behalf of the A.I.T.U.C. on this dispute in light of the facts stated therein.

Comrade Dange was to prepare it before he left to Madura, But I do not know now, when he will issue it.

Besides, please take up this issue before the forth coming Tripartite Conference, also as it a characteristic issue involving code of conduct for the employers.

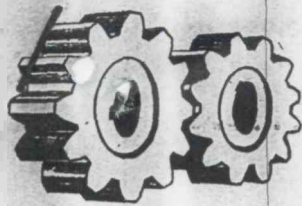
With Greetings,

Yours fraternally,

*Vithal Chaudhari*

( Vithal Chaudhari )

3 JUL 1959



# GENERAL ENGINEERING EMPLOYEES' UNION

(Regd. No. 1624)

President : K. T. Sule

Gen. Secretary : Vithal Chaudhari

Office :

25, Dalvi Building, 2nd Floor,  
Poibaodi, Parel,  
BOMBAY 12.

*Handwritten signature/initials*

Ref. No. GEEU/NEIL/G/131/59.

Date.....June 26,.....1959

**Shri Gulzarilal Nanda,  
Hon. Minister for Labour,  
Government of India,  
Central Secretariat,  
NEW DELHI.**

*Handwritten checkmark*

Sir,

The accompanying memorandum <sup>sent</sup> made to Shri Shantilal Shah, the Minister for Labour, Government of Bombay State, is sent to you for serious consideration.

The strike in this important national factory is now in its 55th day and total loss is tremendously rising every moment.

Main question that arises in this dispute is whether all norms of behaviour and fair-play has any place in the employer-employee relations or not; or are they only a white-wash during the negotiations only to be thrown to winds as soon as the purpose is served.

Your valuable intervention in this crisis is essential both to restore and establish certain code of conduct and also to prevent further loss of national production.

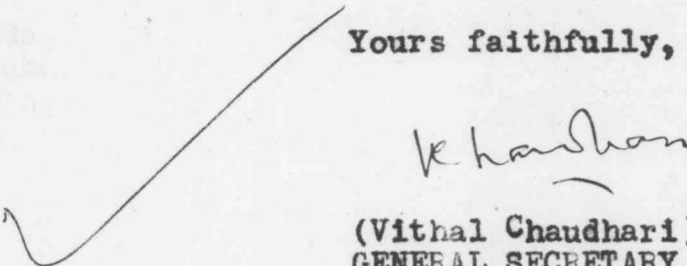
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In view of the forth coming session of Indian Labour Conference and the agenda before it a dispute of this kind assumes a special significance, and hence the added urgency to deal with it.

Thanking you,

Yours faithfully,



Vithal Chaudhari

(Vithal Chaudhari)  
GENERAL SECRETARY.

## National Conference Of Engineering Workers Of India

249, Bowbazar Street, Calcutta-12

Ref.....

Dated 29.6.59

To

266

The Editor,  
Trade Union Record.

Dear Comrade,

✓

Sending herewith a  
copy of the circular issued  
to Engineering workers' Unions  
in all States. I would request  
to kindly publish it in  
the next issue of the TUR!

Yours Comradely,  
M. Laxmipati,  
Secretary.

PREPARATORY COMMITTEE  
NATIONAL CONFERENCE OF ENGINEERING WORKERS OF INDIA  
249, Bowbazar Street, Calcutta - 12

Dt: 29 . 6 . 59

To: All Unions.

Dear Brothers,

1. Preparations for the Conference have now been finalised. The Conference will be held on the 10th, 11th and 12th July and it will be inaugurated by Brother JEAN Secretary, Trade Union International, Metal & Engineering W.F.T.U., who will be reaching India on the 1st. July. According to indications that we have so far received, about 9 foreign delegates are expected to attend the Conference.

Brother S. A. Dange, M.P. will preside over the conference.

2. Arrangements for accommodation of delegates coming from different states have been completed. We have not made any separate boarding arrangements as we have got in Calcutta a large number of hotels and restaurants catering foodstuffs of all tastes. The minimum cost for fooding including breakfast will be approximately Rs. 2'50 to Rs. 3'00 per day. As you know, conveyance is comparatively cheap in Calcutta.

Programme have also been drawn up to afford opportunity to delegates for visiting a number of Engineering factories in and around Calcutta.

Cultural programme, of course, is there.

3. Calcutta climate is now hot with intermittent rains. Delegates should, if possible, bring with them umbrella or raincoat which will facilitate their movements.

4. Delegates are requested to intimate the Reception Committee the date and time of their arrival so that arrangements can be made for receiving them at the railway station.

5. We are also arranging to hold an exhibition of Engineering goods produced in West Bengal.

6. We hope election of delegates and other preparations have by now been completed by state Engineering Unions. Please intimate the number in advance.

7. It may not be possible to issue any more circular before the Conference. The Preparatory Committee has received spontaneous response from the mass of Engineering workers in West Bengal and are getting active participation in the matter of raising funds and in all other preparatory activities. We believe large number of delegates will be coming from other states and the Engineering workers of West Bengal who have the proud privilege of playing host, are awaiting to receive them cordially.

8. Materials for the conference will be made available soon after arrival in Calcutta.

FOR OTHER INFORMATIONS PLEASE CONTACT:-

Robin Mukherjee, M.L.A.  
Secretary,  
Reception Committee For National Conference of  
Engineering Workers of India,  
249, Bowbazar Street, Calcutta - 12.

Fraternally yours

MD. ELIAS

June 30, 1959

Dear Comrade Elias,

Thanks for your letter of 29th thru Com.Divakar.

The report you got from Com.Indrajit about Com.Marrillier's programme is not fully correct. We are not sending him to Bombay. He is reaching Delhi on the night of 1st July (i.e., tomorrow) and we will show him round Delhi and Agra for two days and then send him on to Calcutta by the 3rd or 4th. We shall send you a wire when he starts for Calcutta.

Com.Dange is certainly attending the Engineering Conference. According to his programme, he will reach Calcutta on 9th from Coimbatore. He will have to leave immediately for the N.C.meeting at Trivandrum which begins on 13th. Therefore, it would be rather difficult or perhaps impossible for him to make any programme for Jamshedpur. Com.Dange is now in Bombay and will not be coming to Delhi till after July 20. You may therefore write to him direct to Bombay.

As for my coming, the position as stated in Com.KG's letter continues and I do not know what can be done.

We have not received any news of your W.Bengal Conference for the TUR. The issue of July 5 is in the press and will be out tomorrow. We are putting an announcement about the Eng.Conference on front page - and that is the only thing we could do.

With greetings,

Yours fraternally,

(M.Atchuthan)

B.S. Com.KG has gone to Kanpur for two days and hence I am replying to your letter.

Calcutta.

29.6.59.

Dear Comrade C.G.

I have come to know from Indrajit that you are planning to send Com Marri-  
-lie to Bombay and other  
states first and then to  
Calcutta. But I have  
already written to you that  
we have arranged a number  
of programmes for him  
before the conference.  
We have already arranged  
an interpreter for him  
from Chandernagor who  
is also an engineer,  
~~and~~ <sup>but</sup> he is ~~not~~  
a P.M. but sympathetic.  
That is why I shall  
request you to arrange

to send <sup>2</sup> Comrade Marvillie  
first to Calcutta then after  
the conference to other  
states.

What about Com Daji's  
programme? We have  
already written to him  
that the Janshedpur  
Comrades want Com Daji  
at Janshedpur to hold  
a big meeting at there,  
there try to send Com-  
Daji one or two days  
before the conference for  
going to Janshedpur and to  
hold a Press Conference  
on Eng Cont. Janshedpur  
Comrades also <sup>will</sup> give <sup>him</sup> <sup>keep</sup>  
-tion to Com Marvillie on  
the same day ~~was~~ on

3

~~The~~ Com. Page will go.

We are finally giving one circular to all states stating the details of the conference. Please publish that circular in the next issue of T.I.R. and also issue one circular from A.S.T.V.C. to all states for sending a large number of delegates to the conference.

We have not received any reply from you or from Com. Achutan about his coming to Calcutta for participating in the work of our conference. Please say something about this.

Last of all

4.

I would request you to  
keep Comrade Dange constantly  
informed for the conference.  
If com. Dange does not  
come to you can well  
imagine what would  
be the fate of us.

Please inform us  
immediately about  
Com. ~~D~~ Merrille's  
programme.

With regards

M. J. S.

29.6.59



postcards to

Delhi STUC  
Com. Ram Asrey, Kanpur  
Com. Ratan Roy, Batna (Bihar STUC)  
Com. ~~Kumar~~ Punamia, Rajasthan STUC

Dear Comrade,

We hope you are arrange<sup>ing</sup> to send a good delegation from engineering unions in your State to the All-India Engineering Conference at Calcutta (July 9 to 12). Please inform us as to how many delegates from the different centres would be going for this conference, at your earliest.

With greetings,

File  
'com

8 JUN 1959

PREPARATORY COMMITTEE

PHONE: 34-204

National Conference Of Engineering Workers Of India

249, Bowbazar Street, Calcutta-12

Ref.....

Dated.. 26.6.1959.

266  
My dear Comrade Achutan,

Since a long time I have not received any news from you. Have you started writing the report? We have not yet been able to receive any report from any state except Punjab and Vizag Shipyard. The West Bengal Federation has started writing the report for their state conf which will be held on 14th June. After a week I shall send the report to you. The copies of the reports of Punjab and Vizag ship yard are being sent to you to-day. The latest journal which has come out day before yesterday is also being sent to you.

I could not begin any work on the report. Because the Comrade who took the responsibility for collecting materials has not sent any material so far. Therefore I also could not send you any material. I am beginning to collect materials from Monday next and I am sure I shall be able to send you materials for the report and I shall hope that you will please start to write the report without any delay because the time is very very short.

I have already written to Comrade Datta giving him all the particulars about the preparations of the conference. Preparatory work is on full swing in

17/59

# Terrible food situation in Bengal and big movement for that, Kerala and Tibet situation is also in ~~our~~ there. One ~~paper~~ for workers is being collected in many factories for the conference. Many zonal committees have been formed in many engineering centres. Reception Committee with its chairman and Secy has been formed and functioning very well. Many sub-committees have also been formed for ~~the~~ Campaign, decoration ~~set~~ etc. We have also decided to organise a exhibition of Eng materials. We have already approached some of the owners and good response is there. We are also writing to Eng Associations for this. We hope that a very good exhibition can be organised.

Brother Beavillie has written us expressing his will to come earlier to get himself acquainted with the Eng movement here. He wants to come here by 20<sup>th</sup> July and wants to leave by 20<sup>th</sup> July. Everybody accepted his proposition ~~as~~ because we shall be able to use him properly for the preparation of our conference and we have sent cable to-day requesting him to come by 20<sup>th</sup> July. No information has so far <sup>been</sup> reached here from any country about fraternal delegates except 3 messages from Korea, Czechoslovakia and Soviet Union. We have again sent ~~a~~ letters to all these countries to send fraternal delegates. We have to-day received letter from Home Ministry, Govt of India. They want the particulars of all fraternal delegates after that they will consider "

~~at~~  
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## National Conference Of Engineering Workers Of India

249, Bowbazar Street, Calcutta-12

Ref.....

Dated.....19

The particulars of Comrade Merrille is with you. Please send that letter so that we shall be able to send the particulars to Govt of India. Would it be possible for Comrade Dange to write to W.F.T.U. directly to send fraternal delegates to our conference. If any delegate does not come to attend our conference then it will damage our conference. That is why I am requesting you. Please try to persuade Comrade Dange to write to W.F.T.U.

I think that, all the works for the successful conference will be done very well and the conference will be no doubt a very grand one. But for only thing I am worried is the report and in this respect if you please do not help us we shall be in great difficulty. Of course we are trying our best to do that. You promised that you shall come to Calcutta to our conference. Why don't you come a bit earlier. The weather is fine here. We shall put you up with our Malayali comrades so that you may easily get food according to your taste and also you will get the Malayali environment. Besides this you can witness big movements including general strike, good football matches

Bengali songs, drama, dance and moreover ~~also~~  
Russian Vodka which has been brought by Hilda!  
We shall give you both ways train fair. Please  
let us know when you will be able to come  
to Calcutta.

We have written to Comrade Darge to come  
to our State Conf for four hours. Please you  
also try to send him here on 14<sup>th</sup> June.  
Please also don't forget to keep him informed  
about the date of National Conference.  
The date you know is 10<sup>th</sup>, 11<sup>th</sup> and 12<sup>th</sup> July.

What about Bulletin. Have you  
prepared some thing. At least one or two  
Bulletins must be brought out before  
the Conference. In view of that please  
try to do something in this respect.

What about Com D. G. Pleaseth  
him - that Com Haripada, Sayed and Ramaswami  
have received passport and ~~stamps~~ left for Baku  
on last Sunday. Has Comrade Pandey  
returned from Prabal. What about Com  
Krishnan, Dayananda and Mrs Laxmi? I  
hope you all are keeping well.

Any news about Com.  
Kalyan and his new girlfriend?  
Since a long time we have not seen  
him here. How long he will stay at  
Delhi? Please write me immediately. yours,  
Eli's

June 27, 1959

Dear Com. Elias,

Yours of 25th inst.

We have no information about Com. Dange's programme for Jamshedpur. He is now in Trivandrum and hence it would be difficult to contact him in the next few days.

As for Com. Marrillier's visit, I hope your pre-conference meetings for him will not be too many and that he will not be ~~also~~ brought into your gate meetings also!

I think your idea of holding a preparatory committee meeting a day prior to the conference would be good and from this you can elect a Steering Committee for the conference.

Since no report of your W. Bengal Conference has come for the TUR, we will have no material on it in the coming issue.

We will write to you about Com. Marrillier's arrival when we hear from him.

With greetings,

Yours fraternally,

*Vms*  
*27/14*  
(K.G. Sriwastava)

## PREPARATORY COMMITTEE

## National Conference Of Engineering Workers Of India

249, Bowbazar Street, Calcutta-12

Ref.....

Dated 25.6.1959.

Dear Comrade U. G.

Very very thanks for your kind letter. The preparations of the Conf are ~~at~~ on full swing now. I hope that you have already given ~~an~~ circular ~~to~~ all State T.O.S. for sending delegates to the Conf.

We have come to know that ~~some~~ Com Dage <sup>has</sup> promised Jambhedpur Coms for going over there during his stay in Calcutta. We want the particular date for the visit of Com. Dage to Jambhedpur because Com. Mavillee also go over there. The Jambhedpur Comrades want to hold a big rally on the occasion of the visit of Com. Dage and Mavillee. It will help them for the preparation of the meeting if they come to know the date of Com. Dage for his visit to Jambhedpur. He will not be able to leave Calcutta during the conference because he has got a busy programme here. I shall be very glad if you please contact Dage and let us know the date of his visit to Jambhedpur.

Regarding report, with the help of ~~our~~ leading Coms here we are preparing a report now, but it shall have to be finalised and let Com

Achutan does not come earlier it would be  
very difficult for us to do that. When are you  
starting Com Achutan please let us know  
as early as possible.

For the queries of you I am  
writing you very soon.

Should we hold another meeting  
of the preparatory Committee? If when?  
one or <sup>two</sup> days before the conf. If we  
convene that meeting will the comrades  
arrive!

As soon as Com Marcelli will  
arrive Delhi please arrange to send him  
Calcutta as soon as possible.

The general strike on food  
to-day was a grand success.

Yours

Shis.



20 JUN 1959

# Burn's Employees' Union.

(REGD. NO. 923)

8, NITYADHAN MUKHERJEE ROAD,  
HOWRAH.

Ref. 38/59-60/32

216

Dated, 23rd. June, 1959.

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

Dear Sir,

Enclose please find/ copy/copies of resolution/s  
passed at the 13th. Annual General Meeting of the Union  
held on 21st. May, 1959, at the Howrah Town Hall, Howrah.

Please acknowledge.

Yours faithfully,  
for Burn's Employees' Union

*B. B. Nandi*

*P. Rana*

( B. B. Nandi.) ( P. Rana.)  
Joint Secretaries.

Encl: 2 as above.

Extract of the Resolution adopted in the 13th. Annual General Meeting of the Members of Burn's Employees' Union, held on 21st. May, 1959, at Howrah Town Hall, Howrah.

"The Gua and Chiria Iron Ore Mining area belonging to IISCO., is ~~an~~ a most fertile hunting place for unbridled profit drive for the monopoly capitalists Martin Burn Ltd., it is a place, where expropriation of Indian Labour is perhaps the highest; where appropriation of profit does not allow the workers even the bare minimum necessities of life. Far from the city, with a very poor communication, the Gua Iron Ore Workers are being deprived of Trade Union rights which the average Indian Workers enjoy and which have recognised by the constitution of India even as a result of many struggles against capital. Registration of the United Workers Union, Gua, formed as per choice of the workmen have been denied for a long time inspite of a forced litigation. The wages of the workmen and their service condition falls far below the starvation level. All types of repression by the Management and Government are rampant. Exploitation of the workmen by the Management in different ways are redeeming features. Condemnable callous attitude of the Management towards the workmen are overlooked by the Government.

This 13th Annual General Meeting of Burn's Employees' Union demands:-

1. The Management should immediately implement the Mines Act. and the Government should see that it be implemented by the Management.
2. That the Bihar Government should immediately issue registration Certificate to United Mineral Worker's Union, Gua.
3. That free Sanitary, water, Lighting and Fuel facilities be arranged by the ~~xxx~~ Management to all workmen.
4. That the Management should immediately take up the housing scheme as formulated by the Finance Corporation and build sufficient quarters to accommodate all workmen.
5. That adequate facilities ~~is~~ for free education of children of the workers be arrange by the Management.
6. That above all minimum humanitarian treatment be meted out to the workmen by granting them fair wages, D.A. according to the local price index and production bonus on scientific ~~basis~~ basis.
7. That the Contract system should be abolished and departmental labour encouraged.
8. That all workmen under the contractors of IISCO., at Gua and Chiria and Monohar Pur doing work of permanent nature immediately made permanent with all facilities.

\*\*\*\*\*

*S. Basu*  
Chairman of the meeting

WEST BENGAL COMMITTEE  
**All India Trade Union Congress**

249, BOWBAZAR STREET, CALCUTTA-12

Ref. \_\_\_\_\_

(266)

Date 20. 6. 1959.

Dear Com X. G.

I have just received your letter. We know that Com Marvillet is coming to India by 3<sup>rd</sup> July as he wrote us previously and according to that we have chalked out a programme for his tour in W. Bengal up to 12<sup>th</sup> July. He will visit many factories and the workers will give him reception in different areas. It will also help us tremendously to prepare our Conf. Workers are very enthused to receive him.

As for the interpreter is concerned we are trying to get one. But up till now we could not arrange. We may get one but ~~he~~ he or she will not be able to tour with him outside Bengal. If you arrange one interpreter from Pondichery who will bear the expenditure that is also a question.

2

We of course will bear all expenditure for  
boarding and lodging of Com Marvillet. We  
have already arranged a good place to put  
him up where he will get European food  
etc. We have written to Bombay,  
Mysore and Punjab for Com Marvillet's  
tour after the Conf. But uptill now  
we have not received any reply.

Please arrange to send him Calcutta as  
soon as he reach at Delhi. If  
you want to move any programme for  
him <sup>for</sup> a Delhi move it after the Conf.

As soon as we could arrange  
any thing for interpreters we shall let  
you know immediately.

Hope you have received  
my previous letter and reply as  
soon as possible.

Y  
M. Davis.

262  
June 20, 1959

Dear Com.Elias,

Your letter of 17th inst. I have sent you another letter yesterday.

2. Glad to know of the successful conference of W.Bengal Engineering ~~Union~~ Federation. Please send report in time for the next TUR.

3. You will get delegates from important States. I cannot say if there will be 100 or not but as I see it, it is going to be a well-represented conference.

4. At the moment, difficulty with Achuthan is that one typist (Mehra) has left us because of continued ill-health. Shanta Lokare is to work in the Asaf Ali Road office since Lokare has gone to Madurai. Achuthan is the only typist in our office. Dayanand has gone on leave to Nainital and Satish Chatterjee to Ceylon.

Anyway I won't stand in the way of Achuthan in visiting Calcutta only if some workable arrangement is made here for our typing. We are trying for another typist.

I will be too glad to attend the Engineering Conference. But I cannot promise now as you would agree, the AITUC shop should not be totally closed. About TU MPs you can write to as many as you like. I think you have the list of MPs in Lok Sabha and Rajya Sabha. Send invitation to all TU MPs and let any number of them come or send message.

But about other TU leaders, you will have to select as you will have to pay their railway fare. You can send invitation to all office-bearers of the AITUC, HMS and UTUC. Guruswamy is not in India. Get a message from V.G.Dalvi, President, P&T Federation and S.M.Joshi.

I do not know exactly if Brother Marillier got visa or not.

Com.Pandhe attended the Working Committee meeting of the All-India Peace Council in your absence here.

With greetings,

Yours fraternally,

*VMS*  
*25/6*  
(K.G.Sriwastava)

PREPARATORY COMMITTEE

National Conference Of Engineering Workers Of India

249, Bowbazar Street, Calcutta-12

Ref.....

Dated...17.1.6.....1959.

My dear Comrade K.G.,

I have received both of your letters. I am very thankful for your letters.

You have asked me why I have not sent any materials to you for the report and the bulletin. How can I send the materials if I cannot get those from the comrades of different provinces. In spite of my repeated requests only Punjab and Vizag comrades have sent reports. Although the Bengal Conference has been held but the report was not so good but we are also sending all the materials which we have received here to you for bulletin and report. I am personally collecting some materials from the Indian Industrial Statistical Bureau but it is taking too much time to collect all the materials. And I have at present not so much time to devote entirely for this purpose. Because you know <sup>that we</sup> have already given the call for general strike on food

At your stand my name information please give me. I am glad to hear from you. Please convey my greetings to Kim and ask him to write his experience in the new org. Please convey my greetings to the other comrades of A.S.T.W.C. Please reply me as soon as possible.

I think we are varying the type of spending please state T.I.S. and how it will be evident ally at exp. cons. hold a conf. we also on consent and final details

The food situation of Bengal is horrible. We are very near to famine. If ~~you~~<sup>we</sup> do not fight for food we would be perished. Moreover Kerala is there. A number of meetings, demonstrations deputations are being held for these. I have to address two, three, four meetings in a day. ~~Now~~ I have also to work very hard for raising funds and other purposes for the All India Conf. Therefore it is becoming very difficult for me to find out time ~~for~~ exclusively for the reports. Some other comrades ~~as~~ have assumed me to help collecting data etc but they will also not be able to do it before the General Strike. Because everybody is busy with preparing for general strike. That is why I am thinking to bring Com. Achutan here for helping us with the preparation of our conf. He also has assured me. But you have not said anything ~~is~~ about his coming to Calcutta except my offer. However I hope and trust that you will try your best for sending Comrade Achutan to Calcutta as soon as possible. As one of his best friends you should also help him to visit one of the greatest city of India ~~besides~~ apart from Conference work because he has not yet visited this city.

asked him to come on 31st July. We also

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page

## National Conference Of Engineering Workers Of India

249, Bowbazar Street, Calcutta-12

Ref.....

3

Dated.....19

The state conf of Eng workers of Bengal which was held on 14<sup>th</sup> June was very successful. 700 hundred delegates from 70 Unions and 20 fraternal delegates ~~had~~ attended the conference. The discussions on the report placed by the general Secy and various other resolutions were very lively. All these delegates were direct from the departments from factories, they themselves participated in the discussions, the total paid membership of the Federation is more than 55,000 thousands. The total workers under the influence of the Fed is more than a lakh. This is very conservative estimate. We did not allow this time a single delegate or visitor from any union which has not <sup>paid</sup> affiliation fee to the Fed. There were many unions who ~~would have~~ perseverously paid their affiliation fee but this time could not for various reasons. But we are hoping by the time of All India Conference may will pay their affiliation fees.



This time the federation has gained more strength than before. I shall send you the English translation of reports and various other resolutions. The Com has elected me as President, Robin as Gen Secy and 4 Secys, 5 Vice Presidents and one treasurer.

We have not yet received any further information from the External Affairs. What should we do now.

Some how or rather we shall <sup>be able to</sup> prepare the report for which we can assume you - But what would be about the delegates from other states, I think comrades are not so interested with this conference at least 100 delegates do not come from various states there will be terrific demoralisation among the workers of Bengal. Then there will be no meaning of spending 5000 rupees for this conf. therefore please give another circular from A.J.T.V.C. to all the state T.V. to be more serious for this conf and arrange to send more and more delegates. We are giving posters and handbills in thousands announcing Com Dage's name as the president of the conference. We shall also hold a big open rally at maidan where Com Dage <sup>will</sup> also preside. Please keep Com Dage <sup>well</sup> informed about this. Should we hold another meeting of the Preparatory Committee before the conf. Please let me have your opinion about this. We are extending our invitation to you to greet our conf on behalf of ~~the~~ A.J.T.V.C. please let us have your Com we want to invite some of the important T.V. leaders and T.V. M.P.s. whom to invite please suggest.

About the Commerce International conf delegates I am sorry to be late to send the details (contd on page 1)

for the delegates: Hanipada Chakraborty, General Secy, Com Employers Fed and Gen Secy Bengalee  
in min. Discharge from the Union. M.A. Sanyal, Vice President Cine E. Fed and D.M.P.A.  
All points  
M.A. Sanyal, Vice President Cine E. Fed and D.M.P.A.  
The left an

210  
June 19, 1959

Dear Com.Subbiah,

In connection with the All-India Engineering Workers' Conference, the Secretary of the Metal & Engineering TUI (WFTU), Com.Jean Marillier, is arriving in India on July 1 and will be with us till July 20. Com.Marillier is French and he would require an interpreter.

Please inform us if you could depute an interpreter from Pondicherry, who could be with Com.Marillier and travel with him during his stay in India, i.e., from July 1 to 20.

Please reply by return post. On hearing from you, we will send you a wire as to when the interpreter should reach Delhi.

With greetings,

Yours fraternally,

*mm*  
19/59  
(K.G.Sriwastava)

2.11  
June 19, 1959

Dear Com.Elias,

We have just received a letter from Com.Adducci, that Com.Marillier would be arriving in India for the Engineering Conference, reaching New Delhi on July 1.

What is the programme which you have fixed for him, apart from attending the Conference? He will be in India till July 20.

Since Com.Marillier knows only French, he will need an interpreter. Can you arrange one from Calcutta who would be able to travel with him during his stay here, i.e., from July 1 to 20? If so, please let us know by return post, since alternately, we will have to write to our comrades in Pondicherry for the French interpreter.

Yours fraternally,

(K.G.Sriwastava)

266

June 19, 1959

Com. MD.ELIAS, M.P.,  
President,  
Burn Sramik Union,  
33/1, Hat Lane,  
HOWRAH.

Dear Comrade,

Thank you for the invitation to Com.  
S.A.Dange, General Secretary, AITUC, to  
attend the Fourth Annual General Meeting  
of the Burn Sramik Union to be held at  
Howrah on the 21st inst.

It is regretted that Com. Dange will  
not be able to attend the Conference due  
to other pressing preoccupations.

I greet your conference on behalf  
of All-India Trade Union Congress and wish  
further success in the future struggles  
for betterment of the living conditions  
of the workers fighting under the banner  
of your union and for Trade Union Unity.

With warm greetings,

Yours fraternally,

*K.G.*  
19/59  
(K.G.Sriwastava)  
Secretary

1959  
19 JUN  
R  
DELHI

पोस्टकार्ड

साथ का कार्ड जयान के लिए  
केवल पता



HOWRAH

To

S.A. Danger M.P.

Secretary of  
All India Trade Union Cong.

4, Asoke Road

New Delhi

19 JUN 1959

**Burn Swamik Union.**

Head No. 3404.

Head Office: 133/1, HAT LANE, HOWRAH.

Dated, 15th June, 1959.

Comrade,

We are glad to inform you that the Fourth Annual General meeting will be held on Sunday the 21st instant at 3 p.m. at Howrah Town Hall.

Our members will appreciate it very much if your valuable time be spared in attending our conference to further the cause of Trade Union movement.

MD. ELIAS, M.P.

President

Comradely yours,

Amar Majumdar & Ram Sen,

Jt. Secretary.

Open session on 22nd June, at Maidan in front of Burn & Co. Ltd., Howrah.

266

June 5, 1959

Dear Com. Ellias,

I have not heard from you, neither received the Bengali Bulletin in connection with Engineering Workers Conference as promised by you. What about that Bulletin?

How are reports from other centres?

Any news from External Affairs Ministry regarding visa?

You did not care neither the union - to intimate us when Com. Haripada Chatterjee left for the T.U.I. Conference of Commerce? AITUC Centre is to be only remembered and that too in the last when there is some trouble.

With greetings,

Yours fraternally,

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

266  
June 13, 1959

Dear Com. Elias,

Your letter to Atchuthan. I opened it by chance. Atchuthan is on leave at Simla.

In the absence of reports from union how can Com. Atchuthan start writing report for you. We have not received any material from you for this purpose - not even the Bulletings for which we wrote and you promised.

Your offer to Atchuthan is very alluring, no doubt.

It would not be possible for Com. Dange/ to attend the conference at Calcutta on 14th July but he is definitely participating in your conference from 10th to 12th July.

For Bulletin also where is the material?

Will you please send us clearly the names of three comrades together with their designation in the union who have left for the TUI conference of Commerce.

Pandhe has returned from Prague.

Com. Kalyan Roy is in Calcutta and you must have met him to get news from him.

With greetings,

Yours fraternally,

(K.G. Sriwastava)  
Secretary

.S. The particulars about Jean Marrillie are not available with us. These were, I think, given in his letter to you, which you must have got there at hand. Even if passport no., etc. are not available, send other particulars to the Ministry.

28 MAY 1959

266

Shri Vithal Chaudhari, General Secretary of the General Engineering Employees' Union and Vice-President of the State Branch of the AITUC, has issued the following statement:

"All efforts at the settlement of strike in National Electrical Industries which has entered today into 29th day have failed. The Company has lost the business of about 10 lakhs of rupees worth of Transformers, Electric Motors etc., while the workers on their part lost about 80-90 thousand rupees as their wages.

It will be interesting to note that the negotiations failed because a proposal was made, in all its seriousness, that the strike should be unconditionally withdrawn and that the dispute be handed over to one of the Managing Directors of this Company itself for arbitration. It is interesting because it reflects complete blindness of the employers to the reality and is reminiscent of feudal outlook of arrogating all sense of justice to oneself.

The Government Labour Office also, instead of keeping quiet, consistent with its declared policy of not intervening once there is a strike action, is acting in a manner which aggravates the situation and is encouraging the Management to be adamant.

The Dy. Commissioner of Labour justifies the Company's action by calling it legal without caring to know from us how it is not so. I, on behalf of my Union, strongly protest against this uncalled for and pro-employer conduct of the Government Officer.

Instead of advising the Company to resolve the ~~crisis~~ crisis which is entailing upon the Government and Quasi-government institutes, as they are the main customers of this Concern, the Labour Office has adopted a very unhelpful attitude.

So far, 20,000 man-days of National production are lost due to the attitude of the Company and the complacency of Government Labour Officer.

contd...2...



All 650 employees are determined to fight the battle to the successful end. Not one - even from supervisory and clerical staff - has ever thought of becoming a blacksheep, despite frantic efforts of the Management to misguide them.

Strikers are comparing their action with the 75-day-old strike of Estrela Batteries and more than three-month-old militant fight of Premier Workers; they are making their plans for a long drawn action but never to yield to the agony of starvation which is the last weapon of all employers.

They have so far collected about Rs.1000/- as contributions from workers and while thanking them all for their mite, I appeal to the entire toiling community of this great city to sympathise and contribute in a more liberal manner so that their fellow workmen win in this battle against retrenchment and <sup>for</sup> D.A. consolidation.

To:

The Editor T-U-Record.  
For favour of publication.

Yours faithfully

*V. Chaudhari*

(Vithal Chaudhari)  
General Secretary

General Engineering Employees' Union

Dalvi Building  
Poibaodi, Parel  
Bombay 12

*Dear Sir,  
Copy of the  
letter is  
sent to  
the  
Editor*

Copy of letter

No.15/67/59-F.1.

Government of India  
MINISTRY OF HOME AFFAIRS

From

Shri S.Rajaraman,  
Under Secretary to the Government of India

To

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

New Delhi-11, the 2 July 1959

Sub: National Conference of Engineering Workers  
of India to be held in Calcutta from the 10th to  
12th July, 1959 - Visas for India for  
fraternal delegates from abroad.

Sir,

With reference to your letter No.204/WV/59 dated  
the 22nd June, 1959, to the Ministry of External Affairs, on  
the subject mentioned above, I am directed to say that it is not  
the practice to grant facilities to foreigners to come to India  
merely for the purpose of attending conferences and meetings  
which are of purely national or local character. In the  
circumstances, it is regretted that it would not be possible to  
grant visas to foreign invitees who wish to attend the  
All-India Conference of Engineering Workers.

Yours faithfully,

Sd.

July 3, 1959

Dear Com.Elias,

Comrade Jean Marillier, Secretary, Metal & Engineering TUI has arrived in Delhi. We have shown him round Delhi yesterday and today he has gone to Agra to see the Taj.

His Delhi programme will be over by 4th and we have booked his flight to Calcutta on the morning of 5th July from there. He will be reaching Calcutta at 10.30 A.M. on 5th July. We hope you have made necessary arrangements for his stay, the interpreter, etc.

Com.Dange would be reaching Calcutta early enough, i.e., by 7th or 8th. He will inform you directly when he will be reaching Calcutta.

With greetings,

Yours fraternally,

  
(K.G.Sriwastava)

Copy to: W.Bengal STUC  
for information

July 4, 1959

Dear Com.Elias,

As you will find from the enclosed copy of letter from the Home Ministry, the Government of India would not grant visas to foreign delegates to attend the Engineering Conference.

2. As we have written to you yesterday, Com.Marillier would be reaching Calcutta by the morning plane from Delhi, reaching there at 10.30 A.M.

With greetings,

Yours fraternally,

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

Encl:

July 6, 1959

Com.Vithal Chawdhari,  
General Secretary,  
General Engineering Employees' Union,  
25 Dalvi Building, 2nd Floor,  
Poibaodi, Parel,  
B O M B A A Y - 12

Dear Comrade,

Thank you for your letter dated June 26  
and a copy of the memorandum in connection  
with the NEI dispute.

Com.Mirajkar has already issued a state-  
ment in support of workers demands. We have  
no idea from what point of view Com.Dange had  
thought of issuing a statement. Under such  
circumstances it would not advisable on our  
part to issue a statement going over and above  
the President and the General Secretary.

As regards your suggestion regarding taking  
the issue before the forthcoming Indian Labour  
Conference, we are studying the case and will  
do needful in the matter.

With greetings

Yours fraternally,

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

July 16, 1959

Dear Com.Elias,

My hearty congratulations on the successful conference and the election as General Secretary of the new Federation.

2. At the same time, I regret to note your first failure as General Secretary of the new Federation in not being able to send us a report. I am told by Com.Raj Bahadur Gour who has seen the New Age report that it is a journalist's report and not good for TUR. Similarly it will be in other papers.

You know the report for TUR should be of a different nature.

You must tell your newly-elected Secretary to send us the report early - in the sense, either full resolution or summary of them and summary or full speech of Com.Dange and Com.Marillier and copy of your report.

Now that the conference is over, I am sure you will pay attention to the Building Fund campaign.

With greetings,

Yours fraternally,

*Mmo*  
*16/7/59*  
(K.G.Sriwastava)

22 JUL 1959

From: Anadi Das  
Vill - Shampur,  
Po. - Dasmagan  
Dist - Hoshiar.  
17.7.59.

Sir,

Please let me know what steps the committee has taken so that the resolutions passed in the First Conference of the Federation at Calcutta may be received by the com. members and may be circulated to all unions.

I wish to have a copy of all the resolutions, when & how shall I get them?

Hope to meet you in Delhi in ~~the~~ com. A.D.T.U.C. committee meetg

Fraternally yours  
Anadi Das

16 JUL 1957

PREPARATORY COMMITTEE

PHONE : 34-2044

# National Conference Of Engineering Workers Of India

249, Bowbazar Street, Calcutta-12

Ref.....

Dated 14.7.1957

Dear Comrade K.G.

The Conference is over now. It was really a grand success. Com Dange has made a very brilliant 3 hrs 20 minutes speech. Not a single worker left his seat during his speech. Everybody is very very impressed. The conference has got wide publicity in the press and public. Lot of things have happened during the conference which I shall tell you later on. The work of the conference went on very smoothly. Com. Dange took very keen interest in every affair - from drafting resolutions to election of working committee and office bearers. Perhaps by this time you have got some reports of the conference. Com Dange and myself have been elected as President and G.S. when you are going to publish the report of the conference in the T.T.P. Do you want a detail report I can send you. If you want a brief report you can have from this week's "New Age". Com. Gyan Bivash has sent a detail report to New Age. In 'Swadhinata' the report has also been published in detail. Please tell Com. Salim to find out 11<sup>th</sup> 10<sup>th</sup> 13<sup>th</sup>'s Swadhinata and get it translated by him if you require.

Hope you, Com. Salim, Com. Achintan, Deyanda and other comrades are all right. My regards to all!  
With regards - Me Kus

Com. Salim's programme has been ended here. He is leaving for Bombay tomorrow by night train and leave Bombay for Prana on 17<sup>th</sup> night.



75 JUL 1959

PREPARATORY COMMITTEE

PHONE : 34-2044

# NATIONAL CONFERENCE OF ENGINEERING WORKERS OF INDIA

249, BOWBAZAR STREET, CALCUTTA-12

Date 7/7 1959

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To Law Bureau of the AITUC

Dear Friend,

The First National Conference of the Engineering Workers of India will be held at RANJI INDOOR STADIUM Calcutta on the 10th, 11th and 12th July, 1959. The Conference will be inaugurated by Mr. Jean Marrillier, Secretary, Trade Unions International of Metal and Engineering Workers and presided over by Mr. S. A. Dange, M.P.

On behalf of the Preparatory Committee we cordially invite you to attend the Conference.

Being first of its kind in India and the Engineering Industry having increasingly important, if not strategic, role in the industrial development of India, we believe you would be interested to know the various problems facing the workers as well as different branches of this vital industry. The Conference will discuss all these problems and will formulate proposals aimed at improvements in the working and living conditions of the Engineering workers and further development of the Industry.

Yours faithfully,

M. ELIAS, M. P.

Convenor

F 4 JUL 1959

News Letter

A deputation of the Nagpur Engineering Workers' Union, led by Shri. Bishnu Prasad Leelhyar and consisting of S.T. Masurkar, General Secretary and President respectively and Kashi Nath Gajbhaye and S.K. Banyal met Shri. T.R. Bhagwat, Asst. Commissioner of Labour and apprised him with the salient grievances of the workers working in the several engineering concerns of Nagpur.

In a written memorandum, the Union pointed out that none of the acts like factory act, or Standing orders were applied to the factories, with the result that there was no uniformity of service and pay scales, no uniformity in the application of welfare measures, leave facilities, maintenance of Provident fund and Employees' State Insurance Accounts by the managements who were regularly deducting the amounts, with no benefit benefits of the same.

The deputationists demanded that to start with the Government should take steps to enforce the application of Standing orders whereby the service conditions permanency of employment after six months' of attendance leave rules, prevention of arbitrary dismissals, could be made applicable. They further suggested that the worker workers should be paid as monthly rated, with paid holiday days and they should be furnished with account books or slips in receipt of their deductions towards the Provident fund and E.S.I. benefits that were being denied to them.

Shri. Bhagwat gave a sympathetic hearing and discussed at length the problems and methods of their redressal, offering full cooperation for settlement.

FOR FAVOUR OF PUBLICATION

To,  
The Editor,  
T. V. R.  
New Delhi.

*At Madhav Lim.*  
Secretary  
Engineering Workers Union,  
Tilak Statue, Nagpur.

जय इंजीनियरिंग वर्कर्स युनियन के

( अठारवाँ सम्मेलन )

साधारण सम्पादक की रिपोर्ट

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सुशोभन राय

साधारण सम्पादक

## जय इंजीनियरिंग वर्कर्स युनियन के अठारहवें वार्षिक सम्मेलन में साधारण सम्पादक की रिपोर्ट

॥ १ ॥ साधारण सम्पादक की रिपोर्ट पेश करने से पहले दुर्घटना में मृत अपने सहकर्मी श्री मौला-  
यत्स एवं हमारे कारखाने के विगत वर्ष में मृत सकल कर्मचारियों एवं उनके परिवारों के प्रति हम अपनी  
श्रद्धांजली एवं सहानुभूति पेश करते हैं।

### कारखाने की अवस्था एवं कम्पनी की नीति

॥ २ ॥ हमारे युनियन का आगामी प्रोग्राम नीयत करनेसे पहले हमें कारखानेकी अवस्था एवं कम्पनी  
की नीति के बारे में जानकारी होनी चाहिये। लेकिन विच्छिन्न तौर पर किसी कारखाने के बारे में  
आलोचना करने पर हम सम्पूर्ण अवस्था से परिचित न हो सकेंगे, इसलिए हमारे कारखाने की अवस्था  
की पर्यालोचना देश की आर्थिक अवस्था की पृष्ठभूमि में हो होनी चाहिये। ए० आइ० टी० यू० सी० के  
विगत बंगलौर सम्मेलन में देश की आर्थिक अवस्था के बारे में जो आलोचना की गई थी, उससे यह  
स्पष्ट है कि दुनिया के धनतंत्री देशों में मन्दवाड़ा (recession) शुरू होने के साथ भारत पर भी  
उसका प्रभाव पड़ने बगैर नहीं रहा। हमारे देश की वर्तमान संकटावस्था के मूल कारण प्रधानतः दो हैं;  
धनतंत्री देशों में मन्दवाड़ा एवं अन्दरूनी कृषि-संकट। अवश्य ही औद्योगिक तौर पर उन्नत धनतंत्री देशों  
के सामने जो संकट आज उपस्थित है, हमारे देश के संकट का रूप उनसे भिन्न है। यद्यपि हमारे देश में  
औद्योगिक पण्य के उत्पादन में कमी के कारण चटकल, सूताकल आदि उद्योगों के सामने आज भयानक  
संकट उपस्थित है, लेकिन हमारे देशका धातु एवं इंजीनियरिंग उद्योग लगातार उन्नति के पथ पर आगे बढ़  
रहा है। धनतंत्री देशों में आमतौर पर मन्दवाड़े का आरम्भ ही धातु एवं इंजीनियरिंग उद्योग के संकटों  
के माध्यम होता है। हमारे देश के संकटों के साथ धनतंत्री देशों के संकटों का मूल पार्थक्य यही है।  
इसके अलावा देश के पूँजीवादी एवं निजी-मालिकों के विरोध, अन्याय संकट एवं मंदवाड़े के कारण भी  
हमारे पाँचसाला योजना के अधीन बुनियादी उद्योगों (Basic Industries) की कायमी के माध्यम  
देश के औद्योगिकरण में भी कोई खास बाधाएं नहीं आईं। राष्ट्र की ओर से देश में तीन इस्पात के  
कारखाने स्थापित किये गये हैं; एवं इनके कारण देश के इंजीनियरिंग उद्योग के मुख्य कच्चे माल की मांग  
पूरी हो जायेगी। मतलब की उपरोक्त तथ्यालोचना के माध्यम यह निःसन्देह कहा जा सकता है कि देश  
के विभिन्न संकटों के समय भी हमारा इंजीनियरिंग उद्योग लगातार उन्नति कर रहा है एवं इसका क्षेत्र  
दिन ब दिन विस्तृत हो रहा है। खास करके मशीन टूलस, ट्रान्सफार्मर, डीजेल इंजन, साइकिल, सिलाई

मशीनें एवं पंखों आदि की माँग एवं उत्पादन में लगातार वृद्धि हो रही है। इसके साथ ध्यानयोग्य विषय एक यह भी है कि भारत के इंजीनियरिंग उद्योगजात वस्तुओं की निर्यात का दायरा भी दिन व दिन फैल रहा है।

मित्रो, उपरोक्त सिद्धांत के आधार पर यह कहा जा सकता है कि सिलाई मशीनें एवं पंखे बनाने वाले कारखानों का भविष्य उजला है। कुल उत्पादन एवं उत्पादन-क्षमता के आधार पर जय इंजीनियरिंग कारखाना आज केवल भारत में ही नहीं बल्कि सारे विश्व में एक खास स्थान पर खड़ा है। भारत के विभिन्न प्रतिष्ठानों की तुलनात्मक उत्पादन-क्षमता का हिसाब हम नीचे दे रहे हैं।

- (क) हर महीने 'इण्डिया फैब्रि' का एक श्रमिक ५५ पंखे बनाता है।  
 (ख) " " 'ओरियेंट फैब्रि' " " " २४.२ " " "।  
 (ग) " " 'जया' " " " २१.५ " " "।

देश	कम्पनी	मशीनें बनाने में लगते हैं	( Man Hour )
अमेरिका	सिगर कम्पनी	१०	घंटे
जर्मनी	कम्पनियों	१२	" "
भारत	जय इंजीनियरिंग	१२	" "

यहाँ एक बात यह खास तौर पर उल्लेखनीय है कि सिगर एवं अन्योन्य अग्रसर देशों की आटोमेटिक (स्वयंक्रिय) मशीनों के मुकाबले हमारी मशीनें कुछ भी नहीं, फिर भी हमारी उत्पादन-क्षमता जर्मनी जैसे औद्योगिक तौर पर उन्नत देश के समान है।

भारत में बनाई जाने वाली कुल सिलाई मशीनों का ८५ शतांश भाग जवामें बनता है; देश के ४० शतांश पंखे भी हमारे यहाँ बनते हैं। "इण्डिया फैब्रि" जैसे एक विशिष्ट पंखों के कारखाने में संकट एवं "ओरियेंट फैब्रि" कारखाने में लम्बे अरसे से चल रहे श्रम-विरोध के कारण "जया" के बनाये पंखों की माँग अभावनीय तौर पर बढ़ गई है। हमारी बनाई चीजों का निर्यात भी दिन व दिन बढ़ रहा है। सन् १९५८-५९ में हमारी कुल उत्पादन का १५ शतांश विदेश भेजा गया; कारखाने का उत्पादन भी पूर्व वर्षों के मुकाबले काफी बढ़ गया है —

	१९५७-५८	१९५८-५९	वृद्धि
सिलाई मशीनें :	१,५६,६४५	१,६७,१३३	१६.८%
पंखे :	१,६६,०६६	२,७०,४२७	६२.५%

इस कारखाने की यह लगातार अग्रगति एवं उत्पादन में उन्नति का मूल कारण श्रमिकों का अधिकाधिक श्रम है। पिछले एक साल में १ नम्बर कारखाने में सिर्फ १६२ नये "बदली" एवं १०० नव-सिखुए लिये गये हैं। २ नम्बर कारखाने में नये "बदली" लिये गये हैं [ विशेष द्रष्टव्य :— आमतौर पर अदक्ष कर्मचारियों को बदली के तौर पर लिया जाता है। ]

यहाँ यह बात खास तौर पर उल्लेखनीय है कि उत्पादन वृद्धि के मुकाबले श्रमिकों की आय में कोई खास वृद्धि नहीं हुई। उपरोक्त आँकड़ों से यह बात साफ जाहिर है कि कम्पनी नये लोग न लेकर वर्तमान कर्मचारी एवं आमतौर पर नव-सिखुए कर्मचारियों के जरिये उत्पादन बढ़ाना चाहती है। कम्पनी की इस नीति के कारण एक ओर जैसे नये लोगों को काम मिलने की सम्भावना में कमी हो गई है, दूसरी ओर उत्पादित वस्तुओं की उत्कर्षता पर भी इसका बुरा प्रभाव पड़ता है। क्योंकि, व्यक्तिगत तौर पर उत्पादन के परिमाण की कोई सीमा निर्धारित न होने की हालत में उत्पादित वस्तु के गुण का स्टैंडर्ड कायम नहीं रहता; हालांकि गुण की ओर नजर न देकर अगर परिमाण पर ही सारा जोर लगा दिया जायेगा, तो एक न एक दिन बाजार में मन्दवाड़ा जरूर आयेगा। और कम्पनीका आज कल तो एकमात्र लक्ष्य उत्पादन वृद्धि है। इसके अलावा, यद्यपि मुनाफे का परिणाम दिन व दिन बढ़ रहा है, लेकिन उत्पादन के मुकाबले मुनाफे का परिणाम बहुत कम नजर आता है, जिसके कारण श्रमिक इस मुनाफे के जायज हिस्से से वंचित होते हैं। इस अयचय को रोकने का तथा श्रमिकों की जायज पावना की गारन्टी के लिये यह बहुत जरूरी है कि कम्पनी के संचालन में श्रमिकों को भी हिस्सा लेने का मौका मिले। यद्यपि त्रीपक्षिय सम्मेलनमें इस मूल नीति को स्वीकृति दी गई है, फिर भी युनियनकी ओर से यह माँग अब तक नहीं उठाई गई। कारखाने की इस महान अग्रगति के समय अगर श्रमिक इस नीति को वास्तवायित करने में असफल हों, तो वे स्वभाविक ही अपनी जायज आय से वंचित होंगे। इस क्रमवर्द्धमान उत्पादन एवं मुनाफे के दौरान कुछ-एक सामान्य सुविधाएं देने के अलावा आमतौर कम्पनी की नीति श्रमिक-कर्मचारियों को कोई आर्थिक सुविधा न देने की ही रही है। इसके अलावा, यह हम मानते हैं कि अन्योन्य कम्पनियों के मुकाबले इस कम्पनी की मैनेजमेंट श्रम-संपर्क (Labour Relations) के मामलों में अब तक कुछ प्रगतिशील भूमिका ग्रहण करती आई है। लेकिन कुछ साम्प्रतिक घटनाओं के आधार पर हमें यह मजबूरान कहना पड़ता है कि, मैनेजमेंट में दिन व दिन इस नीति की अवहेलना करने के आसार नजर आ रहे हैं।

## पिछले साल के आन्दोलन एवं उनकी पर्यालोचना

इकारनामा कार्यकर करने के बारे में

॥३॥ सन् १९५८ के अगस्त महीने के इकरारना में के बाद, युनियन का मुख्य आंदोलन इकरारनामे को कार्यकर करने की ओर ही संचालित किया गया। जो कर्मचारी उच्चतर प्रारम्भिक वेतन के अधिकारी थे, उन्हें अपने पहले इकरार के अनुसार कम्पनी जन महीने से उच्चतर वेतन देने से पहले अस्वीकृत थी। इसी तरह मिस्त्रिओं को स्टाफ के बराबर महंगाई भत्ता एवं प्रोडक्शन डिपार्ट के कर्मचा-

रियों को लास-प्रोडक्शन देने पर भी कम्पनी इनकारी थी। हमारे आंदोलन के कारण जून महीने में ही ऐसे कर्मचारियों को उच्चतर प्रारम्भिक वेतन मिलना सम्भव हुआ एवं बाद में आलोचना होने की शक्ति पर कुछ कर्मचारियों को पूजा से पहले कुछ अग्रिम भी दिया गया। अन्त में कम्पनी को मजबूरन मिस्त्री भाइयों को इकरारनामे के परवर्ति समय से ही मँहगाई भत्ता देना पड़ा। लास-प्रोडक्शन के बारे में विगत ६-१-५६ को एक इकरारनामा (संशोधित) तह किया गया। इस इकरारनामे के बारे में इशतिहार की मारफत आप लोगों को सूचित किया गया है। लेकिन, अब मैनेजमेन्ट यह इकरारनामा कार्यकर नहीं करना चाहती। उनका कहना है कि इकरारनामे की विभिन्न नियम-उपनियमों की जो व्याख्या उनकी ओर से की गई है वही सही है, एवं हम जो व्याख्या करते हैं, वह सही नहीं है। इस बारे में कम्पनी की सर्वशेष राय यह है कि व्याख्या के लिए उग्रोक्त विषय सालिशों ( Arbitration ) के सुपुर्द किया जाना चाहिये। इस इकरारनामे को कार्यकर करने के बारेमें युनियन ने विभिन्न स्तरों में आंदोलन किया है। इस आन्दोलन के दौरान हममें कुछ आपसी गलतफहमी भी फैली है। विगत १० एवं १२ जून की साधारण सभा में यह फैसला किया गया है कि इस बारे में आगे का कदम सम्मेलन में इस बारे-में की गई आलोचना के आधार पर उठाया जायेगा। अतः इस बारे में अविलम्ब कोई सिद्धांत पर न पहुंचने की हालत में युनियन को एक अचल अवस्था का सामना करना पड़ेगा कम्पनी के साथ हमारा मुख्य विरोध प्रोडक्शन का औसत निकालने के बारे में है। इस बारे में स्पष्ट धारणा के लिये एक सप्ताह के काम का नमूना नीचे दिया जा रहा है :-

दिन	दैनिक प्रोडक्शन का काम	दैनिक प्रोडक्शन की आय
पहला	८ घन्टे	८ रुपये
दूसरा	६ "	६ "
तीसरा	X	X [उपस्थित होनेपर भी विभिन्न कारण इन्हें काम नहीं मिला।]
चौथा	४ घन्टे	४ रुपये
पांचवाँ	८ "	८ "
छठा	८ "	८ "
एक सप्ताह-	३४ घन्टे	३४ रुपये (प्रत्यक्ष प्रोडक्शन की आय)

६-२-५६ तारीख के इकरारनामे से पहले चालू नियमों के अनुसार दैनिक औसत आय  
 $34 \div 6 = 5.66$  रुपये।

६-२-५६ तारीख के इकरारनामे के बाद कम्पनी की राय के अनुसार दैनिक औसत आय :  
 $34 \div 4 = 8.50$  रुपये।

६-२-५६ तारीख के इकरारनामे के बाद युनियन की राय के अनुसार दैनिक औसत आय :  
 $३४ \div ३४ \times ८ = ८$  रुपये ।

### इंजीनियरिंग ट्राइब्युनल —

पश्चिमी बंगाल इंजीनियरिंग फ़ैडरेशन के आन्दोलनों के परिणाम स्वरूप सन् १९५६ के दिसम्बर महीने में इंजीनियरिंग उद्योग के कर्मचारियों का मँहगाई भत्ता, वेतन, ग्रेड एवं 'पे-स्केल' पर विचार करने के लिए एक ट्राइब्युनल की संचालन के बारे में हमारे युनियन ने फ़ैडरेशन को हर प्रकार का सहयोग दिया। ट्राइब्युनल के फैसले के कारण श्रमिकों के मँहगाई भत्ते में ६ रुपये की वृद्धि हुई है; एवं अदक्ष एवं अर्द्ध-दक्ष श्रमिकों के प्रारम्भिक वेतन में, हमारे इकरारनामे में दर्ज वेतन से, और भी १ रुपये की वृद्धि हुई है। लेकिन ट्राइब्युनल के फैसले में कुछ परस्पर विरोधी वक्ताओं की आड़ में इंजीनियरिंग एसोसियेशन के नेतृत्व में सारे मालिकों ने दक्षता के आधार पर श्रमिकों को उच्चतर ग्रेड देनेसे इनकार कर दिया है। इस राय को कार्यकर करने के लिए फ़ैडरेशन के बुलावे पर पश्चिमी बंगाल के ५० हजार श्रमिकों ने हड़ताल का नोटिस दिया। हमारे युनियन ने भी फ़ैडरेशन के फैसले के अनुसार हड़ताल का नोटिस दिया एवं इस बारे में आयोजित "असेम्बली अभियान" में भी हमारे कर्मचारियों ने यथायोग्य हिस्सा लिया। इस आन्दोलन के परिणाम स्वरूप सरकार को मजबूरन व्याख्या के लिए ट्राइब्युनल बैठाना पड़ा। आशा है, कुछ ही दिनों में इस ट्राइब्युनल की राय आपके सामने आ जायेगी।

यहाँ यह याद रहना चाहिये कि दक्षता के अनुसार श्रमिकों का श्रेणी-विभाग एवं उनका उपयुक्त वेतन निर्धारण सुष्ठ तौर पर करने के लिए एक वेतन-बोर्ड (Wage Board) की कायमी निहायत जरूरी है। इस मांग पर एवं अन्यान्य मांगों पर आन्दोलन खड़ा करने के लिए आगामी १०-१२ जुलाईको कलकत्ते इंजीनियरिंग श्रमिकों का एक राष्ट्रीय सम्मेलन अनुष्ठित हो रहा है। हमें पूरा विश्वास है कि "जया" के कर्मचारी इसमें पूर्णरूप से हिस्सा लेंगे एवं फ़ैडरेशन के खास तहबील में एक रुपया जन-प्रति चन्दा देंगे।

### स्टेट इन्सिओरेंस का आन्दोलन

विगत जनवरी महीने में बंगलोर में अनुष्ठित ए० आई० टी० यू० सी० की कौंसिल की सभा में स्टेट इन्सिओरेंस के बारे में विचार विमर्श किये गये एवं फैसला किया गया कि इस स्कीम की अव्यवस्थाओं के सुधार के लिये, अलहदा अस्पताल बनाने एवं कर्मचारियों के परिवारों के इस स्कीम के अधीन लाने के लिये आन्दोलन किया जाये सारे भारत में इस प्रश्न पर "प्रतिवाद दिवस" पालन किया



जाये एवं उपरोक्त माँगों की पूर्ति के बारे में सरकार को चरमपत्र दिया जाये। अगर फिर भी सरकार इसमें कोई सुधार न करे, तो आवश्यकता पड़ने पर इन्सओरेन्स का चन्दा देना बन्द करने के लिये आंदोलन शुरू किया जाये। इस केन्द्रीय सिद्धांत के अनुसार विगत दिनांक ३ मार्च को "जया" के कर्मचारियों ने एक भारी जलून की शस्त्र में जाकर स्टेट इन्सओरेन्स के स्थानीय दफ्तर में एक स्मारक-लिपि पेश की एवं विशोभ प्रदर्शन किया। लेकिन बड़े अफसोस के साथ कहना पड़ता है कि इस बारे में आन्दोलन को आगे बढ़ा ले जानेके बारे में और कोई चेष्टा नहीं की गई। स्थानीय तौर पर इस आंदोलन की सफलता का सुयोग सीमाबद्ध होने पर भी हमारे युनियन को इस बारे में आगे बढ़ना पड़ेगा एवं चन्दा बन्द करनेके आंदोलन में सक्रिय हिस्सा लेने के लिए कर्मचारियों को सचेतन करना पड़ेगा, साथ साथ केन्द्रीय तौर पर आंदोलन को संगठित करने के लिए हमें प्रचेष्टायें करनी पड़ेंगी।

### शांति एवं अफ्रो-एशिया संहति सम्मेलन—

शांति आंदोलन की एक महत्वपूर्व भूमिका होने के बावजूद इस ओर खास कुछ करनेसे हम असमर्थ रहे हैं। लेकिन इस बार के अफ्रो-एशिया सम्मेलन में हमारे युनियन ने उपयुक्त अंश ग्रहण किया। हमारे युनियन की ओर से सम्मेलन में ५० रुपये दान के तौर पर दिये गये एवं तीन दिन प्रतिनिधि सम्मेलन में हमारे युनियन के २५ प्रतिनिधियों ने इसमें अंश ग्रहण किया। इसके अलावा प्रमियों के लिये अनुष्ठित विशेष सम्मेलन में हमारे कारखाने के प्रायः १०० प्रतिनिधियों ने हिस्सा लिया। इस सम्मेलन के दौरान कर्मचारियों में काफी उत्साह की भावना पाई गयी। इस सम्मेलन के महत्व एवं गुरुत्व के बारे में यहाँ अधिक कुछ कहने की आवश्यकता नहीं। अफ्रो-एशिया सम्मेलन की मूल आधार "भारत-चीन मैत्री" के आंदोलन को और भी आगे बढ़ा ले जाने की जरूरत है; क्योंकि इसके साथ हमारे देश की स्वतन्त्रता, शांति एवं आर्थिक अप्रगति का सवाल भी जटिल है।

### युव-उत्सव

हर बार की तरह इस बार भी हमारे कारखाने के कर्मचारियों ने युव-उत्सव में अंश ग्रहण किया। इस उत्सव में सांस्कृतिक अनुष्ठान के साथ हमारे कर्मचारियों की ओर जिमनष्टिक्स अंश ग्रहण करनेका प्रोग्राम भी बनाया गया था; लेकिन वर्षा के कारण यह अनुष्ठान बन्द कर दिया गया। यहाँ यह बात खासतौर पर उल्लेखनीय है कि हमारे कर्मचारी कामरेड सत्येन दास को इस उत्सव देह-सौष्ठव प्रतियोगिता में "उत्सव-श्री" की उपाधी दी गई। वियेना युव उत्सव के लिए भी श्री दास अन्यतम प्रतिनिधि

चुने गये हैं। इस सिलसिले में हमारी एक कमजोरी का उल्लेख करना अप्रासंगिक न होगा। हमारे युव कर्मचारियों के बीच सांस्कृतिक आंदोलन संगठित करने की जो संभावनाएँ हैं, उनसे हमने पूरा फायदा नहीं उठाया। इसका एक कारण यह भी है कि युनियन के उच्चतर नेतृत्व जिस पर है, सिर्फ वे कर्मचारियों की विभिन्न मांगों की पूर्ति के आंदोलनों में ही व्यस्त रहते हैं। इस ओर ध्यान देने के लिये एक उदाहरण कर्मचारी को कार्यकारिणी में लिया जाना चाहिये, जो इस ओर ध्यान दे सकें।

### गृह-निर्माण तहवील

युनियन का अपना मकान बनाने के लिए एक लम्बे अर्से के बाद विगत दिसम्बर को इस बारे में एक तहवील शकूटा करने के लिए एक बलिष्ठ सिद्धांत ग्रहण किया गया। इसके अनुसार कर्मचारियों से जनप्रति पाँच रुपये के हिसाब से चन्दा लेना भी शुरू किया गया। लेकिन युनियन की ओर से खास कोशिशों के बावजूद भी अब तक ११,३२० रुपये से अधिक रकम इस तहवील में एकत्रित नहीं हुई। अर्थात् ६२ शतांश सदस्यों ने ही केवल चन्दा दिया है। किसी किसी डिपार्ट के सारे कर्मचारियों ने ही चन्दा अदा कर दिया है, और कई डिपार्ट ऐसे भी हैं; जिनके एक कर्मचारी ने भी चन्दा नहीं दिया। जुलाई घर-जैसे बड़े डिपार्ट से एक पैसा चन्दा भी नहीं मिल सका। जो रकम इस तहवील में है, उससे तो जमीन की कीमत भी पूरी नहीं होगी। युनियन की ओर से भी पिछले दो-तीन महीनों में इस बारे में कोई खास कोशिश नहीं की गई। युनियन की सांगठनिक आवश्यकता के लिये इस आंदोलन को और भी आगे बढ़ा ले जाने की आवश्यकता है, ताकि जुलाई महीने के अन्दर सारे सदस्यों से चन्दा एकत्रित करके हम जमीन खरीद सकें।

### ए० आइ० टी० यू० सी० विल्डिंग फण्ड

हम जैसे निजी अनुभवों के कारण युनियन के अपने मकान की जरूरत महसूस कर रहे हैं, वैसे ही हमारी केन्द्रीय संगठन भी अपने मकान की जरूरत महसूस कर रही है, विगत बंगलोर अधिवेशन में यह फैसला किया गया कि इस संस्था का एक अपना मकान बनाने के लिए आगामी १० अक्टूबर तक २ लाख रुपये का एक तहवील एकत्र किया जाये एवं कामरेड डांगे के ६२वें जन्म-दिन पर उन्हें भेंट किया जाये। यह फैसला भी किया गया प्रत्येक सदस्य-प्रति चार आने चन्दा प्रत्येक युनियन एकत्रित करे। लेकिन अबतक इस बारे में हम कोई कदम नहीं उठा सकते हैं, जिसके कई कारण हैं। आगामी सितम्बर महीने के अन्दर यह चन्दा एकत्रित करने के लिए योग्य व्यवस्था की जानी चाहिये।

## रिलीफ सोसाइटी

सन् १९५१ की १२ मार्च को शहीद विमल घोष की मृत्यु के सिलसिले में मृत-कर्मचारियों के परिवार वर्ग को सहायता देने का सवाल युनियन के सामने आया। एक खास तहवील इस बारे में एकत्रित करके समय-समय पर ऐसे परिवारों की सहायता की जाती रही। हमारी सांगठनिक त्रुटी के कारण मृत-कर्मचारियों के लिये गच्छित कुछ रुपयों का बँटवारा काफी दिनों तक संभव नहीं हो सका। इस बार <sup>१२</sup>कुई परिवारों को <sup>४०१</sup>रुपयों की सहायता दी गई है। लेकिन समय-समय ऐसी सहायता देने की बजाय एक स्थायी रिलीफ संस्था के संगठन के बारे में विचार-विमर्श करने के अलावा हम कोई ठोस कदम आज तक नहीं उठा सके। स्थायी रिलीफ संस्था के संगठन के बारे में इस बार एक विधान का खाका तैयार किया गया है एवं उसके आधार पर कर्मचारियों ने एक दिन "ओवर-टाईम" काम भी किया है। एक दिन का आधा वेतन एवं मँहगाई भत्ता रिलीफ संस्था में जमा किया जायेगा। मृत-कर्मचारियों के परिवारों की सहायता के अलावा भयानक एवं खर्बलि रोगों से ग्रस्त कर्मचारियों की सहायता भी इस संस्था की ओर से की जायेगी। अर्थात् सोसाइटी के काम का दायरा पहले के मुकाबले काफी बढ़ गया है। आनुष्ठानिक तौर पर विधान को स्वीकृति देने से पूर्व उपरोक्त तहवील से किसी की सहायता नहीं की जा सकती। इसलिये अविलम्ब इस ओर ध्यान देने की जरूरत है। यह भी याद रहे कि सोसाइटी के कर्त्तव्य एवं आदर्शों का पूर्ण रूप से सफलता की ओर ले जाने के लिये आगामी वर्ष से सदस्यों की ओर से दिये जाने वाले चन्दे का परिमाण और भी बढ़ाना पड़ेगा। विभिन्न अवस्थाओं में कर्मचारियों की सहायता देने के लिये एक स्थायी रिलीफ सोसाइटी की कायमी, सांगठनिक नजरिये से एक बलिष्ठ कदम है।

## अन्यान्य आन्दोलन

(क) हर बार की तरह इस बार भी कलकत्ते में कृषक समावेश को सफल करने के लिये युनियन की ओरसे प्रचार किया गया एवं कर्मचारियों से कुछ चन्दा भी संग्रह किया गया। याद रहे कि सही अर्थों में कृषि-संस्कार के अलावा हमारे देश की आर्थिक बुनियाद दृढ़ नहीं हो सकती, फिर भी इस महत्वपूर्ण विषय में श्रमिकों को सचेतन करने के लिए ट्रेड-युनियन आन्दोलन की यह एक कमजोरी है।

(ख) विभिन्न कारखानों में श्रमिक-आन्दोलनों की सफलता के लिये गेट कलेक्शन के अलावा युनियन की ओर से भी इस बारे में आर्थिक सहायता दी गई। पिछले एक साल में कंवर सिल्क मिल्स, मेकर्स, स्माल टूल्स आदि कारखानों के श्रमिकों की सहायता की गई। इस सिल्क मिल में जमशेदपुर के श्रमिकों को ४०२ रुपये की सहायता भी उल्लेखनीय है। उपरोक्त रुपयों में से २०२ रुपये युनियन तहवील से एवं बाकी रुपये चन्दे के रूप में संग्रह किये गये।

॥ युनियन के कामों की सफलता एवं विफलता पर एक नज़र ॥

विगत सम्मेलन के बाद युनियन के सामने मुख्य कार्य क्रम इकरारनामा समपन्न करने का था। हमारे बीच कुछ विषयों पर मतभेद होते हुए भी सम्मेलन में हुई आलोचना के आधार पर इकरारनामा तह करने में हमें कामयाबी हुई एवं दो साल के लम्बे अर्से के बाद इकरारनामा के सवाल की सफल समाप्ति हमें हासिल हुई सन १९५८ की २१ अगस्त को। इस इकरारनामे को युनियन के आन्दोलन की सफलता का पूर्ण-रूप कहा जा सकता है। लेकिन इकरारनामे पर हस्ताक्षर होने के बाद भी अब तक इस बारे में तरह-तरह की गलतफहमीयाँ हमारे बीच हैं। इस लिये इस विषय पर भी एक संक्षिप्त आलोचना की आवश्यकता हम अनुभव करते हैं। सब से पहले हमें यह याद रखना चाहिये कि किसी प्रश्न पर इकरारनामा करने का मतलब एक आपसी समझौता है; अर्थात् हमारी जो माँगें थीं, वे सबकी-सब हम पूरी नहीं करवा सके एवं कुछ-कुछ जायज़ माँगों की पूर्ति के अलावा ही हमें यह इकरारनामा स्वीकार करना पड़ा है। अतः इकरारनामे में भले-बुरे दोनों पक्ष ही मौजूद हैं। अब हमें देखना तो यह है कि इससे हमें क्या फायदा हुआ है।

इकरारनामे के अनुसार हमारे कर्मचारियों को निम्नलिखित सुविधायें मिली हैं—

- ॥१॥ वियमित इन्फ्रीमेंट एवं वार्षिक इन्फ्रीमेंट के रेट में वृद्धि हुई है।  
 ॥२॥ इन्फ्रीमेंट के लिये कोटा काटने के रेट में कमी हुई हुई है ॥३॥ तकरीबन ५०० कर्मचारियों को वृद्धित रूप से प्रारम्भिक वेतन मिलने की सुविधा मिली है ॥४॥ सामग्रिक तौर पर "लास प्रोडक्शन" की व्यवस्था में वृद्धि हुई है ॥५॥ स्थायी कर्मचारियों की किसी अवस्था में छँटनी बन्द हो गई है।

इसके अनुसार कम्पनी को निम्नलिखित सुविधाएँ मिली हैं :—

- ॥१॥ नाव-प्रोडक्शन डिपार्टमेंट के बड़े कर्मचारियों को पहले ३ साल कुछ कम प्रोडक्शन घोनस दिया जायेगा।  
 ॥२॥ सब-असेम्बली डिपार्टमेंट के कर्मचारियों को पहले के मुकाबले कम क्षतिपूर्ति देवी पड़ेगी  
 ॥३॥ कम्पनी खलाने के बारे में एवं कर्मचारियों की बदली के बारे में कम्पनी के अधिकार युनियन ने स्वीकार कर लिये हैं।

इकरारनामे के दोनों पक्षों की जाँच करने पर यह सिद्ध होता है कि हमारे कर्मचारियों की रक्षा के बारे में इस इकरारनामे के माध्यम हम और एक कदम आगे बढ़ने में सफल हुए हैं। "लास-प्रोडक्शन" के बारे में विगत ६-१-५९ को और एक इकरारनामे पर हस्ताक्षर किये गये हैं। इसके बारे में आपको पहले ही बताया जा चुका है।

इकरारनामे के अनुसार मिलने वाली सुयोग-सुविधाओं के अलावा पिछले एक साल में कर्मचारियों के लिये निम्नलिखित माँगें पूरी करवाने में सफल हुए हैं :—

- (१) दण्ड-मूलक व्यवस्था के अनुसार १५ कर्मचारियों के इन्फ्रीमेंट काटने के सिधात को रूकवाया गया।

(२) तकरीबन १०० कर्मचारियों की अत्यधिक अनुपस्थिति के कारण उनका इन्क्रीमेंट काटने के सिद्धांत को रूकवाया गया ।

(३) पिछले एक साल में ( विगत मई तक ) १ नवंबर कारखाने के ६७ बदली कर्मचारियों को, २ नवंबर कारखाने के ७८ बदली कर्मचारियों को एवं ५० अप्रेंटिसें को स्थायी कर्मचारी के तौर पर स्वीकृति दिलवाई गई ।

(४) काम में परिवर्तन के माध्यम मोल्डरो की प्रोडक्शन बोनस की आय में वृद्धि करवाई गई ।

(५) १५०-२०० रुपये तक वेतन मिलने वाले मिस्त्रियों को दो साल की वृद्धि मंहगाई भत्ता दिलवाया गया ।

(६) मशीन ब्रक-डाऊन की हालत में प्रोडक्शन बोनस की क्षतिपूर्ति का प्रबन्ध किया गया ।

(७) "हाई-मटीरियल" के कर्मचारियों को प्रोडक्शन बोनस की क्षतिपूर्ति दिलवाने का प्रबन्ध किया गया, रेट एर्ज को में परिवर्तन के कारण कई कर्मचारियों की आय में वृद्धि हुई ।

(८) प्रोडक्शन डिपार्ट के जिम कर्मचारियों को नान-प्रोडक्शन-बोनस ६० घातांश से भी कम मिलता था, प्रोडक्शन पद्धति में परिवर्तन के माध्यम उनमें से कई कर्मचारियों की आय वृद्धि करवाने में सहायता की गई ।

(९) ओवरटाइम के काम में प्रोडक्शन बोनस का एंबेज (ओस्त) देने की माँग पूरी करवाई गई ।

(१०) अवसर ग्रहण करने वाले कर्मचारियों को उनके काम के हर साल के लिये २६ दिन का वेतन प्रेंच्युइटी के तौर पर देने की माँग पूरी करवाई गई ( यद्यपि कम्पनी ने अब तक नीतिगत तौर पर प्रेंच्युइटी के सवाल को स्वीकृति नहीं दी है । )

(११) प्रोडक्शन के काम में ठेकेदारों के आदमियों का नियोग बिलकुल बन्द करवाया गया, एवं—

(१२) दलाई घब के तकरीबन १०० अस्थाई कर्मचारियों की छंटी रूकवाई गई ।

### ॥ अभीर्मासित विषय ॥

१—डाक्टरों की व्यवस्था : कम्पनी के साथ आलोचना के माध्यम यह फ़ैसला किया गया है कि कलकत्ता एवं आस-पास के अलाकों के कारखानों में डाक्टरों की व्यवस्था की संयुक्त तौर पर जांच करके, हमारे कारखाने की डाक्टरों की व्यवस्था का सुधार उस जांच के आधार पर किया जायेगा । विभिन्न कारखानों की जांच काम शुरू हो गया है ।

२—बीसद्वी बवाटरी का किराया : दीर्घ आलोचना एवं विचार-विमर्श के बाद पहले यह सह किया गया था कि बवाटरी का किराया प्रति बवाटर ८ रुपये के दर से निर्दिष्ट किया जायेगा । लेकिन बाद में मनेजमेंट की ओर से यह सूचना दी गई कि डिरेक्टर बोर्ड १० रुपये से कम किराया देने पर राजामंद नहीं है इस बारे में उपरोक्त अवस्था उद्भव होने के बाद यूनियन की ओर से कोई खास कदम नहीं उठाया गया ।

(३) 'सदस्य' एवं 'मटीरियल कंट्रोल' के कर्मचारियों के प्रोडक्शन बोनस में वृद्धि एवं 'आई-जनरल' के 'म्याजम' एवं 'कारपेन्टर' के साथ जो कर्मचारी काम करते हैं, उनको 'कारिग्र' के तौर पर स्वीकृति दिने के बारे में उपरोक्त विषय आक्षिप्तों के सुपुट किया गया है। आशा है कि १५/२० दिनों के अन्दर इनका फैसला हमें मिल जायेगा।

लेकिन स्वाभाविक तौर पर ही यह सवाल उठ सकता है कि इतना कुछ करने के बाद भी प्रत्येक श्रमिक-कर्मचारी में विजय की भावना क्यों नहीं मजबूत आ रही है? और विभिन्न श्रेणी के कर्मचारियों में कमी-ज्यादा विज्ञान की भावना का प्रकाश भी क्यों देखने में आता है? इसका मुख्य कारण यह है कि यहाँ वेतन एवं प्रोडक्शन बोनस की आय के क्षेत्र में काफी लम्बे अरसे से एक अराजकता चली आ रही है। अर्थात् कि, यहाँ दक्षता एवं कर्मोद्यम (Skilled Effort) साथ आय का कोई संपर्क नहीं है। यहाँ कर्मचारियों की आय का दारोमदार उनकी दक्षता या कर्मोद्यम पर नहीं, बल्कि किसी विशेष सेक्शन के किसी खास 'जाब' पर कर्मचारी की नियुक्ति पर है। प्रत्यक्ष प्रोडक्शन बोनस की निम्नतम आय जहाँ ६० रुपये है, वहाँ उच्चतम प्रोडक्शन बोनस की आय ५०० रुपये है। दूसरी बात यह कि प्रत्यक्ष प्रोडक्शन के काम में नियुक्त बहुत से कर्मचारियों की प्रोडक्शन बोनस से होनेवाली आय, नान-प्रोडक्शन के निम्नतम रेट से भी कम है। तीसरी बात यह कि, नान-प्रोडक्शन डिपार्ट के कुछ कर्मचारियों को उनकी अनुपस्थिति के दिनों के लिये भी प्रोडक्शन बोनस दिया जाता है, लेकिन दूसरे कर्मचारी इस सुविधा से वंचित होते हैं। चौथी बात यह कि इकरारनामों के अनुसार कुछ कर्मचारियों को उच्चतर प्रारंभिक वेतन मिलने लगा है; लेकिन इकरारनामों के अनुसार श्रेणी-विभाग दक्षता के आधार पर न होने के कारण बहुत से दक्ष कारीगर उच्चतर ग्रेड से वंचित हो रहे हैं। आप सब यह तो जानते ही हैं कि इकरारनामों में इस बात का स्पष्ट उल्लेख है कि चालू प्रोडक्शन बोनस के नियमों में परिवर्तन करके, प्रोडक्शन की आय में सामञ्जस्य एवं दक्षता के आधार पर कर्मचारियों का श्रेणी-विभाग करके उन्हें विभिन्न ग्रेडों के अन्तर्भुक्त किया जायेगा। लेकिन इस बुनियादी विषय में युनियन की व्यर्थता के कारण बहुत से कर्मचारी अपनी जायज आय से वंचित हो रहे हैं एवं इस बारे में उनमें विज्ञान की भावना का प्रकाश स्वाभाविक ही तो है। इसके अलावा एक स्थान से कर्मचारियों को दूसरे स्थान में बदली करने के बारे में भी कम्पनी की ओर से हमें भरोसा दिलवाया गया था कि बदली के कारण किसी भी कर्मचारी को नीचे के ग्रेड में नहीं जाना पड़ेगा। लेकिन कई क्षेत्रों में कम्पनी ने इस बारे में विश्वास भंग किया है। सांठनिक कमजोरियों के कारण भी बहुत से क्षेत्रों में कर्मचारियों की छोटी-मोटी माँगें पूरी करवाने में एवं समस्याओं को सुष्ट तौर पर श्रवण यथा-समय सुलझाने में युनियन को सफलता नहीं मिली। यहाँ यह भी याद रहे कि युनियन की कोशिशों के बावजूद, जिन-जिन क्षेत्रों में माँगें पूरी नहीं करवाई जा सकीं, वहाँ यह सवाल भी उठ सकता है कि युनियन इन विषयों पर (व्यक्तियुक्त छोटे-मोटे विरोधों के समेत) क्यों नहीं एक सामग्रिक आन्दोलन खड़ा करता? आन्दोलन के सवाल पर भी कई कर्मचारियों में गलतफहमी फैली हुई पाई जाती है। हमें यह सदा याद रखना चाहिये कि समाज में जब तक श्रमिक-मालिक संपर्क कायम रहेगा, तब तक श्रमिकों की कुल समस्याओं का समाधान असंभव है; एवं प्रत्येक छोटे-मोटे मामलों में एक भारी आन्दोलन खड़ा करना वास्तव में संभव नहीं। यह नीति हमारे जैसे स्वीकृत युनियन के क्षेत्र में ही नहीं बल्कि हर एक युनियन के क्षेत्र में ही लागू है। अन्त में यह कहा जा सकता है कि "लास-प्रोडक्शन" का सवाल अब तक अस्मितासिद्ध रहने के कारण ही श्रमिकों में साम्प्रतिक विज्ञान उत्पन्न हुआ है।

रिपोर्ट का यह हिस्सा समाप्त करने से पहले प्रोडक्शन बोनसके नियम-परिवर्तन एवं 'जाब' इवैल्यूएशन' (Job Evaluation) के काम के बारे में दो-एक बातें कह देनी आवश्यक हैं। उपरोक्त विषयों के बारे में दो संयुक्त कमेटियाँ भी बनाई गई हैं। बाहर के किसी विशेषज्ञ की सहायता से "जाब इवैल्यूएशन" कमेटी ने प्राथमिक तौर पर कुछ काम भी शुरू किया था। कम्पनी के साथ आलोचना के बाद यह तय किया गया था कि कमेटी का काम पहले ढलाई घर में शुरू (Foundry Dept.) किया जाएगा; एवं काम शुरू करने से पहले वास्तव अभिज्ञता के लिये यह फैसला किया गया कि संयुक्त तौर पर 'सेन रैले' कारखाना परिदर्शन किया जाए। इस बारे में विशेषज्ञ के साथ आलोचना करके हम इसी सिद्धान्त पर पहुँचे हैं कि कुछ नतुस्थानीय कामरेडों में से ४-५ जनों को तकरीबन १ साल के लिये सम्पूर्ण तौर पर इस काम के लिए छोड़ देना पड़ेगा। लेकिन हमारी वर्तमान संगठित अवस्था में यह असम्भव के बराबर है। और यह भी सत्य है कि यह बुनियादी काम में हमें जरूर अंश ग्रहण करवा चाहिए। इसका एक मात्र समाधान यही है कि यूनियन के विभिन्न स्तरों के नतुस्थानीय कामरेडों को केन्द्रीय कामों के दायित्व लेने पड़ेंगे। इस सिलसिले में कम्पनी की भूमिका के बारे में भी हमें सचेतन रहना पड़ेगा। इस जटिल काम की पूर्ति के लिए मूलतः कम्पनी को उद्योगी होना चाहिए, क्योंकि इस बारे में हमारी क्षमता सीमाबद्ध है। लेकिन अभी तक कम्पनी ने इस ओर कोई खास ध्यान नहीं दिया।

### ॥ यूनियन के सामने आने वाली समस्याएँ ॥

मित्रो, यूनियन के सामने आज के दिनों में आने वाली मुख्य समस्याओं पर इस सम्मेलन में आलोचना करके उसके मुलभूत के बारे में नीति निर्धारण करने की आवश्यकता है, जिसके आधार पर यूनियन के आगामी दिनों के आन्दोलन संवाचित किए जायेंगे। ऐसी समस्याओं में से जिनकी आलोचना हम ऊपर कर चुके हैं, उनकी पुनरावृत्ति हम यहाँ पर नहीं करते।

### ॥ बोनस ॥

दो महीने के पूजा-बोनस के अलावा यहाँ के कर्मचारियों मनाफे के हिस्सा प्राफिट बोनस के तौर पर मिलता है। लेकिन तुलनात्मक तौर पर कर्मचारियों को मिलने वाला हिस्सा काफी कम है, इस हिस्से (Percentage) को बढ़ाने के लिए आन्दोलन करने की आवश्यकता है। द्वितीयतः यहाँ बोनस बाढने की व्यवस्था काफी दोषपूर्ण है, जिसके कारण हर साल ही बोनस के बाँटवारे के समय कर्मचारियों में विद्रोह के आसार पाये जाते हैं। इसलिए वर्तमान बाँटवारे की नीति का आमूल परिवर्तन होना बड़ा जरूरी है। तृतीयतः, यद्यपि बदलो-श्रमिक कई सालों से यहाँ काम करते हैं, फिर भी प्रोडक्शन बोनस के सुविधाओं से वे वंचित हैं। शेष समय, भोख माँगने की तरह थोड़ा बहुत उन्हें हम दिला देते हैं, अर्थात् परीक्षरूप से कम्पनी को इस नाजायज नीति को हम आज तक प्रश्रय देते आये हैं। चतुर्थतः, दुर्घटना एवं अयाचक रोगों से ग्रस्त जो कर्मचारी लम्बे असे के लिये अनुपस्थित रहते हैं, उन्हें नाम-मात्र बोनस दिया जाता है। यद्यपि उसकी

कर्मियों की जरूरत अन्याय कर्मचारियों की जरूरत से कहीं ज्यादा है। बदली-धमिकों के समेत प्रत्येक कर्म-चारी को उनका जायज हिस्सा दिलवाने के लिए एवं दीर्घ स्थायी अस्वस्थता के कारण संश्लिष्ट कर्मचारियों को आर्थिक तौर पर अधिक अतिग्रस्त होने से बचाने के लिए, इस सम्मेलन में युनियन को नई नीति ग्रहण करनी पड़ेगी।

### ॥ "नव सिखुए" एवं "बदली" धमिकों की हालत ॥

बहुत दिनों के आन्दोलन के माध्यम कुछ दिनों से हम ठंकेदारों की ओर से कर्मचारियों का नियोग बन्द करने में सफल हुए हैं। लेकिन कम्पनी ने एक और नीति का ग्रहण किया है, जिसके अनुसार जरूरत होते हुए भी नये कर्मचारी न लेकर 'नव-सिखुए' कर्मचारियों से ही काम चलाने की कोशिश की जाती है एवं उत्पादन बढ़ाने के लिये इनसे काम लिया जाता है। इस समय हमारे कारखाने में विभिन्न किसम के प्रायः २०० नव-सिखुए कर्मचारी हैं; लेकिन आश्चर्य की बात तो यह है कि इनमें से बहुत कम व्यक्तियों को कम्पनी की ओर से सीधा नियोग किया गया है। इनमें से बहुत से व्यक्ति सरकार (Director of Industries) एवं पुनर्वासन विभाग [ Rehabilitation Department ] की ओर से वृत्ति [ Stipend ] पाकर यहां काम सीखने के लिये आये हैं। लेकिन यह देखा गया है कि, इन्हें विभिन्न कामों की प्रकृत तौर ट्रेनिंग देने की बजाय एक ही काम में प्रोडक्शन के लिए नियुक्त किया जाता है, लेकिन प्रोडक्शन कर्मचारियों को मिलने वाली कोई भी सुविधा उन्हें नहीं दी जाती। सन १९४८ के इंजीनियरिंग टाइम्यूनल की एक राय में कहा गया है कि आवश्यकता के अनुसार काम के आधार पर अधिक से अधिक ३ साल के लिए 'अप्रेंटिस' रखा जा सकेगा [ उस समय बाज की तरह कारीगरी ( Poly-technic ) शिक्षा की कोई व्यवस्था नहीं थी ]; लेकिन ऐसे अप्रेंटिसों [ नव सिखुए कर्मचारी ] से उत्पादन का काम लेने की हालत में उन्हें वे सब सुविधाएं देनी होंगी, जो कि उस काम के प्रोडक्शन कर्मचारियों को मिलती हैं। यहाँ के अधिकांश अप्रेंटिसों को ( जिनमें अधिकांश की मैट्रिक पार्लिटेन्स पास है ) ऐसी कोई ट्रेनिंग नहीं दी जाती। इस बारे में मैनैजमेन्ट के साथ युनियन ने आलोचना की है। यद्यपि नोतिगत प्रश्न पर मौखिक तौर पर मैनैजमेन्ट ने हमारा दृष्टव्य मान लिया है, लेकिन कार्यक्षेत्र में अब तक इसका प्रयोग करने की कोई कोशिश नहीं की। इस बारे में हम भी आज तक किसी सिद्धान्त पर नहीं पहुँच सके हैं। जरूरत के अनुसार युनियन ने इस सवाल को उपयुक्त महत्व अतीत में नहीं दिया। यह भी देखा गया है कि ऐसे नव सिखुए कर्मचारियों का स्थायी करने का आश्वासन देकर कम्पनी सबसे दूसरे कर्मचारियों के स्वार्थ विरोधां काम करवाने में भी सफल होती है। अतः नवसिखुए कर्म-चारियों के बारे में हमें एक सुष्ठनीति अखिनयार करनी चाहिए एवं उसे वास्तवायित करनेकी कोशिश व उद्यम करना चाहिए।

इस कारखाने के अधिकांश बदली कर्मचारी ही हमारे स्थायी कर्मचारियों के आत्मीय हैं। इनके काम की अवस्था के बारे में किसी किसम की सुष्ठनीति की अभाव के कारण २३ साल के लम्बे अर्से के लिये इन्हें बदली हो रहना पड़ता है, एवं रोजाना काम मिलने की कोई निश्चयता न होते हुए भी उन्हें कारखाने में नियमित हाजिर होना पड़ता है; यद्यपि कोई काम न मिलने की हालत में उन्हें किसी किसम का भत्ता नहीं दिया



बाधा । हमारे इकरारनामे में एक शर्त यह है कि कोई कर्मचारी किसी स्थायी काम पर ६ महीने से अधिक काम करने पर उन्हें स्थायी कर्मचारी मान लिया जायेगा । कोई निरिष्ट पद्धति न होने के कारण कई कर्मचारी तो ७८ महीनों के अन्दर ही स्थायी हो जाते हैं एवं कइयों को २-३ साल लगातार 'बदली' के तौर पर काम करना पड़ता है । कुछ दिन पहले वासट्रोनी कारखाने में हमने आपसी आलोचना के माध्यम यह तह किया कि स्थायी कामों में सब से पुराने 'बदलियों' को अग्रधिकार दिया जाएगा । इस नीति के कारण इस बारे में अब तक चली आ रही दुर्नीति का मूल कारण दूर करते में हम सफल हुए हैं । लेकिन यह नीति २ नम्बर कारखाने में चालू करवाने में हम सफल नहीं हुए । इसलिए इकरारनामे की संश्लिष्ट धारा में परिवर्तन करना विहायत हो जरूरी है । याद रहे कि अगर हम सोज-पड़ताल की मारफत कुछ-कुछ दिन बाद स्थायी कामों के ( Permanent Vacancies ) खाली होने का पता न लगा सके, तो इस परिवर्तित नीति से पूजा फायदा कंपनी उठावयोगी । अतः इस काम की देख भाल करने का दायित्व कुछ कर्मचारियों पर अर्पण किया जाना चाहिए ।

### ॥ "काटेज" के बारे में युनियन का नजरिया ॥

बहुत दिनों से यहाँ के बहुत से काम "काटेज" की मारफत करवाये जाते हैं एवं कुछ-कुछ काम ठेकेदारों की मारफत भी करवाये जाते हैं । जहाँ हमारे कारखाने में काम करने वाले कर्मचारियों की संख्या ४ हजार है, वहाँ "काटेज" के कुल कर्मचारियों की संख्या भी लगभग ३ हजार होगी । उपरोक्त "काटेज" की अधिकांश संख्यायें ही कारखाना कानून (Factories Act) के अलाके में आती हैं । लेकिन वहाँ के कर्मचारी एक दयनीय एवं असहनीय अवस्था में काम करते हैं । रोजाना १०/१२ घण्टे का जान तोड़ परिश्रम करके भी उन्हें मासिक ४०/५० रुपये से अधिक नसीब नहीं होते । इनके शोषण का एक अर्थ, प्ररोक्ष तौर पर कारखाने के कर्मचारियों के जेब में आता है । बड़े ही अफसोस की बात है कि इस सवाल पर युनियन ने आज तक इनकारी (Negative) चुप धार रखी है । हमारे आन्दोलन का मूल लक्ष्य काटेज में माल भेजना बन्द करना था । इस बात को अस्वीकार नहीं किया जा सकता कि हम चाहें या न, इन "काटेजों" की अवस्थिति एक वास्तव सच्चाई है एवं इनकी विलुप्ति के बारे में किया गया कोई भी आन्दोलन देशवासियों की सहानुभूति आकर्षण नहीं कर सकता । क्योंकि हमारे देश के लाखों बेकारों की समस्या का समाधान इस काटेज इन्डस्ट्री के कारण किसी हद तक सफल हो सकता है । अतः वर्तमान की वास्तव परिस्थितियों को सामने रखते हुए हमें अपने आन्दोलन की नीति एवं नजरिये में परिवर्तन करने की जरूरत है । एक ओर हमारे कर्मचारियों को काम न देकर बाहर काम भेजना हमें बन्द करवाना पड़ेगा । एवं दूसरी ओर ऐसे जो काम चालू हैं, उनके बारे में हमें सही (Positive) नीति अख्तियार करनी पड़ेगी । अब तक हमारी इनकारी नीति के कारण मैनेजमेंट एवं काटेज के मालिक श्रमिकों को भयानक तौर पर शोषण करते आये हैं । इसके अलावा यहाँ "काटेज" एवं ठेकेदारों के काम की एक सीमा निर्दिष्ट करनी बड़ी जरूरी है । इसलिये "काटेज श्रमिकों" का शोषण बन्द करने के लिये इन काटेजों पर कम्पनी एवं युनियन का संयुक्त नियंत्रण कायम किया जाना चाहिये । पहले एक पड़तालिया कमेटी द्वारा इस बात की पड़ताल भी की जानी चाहिये कि कम्पनी काटेज के कामों के लिये क्या

रेंट देती है एवं काटेज को मालिक उपरोक्त कामों के लिये अपने भूमिकों को कम रेंट देते हैं। जरूरत पड़ने पर कम्पनी की ओर से दिये जाने वाले माल का रेंट बढ़ाने के लिये हम आन्दोलन भी करेंगे, एवं इसके फलस्वरूप कम्पनी के मुनाफे में कमी के कारण भूमिकों को मिलनेवाले मुनाफे के अंश में अगर कुछ कमी भी हो जाय, तो इसके लिये भी हमें प्रस्तुत रहना पड़ेगा, क्योंकि भूमिक भेगी के आन्दोलन का मूल उद्देश्य ही शोषण का विरोध करता है। व्यक्तिगत सम्पत्त्य स्वार्थ के कारण व्यक्तिगत भूमिक भेगी संयुक्त तौर कमी भी ऐसे शोषण को बरदास्त नहीं कर सकती। ऐसा होने से फरस, विवेतनास एवं कश्चरिया की भूमिक भेगी अपने स्वतंत्रता-संगठन में सकल न हो सकती। द्वितीयत, सम्बन्ध समितियों (Co-operative Societies) की भावना इन काटेजों का नियंत्रण करने की ओर भी हमें ध्यान देना पड़ेगा। मित्रों, कूटनी के असहास एवं दलित भूमिक, सदा ही हमारी ओर आशाभरी नजरों से देखते रहते हैं। विच्छिन्न एवं असंगठित होने के कारण उनके आन्दोलन की शक्ति एवं सामर्थ्य सीमाबद्ध है। इसलिये कारखाने एवं काटेजों में इस आन्दोलन को पूर्ण-रूप से संगठित करने के लिये जया युनियन को उद्योगी होकर इस प्रविष्ट कर्तव्य के पथ पर आगे बढ़ना पड़ेगा।

मित्रों, हमारी विभिन्न समस्याओं एवं आगामी दिनों के आन्दोलनों के बारे में एक संक्षिप्त वक्तव्य आपके सामने रखा गया। लेकिन, इन कामों में से कोई भी काम में हम अब तक सफलता नहीं पा सकते, जब तक हम अपनी सांगठनिक कमजोरियों पर विजय नहीं पा लेते।

### ॥ सांगठनिक अवस्था ॥

युनियन के साधारण सदस्य एवं विभिन्न स्तरों के नेतृत्व को लेकर ही युनियन का सांगठनिक ढांचा कायम है। इसलिये युनियन के संगठन के बारे में आलोचना करने से पहले हमें अपने भूमिकों की अवस्था का विहावलोकन करना पड़ेगा।

आम तौर पर जिसे 'संघाम' कहा जाता है, ऐसे कोई बड़े संघाम का सामना युनियन के स्वीकृति के बाद हमारे भूमिकों को नहीं करना पड़ा है। छोटे-मोटे आन्दोलन एवं आलोचनाओं माध्यम ही हमारी अधिकांश मांगें पूरी हो गई हैं। इसलिये हमारे भूमिकों में एक गलत धारणा हो गई है कि युनियन के कुछ एक नेता जो चाहें करवा सकते हैं, एवं साधारण सदस्य के तौर पर उनका दायित्व सिर्फ चन्दा देने तक ही सीमित है। युनियन की एकजुटताओं में शोषण करने की आवश्यकता भी कई कर्मचारी महसूस नहीं करते। यहाँ तक कि कोई महत्त्वपूर्ण कदम उठाने के लिये बुलाई गई एकत्रता में भी अधिकांश भूमिक-कर्मचारी अनुपस्थित रहते हैं। जान पड़ता है कि सारी समस्याएँ सुलझाने एवं मंजूर करवाने का ठेका कुछ एक नेताओं को ही दे दिया गया है एवं आन्दोलन के बारे में साधारण भूमिकों का कोई दायित्व ही नहीं। यद्यपि किसी संगठन की मूल शक्ति उसके साधारण सदस्यों को चेतना एवं उत्साह पर ही निर्भर होती है। एवं अगर वे संगठन एवं आन्दोलनों में अपनी वययोग्य भूमिका का दायित्व न सम्भालें, तो ऊपर के स्तर का नेतृत्व-बेजान सा हो जाता है। अतः उपरोक्त मनोभाव भूमिकों के आन्दोलन एवं संगठन के मार्ग में ही भारी बाधा है; एवं साधारण भूमिकों की यह उत्साहहीनता-इसरे-उत्साही कर्मचारियों को भी तिराश कर देती है।

अब हम नेतृत्व के विभिन्न अंशों की पर्यालोचना करेंगे। हमारे यहाँ "आफिस बेअरर" से लेकर डिपार्ट कमेटीयों तक नेतृत्व के विभिन्न स्तर हैं। सारे मामलों में नेतृत्व करवा कार्यकारिणी समिति का दायित्व है; उसे देवन्दित कार्यक्षेत्र में प्रयोग करने का दायित्व आफिस बेअररों का है। इसके अलावा सामग्रिक तौर पर देख-भाल करने का दायित्व सम्पादक के जिम्मे है। सम्मेलन के कुछ समय बाद ही आफिस बेअररों के बीच काम के दायित्वों का बँटवारा कर दिया जाता है। लेकिन अस्वस्थता एवं अन्याय्य कारण सारे कामरेडों की सक्रियता एक ही स्तर की न होने के कारण ऐसी कार्यसूचि कार्यकर करने में हमें असुविधाओं का सामना करना पड़ता है। इसके अलावा यह भी एक सच्चाई है कि काम के बँटवारे के कारण प्रत्येक कामरेड पर ही काम का बोझ अत्यंत अधिक होता है एवं सारे कामरेडों की कमक्षमता एक प्रकार की न होने कारण भी हमें उपरोक्त असुविधाओं का सामना करना पड़ता है। आफिस बेअररों के अलावा कार्यकारिणी समिति के सदस्यों को भी कुछ दायित्व दिये जाते हैं। विभिन्न केन्द्रिय संयुक्त कमेटीयों के काम तो संतोषजनक है, लेकिन डिपार्ट की देखभाल के काम में बड़ा नुबसान होता है। कार्यकारिणी समिति के कई सदस्यों ने अपने डिपार्ट की देखभाल का काम अपने जिम्मे लेकर उसका निर्वाह संतोषजनक रूप से किया, लेकिन कार्यकारिणी के कई सदस्य ऐसे भी हैं जो ऐसी देखभाल का दायित्व लेना तो दूर रहा, कार्यकारिणी की बैठकों में भी उपस्थित नहीं रहते एवं 'कोरम' के अभाव से कोई बार बैठकों को स्थगित करवा पड़ता है। और कुछ सदस्य सम्मेलन-अनुष्ठान के कुछ-समय बाद ही अपने सदस्यपद का त्याग कर देते हैं।

डिपार्ट कमेटीयों के साथ युनियन का संयोग सांगठनिक तौर पर काफी कमजोर है। मशीन शाप एवं ढलाई घर जैसे महत्वपूर्ण डिपार्ट की डिपार्ट कमेटीयों में कार्यकारिणी का कोई सदस्य नहीं है। मशीन शाप के पुराने एवं अनुभवी नेतृस्थानीय कामरेडों में से किसी को डिपार्ट कमेटी काम करवाने पर सम्मत नहीं करवाया जा सका। अवश्य डिपार्ट कमेटी के बाहर रहते हुए भी कुछ कामरेड इसके काम की देख-भाल करते रहते हैं। जाबिङ्ग डिपार्ट में पिछले साल कोई डिपार्ट-कमेटी नहीं थी। यद्यपि कम्पनी के पुराने नियमों के अनुसार "स्टाफ-कमेटी" निर्वाचित होती है, फिर भी कुछ समय बाद कम्पनी उस कमेटी से "सीनियर स्टाफ" को अलग करना चाहती है, जिसके कारण एक अचल अवस्था का उद्भव हो जाता है, एवं इस बारे में कोई मीमांसा न होने के कारण सांगठनिक तौर पर उपरोक्त कमेटी विलुप्त हो जाती है। केन्द्रीय नेतृत्व से उपयुक्त सहायता न मिलने के कारण अन्याय्य कमेटीयों की अवस्था भी कोई सास प्रशंसायोग्य नहीं रही। उपरोक्त वक्तव्य से डिपार्ट कमेटीयों की मंदी हालत के बारे में कुछ अनुमान लगाया जा सकता है; और आश्चर्य की बात यह है कि इकरारनामों के अनुसार विरोध मीमांसा का प्राथमिक क्षेत्र यह डिपार्ट कमेटीयों ही हैं; अवश्य विभिन्न डिपार्टों में से कुछ नये एवं उत्साही कर्मचारी हमें मिले हैं; लेकिन यह संख्या युनियन की स्वीकृति एवं इकरार नामों के कारण बढ़े हुए कामों के परिमाण के मुकाबले बहुत ही कम है। केन्द्रीय नेतृत्व के अनुभवी कामरेडों की सहायता के बिना ही वासन्तोनी कारखानों के कामरेड अपना काम चलाये जा रहे हैं एवं तुलनात्मक तौर पर वहाँ उत्साही कर्मचारियों की संख्या भी अधिक है। लेकिन आज यहाँ पुराने एवं अनुभवी कामरेडों की केन्द्रीय नेतृत्व में दायित्व लेने भी सबसे अधिक जरूरत है, वहाँ हम देखते हैं कि विभिन्न कारण के आज प्रायः निष्क्रिय होते जा रहे हैं। प्रोडक्शन डिपार्ट के पुराने कर्मचारी, युनियन की व्यवस्था में उनकी आय पर इसका प्रभाव पड़ने के कारण, आम तौर पर निष्क्रिय रहते हैं। उस बारे में नन्-प्रोडक्शन कर्मचारियों को कोई नुकसान नहीं उठाना पड़ता; हाल कि प्रोडक्शन कर्मचारियों के

नेतृत्व पर काम करने पर आय में काफी नुकसान उठाना पड़ता है। इस समस्या का समाधान जब तक हम पूर्ण रूपसे नहीं कर लेते हैं तब तक इस अचल अवस्था पर विजय पाना असम्भव है। क्योंकि प्रोडक्शन डिपार्टमेंट में जहाँ समस्याओं की अधिकता है, वहाँ स्वभाविक तौर पर पुरान एवं अनुभवी कर्मचारियों की संख्या भी अधिक है।

युनियन का काम करने के लिए प्रत्येक कर्मचारी को ही कुछ न कुछ त्याग करना पड़ेगा—इस सच्चाई को स्वीकार करते हुये भी यह कहा जा सकता है कि दैनन्दिन आर्थिक क्षति का परिमाण भी सीमित होना चाहिये। संयुक्त कमेटी के काम के लिए कम्पनी की ओर से उपरोक्त कामरेडों का प्रोडक्शन आय को गारन्टी देनी पड़ेगी; एवं साथ-साथ जरूरत पड़ने पर केन्द्रीय कामों के लिये युनियन के तहबील से ऐसे कामरेडों का हरजाना देने की व्यवस्था भी की जानी चाहिये।

आफिस की संचालना हमारे युनियन की अन्यतम सांगठनिक त्रुटी है। हमारा आफिस बड़ी अव्यवस्थित हालत में है, हालांकि एक श्वीकृत युनियन का आफिस एक महत्वपूर्ण स्थान है। बंगलोर में विभिन्न युनियनों के आफिस देखकर लाजसे हमें सिर झुकाना पड़ा है। हमारी इस अव्यवस्था का मुख्य कारण कमरे की छोटाई एवं उपयुक्त ( कारखाने के काम पर नियुक्त कर्मचारी के अलावा ) आफिस सम्पादक का अभाव है। वर्तमान आफिस में कमेटी की एकता अथवा एक साथ अधिक काम करने, असंभव है, इस लिये युनियनके अपने मकान की जरूरत की मैं पुनरावृत्ति करता हूँ। आफिस की संचालन ठीक तरह से न होने के कारण कर्मचारियों के चिट्ठी-पत्रों के जवाब एवं जरूरी सूचनाएँ देने में स्वाभाविक तौर पर ही देर हो जाती है, जिसके कारण श्रमिकों में असंतोष का फैलाव होता है। आफिस का काम सुष्ठु तौर पर चलाने के लिए उपयुक्त वेतन पर एक आफिस सम्पादक की नियुक्ति बड़ी जरूरी है।

हमारे सांगठनिक काम की एक और अन्यतम त्रुटी यह है कि कर्मचारियों को राजनैतिक शिक्षा के बारे में सचेतन करने की ओर हम कोई खास ध्यान नहीं दे रहे हैं। इसके कारण इच्छा होते हुए भी कई उत्साही कर्मचारी आगे आने से भिन्नकते हैं। अवश्य ट्रेड युनियन फ्लास चालू करने के बारे में कई बार हमने कोशिश की है। हममें क्रमानुसारिता एवं कर्मचारियों में कुछ उत्साह की कमी के कारण यह कोशिश सफल नहीं हुई।

बाहर के दो संगठनों को हमारे संगठन के प्रधान स्तम्भ की भूमिका ग्रहण करनी चाहिये, लेकिन विभिन्न कामों में उपरोक्त कामरेडों की सम्मिलित प्रचेष्टाओं के चिह्न बहुत कम ही नज़र आते हैं। इस कमजोरी के कारण हमारी सांगठनिक समस्याओं और भी मुश्किल और गहरी होती जा रही है। यहाँ

यह कहना भी जरूरी है कि साधारण सम्पादकके तौरपर मैं अपने सारे दायित्व पालन ठीक तरह पालन करने से असमर्थ रहा हूँ। सारे पुराने कर्मचारियों को सम्मिलित करके काम पर लगाने के प्रश्न पर मुझे सफलता नहीं मिली। संगठन के विभिन्न स्तरों में कुछ विशुद्धता के कारण छोटे-मोटे कामों में मुझे अधिक व्यस्त रहना पड़ा; जिसके कारण युनियन के बुनियादी कामों की ओर न तो मैं पूरी तरह ध्यान दे सका हूँ और न विभिन्न कामों का 'चेक-अप' कर सका हूँ।

उपरोक्त समस्या के अलावा भी हमारे सारे कामरेडों में मतैक्य न होने के कारण कई कार्य-क्रम ठीक समय पर ग्रहण नहीं किये जा सके या गृहीत कार्यक्रमों को ठीक समय वास्तवायित नहीं किया जा सका। हमारी विभिन्न गलतियों के बावजूद विभिन्न डिपार्ट कमेटियों ने अपने-अपने डिपार्टों की समस्यां सुलझाने की कोशिश की है, एवं समय-समय नेतृत्व की ओर से उनकी सहायता भी हमने की है।

इस बार युनियन की सदस्य संख्या ३५६८ हो गई है, अर्थात् पिछले सालके मुकाबले १५२ सदस्यों की वृद्धि हुई है। सदस्य संख्या में वृद्धि होने के बावजूद भी कारखाने के १२, १३ शतांश कर्मचारी अब तक युनियन के सदस्य नहीं बने। इस दफा पहली बार सदस्यों को "सदस्य कार्ड" दिये गये हैं। हमारी विभिन्न त्रुटियों के होते हुये भी इसे सांगठनिक उन्नति और एक नया कदम कहा जा सकता है। यहाँ सदस्य संग्रह के बारे में भी एक-दो बातें कहनी जरूरी हैं। हमारे युनियन का काम दूसरे किसी भी युनियन के मुकाबले में कोई कम नहीं है; एवं हमारा सालाना चन्दा श्रमिकों की आय के मुकाबले काफी कम है, लेकिन बावजूद इसके हम सारे कर्मचारियों को सदस्य बनाने में सफल नहीं हुए। इसके लिये युनियन के कर्मचारियों के मुकाबले साधारण कर्मचारियों के मनोभाव ही अधिक जिम्मेदार हैं। युनियन का सालाना चन्दा अदा करते समय ही सारे साल के सवाल उठाए जाते हैं, एवं कई समस्याओं का समाधान युनियन की ओर से न कर सकने के आधार पर चन्दा न देने का सवाल उठाया जाता है, जैसे कि एक लेन-देन (commercial) के सम्पर्क के अलावा कर्मचारियों का युनियन से कोई और सम्पर्क ही नहीं होता! लेकिन वे इतना सोचने की तकलीफ ही नहीं करते कि उस समस्या का समाधान किस कारण नहीं हुआ। आम सफलता के आधार पर नहीं, व्यक्तिगत सफलता-विफलता के आधार पर युनियन की सफलता की जाँच की जानी है। इस गलत नजरिये को बदल कर सारे कर्मचारियों की युनियन के सदस्य बनाने के लिये हमें कोशिश करनी पड़ेगी।

मित्रों, कारखाने की अवस्था, कम्पनी की नीति, श्रमिकों की समस्या, सांगठनिक समस्या एवं पिछले एक साल में हमारी सफलता गलतियों से आपको पूर्ण रूप से

सूचित करने की कोशिश मैने की है। इस बारे में मुझे कहाँ तक सफलता मिली है। यह आप अपने अनुभव के द्वारा जाँच सकते हैं। इस सम्मेलन में आलोचना एवं आत्मसमालोचना के माध्यम हमें आशा है कि हम अपनी गलतियों और दोष-त्रुटियों पर विजय पाकर सामग्रिक तौर पर श्रमिकों की स्वार्थ-रक्षा करने के लिए उपयुक्त कार्य-क्रम ग्रहण एवं उसे कार्यकर करने के लिए शक्तिशाली संगठन की बुनियाद कायम करने में सफल होंगे। याद रहे कि सामग्रिक तौर पर हमारी सांगठनिक उन्नति के अलावा; नई माँगों की पूर्ति तो दूर रही, अब तक अर्जित माँगों की सुरक्षा भी हम न कर सकेंगे। एवं यह पवित्र दायित्व ग्रहण करने के लिये युनियन के सकल पुराने कर्मचारियों को आज आगे आना पड़ेगा।

आपके विचार एवं आलोचना के लिए मैं एक संक्षिप्त कार्य-क्रम यहाँ पेश करता हूँ :—

### हमारे आगामी दिनों के आन्दोलन एवं कामों का व्यौरा

#### कारखाने के बारे में—

- १—कम्पनी की संचालना श्रमिकों के अंश ग्रहण की माँग को कार्यान्वित करना।
- २—‘जाब इन्व्याल्यूएशन’ एवं ‘प्रोडक्शन बोनस’ के नियम परिवर्तन करने के काम को अप्राधिकार देना।
- ३—आगामी एक साल में कम से कम २५० नये क्वार्टर बनवाने एवं बांसदोनी क्वार्टरों का किराया ६ रुपये करना।
- ४—वर्तमान के अनियमित सर्विस पुरस्कार ( Service Reward ) की जगह पूर्णाङ्क “प्रैच्यूइटी” की स्कीम चालू करना।
- ५—बोनस की स्कीम में परिवर्तन करना।
- ६—स्टेट इन्सिओरेन्स आन्दोलन को स्थायी एवं केन्द्रीय तौर पर संगठित करने के लिये प्रोग्राम बनाना।
- ७—इंजीनियरिंग फ़ैडरेशन के सारे कार्य-क्रमों को कारखाने में कार्यान्वित करना।

**केन्द्रीय आन्दोलन के बारे में—**

- १—धारावाहिक तौर पर शांति एवं अफ्रो-एशिया संहति, खास करके भारत-चीन मैत्री के सवाल पर आन्दोलन करना ।
- २—अन्न समस्या का समाधान एवं देश की आर्थिक समस्याओं के समाधान के लिए कृषि-संस्कार के बारे में केन्द्रीय आन्दोलन में हिस्सा लेना ।

**सांगठनिक कामों के बारे में—**

- १—ट्रेड-यूनियन क्लास को अप्राधिकार देना ।
- २—विभिन्न समस्याओं पर नियमित आम-सभा का प्रबन्ध करना ।
- ३—महीने में एक बार डिपार्ट कमेटी के सम्पादकों के साथ एक बैठक में मिलित होना ।
- ४—कार्यकारिणी समिति के सदस्यों को डिपार्ट कमेटी में लेने की नीति की कार्यकर करना ।
- ५—साधारण तौर पर सारे कमेटी सदस्यों को विभिन्न कमेटियों की सभा में उपस्थित होने के लिए बाध्य करना ।
- ६—कार्यकारिणी समिति के सदस्यों को अपने-अपने डिपार्ट का दायित्व देना ।
- ७—आफिस-वेअररों की नियमित बैठक का प्रबंध करना एवं साध्य अनुसार केन्द्रीय कामों में हिस्सा लेने की कोशिश करनी ।
- ८—युनियन के केन्द्रीय काम में नियुक्त प्रोडक्शन डिपार्ट के कर्मचारियों प्रोडक्शन बोनस का हर-जाना देने का प्रबन्ध करना ।
- ९—उपयुक्त वेतन पर एक आफिस सम्पादक नियुक्त करना ।
- १०—दैनन्दिन छोटे-मोटे कामों की ध्यान देने की बजाय बुनियादी कामों की ओर साधारण सम्पादक का ध्यान अधिक लगाना ।
- ११—युनियन के सकान बनाने की योजना को यथासंभव शीघ्र वास्तवायित करने की कोशिश जारी रखनी ।

इन्कलाब जिन्दाबाद

जय इन्जीनियरिंग वर्कर्स युनियन जिन्दाबाद

२८-६-५६

अभिनन्दन सह :

सुशोभन राय

साधारण सम्पादक,

जय इन्जीनियरिंग वर्कर्स युनियन ।

## भारत-चीन मित्रता पर प्रस्ताव

विश्व-शांति एवं एशिया और अफ्रिका महादेश पिछड़े हुए देशों की स्वतंत्रता एवं आर्थिक उन्नति के लिये 'अफ्रो-एशिया संहति' बड़ी ही आवश्यक है एवं इस संहति का मूल आधार 'भारत-चीन मित्रता' है; क्योंकि इन दोनों देशों की १०० करोड़ की जन-शक्ति साम्राज्यवादियों एवं लड़ाईबाजों के चक्रांतों को व्यर्थ करने में एक महत्वपूर्ण भूमिका ग्रहण कर सकती है। हमारे देश की सार्वभौमत्व की सुरक्षा एवं आर्थिक बुनियाद शक्ति-शाली करने के लिये भी 'भारत-चीन मित्रता' निहायत ही आवश्यक है। कुछ दिनों से यह देखने में आ रहा है कि तिब्बत की प्रतिक्रियाशील शक्तियों से हाथ मिला कर हमारे देश की कुछ प्रतिक्रियाशील शक्तियाँ साम्राज्यवाद की प्रत्यक्ष एवं परोक्ष सहायता से इन दो देशों की महान मित्रता को नष्ट करने के लिये चक्रांत घड़ रही हैं एवं चीन की जनतन्त्री सरकार के विरुद्ध भारत की जनता के मन में गलतफहमियाँ फैला रही हैं। लेकिन बड़ी ही खुशी की बात है कि यह साम्राज्यवादी शक्तियाँ भारत की जनमत पर प्रभाव डालने में सर्वथा व्यर्थ हुई हैं। जय इन्जीनियरिंग वर्कर्स युनियन का यह सम्मेलन भारत-चीन मित्रता के विरुद्ध किये गये इस चक्रांत को निन्दा करता है एवं अपने श्रमिक कर्मचारियों से यह आवेदन करता है कि वे इस चक्रांत के बारे में सचेतन रहते हुए भारत-चीन मित्रता के संबंध और भी सुदृढ़ करने की प्रवृत्ति में सहयोग दें।

## अन्न संकट पर प्रस्ताव

सरकार की जन विरोधी अन्न नीति के कारण हर साल ही पश्चिमी बंगाल को अन्न-संकट का सामना करना पड़ता है। लेकिन इस साल का अन्न संकट अन्यान्य सालों के मुकाबले और भी भयानक रूप से हमारे सामने आया है; एवं सब से डरावनी बात तो यह है कि नई फसल के शुरू में ही यह अन्न संकट इस भयानक रूप में प्रकाशमान हो रहा है। इस साल के अन्न-संकट को सन १९४३ के दुर्मिज्ञ की पूर्ण अवस्था कहा जा सकता है। कांग्रेस सरकार ने पिछले १२ सालों से देश में कृषि संस्कार के सवाल को खट्टे में डाल कर ऐसे अन्न संकटों को स्थायी रूप देने में सहायता की है। तदुपरि इस साल के जनवरी महीने अन्न-नियंत्रण आदेश लागू करने के बावजूद, सरकार की ओर से अन्न संग्रह करने की कोई चेष्टा नहीं की गई, जिसके कारण अन्न का एक बड़ा हिस्सा चोरबाजारियों के हाथ लगकर बाजार से गायब हो गया। इन चोरबाजारी एवं जखीरेबाज समाज विरोधियों को उनकी हून करतूतों के लिये दण्ड देने की जगह सरकार ने अचानक नियंत्रण आदेश उठा कर उनकी



गेर-कानूनी चोरबाजारी को कानून का जमा पड़ना दिया है। पश्चिमी बंगाल सरकार की अन्ननीति चोरबाजारी एवं जखीरेबाजों के स्वार्थ को मद्देनजर रखते हुए निर्धारित की जाती है। जय इन्जीनियरिंग वर्कर्स युनियन का यह सम्मेलन पश्चिमी बंगाल सरकार की जन स्वार्थ के विपरीत अन्ननीति की निन्दा करता हुआ सरकार से यह पुरजोर माँग करता है कि वे 'द्रव्यमूल्य एवं दुर्भिक्ष प्रतिरोध कमेटी' की माँग स्वीकार करें।

यह सम्मेलन जन-विरोधी खाद्य-नीति अवलम्बन करने के लिये खाद्य-मंत्री श्री प्रफुल्ल सेन को उनके पद से हटाने की माँग करता है।

## केराला सरकार के समर्थन पर प्रस्ताव

केराला की वर्तमान मंत्री-सभा ने शासन-भार संभालने के दो वर्षों के बीच जन-साधारण, विशेष करके कृषक एवं मजदूर वर्गों के स्वार्थ को रक्षा के लिये कई जनकल्याण कर कदम उदाये हैं। इन प्रशंसनीय कामों के लिये जय इन्जीनियरिंग वर्कर्स युनियन का यह सम्मेलन केराला की सरकार को अभिनन्दित करता है।

केराला की सरकार को, उसके प्रगतिशील कामों के लिये, भारत के अन्यान्य राज्यों के जनता का समर्थन एवं विश्वास हाँसिल है। लेकिन धर्मिक, कृषक एवं मेहनती जनता के लिये सरकार की सारी प्रवृष्टियों को विनष्ट करने के लिये एवं राज्य की कानूनी सरकार को नाजायज़ तौर पर उच्छेद करने के लिये देशी-विदेशी स्वार्थी अनन्तर ने देश की साम्प्रदायिक शक्तियों के साथ हाथ-मिलावट है, एवं कांग्रेस एवं अन्यान्य राजनैतिक दल भी इन समाज विरोधी कार्यों में पूर्णरूप से सहयोग दे रहे हैं। यह सम्मेलन इस प्रतिक्रियाशील जुटवट्टी की निन्दा करता हुआ यह आशा प्रकट करता है कि देश की जनतंत्री शक्तियों की सहायता से केराला के जनतंत्री जनसाधारण इस घृण्य चक्रांत को पछाड़ देने में सफल होंगे।

## प्रोडक्शन डिपार्ट के नेतृस्थानीय युनियन-कर्मचारियों को प्रोडक्शन बोनस क्षति-पूर्ति देने पर प्रस्ताव

युनियन के केन्द्रीय कामों के लिये प्रोडक्शन डिपार्ट के नेतृस्थानीय कामरेडों को दिन व दिन प्रोडक्शन बोनस उपार्जन के बारे में चिन्तित होना पड़ा है। प्रोडक्शन आय में यह नुकसान उठा कर इस तरह युनियन का काम करना उपरोक्त कामरेडों के लिये असंभव सा हो गया है। दूसरी ओर युनियन के दैनन्दिन एवं केन्द्रीय कामों में उपरोक्त कामरेडों की सक्रिय सहायता के बिना युनियन का काम चलाना असंभव है। युनियन के सामग्रिक स्वार्थ के लिये उपरोक्त कामरेडों को कुछ क्षतिपूर्ति देने की व्यवस्था करनी आवश्यक है। यह सम्मेलन डिपार्ट के प्रयोजनीय कामरेडों के लिये कम्पनी की ओर से अथवा अन्य किसी व्यवस्था के अनुसार क्षतिपूर्ति देने का प्रस्ताव करता है।

THE RECEPTION COMMITTEE OF THE  
**National Conference of the Engineering Workers  
of India**

requests the pleasure of

*Shri/Shrinati K. G. Srivastava*

*company at the conference to be held at the Ranji in-  
door stadium, Eden Gardens, Calcutta. The conference  
will be inaugurated by Brother Jean Murrillier, Secre-  
tary, Metal & Engineering S. U. I. of the World Federa-  
tion of Trade Unions at 6 p.m. on Friday the 10th  
July, 1959 and continue up to the 12th July.*

*Brother S. A. Dange, M.P. will preside over the  
conference.*

249, Bowbazar Street,  
CALCUTTA 2.  
4th July, 1959.

Ranen Sen,  
M.L.A.  
President.

Rabin Mukherjee,  
M.L.A.  
Secretary.

# कम्युनिस्ट पार्टी की अपील

होली तथा रामजान के अवसर पर सरकारी गल्ले की दूकानों में पर्याप्त गेहूँ न मिलने पर २१ मार्च को सरकारी औफिसों के सामने एक दिन का सांकेतिक अनशन करें।

भाइयो,

पिछले कई महीनों से सरकारी गल्ले की दूकानों में पर्याप्त अनाज न मिलने तथा दिनों-दिन बढ़ती महंगाई के कारण खरीद कर खाने वाली जनता के सामने गंभीर संकट पैदा हो गया है। यह संकट दिनों-दिन बढ़ता चला जा रहा है। इधर कई जगहों से पैसे और अन्न के अभाव में कई परिवार के लगातार कई दिनों तक उपवास रहने की खबरे मिली हैं। सारन के जिलाधीश तथा विहार सरकार को इस स्थिति से बार-बार अवगत कराया गया है। महंगाई को रोकने तथा सरकारी गल्ले की दूकानों में पर्याप्त अनाज देने के लिये कम्युनिस्ट पार्टी की ओर से इधर कई बार जिलाधीश से प्रति निधि मण्डल भी मिला है। परन्तु सरकार की ओर से कोई कदम नहीं उठाया गया। सरकार के इस रुख के खिलाफ १६ फरवरी को जिले के विभिन्न जगहों में विरोध प्रदर्शन किया गया। फिर भी कोई सुनवाई नहीं। फिर इधर ५ मार्च को गोपालगंज में जिलाधीश से मिलकर होली और रामजान के अवसर पर पर्याप्त गेहूँ देने की अपील की गयी। जिलाधीश महोदय ने उक्त अवसर पर अनाज देने का वादा भी किया था। परन्तु अभी कहीं भी सरकारी गल्ले की दूकानों में गेहूँ का पता नहीं है। अब होली के बहुत कम दिन रह गये हैं। रामजान शुरू हो गया है। जनता की बेचैनी बढ़ रही है। परन्तु सरकार को कोई चिन्ता नहीं। ऐसी परिस्थिति में क्या हो।

अभी तक दरखास्तों, सभाओं, प्रदर्शनों तथा प्रतिनिधि मण्डलों द्वारा जनता की आवाज को सरकार तक पहुंचाने की कोशिश की गयी है। परन्तु, इससे समस्या का कोई हल नहीं निकला।

उपर्युक्त परिस्थिति में कम्युनिस्ट पार्टी की सारन जिला कमिटी यह आवश्यक समझती है कि अन्न संकट को हल करने के लिये जन आन्दोलन को ओर भी व्यापक तथा मजबूत बनाया जाय तथा शांति पूर्ण प्रतिरोध द्वारा सरकार की नीतियों को परास्त कर अन्न की समस्या को हल किया जाय। अतएव कम्युनिस्ट पार्टी की सारन जिला कमिटी आप से अपील करती है कि अगर २० मार्च तक सरकार द्वारा सरकारी गल्ले की दूकानों से पर्याप्त गेहूँ नहीं मिलता तो जिले भर में २१ मार्च को सुबह में सरकारी औफिसों के सामने (बी० डी० ओ० अंचलधिकारी, एस० डी० ओ० जिलाधीश) एक दिन के लिये सांकेतिक अनशन किया जाय। पूरी आशा है कि जिले की जनता कम्युनिस्ट पार्टी की इस अपील का हार्दिक समर्थन करेगी और २१ मार्च को सुबह में सरकारी औफिसों के सामने होने वाले अनशन में सक्रिय सहायता देकर अनशन को सफल बनायेगी तथा सरकार को उक्त अवसर पर पर्याप्त गेहूँ देने के लिये बाध्य करेगी।

कम्युनिस्ट पार्टी जिले की जनता, राजनीतिक दलों, जन संगठनों तथा जन सेवियों से हार्दिक अनुरोध करती है कि जनता के इस दुर्दिन में सरकार से पर्याप्त अन्न दिलाने के लिये मिलजुल कर अनशन आन्दोलन को सफल बनाने में सबर्था सहयोग करें।

निवेदक  
कम्युनिस्ट पार्टी की  
सारन जिला कमिटी

13  
24 APR 1959

GENERAL ENGINEERING EMPLOYEES' UNION  
(Regd. No.1642)

25, Dalvi Building,  
Parel, Bombay 12,  
April 23, 1959.

FOR FAVOUR OF PUBLICATION:

Shri Vithal Chaudhari, General Secretary, General Engineering & Employees' Union has issued the following statement to the press:-

" About 650 employees including the Clerical and Supervisory Staff of the National Electrical Industries at Lalbaug will down tools completely from 6 a.m. tomorrow (24th April 1959) to protest against the unwarranted and unjustified separation of dearness allowance (Rs.1/4/- per day) from their wages in which it was consolidated for past several years.

" The Company has further provoked the workers by unwarrantably giving notices of retrenchment to several workers on grounds of shortfall of orders in Transformers which on merits does not stand out to be necessary at all.

" There were quite prolonged negotiations with the Company and we endeavoured our utmost to prevail upon them not to effect the separation of D.A. from wages once consolidated. It is generally agreed at all levels including Labour Ministry that the dearness allowance should be consolidated to the extent of 50% if not wholly. How does it then stand to any reasoning if a part of dearness allowance which is already added in the basic wages should be again separated?

" But the Company, although advised by a high level Government Officer does not budge from its position. It has made it an issue of prestige having once given a notice to ~~the~~ effect such a change!

" With regard to the retrenchment, the Company's own facts and figures do not justify it. Out of 650 employees, Company insists upon throwing out 23 employees and that too preferably in two equal instalments, the ground of such retrenchment being the

.....2

shortfall of transformer orders. It is beyond comprehension to appreciate that there could be such a minute and delicate fall in transformer order so that just about 3% of total employees are needed to be deprived of their bread.

" Is it not a general law in this society that orders do fluctuate every month and that no manufacturing unit can afford the luxury of engaging and retrenching workmen on account of such minor fluctuations?

" In the city today there are 5 units manufacturing transformers of various specifications, some of them actually expanding their units and engaging more and more hands. In this context, how can any ~~xxx~~ retrenchment be accepted to the workers!

" I appeal to the working class community in particular and the citizens of Bombay to sympathise with the employees of the National Electrical Industries who are forced to resort to this action although they are averse to do so in view of the need for more and high production in the country today."

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The Editor,

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Dear Sir,

Please publish the above statement in the columns of your esteemed paper and oblige.

Thanking you,

Yours faithfully,

(Vithal Chaudhari)  
GENERAL SECRETARY.

FOR FAVOUR OF PUBLICATION.

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**KARNATAK ENGINEERING WORKERS WELCOME THE NATIONAL CONFERENCE OF  
ENGINEERING WORKERS TO BE HELD AT CALCUTTA AT 11TH AND 12TH JULY  
1959.**

A meeting of the representatives of several Trade Unions of the Engineering Industries in Karnatak was held on 23-6-59 under the Presidentship of Sri Dharmawan of the Amco Factory Labour Association. More than 30 representatives representing the following Trade Unions 1) Mysore Kirloskar Works Employees Association 2) Steel Construction Co. Labour Association 3) Indian Telephone Industries Employees Union 4) Hindustan Machine Tools Employees Association 5) Amco Factory Ltd, Employees Union 6) Hindustan Aircraft Employees Association 7) Bangalore District Engineering Workers Union 8) Indian Hume Pipe Co. Union, were present.

A resolution welcoming the national Conference of Engineering Workers on 11th and 12th July to be held at Calcutta, was passed unanimously. It was further resolved that each union should report about its activities on or before 5-7-59.

A sum of Rs.55 was collected as donation to be sent to the National Preparatory Committee.

It was also decided to make necessary campaign about the National Conference through handbills, meetings etc. in Karnatak. About 10 delegates are expected to attend the conference.

Earlier, Sri M.S.Krishnan, Member, National Preparatory Committee, welcomed the gathering and explained the purpose of the Conference. The meeting ended with a vote of thanks.

*M. S. Krishnan*  
26.6.59

## ALL INDIA TRADE UNION CONGRESS

RE Trust Building,  
55, Girgaon Road,  
B O M B A Y - 4,  
22nd June 1959.

FOR FAVOUR OF PUBLICATION:

Shri S.S. Mirajkar, President, All India Trade Union Congress has issued the following statement on the strike of the N.E.I. workers:-

"The N.E.I. workers at Lalbajr have been forced by the recalcitrant management to go on a strike for the second time after the resumption of work for a very brief period. The responsibility for this action of the 600 workers is entirely that of the management and their crooked methods in dealing with the workers.

"It will not be out of place if I briefly narrate the historical background of the present action of the workers. The Company effected unjustified retrenchment of ten workers and made unwarranted changes in the wage structure of the workers. This company had amalgamated a portion of the D.A. with the basic wage which they decided to separate unilaterally and without assigning any reason. The Union tried to seek redress on these two demands without any success. The workers, therefore, downed tools on the 26th April last and the strike continued for nearly 60 days in the first instance.

"At this stage, I intervened and met Shri Murarji Vaidya, one of the Directors of the said Company. I had long discussions with him and made certain fair proposals for the settlement of the strike which Shri Vaidya would not accept before the resumption of work by the strikers. We said that he would consider them after the normal conditions are established. One of the proposals was that there should be no victimisation of workers after the resumption of work. On this point I had a specific discussion in my last interview with Shri Murarji Vaidya and I state he had agreed to 'no victimisation'. Thereupon I advised workers to consider calling off of the strike which they did.

However, no sooner did the workers resume work, the Manager of N.E.I. started harassing the workers; almost the second or third day two workers were served retrenchment notices; even then the

workers showed patience but this was followed by baseless charge-sheets against four workers who happened to be the leaders of the strike. I took up the matter with Shri Murarji Vaidya who promised to settle it satisfactorily by holding an enquiry. But the influence of the Manager and the foreign technician Mr. Szafranski was so great that the Director Vaidya was helpless and nothing was done to remove the unjust and baseless charges and notices against the Union leaders.

"This exasperated the workers and they decided to go on strike for the second time. In my considered opinion the present strike of the workers is fully justified because it is provoked by the circumstances explained above.

"Shri Vaidya is not only a Director of the said Company, he happens to be a public man of note and one of the leaders of the newly formed INEK "SWATANTRA PARTY". It was expected that he would prevail upon the Management to honour the settlement and create proper atmosphere for an understanding between the workers and management so that the Industry can run smoothly, production went on unhampered and workers' legitimate interests protected. Unfortunately this has not happened. I tried to prevail upon the workers and succeeded whereas Shri Murarji Vaidya has failed to restrain the management who provoked the workers. I trust and hope the even now better counsels will prevail and efforts for ending the dispute will be undertaken on honest and honourable basis."

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The Editor,

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B O M B A Y.

Dear Sir,

Please publish the above statement in the columns of your esteemed paper and oblige.

Thanking you,

Yours faithfully,

P R E S I D E N T.



14  
286  
No. WB-4(1)  
Government of India  
Ministry of Labour and Employment

29 JUL 1959  
.....  
Dated New Delhi, the 27th July, 1959.  
5 Sravan 1881 (Saka)

From : Shri V.R. Antani, M.A.,  
Deputy Secretary to the Government of India.

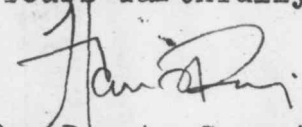
To The General Secretary,  
National Federation of Metal &  
Engineering Workers of India,  
4, Ashoka Road, New Delhi

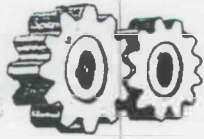
Subject:- Resolution regarding setting up a Wage Board  
for the metal & engineering industry adopted  
at the First National Conference of Metal &  
Engineering Workers of India, held at Calcutta  
in July, 1959.

Sir,

I am directed to acknowledge receipt of your  
letter, dated the 23rd July, 1959 forwarding a copy of  
the Resolution mentioned above.

Yours faithfully,

  
for Deputy Secretary.



17 JUL 1959

# GENERAL ENGINEERING EMPLOYEES' UNION

( Regd. No. 1642 )

President : K. T. Sule  
Gen. Secretary : Vithal Chaudhari

Office :  
25, Dalvi Building, 2nd Floor,  
Parel, BOMBAY 12.

Ref. No. GEEU/

16th July, 1959.

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

Dear Comrade,

I am enclosing herewith a copy of the settlement recently arrived at between our union and the management of M/s. Hassambhoy Jetha. This company deals in old machinery, manufacture of drums and hi/outs cranes and other engineering service. The company employs about 250 workers in all.

I am particularly sending this copy to you, so that you may give some publicity to it through the T.U. Record for the benefit of the Trade Union.

Kindly write a line in reply.

With greetings.

Yours comradely,

  
(S.T. YARDI)  
S E C R E T A R Y.

Encl: Copy of the Settlement.

**SETTLEMENT UNDER SECTION 12 (B) OF THE INDUSTRIAL DISPUTES  
ACT.**

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Representing Employers ... Shri P.A. Patel,  
Manager,  
Hasambhoy Jetha,  
Opp. Byculla Goods Depot,  
BOMBAY 27.

Representing Employees ... Shri Vithal Chaudhari,  
General Secretary,  
General Engineering Employees' Union  
25, Dalvi Building, 2nd floor, n,  
Poisarodi, Parel,  
BOMBAY 12.

**Short Recital:**

On 7th April, 1958 General Engineering Employees' Union, a registered union, forwarded to this office a copy of the Demands regarding Bonus for 1957, D.A., Annual Leave, etc., sent to Messrs. Hasambhoy Jetha, Opp. Byculla Goods Depot, Bombay 27, by their letter of 26th April, 1958 on behalf of the workmen and requested intervention. A Preliminary hearing was fixed on 29th April, 1959. A copy of this notice of hearing was put up by the Management on the notice Board for the information of the workers. No objection or communication was received from any of the workers. The Preliminary hearing was adjourned by consent of both the parties to 4th May, 1959 in which date the dispute was admitted in conciliation after examining the membership of the Union. The membership of the Union was 272 out of the total number of workers 322. The dispute affects workmen employed in the factory only excluding clerical staff. After some ~~discussion~~ discussion following settlement under section 12(3) of the Industrial Disputes Act was arrived at.

**TERMS OF AGREEMENT.**

**(1) BONUS:**

The Management agrees to pay bonus for the year 1957-58 equivalent to the 1/4th of the total basic earnings of the workmen during the said year.

**(2) DEARNESS ALLOWANCE:**

All the workmen shall be paid Dearness Allowance at the Millowners Association's New Scale for Textile Workers with effect from 1st February 1959.

**(3) PAID HOLIDAYS:**

The Management agrees to grant the days mentioned below as Paid Holidays in a year. This benefit will be granted only to those workmen who remain present both before and after the particular paid holiday:-

15th August --- (Independence Day)  
26th January --- (Republic Day)  
1st May  
Ramzan Id /  
Diwali and  
Gandhi Jayanti.

(4) NIGHT SHIFT ALLOWANCE:

At present the Management does not contemplate introducing a night shift in the Establishment. Whenever it is decided to introduce night shift, the allowance will be fixed in consultation with the Union and therefore this demand should be treated as withdrawn for the present.

(5) ANNUAL LEAVE:

Annual leave shall be as per the provisions of the Factories Act, 1948.

(6) OUTDOOR ALLOWANCES:

Those workmen who are asked to work outside the premises of the factory shall be paid out-door allowance as under:-

- (a) Unskilled workmen ... Re.1/- per day;
- (b) Semi-skilled workmen 1.50 per day;
- (c) Skilled 2.00 per day.

The workmen who are required to go out of Bombay shall be paid Rs.10/- per day.

(7) SCALE OF WAGES:

The following scales of wages shall be introduced from the month of February, 1959:-

(a) Unskilled ..	Rs.1.25nP	0.10nP	2.25nP.
(b) Semi-skilled.	1.65	0.15	3.15 ;
(c) Skilled 'B'	2.65	0.20	4.65 ;
(d) Skilled 'A'	4.00	0.25	6.00 .

(8) GRATUITY SCHEME:

The Management agrees to introduce the following scheme of gratuity:-

- (a) On the death of a workman while in the service of company or on his becoming physically or mentally incapacitated for further service - one month's basic wages subject to a maximum of 15 months' basic wages to be paid to the workman or his heirs or executors or nominees as the case may be.
- (b) Voluntary retirement or resignation of the workman after 15 years continuous service - three weeks' basic wages per year of service.
- (c) On termination of service by the company -
  - (i) After 10 years' continuous service but less than 15 years' continuous service but less than 15 years' continuous service - 3/4th month's basic wages per year of service.
  - (ii) After 15 years continuous service, a month's basic wages per year of service subject to maximum of 15 months basic wages.
- (d) Gratuity will not be paid to any workman who is ~~dis~~-dismissed from service for misconduct.

- (9) The Settlement shall come into force from the 1st day of the month of February, 1959 and shall remain in operation for a period of three years.

SA

Sd/- Patel  
Manager.  
Hashambhoy Jetha  
4-5-59

Sd/- V. Chaudhari  
General Secretary,  
General Engineering  
Employees' Union, Bombay.

V. Joshi  
4-5-59.

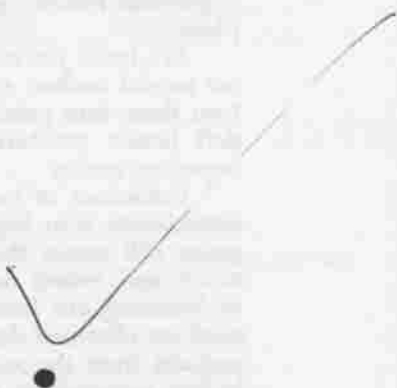
AN APPEAL

266

TO THE

ENGINEERING WORKERS

OF INDIA



*Handwritten signature*

PREPARATORY COMMITTEE  
NATIONAL CONFERENCE OF ENGINEERING  
WORKERS OF INDIA

## An Appeal To The Engineering Workers Of India

Dear brothers and sisters,

We, the workers in the engineering industry in India shape the tools for our nation's progress. In the ambitious plans of our people to overcome our industrial backwardness and build a glorious future, we, the engineering workers, have a pivotal place.

We build the machines, the machines which make machines, we mould molten steel and hundreds of other ingredients and turn them into precision tools and giant locomotives. With our deft hands, we turn the blueprint of industrialisation into its imposing reality.

Conscious of our role, we have a stake in the Plan. The imperialists who kept our country backward for over two centuries still retain their stranglehold on vital sectors of our economy and retard our development. They refused to help us in founding our heavy industries and continued their blackmail until we obtained disinterested aid in steel and heavy machinery projects from the socialist countries. They, hand in hand with Indian monopolists of the Private Sector, seek to subvert our basic development in the Public Sector. All these we resist.

But our stake in the Plan is not to boost the profits of the Private Sector, to build them into ever more powerful monopoly groups, to strengthen them ever more to intensify their exploitation by depressing our wages, increasing workloads and imposing rationalisation — and bring our working people to ruin.

Our demands for adequate wages and better working conditions should be an inseparable part of the Plan. Indeed, no Plan can succeed unless industrial development is accompanied side by side with improvement in the conditions of the workers.

But what is our experience of the working of the Plan and the attitude of the Government and employers to our demands?

- Engineering workers are paid abnormally low wages. The 15th Indian Labour Conference recommended constitution of a Wage Board for the Engineering Industry, over two years ago. The Government has as yet refused to set it up.
- Employers intensify their exploitation every day. Without

regard to workers' health, they impose speed-ups by resort to the notorious IBCON methods. They cheat the workers of their legitimate wages by introducing so-called 'incentive schemes', 'production bonus', etc.

- Despite the hazardous nature of our work in the engineering industry, we have scarcely any social security protection. Even under ESI, we have yet to win family coverage and separate hospitals.
- There is complete anarchy of wages and working conditions —each employer competing with another in further worsening our working conditions. There is no scientific wage scale or grade.
- Even the limited gains we won by our determined struggles through Tribunal Awards are set to nought by employers by appeals to Courts. Bipartite and tripartite agreements are not properly implemented.
  - And not least of all, employers and Government deny us our hard-won TU rights, victimise our TU functionaries and seek to suppress our struggles by force. In Public Sector Industries, bureaucratic elements try to impose semi-military type of discipline. And the bureaucrats crush the workers' initiative in exposing corruption, wastage and swindling by contractors.

Experience of the working class the world over beckons to us that the powerful weapon in our armoury to beat back the offensive of the employers is our unity.

It is because of the weakness of our organisation and our disunity that the employers dictate terms to us and get away with it. In all advanced countries, the engineering workers have built powerful federations of trade unions and have taken advance position in the TU movement. There the employers think twice before embarking on their nefarious plans.

And that is the way we should move forward.

Inspired with the unity in action achieved in many centres by the engineering workers, leading trade unionists in the industry met at Bangalore and set up a Preparatory Committee to call an All-India Conference of Engineering Workers at Calcutta in May this year.

This appeal is to invite you to elect delegates and participate in this conference.

This Conference will discuss freely and frankly the vital problems of the industry and the workers. If you want to ask why the Government permits closure of blast furnaces at Kulti when foundries were laying off workers because of shortage of pig iron, come and post it at the conference! Come and discuss why automobiles are not manufactured 100% in our own country, when we know we could, if the imperialist sabotage is kept at bay! Share your experience as to how production booms



overnight as in the Jay Engineering Works, Calcutta, Hindustan Machine Tools, Bangalore, etc., when the workers are taken into confidence, TU rights respected and workers properly remunerated! Let us discuss our problems in individual factories and evolve common slogans. Let us discuss how to build our unity around an All-India Engineering Workers' Federation!

The Conference is open to all the engineering workers, whatever be their political orientation or TU affiliation. And nothing should stand in the way of forging the powerful unity of the engineering workers!

The unity in our ranks is essential not only to improve our working and living conditions but to set ourselves in a determined manner in defence of the industrial advancement of our country. This unity alone will effectively intervene in the attempts of vested interests to sabotage our basic development in the Public Sector, and create hurdles in the onward progress of our engineering industry.

And in broad unity with other Sections of our working class, we will stand in the forefront of the struggle for peace, democracy and socialism.

Write to us your views and campaign activity in your factories about the All-India Engineering Conference.

Long live the unity of the Engineering Workers of India!  
Long live the National Conference of Engineering  
Workers in India!

M. Elias, M.P. (Convenor)

S. Y. Kolhatkar (Bombay)

Robin Mukerjee, MLA

(W. Bengal)

Vithal Choudhari (Bombay)

M. S. Krishnan (Mysore)

M. V. Bhadrani (Andhra)

T. R. Ganesan (Madras)

Radhakrishnan (Delhi)

Bhajan Singh (Punjab)

K. A. Rajan (Kerala)

Raj Bahadur (U.P.)

Ram Sen (W. Bengal)

Nihar Mukerjee (W. Bengal)

Biren Majumdar (W. Bengal)

A. D. Gadkari (Bombay)

Dr. U. Misra (Bihar)

Haradhan Roy (W. Bengal)

PREPARATORY COMMITTEE  
NATIONAL CONFERENCE OF ENGINEERING  
WORKERS OF INDIA

68, North Avenue

New Delhi

at 5 P.M. under the auspicious of United Front: Rourkela.  
260  
RESOLUTION FROM THE CHAIR

This meeting observes with grave concern the situation, which has been created in the H.S.L and consider that the attitude of the H.S.L authority in this regards is just opposite to the interest of the workers and our as well as of the people.

This meeting also considers that the demands of the Technicians are quite reasonable and justified and this demands should immediately be fulfilled by the authority in light of Minimum Wage Act and cost of living at Rourkela, of in comparison to the other Steel Industries in India.

This meeting considering the graveness of the situation ask the India Govt. and Provincial Govt. to intervene into the matter without any further delay and see that the demands is fulfilled failing which they are to be responsible for the consequences any if thereby.

This meeting unanimously resolved that the H.S.L Authority and the respective Govt. to be given or warns to settle up the dispute otherwise the United Front will directly call the people to be mobilised behind the workers struggle which may directly leads the situation towards a great violation.

This meeting with grave concern observe that the police authority are trying to disturb the cause of the peaceful strikers by *Laxmising* in various nefarious means. One of the strikers have been arrested today at morning, where police have broke the minimum practice of law & Humanity.

This meeting condemn this activity of the police authority and demands immediate release of the worker.

It is resolved that all the different Union and Organisations component to this United Joint Action Committee should mobilise their organisation, in order to face close down the Factory in case the negotiations and bargains failed.

*Adnan*

( Dr. Samad )

President of United Front.

266

A P P E A L

dwjll

concentration of power and concessions which the big employers have

To All Trade Unions and all Employees in Engineering Industry, whether Mechanical, Electrical or Structural -  
On the other hand, we notice that we are unable to advance beyond  
For Broad and United Efforts for Preparations of a  
National Conference of all Engineering Employees until a powerful  
working in Public or Private Sector  
unified organ of engineering employees is created to speak on their

Skilled, Semiskilled or Unskilled Working Men and Women,  
Members of Supervisory, Technical or Factory Staff,  
FOR FIGHT AGAINST LOW WAGES  
Brothers and Sisters from all Factories,  
At present, we are suffering from low wages. No matter how  
Dear Comrades,

often they might have been raised from time to time, we do not receive  
We are glad to announce to you that an ad-hoc Preparatory  
over the minimum wage as per accepted norms of even the Tripartite  
Committee representing various engineering unions in the country has  
Conference. The rise that is registered in wages, it should be noted,  
been formed at Bangalore on 17-1-1959 entrusted with the task of  
is mainly due to the rising cost of living; further, even that rise  
convocation of a national conference of employees working in  
does not fully compensate the result, in many cases, as a whole, is  
engineering industries throughout the country.  
that the real wages have not gone up

The Preparatory Committee also decided that the conference  
FOR EQUALITY FOR EQUAL WORK  
should be held sometime in May next at Calcutta - a major centre of  
In cases where the real wages have been raised, it will be  
this industry in the country today.

observed that they are not in all proportion of the increase in  
The Preparatory Committee desires that all workers and  
productivity of labour or production or profits accrued to the employers  
their trade unions, irrespective of their affiliations or no  
which have steadily gone up. Such as in introducing piece-rates,  
affiliations with any central trade union organisation or federation,  
or production bonus, or any other incentive scheme, have only a shared  
should participate in such conference by sending their delegates in  
for themselves proportionately much higher profits compared to the  
large numbers and enable in evolving a united policy of agitation and  
retains made to the workers under such schemes. This means that  
struggle, for establishment of better and uniform working conditions  
all the pious proclamations about "payment by results" or "Work more  
and finally for building a central trade union organisation of  
to earn more" is more a ploy that is played upon workers, especially  
engineering workers of our country.  
unskilled personnel of this industry, than anything else.

You all will surely agree that a conference of this nature  
FOR STABILISATION OF WAGES  
has been overdue, and no united voice was ever possible till now on  
There is no uniformity of wages in this industry anywhere  
behalf of working class of this major and strategic industry.  
in the country - be it when a region, a city or a factory!

Hitherto, the workers organised in their separate unions  
Ritter of a Capitalist employer whether he is in Calcutta or Bombay or  
have struggled and fought their battles single-handed, and no doubt  
Bangalore, or whether he is in the factories of any one city alone,  
won certain concessions, commensurate with their individual strength  
their wages must differ and the struggle to raise them must become  
and bargaining power.  
difficult.

But, in view of the fast and tremendous growth of the  
This disparity in wages is more pronounced as you come to the  
engineering industries in the recent period, the huge and mounting  
classification of workers. A turner in a certain factory classed in  
profits made by the industry, and consequently the increasing  
'skilled' grade, will be put for the same job by another employer as  
'semiskilled' or 'skilled' (low) grades

concentration of power and concessions which the big employers have been able to enjoy, our isolated gains are far too few and meagre. On the other hand, we notice now that we are unable to advance beyond the present gains, and we will be doomed to remain so until a powerful, unified organ of engineering employees is created to speak on their behalf.

FOR FIGHT AGAINST LOW WAGES.

At present, we are suffering from low wages. No matter how often they might have been raised from time to time, we do not receive even the minimum wage as per accepted norms of even the Tripartite Conference. The rise that is registered in wages, it should be noted, is mainly due to the rising cost of living; further, even that rise does not fully compensate. The result, in many cases, as a whole, is that the real wages have not gone up.

FOR EQUAL PAY FOR EQUAL WORK

In cases where the real wages have been raised, it will be observed that they are not at all in proportion of the increase in productivity of labour or production or profits accrued to the employers which have steeply gone up. Employers in introducing piece-rates, or production bonus, or any other incentive scheme, have only assured for themselves proportionately much higher profits compared to the returns made to the workers under any such schemes. This means that all the pious proclamations about "payment by results" or 'Work more to Earn more' is more a fraud that is played upon workers, especially on skilled personnel of this industry, than anything else.

FOR STANDARDISATION OF WAGES

There is no uniformity of wages in this industry any where in the country - be it then, a region, a city or a factory! A Bench Fitter or a Capstain Operator, whether he is in Calcutta or Bombay or Bangalore, or whether he is in the factories of any one city alone, their wages must differ and the struggle to raise them must become difficult.

This disparity in wages is more pronounced as you come to the classification of workers. A Turner in a certain factory classed in 'skilled' grade, will be put for the same job by another employer in 'semiskilled' or 'skilled (low)' grade.

Our main struggle therefore is to fight for standardisation of wages and uniform gradation of jobs throughout the country.

FOR SECURITY OF SERVICE AND SOCIAL MEASURES

In the name of efficiency and without any consideration of its effect on workers' health, the big employers in this industry are increasingly engaging the services of 'Ebeons' - that mercenary agency in the country - whose only job is to explore methods of intense exploitation without any real technological improvements, deprive workers of necessary rest and relaxation during the day, or of privilege and casual leave when required, and finally effect retrenchment of workers by transferring their work load on the remaining contingent of workers. This menace of so called efficiency and modernisation has got to be doggedly resisted and smashed.

Even worse than this is the condition of apprentices. On the plea that they are being trained in the factories, all kind of work is extracted from them at low wages threatening the services of regular workmen by introducing a unhealthy competition between these workmen and apprentices.

Another constant danger to workers in this industry is that quite a big percentage of workers is kept temporary in service, by manoeuvring to terminate and renew their employment term after every three months or so. These workers lose their annual increments, benefits of gratuity and are deprived of statutory protection of any legislation. Same is the plight of contract labour.

FOR IMPLEMENTATION OF TRIPARTITE CONVENTIONS.

In all these matters the Government do not care to do anything and prefers to remain smug. Various tripartite conventions established under the code of discipline, or recognition of union. have only become the matter of whim for the employers. It will be about two years since the decision, that the Government of India has still not taken any steps to appoint a Wage-Board for the fixation of adequate and standard wages for the workers of this industry.

Brothers and Sisters, engineering industry today is so fast developing that no other industry in the country will be found growing as fast as this. This industry which had a very chequered growth under the British R rule, especially during war-periods, has now rightly burst out with the force it deserves for the construction of the national economy and the people's prosperity. Employees in this industry therefore, play a veritable strategic and important role in this task of national uplift and reconstruction. But unorganised and not centrally unified as we are, its development is taking place only at our cost.

LET US STAND UP

This can and must be stopped only if only a strong and united organisation is built up as a mighty bastion and defend the interests of all toiling masses of engineering industry.

We therefore earnestly seek your co-operation in this endeavour to build a united central organisation in the country of all engineering workers. We appeal to you to participate in the forthcoming conference by sending delegates representing your factory/union/region. Kindly co-operate with us in this task by making the conference such a fully representative assembly of engineering workers, so that the engineering workers of our country, whether organised or unorganised in any unions, look at the conference as the nodal point of all their agitation, hope and aspirations.

WE MUST BE CONFIDENT

Most important for us to remember is that the engineering employees, by and large, are young, literate, and smart workers with various virtues and potentialities compared to others in other industries. This should lend us additional confidence and courage to discharge this delayed task of unifying all employees of the engineering sector of our country, and building up a national organisation of our own.

In this Conference, we will have free discussions, frank dissemination of views and opinions, unrestricted exchange of lessons and experiences of each other, small and big group meetings of workers of different crafts and regions, and thus will all contribute towards the emergence of a unified policy and platform of united prospective, demands and action. Political differences, even if any, cannot mar our coming together.

This is the spirit with which we send this appeal to you and we confidently look forward to hear from you for your suggestions and active co-operation.

**Long Live Unity of Engineering Workers in India!**

**March to the Convocation of**

**Engineering Workers' National Conference!!**

**On to the Formation of National Federation of**

**Engineering Workers!!!**

**Greetings,**

**PREPARATORY COMMITTEE.**

You all will surely agree that a conference of this nature has been overdue, and no united voice was ever possible till now on behalf of working class of this major and strategic industry.

Hitherto, the workers organised in their separate unions have struggled and fought their battles single-headed, and no doubt won certain concessions, commensurate with their individual strength and bargaining power.

But, in view of the fast and tremendous growth of the engineering industries in the recent period, the huge and mounting profits made by the industry, and consequently the increasing

NATIONAL FEDERATION OF METAL & ENGINEERING WORKERS OF INDIA

Central Office

4 Ashok Road, New Delhi

CIRCULAR No.1/59

August 5, 1959

To

All Members of the Working Committee  
and Affiliated Unions

Dear Brothers,

The National Conference of Metal and Engineering Workers of India held at Calcutta, as you are aware, called upon the metal and engineering workers to observe August 21, as All-India Demands Day. On this day, the engineering workers throughout India should be mobilised in support of the three national slogans that emerged from the all-India conference, i.e.,

- Constitution of a Wage Board;
- Living Wage; and
- Recognition of Unions.

The unity of engineering workers that was evolved in the all-India Conference around these three main demands should be further strengthened by the mass mobilisation of the engineering workers on this Demands Day. The achievement of the Calcutta Conference in giving birth to the National Federation of Metal and Engineering Workers should be carried forward to the mass of workers and the necessity to unite the engineering workers on a national scale to put forward and struggle for common demands, brought before them. We trust, necessary initiative has been taken by you already in order to assure the success of this first coordinated action on a national plane, that is, the observance of the "Demands Day".

We understand that in W.Bengal, in preparation for the observance of the Demands Day, one lakh Badges would be distributed centrally and all unions have been asked to make utmost efforts to observe the day in a grand manner. It is suggested that badges on the specimen indicated below may be prepared by other centres also.

Please inform us as to what preparations you are making in this connection, so that reports from different centres may be brought together in a Bulletin which we hope to circulate soon.

2. We hope that reporting on the decisions of the All-India Conference has been taken up by you. The proceedings of the conference as well as the resolutions are now in the press and we hope to send the same to you shortly.
3. As you are probably aware, it was decided that a fund for meeting the expenses of the Central Office should be collected immediately and comrades from different States, who had come to Calcutta, had promised to remit their quota without delay. Please arrange to send this amount immediately.
4. It was also decided that the reports from different States should be sent to the Central Office soon enough so that a publication could be got ready by us on the problems of the metal and engineering industry and the workers. You are requested to expedite sending the reports.
5. Members of the Working Committee are also requested to send to the Central Office, the correct addresses of all our affiliated unions so that circulars from the centre could be sent to them directly.

With warm greetings,

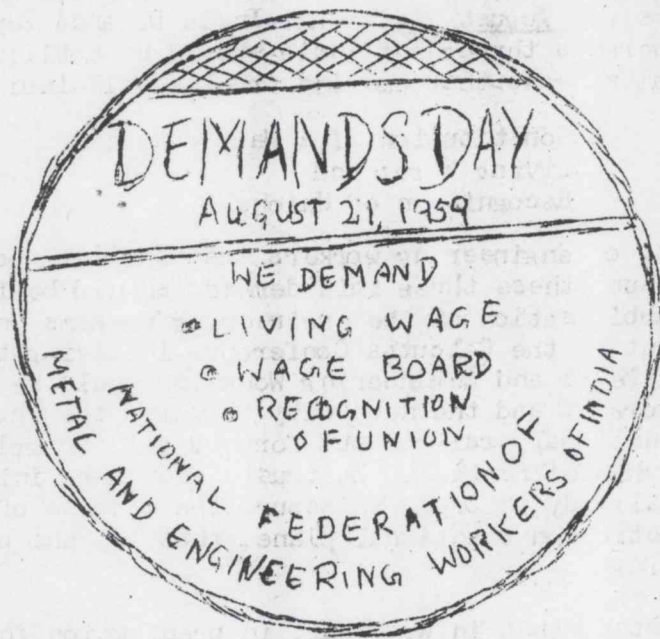
P.T.O.

Yours fraternally,

*Mohd. Elias*  
(MOHD. ELIAS), M.P.,  
General Secretary



Outline for design of the  
Badge for "Demands Day"  
observance



## MORE JOBS THAN ENGINEERS.

At sometime or other in every young person's life there comes the thrill of leaving school for good and working for the first time or, as people usually say, stepping out into life.

At the end of June the topic becomes, stark reality, which for us means job opportunities for graduate engineers and economists. Some 1100 engineers are graduating this year from technical universities under the aegis of the Ministry of Education, besides the 200 who will be awarded diplomas by the forestry department of the University of Agronomy.

The crux of the matter is that factories, offices and institutions have requested the Ministry to supply experts for 2000 jobs. Since many of the agencies apply directly to the universities, the actual "demand" for engineers is far higher than that. Then many young engineers are hired on contract without application being made through the agencies. Even a conservative estimate would indicate therefore that there are two jobs for every graduate engineer, or 2300/2400 employment opportunities offered by the enterprises. Engineers who have graduated this term it appears are in a position incomparably better than their colleagues who may have finished one or two years ago.

Some categories are the object of special interest. As a case in point, 34 chemical engineers graduated this year with 111 posts to be filled, and 328 jobs are ready for the 197 graduate mechanical engineers. In practice, the ratio is not as striking since all mechanical engineers receive the same basic training and with special qualifications, they are able to substitute for each other. Improvement has been shown in the former knotty problem of placing mining and chemical engineers so that there are one and a half jobs for every graduate in these fields.

### Economists for the Ministry of Works

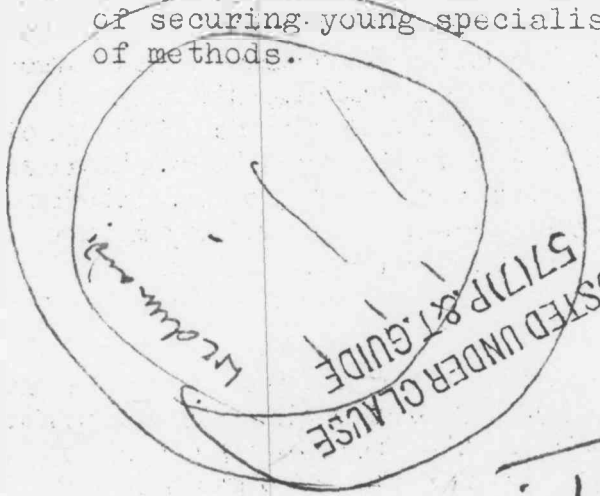
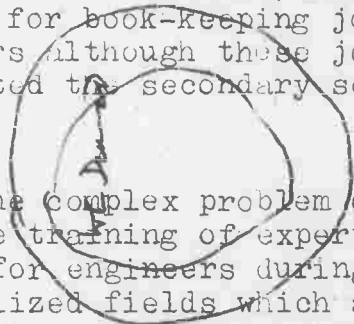
There are 550 jobs awaiting the 192 economists now graduating: 229 vacancies are available - 52 in Budapest - for the 79 graduating from the general course with 165 available for the 44 students finishing the industrial course. Two-thirds of the later are posts in the provinces outside of Budapest. The greatest demand for economists has come from the Ministry of Works where 52 engineers could be placed at the various companies. Sixty-five students are graduating from the commercial course with 135 jobs vacant - 90 in home trade and 45 in foreign trade.

Actually the shortage of economists is not as formidable as implied by the data. It is doubtful whether economists are necessary to fill many of the posts offered. For instance, the catering trade is inclined to request economists for book-keeping jobs, or trade enterprises want them as inspectors although these jobs can be handled by people who have completed the secondary school of economics.

Prudent Distribution

We do not wish to go into the complex problem of short and long range planning concerning the training of experts. In all probability the demand will rise for engineers during the forthcoming four or five years in some specialized fields which are rapidly advancing. Thus, we will have to meet the problem of a definite shortage of engineers. Next year it is expected that there will be only 150 more first year engineering students, and, with the 1100 new graduate engineers, the demand undoubtedly will rise annually. So prudence is called for in distributing the forces on hand.

A particular problem has arisen in this context, that of providing qualified specialists for the smaller factories and offices which are usually located outside of Budapest. Several likely solutions may be taken, but we wish to mention only one, - the well-proved practice of incentive, giving every enterprise the opportunity of securing young specialists through the most expedient and natural of methods.



POSTED UNDER CLAUSE  
57(7)P & T GUIDE

The Editor,  
Trade Union Record,  
H, Ashoka Road,  
New Delhi.

To



BOOK-POST

A

August 1, 59

Dear Com.Das,

Thank you for your letter of  
dated 19th July 1959.

We are arranging to publish all  
the resolutions and decisions of the  
Conference. As soon as these are  
printed, we will send to all Working  
Committee members and affiliated unions.

With greetings,

Yours fraternally,

(Md. Elias), M.P.

116  
50  
express

266

ELIAS

WEST BENGAL COMMITTEE OF AITUC

249 BOWBAZAR STREET

CALCUTTA 12

MARILLIER REACHING CALCUTTA FIFTH JULY BY INDIAN AIRLINES AT 1030 HOURS  
MORNING

SRIWASTAVA

11/2/59.

EXPRESS

VITHAL CHAUDHARI  
178 CHARNI ROAD  
BOMBAY 4

THANKS YOUR LETTER STOP IMPOSSIBLE CHANGE DATE AS  
I AM HEAVILY BOOKED STOP SEND NOTICE THROUGH SEVERAL  
COMRADES AND PAPERS STOP I HOPE YOU WILL COOPERATE AND  
NOT MAKE THINGS DIFFICULT STOP I KNOW YOU CAN DO IT  
IF YOU MEAN TO

DANCE



C-3

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1087



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at                                 

X MK CALCUTTA RBS 21

A I T U C 4 ASOKE ROAD NEW DELHI

SERIOUS DISCONTENT AMONG EX AP REENTICE TECHONCIANS ROURKELA  
REGARDING PAY SCALE PLEASE INTREVENE IMMDELY LETTER FOLLOWS

- MELIAS M P -

*Lava*  
*True amount will*  
*MP*

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.  
MGIFPAh.—121—30-4-57—91,370 Bks.

19 FEB 1959

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168



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at 10/1 H. M.

O IA BOMBAY 19 11

DANGE 2 ASHOKA ROAD NEWDELHI

MEETING FIXED 28 TH

7 PM = CHADHARI

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12 FEB 1959



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at EL M

266

1137

Q M BOMBAY 12 30 DANCE 4 ASHOKROAD NEWDECHI

TELEGRAM LASTNIGHT STOP HONESTLY IMPOSSIBLE PRAY DON

MISUNDERSTAND STOP NO QUESTION OF NONCOOPERATION STILL

LESS OF MAKING DIFFICULTIES STOP INFORM ANY DATE AFTER 28

= VITHAG =

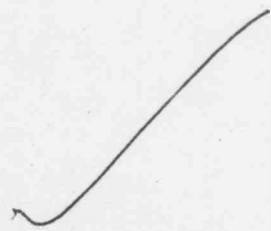
The sequence of entries at the beginning of this telegram is--class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.  
MGIFPAh.-121-30-4-57-91,370 Bks.

266

24/2/49

VITHAL CHAUDHARI  
178 CHARNI ROAD  
BOMBAY 4



S M JOSHI WIRES THAT POLICY COMMITTEE MEETS 28TH NIGHT  
STOP SEE HIM AND FIX YOUR MEETING TIME ACCORDINGLY STOP  
TAKE YOURS EARLIER EVENING

DANGE





C.-3

266



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

Received here at            H.            M. No.           

O RC BOMBAY 25 20

1386

SAMTT MEETING 330

DANGE 4

ASHOKROAD NEW DELHI

STOP - INFORM ANY DAY LATER

STOP OUR MEETING EARLIER NOT POSSIBLE

VTTRAD

replied  
phonogram  
"Keep you time table  
as fixed in Saturday"

also to Joshi  
to put Policy Committee  
on Sunday any time.  
Feb. 25  
10 P.M.

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.  
MGIFPAh.—121—30-4-57—91,370 Bks.

23 MAR



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INDIAN POSTS AND TELEGRAPHS DEPARTMENT



No.

O QI

Received here at H. M.

GURGAPUR STEEL PROJECT 21

S A DANGE MP NEW DELHI.

MANAGEMENT SIMPLEX VIOLATES AGREEMENT RETRENCH HUNDRED FORTYFOUR WORKMEN INSPITE OF WORK PRECIPATES STRIKE INTERVENE BEFORE SITUATION DETORiates POSTPONEMENT OF RTRENCHMENT SOLICITED....

... KARSON DHANJI SECRETARY SIMPLEX DURGAPUR...

COPIED AT 10-35.

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram  
MGIFPA.—1271—28-1-58—1,13,350 Eka.



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INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at H. M.

O KI CALCUTTA RPK 26.

S A DANGE PARLIAMENT BHAVAN ND.

.. ROURKELA TECHNICIANS STRIKE PLEASE INTERVENESUGGESTED PAYSACLE

~~EXX~~ EANTSTIC PERTURBED.

.. GUARDI NS COMMITTEE.

4.50.

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.  
MGIFPAh.—121—30.4.57—91,370 Bks.

266

2250



INDIAN POSTS AND



TELEGRAPHS DEPARTMENT

C.P. } Code 18/04 No. C

Recd. from Sent at H. M. Office-stamp

By To

R R KALYAN 29 15 MOHAMED ELLIAS 67 0 Service Instructions Words

AIRBORNE NEW DELHI

TO Recd. here at H. M.

BADLY ILL REGRET / INABILITY TO ATTEND MEETING

RADGARI

MGHP Ab. - 279 - 18-6-57 - 4,01,700 Bks. [T-90-5/53]

[T-186/52]

NO. 11 P. 400 B. 22-8-11-52-8, 13, 400 B.

Reaching  
at 10th morning  
5 AM

INDIAN MARINE CONFERENCE

CONFERENCE ENGINEERING CONFERENCE TO BE HELD AT

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503

भारतीय सांख्यिकी विभाग



266

7 MAY 1959





C-3 23 MAY 1959



266



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No. 888

Received here at \_\_\_\_\_ H. \_\_\_\_\_ M.

= X BD DAMSHEDPUR 17 59 SRT AJOYHOSE C CPT

GENERAL SECY MABAD NEW TECHT C TRY MABADI

= = FOUR HUNDRED SEVENTH EXTRADE APPRENTICES UNDER HSD

IN ROURKELA STEEL PROJECT PROPOSED TO LAUNCH HUNGER STRIKE

BATCH BY BATCH FROM THE TWENTY SECOND MAY PROTESTING AGAINST

ATTITUDE OF SAID PROJECT AUTHORITIES FOR NOT DECIDING THE

DEMANDS ON MERITS C STOP APPRENTICES ALREADY STOPPED

SINCE ABOUT TWO MONTHS AFTER TWO YEARS EFFORTS TO PROBE

INTO ISSUE C STOP KINDLY INTERVINE IN MATTER PROMPTLY

C STOP = EXTRADE APPRENTICES ROURKELA STEEL PROJECT



C-3

266



1896

INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.



Received here at \_\_\_\_\_ H. \_\_\_\_\_ M.

Q NB CALICUT H 10 56 DANGE AITUCONG ND AAA

.... MANAGEMENT MADURA COMPANY ENGINEERING WORKS FEROKE ISSUED NOTICE TO CLOSE DOWN FACTORY FROM EIGHT SEPTEMBER RETRENCHMENT WORKMEN TO BONAFIDE REASONS FOR CLOUSURE WORKERS PROTEST INTERVENT TAKE IMMEDIATE ACTION..

.. SECRETARY MADURA ENGINEERING WORKERS UNION

GOPD SAINIAT 2145

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INDIAN POSTS AND TELEGRAPHS DEPARTMENT

18 JUL 1959

C-3

267



31



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

X

Received here at JA JAMSHEDPUR 17 H. M. DANGE 4 RSOK ROAD NEW DELHI.

MASS ARREST OF AITUC WORKER ONLY FOR TRADE UNION PROPAGANDA  
MOUBHANDAR AND MUSABONI ATOP UNION BEING SUPERESSED BY POLICE TERRO  
STOP PRAY INTERVENE.

DOCTOR MISRA.

C/- T 01/45. MISHRA.

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.  
MGIFPAh.—127 98-1-58—1,13,350 Bks