

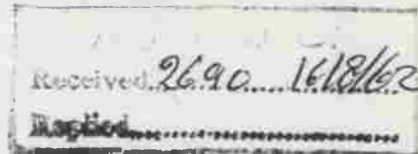
No. WB-16(1)/62/3
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT

From

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

To

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



Dated New Delhi, the

174 AUG 1962

Subject:- Appointment of Central Wage Board for Coal Mining
Industry, Bombay.

Dear Sir,

I am directed to enclose, for information, a copy of
the Government Resolution No. WB-16(1)/62, dated the 10th August,
1962, constituting the Central Wage Board for the Coal Mining
Industry.

Yours faithfully,

d.a.refd.to
sps 13.8.62

11 check up
ministry

13/8

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

8.

enquiry will bear us out.

No.

7. Has there been any improvement in the labour Management relations since the Tripartite Meetings of May 5, 1962?

If not, what measures would you suggest to bring about an improvement.

First of all let us be candid when we venture forth some suggestions. It is primarily a matter of the psychology i.e. the change of ~~the~~ a basic character in the field of labour-management relationship has to be firmly grasped. The mentality of a shipman has to be completely shed off. Nor coercion but co-operation is the key to any peaceful relationship with the workers and the management.

Secondly, it must be taken for granted that no amount of blackmail, intimidation or threat can finish of any one who really works. No organisation can be kept ~~prop~~ up for long either. So this attempt at encouraging or discouraging one or the other Union has to be compulsorily given up.

Thirdly, if the managements can persuade themselves to honour the various Acts, Rules and Regulations, Awards and Agreements without any prejudice or favour, and in letter as well as in spirit, the ~~the~~ labour-managements are ~~to~~ to improve.

General Secretary

P.K. Habur

Gen. Secretary

All communications should be addressed to the CHIEF LABOUR COMMISSIONER by title, NOT by name.

Telegram : "CHILABCOM".

मुख्य श्रम आयुक्त को तमाम पत्र उपाधि पर ही भेजे जाने चाहिये, नाम पर नहीं।

तार का पता : "चिलेबकौम"

भारत सरकार

श्रम एवं नियोजन मंत्रालय,

मुख्य श्रम आयुक्त (केन्द्रीय) का कार्यालय,

१८, गुरुद्वारा राकडगंज रोड हटमेंट्स,

नई दिल्ली-१

GOVERNMENT OF INDIA
IMMEDIATE

MINISTRY OF LABOUR & EMPLOYMENT,

OFFICE OF THE CHIEF LABOUR COMMISSIONER,

(CENTRAL),

18, GURDWARA RAKADGANJ ROAD HUTMENTS,
NEW DELHI-1.

क्रमांक

A. I. T. U. C.
Received 3816 15/10/62

No. VFN. 7(3)/62

दिनांक

Replied.....

Dated the 12th Oct. 1962.

To

1. The General Secretary,
Indian National Trade Union Congress,
17, Janpath, New Delhi.
2. The General Secretary,
All India Trade Union Congress,
4, Ashok Road, New Delhi.
3. The General Secretary,
Hind Mazdoor Sabha,
Nagindas Chambers, 167 Frere Road,
Bombay-1
4. The General Secretary,
United Trade Union Congress,
249, Bow Bazar Street,
Calcutta-12.

Sub:-Proposal for appointment of Wage Board for Dolomite Mines along with other non-coal mines.

Sir,

The Government of India propose to appoint a Wage Board for dolomite mines along with other non-coal mines. Considerable difficulty is being experienced to ascertain the claimed and verified membership of the four Central Trade Union Organisations in dolomite and lime stone mines. As the schedule of industries forwarded for furnishing claimed membership for annual general verification does not provide separate sub-heads for dolomite and lime stone mines, the membership of the unions operating in the aforesaid mines has presumably been included in the unions claimed under the head "non-Coal Mines". In order to enable this office to ascertain the membership strength of your affiliates operating in dolomite mines and lime stone mines/quarries as on 31st March 1962, I am to request you to let this office have the particulars of the unions affiliated to you which operate amongst the employees of dolomite mines and lime stone mines as on 31st March 1962 in the proforma enclosed.

2. As the information called for is urgently required by the Government, the same may please be sent immediately but not later than 25th October 1962. On receipt of the required information from you, necessary action will be taken to undertake summary check of the membership strength of such unions. In case no information is received from you by the prescribed date, it will be presumed that your organisation has no membership in the aforesaid mines.

Please acknowledge receipt of this communication.

Yours faithfully,

(Signature)
(D. PANDA)

for CHIEF LABOUR COMMISSIONER.

By hand.

By regd. A. D.

(Signature)
15/10/62

Replied on
25/10/62

339-B

October 25, 1962

To

The Chief Labour Commissioner,
Government of India,
Ministry of Labour & Employment,
18, Gurudwara Rakabganj Road Hutments,
NEW DELHI-1

Subject:- PROPOSAL FOR APPOINTMENT OF WAGE BOARD
FOR DOLOMITE MINES ALONG WITH OTHER
NON-COAL MINES

Dear Sir,

This has reference to your letter No. VFN.7(3)/62
dated October 12, 1962 on the subject mentioned above.

2. Please find enclosed the information required
by you in this regard.
3. Please acknowledge.

Thanking you,

Yours faithfully,

MCPANRHE
for Secretary

Encl: One.

12 November, 1962
Colliery Mazdur Sabha,
G. T. Road. Asansol

Dear comrade,

The last date of submission re: Interim Wage Increase to the Wage Board is 24th November, in 15 copies. The date of hearing is 6th December at Calcutta.

The Federation unfortunately could not do anything so far. I was busy for last two months in the Modern Satgira Enquiry under Shri E. Krishnamurthi which was a first all India enquiry into the coal mine affairs and involving a very large number of workers. The enquiry concluded on the 30th October.

A common memorandum for interim wage increase has to be submitted. As the leading coal comrades are going to attend the AITUC meeting at Delhi from the 16th, it can be prepared there in consultation with Com Dange and Com Srivastava and circulated in all the mines. I have got a series of Tribunals at Calcutta from the 16th November, and as he has flatly refused to give any further adjournments, I would be unable to attend the Delhi AITUC meeting.

On the other hand, some employers have started new attacks on our leading members, taking advantage of the national crisis. The Colliery Mazdur Sabha has been wholeheartedly cooperating with the Defense efforts; workers are contributing to the Defense fund; even then, harassment has started. The Sabha has issued a leaflet in full support of the Defense efforts.

with greetings,

(Asayan Koy)

General Secretary

Indian Mine Workers Federation.

copy to: AITUC.

over Com Swastika,

our various unions today.

12-11-62

GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT

Dated, New Delhi, the 10th August, 1962.

R E S O L U T I O N

No. WB-16(1)/62: In pursuance of the recommendations made in para 25 of Chapter XXVII of the Second Five Year Plan, and in para 30 of Chapter XV in the Third Five Year Plan, the Government of India have decided to set up a Wage Board for the coal mining industry.

2. The composition of the Board will be as follows:-

CHAIRMAN

Shri Salim M. Merchant

INDEPENDENT MEMBERS

1) Shri P.R. Chakravarti, M.P.

2) Shri S.S. Marathe

MEMBERS REPRESENTING EMPLOYERS

1) Shri Rasiklal Worah

2) Shri R. Lall

MEMBERS REPRESENTING WORKERS

1) Shri Kanti Mehta

2) Shri Deven Sen.

3. The following will be the terms of reference of the Board:

- (a) To determine the categories of employees (manual, clerical, supervisory, etc.) who should be brought within the scope of the proposed wage fixation.
- (b) To work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages.

EXPLANATION

In evolving a wage structure, the Board should, in addition to the considerations relating to fair wages,

P.T.O.

also take into account:-

- (i) the special features of the coal mining industry;
- (ii) the needs of the industry in a developing economy;
- (iii) the impact of the wage structure so evolved, on the cost of production of coal and ultimately the effect of this on various industries consuming coal;
- (iv) the need for adjusting wage differentials in such a manner as to provide incentives to workmen for advancing their skill; and
- (v) the desirability of extending the system of payment by results.

EXPLANATION

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

- (c) To consider demands of labour for an immediate interim wage increase pending submission of the final report.
- (d) To consider the demands for the introduction of a gratuity scheme on an industry-wise basis.

4. The headquarters of the Board will be located at Bombay and all correspondence intended for the Board shall be addressed to the Chairman, Central Wage Board for Coal Mining Industry, 4th Floor, City Ice Building, 298, Bazargate Street, Fort, Bombay.

Sd/-

(P.M. Menon)

Secretary to the Government of India.

No. WB-16(1)/62

Dated, New Delhi, the 10th August, 1962.

O R D E R

Ordered that a copy of the Resolution be communicated to:

- 1. All State Governments and Union Territories.
- 2. All Ministries of the Government of India, Planning Commission, Programme Evaluation Organisation and the Committee on Plan Projects.
- 3. All India Organisations of Employers and Workers.

Ordered also that the Resolution be published in the Gazette of India for general information.

Sd/- P.M. Menon

Secretary to the Government of India.

GOVERNMENT OF INDIA
CENTRAL WAGE BOARD
COAL MINING INDUSTRY.

Telephone: 251467
Grams: COALMINING.

City Ice Building,
(4th Floor),
298, Bazar Gate Street,
Fort, Bombay-1.

30th October, 1962.

Dear Sir/s.

As you may be aware, the Government of India has by a Resolution No. WB-16(1)/62 dated 10th August, 1962, as modified by Resolution No. WB-16(1)/62 dated 17th October, 1962, constituted a Central Wage Board for the Coal Mining Industry. One of the terms of reference to the Board is as follows:-

" To consider demands of labour for an immediate interim wage increase pending submission of the final report."

2. The Board desires to have the submissions of all parties concerned on the above question and it is requested that you may forward fifteen copies of your submissions, so as to reach the office of the Board not later than 24th November, 1962.

3. The board also desires to bring to your notice that such of the parties who wish to supplement their written statements by oral submissions before the Board will be given an opportunity to do so, on their making a written application to that effect, at meetings of the Board commencing from 10.30 A.M. on Thursday, the 6th December, 1962 and following days in the Committee Rooms of the Bengal Chamber of Commerce and Industry at 6, Netaji Subhas Road, Calcutta-1.

4. As the Board desires to proceed with its work as quickly as possible, your cooperation in submitting your statements within the specified time is requested.

Yours faithfully,

Sd/- (Salim M. Merchant)
Chairman,
Central Wage Board,
for the Coal Mining Industry.

2
Sept 12, 1962

Dear Com.Lalit Burman,

Thank you for your letter of 5th Sept.,
and the earlier letter of Aug.22.

We have already written to the Minister
for Labour & Employment, pressing for an early
decision of the Ministry on the question of
including coke plants within the terms of
reference of the Wage Board.

We will write to you again on hearing
from the Ministry.

With greetings,

Yours fraternally,

ml
(K.G.Sriwastava)

KHADAN MAZDUR UNION

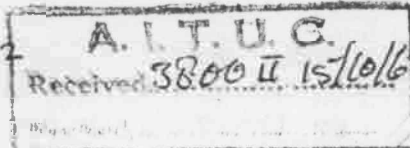
AFFILIATED TO AITUC No. 52

R. N. 436

file

H. O. KORBA
(M. P.)

Ref. No. Kmu/104/62



Date *8th Oct.* 1962.

To
The Secretary
Ministry of Labour & Employment
Govt. of India
New Delhi.

38913

Dear Sir,

In answer to the questionnaire on Labour Management Relations in Coal Mines issued by you, we have to state as under :

1. Are Labour Management Relations strained in the sense that relations in other industries are better ?

are Yes. The relations not happy.

2. If so, what causes in your view are responsible for these strained relations ? (Please give specific instances in support of each case.)

The causes for this state of strained relations are various such as non-implementation of Awards (colliery disputes), improper categorization and gradations, non-functioning of statutory bodies like Works Committee and the Production Committee, arbitrary stopping of the workmen from work, taking work of the permanent posts from substitutes who are frequently changed, violation of Mines Regulations, no proper bonus cards or proper preparation of the list of eligible workmen for the quarterly bonus under the C.M.B.S. Act, personal intimidating behaviour of the authorities and nepotism towards the KMU (AITUC) and the MPCWF (INTUC) at Korba. We will deal with each of the above issues .

Respectively

- (a) Non-Implementation of Awards :
The para 93 of the LAT Award (colliery disputes) states that " a note should be made against general mazdurs (Unskilled 10 in category 1), that they shall not be called upon to do work in any category other than in category I." But this decision is impudently being violated by the Korba colliery management. General Mazdurs are being compelled to work as under-ground coal loading munshis ; as clerks in the offices of the D.S.O.C.

or the Manager concerned ; or as an explosive carrier, or trolleyman or dresser, or pump khalasi, or tyndal mazdurs, or as helpers to the mechanics and fitters etc.

The list of such people though not exhaustive is to be found as Appendix 1, which follows.

Conversely these very cases and more like them become cases of improper category. The management tries to bully and blackmail when such cases are taken to them that the workman has been found unfit for the job and he will be demoted if he presses his claim for category 1.

The most irritating and displeasing practice adopted in this collieries is that the workman without any charge-sheet, warning or reprimand is summarily disallowed from work on the assumed notion that the workman has disobeyed the orders of the superior, even though the order may be against the regulations or the award.

Shri Babban Singh, explosive Carrier, Inc. 124 of the Korba Collieries was asked to do the blasting on the 11th September 1962 but since he wanted a helper to carry out the job the under manager in charge of the shift abused him left and right as " namakharasuar gadha etc. He was ordered out of the mines and when he asked for the written order he was called by the Manager next morning and disallowed from work till the 18th Sept '62, when he had been allowed to join his duties. Again on 20th September 1962 he was given a chargesheet relating to what had happened on the 11th Sept. '62.

One Dharamraj Loader-substitute was summarily disallowed from work because he had the audacity to ask for his wages for three hours hazri from the shift in charge Mr. S.P. Sinha. We have given you only these two instances as it is well nigh impossible to list all such cases as they are daily affair and on a large scale too. However we will be listing some in Appendix 2, which follows.

The stoppage of work is entered as absence from work and this adversely affects the workman so far as his annual leave with wage quarterly bonus etc. are concerned. This hit the workman at a very tender spot and so the disaffection.

The Standing Orders are respected only so far as they become handy to the management for using it against the workman but as soon as the workman wants to use its provisions for his benefit, the Standing Orders are ruthlessly given a go-bye.

KHADAN MAZDUR UNION

AFFILIATED TO AITUC No. 52

R. N. 436

H. O. KORBA

(M. P.)

Ref. No. Kmu/104/62

3.

Date 8th October 1962

The Management cares a fig for the provision that "No order of punishment under Standing Order no. 18 (i) shall be made unless the workman concerned is informed in writing of the alleged misconduct and is given an opportunity to explain the allegations made against him". The workman is disallowed from work at the sweet will of the Manager or the under manager in charge of shift. Nothing is given in writing, an on-the-spot enquiry will reveal many more things in line with this. The help of a co-worker is a right of workman who has to defend himself but in spite of the section 18 (ii) of the Standing Orders, the permission is invariably refused.

The Order 3 (a) has very clearly laid down ~~that~~ how the workmen have to be classified. But here in Korba Collieries, no heed is being paid to this provision. There are 31 (16 and 15) workmen who have been been working in the Excavation section of the Korba Collieries continuously since 12-7-60. They are contributing towards the PF Account. They have long completed 240 days of continuous service. But they are as yet casual workers. The nature of their work is permanent. They have satisfied all the conditions laid down in the S.O. but they are not being taken on the permanent list.

Substitute is an institution here. It must not be confused with the Badli workman as mentioned ~~with~~ the ~~stated~~ S.O. This 'substitute' is a combination of a "probationer" and a "badli" workman. The system is that a loader is picked up as a substitute. He is moved from one job to another on the plea that he is being tested if the workman can do the job. This is called the Trial & Error method. After the workman has put in six months or more service as a substitute, or if he ever protests against any injustice that he might be subjected to, he is summarily told " tumharey liye kam nahin hai" and in his place a new hand is sent, irrespective of the fact that the inexperience of the latter might be come the cause of some damage to the Corporation property or delay of work. There are substitutes who have put in service as substitute for an year or thereabouts and they are sent back to the original post. A probationer can, if he proves inefficient, be reverted to his original

4.

original post only if his service as such do not exceed three months in the post. So here they apply the rule applicable to the 'badli' workers viz. that the workman should have served in the same post for a period of one year. Now it must be made very clear that these workmen are not working in place of somebody, on the contrary they are working on clear posts. Thus when work is extracted they are sent to the clear posts and when the worker wants his right to be on the permanent list he is treated as a badli worker. By keeping this institution of substitutes, the employers have worked out a system by which they can keep the workmen divided so that they can extract more work from them without giving them any corresponding right.

Generally the substitutes are not given authorization letters for the job they are supposed to do. If he demands one, he can never be taken up. As told earlier, he is usually a loader. Now suppose in course of his duties the substitute meets with an accident, then it can be safely stated that the workman was a loader and that he came there unauthorizedly and so he is responsible for whatever might have happened. Thus in spite of the fact that the workman is open to risk in course of his duties, the management which orders him to do the job completely washes its hands clear of any possible liability.

The substitute is usually the victim of the whims of the shift-in-charge and this causes the victim loss in wages annual leave with wages and bonus, etc. This class of workmen therefore seethes with discontent.

When the cap lamps get short, it is these class of workmen who have to suffer most. They are sent back unceremoniously. This results in loss of wages and adversely affects the bonus, annual leave etc.

Coal Mines Regulations 1957, are not observed either in spirit or in letter. The Explosive Carriers are being made to do the job of shot firers which is in violation of the Regulations. S/Shri Babban Singh, Narayan and other Explosive Carriers are regularly doing the job of Shot Firers. The shot firers are not provided with the right type of blasting apparatus. Ingenuous apparatus is being given to them and

KHADAN MAZDUR UNION

AFFILIATED TO AITUC No. 52

R. N. 436

H. O. KORBA

(M. P.)

Ref. No. Kmu/104/62

5.

Date 8th October 1962

it does not have any key which the Shot firer is enjoined to keep with himself always. The Shotfirers and the Ex. Crs are asked to man more than one section. The Dressers, Timber Mistries and the Mining Sardars are also asked to look after more than one section, which in the conditions of the Korba Collieries Inc. 1&2 in particular are too dangerous to be allowed. The mining sardars are short of the required strength as are the shot firers. The CCM Drivers are asked to operated more than one machine. And in this way the Code of Discipline is being violated in as much as this is nothing but increasing the workload without any occurrence of their opinion or any agreement to that effect.

The Works Committee does not function. In February 1961, the elections took place but only two meetings were held in the beginning after which the Works committee died. The Joint Production Committee was also elected during that time. Not a single meeting was held of this committee. There is no Grievance Procedure committee in this colliery.

The Management does not reply to our letters causing great inconvenience and irritation. Delaying and procrastinating tactics are invariably adopted by the Management. This means accumulation of grievances and the consequent disaffection. Cases are pending for more than six months but the management is not concerned over it.

There are cases when the management has refused to grant leave to the workmen although they are entitled to leave with pay under the Mines Act.

There is a lot of 'dhaadhli' in preparing bonus. Many eligible workmen are debarred from getting it. Many cases have been referred to the R.L.C (M.P. Zone).

Besides the above there are many more pinpricks and injustices inflicted on the workmen which produce the total effect of creating dissatisfaction and strained relations between the Management and the workmen. It is urged that on-the-spot enquiry should be held to know more facts in detail.

3.(a) Which employers have not yet recognised the majority Unions ?

The Management of the Collieries recognise the M.P.C.W.F. (Korba Branch) as the Majority Union.

6.

3.(a) Did the Union approach the Management for this purpose ? If so, what has been their reaction ?

The question does not arise

3.(b) Did the Union approach the Central Implementation and Evaluation Division for this purpose ?

Does not arise.

4. What are the Establishments where mutually agreed grievances procedure has not been set up ?

The Korba Collieries (N.C.D.C.Ltd., Korba (M.P.)

Was the matter taken up with (managements Conciliation/Implementation Machinery

No.

5. Have you reported any case of non-implementation of awards, agreements to the managements or authorities after May 5, 1962 ? If so, which of these have not been attended so far? (Please give specific instances and names concerned of the Managements).

We have reported the cases of non-implementation of the awards after May 5, 1962, to the Management Korba Collieries. But they have only ~~set~~ tight over it or have taken to dilatory tactics in settling them. Cases of :
Incline 384 of Korba Collieries
Incline 182 " " "
Excavation Section of the above.

6. Have there been any case of unfair labour practice by managements, after May 5, 1962 ? If so, give specific instances with full particulars of the management, date of occurrence, details of such practices etc ?

There have been such cases. In the month of September 1962, the Manager Incline 182 Korba Collieries abused the Coal Loader U.S. Munshi roundly and in a filthy manner. Again by the end of the same month the same Manager insulted and abused the Shot Firer Shri B. Nayak in the inclines before so many people. The under manager Shri Sinha and Shri Jain have been doing it with all the arrogance. Shri S.P. Sinha abused explosive carrier Sitaram in the first shift in the month of September 1962. He poked the staff into the stomach of Chandulal s/o Goursingh Water carrier so that he fell down. He on 4-9-62 manhandled Nandlal s/o Sheodayal Driller inc. 182 and Ex. Cr. Mansal s/o Dhanaram. In the same way Shri Jain under manager abused and manhandled Shri Chhotku s/o Charka Driller helper inc. 182 on 26-5-62 or so. Again on 11/12 Night shift, Sept. 1962, Shri Jain abused Shri Baban Singh Ex. Cr. roundly and even caught him by the collar.

KHADAN MAZDUR UNION

AFFILIATED TO AITUC No. 52

R. N. 436

H. O. KORBA

(M. P.)

Ref. No. 104/62

7.

Date 8th October 1962

Besides, it is a usual practice of the Management to take sides with the MPCWF (INTUC). S/Shri Jhadudas s/o Aswa Das Loader Inc. 1&2, Sadrus/o Mohan Loader-sub Lakhan Singh s/o Sukhdeo Singh sub-CCM helper and Kutub Ali Choukidar have been advised among others, by the Manager Inclines 1&2 to get their application written by Shri Ralph Roy, vice-president of the Korba Branch of the MPCWF (INTUC), when they approached the Manager with the application drafted by the KMU (AITUC). If a workman goes to the manager with a petition typed or prepared from the office of the KMU, the manager pays it the scantest possible respect. The workmen are discouraged from bringing any application from the KMU office consequently encouraging the MPCWF (INTUC). The Supervisory staff including the Manager Inc. 1&2, deride and advise their workmen to leave the KMU (AITUC) eg. kya netagiri men rakha hai, Union wagaira chhor do, tumhari kitni taraqui ho sakti hai. Such things were told to S/Shri Rajaram CCM Driver, Razak, CCM Dr, Babulal Timber Mistry, Girijashanker CCM Helper, etc. Phaniram Loader, Bhikan s/o Padam on 27.9.62 were accosted with this "tum Lal jhande wale ho, tumhare wastey koi kam nahin hai; jo karte ho karo". The Area Engineer Shri Mathur and the Labour Welfare Officer told to S/Shri Girijashanker and Narsingh CCM Helpers on 26-5-62, that these workmen have become netas and it will be seen how long they carry on like this. When Lala s/o Chandramani Loader went to take annual leave with wages as according to the Provisions of the Mines Act, the Manager told him "kanoonbaz ho gaye ho, aapko chhutti nahin milsakti". After an departmental enquiry had finished Shri Sarabhoj and Shri H.P. Sinha, Asst Manager told Shri Aboul Razak CCM Driver "Union wagara chhor do, Intuc men aa jao". The manager Inc. 3&4 has shown extra keen interest if the workers of his mines are the members of the KMU. They are heard saying "yeh darkhwast kahan se likhaya hai? Tum Lal Jhande men chanda detay ho?". e tc. The management takes to intimidation, cajoling, theatenting etc. so that the KMU is finished off. The management does not give appointment letters to the workmen where the job description is given, so that under threat of disciplinary action, they might be able to extract more work. Lots of cases have come to be reported to us where a workman has been asked to do much more than what his designation is. A thorough enquiry

5 Jhandewalan,
Rani Jhansi Road, New Delhi

Nov 20

Dear Kalyan,

You had some discussions with Com.Pandhe re. the memo on interim relief. Com.Pandhe started the work but had to go to Bombay suddenly.

Now we in the office do not know anything about what you discussed in the meeting with SAD and the material on which the memo was to be drafted. It was necessary that one of you should have stayed here till the memo was finalised.

We do not know either the arrangements made to argue the case before the Wage Board, - whether AITUC will appear or the Federation or the unions and when?

However, we are preparing a memo - a small one and submitting it. Copy will be sent to you and the unions.

Let us know what you propose.

With greetings,

Yours fraternally,

K.G.
(K.G.Sriwastava)

Received... 24/11/62
Replied...
Sambalpur
22. 11. 62.

Dear
It is a sad thing
to report to you that on the
night of 20/21 Nov 62,
Cau Divakar of Indore,
Sambal Chakravarty of Bhubaneswar
both active Trade Unionists
have been arrested under
P. S. R.

Along with them there
are a number of other comrades from
various other centres. This is
a part of the sweep all
over India in which accord-
ing to some reports 500 have
been arrested.

In this situation, I am hoping
that will happen to us. I intend
to keep contact with Khadim
Mazdur Union Kolsa. The
office Bhausa is with you.
You can write to the President
or Vice President, if the
Secretary does not reply.
I will be reaching Kolsa
soon. If safe, I will write
to you. If you don't receive
any letter from me, please
try to find my name in
papers. Please also take
care of Bunker Colliery
Mazdur Sabha, Bunker.
Please do send me copy
etc to K. M. Kolsa.

B. C. Mehta's Shop
and to me at Jabalpur
of your statement which
you must have sent to
Shri Lalit Merchant for
Lalita Wape Increase

Rest in the rest.

A. K. Mehta

INLAND LETTER



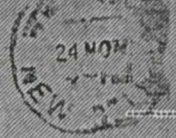
Secretary
All India Trade Union
Congress
5, Mandiwala
Rani Ghansi Road
NEW DELHI

First fold
पहला मोड़

Second fold
दूसरा मोड़

Third fold
तीसरा मोड़

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



A. K. Mehta

इस पत्र के अन्दर कुछ न रखिये NO ENCLOSURES ALLOWED

5

December 3, 1962

Com. T.B. Vittal Rao,
President, IMWF
C/o Singareni Collieries Workers Union,
KOTHAGUDEM, Andhra Pradesh

Dear Comrade,

Today I have sent the following telegram to Com. Kalyan Roy at Asansol and Calcutta: "COAL WAGE BOARD INTERIM RELIEF HEARING CALCUTTA SEVENTH DECEMBER ATTEND BEHALF AITUCONG ALSO = SRIWASTAVA".

The hearing will take place at 10 A.M. on Friday, 7th December 1962, in the Committee Rooms of the Bengal Chamber of Commerce and Industry, 6 Netaji Subhas Road, Calcutta 1.

You have already received copies of the Memorandum submitted by the AITUC.

Please attend the hearing for oral arguments. It would be advisable if our representatives from the different areas reach there one way before the arguments for mutual consultation.

With greetings,

Yours fraternally,

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

Copy to: Com. T.B. Vittal Rao
C/o W. Bengal STUC, Calcutta

MEMORANDUM TO CENTRAL WAGE BOARD FOR COAL
MINING INDUSTRY

ON DEMAND FOR INTERIM WAGE
INCREASE

From

ALL-INDIA TRADE UNION CONGRESS
and
INDIAN MINE WORKERS' FEDERATION

The All-India Trade Union Congress and its affiliates in the coalmining industry and the Indian Mine Workers' Federation welcome the constitution of the Central Wage Board for Coalmining Industry. It is heartening to note that the Wage Board has also decided to take expeditious steps in the matter of considering the demand of workers for an immediate interim wage increase pending submission of the final report.

2. This memorandum on the specific question of interim wage increase is being submitted on behalf of the All-India Trade Union Congress and the Indian Mine Workers' Federation, representing the following affiliated trade unions in the coalmining industry:

- 1) Colliery Mazdoor Sabha,
G.T.Road,
ASANSOL, W.Bengal
- 2) Coal Workers Union,
GIRIDIH, Bihar
- 3) Bihar Koyla Mazdoor Sabha,
DHANBAD
- 4) Eastern Coal Co. Workers' Union,
BHOWRAH, Dhanbad, Bihar
- 5) Central Alkusa Colliery Workers Union,
KUSUNDA, Dhanbad, Bihar
- 6) Mohulbani Colliery Workers Union,
BHOWRAH, Dhanbad, Bihar
- 7) Jharia Khas Colliery Workers Union,
SIJUA, Jharia, Bihar
- 8) Samyukta Khadan Mazdoor Sangh,
Tilak Statue, Mahal,
NAGPUR, Maharashtra
- 9) Burhar Colliery Mazdoor Sabha,
DHANPURI, M.P.
- 10) Rungta Colliery Mazdoor Sabha,
BURHAR, M.P.
- 11) Khadan Mazdur Union,
C/86 Miners Quarters,
KORBA, M.P.

- 12) Singareni Collieries Workers Union,
KOTHAGUDEM, Andhra Pradesh
- 13) Assam Coal Mine Workers Union,
LEDO, Assam
- 14) Cherra-Laitryngaw Colliery Mazdoor Union,
P.O. CHERRAPUNJI, Lower Cherra, Assam
- 15) Talcher-Villiers Coal Mine Karamchari Mazdoor
Union, TALCHER, Orissa

3. The case for an interim increase in wages for coalminers in our country is amply proved by the fact that the question of wage revision in the industry and the demand for constitution of a Wage Board were raised over two years ago by the trade unions. In fact, the question came up for consideration in the Seventh Session of the Industrial Committee on Coal Mining (New Delhi, 28 April 1960) and was further considered in the Eighth Session of the Committee in April 1961. The Wage Board was constituted in August 1962. Thus the enormous delay in setting up the Wage Board itself, we feel, would justify the speedy consideration of the question of an immediate wage increase by way of an interim relief.

4. In this industry in our country, the wages as well as living and working conditions of the workers are actually sub-human. This is the most sweated industry and the number of accidents will show that risk of life of the workers is more than in any other organised industry.

5. Though the Award of the All-India Industrial Tribunal (Colliery Disputes) in 1957 did introduce some measure of uniformity in wage scales and working conditions in the industry, as compared to the earlier chaotic and inhuman conditions experienced by the miners, the minimum wages fixed by that Award compare most unfavourably with the general level of wages in the organised industries in our country. Subsequently, it will be noted, the wage levels in some of the major organised industries were revised upwards by the Wage Boards and National Tribunals, e.g., in textiles, cement, sugar and banking industry, among others, as well as in the case of Central Government employees. In both the public and private sectors of the iron and steel industry recently, interim relief has been awarded as also in the tea plantations industry. Wage Boards are now working in certain other industries, too.

6. According to the earlier Award in the colliery disputes, the minimum basic wage of the lowest paid workman was fixed at Rs.1.10 per day and dearness allowance at Rs.1.9.6 (150 per cent of the basic wage). Thus at the rate of Rs.2.10.6 per day for 26 working days, the minimum emoluments for the miner worked out at Rs.69.1.0. As per the formula laid down by the Tribunal that the Dearness Allowance should be revised for every rise of 10 points in the Consumer Price Index over 102 (1949 = 100), the D.A. was twice increased by a sum of Rs.4.14.0 per month on each occasion.

7. It will be seen that the minimum wages in the coalmining industry are at present far below the norms of need-based minimum wages, as recommended by the 15th Indian Labour Conference.

The Government of Bihar, computing need-based minimum wages as per norms laid down by the 15th Indian Labour Conference, arrived at a sum of Rs.181.68 at 1958 prices for the steel

centre of Jamshedpur. For the mining areas too, the need-based wages would work out at around this figure. (We shall be submitting our calculations at the time of our detailed memorandum to the Board on general questions subsequently.) The wide gap between the need-based wages and the present wage levels is so obvious as to need any further arguments.

8. In all industrialised countries of the world, the coal miners are paid the highest wages, firstly, from the point of view of the supreme importance of mining in the economy; and, secondly, though no less important, the extremely hazardous nature of work in the mines. However, while a cotton textile worker in Bombay City gets a minimum wage of Rs.132.25 (Rs.38.00 basic wage plus Rs.94.25 D.A.), the coalminers in our country obtain a minimum wage of only Rs.78.81 nF per month, today, including the D.A. increases given as per the Coal Award.

9. Apart from this, it has to be considered that over fifty per cent of workers employed in coal mines are engaged on a piece-rate basis and, in most cases, the piece-rates have so worked as to deny to the miners even the wage rates fixed under the Coal Award. Thus the condition of this large category of workmen is all the more pitiable.

10. We would like to point out that the D.A. formula of paying Rs.4.14.0 for every rise of 10 points on the Consumer Price Index hardly provides to the coalminers any substantial relief from the rigours of rising prices. The wages as fixed by the Tribunal are so low that even a sliding scale of D.A. can be, if at all, only of very limited relief, unless the basic wages are increased considerably.

11. Productivity in the industry has appreciably gone up. The output per man shift rose from 0.40 tons in 1956 to 0.48 tons in May 1962 (Indian Labour Journal, Oct. 1962) - in other words, an increase of 20 per cent.

12. The total number of persons employed in coal mines has risen from 333,491 in 1956 to 3,98,563 in 1961 and 4,00,049 in May 1962. The pace of growth of the industry is to be accelerated under the Third Plan programmes and thus the coalminers have an increasing role to play in developing the national economy.

13. The boom in the Private Sector of the industry can be seen from the fact that over the year 1960, the Index of Share Prices of Coal Companies increased from 104.8 to 117.4 (1952-53 = 100) and in October 1962, it rose to 121.3 (Commerce, 17.11.62). The industry in the State Sector has also developed very fast.

14. The contribution to the national income from the coal-mining industry has increased from Rs.60 crores in 1948-49 to Rs.140 crores in 1957-58.

15. To realise the Third Plan target of 97 million tons of coal, it is necessary that maximum national effort is necessary primarily by the coalminers and the industry. The relief to the miners from the difficult conditions of largely depressed wages and by providing them with need-based minimum wages would go a long way to promote the climate for achieving Plan targets.

16. In the present conditions of national emergency, the coalminers have offered their willing cooperation to fulfil the tasks of greater production for national defence. The workers hope that there would be a gesture from the industry, with the assured and expanding market and protection from Government, to concede the long outstanding demand of the miners for a wage revision.

17. The All-India Trade Union Congress would also like to draw the attention of the Wage Board to the increasing indebtedness among the coalminers, as a direct consequence of the extremely low wages. This is best illustrated by the notorious activities of moneylenders in the colliery areas, creating even serious problems of law and order for the authorities.

18. It is gratifying to note that the Central Wage Board for Iron and Steel Industry, in these days of national emergency, has thought it fit to consider the case for interim relief to the steel workers and have made interim recommendations which were accepted by the Government of India on November 13, 1962. The recommendations are that:

" . . . at this stage, excluding Tata Iron and Steel Co., all other steel plants should pay Rs.95 for the lowest paid unskilled worker. This wage should consist of the basic wage, the dearness allowance and where it exists uniformly for all workers, the coke subsidy and house-rent allowance. The pay scales should be adjusted on the basis of the lowest paid worker upto the maximum of Rs.500. In the case of the Tata Iron and Steel Co., we recommend that, at this stage, they should pay a flat rate of Rs.10 per month to all the workers including Rezas drawing a maximum pay upto Rs.500 per month.

19. The wages in coalmining are admittedly much below those of the steel industry and hence, we feel, the quantum of interim increase in wages should be larger.

20. The All-India Trade Union Congress would therefore urge the Wage Board to recommend that the coalminers should be awarded, as interim relief, a flat 25 per cent increase in their present total emoluments, subject to a minimum payment of Rs.30 per month to the low-paid categories.

21. In view of the fact that the question of wage revision has been long pending, we would request the Board to give retrospective effect to the interim recommendations.

= ALL-INDIA TRADE UNION CONGRESS
INDIAN MINE WORKERS' FEDERATION

5 Jhandewalan,
Rani Jhansi Road,
NEW DELHI

November 21, 1962

2

MEMORANDUM

On Revision of Pay Scales in the Coal Industry.

1. Introduction :-

The production of coal in 1960-61 is 513 lakh tons (India - 1961). In 1950-51 the production was 320 lakh tons. In 1955-56 it was 380 lakh tons. This shows that the increase in production is more than double during the five year period 1955-56 to 1960-61, than what it was during the five year period 1950-51 to 1955-56. These two periods synchronize with the First and the Second Five Year Plan periods in India.

One of the main causes for the higher increase in production is to be found in the revision of the Pay Scales by the Award of the Tribunal published on May 26, 1956, subsequently modified by the Appellate Tribunal, in the back-ground of the General Strike of Miners in the Raniganj Coal-field, in 1956.

The target of production for the Third Five Year Plan is 970 lakh tons. This envisages a 89% increase over the production of 1960-61.

The Miners in India are no doubt eager to fulfil their share of responsibility in this matter provided there is proper inducement.

The Appellate Tribunal on Page 11 Para 11 has rightly said :- "Production of coal in the country has risen from 30 million tons in 1947 to 38 millions tons in 1955 and the target for coal set by the Govt. in the Second Five Year Plan is 60 million tons. It is thus clear that a wage structure is necessary which will induce the workmen to produce more so as to achieve the target."

These remarks are more applicable when we are embarking ...

embarking upon the 3rd Five Year Plan with a more ambitious target.

2. The Present Pay Scales.

The level of wages and D.A. given by the Tribunal and improved by the Appellate Tribunal marked an improvement upon the past. Nevertheless they are basically low. Under the altered circumstances they will appear to be still more so.

The Existing level of monthly basic wages for the workmen is as follows :-

Category I	Rs. 27-10-0	Category VII	Rs. 48-12-0
Category II	Rs. 28-7-0	Category VIII	Rs. 58-8-0
Category III	Rs. 30-14-0	Category IX	Rs. 71-8-0
Category IV	Rs. 32-8-0	Category X	Rs. 85-0-0
Category V	Rs. 34-2-0		
Category VI	Rs. 35-12-0		

3. This table illustrates the following points :-

- (a) That the level of basic wages is very low.
- (b) That the differentials are meagre.
- (c) That Rs. 85/- is the last limit of basic wage for the entire working class in the coal industry.
- (d) That the distinction between un-skilled, semi-skilled, skilled and highly skilled is blurred.
- (e) That the classification of the entire working class into as many as ten categories is unscientific and deceptive.

4. Dearness Allowance:

The scales of Dearness allowance are equally low and meagre as will be seen from the following table.

Category I	Rs. 41-7-0	Category III	Rs. 44-15-4
Category II	Rs. 42-10-6	Category IV	Rs. 44-15-4

Category V	Rs. 44-15-4	Category VIII	Rs. 49-15-6
Category VI	Rs. 44-15-4	Category IX	Rs. 49-15-6
Category VII	Rs. 48-12-0	Category X	Rs. 56-10-8

5. This table reveals the following points :-

- (a) That the minimum Dearness Allowance quantum is only Rs. 51-3-00 adding the variable D.A.
- (b) That the differentials are very low.
- (c) That the Dearness Allowance for Category III - VI is the same. This Group covers the miners, loaders and trammers who deserve special treatment.
- (d) That the Dearness Allowance for Category VIII and IX is also the same.
- (e) That the highest Dearness Allowance for the working class is only Rs. 66-6-9 adding the variable D.A.
- (f) That the difference between the highest and the lowest Dearness Allowance is only Rs. 15-3-8.

6. Present Time Scales : (Basic Wages per month in rupees)

<u>Category</u>	<u>Last Year</u>	<u>First Year</u>	<u>Difference after six years.</u>
I	32.30	27.62	4.68
II	36.24	28.84	7.40
III	43.35	30.87	12.48
IV	46.54	32.50	14.04
V	48.16	34.12	14.04
VI	51.35	35.75	15.60
VII	70.59	48.75	21.84
VIII	80.34	58.50	21.84
IX	93.34	71.50	21.84

7. Time Scales : (Dearness Allowance in rupees).

<u>Category</u>	<u>Last Year</u>	<u>First Year</u>	<u>Difference after six years.</u>
I	45.00	41.43	3.57
II	45.00	42.66	2.34
III	45.00	45.00	Nil
IV	46.54	45.00	1.54
V	48.16	45.00	3.16
VI	50.00	45.00	5.00
VII	50.00	48.75	1.25
VIII	53.56	50.00	3.56
IX	62.23	50.00	12.23

8.(a) The grades and time scales, brought into force four years after the Award, and two years after the time limit set by the Award, underline the extreme ~~attenuation~~ attenuation of the principle of time scales and the absence of real benefits to the workmen.

(b) The ~~work~~ piece-rated workers who form the majority have had no benefit at all in the subsequent introduction of the time scales by a corresponding revision of their piece rates.

(c) The differences in quantum of Dearness allowance after six years, except for two categories is ~~Rs~~ below Rs.4/-.

9. The criticisms made with regard to the Scales of Pay and Dearness allowance for the workmen apply ~~for~~ equally to the Scales of Pay and Dearness allowance for other categories of employees, such as the clerical staff, mining staff, medical staff, the Survey staff and others.

Some of the collieries have already raised the scales of pay for the clerical staff higher than what the tribunal gave. Employers also have started paying the mining sirdars more in some cases.

All these point to the need for a revision of the existing scales of pay and the Dearness allowance.

10. Minimum wage :

For the first time in India the needs which a minimum wage should satisfy has been defined in precise quantitative terms by the 15th Labour Conference (Second Kay Commission).

The minimum remuneration worked out according to that formula is Rs.125/- per month on the level of 1959 prices.

The quantitative content of this formula differs materially from that adopted by the Tribunal for fixing the minimum wage for the lowest category of workers in the coal industry. The money value according to the Tribunal is Rs.69-1-0.

Adding the increase due to variable D.A. the minimum fixed by the Tribunal comes to Rs.69-1-0 plus Rs.9-12-0 or Rs.78-13-0 per month.

11. We therefore propose that the minimum wage for the lowest paid unskilled workmen should be so fixed as to give them Rs.125/- per month in the 1959 prices. The entire wage structure in the coal industry should be adjusted on that basis.

12. It is only just because it is the amount to which the 15th Labour Conference has arrived at after matured deliberation. The employers are party to it. So also is the Government. We have no right to deviate from it.

It is only just because in every country where coal exist coal miners enjoy a comparatively higher wage. Whereas in India unfortunately it is not so. The Cotton Textile workers in Bombay and Ahmedabad and the workers in the Engineering Industry in Bombay and elsewhere have come to enjoy Rs.125/- and even more as the minimum wage.

It ...

It is only just because the coal industry forms the basic foundation for India's economic development and the workers who dive into the womb of the earth at all hazards to extract coal for the benefit of the whole country deserve even a special consideration.

It is only just because productivity has increased and the index of coal share prices have increased and will continue to increase.

It is only just because the index of consumers' price is increasing and the compensation hitherto given is inadequate.

13. Present position of the Coal Industry:

"Boom conditions were witnessed in the stock and capital markets (in 1960) and activity on the new issue market was on an unusual scale; the investment market on the whole remained in good shape" (Statesman 21st August, 1961 on the Reserve Bank of India's Report for the financial year 1960-61).

"Over the year (1960), the index of coal share prices increased from 104.8 to 117.4 (1952-53 equals 100) and continued rising briskly during the first two months of 1961".

"In the course of a single year, the picture in coal has changed beyond recognition; there is no obvious reason why it should not go on doing so for at least the duration of the Third Plan." (The Investors' Guide of India Year Book 1961).

(a) Index of variable Dividend in Industrial Concerns.

	1957-58	1958-59	1959-60
Coal	89	107	113.7
Cotton Textile	120	114	129.2

(Taxation and Private Investment by the National Council of Applied Economic Research - Page 94).

(b) Price of Coal :

The price of coal in 1954 was Rs. 14-9-0 and in 1956, at the time of the Award, it varied between 14.26 to 15.80. It now varies between Rs. 19.87 to Rs. 21.95 (1959).

(c) Production of Coal in lakh tons (India 1961).

1956	-	3.82	1959	-	4.70
1957	-	3.94	1960	-	5.13
1958	-	4.34			

There is an increase of 55% over 1956 production.

(d) Number of persons employed in Coal Mines :-

1956	-	333,491	1959	-	364,140
1957	-	349,676	1960	-	385,000
1958	-	363,900			

There is an increase of 50,000 workmen or a 15% increase.

(e) Productivity :-

Output per man shift in 1956 was 0.40, in December 1960 it is 0.48.

(f) Average Consumer Price Index (Base 1949 = 100) :-

1955	-	96	1958	-	116
1956	-	105	1959	-	129 (India 1961)

(g) Index of real earnings of workmen (1947 = 100) :

1956	-	135;	1957	-	134;	1958	-	126
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The Real earning has gone down by 9.

(h) Net output per employed person in Mining Industry.-

The contribution to the National Income from the Mining Industry has increased as follows :

Figures are in crores of rupees:

1948-49	1950-51	1956-57	1957-58
60	70	120	140

The increase over 1950-51 is 70 crores. The contribution to the national income has thus doubled. At the time of the Award the contribution was taken to be 60 crores only.

(i) National income : The present position of national income at factory cost in crores of rupees is as follows :-

1948-49	-	8,650	1957-58	-	11,400
1950-51	-	9,530	1958-59	-	12,470 (India 1961)
1956-57	-	11,310	1959-60	-	12,840 (Reserve Bank of India).

The Tribunal took into consideration the level of national income as it stood at 1950-51. Since then, the national income has increased by 34.7%

(j) Index number of per capita income at current prices is
1950-51 - 99.8 ; 1957-58 - 112.2 ; 1958-59 - 118.9.

(k) Per Capita income at Current prices :

1955-56	-	260.6	1958-59	-	316.5 (Reserve Bank of India's Report.)
1956-57	-	291.5	1959-60	-	318.4
1957-58	-	290.1			

14. Conclusion :

Time has come for a bold step. Any tinkering with the question of a need-based minimum wage as demanded will help no body - neither the Govt. nor the employers, decidedly not the workmen. Discontentment is spreading fast and a crisis is brewing.

STATEMENT SHOWING NAMES OF UNIONS WITH MEMBERSHIP AS ON 31st MARCH 1962
 OPERATING IN DOLMITE MINES / LIME STONE MINES, AFFILIATED TO ALL INDIA TRADE UNION CONGRESS
 ORGANISATION

Sl No.	Name and address of the union	Regn. No. & date of registration	State in which operating	Sl. No. in the claimed list for annual general verification of 1961-62	Membership shown in the claimed list	Break-up of membership claimed			Total
						Dolomite mines	Lime stone mines	Other mines	
1	2	3	4	5	6	7	8	9	10
1	Samyukta Khadan Mazdur Sangh, Rajnandgaon, Madhya Pradesh	412 Dt.3-6-1960	Madhya Pradesh	Mining 1	4,043	500	1,000	2,543	4,043

37B
1355 13/12/62

**COAL WAGE BOARD
SITTINGS ON THE DEMAND OF INTERIM WAGE INCREASE
A. I. T. U. C., I. M. W. F. AND
S. C. WORKERS UNION.
TENDERED ORAL EVIDENCE BEFORE THE BOARD.**

The Wage Board for Coal Industry under the Chairmanship of Sri Salim M. Merchant, held its first meeting at Calcutta on 6th December, 1962. All the members of the Board except Sri E. Worah, presented in the meeting.

First the Board took up the oral evidence of the Central Trade Union Organisations. The All India Trade Union Congress and the Indian Mine Workers Federation was represented by M/s. Kalyan Roy, Lalit Burman, Safiq Khan and I. Surya Rao respectively. Mr. Kalyan Roy explained the justification for wage increase with retrospective effect on 7th December, 1962.

The Singareni Collieries Workers Union, Kothagudium an affiliate of the A. I. T. U. C. and I. M. W. F. earlier submitted their written statement to the Wage Board on the interim wage demand. Following their advise to appear before the Board to give oral evidence, Mr. I. Surya Rao, Joint Secretary, Singareni Collieries Workers Union tendered oral evidence before the Board on 7th December, 1962. He explained to the Board the special problems of the ^{coal} Miner workers in Andhra Pradesh and Justifying the demand for wage increase, while adopting the memorandum submitted by A. I. T. U. C.

Earlier, the representatives of I. M. T. U. C. and H. M. S. tendered oral evidence on 6th December, 1962 in support of the justification of the wage increase.

The findings of the Wage Board are expected to be out by the end of December, 1962.

or information.

J. Surya Rao
Joint Secretary

The General Secretary
All India Trade Union Congress
NEW DELHI.

Above - MINE (COAL)

1) Assam Coal Mine	1509
2) " Anwarpur	100
3) Bihar (Cg & M. Subh)	3259
4) C.W.V., Gindik	7596
5) Eastern Coal, Dhanbad	306
6) Loyabadi L.U.	183
7) Central Alkasa	158
8) Maha Thana Khas	2088
9) Bunker Biliy - MP	383
10) Rumpita - MP	1032
11) Simpansi	141
12) Talcher - 40+208+35	6396
13) Talcher - 40+208+35	283
14) Colliery Mas. Subs, Band.	7089

238
123

28435
39,735

Ans: -

HMS

it

tate Colliery, Moz. Union, Basmo — 3095

South Kanon pure 440

Koyla Mazdon Parichyt, Thana 13,279

1P
Korea Koyal M. P. Kuresia 1,313

nissa
Dara Colliery 1,233

Deulbura — 894

W. Bengal
Colliery Moz. Coochur Asand — 19,691

39,735