

Bombay 1.11. 59

The Controller of Insurance,  
Govt. of India,  
SINLA

Dear Sir,

Like 'Life Insurance' now it is high time that General Insurance is also taken away from the hands of Free Enterprise Allah. False claims, false travelling expenses, cancelling of policies like many other forms of malpractices continue unabated. It looks as Govt. machinery has failed miserably. Nothing is known of the affairs of New Asiatic about which there were question in the parliament. To dig out properly all their misdeeds each of their branch should be checked. Like - New Asiatic the sister concern 'Ruby' should also be checked. Because from general manager small assistant inter transferred. Rubys Calcutta, Delhi, Ahmedabad, Indore, Bhopal, Madras & Ruby all should be checked. For instance money has been taken out at Ahmedabad & by false damage claim on manager's own Car. In 1955 or 57 Bombay Ruby paid to fake Khandwa firms Rs9450 & 1250 to Ramnarain Shanker Prasad. These people are not satisfied with big amount they are so mean that they charge the company for their petty personal expenses. Please take over this insurance as well & you will get immense monies for your plan

Copy to - Prime Minister, Finance Minister & members of  
Lok Sabha.

December 12, 1959

Shri C. Bose,  
General Secretary,  
All-India Insurance Employees' Association,  
9A Haralal Das Street,  
Calcutta 14.

Dear Friend,

We thank you for your letter of December 1, on the forthcoming Fourth General Conference of your organisation. We regret that due to certain preoccupations, we are unable to send delegates to personally greet your conference.

On behalf of the AITUC, we wish your conference success in consolidating the gains achieved and in strengthening the unity of the insurance employees which is so decisive in the struggle for improved conditions. The unity of the insurance employees truly reflected in the AIEEA has brought about many significant gains in the past period, especially in regard to the demand for bonus. In this united struggle of the insurance employees, they had the powerful support of all sections of the organised trade union movement, and it is also heartening to see that in the struggles of the working class for common demands, the insurance employees have helped in building broad unity in action. We are sure the unity in action already achieved would be further strengthened in the days ahead and we need scarcely reiterate that the AITUC and its unions assure complete solidarity with the insurance employees and the AIEEA in support of the just demands of the insurance employees.

With warm greetings,

Yours fraternally,

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

10 DEC 1959

TELEGRAM : BIMAKARMI, CALCUTTA

TELEPHONE : 24-1583

# ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION

9A, HARALAL DAS STREET, CALCUTTA-14.

President : Rajni Patel, M.A. (Cantab), Bar-at-Law

General Secretary : Chandrasokhar Bose

DECEMBER 1, 1959.

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

Dear Sir,

We have pleasure in informing you that the Fourth General Conference of the All India Insurance Employees' Association which represents the Insurance Employees in the country will be held at Kanpur from 25th to 28th December, 1959. Sri Rajni Patel, M.A. (Cantab), Bar-at-Law, President of the Association, will preside.

We would deem it a great privilege if you will please address the open session of the Conference on Monday, the 28th December, 1959. In case, however, preoccupation stands in the way, kindly send your message to the Conference.

We enclose herewith a brief summary of the situation now obtaining in the insurance industry - both Life and General - and the problems the Conference will be called upon to discuss and take decisions on.

Thanking you,

Yours faithfully,



(C. BOSE.)

General Secretary

Enclo : 1.

KANPUR ADDRESS :

The General Secretary,  
All India Insurance Employees' Association,  
C/o, Sri S. N. Chattopadhyaya,  
8/71, Arya Nagar.  
KANPUR.

## The Perspective of the Fourth General Conference

The Third General Conference of the Association, the first Conference to be held since nationalisation of Life Insurance, held at Madras from November 28 to December 2, 1957, made an evaluation of the 'Interim Settlement' arrived at between the Association and the authorities of the Life Insurance Corporation of India, noted the gains and short-comings, and characterised it as a big victory and a major step forward towards full standardisation of pay scales and service conditions. The Conference, however, also noted that the settlement left many vital questions unsolved.

The main demands raised by the Conference were payment of Cash Bonus, democratic amendment of the Staff Regulations and Promotion Rules, recognition of AIIEA, participation in management, nationalisation of General Insurance etc.

Since that Conference, the Insurance employees throughout the length and breadth of the country conducted, under the banner of AIIEA, a sustained campaign for more than 18 months which rose to great height of intensity, drawing wide public support on the demand of Cash Bonus. The movement at the end was successful in causing a change in the policy of the Government of India not to pay cash bonus to the Staff of nationalised undertakings and to leave it to the discretion of the L.I.C.I. to pay bonus. Eventually, an agreement was reached by which bonus equivalent to one and half month's basic salary and free Term Assurance would be paid. The period of agreement covers five years from 1957 to 1961.

Though a great victory has been won on the issue of bonus, the matters of Staff Regulations and Promotion Rules have not yet been settled and the L.I.C.I. authorities are trying arbitrarily to impose them on the employees and are refusing to negotiate with the Association on these matter claiming that these are not matters for negotiation and settlement with the employees' Unions. Thus a serious question of principle and policy has been posed to which the coming Conference will have to find a solution. There are many other problems as wrong categorisation, giving promotion to underserving persons ignoring the just claims, non-payment of allowances, etc. The demand for exclusive recognition of the AIIEA which represents 95% of the employees has been ignored and participation of the employees in the management has been denied. The employees' efforts to improve methods of working to render

better services to the policyholders are met with cold reception, if not hostility in some quarters. Then comes the question of revision of existing pay structure, specially for LIC staff. Almost 3 years have elapsed since the conclusion of interim settlement. During these three years price structure has undergone major changes in upward direction. In the LIC new entrants are not given the same grade as transferred employees, thereby partly defeating the aim of standardisation. All these have put the question of a new Charter of Demands on the agenda. The forthcoming Conference will have to consider these questions also and to give a lead to the employees.

In the General Insurance sector a paradoxical situation is prevailing. On the one hand we find continuous rise in premium income for the industry as a whole, and on the other we find large number of companies closing down wholly or partially, during last five years, rendering unemployed more than 1,000 employees, i.e., nearly 15% of the total complement. Malpractice, corruption, use of company funds by director and top officers personally, even frauds and embezzlement are continuing. Monopoly trend is growing rapidly as will be evidenced from the fact that one single company earn 28.9% of the total premium income, 10 companies earn 68% of the same, while 50% of the companies at the bottom earn only 4.8% of the premium income. Foreign grip also continues in as much as 43% of total premium income still goes to them. No wonder that retrenchment is taking place on large scale, in many a scale, in many companies there are no pay scales and service conditions. To overcome all these evils the AIIEA has been demanding nationalisation of the General Insurance business also. It has also demanded issuing an ordinance to stop all closures and retrenchment as well as absorption of all retrenched general insurance staff in the services of Government owned insurance companies or corporations. The demands have not been won and the forthcoming Conference will have to find ways and means to realise these urgent demands.

The Conference will also discuss ways and means to achieve complete organisational Unity of the Insurance employees and to further strengthen the Organisation.

We hope that delegates from your Organisation will help us in finding solution to the various problems by their presence and active participation in the deliberations of the Conference. If it is not possible for you to be present at the Conference, we would request you to favour us with your considered views and a message of goodwill for the success of the Conference.

1. 12. 1959

Sd/- C. Bose  
General Secretary.

10 DEC 1959

TELEGRAM : BIMAKARMI, CALCUTTA

TELEPHONE : 24-1583

# ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION

9A, HARALAL DAS STREET, CALCUTTA-14

President : Rajni Patel, M.A. (Cantab), Bar-at-Law

General Secretary : Chandrasekhar Bose

DECEMBER 1, 1959.

Shri S. A. Dange, M.P.,  
Parliament House,  
NEW DELHI.

Dear Sir,

We have pleasure in informing you that the Fourth General Conference of the All India Insurance Employees' Association which represents the Insurance Employees in the country will be held at Kanpur from 25th to 28th December, 1959. Sri Rajni Patel, M.A. (Cantab), Bar-at-Law, President of the Association, will preside.

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Thanking you,

Yours faithfully,



( C. BOSE )

General Secretary

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KANPUR ADDRESS :

The General Secretary,

All India Insurance Employees' Association,

C/o, Sri S. N. Chattopadhyaya,

8/71, Arya Nagar.

KANPUR.

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## மதுரைத்தொகுதி ஆயுள் இன்சூரன்ஸ் ஏஜண்டுகள் சங்கம்

12. சம்பந்தமூர்த்தி தெரு, மதுரை.

18-10-59 அன்று தமிழவேள் திரு. பி. டி. ராஜன், எம். எல். சி., அவர்கள் தலைமையில், மதுரை செளராஷ்டிரா உயர்நிலைப் பள்ளியில் நடைபெற்ற முதன் மகாநாட்டில் ஏகமனதாக நிறைவேறிய தீர்மானங்கள்.

1. இன்சூரன்ஸ் துறையில் பெரும்பாடுபட்டு உழைத்து வரும் ஏஜண்டுகளுக்கு, எல்லாப் புதிய 'பிசினஸ்' களிலும் 35% கமிஷன் தருவதுடன், அவரவர்கள் 'கோட்டா' விற்கு மேற்பட்டுச் செய்கின்ற 'பிசினஸ்' விற்கு மேற்கொண்டாகும் 10% கமிஷன் தரவேண்டுமெனவும், தவிர அவசியமானால் இன்சூரன்ஸ் சட்டத்திலேயே மேற்குறித்த விதிப்படி கமிஷன்கள் வழங்குவதற்கான மாறுதல்களை செய்ய வேண்டுமெனவும் இந்த மகாநாடு தீர்மானிக்கிறது.

2. ஏற்கனவே ஏஜண்டுகள் பல கடினமான சிரமங்களுக்கிடையே தங்கள் பணியைச் செய்ய வேண்டியதிருக்கிறது. இந்த நிலையில் சிந்தனையற்ற பான்மையால் புதிய ஏஜண்டுகள் நியமிக்கப்பெறுவதாலும், 'ஏஜன்ஸி'யைக் கூட்டுறவுச் சங்கங்களுக்கும், பஞ்சாயத்து கழகங்கள் ஆகியவற்றுக்கு வழங்குவதாலும் ஏஜண்டுகள் மிகுதியான கஷ்டங்களுக்கு உள்ளாகின்றனர். இந்த முறையானது உடனடியாக நிறுத்தப்பட வேண்டுமென்று இந்த மகாநாடு நிர்வாகத்திற்குக் கேட்டுக்கொள்கிறது. இவ்வாறு செய்யாவிட்டால் ஏஜண்டுகள் நிலைதிருக்க இயலாது; கார்ப்பரேஷனுக்கும் ஆபத்து என்பதையும் இங்கு தெரிவித்துக் கொள்கிறது. குறிப்பிட்டதோர் கிளைப்பகுதியில், வருகின்ற மூன்று ஆண்டுகளில் ஆகவேண்டிய 'பிசினஸ்' தொகையை எதிர்பார்த்து, அந்த அடிப்படையில் ஒவ்வொரு கிளைப்பகுதிக்கும் குறிப்பிட்ட எண்ணிக்கை ஏஜண்டுகள்தான் என்று உறுதி செய்து விட வேண்டும் என்றும் இந்த எண்ணிக்கை அதிகரிக்கக் கூடாது எனவும் தீர்மானிக்கிறது.

3. ஆயுள் இன்சூரன்ஸ் கார்ப்பரேஷன் சட்டத்தில் இடமிருந்த போதிலும் இதுவரை ஏஜண்டுகளின் சார்பில் ஒரு பிரதிநிதியேனும் ஏஜென்ஸ் ரிலேஷன் கமிட்டியில் இடம்பெறவில்லை, மேற்படி சட்டம் அனுசரிக்கப்படவில்லை, என்பதைவருத்தத்துடன் தெரிவித்துக் கொள்கிறது. அவ்வாறு உடனடியாகச் சட்டப்படி செய்யும் படியும் கேட்டுக்கொள்கிறது. அதிகார பூர்வமான முறையில் ஏஜண்டுகளின் சங்கமானது ஒப்புக்கொள்ளப்பட வேண்டுமெனவும், தகுதியுள்ள பிரதிநிதிகளைத் தேர்ந்தெடுத்து ஏஜென்ஸ் ரிலேஷன் கமிட்டிக்கு அனுப்புவதை உடனடியாகச் செய்ய வேண்டுமெனவும் தீர்மானிக்கிறது.

4. பத்து ஆண்டுகட்கு இடைவிடாது பணி புரிந்து வந்த ஏஜண்டுகளுக்கு இலவச முறையில் ரூ 5000க்கு ஆயுள் இன்சூரன்ஸ் பாலிசி வழங்கவேண்டுமென தீர்மானிக்கிறது.

5. ஏஜண்டு ஒருவர் பத்தாண்டுகள் இடைவிடாது பணி புரிந்து இறந்தாலும், அல்லது அதன் பின்னர் ஓய்வு பெற்ற காலத்தில் இறந்தாலும் அவருக்குரிய 'ரினியூயல் கமிஷனை' இன்சூரன்ஸ் சட்டத்தின் 44 (1) (2) செக்ஷன்படி அவரது வாரிசுகளுக்குத் தரவேண்டுமெனக் கேட்டுக் கொள்கிறது. இக்காரியத்திற்கு வாரிசுகளை நியமிக்க ஏஜண்டுகளுக்கு உரிமை தரவேண்டுமென்று தீர்மானிக்கிறது.

6. ஏஜண்டுகள் வீடு கட்டிக் கொள்வதற்காகக் கார்ப்பரேஷனாவது வட்டியில்லாக் கடன் கொடுத்து உதவ வேண்டுமென தீர்மானிக்கிறது.

# MADURAI DIVISION LIFE INSURANCE AGENTS' ASSOCIATION,

12, SAMBANTHAMOORTHY STREET,

Madurai.

The first Annual Conference of the above Association was held under the Presidentship of Thamilvel Thiru P. T. Rajan, M. L. C. on 18—10—1959 in the premises of the Sourashtra High School, Madurai when the following resolutions were unanimously passed.

## RESOLUTION No. 1

This Conference of the Life Insurance Agents' Association of Madurai Division demands that the Agents, who are the toilers in the field of Insurance, should be paid a minimum commission of 35% for all new business plus an over-riding commission of 10% on the business canvassed by them in excess of their quota. This Conference further requests that amendments should be made in the Insurance Act, if necessary, to give effect to the above rates of payment.

## RESOLUTION No. 2

This Conference is of the considered opinion that the arduous and strenuous tale of the Agents has been made unbearably difficult, if not impossible by the indiscriminate appointment of new Agents and the grant of agency rights to Co-operative Societies, Panchayat Boards, etc. and wants the authorities concerned that if this is not stopped immediately, the very survival of the agents will be imperilled with ultimate danger to the Corporation itself. This conference demands that a fixed number of Agents should be fixed for each Branch area on the basis of the expectation of business calculated on the actual business during the next three years and that number should not be exceeded.

## RESOLUTION No. 3

This Conference regrets that in spite of the provision in the Life Insurance Corporation Act that representation will be given to the Agents in the Agents' Relation Committee no steps have been taken to give effect to the said provision and it is hereby unanimously resolved that official recognition should be given to the Agents' Association and steps for election of accredited representatives of the Agents' Association to the above committee taken immediately.

## RESOLUTION No. 4

This Conference resolves that a free Life Insurance cover for a minimum of Rs. 5000/- should be given to every Agent on his completing 10 years of continuous active service.

## RESOLUTION No. 5

This Conference requests that renewal commission should be paid to the heirs of all Agents, including Agents who have ceased to continue as Agents after a period of ten years as stipulated in Section 44 (1) and (2) of the Indian Insurance Act and that for this purpose Agents should be given the power of nominating their heirs.

## RESOLUTION No. 6

This Conference requests the authorities to grant loans free of interest to all Agents for the construction of houses.

(Sd.) *Members of the Association.*



November 17, 1959

General Secretary,  
Indore Division Insurance  
Employees' Association,  
50 Gautampura,  
Indore City.

Dear Friend,

Thank you very much for your invitation for the Third Annual General Conference of your Association to be held on 21st and 22nd inst.

We take this opportunity to greet the conference on behalf of All-India Trade Union Congress. We are sure, the conference would guide the Insurance Employees' in their day to day demands and strengthening their organisation.

We wish all success to the conference.

With warm greetings,

Yours fraternally,

<sup>17/11/59</sup>  
(K.G.Sriwastava)  
Secretary

16 NOV 1959

INDORE DIVISION INSURANCE EMPLOYEES' ASSOCIATION

50, Gautampura,  
Indore City.  
November 11, 1959.

Dear Friend,

We are very glad to inform you that the Third Annual General Conference of our Association is being held in Indore on 21st and 22nd instant.

We earnestly request you to please participate in the same and guide us in planning our future.

If however, it is not possible for you to do so, kindly favour us with your greetings and oblige.

Shri Balkrishna Gohar, Mayor of the Indore Municipal Corporation has kindly consented to inaugurate the Conference.

With greetings,

Yours fraternally,

  
(C.G. DALAL)  
General Secretary.

Shri S. A. Dange.  
Gen. Sec. A.I.T.U.C.  
DELHI

GAURTI DEPARTMENT OF TRADE UNIONS, KARSIKANGI, N. P.  
KARSIKANGI, N. P.

Dear Sir,

Re:- Resolution adopted in the meeting held  
on 3.4.11.58 at Karsikangi.

We enclose herewith a resolution adopted by  
the different Trade Unions and Unions in the meeting  
held on 4.11.58 at Karsikangi and would request you  
to settle the dispute in consultation with National  
Federation of Field Workers.

Yours Faithfully

C. S. SINGH, SECRETARY, N. P. F. W. U.  
KARSIKANGI, N. P.

To  
S. A. B. G. M. P.  
J. V. D. K. R.  
New Delhi

Resolution adopted at a meeting by the different trade unions  
at Karinganj on 4.1.59.

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This meeting of the various trade unions and service Associations at Karinganj note with deep concern the apathetic attitude of Life Insurance Corporation authorities towards the legitimate demands of Field Officers and Agents relating to security of service conditions and term and conditions of agency as formulated by National Federation of Insurance Field workers of India. The meeting considers the demands as very reasonable and these should receive sympathetic consideration from the authorities concerned in the interest of the workers as well as the nation. The Federation has been forced to fix a little time limit for fulfilment of their demands due to cold attitude shown by the Life Insurance Corporation Authorities towards the legitimate demand of the workers who constitute the backbone of the organisation. The meeting urges on the Life Insurance Corporation authorities to make amicable settlement within the time demanded by the Federation otherwise Life Insurance Corporation authorities will be responsible if the workers feel compelled to take recourse to other method.

Proposed by the chair and adopted unanimously.

Sd. Byomkesh Das.  
President.

# From The General Secretary's Desk

We reproduce here AIEA's letter dated 5. 10. 59 to the Under Secretary, Ministry of Labour & Employment, Government of India, New Delhi, on Information regarding strength of Federation :—

Dear Sir,

With reference to your letter No. LRN. 19(9)/59 dated 27. 7. 1959 on the above subject, we are forwarding herewith the information sought for. As the year 1958-59 has come to end and the membership figures are already in our hand, we are sending you the figures for the year for 1957-58 and 1958-59 i. e., membership as standing in returns for years ending 31. 3. 58 and 31. 3. 59.

We are receiving reports from various units indicating the continued rise in membership. We are however not giving the figures, which we shall submit after the close of the year.

We are also to inform you about the structure of our Association. Our Association is a confederation to which are affiliated five units

formed on the basis of zones of the Life Insurance Corporation of India. Among these units one, Northern Zone Insurance Employees' Association is an unitary organisation and other four are federations. To these federations are affiliated primary unions formed on the basis of L.I.C.'s Divisions and company-wise unions in general insurance.

You will please observe that the membership figures are increasing in all the zones and also in both the wings and the paid-up membership of the Association represents overwhelming majority of the employees engaged in the industry.

We hope that the information will enable your ministry to take immediate decisions regarding representation in the tripartite conferences and bodies and our claim to be accepted as the only representative body of the insurance employees will be readily accepted.

Thanking you,

Name and Membership Figure of Affiliated Units as on

Name of Units	31. 3. 1958			31. 3. 1959		
	Life	General	Total	Life	General	Total
Eastern Zone Insurance Employees' Association.	5,460	380	5,840	6,607	538	7,143
Western Zone Insurance Employees' Federation.	4,439	1,809	6,248	5,620	1,988	7,608
Central Zone Insurance Employees' Federation.	1,140	1	1,141	1,092	11	1,703
South Zone Insurance Employees' Federation	3,373	102	3,475	4,324	156	4,480
Northern Zone Insurance Employees' Association.	2,500	50	2,550	3,039	65	3,104
	16,912	2,342	19,254	21,282	2,766	24,038

P R O F O R M A

- |  |   |   |     |
|--|---|---|-----|
| 1. Name of the Federation :  | All India Insurance Employees' Association.                                 |   |     |
| 2. Address of the Federation :   | 9/A, Haralal Das Street, Calcutta-14.                                       |   |     |
| 3. Registered Head Office :  | }   | The Association is not a registered body. |     |
| 4. Number & Date of Certificate of Registration :  |   |   |     |
| 5. Name of the all India body to which affiliated/attached :   | With none.  |   |     |
| 6. Membership fee charged from affiliated union by the Federation during the year :  | Rs. 25/- for first hundred members and<br>Rs. 15/- for subsequent hundreds. |   |     |
| 7. No. of affiliated/attached unions at beginning of the year and their membership.  | See attached chart.   |   |     |
| 8. No. of unions joining during the year and their membership.   | Nil   | —   | Nil |
| 9. No. of unions disaffiliated during the year and their member :  | Nil   | —   | Nil |
| 10. No. of affiliated/attached unions at the end of the year and their membership :  | See attached chart.   |   |     |
| 11. In case of federation of Insurance employees, membership figures in life insurance department and general department should be separately given. | —Do—  |   |     |

**We reproduce here AIIEA's letter addressed to the Chairman, LIC, Bombay on the Festival Advance to LIC Employees :—**

Dear Sir,

While making a reference to the above subject we can not help expressing our great surprise that the Corporation, has all on a sudden issued instructions discontinuing the grant of Festival advance to the employees. Since its establishment, the Corporation has been every year granting this benefit which has been greatly appreciated by the employees. In these days of ever rising spiral of the cost of living, this benefit has to a great extent helped

the employees to meet their urgent additional family needs on the occasion of the festival. We have been every day receiving telegrams and letters from various centres that your sudden decision for withdrawal of this facility has caused very great hardship to the employees.

In this connection we would like to draw your attention to the fact that the payment of Festival advances was made to the Malayalee employees of the South Zone on the occasion of "Onam" festival in August this year. The employees in the Eastern Zone too received the benefit of Festival advance on the occasion of the Pujas just a week ago. It would, therefore, be in fitness of things that this facility

should similarly be extended to the employees all over the country making no difference on this issue. As only few days are left for the "Pujas" and the Dewali is fast approaching your instructions for payment of festival advance will be much appreciated.

We are confident that you would be pleased to reconsider your decision to discontinue the grant of festival advance to the employees in view of the above facts and would issue immediate instructions for payment of advance on the occasion of the regional festivals as a permanent benefit.

Thanking you,

*( The LIC has since revised its earlier decisions of withdrawal of festival allowance and the time for allowing the same has been extended upto the end of the current year, which has been communicated to us through their letter Personnel/A dated 8. 10. 59. )*

\* \* \*

**We reproduce here copy of letter No. E&I-35 ( 10v ) 14/58 dated 1. 10. 59 from the Joint Secretary to the Govt. of India, Evaluation and Implementation Division, Ministry of Labour & Employment, New Delhi to the General Secretary, AIIEA, Calcutta, on : Code of Discipline :-**

Dear Sir,

I am directed to refer to your letter dated the 17th September, 1959, on the above subject and to say that this Ministry is already pursuing the question of acceptance of the Code, with the Life Insurance Corporation of India and the General Insurance Council. The Life Insurance Corporation had stated that they would like to know your views in the matter before they take a decision. While we have already requested the Corporation to expedite their decision, it is felt that it

should be possible for your Association to take a decision independently of the views of the Corporation. It is true that the Code cannot be applied unilaterally on one party but this should not stand in the way of your signifying acceptance of the Code.

2. I am desired, therefore, to request you to let us have your views in the matter as early as possible.

**We reproduce here LIC's letter dated 12. 10. 1959 to AIIEA on Promotion Rules :**

Dear Sir,

We have received your letter dated 17th September, 1959, on the above subject. We may inform you that the rules have been finalised by the Corporation after fullest deliberation and after giving full consideration to the views expressed by both the Employees' Associations. Further the Corporation does not accept the position that the Promotion rules are matters for discussion or negotiation with the Unions. We, therefore, regret that it is not possible to withhold implementation of the Promotion rules as suggested by you or discuss these rules with your Association.

*( AIIEA's letter referred to above was published in the September, 1959 issue of Insurance Worker )*

Further remittances received out of the 2% Fund Collection drive from : 51 ) Divisional Unit; Coimbatore ( 2nd instalment ) Rs. 400/-, which altogether comes to Rs. 900/- from that unit, 52 ) State Bank Building Branch Committee, New Delhi Rs. 48/-, 53 ) Divisional office Branch Committee, New Delhi Rs. 450/-

# All Round Progress of the L. I. C. I.

*Speech by*

**Shri P. A. Gopalkrishnan, Chairman**

*at the 42nd Meeting of the Life Insurance Corporation of India held in Bombay on 21st September, 1959 on the occasion of completion of three years of its working*

Gentlemen,

I have great pleasure in welcoming you all to the third anniversary meeting of the Corporation. We are meeting today mainly to consider the draft Annual Report and Audited Accounts for 1958. These have already been circulated to all the Members of the Corporation.

## **New Business & Lapse**

2. I may briefly summarize here the salient points in the Report. New Business in 1958 has increased to 9.35 lakhs of policies assuring a sum of Rs. 343.07 crores as compared with 7.95 lakhs of policies assuring a sum of Rs. 281.90 crores in 1957. The total business in force has increased to 62.30 lakhs of policies assuring a sum of Rs. 1,681 crores as compared with 56.83 lakhs of policies assuring a sum of Rs. 1,473 crores at the end of 1957. The net lapse ratio, i.e. the ratio of the sum assured lapsed less the sum assured revived in the year 1957 to the mean business in force during the year was 6.4%. Statistics indicate that the lapse ratio in 1958 was of the order of 4.5%, showing a significant reduction over the ratio for 1957. The Life Fund has increased to Rs. 447.81 crores from Rs. 410.41 crores in 1957. The renewal expense ratio has fallen from 15.89 in the previous accounting period to 15.46 in 1958. These are indicators of the progress made by the Corporation during the year as well as of the economy achieved in the expenses of management. Tighter budgetary control, which has been introduced from 1959, will not only enable the Corporation to bring down the

expense ratio within the statutory limit but progressively lower it in future years.

3. For the first eight months of 1959, the new business completed amounts to Rs. 148.16 crores representing an increase of 23.0% over the corresponding period of last year. If this rate of progress is maintained during the rest of the year, the Corporation should have no difficulty in realising its target of new business of Rs. 415 crores fixed for the first year of its Five-Year Plan.

## **Expansion of Business & Organisation**

4. As you are aware, the Corporation aims at securing a new business of Rs. 1,000 crores in the fifth year of its plan, viz., 1963. This involves further recruitment and training of officers and staff, selection and strengthening of the field force, opening of new offices beginning from branch and sub-offices upwards, market surveys and publicity and various other organisational improvements without which the Plan will merely remain on paper. All these details have now been worked out and will be presented to you for your consideration in the near future.

5. Meanwhile, whatever possible with the existing organisation is being done to open out



179.1-4  
25 SEP 1959

(149)

# EASTERN ZONE INSURANCE EMPLOYEES' ASSOCIATION

( Affiliated to All India Insurance Employees' Association )

President  
SMT. RAMDULARI SINHA, M. A.  
General Secretary  
SRI PRADIP RANJAN PAUL

121, BAIHAKKHANA ROAD,  
CALCUTTA-9.

Camp. Patna.  
c/o. Sri. S. L. Roy,  
D. J. Das Road,  
Langortoli,  
Patna.

Dated 21st. September 1959.

*The General Secretary*  
*All India Trade Union Congress*  
*4. Asaf Ali Road.*  
*New Delhi*

Dear Friend,

The 3rd. Annual General Conference of the Eastern Zone Insurance Employees' Association representing 95% of the Insurance Employees both Life and General, of the 4 states of Assam, West Bengal, Bihar and Orissa, will be held at Patna from 27th. Sept. '59 to 28th. Sept. '59, wherein various issues of interest to the employees including the demand for democratic and progressive service rules for the L.I. C. employees and also Nationalisation of the General Insurance Industry will be discussed.

The Insurance Employees had on many occasions received fraternal assistance and support in their struggle for bettering the conditions of life and living. That help emboldens us to approach you on this occasion for your esteemed and valued guidance. The employees will be too glad if they can have your presence and participation in the conference and in the open rally to be held at Patna on the 29th. of September '59.

We hope it will be possible to accept our cordial invitation. If it is not possible for you to attend the conference we would be thankful if we are encouraged with your esteemed message.

With fraternal greetings,

Yours fraternally,

*Pradip Ranjan Paul*  
General Secretary.

September 4, 1959

The General Secretary,  
All-India Insurance Employees'  
Association,  
9-A Haralal Das Street,  
Calcutta.

Sir,

Enclosed herewith a copy of the resolution on 'Bonus struggle of Insurance Employees' passed in the Working Committee meeting of the All-India Trade Union Congress at its session in New Delhi on August 8, 9, and 10 for necessary action.

With greetings,

Yours faithfully,

*K.G.*  
*Feb 4*  
(K.G. Sriwastava)  
Secretary

11 AUG 1959

STANDARD GENERAL  
ASSURANCE EMPLOYEES' UNION

(REGD. No -2777)

AFFILIATED WITH GENERAL INSURANCE EMPLOYEES FEDERATION OF WEST BENGAL.

President : Kshemes Bhattacharjee.  
Vice President : Rabindra Nath Bose.  
Do : Ambarish Ganguly.  
Genl. Secretary : Probbat Mukherjee.  
Asst. Secretary : Gour Sundar Ghosh.

Office :  
5217, BOWBAZAR STREET  
CALCUTTA-12.

Dated, 5th August, 19 59.

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

UNDER CERTIFICATE OF POSTING.

Sri S. A. Datta, M. P.,  
Parliament House,  
New Delhi.

Dear Sir,

We enclose herewith copy of a resolution unanimously passed in the General Meeting of the Union held on 5th August 1959, demanding immediate Nationalisation of General Insurance Industry and also demanding immediate stoppage of retrenchment faced by the employees of Standard General Assurance Co. Ltd., 9, Brabourne Road, Calcutta, in its Head Office and Branches on the simple bogey of Warnings and Code of Conduct etc. to conceal their administrative inefficiency and request your intervention in the matter.

Yours faithfully,

*K.C. Bhattacharji*  
PRESIDENT.

*T.R.*  
Encl: As specified.

STANDARD GENERAL  
ASSURANCE EMPLOYEES' UNION

( REGD. No-2777 )

AFFILIATED WITH GENERAL INSURANCE EMPLOYEES FEDERATION OF WEST BENGAL.

President : Kshemes Bhattacharjee.  
Vice President : Rabindra Nath Bose.  
Do : Ambarish Ganguly.  
Genl. Secretary : Probhat Mukherjee.  
Asst. Secretary : Gour Sundar Ghosh.

Office :  
52/7, BOWBAZAR STREET.  
CALCUTTA-12.

Dated, ..... 19 ..  
Our Ref. No. ....

EXTRACT FROM THE PROCEEDINGS OF THE  
GENERAL MEETING HELD ON WEDNESDAY,  
THE 5TH AUGUST, 1959, AT THE UNION  
OFFICE PREMISES AT NO. 52/7, BOWBAZAR  
STREET, CALCUTTA, AT 5-30 P.M.

"The meeting of the employees working in the Standard General Assurance Co. Ltd., 9, Brabourne Road, Calcutta-1, held on 5th August, 1959 reiterates the demand of immediate nationalisation of General Insurance industry as made by the All India Insurance Employees' Association and expresses its full support to the Memorandum submitted to the Hon'ble Prime Minister and the Hon'ble Ministers for Finance and Labour in this respect. This meeting puts on record its emphatic opinion that tightening of administration of Insurance Act and the Code of Conduct are no panacea of the evils of corruption, misuse of public funds, illegal rebating and drainage of national wealth through various channels by foreign insurers and unfair business and labour practices that are now rampant in the industry. The Code of Conduct evolved out with a lot of fanfare is observed more in the breach than in its performance and mere issue of warnings by the Controller of Insurance cannot stop the rot.

This meeting notes with alarm the intensification of attacks on the employees since, particularly, nationalisation of Life Insurance. These attacks are in the form of large-scale retrenchment, closing of branches, wage-cut, wage-freeze and wanton interference with existing rights and benefits. These measures are

Contd. .... 2.

STANDARD GENERAL  
ASSURANCE EMPLOYEES' UNION

( REGD. No.-2777 )

AFFILIATED WITH GENERAL INSURANCE EMPLOYEES FEDERATION OF WEST BENGAL.

President : Kshames Bhattacharjee.  
Vice President : Rabindra Nath Bose,  
Do : Ambarish Ganguly.  
Genl. Secretary : Prabhat Mukherjee.  
Asst. Secretary : Gour Sundar Ghosh.

Office :  
527, BOWBAZAR STREET.  
CALCUTTA-12.

Dated, ..... 19 ..  
Our Ref. No. ....

Continuation Sheet No...2.

being resorted to maximise profits, increase work-load and to suppress legal trade unionism. The rapid industrial growth of our country and planned progress would be the protective care of a highly developed, efficient and vigorous General Insurance industry. The needs of healthy General Insurance can, in this context, be hardly over emphasised. This precipitates the inescapable conclusion - immediate nationalisation of the industry.

This meeting, therefore, firmly reiterates the demand of immediate nationalisation of General Insurance industry not only for safeguarding the security of service and wage-level of employees, but also for ending the increasing drain of national wealth out of India and for finding resources for implementation of the national development projects.

This meeting strongly condemn the very attitude of the management of the Standard General Assurance Company, who, only to conceal their inefficiency, <sup>mismangement</sup> & irregularity, are let loose to close branches, retrenching employees in Head Office and branches with ulterior motives and, therefore, raising the bogey of Government warnings, Codes of Conduct, expenses, etc. and, therefore, we demand stoppage of all these anti-employee measures immediately in order to maintain peace in the industry."

*K. Bhattacharjee*

PRESIDENT OF THE  
MEETING.

27  
21 AUG 1959

LIFE INSURANCE CORPORATION  
AGENTS ASSOCIATION OF INDIA  
BANGALORE

No. 25, FIRST FLOOR, CITY MARKET BUILDINGS,  
BANGALORE-2.

To.

The HON'BLE MEMBERS OF PARLIAMENT  
NEW DELHI



★

**LIFE INSURANCE CORPORATION  
AGENTS ASSOCIATION OF INDIA  
BANGALORE**

---

*Sir,*

*Sub: Plight of the Life Insurance Agents: Resolution Dated 6th July 1959 of the Life Insurance Agents Association, Bangalore to make an appeal to the Hon'ble Members of the Parliament through a Memorandum :*

We seek your kind permission and place before you the plight of the Life Insurance Agents after nationalisation and request you Sir, to take up our cause and redress our grievances as a Leader of our Nation ;

1. We are constrained to draw your kind attention to the fact that several attempts to get our grievances set right for your kind information we are giving the particulars of our approach :

2. Prior to the nationalisation there were as many as 240, Insurance Companies under-writing Life Insurance business in India and were paying commission to their Agents ranging from 15% to 50 % on the first years premia. Government of India, passed an Act (Insurance Act) in 1936 fixing the maximum commission payable as 40% on the 1st year's premia and 7½% on the 2nd

and 3rd year's premia and thereafter 5%. This was done in a most conservative way when the cost of living was cheaper and the procurement of new business was low. All the insurers were paying commission in a varying manner to their Agents from 25 to 40%.

3. With the Nationalisation of Life Insurance Business from 1956 and the establishment of Life Insurance Corporation from 1-9-1956 under the Provisions of the Life Insurance Corporation Act, 1956 the entire management of Life Insurance business was entrusted to the Corporation. Immediately with the formation of the Corporation, the salary and other emoluments drawn by the employees including the officers, administration staff and field officers of the various insurers were all brought under one uniform scale without any monetary loss, in addition to the various other amenities afforded to them such as free policies, rebate on premium paid on policies held by them, permission to canvass insurance business and earn commission on it and several other benefits. Further, the Field Officers are given an over-riding bonus on the business done by the Agents.

4. While nationalising the Life Insurance Industry it was expressly made known by the Government of India that all the inter-mediaries should be abolished forthwith and in accordance with this the Corporation has withdrawn the Chief Agency and Special Agency system. But unfortunately the Corporation has still retained a huge number of members as Intermediaries between Agents and the Corporation and is spending several crores of rupees belonging to

---



the Policy-holders every year on these intermediaries. This, so called intermediaries are being maintained at the cost of the Agents who are admittedly the back bone of this Industry.

5. But the plight of the Agents who form the backbone of the Corporation which fact is very well known to one and all have been neglected and have been put to much hardship and misery. It was hoped that the conditions of the Agents too would improve after Nationalisation but unfortunately it has become worst as the Corporation has been paying a Commission ranging from 20 to 25% which is far below than what the agents were drawing under the provisions of the Insurance Act prior to Nationalisation and at the times when the cost of living was cheap and procurement of new business low. It is therefore very unfortunate that when every nationalised Industry in India has been raising the emoluments paid to their employees the Agents of the Life Insurance Corporation of India have been neglected and are paid very low.

6. After nationalisation the Corporation is paying a commission as under on business stipulated :

If the term of the policy is between 10 & 15 years the rate of commission is 20 percent and if it is 15 years and above 25 percent. In addition to this the Corporation is paying in stipulated forms as under, if an agent earns in a calendar year Rs. 400/- as commission he gets  $\frac{1}{5}$ th of 400/- i.e. Rs. 80/-. Then again if he should earn Rs. 700/- as com-

mission he gets  $\frac{3}{10}$ th of 700/- i. e. Rs. 210/- and again if he should earn Rs. 1000/- as commission he gets  $\frac{2}{5}$ th of Rs. 1,000/- i. e. Rs. 400/-

To earn Rs. 400/- as commission, the Agent has to secure a business of a Lakh or a little less. To get either  $\frac{3}{10}$ th of  $\frac{2}{5}$ ths as laid down by the Corporation, the Agent will have to secure a business of not less than Rs. 2,00,000/- with half yearly and yearly premia. Then alone the agent can hope to get the maximum of 10 percent bonus. By this the majority of the Agents are not benefitted though the Corporation paid 10 percent Bonus during 1956, to such agents who Completed a Business of 25000 in that year. We feel that the Corporation has framed the rules in such a way to benefit only very few agents. In no stretch of imagination, the Agents can hope to earn the benefit. After the Corporation, the agents are getting only 20 and 25 percent on the 1st year's premium. What is saved in this process is being distributed by paying to the Intermediaries as over-riding commission.

7. Formerly, the minimum business expected was only Rs. 3,000/- and Rs. 5,000/- per year from the Agent from all the private insurers but now the minimum business fixed by the Corporation is at Rs. 40,000/- per year irrespective of the length of the service of the Agent. The rise in minimum business has been 8 to 15 times of the previous insurer and

the Corporation has totally changed the terms and conditions after nationalisation. It is very sad to note that the Corporation is interested in raising the minimum business but not in giving any additional benefit to the Agents in any form. This kind of differentiation in treatment in the Corporation is against natural justice as also against socialistic pattern of society that is being aimed at in our country.

8. Even though the Corporation has totally neglected the agents, yet they have been able to procure a new business of Rs. 600 crores during 1957 and 1958, and this speaks of the efforts of the agents' and agents alone.

9. Our needs are as follows :—

- 1) A flat rate of 35 percent commission on the 1st year premia irrespective of the business and 7½ percent on second and 3rd year's premia and thereafter 5 percent.
- 2) A bonus of 10 percent on the 1st year's premia.
- 3) Implementation of the Provident Fund Scheme to the Agents immediately and a free policy to all the Agents.

10. The Agents feel that their prayer will not be left unheard and immediate attention given to uplift the 3,00,000 suffering Agents of the Life Insurance Corporation of India.

1. The Agents appeal for early and sympathetic consideration of the above requests made by them and further request you, Sir, to take up this matter and urge before the ensuing Parliament.

Thanking you, Sir,

We remain, yours truly

PRESIDENT

AND

Members of the

Managing Committee

*Belur Rangobas.*

*M. Somappa.*

*J.S. Subramanyam*

*M. Govind Rao*

11 AUG 1959

*Reception Committee*

OF

**NORTHERN INDIA**

**LIFE INSURANCE SALARIED FIELD WORKERS ASSOCIATION**

*request the pleasure of your company*

AT THE

**INAUGURATION**

OF THE

**FIRST ZONAL CONFERENCE**

*at 3-00 p. m. on Saturday the 8th August, 1959*

*at National Insurance Building, Parliament Street, New Delhi*

*by the*

*Hon'ble Smt. Parkeshwari Sinha*

*Deputy Minister, Finance, Government of Ind'*

(296)

Gauhati Division Insurance Employees' Association.  
Gauhati, Assam. *Hindusthan Builds*

Dated - 15.7.59

PROGRAMME

- 25th July '59 Delegates Session.  
3 P. M. Oriental Buildings.
- 26th July '59 Delegates Session.  
8 A.M. Oriental Buildings.
- 27th July '59 Mass Rally.  
6 P.M. Nabin Bardoloi Hall.

Dear Friend,

The 3rd Annual General Conference of the Gauhati Division Insurance Employees' Association will be held on and from 25th July to 27th July '59 at Gauhati.

This Conference will discuss amongst other things, the various problems facing the employees and will also devise ways and means for realisation of their legitimate demands.

Sjta. Ramdulari Sinha, M.A., Ex-M.L.A. (Bihar) Vice-President, All India Insurance Employees' Association and President, Eastern Zone Insurance Employees' Association and Comrade Pradip Paul, General Secretary, Eastern Zone Insurance Employees' Association have kindly consented to participate in the Conference.

Your kind presence is earnestly requested.

Yours Sincerely,  
A. B. Adhicary,  
General Secretary,

July 25, 1959

Shri A.B.Adhicary,  
General Secretary,  
Gaubati Insurance Employees'  
Association,  
Hindusthan Buildings,  
GAUHATI, Assam.

Dear Friend,

We thank you for your invitation to participate in your Third Annual General Conference. We regret that due to other preoccupation, our General Secretary, Shri S.A.Dange will not be able to accept your kind invitation.

We take this occasion to send you our good wishes for the success of your conference.

Yours sincerely,

  
Secretary

4 JUL 1959

Moradabad  
30.6.59

Dear Sir,

The undersigned very much likes to bring to your notice that great dissatisfaction is prevailing in the ranks of the Field Employees of the Life Insurance Corporation of India. It is the Field Employees who actually keep the L.I.C. running but their lot is unfortunate. Their jobs are not secure. They earn premium income for the L.I.C., but they can not get Bonus. They are subjected to all unilateral regulations. Things are far from satisfactory in the nationalised industry in so far as the Field Employees are concerned and public attention is called for urgently. There have been many illegal actions and workers are filing writs in the High Courts to get their grievances redressed. L.I.C. is spending Public money without any considerations. You are sincerely requested to raise your voice in favour of the harassed Field employees, in good time",

Yours faithfully

*DR Malik*

F.O.  
L.I.C. of India,  
Moradabad.



अन्तर्देश्य पत्र

इस पत्र के अन्तर्कुर न रविये



Postage  
Office of India  
E.O.

पहला मोड़

INDIA

भेजने वाले का नाम और पता :-

Mr. S. A. Dary  
Member of Parliament  
Public House  
New Delhi

दूसरा मोड़

यदि पत्र न रविये

4 JUL 1959

296

Moredabad.  
30/6/59

Dear Sir,

The undersigned very much likes to bring to your notice that great dissatisfaction is prevailing in the ranks of the Field Employees of the Life Insurance Corporation of India. It is the Field Employees who actually keep the L.I.C. running but their lot is unfortunate. Their jobs are not secure. They earn premium income for the L.I.C., but they can not get Bonus. They are subjected to all unilateral regulations. Things are far from satisfactory in the in the nationalised industry in so far as the field employees are concerned and public attention is called for urgently. There have been many illegal actions and workers are filing writs in the High Courts to get their grievances redressed. L.I.C. is spending Public money without any considerations. You are sincerely requested to raise your voice in favour of the harassed field employees, in good time."

Yours faithfully,

*P. S. Dey*

P.O.

L. I. C. of India,  
Moredabad.

En SA Danga  
Member of Parliament  
Parliament House  
New Delhi

अन्तर्राष्ट्रीय पत्र

इस पत्र के अन्दर कुछ न लिखिये



Sr. S. A. Dange

Member of Parliament

Parliament House

11 Ashoka Road  
New Delhi

~~11 Ashoka Road~~

नीसत मोह

भेजने वाले का नाम और पता

P. D. Gupta  
P. O. 1  
Muzaffarpur

श्री. राजेंद्र सिंह  
नेमनगरी में प्रेषित

3 JUL 1959

LIFE INSURANCE,  
FIELD EMPLOYEES UNION,  
MUMBAI

Mumbai 27.6.59

296

Dear Sir,

The Undersecretary very much likes to bring to your kind notice that a great dissatisfaction is prevailing in the ranks of the Field Employees of the L.I.C.I. It is the field employees who actually keep the LIC running but their lot is unfortunate. Their jobs are not secure. They earn premium income for LIC but they cannot get jobs. They are subjected to all unilateral regulations. Things are far from satisfactory in the nationalised industry in so far as the field employees are concerned, and public attention is called for urgently. There have been many illegal actions and workers are filing writs with High Court to get their grievances redressed. LIC is spending public money without any consideration.

You are sincerely requested to raise your voice in favour of the harassed field employees in good time.

Thanking you,

Yours faithfully

S. S. S. KATIYAR 27.6.59.  
(S. S. S. KATIYAR)

PRESIDENT,  
LIFE INSURANCE,  
FIELD EMPLOYEES UNION,  
MUMBAI

3000 Khar  
MUMBAI 40 P.

अन्तर्देशीय पत्र

इस पत्र के अन्दर कुछ न रखिये



Shri S. A. Dange  
Member of Parliament  
New Delhi  
4 Asoke Road

FIELD EMPLOYERS UNION,  
FATEHGARH  
85, Gnd. Khada,  
FATEHGARH, U.P.

भेजने वाले का नाम और पता :-  
PRESIDENT

FIELD EMPLOYERS UNION,  
FATEHGARH

85, Gnd. Khada,  
FATEHGARH, U.P.

अपन नार  
देवनागरी में भेजिये

2379 JUL 8

पत्र भरने से बचिये

(296)

Moradabad  
20/6/59

Dear Sir,

The undersigned very much likes to bring to your notice that great dissatisfaction is prevailing in the ranks of the Field Employees of the Life Insurance Corporation of India. It is the Field Employees who actually keep the L.I.C. running but their lot is unfortunate. Their jobs are not secure. They earn premium income for the L.I.C. , but they can not get Bonus. They are subjected to all unilateral regulations. Things are far from satisfactory in the nationalised industry in so far as the Field Employees are concerned and public attention is called for urgently. There have been many illegal actions and workers are filing writs in the High Courts to get their grievances redressed. L.I.C. is spending Public money without any considerations. You are sincerely requested to raise your voice in favour of the harassed Field employees, in good time",

Yours faithfully

O.B.L. Gupta

F.O.  
L.I.C. of India,  
Moradabad.

Sri SA Dange -  
Member of Parliament  
Parliament House  
New Delhi

अन्तर्देशीय पत्र

इस पत्र के अन्दर कुछ न लिखिये



Mr S.A. Dange,  
Member of Parliament,  
Parliamentary House,  
4 A Sosa Road,  
New Delhi

11  
1954

11

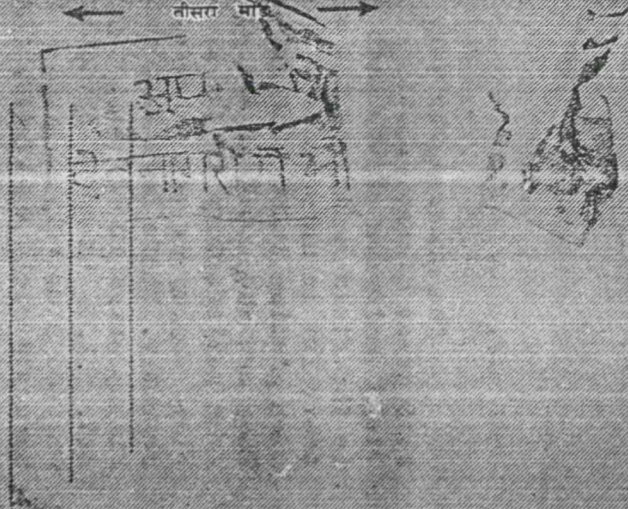
नीसरा मोर

पहला मोर

दूसरा मोर

1854  
2 JLK  
11

भेजने वाले का नाम और पता :-

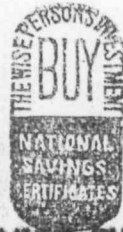




C-3



1208



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No. ~~1208~~

Received here at \_\_\_\_\_ H. \_\_\_\_\_ M.

COPIED VIDE BH 125/23.

0 MH NEW DELHI 23 12 40

SHRI PADMIREET DANGE, 4 ASHOKAROAD, NEW DELHI.

SITUATION TENSE DUE REFUSAL LIC ACCEPT DEMANDS REINSTATEMENT  
 VAISH PRESIDENT NATIONAL FEDERATION (O) FORMATION JOINT  
 COMMITTEE FOR SETTILING TERMS AND CONDITIONS (O) IMMEDIATE  
 NEGOTIATIONS OVER REGULAR BONUS TERMINATIONS REDUCTIONS  
 AND MILIES INCREMENT'S ETC (O) INTERVENE SAVE FURTHER  
 DETERIORATION. LIC PLEASE

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.  
MGLr 24b.-1271-28-1 59-4, 13, 9 60 Bkc.



26 JUN 1959

NORTHERN INDIA LIFE INSURANCE SALARIED FIELD WORKERS'  
ASSOCIATION DELHI DIVISION

2223, Masjid Khajoor,  
DELHI.

23rd June, 1959.

Shri. Shripad Anand Dange.  
4. Ashoka Road.  
New Delhi

Dear Sir,

We beg to confirm having telegraphed to  
you to-day as follows:-

"SITUATION TENSE DUE REFUSAL LIC ACCEPT DEMANDS  
REINSTATEMENT VAIPI PRESIDENT NATIONAL FEDERATION(.)  
FORMATION JOINT COMMITTEE FOR SETTLING TERMS AND  
CONDITIONS(.) IMMEDIATE NEGOTIATION OVER REGULAR  
BONUS TERMINATIONS REDUCTIONS ANOMILIES INCREMENTS  
ETC.(.) INTERVENE SAVE FURTHER DETERIORATION."

We hope you will take early steps to inter-  
vene in the matter in the interest of the Nationalized Life  
Insurance Industry and over 6000 Field Workers all over  
India struggling for a just place in the Corporation.

Thanking you,

Yours faithfully,

  
(M.M. RCHATGI)  
GENERAL SECRETARY.

296

12th June, 1959

General Secretary,  
Insurance Employees' Association,  
Asansol (W.Bengal)

Dear Comrade,

The All India Trade Union Congress sends its warm greetings to the Third Annual General Conference of the Insurance Employees' Association, Asansol to be held on 14th, 15th and 16th June, 1959.

The Insurance Employees' are struggling hard for improving their working conditions and standard of live under the leadership of All India Insurance Employees Association. We hope that the conference will take decisions to strengthen the organization and unity of the employees.

We wish further success to Insurance Employees Association in its future struggles.

Delegates of the conference be assure of our support in your struggle for the just cause !

With greetings,

Yours fraternally,

*K.G.*  
- 1959  
(K.G.Sriwastava)  
Secretary

12 JUN 1959

# Insurance Employees' Association

**ASANSOL.**

(Regd. No. 4232)

(Affiliated to All India Insurance Employees' Association)

*President :* SHRI P. K. MOOKHERJEE

C/o. SRI B. MALLICK  
PATEL BUILDING

*Secretary :* SHRI I. P. SINHA.

15, Raha Lane,  
**ASANSOL.**

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

*Dated* 10th June 1959.

Sri S. A. Dange, M.P.,  
General Secretary,  
A. I. T. U. C.,  
New Delhi.

Dear Comrade,

The 3rd Annual General Conference of our Association will be held on the 14th, 15th and 16th June, '59, at Asansol.

Kindly send a message on the occasion which will enthuse the delegates attending the Conference.

With greetings,

Comradely yours,

*Handwritten signature*  
GENERAL SECRETARY.

2 MAY 1959

*Insurance Field Workers Association.*

MIDNAPORE.

Ref. No. Mid/33Dated 22.5.59.

Shri Dunge, M.P. (Communist Party of India)  
NEW DELHI.

Dear Sir,

We beg to confirm the telegram sent- to-day reading as follows:- "Chaotic Situation owing L.I.C.'S obdurate Refusal to accept Demands for Re-instatement in Service President National Federation (Stop) Induction of Joint Committee for Terms and condition (Stop) Immediate Negotiation over-all terminations Reduction anomalies, Increments, Bonus etc. pray Intervention Help save further x determination".

Yours faithfully,

  
SECRETARYInsurance Field Worker's Association  
Midnapore (West Bengal).



C-3

2916



1767



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at \_\_\_\_\_ H. \_\_\_\_\_ M.

O PG SHILLONG 22.

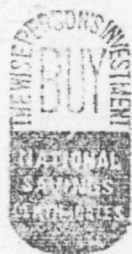
SHRI S A DANGE M P NEW DELHI.

.. CHAOTIC SITUATION OWING LIFE INSURANCE CORPORATION OBLIVIOUS REFUSAL  
 TO ACCEPT DEMANDS FOR REINSTATEMENT IN SERVICE PRESIDENT NATIONAL  
 FEDERATION STOP ~~INDUCTION~~ INDUCTION OF JOINT COMMITTEE FOR TERMS AND CONDIT  
 IONS STOP IMMEDIATE NEGOTIATION OVER ALL TERMINATIONS REDUCTIONS ANOMAL  
 IES INCREMENTS BONUS ETC STOP PRAY INTERVENTION HELP SAVE FURTHER  
~~DEGRADATION~~ ~~DEGRADATION~~ DETERIORATION .

The recipient of messages at the beginning of this telegram is \_\_\_\_\_ class of telegram, time handed in, serial  
 number (in the case of telegrams) is \_\_\_\_\_ class of telegram, service \_\_\_\_\_ (if any) and  
 number of words \_\_\_\_\_

This form must accompany any enquiry respecting this telegram.  
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SHILLONG  
 BRANCH.



C.-3

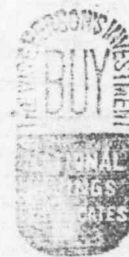
29



75

INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.



Received here at \_\_\_\_\_ H. \_\_\_\_\_ M.

O SK DHANBAD 23

S A DANGE 4 ASHOKA ROAD NEW DELHI

CHAOTIC SITUATION OWING LIFE INSURANCE CORPORATIONS OBSCURE REFUSAL TO  
ACCEPT DEMAND FOR REINSTATEMENT IN SERVICE PRESIDENT NATIONAL FEDERATION  
OF JOINT COMMITTEE FOR TERMS AND CONDITIONS (STOP) IMMEDIATE NEGOTIATIONS  
OVER ALL TERMINATIONS REDUCTIONS ANOMALIES INCREASMENTS AND BONUS ETC  
PRAY INTERVENTION HELP SAVE FURTHER DETERIORATION...

PRESIDENT LIFE INSURANCE

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 name of sender.

CPD AT 0/35 This form must accompany any enquiry respecting this telegram.

REGD. PA. No.—1271—28-1-58—1,13,350 Bks.

25 MAY 1959

Regd. No.—

**Gauhati Division Insurance Salaried Field Workers' Association, Gauhati.**

Estd.—1955

(Affiliated to the National Federation of Insurance Field Workers of India)

HINDUSTHAN BUILDINGS.

GAUHATI, ASSAM.

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

Date 22nd May, 19 59.

To  
Shri S. Dange.  
Member Parliament.  
New Delhi.

Dear Sir,

re: Insurance Field Workers' Grievances.

It pains us to invite your attention to the fact that inspite of representations, appeals and various reminders and the authorities of the Life Insurance Corporation of India have not considered our grievances and each year they are evolving new formula as about the basis on which increments may be given, without framing our Terms and Conditions of Service as per terms of reference submitted by the National Federation of the Insurance Field Workers of India.

We have, therefore, been constrained to observe a "Demand Week" from 21.5.59 to 27.5.59 for fulfilment of our Grievances as enumerated below :-

- (1). Reinstatement in service of our President G.S. Vaish.
- (2). Immediate sitting of the Joint Committee for framing terms and conditions of our service and other matters
- (3). Immediate payment of two months' salary as Bonus to all Field Officers of L. I. C.
- (4). Restore cuts in Basic Salary and total emoluments
- (5) Grant Regular annual increment without delay.

We solicit your sympathy and your personal intervention in the matter and with that idea we have this day sent you a wire as below :-

Regd. No.—

# Gauhati Division Insurance Salaried Field Workers' Association, Gauhati.

Estd.—1955

(Affiliated to the National Federation of Insurance Field Workers of India)

HINDUSTHAN BUILDINGS.  
GAUHATI, ASSAM.

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

Date \_\_\_\_\_ 19

( 2 ).

Text of the Telegram sent by us :

" Chaotic situation owing Lic's obdurate refusal to accept demands for reinstatement in service President National Federation (stop), Induction of Joint Committee for terms and conditions (stop). Immediate negotiation for all terminations, reductions, anomalies, increment ~~sk~~ and Bonus etc. Pray intervention. Help, save further deterioration. "

We pray that you will be pleased to judge the whole situation and help us in coming to an amicable settlement so that we may work with a mind free from anxiety and add to the stock of National Saving.

Yours faithfully,

*S. M. Das*  
General Secretary,  
Gauhati Division Insurance Field  
Workers' Association,  
P.O. Gauhati, Assam.



29 MAY 1959



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at \_\_\_\_\_ H. \_\_\_\_\_ M.

787

O HI MIDNAPORE 22

DANGE M P COMMUNIST PARTY NEW DELHI.

CHADTIC SITUATION OWING L I C OBDURATE REFUSAL ACCEPTING DEMANDS

RE INSTANTMENT IN SERVICE PRESIDENT NATIONAL FEDERATION (STOP)

INDUCTION OF JT COMMITTEE FOR TERMS AND CONDITIONS ( STOP)

IMMEDIATE NEGOTIATION OVEF ALL TERMINATIONS REDUCTIONS ANOMALIES

INCREMENTS AND BONUS ETC PRAY INTERVENTION HFP SAVE FURTHER

DETERIORATION ..... SECRETARY DISTRICT ASSOCIATION...

The sequence of entries at the beginning of this telegram is—class of telegram, time banded 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.

REGISTRATION—1271—22—1,13,350 Bks

23 MAY 1969

465



**INDIAN POSTS AND TELEGRAPHS DEPARTMENT.**

O SB ASANSOL 22 67

SRI DANGA M P ND

..... CHAOTIC SITUATION OWING LICs OBDURATE REFUSAL TO ACCEPT DEMANDS FOR REINSTATEMENT IN SERVICE PRESIDENT NATIONAL FEDERATION STOP REDUCTION OF JT COMMITTEE FOR TERMS AND CONDITIONS REDUCTIONS ANOMALIES INCREMENTS AND BONUS ETC PRAY INTERVENTION HELP SAVE FURTHER DETERIORATION..

.. LIO FIELD WORKERS

ASSOCIATION ASANSOL..

COPD SAINTPAT 1000

23 MAY 1959

भारतीय डाक व



तार विभाग

357



क्षेत्री-कम सांकेतिक समय सं० ग.

प्राप्त हुआ (तारघर) से द्वारा भेजा गया मि० पर (तारघर) को द्वारा साक्षर-मुद्रा

मूल तारघर दिनांक घंटा मिनट कार्य-विभागीय सूचनापत्र शब्द

प्राप्त प्राप्त समय सं० मि०  
O V BANKURA 22 S A DANGE M P ND

... CHAOTIC SITUATION OWING LICs OBLURATE REFUSAL TO ACCEPT DEMAND FOR REINSTATEMENT IN SERVICE PRESIDENT NATIONAL FEDERATION INDUCTION JOINT COMMITTEE FOR TERMS AND CONDITIONS IMMEDIATE NEGOTIATIONS OVER ALL TERMINATIONS REDUCTIONS ANOMALIES INCREMENTS AND BONUS PRAY INTERVENTION HELP SAVE FURTHER DETERIORATION BANKURA DISTRICT INSURANCE FIELD WORKERS ASSOCIATION

23 MAY 1959

D P LAHERIASARA 22

S A DANGE ~~XX~~ M P COMMUNIST PARTY IND

... CHAOTIC SITUATION OWING LICs OBDUATE REFUSAL TO ACCEPT DEMANDS  
FOR REINSTATEMENT IN SERVICE PRESIDENT NATIONAL FEDERATION STOP  
INDUCTION OF JOINT COMMITTEE FOR TERMS AND CONDITIONS STOP IMMEDIATE  
NEGOTIATION OVER ALL TERMINATIONS REDUCTIONS ANOMALIES INCREMENTS AND  
BONUS PRAY INTERVENTION HELP SAVE FURTHER DETERIORATION ...

S SARAN SECY NATIONAL FEDERATION LIFE INSURANCE  
MUZAF FARPUR DIVISION.

23 MAY 1959

367



296

O RK GAUHATI 22

S DANGF M P ND

...CHAOTIC SITUATION OWINGS LICs OB DURATE REFUSAL TO ACCEPT DEMANDS  
 FOR REINSTATEMENT INSERVIC OF PRESIDENT NATIONAL FEDERATION STOP INDUCTION  
 OF JOINT COMMITTEE FOR TERMS AND CONDITIONS STOP IMMEDIATE NEGOTIATION  
 OVER ALL TERMINATIONS REDUCTION S ANOMALIES INCREMENTS AND BONUS FTG  
 STOP PRAY INTERVENTION HELP SAVE FURTHER DETERIORATION .....

SATYEN DAS GENL SECY GAUHATI DIVISION INSURANCE  
 FIELD WORKS ASSOCIATION.

QMQ 4.50.

296  
May 9, 1959

General Secretary,  
Insurance Employees' Association,  
Jalpaiguri.

Dear friend,

Thank you for your letter of 29th  
April on Third Annual Conference of your  
Association.

On behalf of the AITUC we wish you all  
success.

We hope that your conference will  
help further strengthen your organisation  
in the struggle for realisation of your  
outstanding demands.

With warm greetings,

Yours sincerely,

*Dr*  
for Secretary

124

May 7, 1959

General Secretary,  
The Pandyan Insurance Employees Union,  
13-A Central Cinema Bye Lane,  
66 West Tower Street,  
MADURAI, Madras State.

Dear Comrade,

Thank you for your letter of 4th May 1959 with regard to the decisions of the tripartite sub-committee on amendments to Industrial Disputes Act.

The conclusions of the above ~~standing~~ committee were detailed in an article by Shri V.G.Row published in our journal, the "Trade Union Record" dated March 5, 1959. We enclose herewith a copy of this issue for your reference.

The Government of India has not as yet brought forward proposals for amending the Act in the light of the recommendations of the sub-committee.

Yours fraternally,

  
Office Secretary

Encl: TUR D/March 5, 1959

MAY 1959

# The Pandyan Insurance Employees' Union,

MADURAI.

Head Office

President:

Sri A. BALASUBRAMANYAM, B. Sc., B. L.

General Secretary:

Sri K. K. VELU.,

13-A Central Cinema Bye Lane,  
60, West Tower Street,

MADURAI.

Date 4th May 1959.

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

Dear Sir,

Amendments to the Industrial Disputes Act.

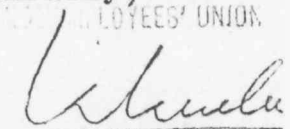
-----  
We learn from Mr.V.G.Row who was serving on the Labour Sub-Committee for the amendments to the Industrial Disputes Act, that you are in possession of the draft amendments suggested by the Sub-Committee.

We are interested to go through the amendments and shall be obliged to have a copy of the same. If no spare copy is available, kindly send the copy in your file which we will return safely after going through it.

Thanking you,

Yours faithfully,

THE PANDYAN INSURANCE EMPLOYEES' UNION

  
General Secretary



- 3 APR 1959

PHONE: 55504

MEMBERS: CALINSURE

## LIFE INSURANCE AGENTS' ASSOCIATION OF INDIA

(REGISTERED AS TRADE UNION UNDER THE INDIAN TRADE UNIONS ACT 1926)

Reg. No. 2503

27A - Muker Nallamethu Street,  
MADRAS-1.

President:

K. G. RAO, B. A.

No. 2702/59.

1st April 1959.

e-Presidents:

T. G. SHANKAR

~~XXXXXXXX~~ R. Kesavarao

R. N. SWAMY

L. S. YADAVA B. A.

C. AMRITAGANESAN

General Secretary:

R. S. NARAYANAN

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

Insurance:

C. K. MURTHY, B. A.

Secretaries:

~~XXXXXXXXXXXXXXXXXXXX~~

T. K. SUBRAMANIAM

S. Rajagopalan

Dear Sir,

I am forwarding herewith the resolutions unanimously adopted at the Regional Life Insurance Conference held under the auspices of the Life Insurance Agents' Association of India at Vijayawada on the 1st March 1959. I request you to do the needful in the matter and support our cause.

Thanking you,

Yours faithfully,



(R. Sankaranarayanan)

General Secretary.

pnv/

NORTHERN ZONE INSURANCE EMPLOYEES' ASSOCIATION  
(H.Q. New Delhi)

Divisional Committee  
Lakshmi Ins. Bldg.  
Asafali Road, New Delhi.  
12th April, 1959.

The General Secretary,  
.....  
.....Union,  
NEW DELHI.

Dear Comrade,

Re: Trade Union Convention.

You are aware that the employees of the Life Insurance Corporation of India have been endeavouring for a settlement of the longstanding demand of Bonus. The background and real nature of the claim have been explained to the Corporation and its reasonableness established by cogent logic on several occasions. The All India Insurance Employees' Association, at every stage of discussions with the authorities on this question, has taken a reasonable stand and has repeatedly requested for a satisfactory negotiated settlement. The proposal of the Corporation to pay one month's salary as Bonus and Term Assurance in lieu of the existing Free Insurance Policy fall far short of even the minimum expectations of the employees and interferes with their existing rights and privileges and also seeks to discriminate between sections of employees. Most unfortunately, however, the authorities have proceeded to impose their unilateral decisions ~~posthaste~~ without caring for the feelings, wishes and contentions of the workers.

It is this unbecoming method and unaccommodative attitude of the authorities and their insistence on forcible imposition of unilateral decisions that have compelled the All India Insurance Employees' Association to take the decision that unless an acceptable settlement is arrived at within the 30th of April, 1959, it will have no other way than to take recourse to higher forms of actions which may include strike.

We are afraid that the situations precipitated by the actions of the authorities may hinder the development of the Corporation, affect its smooth running and may also provide an opportunity to the opponents of nationalisation to renew their offensive against it. We would, therefore, earnestly request you to support the insurance employees in their struggle for bonus and to create such a position so as to bring the Corporation authorities down to an acceptable settlement of the dispute and thereby help avoid a crisis in this biggest nationalised undertaking.

We have been always getting support from you specially the support you gave us at the time of our movement for a better pay scales which helped us a lot for a settlement with the Corporation authorities. We are confident that our struggle for bonus would get the same support from you. With a view to appraise you of the latest development in respect of our bonus struggle and to secure your help and guidance for the same we are calling a convention of Delhi Trade Unions on Wednesday the 15th instant at 5-45 P.M. in the office of the Association. We are sure that your representative would be attending the convention.

Thanking you,

Comradely Yours,  
SECRETARY

# ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION

Shri RAJNI PATEL  
M. A. (Cantab) Bar-at-Law  
President  
Shri CHANDRASEKHAR BOSE  
General Secretary

9 A, HARALAL DAS STREET,  
CALCUTTA 14.

President's Office :  
SAHAKAR 'B' ROAD,  
FORT, BOMBAY 1.

Date April 17, 1951

Shri Morarji Desai,  
Hon'ble Finance Minister,  
Government of India,  
New Delhi

Respected Sir,

We beg to submit to you the enclosed Memorandum on the current grave situation in the General Insurance Industry and its repercussions on the National Economy - in general and on the employees of the industry in particular.

In this Memorandum we have detailed the various mal-practices which prevail in the industry resulting - into breaches of the provisions of the Insurance Act, 1938 relating to the Expense Ratio. The Insurance Employers - have created an artificial crisis in the Industry in order to get rid of Government restrictions. Over a thousand - employees have been already rendered un-employed. Many more Companies are threatening closures or mass retrenchments or wage cut. This has been calculated to force the organis- ed employees to approach the Government and plead on behalf of the Employers for relaxation of the limitation put on - expenses. We are, however, anxious to see that there should be proper management of the industry. Our view and concrete suggestions are clearly detailed in the Memorandum.

We, therefore, appeal to you to please look into this matter carefully and take appropriate steps to stop closures, retrenchments and wage-cut.

We are looking forward for your immediate inter- vention in order to save the poor employees from retrench- ment and wage cut.

Yours faithfully,

( K.S.B. Pillai )  
Joint Secretary.

Total  
Employees  
7000.  
Retrenched  
1000+  
Closures

Shri. The Integration  
with foreign Cos.  
General Insurance.

Tripartite? Consult with Labour.

Nationalisation? They had a talk with Insurance  
Reference made by Prabhakar in Parl.

4/15/51

Memorandum on the current grave situation  
in the GENERAL INSURANCE INDUSTRY and its  
repercussion on the National Economy in -  
general and on the employees in the Indus-  
-try in particular.

\*-\*-\*\*--\*

This Memorandum is being submitted on behalf of the  
All India Insurance Employees' Association which represents  
Insurance Employees both in Life and General sectors and its  
purpose is to acquaint the Hon'ble Finance Minister of India  
about the current grave situation in the General Insurance  
Industry and its repercussions on the National Economy in  
general and on the employees in the Industry in particular.

IMPACT OF NATIONALISATION IN GENERAL INSURANCE BUSINESS :-

When the Government of India announced their decision  
to nationalise Life Insurance Business in 1956, the entire country  
with the solitary exception of vested interests hailed it as a  
progressive measure. The All India Insurance Employees' Association  
representing the employees in the Industry were the first to  
welcome the step. But while welcoming this measure, the Association  
had expressed certain apprehensions that this partial nationalisa-  
tion of Insurance Industry would have very adverse effects on the  
structure of General Insurance Companies and that as a consequence,  
many of them would close down their business which would mean loss  
of employment to hundreds of people. The grounds of these appre-  
-hensions were that :-

- a) A number of composite companies were relying upon the liquid  
assets of their Life Departments to run their General Insurance  
business;
- b) The expenses on administration of these companies which  
were largely borne by their Life Section would now have to be  
exclusively borne by the General Department. In this connection  
Lala Karam Chand, Chairman of the "Indian Trade" said :

"The composite companies are now undergoing a  
surgical operation which will separate the Life  
from the General Section of their business, and  
while I have no doubt that the operation will be  
pronounced successful, I fear that many of the  
weaker patients will not long survive the Surgeon's  
knife" - 'Capital dated 14.6.56 - p.834;'

Cont...on page 2....

c) The Foreign Insurers who dominated the General Insurance business, would feel apprehensive in the wake of nationalisation of Life Insurance business and would resent stricter control over the general sector, which was bound to come in view of the malpractices which were more rampant in the General Sector than in the Life Sector; and

d) The vested interests who had all along apposed the very idea of nationalisation, would create an artificial crisis with the motive of discrediting nationalisation and in order to put hinderances in the progress of nationalised sector and to counter-act any move for further nationalisation. This was evident from the immediate closures and retrenchments in the following companies : -

- 1) Advance Insurance; 2) All India General; 3) Anand Insc.,
- 4) Andhra Insurance; 5) Central India; 6) Deepak General
- 7) Eastern Federal; 8) Great Social; 9) Great Pyramid
- 10) General Accident Fire; 11) Hanover Fire 12) Jubilee;
- 13) Maritime; 14) Motor Union; 15) National Security
- 16) Neptune; 17) New Hampshire; 18) New India; 19) New Zealand;
- 20) Pearl; 21) Queensland; 22) Royal Exchange; 23) Sentinel;
- 24) Triton Insurance; 25) United General Assurance Trust;
- 26) Vishwabharathi; 27) Warden Insurance; 28) Guardian &
- 29) Hyderabad United.

#### CRISIS IN THE INDUSTRY DEEPENS:-

It is submitted that despite several representations by the All India Insurance Employees' Association and its affiliated units to the Government of India to take effective measures to stop retrenchment due to closures and otherwise as a consequence of nationalisation of Life Insurance Business, nothing has been done to put the industry on healthy and stable footing. Far from it the conditions in the Industry have been allowed to deteriorate further with still graver consequences to the General Insurance Industry and to the employees working for General Insurance Business. The crisis which had been brewing for the last two years, has now come to a head and Insurers seek to throw its burden on the employees by resorting to large scale retrenchment and wage-cut.

It is generally admitted that mal-practices are more rampant in the General Insurance Sector than in the Life Sector. The very fact that a code of Conduct for the Industry had to be evolved is itself a positive proof for the existence of mal-practices. With a view to rid the industry of its prevailing mal-practices in the matter of payment of excessive commission, illegal rebates and to investigate into the bonafides of high salaried field-workers and the screening of the opening of the branches by insurers, a Code of Conduct was evolved and all insurers doing general business were required to strictly observe this Code. With the inside knowledge of the working of the companies, the employees in the Industry know that mal-practices in the matter of excessive commission still continue despite the Code. There is no doubt that a strict scrutiny of the affairs of the Companies could reveal that the Code is observed more in its breach.

As a result of the nationalisation of Life Section, which formed a major portion of the Insurance Industry and the subsequent closures of many companies, the competition became keener. The private insurers dislodged from the Life Sector entered this comparatively small field of General Business with all the furry of competition. The scramble for business led to intensification of competition and concentration of business in the big companies. The following table indicates the extent of this concentration :-

CHART NO. I  
( IN THOUSANDS : )

Year	Gross Premium			Net Premium		
	All Indian Companies: Rs.	11 Leading Companies Rs.	New India Rs.	All Indian Companies: Rs.	11 Leading Companies Rs.	New India. Rs.
1953	16,52,74	9,25,95	2,24,93	15,29,78	8,67,81	3,89,86
1955	19,58,25	11,79,56	4,97,50	17,17,04	10,43,39	4,97,58
1956						
Prov. Est.	20,98,17 22,45,76			19,25,24 19,53,68	12,99,50	5,63,78
		12,91,06*	5,93,99			

\*Excluding New Asiatic return for 1956 which was not available and whose 1955 business was to the extent of Rs.81,30,000(Gross).

Apart from the above, the New India has acquired control over "Jayabharat"(itself one of the big 11), "Sentinel", "Cornhill"(British owned) "Ceylon Co-Operative", "Bombay Fire" "South India" and some other companies as a whole or their business in India.

The strong foreign competition and grip of big Indian concerns leading to a near monopoly situation leaves not much business to all other Indian concerns numbering 80. This is the main reason why many small companies faced difficulties.

The cut-throat competition further led to increase in the procurement cost of business in the industry as a whole. Even such general insurance companies as could command large bloc business through their big industrial and banker promoters such as the Tatas, the Birlas, the Dalmias, the Singhanias, the Jalans and the Goenkas incurred huge expenditure for procurement of business. One can only imagine the practices to which the medium and smaller concerns with less influential connections must have resorted to in order to keep themselves going.

The foreign insurers with their exorbitantly top heavy administration remained in the forefront in spending heavily on the procurement of business. Naturally, the Code of Conduct evolved with such laudable objectives and a lot of fanfare on the part of the Insurers as well as the Government was the first victim in this growing competition. The warnings from the Controller of Insurance increased and there were more cases of intervention demanding observance of the Code of Conduct. This is evident from the notices served on 40 out of 60 employees working in the Bombay office of a leading foreign Insurance Company viz: The New Zealand Insurance Company, as under :-

"Bombay Branch has for a number of years incurred expenditure greatly in excess of that allowed by

Office have decided that it is imperative that a complete re-organisation of Bombay Branch business must take place with immediate effect.

Owing to re-organisation of Bombay Branch business, I regret to have to notify you that your services will not be required....."

Many Indian Insurers while spending on the one hand exorbitantly on the procurement of business have followed the footsteps of foreign insurers by issuing retrenchment notices, opening talks on wage cut and increasing workload. Some insurers are taking advantage of this general atmosphere to attack the standard of living and service conditions of the employees. In all these activities on the part of the employers, a policy of breaking the Trade Union movement of the employees which has been built up in recent years is easily observed.

While units of this Association have time and often made representations to the appropriate authorities requesting them to probe deeper into the vague contentions of the Employers that they were required to resort to retrenching Office-Staff in order to conform to the Expenses Ratio regarding which they had received warnings from the Controller of Insurance, no effective step has yet been taken. In view of the conditions existing in the general insurance business, it is highly necessary to examine if the infringement of expense ratio by the particular company is not due mainly to in-admissible and improper increase in procurement cost, before any demand for retrenchment of office staff is accepted as bonafide. It is submitted that the employees' representatives should be allowed to associate with such impartial investigation and unless Trade Unions of employees are associated with the implementation machinery of the Code of Conduct, no tangible results would follow from the enforcement of the Code. Employees, if they are afforded legal protection can help in enforcing the observance of the Code of Conduct. In this connection, it may be pointed out that it is the Union which exposed the affairs of the Anand Insurance Company Ltd., Bombay to proper authorities and these are now being investigated. Trade Unions, therefore, can be



of great help in effectively correcting the mal-practices of the Insurers.

NATIONALISATION OF GENERAL INSURANCE - THE ONLY REMEDY.

But the malady affecting the general insurance industry is of a more basic character and requires a fundamental and radical remedy. Private enterprize by their very nature, are unable to conduct general insurance business in the spirit with which it ought to be done, and in the back-ground of nationalisation of Life Insurance and the constant threat, well founded or otherwise, of nationalisation of general insurance, private promoters of General Insurance Companies are more concerned with grabbing as large portion of the premium in one way or another than with building the general insurance business on sound basis. Insurance of all kinds is a social service and as such it becomes an integral and indispensable part of the national economy as well as international commerce. Insurance can serve as a great stabilizing force in the economy of the country and it is in the interest of the Country as a whole that it grows on a very sound footing.

The experience of the working of the general insurance business has conclusively shown that Government, despite many legislative measures, have not succeeded in cleansing the Industry of its mal-practices and wasteful competition and putting it on a stable and sound footing. The Code of Conduct which was supposed to be the last remedy, has also failed to eradicate the evil.

POTENTIALITIES OF THE INDUSTRY:

Since last few years, under the two five year plans, the pace of industrialisation of the country has been increasing. Industries are developing, mechanised transport - both road and rail - is making headway; India is building her own merchant marine; construction work is going on, organised produce market and warehousing are coming into existence. Internal and International Trade is increasing. The forthcoming Third Year Plan holds out immense promise of tremendous growth all round. The potentialities of the general insurance business are, therefore, very vast indeed. The

following figures from the Insurance Year Book 1957 will confirm the rising trend in the General Insurance including the year after nationalisation of Life Insurance Business :-

CHART NO. II.

	<u>GROSS PREMIUM WRITTEN DIRECT IN INDIA (In Thousands)</u>				
	<u>1953</u>	<u>1954</u>	<u>1955</u>	<u>1 9 5 6</u>	
				Prov.	Est.
Indian	Rs.12,01,23	12,45,90	13,77,10	15,18,08	16,08,07
Non Indian	Rs. 8,80,54	8,89,51	9,32,83	9,58,51	9,88,51
Total	Rs.20,81,77	21,35,41	23,09,93	24,76,59	25,66,58

NET PREMIUM INCOME IN INDIA(In thousands)

	<u>1953</u>	<u>1954</u>	<u>1955</u>	<u>1 9 5 6</u>	
				Prov.	Est.
Indian	Rs. 6,78,45	7,11,84	7,59,05	8,89,29	9,07,90
Non Indian	Rs. 6,33,67	6,48,70	6,81,64	6,94,56	6,94,56
Total	Rs.13,12,12	13,60,54	14,40,69	15,83,85	16,02,46

The nett premium income of Indian Companies inside and outside India is also going up even including the year 1956. The following is the chart taken from the same source :-

CHART NO. III

(In Thousands )

	<u>1953</u>	<u>1954</u>	<u>1955</u>	<u>1 9 5 6</u>	
				Prov.	Est.
Net Premium Income inside INDIA	Rs. 6,78,45	7,11,84	7,59,05	8,89,29	9,07,90
Outside INDIA	Rs. 8,51,33	9,07,28	9,57,99	10,35,95	10,45,79
TOTAL	Rs.15,29,78	16,19,02	17,17,04	19,25,24	19,53,68

That there is further scope of immediate expansion will be evident from the following chart :-

CHART NO. IV.

Year	<u>1951</u>	<u>1952</u>	<u>1953</u>	<u>1954</u>	<u>1955</u>	<u>1 9 5 6</u>	
						Prov.	Est.
Index No. of Insurance Business in INDIA	100.00	104.04	97.02	101.06	122.04	118.8	123.1
General Index No. of Industrial Production.	100.00	103.06	105.06	112.09	122.01	133.0	133.0

While in 1955 the index of insurance is higher by .03%, in 1956 provisional is down by 14.2% and estimated by 9.9%. With better management and determined efforts in the direction of agricultural produce Insurance, the scope of General Insurance is immense indeed. Government's favourable policy and guidance can help the process.

With huge funds at their disposal every year, the Insurers have failed to utilise them in the interest of the country and the Industry. This is evident from the fact that after so many years of working, the assets of the Indian Insurers as on 31st October, 1956 stood at Rs.43,12,00,000 out of which fully Paid Up Capital and Reserves were only 22.25 Crores, as against the Net Premium Income in 1956 alone of more than 19.64 Crores. The foreign Insurers in India who have a longer standing than the Indian Insurers and who previously had the monopoly of this business are also no exception to this. Their total Assets as on 31st December, 1956 stood at Rs.11,74,93,000 as against their net premium income in that year of approximately Rs.7 crores. This is mainly due to extravagant expenditure on prodcuration of business and bogus claims.

It has already been observed that the Public Sector in the General Insurance business has been successfully competing with the big companies in the private sector. This should really create confidence in the minds of the Government that if the entire business is taken over under State Control it would be possible to run it on proper lines and in the interests of the community as a whole. The special advantage of general insurance is that it is not required to be sold. And yet, the private insurers make a pretence of engaging a huge army of agents numbering over two lakhs, most of whom are benami and fictitious, in order to pay exhorbitant commissions and incur heavy costs on prodcuration of business. The reduction again, in expenditure resulting from avoidable multiplicity of higher officers and establishments, competitive advertisements as also the elimination of Share-holders, dividends and reduction in fictitious claims will further add to the profit margin of the Industry as a State Enterprise. As Shri K.T.Shah observed - "Recognition of Insurance as a Social Service will be much fuller and truer under State Enterprise, while mobilisation of its funds will much better enable Capital to be found for other developmental projects far more effectively."

From the above it would be observed that the grounds for

nationalisation of General Insurance Business are overwhelming and the Association, therefore, urges upon the Government to immediately consider the question of nationalising this sector of Insurance Industry.

URGENT MEASURES TO REMEDY THE PRESENT CRISIS:-

We are fully aware that the nationalisation of the General Insurance Business will involve a Policy decision at the Cabinet level and as such it might take some time. Pending such decisions, the Association feels that the Government of India must take immediate steps to arrest the growing crisis in the General Insurance Industry. The Association, therefore, propose that the following measures may be adopted pending nationalisation:-

1. The Insurance Act may be amended so as to empower the Government of India &/or the Controller of Insurance to appoint Administrators in the General Insurance Companies and such Administrators may be appointed in the Companies which are indulging in mal-practices & breach of the Code of Conduct; OR
2. The provisions of the Industrial Development and Regulations Act, 1951 may be extended to include within the scope of the Act, the General Insurance Industry and the management of defaulting companies may be acquired by the Government;
3. The entire Government and Semi-Government Business as also the business of such concerns as take loans from the Government Finance Corporation and the Life Insurance Corporation of India and such other Government Agencies may be distributed among the subsidiaries of L.I.C. and/or such other companies as are taken over by the Government in accordance with paras 1 and 2 above.
4. The services of all the employees <sup>of the cos.</sup> whose managements are taken over or where the Administrators are appointed must be retained with the benefits of past service and all existing Pay Scales and privileges;

5. All the employees retrenched or rendered unemployed due to closures or otherwise of General Insurance Companies since 1955 onwards must be employed in the Life Insurance Corporation of India and/or its subsidiaries and/or India Re-insurance Corporation and other Government administered companies with continuity of service and on the same remunerations;
6. The Government of India may appoint an Enquiry Committee or High Power Commission to go into the condition and working of the Industry and to suggest measures for developing the industry; and
7. The Government of India should take the All India Insurance Employees' Association into confidence in the matters relating to the formulation of the Code of Conduct and any legislation with regard to the General Insurance Business as also to associate the Association with the relevant machinery that is set up for enforcing the Code of Conduct.

The Association is fully confident that the Hon'ble Finance Minister of India would be gracious enough to give sympathetic consideration to the above Memorandum and particularly the proposals of the Association with regard to the Nationalisation of the General Insurance Business and as urgent measures to remedy the present crisis which is purely a creation of the private insurers. In addition to the above measures the Association also prays that the Government of India may take immediate steps to see that no retrenchment takes place in the Industry in the meantime.



(K.S.B. Pillai)

Joint Secretary,  
ALL INDIA INSURANCE EMPLOYEES' ASSN.

14 APR 1959

Divisional  
Insurance Employees' Association  
JALPAIGURI

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

Date 29th April, 1959.

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

Dear friend,

We have the pleasure to let you know that  
we are going to hold 3rd Annual General Conference of our  
Association on 16th and 17th May, 1959.

We shall feel it a favour if you kindly  
grace us with a message on the occasion.

With greetings,

Yours faithfully,

*B. S. Chatterjee*

General Secretary.

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Insurance Corporation Employees' Union  
BOMBAY

20, INDIRA NIVAS,  
BHAVANISHANKAR ROAD,  
DADAR, BOMBAY 28.

Address: Samant Wadi,  
Samant Bungalow, Goregaon (East),  
Bombay (W.Rly.).

20th March,

9

Dear Comrade *Dange*

Further to my talks I had with you on Monday, 16th instant in Bombay, when you told us that we should go for talks with an offer of 1½ months Bonus and give up our claim for Free Insurance, you have also approved our talks with other organisation as regards joint front against Corporation. I gave you the necessary literature for your personal information. Your views on our Bonus demand and our joint front with other organisation have been communicated to Com. Chandrasekhar Bose. We had a discussion with our President Com. Rajni Patel and we have conveyed your views to him. He expressed that he would move in the matter when we get the views of our Calcutta comrades in the context of your discussion with you. So far, our front with other organisation is going on and demonstrations etc. are carried on jointly. But recently, their All India leadership met the labour ministry and the labour minister appears to have agreed to call a Tripartite conference. As far as we are concerned, we have been insisting for bipartite talks with Corporation and we have started our agitation on slogan of settlement through direct talks with the Corporation without the intervention of Labour Ministry. Other organisation had referred the matter to conciliation and finally nothing came out of the discussion at conciliation level. The conciliation Officer submitted a failure report and after their representations to the Labour Minister, it is likely that his Ministry may order fresh Conciliation at the higher level. In view of this commitment of their All India Organisation to the Labour Ministry, they would join tripartite conference if and when it is called, by the Labour Ministry. Under these circumstances what should be our attitude? We had a talk with their local leadership and they expressed that our organisation should make a joint front with them and participate in that conference. If this is accepted, our people feel, it amounts to giving up a slogan of direct talks with the Corporation and our efforts in that direction. In case the tripartite fails to yield any result, we do not know whether the Government impose a tribunal on us. We were not a party to conciliation and as such we have not asked any intervention from Labour Ministry. We do not know whether he would call us for conference or not. If he calls us on his own initiative, what should be our attitude? In case he does not call us, what we should do? If the All India Life goes for tripartite talks, what should be our policy as regards our agreement for joint action, with them. All these questions we discussed amongst ourselves and it was felt that your guidance should be sought for before we decide anything in the matter and also with a view to avoid mistakes as regards our approach to tripartite conference and united joint front with other organisation.

We discussed these developments and we find that we all are in a state of confusion. Some of us feel that we should insist for direct talks and inform the labour ministry not to call a tripartite conference at this stage and use their good offices to direct the Corporation to open talks with us. Fears are expressed by some of us that whether Corporation would give some modified offer at the tripartite conference and we will be set aside? Some people raised a point whether we should break the front and allow the other organisation to go for tripartite conference and our organisation should go with our offer of 1½ months' Bonus for 1957 and 1958, to the Corporation to settle directly.

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Insurance Corporation Employees' Union  
BOMBAY

20, INDIRA NIVAS,  
BHAVANISHANKAR ROAD,  
DADAR, BOMBAY 28.

- 2 -

As regards the demand of Rival Organisation, you know that they want two months' Bonus Plus Free Insurance. I had a talk with them and it appears that they expect settlement with some Bonus and Free Insurance as our Calcutta Comrades also think on those lines.

I am sending herewith copies of three draft forms to be signed by the employees and given to the Corporation. These are annexed as "A", "B" and "C". In view of the joint front with their organisation, they insist that there should be one common form without any reference either to our organisation or theirs. Considering all the above developments, I would like to know whether we should go for common form annexed here "C" or insist for independent forms of two organisations. Those people strongly feel of one common form for various reasons. I would like to have guidance on this matter also.

Wish that you should consider all these points raised by us and convey your clear cut advice point by point on all ~~points~~ through Com. Ranjit in writing, so that there will be no confusion in Com. Ranjit understanding and reporting. A copy of your letter should also be sent to Com. Bose. I will be thankful if you send your views urgently.

You told us last time, that you will be back in Bombay on 26th December when I would like to meet you and discuss the matter further in person.

I wish to arrange a meeting of our people (non-party people) with you so that they will also get an opportunity to discuss the matter when you are in Bombay on 26th December 1959. I hope you have no objection to this suggestion.

With regards,

Yours comradely,

P. P. Patil

L.I.C.

Dear Com Ranjit:

You immediately contact Com SA and discuss the matter with him. This should be given first priority by keeping other work aside. I would like to have your guidance and in this matter. I am sure you will rush to his place as you do some times in other cases -

P. P. Patil



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Insurance Corporation Employees' Union  
BOMBAY

20, INDIRA NIVAS,  
BHAYANISHANKAR ROAD,  
BADAR, BOMBAY 28.

DRAFT OF OUR ALL INDIA ORGANISATION.  
ANNEXTURE "A".

The Zonal Manager,  
Life Insurance Corpn. of India,  
Western Zone, Bombay.

From: Shri.....  
Life Insurance Corpn. of India,  
Bombay.

Dear Sir,

With reference to the notice of change dated the 3rd March 1959 in respect of Bonus, I have to inform you that the changes proposed by you are not acceptable to me.

I hope that you will appreciate that the issue of Bonus being general interest, I cannot as a principle enter into direct agreement with the Corporation. In the circumstances, I have to request you to settle the issue with the All India Insurance Employees' Association.

Yours faithfully,

Dated:

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DRAFT OF RIVAL ORGANISATION.

ANNEXTURE "B".

The Managing Director,  
L.I.C. of India,  
Jeevan Kendra, Bombay - I.

Dear Sir,

I have carefully seen the letter of the Chairman dated 3rd March 59 and your notice under Section 9A of the Industrial Disputes Act 1947 for the proposed withdrawal of the existing Free Insurance Scheme.

My Association has already rejected this retrograde offer. I hereby demand that in addition to the existing Free Insurance, two months' salary per annum be granted as bonus to each employee. I also demand that the said notice of change dated 3rd March 59, be withdrawn with immediate effect.

Yours faithfully,

---

COMMON DRAFT.

ANNEXTURE "C".

The Managing Director,  
L.I.C. of India, "Jeevan Kendra",  
Jamshedji Tata Road, Bombay - 1.

Dear Sir,

With reference to the notice of change dated the 3rd of March, 1959 under Section 9A of Industrial Disputes Act, 1947, I have to inform you that the changes proposed by you are not acceptable to me. I have, therefore, to request you to withdraw the notice of change dated 3.3.1959.

I hope that you will appreciate that the issue of Bonus being of general interest, I cannot as a principle enter into direct individual agreement with the Corporation. My Association has already rejected the offer made by you and, therefore, I have to request you to release two months' salary as bonus each for the years 1957 and 1958 to each of the employees and also extend the privilege of Free Insurance to all.

Yours faithfully,

Bombay,

March 13, 1959.

TO ALL EMPLOYEES OF THE LIC OF INDIA.

Dear Friends,

We have the pleasure to inform you that the representatives of our two organisations, viz., Insurance Corporation Employees' Union, Bombay, and the All India Life Insurance Employees' Association, Western Zone, had a meeting on Thursday, the 12th March 1959 when they discussed the possibilities of presenting a united front to the Corporation with a view to bring about a satisfactory settlement of the bonus dispute. As a result of a frank exchange of views, we have reached complete unanimity as regards the necessity of mobilising LIC employees for militant mass actions, including even strike in order to compel the authorities to concede their legitimate claim.

Both the organisations have agreed, as an immediate step, upon a common programme of mass demonstrations, processions, rallies, etc., already announced to the employees and the same would be carried out in cooperation and in consultation with each other.

We appeal to all the employees of the LIC in Bombay to whole-heartedly participate in the common programme already announced. We also call upon the employees to unitedly resist the Corporation's attempts to unilaterally impose their decision on bonus by not sending any letter on their prescribed form and thereby refusing to accept payment of bonus.

We have no doubt that this united resistance of the two organisations against the Corporation to win our common demand will ultimately lead to organisational unity.

" LONG LIVE UNITY OF LIC EMPLOYEES "

*K.A. Curtis*  
President,  
Insurance Corporation Employees'  
Union, Bombay.

*S.P. Mehta*  
President,  
All India Life Insurance  
Employees Association  
(Western Zone).

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Insurance Corporation Employees' Union  
BOMBAY

20, INDJRA NIVAS,  
BHAVANISHANKAR ROAD,  
DADAR, BOMBAY 28.

Memo of discussions held on Thursday, the 12th March 1959  
between the representatives of the All India Life Insurance  
Employees' Association, Western Zone, and the Insurance  
Corporation Employees' Union, Bombay.

The representatives of the two organisations, viz., the All India Life Insurance Employees' Association, Western Zone, and those of the Insurance Corporation Employees' Union, met at Bombay Mutual Building on Thursday, the 12th March 1959 and discussed the possibilities of presenting a united front against the Corporation on the issue of bonus. The All India Life Insurance Employees' Association, Western Zone, was represented by Sarvashri L.P.Mehta, H.D.Balvally, R.N.Navak, C.Pimenta and S.J.Gidh. The Insurance Corporation Employees' Union was represented by Sarvashri K.A.Chitnis, P.T.Donde, P.P.Patil, A.S.Deo, Nagarajan, M.U.Sapre and J.A.Fernandes and other activists. Sri K.S.B.Pillai, convener of the Committee appointed by the Working Committee of the All India Insurance Employees' Association to conduct unity talks also participated in the discussions.

On behalf of the All India Life Insurance Employees' Association, Western Zone, Sri Mehta observed that they had received a letter from Sri C.S.Bose, the General Secretary of the All India Insurance Employees' Association, suggesting that the two organisations should give a united call to the employees to resist the Corporation's unilateral attempts to impose their decision on the employees. He also referred to the reply of Sri H.U.Chitre and said that in Bombay the two organisations should evolve a common programme of mass actions and implement them through the formation of joint committees at all levels.

On behalf of the Insurance Corporation Employees' Union, it was explained that the Working Committee of the All India Insurance Employees' Association at its recent meeting held in Bombay, had formulated its programme of struggle to fit in with its general perspective about the bonus struggle. The General perspective is that unless the employees intensify their struggle and move into higher forms of collective actions such as strike, the Corporation would not budge an inch from their present position. It is, therefore, absolutely necessary to prepare the

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Insurance Corporation Employees' Union  
BOMBAY

29, ANDIRA NIVAS/  
BHAVANISHANKAR ROAD,  
DADAR, BOMBAY 28.

— 2 —

employees for a final show-down in order to compel the Corporation to come to a reasonable settlement on bonus issue.

The representatives of the 'All India' Life expressed the view that they were in complete agreement with the general perspective of the bonus struggle and that they were prepared to offer their full cooperation in the matter. They further suggested that a common programme should be drawn up and implemented through joint committees at all levels in the Western Zone since they were authorised to represent only the Western Zone view.

On behalf of the Insurance Corporation Employees' Union, it was pointed out that once there was unanimity on the general perspective, there should be no difficulty in evolving the method of cooperation for implementing the common programme. They further stated that their programme of struggle upto 31/3/53 had already been fixed and that it had gone to the Press. It was, therefore, suggested that this programme should be adopted as a common programme of the two organisations. The representatives of the "All India Life" agreed to this suggestion. It was further agreed that future programme will be formulated in consultation with each other. They decided that they would issue a circular announcing this programme to their members.

As regards the formation of joint committees, the representatives of the Insurance Corporation Employees' Union expressed the view that they would have to discuss the matter in their Managing Committee before they could commit themselves to the proposal. They further stated that so long as the two organisations existed, their separate entities <sup>could</sup> ~~would~~ not be ignored. Thus, they can have their separate flags during the demonstrations and processions and they can speak at the rallies in the name of their own organisations. While evolving any further programme, it was agreed that it should be done in cooperation and in consultation with each other. The representatives of the 'All India Life', after consultations between themselves, decided not to insist on formation of joint committees at this initial stage.

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Insurance Corporation Employees' Union  
BOMBAY

20, INDIRA NIVAS,  
BHAVANISHANKAR ROAD,  
DADAR, BOMBAY 28.

- 3 -

It was agreed that the Presidents of the two organisations should ~~issue~~ make a joint appeal to the employees giving a call for ~~united~~ resistance.

It was also felt that the further talks on the common fight for bonus and on unity of the two organisations should be pursued on an All India level. It was pointed out by the representatives of the Insurance Corporation Employees' Union that the Working Committee of the All India Insurance Employees' Association had already appointed a sub-committee to pursue unity talks, with the All India Life Insurance Employees' Association.

With this, the meeting terminated.

.o.o.o.

*P.P. Patil*  
President, *General Secretary*  
Insurance Corporation  
Employees' Union, Bombay.

*G.P. Menon*  
President,  
All India Life Insurance Employees'  
Association, (Western Zone)

20 MAR 1959

To

The Director General,  
Employees State Insurance Corporation,  
New Delhi.

From: 1. Girni Kamgar Union (Lal Baota), Regd.No.2461  
2. Oil and Soap Factory Khangaon Union, Regd.No. 3120  
3. Press Workers Union, *Kamgar* Regd.No. 2864  
4. Gin Press Workers Union, Regd.No. 2749

all of Akola, Lokhandi Bridge, Akola.

Subject:- Serious Grievances of the workers about the  
Employees State Insurance Corporation and  
especially the maltreatment of workers in the  
ESI local dispensary.

We, the above named, trade Unions representing  
overwhelming majority of Factory workers in Akola have to  
state as follows:

We are not relating here the general grievances  
like non-applicability yet of the scheme to the members of  
workers family, non-arrangement of hospitals and the genuine  
grievances of the workers suffering from T.B. about  
hospitalization and treatment in Sanatorium. The grievances  
related here relate to the working of the local dispensary  
and the behaviour of the doctors who do the dispensing.

1. There is a general complaint that the doctors  
do not examine the patient clinically. Medicines are  
administered only on the oral complaint by the patients.  
This naturally leads the patients to feel that no case is  
being taken about their health.

2. That the Doctors take a most unsympathetic  
attitude towards the patients. The behaviour, to say the  
least is rude and devoid of all courtesy. Sometimes the  
behaviour borders barbarity. There is a feeling in the  
dictors and especially the present Medical Officer, that  
he is a boss and administrative head. The workers must  
not ~~xxxxxxx~~ raise any voice, must not complain and must  
not discuss with him. If a worker dares to raise any complaint  
then either he gets a rubbing by the doctor himself or the  
police is called to teach the patient a lesson. We have with  
us innumerable complaints about the rude behaviour of the  
doctor. To relate only a few, One Ramdas Papaiya of S.R.Mills  
Akola was handed over to the police by the Doctor-in-charge.  
Again another Harikisan Rajgopal of Mohta Mills, was  
manhandled by the 2 doctors, one holding him tight and the  
other slapping him on 5-3-59. This is most atrocious and  
to say the least, venious on the party of the doctor.

3. That there is a general complaint that medicines  
given by the doctor do not help the patients. The result is  
that insured persons have got to go to private doctors  
where they get both good medicines and human treatment. If  
an enquiry is made, we can produce before you workers who have  
discontinued medicines given by ESI dispensary and taken  
the help of private doctors, even though it cost them  
additional expenditure.

4. That needy workers are not given medical leave.  
May be there are cases in which there may be misuse of the  
privilege, one needy person should not suffer.

5. There are some of the genuine grievances of the workers which are alienating the workers from the ESI scheme and a feeling is growing that the workers must agitate for opting out of the scheme.

6. Finally permit us to state that workers pay for the benefit they are supposed to receive. But it seems that the doctors have the feeling because they are not directly paid by the workers, they are doing their ~~work~~ jobs gratis. That is why costly and effective medicines are not given.

7. That the doctors in charge of ESI dispensary resort to private practice.

8. Several personal talks with the doctor proved of no avail.

We hope that an urgent enquiry be instituted and the doctor staff be transferred from the local dispensary and the new doctors coming be strictly instructed to properly behave with the insured persons.

Akola.  
D/-17-3-59.

Yours faithfully,

जयशंकर राव  
Abhimanyu Rampise

अभिमान्यु राव  
R

From: 18 MAR 1959  
T. Basaiya,  
Sweeper,  
Life Insurance Corporation of India,  
654-666, Merchant Street,  
Rangoon.

Dated Rangoon the 14th March, 1959.

To

The Director of Labour,  
Randaria Building,  
Phayre Street,  
Rangoon.

Dear Sir,

I beg to bring to your kind notice the following facts for consideration and decision:-

That I joined M/S. National Insurance Company, Ltd., Rangoon Branch, as a sweeper on 1.11.1951 @ K.30/- per month. After six months of satisfactory work my service was confirmed with the Company and since then I have been given usual increment and bonus.

That when the Company was Nationalised by the Government of India and the Life Insurance Corporation was formed as in case of other staff I was also given to understand that my service would not be affected. After the formation of the Corporation also I was granted one increment and bonus.

But to my utter surprise I have been served with a notice on the 28th February 1959 by the local Branch Manager terminating my service as from 1.4.1959 without assigning any reason whatsoever. A copy of the said notice is enclosed for your perusal.

That I like to add here that I was asked to do some private work of the Manager and also that of some of his pets in the office to which I expressed my inability and since then the Manager became displeased with me.

That I presume that the Manager has moved the Head Office to dispense with my services and to appoint new sweeper in my place. I would like you to ask the Manager to show my service book to you to vindicate his attitude towards me.

That I consider that by terminating my service in this way the Manager has wilfully broken the pledge of the Corporation who stands committed that our services will not be affected due to nationalisation of the Company.

My humble prayer to you, therefore, Sir, to take up my case and redress my grievance stated above.

I beg to remain,  
Sir,  
Your most obedient servant,



Life INSURANCE CORPORATION OF INDIA

Unit:  
666, Merchant Street,  
(4th Floor, Rangoon)

P.O.Box No.463,  
Phone No. Myoma 655  
Rangoon, dated the 27th February 1959

Shri T. Bassaya,  
Temporary Sweeper,  
Unit: National,  
Rangoon.

Please note that your services are not  
required by us after 31st March 1959.

Sd/- E. K. Hair,

Branch Manager.

P.P.PATIL  
20 INDIRA NIVAS  
BHAVANISHANKER ROAD  
DADAR BOMBAY

ADVISE PRESIDENT TO IMMEDIATELY TO WRITE TO LABOUR MINISTRY TO  
INTERVENE IN YOUR BONUS DISPUTE STOP ADOPT ANNEXERE C

DANGE

1 CHANDRA SHEKHAR BOSE  
9 -A HARALALDASS STREET,  
CALCUTTA-14.

2 CHANDRA SHEKHAR BOSE  
CARE BIMAKARMI  
CALCUTTA

NECESSARY THAT YOU SHOULD IMMEDIATELY ASK LABOUR MINISTRY INTERVENTION  
IN YOUR BONUS DISPUTE

DANGE

17 FEB 1958

**MUZAFFARPUR DIVISION LIFE INSURANCE CORP. FIELD WORKER'S ASSOCIATION**

(AFFILIATED WITH E. Z. L. I. F. W. F. & N. F. I. F. W. F.)

KATI HAR BRANCH COMMITTEE.

KATI HAR  
(PURNEA)

Ref No. KB/ADD/3

Date 11. 2. 1958.

Sri S.A. Dange, M.P. Leader of the Opposition  
4, Ashok Road, New Delhi.

Dear Sir,

We ~~believe~~ believe that you being the Champion on our cause and also for the cause of toiling people of this land, you are surely looking at our struggle for existence. Our primary trade union rights are not honoured by the authorities of the Corporation. In our opinion, the idea of socialistic state as sponsored by our beloved Prime Minister are being foiled by the beauricrats of the Corporation, who have niether, experience of the Field, nor have any previous progressive and national outlook.

We know your ability and also the worth of the opposition and hence, we knock your doors for proper help and influence to solve our problem.

We have adonted a suitable resolution, which is enclosed herewith for your kind perusal and help.

Please donot mind for the trouble we are giving to you in this manner and oblige.

Thanking you

Yours faithfully,

  
Secretary

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UPUR DIVISION LIFE INSURANCE CORPN. FIELD WORKERS' ASSN.  
KATIHAR BRANCH COMMITTEE

R E S O L U T I O N S.

This meeting of the Field workers of Katihar Branch urges upon the authorities of the Corporation to decide the issue of BONUS, which has been kept pending since long.

It, further, demands with full emphasis for immediate re-instatement of Sri G.S.Vaish, President of the National Federation and other Field Workers, who have been retrenched by the whim of the authorities of the Corporation.

This meeting urges upon the authorities of the Corporation to constitute the joint committee (As proposed) immediately with Sri G.S.Vaish, President of the Federation as one of the members. This meeting considers the present attitude of the Corporation as open challenge to the Field Workers on their rightful demands and their Trade Union rights. It, further requests the Secretary General of the Federation to take up the matter with strict hands and to call upon the general field workers of the country to play their part to decide the matter once for all.

The meeting requests the Government in Finance Deptt. to intervene into the matter immediately, before any outburst from the side of the Field workers.

It, further, requests Sarbasree Ashok Mehta, S. S. Dange and other opposition leaders of the parliament to favour the wretched field workers of the Corporation with their support and Influences.

*S. S. Dange*  
Secretary

*Sd/- D. N. Roy*  
President of the meeting

# ALL INDIA EMPLOYEES' STATE INSURANCE CORPORATION EMPLOYEES FEDERATION

No. 8, Narasingapuram Street, Mount Road, Madras - 2.

*President :*

Shri. A. V. Srinivasan

*Vice Presidents :*

Shri. N. Satyanarayana Reddy

.. N. K. Bhowmick

.. R. N. Kini

*General Secretary :*

Shri. J. Josephath

*Treasurer :*

Shri. G. Venkataraman

*Dated 25.12.58*

The General Secretary,

A. I. T. U. C.

Bombay.

Dear Sir,

We have just received a telegram from our Calcutta Unit that the President Shri. Bhowmick and General Secretary, Shri. Guha of Calcutta Union have been dismissed from service and victimised for legitimate trade-union activities.

The above high-handed action of the authorities has followed closely on the heels of the dismissal of Shri. Shetty, General Secretary, Bombay Union and Shri. Josephath, Gen. Secretary of Madras Union and of the All India ESIC Employees' Federation.

Our Federation is taking immediate steps to launch All India action including a GENERAL STRIKE to stop this victimisation launched on an all India scale by the E.S.I. Corporation and which has no precedent in the trade-union history of our country.

As the working of the Corporation in its day to day dealings is connected with the working class of our country, we feel that you should immediately intervene to avoid serious situations arising out of this large-scale victimisation in Social Welfare Organisation like the E.S.I. Corporation.

We have again to appeal to you to move in the matter

immediately.

Thanking you,

Yours faithfully,

( R. N. KINI )  
Vice President.

NORTHERN ZONE INSURANCE EMPLOYEES ASSOCIATION  
( H.Q. NEW DELHI )

Lakshmi Insurance Bldg.  
Asafali Road,  
New Delhi

Circular No. DD/NO/30/59  
2A/NO 50/59

Dated 27th January 59

TO ALL UNITS

Dear Comrades,

We append below the copies of 2 circulars received from the General Secretary of our All India Insurance Employees' Association which are themselves explanatory.

Further we regret to write that inspite of the General Secretary's circular letter No. 24/41 dated 9.12.58 most of the Units have not yet finalised with the necessary particulars regarding categorisation of section heads in their units with the result we have not been able to proceed with the implementation of the decision of the working committee in the matter of categorisation of section heads. We would, however, once again request you to comply with our requirements at very early date because we have decided to implement the decision of the working committee latest by the 15th proximo.

With greetings,

Yours comradely,

*R. Ghosh*  
R. Ghosh  
General Secretary

*M. S. Dayal*  
M. S. Dayal  
Secretary, Delhi  
Division.

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION  
9A, Haralal Das Street, Calcutta - 14

CIRCULAR NO. 1/59

January 17, 1959

TO ALL UNITS

Dear Comrades,

Please find enclosed herewith copy of a Memorandum submitted by the Union Ministry of Finance to the Finance Consultating Committee of the Parliament in second week of December, 58. You will find that the memo had to accept some of the positions we had all along taken and also the admission that our movement had its effect on the Chairman of the Life Insurance Corporation of India and the Government of India.

This matter is meant strictly for our members and is not meant for public circulation.

With greetings,

Yours Comradely,

C. Bose.  
General Secretary.

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BONUS TO THE EMPLOYEES OF THE LIFE INSURANCE CORPORATION

In May 1957, detailed discussions had taken place between the Association and the Authorities of the

Corporation and an interim settlement was arrived at with regard to salary scales and other major terms and conditions of service. This settlement was given effect to by the Government of India Order dated 1st June, 1957. The question of bonus was also discussed at that time. The formula that was finally adopted and incorporated in the order was that no bonus shall be paid but the Corporation will set aside an amount every year for expenditure on (a) schemes of general benefit to employees such as free Insurance scheme and medical benefit schemes and (b) for being spent in consultation with the employees on other measures of welfare and amenities to the staff.

2. Out of the total of about 27,400 employees whose services were taken over by the corporation, only about 13,800 were receiving bonus prior to the appointed day. For the year 1956, pending finalisation of schemes of Staff Amenities, the Corporation decided to pay an ad hoc Ex-gratia payment to those employees who were receiving bonus prior to the Appointed Day equal to  $3/4$  ( $2/3$  in the case of officers) of the average rate of bonus received by them for the year 1953, 1954 and 1955 the balance being credited to the staff amenities fund. Consequently an amount of Rs.22,35,000/- was paid to the employees and the sum of 6 lacs was transferred to the fund to be spent in consultation with the employees.

3. In addition to the above, the Corporation introduced a Free Insurance Scheme. This scheme, which came into effect on 1.9.1956, applied to all employees and not merely those who were receiving bonus in the past. The cost of this scheme to the Corporation comes to about Rs.50 lacs per year, roughly a month's basic salary.

4. So far as the year 1957 is concerned, the Free Insurance Scheme continued to be in force. As regards transfer of further amounts to the Staff Amenities fund, any decision was necessarily to await the accounts for that year. This is all the more necessary since, under the interim settlement incorporated in the Standardisation Order, substantial increase in remuneration have been granted to the employees. The implementation of the order has meant an additional monthly liability of about Rs.7 lacs. A further increase of about 2 lacs per month is expected on account of increase in remuneration granted to field officers under the Field Officers Categorisation Order. Also, there has been a certain amount of falling off in output of work, which coupled with the increase in business, had made it necessary for the Corporation to increase the clerical staff by about 25 % resulting in an increase in the monthly salary bill by about Rs.5 lacs. The total monthly salary bill (in India) of supervisory, clerical and subordinate grade staff has gone up from Rs.33 lacs in December, 1956 to about Rs.48 lacs in March, 1958.

5. The employees of the Life Insurance Corporation have, however, been agitating for the payment of two months' salary as bonus. They have inter alia argued that :

(a) Bonus was a part of total emoluments that were being paid to the majority of the employees who have come over to the corporation and the decision that no bonus would be paid has meant a cut in the emoluments in the case of a large number of the employees which is contrary to the assurance that was given by the Finance Minister at the time of nationalisation.

(b) The awards of various Industrial Courts have established the principle that the demand of bonus is justified when either or both of the following two conditions are fulfilled :

(i) When wages fall short of the living wage standard;

(ii) the industry makes profit, part of which are due to contributions which the workmen made in increasing production. This principle, they claim, is equally applicable to both the private and public sector.

(c) They have cited the examples of Sindri Fertilizers, Hindustan Aircraft and the State Bank, all of whom have accepted the principle of payment of cash bonus to their employees in one form or another ;



(d) They argue that bonus was a part of the total emoluments of the employees and was never given in the form of a share of profit. This stand, they claim, is borne out but the fact that though the profits of insurers were ascertained as a result of periodical actuarial valuations, bonus was paid regularly every year without relating it in any way to the results of the valuations.

6. As stated above, in terms of para 9 of the Govt. Order of the 1st June, 1957 no bonus was to be paid to the employees of the Corporation. The Chairman therefor, submitted the demands of the employees in this regard to the Govt. for consideration. While doing so, he brought to Government's notice the difficulties, the Corporation was experiencing because of the question of bonus continuing to remain unsettled. His own view, however, was that the demand for bonus should be conceded as otherwise there was every prospect of a dislocation of work if a strike were to take place.

7. The policy of Government vis-a-vis the question of payment of bonus to employees in nationalised undertakings is that profits accruing therefrom should benefit the nation as a whole and not primarily those employed in the particular undertaking. Our decision not to pay bonus to the employees of the Life Insurance Corporation was based on this decision. In the case of some public sector undertaking like the Sindri factory, Government has conceded the principle of paying bonus even though such payments may be otherwise termed e.g. cash award, ad hoc payment, incentive bonus etc. Further, when the Order of 1st June 1957 was issued, Govt.'s intention was to standardise the terms and conditions of service of all the employees of the Corporation, who were till then governed by different scales of pay and varying conditions of service. It was not Govt.'s intention at any time that even after the Corporation was formed, it would not be left free to devise its own terms and conditions of service from time to time, bearing in mind its needs and doing so as a result of the experience gained in running the Life Insurance Corporation in a business like manner.

8. In the light of the above considerations, the question regarding the payment of bonus to the employees of the Corporation was considered and it was decided that the LIC should not pay any profit sharing bonus to its employees. The corporation may, however, consider the question of paying any kind of non-profit sharing bonus to its employees in the Supervisory, Clerical and Subordinate cadres drawing a basic salary not exceeding Rs.500/- p.m. Further, the Corporation, while taking any decision in this regard should take into account the limitations laid down in Section 40 B of the Insurance Act, 1938 and Rule 17 D of the Insurance Rules, 1939, with regard to expenses - Annexures I and II. The Life Insurance Corporation has not so far submitted the accounts, etc. for the period ending 31st December 1957; time till the 31st December, 1958 has been given for submitting them. In the circumstances, it is not possible to say - whether the Life Insurance Corporation has contravened the provisions of Section 40 B of the Insurance Act and Rule 17D of the Insurance Rules 1939.

The decision of the Government referred to above, was communicated to the Life Insurance Corporation on the 3rd December, 1958. Thus the directive issued by Government has been withdrawn and the whole issue has been left to the discretion of the Life Insurance Corporation.

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ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION  
9A, Harlal Das Street, Calcutta-14.

CIRCULAR NO.3/59

JANUARY, 15, 1959

To All Units.

Dear Comrades,

Re: Promotion Rules.

We reproduce below the amendments to the draft

letter dated 26.12.58. The Working Committee discussed the Rules threadbare and considered the suggestions received from various Units and individual members and adopted the amendments in the light of the report of the Sub-committee constituted by the meeting. It is now gathered that since receiving the amendments the Corporation proposes to recast the Rules. We will submit our suggestions for improvement on the redrafted Rules as and when the same are received.

With greetings,

Comradely Yours,  
d/-C. Bose  
GENERAL SECRETARY

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(1) Procedure for promotions from Sub-Staff Grade:-

1. There will not be any direct recruitment to Record Clerk's grade and this grade will be restricted for promotions from Sub-Staff grade and persons who have passed Matriculation or higher examinations should not be recruited as sub-staff. The following procedure will be followed for considering such promotions:

(i) Any member of the Sub-staff who passes the Matriculation or S.S.C. Examination or any other equivalent examination shall be promoted to Assistant's Grade provided he completes a service period of 3 years as a sub-staff. If the period of service in credit is less than 3 years he shall be automatically promoted to Records Grade.

(ii) Any member of the Sub-Staff who has put in 10 years of service should be entrusted to work as a Record Clerk on probation for 3 months and will be confirmed as such on the expiry of the probationary period provided his record of work as record of work during the probationary period is not normally satisfactory the probationary period shall have to be extended for a further period of 3 months whereafter a committee consisting of equal number of representatives of the employees and the management shall examine the work record of the employee concerned and decide upon his claim for confirmation.

(iii) From amongst the remaining members of the sub-staff those who have put in a total period of service for 5 years shall be entitled to appear before a simple test on departmental works relating to record work and their promotions shall have to be considered in order to merit from amongst the successful candidates shall have to be prepared and candidates not already promoted shall get prior chance of promotion in case of available vacancies in order of merit.

(2) Procedure for promotions from Record Clerks to Asstt. Grade.

(i) Those who are Matriculates or passed the S.S.C. or any other equivalent examination shall be promoted to Assistant's grade provided they put in a total service of 3 years.

(ii) Those who are not Matriculates but have put in a total service of 8 years as Record Clerk should be put to Assistant's Grade on probation for six months whereafter a committee consisting of equal number of representatives of the employees concerned decide upon their claims for confirmation.

(iii) To fill up the vacancies in the assistant's grade the cases of promotions from the sub-staff and record clerks as per the procedures laid down above shall be taken up before any recruitment is made from outside.

Contd.

Procedure for selection of Higher Grade Assistants:

Employees who have secured at least 50% marks in the aggregate at the degree examination in Commerce with Actuarial Science, or advanced accountancy or Insurance and Statistics as Special Subjects.

(i) Graduates in Mathematics who have secured 50 % marks in the aggregate or if the University awards classes separately for different groups then 50 % in the group of which the object forms a part and who have passed at least one section of the Examination of the Institute of Actuaries.

(ii) Actuarial students who have passed at least one full part of the examinations of the Institute of Actuaries.

(iv) Those who have passed at least two parts of the examinations of the Chartered Insurance Institute or of the Federation of Insurance Institutes ( both in Life or in General) or I.L.O.A.

Apart from direct selections from the candidates having the above qualifications selection shall also be made from among other assistants including stenographers and typists on the basis of a test to be held every year. Only employees who have put in at least 8 years service ( 5 years in the case of graduates and 3 years in case of double graduates and law graduates) will be qualified to appear at this test. The test will be arranged by the Central Office on all India basis. The test shall consist three papers as under :

(a) General English, (b) General Knowledge and (c) one paper on departmental procedures based upon the departmental manuals. Separate papers would be set for each department viz: N.B., Underwriting, Policy-holders servicing Accounts, Development, Establishment, etc. and the employees will have the option to select any one paper.

Vacancies in the cadre of Higher Grade Assistants shall have to be filled up primarily on the basis of selections as per Clauses No.(i) to (iv) and secondarily from among the successful candidates as a result of test on the order of merit. If, however, the number of vacancies available are less than the number of eligible candidates, waiting list for promotion shall have to be prepared and candidates not promoted shall get prior chance of promotion when next vacancies occur.

No direct recruitment shall be made in the cadre of Higher Grade Assistants so long eligible candidates are available from amongst the existing employees.

(4) Procedure for determining seniority among Assistants, Higher Grade Assistants and Section Heads for selection of Sections Heads and Superintendents:-

1. For the purpose of considering promotions to the position of Superintendents and Section Heads, a combined seniority ranking shall be determined for assistants, higher grade assistants and Section Heads including Stenographers and Typists.

2. (a) For each Division and Major I.H.O. Group seniority ranking shall be drawn up amongst the assistants including Stenographers and typists, higher grade assistants and Section Heads on the basis of the length of continuous service including services rendered to the Insurers through their Chief Agents.

(b) In addition to the length of service additional credit for seniority ranking shall be given to the following category of employees as under:-

(i) For graduates, double graduates and law graduates - 2 years.

(ii) The employees who pass one part of the examinations of the Chartered Insurance Institute or of the Federation of Insurance Institute or of the Indian Life Offices Association or one section of the Examination of, the Institute of Actuaries -- 1 year.

(iii) The employees who pass two parts of the Examination of the Chartered Insurance Institute or of the Federation of Insurance Institute or of the Indian Life Offices Association or who passes one full

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--In addition to the benefit available under Clause (i), (ii) - 2 years.

(iv) The employees who pass the final examination of the Chartered Insurance Institute or of the Federation of Insurance Institute or of the Indian Life Office Association or who passes two parts of the Examination of the Institute of Actuaries.

- In addition to the benefits as provided under Clause (i) to (iii) - 4 years.

(5) Selection of Section Heads and Superintendents shall be made on the basis of the seniority ranking arrived at as above. For the purpose of section of Section Heads seniority ranking in the Division or major I.H.O. group Office only may be considered and the selection shall be decided on the basis of seniority list for the office concerned. For persons of equal seniority the selection will be after taking into account the suitability of the employee for the particular vacancy has arisen. For selection of Superintendent Seniority ranking in whole Zone shall be considered. Among persons with equal seniority selection shall be made on the basis of suitability of the person concerned for the particular department where the vacancy has arisen.

(6) It is further suggested that the numbers of posts in the Higher Grade Assistants shall be at least 10% of the number of assistants while 5% shall be the number of posts in the Superintendent grade and 15% shall be the number of the posts in record grade.

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CIRCULARS DATED 3.1.1959 and 5.1.1959 ISSUED BY THE GENERAL SECURITY FROM BOMBAY MAY BE TREATED AS CIRCULAR NOS.1/59 AND 2/59 RESPECTIVELY

NORTHERN ZONE INSURANCE EMPLOYEES' ASSOCIATION  
(Hq. New Delhi)

Circular ZA/No/53/59.  
DC/No/37/59

Lakshmi Building,  
Anaf Ali Road,  
NEW DELHI - 1.

TO ALL UNITS:

March 4, 1959.

Dear Co grades,

We are appending below a circular of the All India Insurance Employees' Association which is self-explanatory. We trust that all employees will come forward to implement the decision as embodied in this circular. In this connection we would inform you that our representatives of Zonal Committee met the Zonal Manager on 3.3.59 and conveyed to him that if our Zonal Office attempts to implement the unilateral decision of the Corporation on Bonus issue, the Employees will resist the same with all the force at their command which may lead to unrest in the whole zone. Further the representatives requested the Zonal Manager to convey our reaction to the Chairman. The Zonal Manager assured us that no such step would be taken and our reaction will be communicated to the Chairman. We believe that all Employees will rise up to the occasion and resist the imposition of unilateral decision of the Corporation if occasion arises.

With Greetings,

Very Comradely Yours,

BCH:

*R. Ghosh*  
R. Ghosh  
*M. S. Dayal*  
M. S. Dayal  
GENERAL SECRETARY      DIV. SECRETARY

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION

ALL UNITS:

President's Office,  
Sahakar, B. Road,  
Fort, Bombay 1.  
February 28, 1959.

By the time this circular reaches you all will presumably be in the midst of hectic activities to give concrete shape to the unequivocal rejection of the offer of the Corporation and the resentment over the attempts of the authorities to impose their decision unilaterally. You are aware from our circular dated 27.2.1959 (issued from Bombay) that the Working Committee has fully ratified the decision of the Negotiating Committee to reject the proposal of the Corporation. The resolution adopted unanimously to that effect has also appended to the circular under reference. The Working Committee was unanimous in its view that the offer of the Corporation came no where near the expectations and aspirations of the employees and betrayed scant consideration for the unassailability of grounds on which the demands stood. The Working Committee felt that the Corporation was taking advantage of the unequal opportunity of referring to the expense position for 1957. The Corporation stated the expense ratio to be much higher on previous occasion than it admitted to be afterwards when faced with the wellfounded and well reasoned contentions of the Association that the ratio would operate somewhere very near to 15%. The Association is firm in its view that the expense was bound to come down as the new and renewal premium income and other incomes was steadily increasing, as the new

business had even exceeded the expectations breaking all previous records and as the LIC had an unlimited scope of expansion. The Working Committee also considered the fact that on the 3rd January, the Chairman admitted in course of the talks that there was substance in the AIIEA's contention and agreed to put the employees' view points before the Board for consideration which was to meet on 27.1.59. But to our utter surprise and disappointment the Managing Director on 14.2.59 i.e., after about one and a half month repeated the same proposal without any modification whatsoever. The Negotiating Committee having rejected the proposal again, the Managing Director repeated the assurance of transmitting the employees' views and feelings to the Board which was to meet on 23.2.59. The latest proposal of the Corporation put by the Managing Director on 25.2.59 which neither met the demand nor bear any sign of appreciation of employees' contention could not but meet with complete rejection. The Working Committee was unanimous in its view that though the AIIEA had all throughout, the difference stages of talks taken a very reasonable stand and showed a spirit of accommodation and maintained a proper atmosphere of negotiated settlement the Corporation inspite of clear assurances for reconsideration and admission of reasonableness of contentions have not moved from its proposals. The Working Committee was unanimous in its view that the scheme of Term Assurance would in no way be a substitute to the present Group Insurance Scheme which the Corporation introduced long back as the former was devoid of long term social and retirement benefit. But the action of the Corporation which has surpassed all their previous profession and performances in not keeping up to their assurances and in repeating the same rejected proposal, is its attempt to impose its decision on the employees unilaterally. This is the gravest situation today through which the Corporation has thrown a challenge to the employees which they are inescapably obliged to accept. What prompted the Corporation to try this method is perhaps the hope that the employees, distressed by high prices and sub-merged over head and ears in debt want and poverty would not be withstand the allurements of the cash amount and would succumb to the temptation. The W. C. was of the view that this method was most unbecoming of the Corporation in the face of which the employees had no other alternative but to offer resistance till the Corporation came to an acceptable solution. The Working Committee therefore, called upon the employees to register their resentment to these deeds of the Corporation by not accepting the amount and by preparing for a struggle which is bound to be bitter and fateful. The Working Committee decided that in case the Corporation would not come to any acceptable proposal within 30th April 1959, a meeting of the General Council would be convened in May 1959 to finally decide the future course of actions and other relevant details. The W. C. decided to observe 31st March 1959 as BONUS DEMAND DAY all throughout the country to register the employees' protest against the actions of the Corporation and as a preparation for going higher forms of actions which may include a strike. The W. C. adopted after thorough discussions the following programme of actions which it hoped the employees would implement with the same zeal and enthusiasm with which they have implemented the earlier decisions and programme which induced the Government to revoke its earlier decision on Bonus and leave the matter to LIC.

With Greetings,

Sd/- Saroj Chaudhuri  
FOR GENERAL SECRETARY

P R O G R A M M E  
(Subject to local adjustment)

1. General Body meetings in Buildings - Base - Branch to explain the situation the stand of the AIIEA decisions of the Working Committee and the programme adopted and to mobilise the employees
2. Sending of telegrams to the Corporation from each Bldg. Base Brch. CHAIRMAN BIMAKENDRA BOMBAY WE STAND BY AIIEA'S REJECTION OF CORPORATION'S BONUS PROPOSAL UNILATERAL IMPOSITION REGRETTABLE REQUEST IMMEDIATE SETTLEMENT WITH THE AIIEA FOR BONUS OF 1957 and 1958.
3. Post card campaign - each employee to send one post card which may be supplied to the employee either by the Zonal or the Div. Unit (Draft text will be supplied later).
4. Badge wearing to be observed. Particulars will follow.

Lakshmi Building,  
Asaf Ali Road,  
NEW DELHI - 1.

January 6, 1959.

For Lar ZA/47/50.  
DC/28/50.

ALL UNITS:

Comrades,

We are appending below a circular dated 3.1.59 of the All India Insurance Employees' Association regarding Bonus to L.I.C. Staff. As the circular is self-explanatory, no comments are required.

Comradely Yours,  
R. GHOSH,  
General Secretary

Comradely Yours,  
M. S. Ghosh,  
Secretary,  
Delhi Division

THE ALL INDIA INSURANCE EMPLOYEES' ASSCN.

THE AFFILIATED UNITS:

Re: Bonus to the LIC Staff.

Camp Bombay,  
C/o. 150, Vijay Nagar,  
Dadar, Bombay. 28.  
January 3, 1959.

As already indicated in our last circular, the AIEA delegation led by the President, Sri Rajni Patel, met Sri P. A. Gopalakrishnan, Chairman of the LIC at Jawahar Road, Bombay, at 12 A.M. on Saturday, the 3rd January 1959 in connection with our bonus dispute. Besides the President, the delegation consisted of Sri C. S. Bose, the General Secretary, Sri Pradeep Ranjan Paul, General Secretary (Eastern Zone), Sri R. J. Murthy, General Secretary (Western Zone), Sri N. S. Ghanekar (Bombay), Sri S. N. Bhargava (Lucknow) and Sri P. P. Patil (Bombay). The Corporation was represented by the Chairman, Managing Director, Sri A. Rajagopalan, and the Secretary (Personnel), Sri R. M. Reddy. The discussion lasted about an hour.

The Chairman of the Corporation opened the discussion by narrating in brief the background behind the recent directives issued by the Ministry of Finance, Government of India, in the matter of bonus to the LIC Staff which had enabled the Corporation to review its original stand. In this connection, he referred to the various memoranda submitted by the AIEA putting forward the employees' case for cash bonus which had largely influenced the Board to represent the matter to the Government of India for fresh consideration. He stated that the Board had considered the new directives issued by the Ministry of Finance as also the AIEA's demand for the payment of 2 months' salary Bonus for the year ended 31st December 1957. He told the delegation that the Corporation had now accepted the principle of paying Bonus to the staff and that this itself was a significant point gained by the Employees. The Chairman then referred to the position of the expense ratio of the Corporation which had already crossed the statutory limit prescribed by the Insurance Act. He further stated that the Board, after considering all the factors, had authorised him to make the following offer for settlement of the Bonus dispute.

For the year, 1957 the Corporation would be prepared to pay one month's salary as cash bonus in lieu of the benefit of Free Insurance cover offered under the Group Insurance Scheme. It would be open to the Employees who had already joined the Insurance Scheme to exercise the option of either remaining in the Insurance Scheme or receiving cash bonus at the rate of one month's salary. The Chairman also visualised that in years to come, the expense ratio of the Corporation would surely go down and it would be in a position to pay bonus to the staff at a higher rate. Those who had joined the Insurance Scheme would then be able to receive bonus amount which would be in excess over one month's basic pay.

The Chairman expressed the view that by its present offer, the Corporation had met the AIEA's demand half-way. Finally, he called for the cooperation of the AIEA in bringing down the expense ratio of the Corporation and hoped that the present offer would be acceptable to the Employees.

From the side of the AIEA, the President Sri Rajni Patel and the General Secretary replied the various points raised by the Chairman. At the outset, the President expressed the view that in bringing about a shift in the Government's policy in the matter of Bonus to the Employees of Public Undertakings, the Chairman had also played a very significant role. He, therefore, thanked the Chairman for taking up the matter both with the Board and the Government.

(Page 2)

On the question of expense ratio, the delegation tried to rely on the arguments advanced in the A.I.E.E.'s letter dated 24th December 1958 addressed to the Board. The Chairman appeared to appreciate our delegation's point of view that the Corporation being a new venture, expenses were bound to go high during initial years. The President further stated that according to his estimation, the expense ratio of the Corporation, despite high initial expenses, was less than the average expense ratio of all the Units in the Industry prior to nationalisation. The delegation also emphasised the argument that since the provision regarding limitation of expenses of management in the Insurance Act were made applicable to the Corporation by the Government's order dated 23rd August 1958, the question of contravention would not arise with reference to expenses for the accounting year ended 31st December 1957. All these weighty arguments advanced by the delegation have been duly taken note of by the representatives of the Corporation. As regards the A.I.E.E.'s cooperation in economising management expenses, our President suggested that joint committees should be set up at all levels to handle all such administrative problems. The Chairman asked the Secretary (personnel) Sri R. M. Mehta to take note of this suggestion.

Coming to the specific offer made by the Chairman, the delegation expressed the view that it suffered from two main drawbacks. Firstly, the payment of cash bonus is to be made in lieu of Free Insurance cover offered under the Group Insurance Scheme. Secondly, the quantum of one month's salary was not up to the minimum expectations of the Employees. Hence, our President characterised the offer as giving one benefit with the right hand and taking away another by the left. The delegation tried to convince the Chairman that the offer did not meet the A.I.E.E.'s demand half-way as claimed by him and impressed upon him the need of recognising the bonus claim quite independent of the benefit under the Group Insurance Scheme as also of increasing its quantum.

As regards the Group Insurance Scheme, the delegation strongly pleads not only for its retention but also of suitably modifying it so that all employees would stand to derive its benefit.

After hearing all the arguments advanced by the delegation during the course of discussions, the Chairman proposed that he would convey our reaction to the Board. Thereupon, the President requested the Chairman to use his good office in favour of the Employees' cause so that the present offer may be modified on the lines suggested by the delegation. The Chairman finally assured the delegation to the Board and intimate its decision to the A.I.E.E. by the end of this month.

With this the interview ended.

Sd/-  
C. Bose,  
General Secretary

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CENTRAL ZONE INSURANCE EMPLOYEES FEDERATION  
MEMORANDUM

On the question of payment of Bonus to L.I.C. Staff submitted to Smt. Indira Gandhi, President, Indian National Congress during her visit to Kanpur on the 12th of April, 1959.

You are aware that the employees of the Life Insurance Corporation have since long been demanding payment of two months' salary as annual Bonus in cash to all. The Association addressed a memorandum dated 3.4.1958 to all the members of the Board of the Corporation explaining the genesis of the demand and requesting an early settlement through negotiations round the table. The depth and intensity of feelings of the employees were brought home to the management of the Corporation through countless memoranda, letters, resolutions and representations from the employees spread all over the country. The Chairman, on the 6th June, 1958, addressed a letter to the President of the Association wherein he raised certain questions as to the admissibility of the claim for Bonus. In the same letter the Chairman assured that if he could be convinced of the reasonableness of the demand, he would take up the matter with the Board and, if necessary, with the Government of India. The President of the Association through his letter dated 7.7.1958, explained the background and real nature of the demand and appealed for an early settlement. The Association, thereafter, was informed by the Managing Director of the Corporation that the matter had been referred to the Government of India for a decision.

The Government of India, you are aware, has since revoked its earlier objection to payment of Bonus and has left the whole matter to the Life Insurance Corporation. The precise nature of the Government decision was given out by the Hon'ble Finance Minister in reply to a question in the Lok Sabha on 10.12.1958 and also in a ~~statement~~ issued to the press by the Finance Ministry on the same date.

After the revocation of the ban, the Association approached the L.I.C. for settling the question to the satisfaction of all concerned. A memorandum dated 24.12.1958 was also addressed to the members of the Board of Corporation explaining the real and legal position of the provisions relating to statutory limitations on expenses and also appealing for settling the question early as the same was pending since long and was causing unrest in the industry.

Since then the representatives of the Association have met the Chairman and Managing Director of the Corporation on several occasions at Bombay. On the first two occasions the Corporation not only expressed appreciation of the contentions and viewpoints of the employees that the offer of one month's salary as Bonus for 1957 was inadequate and fell short of the employees' expectations and that the Free Insurance Scheme introduced by the Corporation long back, which too required adequate liberalisation had become a part of the terms and conditions of the service of the employees but also assured of reconsideration. But, unfortunately, on the 25th February, 1959, the M.D. in course of a discussion informed the Negotiating Committee of the Association of the decision of the Corporation to pay one month's salary as Bonus and Term Insurance or the existing Free Insurance Scheme for 1957 which was, in fact, an insignificant improvement on their earlier proposals which had been rejected.

It may please be noted that the Free Policy like any other policy contract cannot be nullified at will or by a simple declaration. The only ground on which the Corporation could do so, is when the employees ceased to be the employees of the Corporation. The Standardisation Order dated 1.6.1957 issued by the Ministry of Finance considered Free Policy as only a part of the amenities and not the whole. But when the question of Bonus was pressed for consideration, the Corporation has equated without any justification this Free Policy to Bonus and the employees have been

asked to choose between the two. The new offer of Term Assurance is of no real benefit to the employees as they can benefit from it by dying while in service.

The Corporation has also refused bluntly to settle the question of Bonus for 1958 and has informed the Association that they may not be in a position to take up the matter before Sept., or October of this year.

But things took a decisive turn on the refusal of the Corporation to continue further talks and to impose its decisions unilaterally on the employees. The Corporation has since proceeded to enforce its decisions forcibly on the employees post-haste without caring for the wishes, feelings and contentions of the employees and throwing the principles of collective bargaining to the four winds. It is this attitude of the Corporation that has precipitated matters and has caused great unrest in the nationalised insurance industry.

The justness of the demands for two months salary as annual bonus for the year 1957 & 1958 without prejudice to the existing benefits of Group Insurance Scheme which in turn needs further liberalisation so as to extend its scope to all employees, rests on unsailable grounds and could not be challenged even by the management of the Life Insurance Corporation.

The bogey of expense ratio in the past used to be a favorite plea with the Insurers to shelve the reasonable demands of the employees and the Corporation in this case has been no exception.

It is true that the Corporation had to spend much in the year 1957 on the reorganisation of offices. In 1957 alone about 200 new offices were set up, physical movement of staff from one place to another, to man the new offices, took place at a very large scale development activities were stepped up, new procedure and system of work was introduced resulting in huge expenses on stationary and printing etc., the existing offices were reorganised and near about 5,000 new hands were recruited to make good the particular shortage of staff at different levels." All these combined to inflate the expenses of management which otherwise would have been much less. But it was not an unforeseen eventuality. Shri C.S. Deshmukh, then Union Minister for Finance, correctly apprehended the initial difficulties of transition to visualise a higher rate of expenses during the teething period of the Corporation and the Parliament agreed with him to exempt the L.I.C. from the operation of provisions regarding limitation of expenses of the Insurance Act, 1938. The provisions have been made applicable again to the L.I.C. in August 1958 by a notification in the Gazette only when the Corporation has been considered to have fully stabilised.

The All India Insurance Employees Association has very correctly pointed out in its Memorandum to the members of the Board of the L.I.C. that a notification made in the Gazette in August 1958 cannot have any retrospective effect and as such the sections relating to expense ratio should not apply to the year 1957 when the provisions were actually not in operation. Even then, assuming for a moment that the provisions have always been in operation, these restrictive clauses do not really come in the way of paying a higher bonus to the employee as the Chairman would have us believe. The position in law specifies that a new venture can spend 100% of its first year's premium income and 20% of the renewals on its expenses of management. And the Corporation which came into life on the 1st September 1956 is by fact and law a new venture within the meaning of the act.

The L.I.C., however, in its surprising refusal to accept the demand for two months' salary as bonus has deviated from the position enjoined in law to hold that they can only work with in 90 % of the first year's premium and 15 % of renewals. And they maintain, the expense position of the Corporation for the year 1957 works out around 15.9 % on this basis. It will be interesting to know that this restriction to an Insurer of more than 10 years' duration while the L.I.C. came into Life from and on 1-9-56 in powers of the Life Insurance Corporation Act of India which in turn became effective from 1st July 1956.

Yet, all things considered, it would be a very interesting study to any incisive mind to draw a comparison between the expense ratio of all Insurers during the pre-nationalisation days and that of the Corporation wading through difficult waters of transition in 1957. In the days preceding nationalisation the net expense ratio of all the Insurers was 17.2 % and the Corporation has spent, according to the L.I.C. statistics only around 15.9 % in 1957. There is no reason why the Corporation cannot give adequate bonus to its staff with renewal expense ratio around 15.9 % when the Insurers could well afford to pay bonus equal to two months' salary to their employees with expenses at 17.2 %.

After successfully overcoming the difficulties of transition the L.I.C. has since fully consolidated its position. Nationalisation has opened up new horizons of expansion for the L.I.C. and in spite of all the initial disadvantages it has maintained its recordbreaking onward march. In 1957 the L.I.C. set out a target of 250 crores of new business but actually completed new business of 283 crores, a 52 % increase over the figure of 187 crores written in 1956. The Corporation has not only done record business but has also surpassed its own target. In 1958 it has completed 344.68 crores of new business which means a rise of 22 % over the figure of 1957, and 84 % over that of 1956. A tentative Five Year Plan has been drawn up by the Corporation to raise the level of national savings through life insurance. Under this plan a new business of 1,000 crores has been fixed as the target in the fifth year of the plan. In fact, with malpractices ended, competition eliminated, with speedy industrialisation and expansion of employment opportunities and with the backing of the State, the perspective before the L.I.C. is one of unlimited prosperity hitherto unknown to the private entrepreneurs. With these phenomenal rise in the volume of new business will rise the premium income of the Corporation and the expense ratio will substantially reduce so as in a few years time the expenses will stabilise at rates leaving a wide enough margin between the limits set by law. Viewed in this background the declaration of the Corporation that "bonus (equal to one month's basic salary) and term assurance benefit would be given to an employee only if the employee agrees in writing to give up the benefit of Free Insurance Scheme" would appear as unjust and discriminating.

The Association, pledged as it is to work for the success of nationalised insurance, have been rendering all cooperation to the Corporation. The All India Insurance Employees Association representing as it does, the overwhelming majority of the employees, is in a position to play an effective and constructive role in this direction.

It has as a concrete measure to associate the workers with the management and control of the industry suggested formation of joint Committees to evolve out measures to increase efficiency and to effect economy in administration. This Association believes that it is only through the cooperation of trade unions that problems of efficiency and economy can be

successfully tackled. The Corporation has been approached to create a favourable climate for such mutual cooperation.

This Association has, as on all previous occasions, taken a very reasonable stand at all stages of talks on Bonus. It has on every available opportunity attempted to impress upon the authorities that it was to the best interests of all that all issues - including the present one should be settled by direct talks. The Association believes, such a bipartite machinery to settle disputes and differences is the ideal method suited to the conditions prevailing particularly in the nationalised undertakings.

We therefore, take this opportunity of your auspicious visit to this city which is also the Head Quarters of Central Zone of L.I.C. to fervently appeal to you to be kind enough to use your good offices to induce the management of the L.I.C. to come to a negotiated settlement on the issue to the satisfaction of all concerned.

Yours faithfully,

1. Sd/- S.N.Chattopadhyaya
2. Sd/- B.M.Tandon
3. Sd/- P.M.Kapoor
4. Sd/- D.N.Khanna
5. Sd/- R.A. Gupta
6. Sd/- K.P.Srivastava
7. Sd/- D.S.Pandey

April 12, 1959.

N.B. The delegation met the General Manager at about 12 30 noon at Tilak Hall and explained the case of Bonus to her in brief. At the end she said that she could not promise anything immediately but would certainly look into the case sympathetically.

*True Copy*  
*Dr. S. N. Chattopadhyaya*  
*Vice President*

# ESIC EMPLOYEE

*Official Organ of All India ESIC Employees' Federation.*

NUMBER TWO

JANUARY-FEBRUARY 1959.

**Report of the Deputation from the All India Employees' State Insurance Corporation Employees' Federation to the Hon'ble Shri Gulzarilal Nanda, Minister for Labour and Employment, Government of India, New Delhi.**

**By Shri J. JOSEPHATH**

**General Secretary, All India ESIC Employees' Federation.**

By now all of you might be aware that a Deputation from our Federation met the Union Labour Minister Nandaji at new Delhi on 14-1-1959. For the benefit of all our members I am giving an account of the discussions as it took place between the members of the deputation and the Honourable Minister.

Members could read for themselves in detail the events that preceded this Meeting from the News Letters published elsewhere in this issue of the ESIC EMPLOYEE. Mainly and briefly, the termination from service of Shri L. Subbiah at Madras, and those of Sarvashri N. K. Bhowmick and M. K. Gooha, the President and Secretary respectively of the Calcutta Union, followed by successful demonstrations at Calcutta and Bombay and the issue of strike notice by the Calcutta Union, hastened the Meeting with the Minister.

In the meanwhile, Shri M. Bhakthavatsalam, Honourable Minister for Home, Madras, and the Labour Commissioner, Madras, attempted to bring together the Regional Director, E.S.I. Corporation, Madras and the Madras Union representatives for direct negotiation to settle all disputes amicably; but the Regional Director demonstrated his unhelpful attitude.

On 28-12-1958, Federation President Shri A. V. Srinivasan contacted the Honourable Minister Shri Nanda over the trunk telephone and acquainted him briefly of the latest developments. The Minister wanted him to send a Memorandum from the Federation to his camp address at Bombay where he was to arrive on the 3rd January from Ahmedabad. Accordingly we sent a Memorandum which was handed over to the Minister by our Bombay friends who in addition had free and frank talk with the Honourable Minister in the presence of Honourable Shri Abid Ali, Deputy Labour Minister.

In reply to a request made by the Federation for an appointment with the Union Labour Minister, Shri Nanda, on 6-1-1959, his Private Secretary sent an official communication to the General Secretary of the Federation informing him that the Honourable Minister would be glad to meet a deputation from the Federation on 14-1-1959 at 5 p.m. in his room in the North Block, Central Secretariat Buildings, New Delhi.

The Federation decided that a deputation consisting of the President, the three Vice-Presidents and General Secretary of the Federation should meet the Minister. Shri N. K. Bhowmick, Vice-President and

myself reached Delhi on the 13th January 1959. However, others could not join the Deputation owing to the sudden and unforeseen circumstances.

We had some preliminary talk between us on 14-1-1959 and we were at the Secretariat by 4 p.m. The Honourable Minister, who was engaged from 3 p.m. to 5 p.m. with Col. V. M. Albuquerque, Director General and Shri Basheshar Nath, Administrative Officer, E. S. I. Corporation, who were summoned by the Minister for talk regarding our disputes, after sending them away, received us for discussion at about 5-10 p.m. We thanked him for receiving a Deputation from the Federation.

We commenced the talk by narrating the formation of Unions at Calcutta, Bombay, Madras and Hyderabad, followed by the formation of the Federation at Madras on 6-7-1958 and suspension on the very next day of the General Secretary and his subsequent termination which was followed by the terminations from service of Sarvashri N. K. Bhowmick and M. K. Gooha at Calcutta and I. Subbiah at Madras. We also told him how Shri B. G. Shetty was terminated from service after the formation of the Union at Bombay, and about the suspension of other Office Bearers at Calcutta and the number of disciplinary proceedings pending in Calcutta and Madras.

The Minister inquired whether it was a fact that I was given a promotion and was asked to go on transfer and that I refused to go. We told him that I was given three promotions and not one, and that I was not asked to go on transfer, but on tour for audit, deliberately changing the original tour programme on hearing that the Union fixed its inaugural function on 5-7-1958 and that there was no promotion when this revised tour was ordered. We narrated briefly everything that took place right upto my suspension on 7-7-1958 and subsequent termination on 14-10-1958 without even conducting an enquiry. Our narration included how the Officers at Madras tried to prevent me from sitting for the Fellowship examination and how on my representation, the Director General intervened to sanction my leave to prepare and write that examination.

After this, Shri Bhowmick explained to the Minister how he and Shri Gooha were terminated all of a sudden by giving them each only a piece of paper. The Minister had a look at it and enquired whether they were terminated without a charge sheet and enquiry and Shri Bhowmick answered him in the negative,

At this stage, the Minister asked us whether we were not shown the rules adopted by the Corporation. We told him that according to Section 17 (2) of the E.S.I. Act, the Corporation has to frame rules in consultation with the Central Government regarding the service conditions of the employees of the Corporation. But, so far, to our knowledge no rules are framed nor are we shown any such rules. Then he asked me under what rule I had submitted my appeal to the Director General? I replied that I knew that it is a normal practice in any office to appeal to the higher officer against the order of a subordinate officer; like-wise I had also sent my appeal against the order of the Regional Director.

Then the question whether the employees of the Corporation can have Unions and Federation was discussed. We reiterated our stand that we can have Trade Unions and Federation. We showed him the Home Ministry's Circular issued in 1957 and told him that according to that Circular even Government employees can form associations and in reply to a clarification sought by the President of our Bombay Union, the Regional Director E. S. I. Corporation, Bombay had stated that the term Association includes Union and that no rules under Section 17 (2) are framed by the Corporation. At this, the Minister asked whether it was not a fact that two circulars were circulated in the Month of October 1958 in which the employees of the Corporation were told that they are governed by Central Civil Services Conduct Rules and that they cannot participate in demonstrations and strikes, and that the employees put their signatures as indication of their acceptance of those Circulars. *We admitted that the Circulars were circulated and the employees put their signatures as a matter of office routine as token of having seen them. The employees didn't accept those Circulars nor are they prepared to accept such Circulars in future.* The Minister asked us why we didn't in that case protest against those Circulars. We replied him that the protest is covered in the Charter of Demands submitted by the Unions which included the demand for framing the rules under section 17 (2) and therefore we didn't feel the necessity for a fresh protest. Then the Minister noted down the dates on which the Calcutta and Madras Unions submitted their Charter of demands.

Later, the Minister put this Question: Is it your contention that even if you are told that you are governed by the Central Civil Services Conduct Rules and that you should not participate in demonstration and strikes, you are not prepared to abide by it? We replied him that it is the stand of the Federation. The Minister asked why?

*We replied that the E.S.I. Act has provided a separate section to frame separate rules for the employees of the Corporation which is not done so far. Secondly, according to section 93 of the Act, we are only public servants and NOT Government servants. AS SUCH, DIRECTOR GENERAL OF THE CORPORATION HAS NO POWER TO TAKE AWAY THE RIGHTS AND PRIVILEGES GUARANTEED UNDER THE INDIAN CONSTITUTION AND THE INDIAN TRADE UNION ACT; EVEN THE ISSUE OF SUCH CIRCULARS IS QUESTIONABLE.* We told

him that the Parliamentarians who had taken the pain of stating explicitly in section 93 that the employees of the Corporation are public servants, could have very well, if they so wanted, laid down that the employees of the Corporation are Government servants and thereby helped to avoid all misunderstandings; but they didn't. On hearing these, the Minister said that all these are bigger issues which cannot be decided between the Minister and ourselves and therefore, he said, "let us leave these issues to be examined by the Government of India".

We told him that even pukka Government servants like Railway and Postal employees are having trade unions and how can the Government discriminate the employees of a Corporation. *The Minister replied, "Do you think I, as labour Minister who goes about telling employees that they should form unions to protect their interests, will come and tell my own employees not to have unions if they have the right to have it".*

After this, the Minister enquired how the Regional Director, Regional Office Calcutta was detained in his room till 11 p.m. on 24-12-1958. Shri Bhowmick explained that following the sudden terminations from service of Shri Gooha and himself, the entire staff of Calcutta conducted peaceful demonstration and that they didn't prevent the Regional Director from leaving his room. The staff only told him that if he wanted to leave his room he would be walking on their bodies, and so saying they prostrated themselves on the floor. The Minister questioned why the demonstration was conducted during office hours and how it could be considered to be disciplined. We told him though it was conducted during office hours, it was so disciplined and peaceful to the extreme, even the Police Officers present on the spot were impressed very much about it and went to the extent of telling the Regional Director to have direct negotiations with the employees and settle the disputes amicably among themselves.

The Minister, then enquired, whether there was any demonstration before that and we said that there was one at Madras. We told him how the Madras Union and the Federation have been writing repeatedly to the Honourable Deputy Labour Minister with copy to him right from the day of my suspension requesting for his intervention and for an interview with him to explain in person all that was being done by the Officers of the Corporation. The Deputy Minister first replied us that the needful was being done; later he wrote that the matter was being given due consideration and that we need not come to Delhi for talk. In the meanwhile the unfair labour practices followed by the Officers were on the increase. Therefore the employees were very much frustrated and it was in these circumstances the demonstration was conducted. And what was the needful that was done? We received my termination order.

Then we began narrating our other grievances. We emphasised that not solely because of the issue of the Home Ministry's Circular we formed the Unions; but because of the presence of certain genuine grievances which necessitated their formations. We told how as mentioned earlier no rules are framed in the Corporation; how one fine morning the pay of

(Continued on Page 7)

The letter addressed to Shri. Gulzarilal Nanda, Union Labour Minister by Shri. S. Y. Kolhatkar, Member E. S. I. Corporation in connection with the policy of whole-sale victimisation of Union workers followed by the Corporation authorities is reproduced below.

Sir,

I understand that the E. S. I. Corporation has discharged from service important office-bearers of the All India E.S.I. Corporation Employees' Federation and its affiliated Unions. The employees against whom action has been taken are: (1) Shri B. G. Shetty, General Secretary, E. S. I. C. Employees' Union, Bombay (2) Shri J. Josephath, General Secretary, All India Federation (3) Shri N. K. Bhowmick, President, Calcutta Union and (4) Shri M. K. Gooha, General Secretary, Calcutta Union.

I am informed that the E. S. I. Corporation has not given any reasons for this action, nor has it given any opportunity to the employees concerned to defend themselves. There is thus no doubt that this action of the E. S. I. Corporation clearly amounts to victimisation of these employees for their trade union activities.

What is most surprising however is that the above actions against the union officials have been taken without the knowledge of not only the members of the E. S. I. Corporation but also its Chairman namely yourself. I learn that the union representatives have already approached you in this connection and I trust that you will take immediate steps to stop victimisation of Corporation employees.

Since this matter is of vital concern to the Corporation, I also suggest that it be placed on the agenda of the next meeting of the Corporation. I hope that you will issue necessary instructions in this respect to the Director General and oblige.

**Text of the Press Statement issued by Shri. S. S. Mirajkar President, All India Trade Union Congress and Mayor of Bombay,**

"It has been brought to my notice that the authorities of the Employees State Insurance Corporation have unleashed an offensive of victimisation against the leading office-bearers of the Federation of the State Insurance Employees Unions. The first to come under the axe was Shri B. G. Shetty, the General Secretary of the organisation and this is followed by similar discharge orders on Sarvasbhai, Josephath, Bhowmick, M. K. Gooha and others all of them holding responsible positions in the Unions either at Calcutta, Bombay or Madras. The most amazing part of this victimisation drive is that no reasons whatever have been given in the summary discharge orders served on the employees. I am told that the Federation has accepted the code of discipline and has communicated this acceptance to the Corporation authorities. The authorities, however, seem to be completely unaware about their obligations

## IN MEMORIAM

We deeply mourn the sad demise of Shri Somnath Dave, Member of the Standing Committee, E. S. I. Corporation and a great working class leader of our country.

We will cherish with gratitude his memory particularly in view of the fact that one of the last letters he wrote was a request to the Union Labour Minister, Shri G. L. Nanda, to re-instate victimised Union/Federation leaders. The letter runs as follows:

Somnath P. Dave  
Member, Council of States  
Secretary, Textile Labour Association,  
Ahmedabad.

No. 21411  
Ahmedabad  
Dt. 3-1-1959.

Dear Sir,

I am directed to enclose herewith copy of a letter received from the All India Employees' State Insurance Corporation Employees' Federation, Bombay, stating inter alia that even though the Federation has ratified the Code of Discipline, the requisite cooperation is not forthcoming from the management and on the contrary, the management have adopted an open policy of victimisation resulting into deterioration of situation. It is, therefore, requested that the management be persuaded not to victimize the Union leaders and reinstate those who have been victimized.

Yours faithfully  
Sd. M. B. Patadia,  
Personal Assistant.

Shri G. L. Nanda,  
Minister for Labour,  
Govt. of India,  
New Delhi.

*No better tribute can be paid to the memory of this great friend of the working class, Shri Dave, by another great working class leader, Shri Nandaji, than to fulfil one of his last requests.*

**MAY HIS IMMORTAL SOUL REST IN  
ETERNAL PEACE!**

under the code despite the fact that Shri G. L. Nanda, Union Labour Minister happens to be the Chairman of the Employees' State Insurance Corporation. It is unthinkable that such a gross and open violation of the code should take place in the Corporation presided over by the leading architect of the code. The code will not be worth the paper on which it is written, if such a state of affairs is allowed to continue under the very nose of the Union Ministry of Labour. I, therefore, appeal to Shri G. L. Nanda to immediately intervene in the matter and see that all victimisation orders served on Union officials are withdrawn and the employees of the biggest social security organisation in India are assured of security of service."

## ★ ESIC EMPLOYEE ★

January-February 1959.

## ENQUIRY COMMITTEE

The unprecedented victimisation resorted to by the authorities of the Corporation under the very nose of the Union Labour Ministry brought in its wake the inevitable chain reaction of events with the demonstrations in Calcutta and Bombay, ultimately culminating in the appointment of an Enquiry Officer by Shri G. L. Nanda, Chairman of the Corporation. Our representatives, during the meeting with Shri Nandaji rightly pointed out that the Unions and the Federation are not prepared to accept the provocative circulars frequently issued by the authorities of the Corporation prohibiting demonstrations etc., which besides being of doubtful legal validity are meant to deny certain Fundamental Rights particularly in view of the failure of the Corporation to frame Staff Regulations although specific provision for the same has been made in Section 17(2) of the E. S. I. Act.

Although the scope of the enquiry has been limited to what is termed as alleged victimisation—a grim reality to us—we hope that it will also be extended to a comprehensive review of the practices and policies of the authorities of the Corporation who have adopted unorthodox methods in an attempt to suppress the Trade Union movement of the employees and brought disrepute to the Code of Discipline which has been declared as an Article of Faith by the Labour Minister.

The limitations imposed on the enquiry would have been more disappointing if the Labour Minister had not assured our deputation that the entire question, whether the statutory labour machinery will be made available to us for redressing our grievances, will be considered on the highest level.

As the General Secretary of the Federation, Shri Josephath has said the sacrifices made by the Leaders of the Unions have not been in vain. Recent incidents in Calcutta and Madras since the Delhi meeting have, however, raised grave doubts whether the authorities will strictly observe the Freeze Agreement. Our only hope is that the Union Labour Ministry will ensure that our authorities give up their old habits and reorientate their attitude towards legitimate trade union activities of the employees.

The Enquiry, for us, is only a beginning. We will watch with concern its results. We, however, do not want to leave doubt in the mind of anybody that in case the result of the Enquiry will not come up to our expectations and make the authorities to change their anti-labour attitude, we shall have no alternative but to utilise all the weapons of trade union armoury that are at our disposal.

## EVEN GOD IS HELPLESS.

By "Chanakya"

Mr. and Mrs. God were enjoying an afternoon gossip. Suddenly they heard a knock at the door. A body-guard entered and handed a visiting card to Mr. God. Mrs. God made a peep at it and exclaimed—  
"What! a man from earth?!"

"Yes. don't get excited. There will be some fun in it. Call him inside" Mr. God ordered.

A man with weak, pale and frustrated face entered in with folded hands.

"Yes. what is the matter? What can I do for you?" asked Mr. God.

"My Lord, I want a boon from you" said the man.

"Boon! I hope you are not joking. You people do not credit any value for Gods and still you request for a boon. It sounds strange."

"Yes. My God, still more strange things are happening on earth."

"Any more wonder after sputnik?"

"I am sorry I have to go back to 18th Century."

"You are perplexing me. Explain everything."

"I am an employee of ESI Corporation."

"I see, you are coming from Nehru's land."

"It is a Social Legislation enacted by the Parliament."

"Then you must be enjoying the supreme privileges."

"There is the irony. This Organisation which purports to give Social Security to employees of other concerns gives the least to its own employees."

"I cannot believe you. What is the use of professing Social Security if they themselves do not follow it. It is just like preaching honesty with a stolen goose in hand."

"Though we are striving through an important era, there are some gentlemen who are born in 20th Century but still live in 18th Century."

"I see. carry on."

"There are still persons in 'high rank' who could not keep pace with the advancement the world has made."

"What they have to do in your case?"

"I am speaking of some of our Class I and II employees. I lack humility to call them Officers."

"Do they harass you?"

"In a way. But I feel shy to wash our dirty linen in front of you."

"What is the matter? Come to the point. You know my time is precious."

"Sometimes we fall sick and apply for Casual Leave. But our 'bosses' issue warnings for not taking prior permission. So my Lord! I beg you to be good enough to give me the power of predicting my sickness."

"Is it! How do you tolerate these fellows as yet? Why can't you make them realise the employer-employee relationship? By the way why your right hand is swollen."

(Continued on Page 6)



## WITH STETHESCOPE IN HAND... WITH MALICE TO NONE...

By "X"

The more I use my stethoscope, the more convinced I become that the root cause of ills is more mental than physical. The trouble exists in the mind and not in the physical body. Whatever is the medicine that a doctor may prescribe to an ailing patient, complete cure cannot be effected unless some medicine is administered to the mind also. But the mind, being what it is, offers such a stiff resistance as compared to which the proverbial physical resistance to medicines pales into insignificance.

Speaking of the mind, the more authoritative a man's chances to be, stiffer is his mind's resistance to treatment. Conscious only of his power, position and pride, such a man hastens to make himself blind to the grievances of others around him; he turns a deaf ear to others' just demands. To none he holds a soft corner, save for himself.

Pardon me, this is no sermon on Psychology, for whatever failings I may have, sermon-mongering is not one of them. An intelligent reader would find the truth of my observations in what is generally made to pass off as labour trouble which, in fact, is nothing but the estranged relationship between the employer and the employee. I have no particular employer in mind while I am making these observations, for, maybe, there do exist many employers who might hold a candle to a Henry Ford or a Robert Owen. Exceptions to the rule,—shall we say?

And I wish I had the good fortune of including the top-bosses of the ESIC amongst exceptions. But that it is not to be, is the burden of the present article. I was one of those who wished that the employees of the ESIC would be treated in a manner that would serve as a model to all the private, bourgeois employers. This wish was borne out by the fact that the ESIC was a Govt. organisation, and as such it was free from the itching disease of reaping super-normal profits. Indeed, here is an organisation which must teach others by practice the meaning of that much-talked-of phrase, Socialistic Pattern of Society. If being model employers was beyond their capacities, the top-bosses of the ESIC should have at least refrained from borrowing from the static repertoire of theory and tactics of the bourgeois employers; they should not have bettered the methods of the latter. That they have done just that is what makes the tragedy all the more tragic. Quoted below are extracts from a letter addressed to me by the vice-president of the All-India ESIC Employees' Federation:

"Our Federation was formed on 6th July 1958 and is the only representative body having on its roll 90% of the employees of the regions as members. We have been carrying on our activities in the most legitimate ways inspite of the extremely adverse service conditions and hostile attitude of the authorities. We have ratified the Code of Discipline and appealed to the Chairman Shri Gulzarilal Nanda to ratify the same on behalf of the Corporation.

But so far we have not only had no response from the E.S.I. Corporation but instead have faced an unprecedented and open policy of victimisation of Union/Federation workers. The record of Union leaders victimised so far is as follows:

1. Shri B. G. Shetty, Gen. Secretary E.S.I.C. Employees' Union, Bombay.  
—services terminated in Jan. 1958 without giving any reasons.
2. Shri J. Josephath, Gen. Secretary, All India Federation.  
—services terminated in Oct., 1958 on clear charges of trade-union activities. On the refusal of the Regional Labour Commissioner (C) Madras, to take up the case in Conciliation, we have filed a Writ of Mandamus in the Madras High Court and the decision is awaited.
3. Shri N. K. Bhowmic, President of Calcutta Union & Vice-President of Federation.
4. Shri M. K. Gooha, Gen. Secretary, Calcutta Union.  
—services terminated on 23rd Dec., 1958 without assigning any reasons.

Following these latest grave developments there have been demonstrations in Calcutta and the situation is extremely serious.

Inspite of utmost restraints on our part the authorities of the Corporation have carried on this unparalleled campaign of victimisation in a Welfare Organisation of which the Chairman is Shri Gulzarilal Nanda, Labour Minister.

The authorities have virtually left no choice to us except to embark upon direct action including an All India General Strike which we are trying our best to avoid in view of the grave consequences it will have on the working on the E.S.I. Scheme and on the working class of our country."

The letter speaks for itself—doesn't it? The ESIC, as it is now generally agreed, does not lack funds with which to meet the rightful demands of its own employees. What it lacks, however, is the willingness on the part of its authorities to put an end to their short-sighted policy of harassment, and victimisation,—their attitude of "Go-to-Hell,"—all of which have driven their employees to the exasperating situation of contemplating an all-India strike. If wisdom will not dawn upon the authorities even at this eleventh hour, we shall be witnessing another great strike—a strike of those who labour for the betterment of health of the industrial workers.

Reproduced from Jan. 1959 issue of "Panel Practitioner" with the courtesy of the Editor.

We have been overwhelmed by the enthusiastic reception accorded to our First Issue. Since then we have been receiving a continuous stream of material for publishing in ESIC EMPLOYEE. While we gratefully acknowledge the same, we regret that most of the material received could not be included in this issue due to lack of space. We shall utmost endeavour to include best of the rest in our future issues.

Editorial Board.

## BOMBAY NEWS

An oft-repeated reply has again been received from the Chief Labour Commissioner, Delhi stating that the case of alleged victimisation of Shri B. G. Shetty, is still under consideration. It is now just one year that the case was referred to the Regional Labour Commissioner (C) at the instance of Shri Abid Ali Jaferbhoy, Dy. Minister for Labour & Employment.

The Chief Labour Commissioner seems to have still not made up his mind whether he should extend his jurisdiction to the disputes between the employees and the E.S.I. Corporation. But the period of one year, from all accounts, should have sufficed to arrive at a decision. If there are doubts in this matter, they should be submitted for interpretation to competent legal authorities. There is certainly no justification in maintaining the status-quo. We hope the final reply from the Chief Labour Commissioner will be received soon.

### Dues of Shri Shetty

A case was filed in the Court of Authority appointed under the Payment of Wages Act (IV 1936), Greater Bombay for the recovery of the many dues of Shri Shetty which our 'highly efficient' administration has still not cleared off although a year has elapsed since Shri Shetty's services were terminated. As it is, the Payment of Wages Authority served notice to the Regional Director, Bombay, and in reply the latter has not only denied that the Payment of Wages Act, 1936 is not applicable to him and the employees of the Corporation but has also given a detailed explanation regarding the dues of Shri Shetty and has further stated, for the first time, that his services were terminated for not passing Typing Test. We all know that in the termination order no reasons were given but now the authorities have given the reason as not passing typing test. We are noting this for further action.

In the meantime we will eagerly await the decision of the Payment of Wages Court. The case will be heard on 24th February, 1959.

(Continued from Page 4)

"Oh, that is nothing. Nowadays we have to sign a lot of Conduct Rules Circulars."

"Poor fellow. I feel pity on you."

"We are trying our level best to throw light in the dark corners on the top. But any way, you kindly oblige me with this request for a boon and help me.."

"My dear boy, I cannot grant your boon. You know falling sick is a mystery of the human organism. No-body can predict when it takes place. You go back. By long odds you fight out through thick and thin to eliminate the gall and wormhood attitude of your 'bosses' and I am sure success will be with you. Come on, cheer up Lad!"

"Even God is helpless" murmured the ill-fated employee while coming out.

### Handicap race

There has been wide-spread discontent among the staff at some of the recent promotions to the posts of U. D. Cs. The seniority of many L. D. Cs has been thrown over-board, thus once again proving our contention that the Seniority Lists are not worth the paper on which they are printed.

'Supercession' is such a favourite term with our authorities that these days practically every alternate office-order is in supercession of all previous orders. Now the benefits of supercession are being extended to the employees on a large scale.

### De facto Recognition

The Regional Director met an official deputation of Bombay Union on 3-1-1959 after a successful two-hour demonstrations of members. He promised the deputation to convey the feelings of the demonstrators to the Headquarters.

## MADRAS NEWS LETTER

The Writ of Mandamus filed by the Union against the Regional Labour Commissioner (Central) Madras as the chief respondent was heard on the 5th December 1958 in the High Court. The Hon'ble Judge ruled that even assuming that the Commissioner has got jurisdiction to take up the disputes for conciliation under Industrial Disputes Act, the delay on his part does not amount to wrongful refusal to take up the dispute for conciliation. The writ was therefore rejected.

Intimidation and harrasment and transfers of members and office bearers of the Union didn't stop even after the transfers of the Office bearers mentioned in our last News Letter. Our Assistant Secretary Shri V. R. Ramadoss and another active member of the Union Shri S. Rajendran were served with transfer orders to Tuticorin. But after knowing that the former has already got a transfer from the Local Office to the Stanley Hospital, Madras, as in-patient, the transfer order was cancelled. A few others who were threatened with transfer if they persisted to continue as members, evaded transfer by giving resignation letters of membership to the Regional Director with no intimation to the Union. We are yet to find out under what section of the Indian Trade Union Act the Regional Director is empowered to accept letters of resignation of membership in the Union!

This year, in the first instance the Regional Director rejected the applications from members for Deepavali advance. Later, we believe, on instructions from Headquarters that membership in the Union has nothing to do with the grant of advance, at the eleventh hour the Regional Director collected applications from a few of his favourites in the Regional Office and sanctioned the advance. When a member on hearing this represented to the Regional Director to clarify why his application for advance was rejected, he was given a reply that it was the Regional Director's discretion. Whether this is discretion or abuse of discretionary power we leave it to you to judge. But later on when the Regional Director made

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U.D.Cs was reduced from Rs. 80/- to Rs. 75/-; that of Head Clerks from Rs. 160/- to Rs. 150/- and that of Inspectors from Rs. 200/- to Rs. 175/- and how we were told, when it was represented, that the Corporation being a statutory body can have its own scales of pay and the Corporation cannot be compared with the Central Government; how there are no fixed principles or rules for recruitment and promotions, how Officers give promotions to their favourites and relations; how in a Country which experiments the largest democracy in the world the employees of the Corporation have been treated like slaves by the Officers and how the Regional Director, Madras called a Class III employee "blaguard" and the Deputy Regional Director Shri L.P. Gupta called two others "buffaloes."

We explained to the Minister briefly the various other unfair labour practices followed by the Officers of the Corporation, like indiscriminate transfers of most of the office bearers of the Unions and the Federation, refusal of leave, even casual leave or treating them as unauthorised leave without pay, denial of promotions, extension of probations, officers getting signatures from the members on typewritten letters of resignation from the Union compulsorily, under intimidation, harassment, and under threat of transfer, adverse confidential reports and disciplinary proceedings. As a point in case, we cited in detail the case of Shrimathi K. G. Gomathamma who was refused leave for not complying with the demand of the Regional Director to resign from the Union and how she is subjected to disciplinary proceedings. We agreed that for administrative reasons there can be transfers; but all the transfers of the Office Bearers and active members are for trade union activities and that the Officers are not justified in either rejecting the leave applications or treating them as unauthorised leave without pay even when the members are having enough pay leave to their credit. We also acquainted the Minister how the Officers expect the employees to anticipate sickness and apply for prior permission and how applications for casual leave on medical grounds are treated as unauthorised absence without pay.

By then it was about 6-20 p.m. and the Minister asked us what we wanted him to do. He said in one sitting he could not find out the full truth and therefore he was going to order an official enquiry into all the allegations, and all the terminations would figure in the enquiry. But we requested for the immediate reinstatement of all the officials whose services were terminated, and for the appointment of a National Tribunal or a Threeman Committee to conduct the enquiry. The Minister said when he was ordering an official enquiry how could we expect him to order for the reinstatement before he receives the report of the enquiry and therefore asked us to wait till the enquiry is over. He didn't agree for the appointment of the National Tribunal or Committee saying that our Federation is not recognised. But he said that the enquiry would be conducted by a senior Officer of the Labour Ministry and asked us to have full confidence in the Minister as he would personally

look into the whole affair on receipt of the report from the Enquiring Officer.

Thereafter, we requested the Minister to cancel all suspension orders and pending disciplinary proceedings, and for an assurance from him that there would be no further victimisation and for stopping all unfair labour practices followed by the Officers of the Corporation, as the employees are feeling insecurity every moment.

Though the Minister did not agree for the immediate cancellation of the suspension orders and disciplinary proceedings already taken in view of the proposed enquiry, *he was good enough to give us the assurance that from that moment the employees are secure and that there would be no further victimisation including termination; there would be no further transfers for trade union activities and no refusal of leave except on purely administrative reasons nor treating them as unauthorised leave without pay when payleave is in the credit of the members; he wanted the Officers to stop asking or compelling the employees to resign from the Unions. The Minister also gave the assurance that there would be no fresh disciplinary proceedings and that all further proceedings on pending cases like suspensions, show cause notices etc. would be stopped till the official enquiry which he has proposed is over.* To sum up, in his own words, the Honourable Minister has been good enough to assure us that he would immediately issue instructions to the Officers of the Corporation to FREEZE ALL ACTIONS on the Corporation side and he wanted us also to freeze all actions on our side and not to do anything which might aggravate the situation. To this we wholeheartedly agreed.

As a last request, we requested the Minister to issue instructions to the Corporation to permit delegates from the various Unions to attend periodical meetings arranged by the Federation. Putting a query why we should have frequent meetings, he desired that it was better not to have such meetings till the enquiry is over, and we agreed. This is the reason why we postponed the Calcutta Convention which was originally scheduled to be held in January.

Before we left at about 6-25 p.m. in our presence the Minister asked the two Labour Secretaries present during the talk, that the question whether the employees of the Corporation are covered under the Industrial Disputes Act or not, to be reexamined before the Ministry informs the Chief Labour Commissioner or the Regional Labour Commissioner who have sought clarifications on that question. After thanking the Honourable Minister, we left.

This is in detail the talk resulting in the FREEZE AGREEMENT. *If the members still get certain circulars of the type mentioned above, I request the members not to be frightened, but inform the respective Unions and the Federation who would lodge necessary protest. And if the Officers still continue to act contrary to the freeze agreement, I need not emphasise, it would only strengthen our case in the official enquiry for which Shri R. L. Mehta, Joint Secretary, Ministry of Labour and Employment, Government of India, is*

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a visit to the Local Office, he found that the particular member is not one of those who compete to become first rate stooge of the officers. Immediately on return to the Regional Office, the Regional Director unearthed his representation which was already disposed of and issued the member a warning saying that the tone of the representation is improper. Of late the Regional Director in many cases observes very often the explanation given by the members are after thought, even though they are genuine. Now we would tell the Regional Director that the ground for issuing the warning to the particular member is an after thought on the part of the Regional Director. Has he any explanation to offer to deny this charge?

Even in the recent promotions Shri G. A. Lakshmi-venkataraman is overlooked, on what grounds the adamant officers only know! Shri D. R. M. Krishna is another active member who is deprived of his promotion as U. D. C-in-charge though he is senior to all those who are promoted recently. Though U. D. C., he is working as head of the Audit Party in the place of the victimised General Secretary. The Officers found him fit to do the work of a Head Clerk of an Audit Party but not for promotion as U. D. C-in-charge. He has represented to the Director General and the Union hopes justice will be done.

Shri R. Manickam, an executive committee member was asked to submit an explanation by the Regional Director for attending the office late. Our member frankly submitted an explanation saying that the Manager of Local Office, Perambur met him on his way to the Office and detained him for sometime. The Regional Director confidentially referred it to the Manager for confirmation and the latter confirmed it. Yet the Regional Director issued the member a warning saying that his explanation was false and that a copy of the warning is kept in the confidential file. But who is actually uttering falsehood before the file of the public?

Shri L. Subbiah an employee of the Regional Office and active member of the Union was appointed on 28-6-1957 and he completed one year of probation; but the order of completion of satisfactory probation

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appointed. He has addressed the Federation to submit a written statement of the complaints against the administration of the E.S.I. Corporation and a list of persons whom we think that he should hear them personally. The statement is being prepared and would be submitted shortly.

I on behalf of the Federation and the various Unions take this opportunity to record our gratitude to the Honourable Labour Minister for receiving a deputation and for ordering an official enquiry and for all the assurances he has given.

The sacrifices made by office bearers and members of the various Unions and the Federation didn't go waste. Always the wind does not blow from one direction!

was not issued. During this period, no fault was found regarding his work and conduct and no explanation was called for. On 17-10-1958 he talked in the General body meeting convened to consider action on the termination of the General Secretary. Immediately thereafter, his probation was extended for another six months and on 5-12-1958 he is served with one month's notice of termination from service. Are we under the rule of Ayub Khan? [Frankly, Ayub's rule is comparatively better!—Ed.]

Shrimathi G. Gomathiamma applied for earned leave on the ground that her ailing husband required her assistance at New Delhi. When she approached the Regional Director for the grant of leave, the Regional Director asked her to resign from the Union if she wanted the leave. She declined to resign and the Regional Director refused the leave, and added that he would see to it that she does not get the transfer to Delhi for which she has applied earlier. Again she made another representation enclosing the telegram which she received from her ailing husband, for leave. On 14th November she again saw the Regional Director and pleaded for leave and informed him that she would be leaving for Delhi on the 17th November and she left Madras on the 17th after informing the Regional Director in writing regarding her departure to Delhi. Now she is served with a charge sheet and we understand that it is not going to stop with the charge sheet alone. Are we living under the rule of Jungle Law where one cannot expect not only justice but even the elementary human feelings and consideration?

### READERS' VIEWS

Dear Sirs,

I take the liberty to congratulate the very first Issue of our "ESIC EMPLOYEE" and, like George Bernard Shaw wishing three hundred years of life for every human being, I wish it at the beginning of the New Year a pretty long life.

This periodical is indeed a matter of pride and I hope it will be a privilege to receive its issues regularly hereafter.

R. A. Patange.

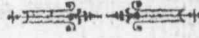
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## इन्शुरन्स कॉर्पोरेशन एम्प्लॉईज युनियन

१५०, विजय नगर,  
दादर, मुंबई २८



अखिल भारतीय विमा कामगार असोशियनची कार्यकारिणी असा आदेश देत आहे की २४००० विमा कामगारांपैकी एकानेही कॉर्पोरेशन या महिन्याअखेरीस देणार असलेल्या एक महिन्याच्या बोनसचा स्वीकार करू नये.

### “ बोनसच्या लढ्याची पूर्व पीठिका ”

राष्ट्रीयकरण केलेल्या धंद्यांत बोनस दिला जाऊ नये या सरकारच्या धोरणांत, आपल्या संघटित ताकदीच्या जोरावर व जनतेच्या पाठिंब्यावर आपण सरकारला बदल करणे माग पाडले आहे आपल्या संघटनेला ही निश्चितच अभिमानाची गोष्ट आहे. आणि त्यामुळेच असा विश्वास वाटतो की आपल्या सतत वाढत्या ताकदीवर व जनतेच्या पाठिंब्यावर आपण १९५७ व १९५८ च्या बोनसचा प्रश्न समाधानकारक रीतीने सोडवू शकू. मध्यवर्ती सरकारच्या नवीन आदेशाने आपणास कॉर्पोरेशनशी वाटाघाटी करण्यास मुभा मिळाली आणि आपल्या युनियनने अजिबात दिरंगाई न करता त्या दिशेने वाटचाल केली.

३ जानेवारी १९५९ रोजी अध्यक्ष श्री. रजनी पटेल यांच्या नेतृत्वाखाली आपल्या शिष्ट नेडळाने चेअरमनची भेट घेतली. ‘मोफत विमा योजनेच्या ऐवजी एक महिन्याचा बोनस’ देण्याची तयारी चेअरमननी दाखवली. श्री. रजनी पटेल यांनी ताबडतोब उत्तर दिले की यामध्ये आपण नवीन कांहींच देत नसून, बोनस देतांना अगोदरच दिलेली एक सबलत दुसऱ्या हाताने काढून घेत आहांत. त्यानंतर चेअरमनची ही गोष्ट आपण बोर्डला कळवून व पटवून बोर्डाचा या बाबतचा निर्णय एक महिन्याच्या आंत कळविण्यांत येईल असे आश्वासन दिले. आपल्या युनियनने या वाटाघाटीच्या मार्गाला योग्य तो मान देवून, आपल्या सर्व शाखांना चळवळ तात्पुरती स्थगित करण्याचा आदेश दिला व वाटाघाटीसाठी योग्य वातावरण निर्माण केले.

पुढील वाटाघाटी चालू असतांना चेअरमननी आपल्या धोरणांत काही हतकाही बदल केला नाही. वाटाघाटीचा मुख्य मुद्दा म्हणजे बोनसचे प्रमाण ठरवणे. पण प्रत्येक वेळी १ महिन्याचा बोनस किंवा मोफत विमा योजना याच एका गोष्टीवर चेअरमन अडून बसले अगदी शेवटी त्यांत थोडासा बदल करून मोफत विमा योजना किंवा एक महिन्याचा बोनस व हंगामी विमा योजना देवू केली.

हंगामी विमा योजना म्हणजे दुसरे तिसरे कांही नसून जर एकादा कामगार नोकरी करित असतांना मरण पावला तर त्याच्या नातलगांस तिचा फायदा मिळेल. कॉर्पोरेशनला या योजनेस अगदी मामुली खर्च येणार आहे. असली हंगामी विमा योजनेची अगर तत्सम इतर सूचना आपल्या युनियनने कधीच केली नव्हती. वाटाघाटीने प्रश्न सोडवावा अशी जर कॉर्पोरेशनची खरी बुरी इच्छा होती तर आपल्या सूचनेत बदल अगर सुधारणा करितांना युनियनने सुचविलेल्या दिशेनेच योग्य होते. थोडक्यांत म्हणजे कॉर्पोरेशनने रोल बोनसचे प्रमाण घाटवावयास पाहिजे होते. कामगारांच्या रास्त अपेक्षांचे समाधान करून विमा व्यवसायांत समाधानाचे वातावरण निर्माण करणे त्यामुळेच शक्य झाले असते.

असल्या या सूचनेचे अर्थातच शिष्टमंडळाकडून स्वागत होऊ शकले नाही, त्यांनी ती फेटाळली व आपल्या युनियनच्या अखिल भारतीय कार्यकारिणीने त्यांच्या या कृतीला पाठिंबा दिसला. १९५७ व १९५८ सालाकरितां सालीना दोन महिन्याचा बोनस व सर्व कामगारांना मोफत विमा योजना लागू करणे या आपल्या मूळ मागणीचा पुनर्जन्म केला. वर सांगितल्याप्रमाणे मोफत विमा योजना ही कामगारांची चालू असलेली सवलत आहे व ती कोणत्याही परिस्थितीत कायम ठेवण्यांत आली पाहिजे असे कार्यकारिणीचे ठाम मत आहे.

मध्यवर्ती सरकारने ज्या वेळेस कॉर्पोरेशनला कामगारांना बोनस देण्याची मोकळीक दिली त्यावेळेस दिलेल्या सवलती काढून घाव्या व त्या ऐवजी बोनस दिला जावा असा सल्ला दिला नव्हता. बोनस देण्याबद्दलची आतांपर्यंतची तांत्रिक अडचण फक्त दूर केली होती याही गोष्टीची दखल कार्यकारिणीने आपल्या टरावांत घेतली आहे. ३० एप्रिलपर्यंत कापोरेशनने आपल्या धोरणांत बदल करून बोनसच्या प्रश्नाचा समाधान कारक निर्णय न घेतल्यास मे महिन्याच्या पहिल्या आठवड्यांत भरणान्या आपल्या सभेत सभासदांना संपासुद्धा सर्व मार्गांचा अवलंब करण्याचा आदेश देण्याबाबतचा विचार करण्यांत येईल असा इशाराही कार्यकारिणीने कॉर्पोरेशनला दिला आहे.

### कॉर्पोरेशनचा एकतर्फी निर्णय लादण्याचा प्रयत्न

१९४७ च्या “इंडस्ट्रीयल डिस्प्यूट डॉक्ट” च्या ९ अ कलमा अन्वये नोटीस देवून कॉर्पोरेशन आपला बोनस वाचतचा एकतर्फी निर्णय कामगारांवर लादण्याचा प्रयत्न करित आहे. कॉर्पो-

रेशनचा असा इरादा आहे कि प्रत्येक कामगाराने व्यक्तिशः फॉर्म भरून "मोफत" विमा योजनेची सवलत सोडून त्या ऐवजी यापुढे कॉर्पोरेशन जो बोनस वेळोवेळी जाहीर करील तो व हंगामी विमा योजना स्वीकारण्यास मी तयार आहे" असा कबुली जबाब कामगारांइतून लिहून घेण्याचा प्रयत्न करित आहे. अशा तऱ्हेची नोटीस देवून कॉर्पोरेशन काय साधू पहात आहे ?

१ कामगार संघटणेची वाटाघाटीने निर्णय घेण्याचा मार्ग सोडू पहात आहे.

२ कामगार संघटणेचा डाववून, कामगारांना निवड साधण्याला संधी दिल्याच्या बुरख्याखाली व व्यक्तिशः कामगारांशी करार साधून, यापुढे वेळोवेळी जो बोनस जाहीर करील त्यालाही कामगाराला जखडून टाकण्याचा प्रयत्न करित आहे.

३ त्यानरोबरच कामगारांत फूट पाडून त्यांची संघटित ताकद खच्ची करण्याचा प्रयत्न करित आहे.

आपली युनियन कॉर्पोरेशन अधिकाऱ्यांच्या हे निदर्शनास आणू इच्छिते कि त्यांचे हे प्रयत्न म्हणजे दुसरे तिसरे कांहीं नसून युनियनच्या मूलभूत हक्कांची पायमल्ली आहे. व सर्व साधारण कामगार चळवळींच्या विरोधी आहे. आम्ही या परिस्थितीशी तोंड देण्याचा निश्चय केला आहे. प्रत्येक कामगाराने कॉर्पोरेशनने दिलेला फॉर्म भरण्यास नकार द्यावा व युनियनने निश्चित केलेला फॉर्म भरून द्यावा व असे दाखवून द्यावे कि सर्व कामगार युनियनच्या पाठीशी खंबीरपणे उभे आहेत.

प्रत्येक कामगारास अशी आमची विनंती आहे कि कॉर्पोरेशनने जर बोनस वाटण्याचा प्रयत्न केला तर त्यावेळी तो अणुग बोनस नाकारून अधिकाऱ्यांचा हा डाव उधळून लावावा. अधिकाऱ्यांचा असा समज आहे कि आपल्या अखिल भारतीय विमा कामगार संघटणेने नाकारलेला बोनस विमा कामगार त्यांच्या विनंतीचा अनादर करूनही स्वीकारतील. पण आपल्या वर्तमाने आपण असे दाखवून देवू कि त्यांची ही समजूत भ्रामक आहे. आपल्या एकजुटीच्या ताकदीवर अधिकाऱ्यांचा हा एकजुटी निर्णय लादण्याचा प्रयत्न कामगार हाणून पाडल्याशिवाय रहाणार नाहीत हे आपण आपला फॉर्म भरण्यास नकार देऊन व युनियनने दिलेला फॉर्म भरून दाखवून देऊं यामुळे अधिकाऱ्यांना बोनसबाबतच्या आपल्या धोरणाचा नव्याने विचार करण्यास भाग पडेल. कॉर्पोरेशनच्या अधिकाऱ्यांनी दिलेले हे आव्हान आपण आतां स्विकारले आहे व त्याला योग्य ते उत्तर देऊच.

३० एप्रिलपर्यंतची मुदत कां ?

आपण राष्ट्रीयकरण केलेल्या धंद्याचे कामगार आहोत व तो व्यवसाय यशस्वी व्हावा या करितां प्रयत्न करणे हे आपले कर्तव्यच ठरते. आपण उचललेले प्रत्येक पाऊल योग्य आहे हे जन-

तेला दाखयून देण्याची जबाबदारी आपणांवर आहे. कामगार चळवळीच्या शत्रूंना आपली चळवळ जनतेसमोर बदनाम करण्याची संधी मिळू नये याकरिता आपण प्रत्येक गोष्ट काळजीपूर्वक केली पाहिजे. जनतेच्या पाठिंब्यावरच आपण संपासारखे मार्ग यशस्वी रीत्या अवलंबू शकू. ३० एप्रिलपर्यंतच्या लढ्याचा आपला जो कार्यक्रम आखला आहे त्याची दौन उद्दिष्टे आहेत. एक म्हणजे कॉर्पोरेशन अधिकाऱ्यांवर दबाव येईल व त्याचबरोबर आमच्या योग्य मागणीची जनतेस संपूर्णतया माहिती होईल व त्यांचा पाठिंबा मिळेल. याकरिता ही ३० एप्रिलपर्यंतची दिलेली ही मुदत म्हणजे आमच्या संयमाचे एक द्योतक आहे.

या सर्व गोष्टींचा पूर्ण विचार करून मित्रहो आपण कार्यकारिणीने ठरविलेला लढ्याचा कार्यक्रम दृष्ट निश्चयाने अमलांत आणला पाहिजे कॉर्पोरेशनने पुढे केलेला अपुरा बोनस नाकार हा आपल्या लढ्याचा मुख्य भाग आहे. तो यशस्वी होणे हे अति महत्त्वाचे आहे. आपण आपले संपूर्ण सहकार्य व एकमुखी पाठिंबा युनियनला देऊन हा लढा यशस्वी कराल अशी आशा आहे.

- ★ ' कॉर्पोरेशनचे फार्म भरण्यास नकार द्या व युनियनचे फॉर्म भरा '
- ★ ' बोनस वाटप नाकारून कॉर्पोरेशनचा डाव हाणून पाडा '
- ★ ' चळवळीच्या प्रत्येक कार्यक्रमांत सामील व्हा व बोनसची मागणी मिळवा '
- ★ अखिल भारतीय विमा कामगार संघटना शिक्षावाद् !

सर चिटणीस

पी. पी. पाटील

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कोर्ट ऑफिस प्रिटींग प्रेस, १४ मिट रोड, कोर्ट, मुंबई १. येथे छापले व पी. पी. पाटील सर चिटणीस इ. को. ए. युनियन यानी १५० विजयनगर, दादर, मुंबई. २८ येथे प्रसिद्ध केले.



# THE WESTERN ZONE INSURANCE EMPLOYEES' FEDERATION.

150, Vijay Nagar,  
Dadar, Bombay-28.

None of the 24000 employees of the Life Insurance Corporation shall touch the payment of one month's salary as Bonus which the authorities are bent on disbursing by the end of this month. This is the directive of the **Working Committee** of the ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION.

## Review of Bonus Struggle.

As we look back along the path our movement has traversed in our battle for BONUS, we observe that it has already succeeded in removing the major hurdle viz. the Government of India's directive to nationalised undertaking not to pay bonus to their workers. As a result of the country-wide agitation of the employees backed by wide democratic and popular support, which the **All India Insurance Employees' Association** succeeded in mobilising behind the bonus demand, the Government removed their bar to the payment of Bonus to the employees of / the LIC. This is a **significant victory in which an organised movement** under the banner of the AIEEA must take a very legitimate pride. This victory has also a certain confidence among the employees that the AIEEA with its growing organisational strength and with the support of the democratic public opinion in the country, the issue of the quantum of Bonus for the years 1957 & 1958 can be settled to the satisfaction of the employees. The new policy directive in the matter of payment of bonus to the LIC issued by the Ministry of Finance, opened way for direct negotiations and the settlement of the issue of quantum and the **All India Insurance Employees' Association** lost no time in seizing the initiative in the matter. On 3rd January, 1959, the deputation of the AIEEA led by Sri. Rajni Patel, the President, met the Chairman who during the course of his talks, made an offer of one month's salary as cash Bonus in lieu of Group Insurance Cover. Our President made no secret of his reaction by characterising it as **giving one benefit by the right hand and taking away the existing benefit by the left**. The Chairman, however, assured the deputation that he would convey its reactions to the Board and inform their decision to the Association within a month. The AIEEA reciprocated this negotiating spirit by calling upon the units to stay their programme of mass activities and help maintain a proper climate for negotiations & settlement.

## The Life Insurance Corporation seeks to dictate terms.

During the talks with the Corporation authorities, the main point of dispute has been the quantum of cash bonus. The Chairman started talks with the offer of one month's salary and even though the Negotiating Committee of the AIEEA successfully refuted all the arguments advanced to justify the meagre offer, the Corporation refused to budge an inch from their position. At all the meetings with the Negotiating Committee, they continued to repeat the same offer of one month's salary as Bonus in lieu of Group Insurance cover. It is true that at a final stage they have now come forward with a slight improvement in shape of **Term Assurance, which means that the benefit under the scheme would be available only in case of death of an employee while in service to the heir of the deceased, which in term of costs to the Corporation is very negligible**. But the AIEEA has never demanded any such scheme. If the Corporation desires to have a negotiated settlement, any improvement in the offer must be made in the direction suggested by the AIEEA. In other words they must increase the quantum of cash bonus so as to satisfy the reasonable expectations of the LIC employees and thus bring peace in the industry. The modified offer of **one month's salary as cash bonus plus Term Assurance in lieu of Group Insurance Scheme** was rejected by the Negotiating Committee.

## The Working Committee's Decision.

The working Committee of the AIEEA after prolonged deliberations ratified the decision of the Negotiating Committee to reject the offer made by the Corporation and reiterated its original demand of two month's salary as Bonus for the years 1957 & 1958 and the extension of the Group Insurance Scheme to the entire staff. It is of the emphatic view that the Group Insurance Scheme is an existing benefit of the staff which must be retained. When the Government of India allowed the Corporation to pay Bonus to the staff, it did so not as a substitute of the existing benefit of Group Insurance but as an additional benefit. The working Committee has also fixed a time limit upto 30th April, 1959, by which date the Corporation must see its way to settle the issue or else the General Council of the AIEEA would meet during the first week of May 1959 to consider the question of calling upon the employees to go into higher forms of action including **STRIKES**.

## The Corporation Plans to Enforce its Decision Unilaterally.

The Corporation has now given a notice of change under Section 9A of the Industrial Disputes Act, 1947., which **unilaterally tries to impose the decision of the Corporation in respect of Bonus**. The Corporation wants individual employees to fill in the form indicating their willingness to surrender the existing benefit of Group Insurance and opt for **such bonus for such amount and payable to such workmen as the Corporation may hereafter from time to time declare** and the benefit of Term Assurance Scheme.

By giving this notice what is that the Corporation is trying to do ?

Firstly, the Corporation has decided to give up the path of negotiated settlement with the Employees' Union. Secondly, it is trying to approach the individual employees over the head of the Union and under the guise of giving an option to an employee is trying to force him to bind himself hand and foot to accept such bonus as the Corporation may decide to declare in future as well.

And, thirdly, it is trying to divide the ranks of the employees and create division amongst them. We would like to point out to the authorities that this effort is nothing else but unfair labour practice and an affront to the authority of the Union and the trade union movement in general. In the circumstances we have decided our course of action to meet the situation. It has been decided that each employee shall refuse to fill the Corporation Form and fill in a Form which will be issued by the Union and thereby show it to the Corporation that all the employees are behind the Union and they unanimously reject the Bonus formula offered by the Corporation as it falls short of our demand. We also call upon every employee to refuse to accept any payment in respect of bonus as and when it will be offered.

#### Non acceptance of bonus payment and its implications.

The Corporation in enforcing its decision rejected by the All India Insurance Employees' Association hope that the employees would accept the payment in defiance of the call of the organisation. We must prove by concrete deeds that this is their mis-calculation. Hundred percent solidarity expressed through non-acceptance of Bonus payment and filling in the Union's form would serve as a fitting demonstration of the employees will to resist this unilateral imposition of the Corporation's decision. If we do this, the Corporation will be placed again in a position of fresh reconsideration of the issue. We must welcome this challenge offered by the Corporation and prove ourselves equal to the task.

#### Why time limit upto 30th April 1959

The Working Committee's decision to allow time to the Corporation upto 30th April, 1959 to settle the issue, no doubt reflects an attitude of restraint and caution. We must remember that we are the employees of a nationalised undertaking and that we are pledged to work for its success. This casts on us an obligation to convince the public about the justness of every step that we take. We cannot afford to take any precipitate action which will be utilised by the enemies of our movement to discredit us before the public. It is only in this background of wide democratic popular support to our cause that the Working Committee visualises higher forms of direct actions such as STRIKE. The programme chalked out upto 30th April 1959 has a two fold purpose. Firstly, it intensified mass activity as a constant pressure on the Corporation. Secondly, it educates public opinion and creates popular support.

#### Call to the Employees in the Western Zone

Comrades, the Working Committee of the A I I E A and all the employees in other Zones, look to us for taking up the responsibilities of this great and decisive struggle we are entering into. The programme chalked out by the Working Committee has to be implemented with unflinching devotion and faith. Non-acceptance of Bonus payment forms the core of the programme and on the successful implementation of this programme has a very decisive importance. We appeal to you to lend your whole-hearted support and co-operation to the Federation in carrying forward this struggle to a victorious end.

- \* DO NOT FILL UP THE CORPORATION'S FORM but  
FILL THE UNION'S FORM
- \* REJECT PAYMENT OF BONUS and  
DEFEAT THE MOVE OF THE CORPORATION
- \* PARTICIPATE IN THE RESISTENCE MOVEMENT and  
WIN THE BONUS DEMAND

**ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION - ZINDABAD!**

Bombay,  
11th March 1959.

**R. J. CHURYE**  
General Secretary.

17 APR 1959

१८ अप्रैल १९५९

## जीवन बीमा निगम के ३२००० कर्मचारियों का मांग-दिवस

सारे देश के बीमा कर्मचारियों की प्रतिनिधि संस्था-अखिल भारतीय बीमा कर्मचारी संघ (All India Insurance Employces Association) के आवाह पर आज देश भर में बीमा कर्मचारी मांग कर रहे हैं :-

❖ समाजवादी समाज की रचना में संलग्न इस महत्वपूर्ण राष्ट्रीय उद्योग की स्वार्थी तत्त्वों से रक्षा की जाय ।

❖❖❖ कर्मचारियों को दी गयी सुविधाएं वापस न ली जायें ।

❖❖❖❖ उद्योग में कर्मचारियों के सहयोग के सिद्धान्त को मानते हुए समस्त कर्मचारियों को बिना भेद भाव के १९५७-५८ का दो-दो मास का बोनस जो सदा से हमारे वेतन का भाग रहा है, और जिसे केन्द्रीय सरकार भी स्वीकार कर चुकी है, अविनाश दिया जाये । हमारी इस न्यायोचित मांग को टुकराना भंगवाई के इस जमाने में हमारे ऊपर कुटाराघात है ।

एक ओर जहां जीवन बीमा निगम के अधिकारियों से हम यह आशा करते हैं कि वह शीघ्रातिशीघ्र हमारी इस मांग को स्वीकार करें दूसरी ओर देश की जागरूक जनता से हमारा निवेदन है कि वह भी पंचवर्षीय योजनाओं के इस प्रमुख आर्थिक स्रोत में व्याप्त व्यापक असन्तोष के प्रति उदासीन न रहे तथा कर्मचारियों की न्याययुक्त मांगों की पूर्ति के लिए क्रियात्मक सहयोग देकर इस राष्ट्रीय उद्योग को सफल बनायें ।

—बीमा कर्मचारी संघ,  
मेरठ शाखा ।

न्यू इण्डिया प्रेस, मेरठ ।