

55

JEA

July 20, 1960

Dear Shri Joshi,

Since I learnt from the press that you have been released, I was trying to contact you on phone but did not succeed. I am enclosing copy of the circular which I issued to all the unions directing them to withdraw the strike. As yet, no report has been received about the situation in various centres as far as defence is concerned. I do not know at first hand even what has happened at Poona, Ichapore, Bombay, etc. except what has appeared in the press.

The press here has been publishing reports about the efforts being made by Shri Asoka Mehta and his meetings with various Ministers. Shri Guruswamy left this place yesterday evening, to Madras. The information that we got from Shri Guruswamy of talks between Shri Asoka Mehta and the Ministers was that except in cases of violence, the Government will not be vindictive. But the practice, as far as I have reports, is different.

Defence workers have been arrested not only in those places where strike has been successful but even where the strike could not take place. For example, in Delhi, we have 15 defence workers in jail. One has been arrested yesterday, after the withdrawal of the strike. In Punjab MES, Shri Rammath, General Secretary of the Union, was arrested yesterday at 3.30, after he was accepted for duty and worked for some time. Not even a single person has been released here, as has been done in Bombay and Jabalpur. From indications available, it is clear that they are not going to be released at least till another week. The bail applications are being rejected by local magistrates. Workers are being suspended and dismissed even now.

All this demands our immediate attention. Joint Council meeting should be arranged. If you and Shri Peter Alvares, as reported in the press, are coming to Delhi, then the meeting can be held in Delhi itself.

Shri Krishna Menon is not here and my efforts to meet him have not succeeded yet.

I would therefore like to hear from you at the earliest, so that on the basis of information that we have, we can assess the situation, think of the next step and take some positive steps to check the demoralisation and frustration that are coming. The meetings of the Joint Council and also of the Federation Working Committee are essential.

Please let me have your views and instructions as early as possible.

With regards,

Yours sincerely,


(K.G. Sriwastava)

JCA

New Delhi,
July 22, 1960

Dear Com. Peter Alvares,

I read in Free Press Journal your announcement in the public meeting about JCA meeting here on 25th July. Otherwise, we have not received anything from you. A press communique from the office of the JCA would be better.

2. You must also have seen that a judicial inquiry is going to be held into Dohad firing. It does not seem to be independent impartial judicial inquiry which we demand and get. May be some departmental official might do it. In that case, there may be two opinions about participating in the inquiry officially. Nonetheless we must see that our witnesses and viewpoint are put forward in the inquiry.

I am sure this matter is engaging your attention. I shall be grateful if you will let me know your viewpoint in this respect and steps taken by you.

With greetings,

Yours fraternally,

K.G.

(K.G. Sriwastava)

*1) Press Release of Standard Committee
of 10/11/60 not received.
H.1 your letter to A.P. of May 27 & June 25.
Rams. U.K.*

Com. Peter Alvares,
Secretary,
Joint Council of Action,
Bombay.

July 22, 1960

Dear Banerjee,

TK could not arrange money that day.

Will it be possible for you to ask the union to remit money.

Press says that in a public meeting at Bombay, Peter is stated to have announced that JCA will meet at Delhi on 25th. I have not received any communication. I am writing to him today.

With greetings,

Yours fraternally,

K.G.
(K.G.Sriwastava)

JCA

4. 8. 60. 5

My dear K. G.,

I arrived here yesterday to get a hang of the situation. I am returning back to-night. If I had not purchased the ticket I would have stayed on for another day to meet you.

There were a number of problems.

The J.C.A. of in Ludhiana has broken up. It has not met after the strike. The I.T. and the Railway leaders are moving separately. Day to day work naturally will have to be done on their own but there are some common tasks which need coordination. Moreover, the unity forged in the pre-strike period should be maintained. We are trying to make up for this lack of coordination through our intervention.

Legal defence is the first priority. The ordinance can be challenged in the High Court only jointly both because a proper stand must be taken and also because funds will be required

for the proceedings.

I can have in mind for some one who could appear on our behalf in the High Court - Sadhu Gupta, Ash Chari or some one else.

S.M. Benerji informs me that Sanyal has tutored a draft of H.C. Chatterji has agreed to agree. He will wait till the debate (24th & 25th) & move the application only after that.

I would advise the Lullman Committee to wait for this move.

Then there is the issue of disciplinary actions. The apprentices in the Railway have not been allowed to join work. They number 700 in all. Now there are nearly 1200 inspectors in the Railway (NER) mainly in the loco workshops. The figure includes both Temporary and the permanent hands. Outside the ^N Ry. the number is not large - 2 in the NER and about 25 in P&T. The total in the State in the P&T is about 160.

The call for 2nd. September

will have to be pursued more vigorously.
More reminders & pressure and articles in
the New Age. You must also see to it
the AIBEA & the AIIEA join the call &
send instructions to their units. Somehow
their call for 14th. did not reach U.P.

Do please write about the latest
situation & if possible come down to U.P.
for a day or two after the debate.
In any case do write personal letters
to yourself, Asrey, Prithvi, Kirta Shankar,
Raj Bahadur, Baba Khan i.e. the T.U.
centres Kanpur, Lucknow, Varanasi, Allah,
~~Allah~~ Gorakhpur, Jhansi, et. This
may tone them up & galvanise for
fund collection and 2nd. September.

I have called a meeting of T.U.
representatives at Lucknow on 6th. so I
want to be back on 5th. to ensure
the meeting.

Yours

Yours

Harish

and they were not affected in the night.
Ludhiana, Gurgaon, Varanasi & Allahabad
in particular were affected by the strike. In
the old. it was mainly the A.C. strike but
they fought well. In 1911 the strike was
complete in the 11.12.11 on the 13th and workers
Moghadani made many attempts for 3 days -
the report is not available.

Ludhiana was glorious. on the 11th at
about 9 h.m. there was a meeting in
the club fortico - chairs & 5000 were
arranged. An hour later a procession
1000 strong marched through the Reg. area.
Starting from chawky it went to the
-carriage, then to Punning shed quarters
& the Punning shed. Returning back it
came to Loco. Police intercepted 4 times
but they managed to disperse & reassemble.
The procession continued till 2 a.m.
when it was finally dispersed.

Complete strike in Punning shed at
mid-night. R.M.S. walked out in a
procession at 12 mid-night. Loco &
carriage workshops were walking with
a skeleton staff, not more than 300

and they were not affected in the night.

In the morning of 12th. 50% in carriage stayed out & 50% went in. They came out at 11 - lunch.

In the forenoon, security was arrested at the gate. Workers went in. The 2 workers jumped on a mess and started screaming. The second cell was surrounded by all the workers & they called in the yard. A complete stop in strike on 12th. - meeting inside the factory (Pioneer & Swatantra Bharat - 13th issue) printed the photograph. When they came out - formed a procession near the K. K. College.

On the 13th. leaders were intercepted & arrested at the gate. Some were arrested to the rest did not go. stay in strike complete led by apprentices.

On the 14th. only 215 workers were allowed in & even they did not work.

Then gradually attendance started swelling up.

H.P.O. went on strike (cont)

(Telegraphically) on the 12th morning
 when the D.S. Office, P.M.G., District Office
 NER, a known fact furnished & failed to
 join with of P.O. was effected in
 the afternoon a day & returned back
 had reached the station, but particularly
 forgot very well. you cannot get the
 idea of this the night up.
 The experience of Shantabhai Rai's
 meeting in the Amisuddanta Park on
 13th evening is worth really revealing.
 sitting in the Reg. Union Office on the
 13th morning when the workers were
 coming for a demand the suggestion
 was made - Rai Sahib will address a
 meeting in the Park at 5 h.m. when
 com. Shantabhai Rai reached there at
 5.15 h.m. the park was almost empty.
 I thought the police must have come to
 know of the meeting & Rai Sahib may
 not be allowed to reach there. Rai Sahib
 sat there for 10 min's saying no one has
 turned up. Then 4 women came they
 shouted slogans followed by a batch

4
of workers who gathered him & within
10 mts 2,000 workers round about the hall
had assembled for the meeting. He
stole for half an hour before the police
came & arrested him. when he was
arrested at about 6 h.m. 10,000 workers
had reached Anirambad.

The time fixed was early (Looz
class at 4.30 h.m & there was stay in the hall).
workers had been informed & the police did
not get the secret of it - This was
remarkable - some thing we did not
expect.

more when we meet.

Harish

TRADE UNION ACTION COMMITTEE

DELHI.

Ref. No.....

Dated...8th Aug., 1960.

Trade Union House,
Katra Shahan Shahai,
Chandini Chawk, Delhi.

To,

1. The General Secretary,
Hind Mazdoor Sabha,
Delhi Branch, Delhi.
2. The General Secretary,
United Trade Union Congress,
Delhi branch, Delhi.

Dear friends,

The Government's attack on the trade union and democratic rights of the working people have been mounting. The recent magnificent strike action of the Central Govt. employees, saw this attack at its climax.

Alarmed at the Government's ~~attack~~ offensive against the trade unions of our country, the three central trade union organisations, viz. AITUC, HES and UTUC have appealed to the entire working class and the trade union movement of our country to resist these attacks and demonstrate their anger by observing Friday 2nd September, 1960, as "TRADE UNION RIGHTS DAY". They have called upon us to organise joint processions and meetings on that day.

In the Capital, it therefore befits us that we should get together and plan out the various details about this historic day.

We would, therefore, request you to kindly let us know when our three local Committee along with such other Trade Union Organisations as are prepared to join in, can

TRADE UNION ACTION COMMITTEE

DELHI.

Ref. No.....

Dated.....196

- 2 -

call a meeting of trade union representatives to take decisions in this matter.

We believe that a united celebration of the "TRADE UNION RIGHTS DAY", on 2nd Sept., 1960, would ensure maximum mobilization of the working people and set an inspiring example of trade union unity and solidarity at this critical juncture.

Yours comradely,

A.C. Nanda
A.C. Nanda,
Convener,

Delhi Trade Union Action Committee
composed of representatives
of

1. Trade Unions affiliated to AITUC
2. Delhi Trade Union Council.
3. Delhi State Bank Employees Federation.
4. News Paper Employees Federation
5. Northern Zone Insurance Employees Association.
6. Certain other independent Trade Unions.

SSN.

Aug 13-14/60

Mandalam Committee CPI
Malappuram dist

conf resu:

central govt empl strike

on 11/7/60. Was victimised

1960 ആഗസ്റ്റ് 13, 14 തിരുവിതാംകൂർ കോർക്കവെച്ചുപേന്മലച്ചുവം മണ്ഡലം കമ്മ്യൂണിസ്റ്റ് പാർട്ടിയുടെ ഉന്നം പാജ്യാക്കിയ അഭ്യർത്ഥന " കേന്ദ്ര ഗവണ്മെന്റിനോടു ജീവനക്കാരുടെ നഷ്ടരഹിതമായ സർവ്വതലം ചെയ്ത ജീവനക്കാരുടെ മേൽ എടുക്കുന്ന അതികാരനിലിടവും, സുവ്യക്തമായ പരിഷ്കരണം തിരോധിച്ചവരുടെ നവമേറ്റിനെ നീക്കം ചെയ്യാൻ ആവശ്യമായ നടപടികൾ ഉണ്ടാക്കണമെന്നും സർവ്വതലം ഉന്നം കരുതണം. ഉന്നംകൊണ്ടിരിക്കുന്ന വിരാമി കൂട്ടുന്ന കേന്ദ്ര ഗവണ്മെന്റിനോടു തിരുവിതാംകൂർ പ്രദേശത്തുള്ള ജീവനക്കാരുടെ മേൽ എടുക്കുന്ന അതികാരനിലിടം വിട്ടുപോകണമെന്നും മറ്റ് ജീവനക്കാരുടെ കാര്യം കൂടുതൽ പരിശോധിക്കണമെന്നും അഭ്യർത്ഥിക്കുന്നതായി അറിയിക്കുന്നു.

ത. ചുറ്റി മാ. സ. - സൗഖ്യ
 കൃത്യമായ മുന്നേറ്റത്തിനായി
 സുപ്രകാരം കേന്ദ്ര സർവ്വകലാശാല
 കേന്ദ്ര സർവ്വകലാശാലയിൽ
 കിരായ അതിർത്തിയിൽ
 ജി. കെ. അതിർത്തിയിൽ, ടി. ടി.
 അദ്ധ്യക്ഷൻമാരുടെ സഹായം
 കിരായ, വി. കെ. അദ്ധ്യക്ഷൻമാരുടെ
 സഹായം നൽകുന്നതിനായി
 സഹായം നൽകുന്നതിനായി
 സഹായം നൽകുന്നതിനായി
 സഹായം നൽകുന്നതിനായി

True copy. *[Signature]*
 Malappuram Mandalam Committee,
 Communist Party of India,
 MALAPPURAM.



केवल पता
 ADDRESS ONLY
 The Secretary,
 A. I. T. U. e.
 NEW DELHI.
 Indian Union.

ത. ചുറ്റി 2, 1948. മനവ
 നൂതനമായ മനോഭാവം
 നൂ. കൊടുവേദകേന്ദ്രവ
 ഉദ്യോഗസ്ഥീവനകാകെ
 കിരായ അതികാരനാലിതി
 യിൽ അതിഭയപിതാനും, T. U
 നാവകാശങ്ങൾനീക്കി
 കാനും, വിപകയനംതയ
 ഞ്ചെയ്യുന്നനാലിയെടുക്ക
 നും നല്ല ഉദ്യോഗസ്ഥീ
 ന്നകാനും, അഭയാദിനം
 വിജിതാനും മനവമേ
 മ്ചെയ്യുന്നതായും.

True copy. *[Signature]*
 Malappuram Mandalam Committee,
 Communist Party of India,
 MALAPPURAM.



The Secretary,
 A. I. T. U. e.
 NEW DELHI.
 Indian Union.

25 AUG 1960

THE NATIONAL FEDERATION OF P&T EMPLOYEES

JEPA

P & T HOUSE,
9, PUSA ROAD,

No. F/50(PC)/Misc. New Delhi-5, the 24th August, 1960.

To

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

Dear Comrade,

We acknowledge the receipt of your letter dated 16.8.60 inviting us to join the "Trade Union Rights Day" on 2.9.60. We are thankful for the active support which the A.I.T.U.C., U.T.U.C. and H.M.S. are extending towards the cause of the Central Government Employees.

We however regret to say that in the existing circumstances, it will not be possible for us to participate in the observance of the Day on 2.9.60.

With greetings,

Yours fraternally,

P. S. R. Anjaneul U

(P. S. R. ANJANEYULU)
SECRETARY-GENERAL.

*File
10/8
3/7/60*

The Co-ordination Committee of Central Govt. Employees' & Workers' Unions and Associations, West Bengal.

President—K. G. Bose
General Secy.—S. K. Bose

249, Bepin Behari Ganguly Street,
Calcutta-12

Ref. No.

23.9.1960.

Sri S. A. Dange M.P.

Dear Sri Dange,

Perhaps you have read in the Newspaper the news of tragic death of Rajywar Chatterjee a suspended employees of the Regional Directorate of Food, Eastern Region, Calcutta who ended his life by committing suicide on the 19th September '60. A press cutting from Amrita Bazar Patrika dated 23-9-60 where it was editorially commented, is enclosed. The unfortunate colleague of ours was suspended from 13th July, 60 on the charge of ~~xxxxxxx~~ participation in the strike and was an ordinary member in the Association.

Although the declared policy of the Govt. has been not to proceed against persons for mere participation in strike, the authorities could not settle the case even after the lapse of more than two months. The deceased has left behind his wife, two children, as well as, his mother four brothers and sisters dependedd on him. The uncertainty about his future and the possible results of the departmental enquiry which was held just before the tragedy—when it is reported he was threatened with dismissal have, it is widely apprehended, brought about the ~~unfortunate~~ sad end of his life. It

The number of employees still under suspension in West Bengal runs to several hundreds. You are aware of the ban issued by Govt. of India against raising of funds for relief of the suspended and otherwise victimised employees. Pandit Pant~~x~~ categorically stated that Govt. disapproves raising of funds for helping those who are guilty in ~~xxxx~~ ~~on~~ the eyes of the Govt. Employees' Organisations have out of their limited resources tried their best to help the distressed employees but the scope is limited by the amount of available funds and the number of employees affected and this vary widely from department to department.

We would request that the matter be raised in the Tripartite conference now in session. Demands should be made in all solemnity for instituti~~ng~~ an impartial enquiry into the circumstances of the case and for payment of adequate compensation to the bereaved family.

Govt. should also be urged to immediately withdraw ~~xx~~ suspension orders issued for mere participation ~~while~~ pending disposal of the chargesheets, if any, and thus mitigate the hardships of the large number of employees affected.

Yours Sincerely,

K. G. Bose

55

Joint Council of the Action of Central Government Employees,
(Delhi State).

7/1, Railway Colony,
Delhi Kishanganj,

D/ 25/5/60.

A largely attended meeting of Central Government Employees of Delhi State comprising the workers of Railway, Post & Telegraph, Defence and Confederation of Central Government Employees, held under the auspices of Joint Council of Action of Central Government Employees Delhi State in Town Hall Delhi, passed the following resolution unanimously.

Shri Gopal Singh Josh of Post & Tele. presided.

Secretary.

1. The Pay Commission Report has belied all hopes of the Central Govt. Employees. The attitude of the Government in not considering the legitimate demands of the workers and the way they are implementing the retrograde recommendations of the Pay Commission Report, have created deep dissatisfaction amongst the workers. Nevertheless, the workers are anxious to secure justice and get improvements on Pay Commission Report through negotiations. But, if the Government continues its present attitude, they have no other alternative than to resort to direct action as envisaged in the decision of the Bombay Convention.

We urge upon the Government of India and particularly to the Prime Minister to yet realise the gravity of the situation and open negotiation with the Joint Council of Action so that the workers are spared from taking recourse to direct action.

We hope that the public and the Press will appreciate the justness of our case and will lend their support and sympathy. We appeal to the public to force the hands of the Government of India so that it may immediately start negotiations with the Joint Council of Action and justice is meted out to the employees.

We call upon every Central Government Workers to stand by the Joint Council of Action, and mobilise themselves in their respective areas from now onwards to face any ~~eventuality~~ eventuality that may be necessary, at the call of the said Joint Council of Action.

2.

Registered No. P-1006

J. C. A. DECIDES TO LAUNCH GENERAL STRIKE

Reviewing the developments since the adoption of the Resolution by the Convention of the Central Government Employees Organisations on 2nd and 3rd April 1960 at Bombay, this meeting of Joint Council of Action notes with deep regret that the interview with the Prime Minister has not materialised so far and expresses its feelings of disappointment that the earnest desire of the Joint Council of Action to secure a negotiated settlement on the 6 demands has not so far evoked a favourable response from the Government. There fore, in pursuance of the opinion expressed by the said convention, this meeting of the Joint Council of Action reaffirms its decision to direct action taking due note of the dissatisfaction among the employees which is mounting.

However, as a proof of its earnest desire to arrive at a negotiated settlement and not to precipitate a crisis, this Council resolves reluctantly to defer the date of direct action viz.

Resolutely Organise For a Successful Strike

- PETER ALVERES

Central Government Employees will be sorely disappointed on learning that the Prime Minister has declined to grant an interview to the representatives of the Joint Council of Action as sought by the Chairman, G. D. G. in order to discuss the demands on the 2nd Pay

Commission. The Prime Minister has done a great disservice to the cause of Labour. The Joint Council of Action expressed its anxiety to always keep the door open for negotiations and even postponed the date of the Strike by

striks, from 19th June to the midnight of 11th July 1960.

This Council directs its constituent units to take all such steps in the meantime as may be required under the Law and respective constitution and calls upon the Central Government Employees to form Local Councils of Action immediately and to organise and mobilise themselves under the banner of the Joint Council of Action for the said united and concerted direct action from the midnight of 11th July 1960 and be prepared for the maximum sacrifice for the realisation of just and minimum demands.

This Council further resolves to meet as frequently as possible and in the 3rd Week of June, 1960 and also during the negotiations with the Prime Minister to review and assess the situation and preparations for strike as well as the results of negotiations.

(Resolution passed at Bombay on 31st May 60)

a month in order to meet the Prime Minister on convenience. The refusal, following an earlier indication of his willingness to meet the Chairman, now comes as a shock.

Undismayed by this temporary setback in their efforts to reach a negotiated settlement, all organisations of Central Government Employees should now resolutely organise for a successful strike on 11th July 1960. The Joint Council of Action desires that all concerned should be kept open and spared to arrive at a negotiated settlement.

**STRIKE FROM 11th July LOOMS AHEAD
LOINS and JOIN THE BATTLE**

Published by Shri Harisharan Singh at 27, Hardinge Road, Patna and printed at the Dipak Press, Boring Road, Patna-1

THE R. M. S. HERALD

JOURNAL OF THE
ALL INDIA R. M. S. EMPLOYEES' UNION-CLASS -III
BIHAR CIRCLE BRANCH, PATNA.

Editor : Sahdeo Prasad

Vol-II No 11]

Union is Strength

[June 1960

PRIME MINISTER CLOSES DOOR ON NEGOTIATIONS

"The Prime Minister has received your letter dated May 27, 1960 and your telegram dated May 30 of 1960 asking for an interview for representatives of your Council of Action. He regrets he is unable to give this interview as he thinks that it will serve no useful purpose. He cannot discuss the revision of the Pay Commission's recommendations and the Government's decisions on them. This would be an improper way of dealing with the result of the Labours of a high-powered Commission which gave a good deal of time and thought to the matter that came up before it and than gave its considered opinion. Government, for their part, considered these recommendations as almost tantamount to an award and accepted them almost in toto even there they might have had a different opinion. They do not propose to go back on these decisions.

"The Prime Minister is distressed to learn that some of the Central Government employees should endeavour to open this matter again and even organised some kind of a "Council of Action". This action would further come in the way of his meeting any deputation on this subject.

"Where, however, there is any doubt or uncertainty about the implementation of the decisions already made, on the basis of the Pay Commission report, this can certainly be examined in co-operation with the Ministry concerned.

"The Prime Minister is concerned with the well-being of Government employees and with their taking their full share in the improvement of living standards in India. He deeply regrets, however, that at a moment when the country has to face grave issues and, more especially, when the whole question of our economic advance is being considered in connection with our Five Year Plans, any person in India, and more especially Government employees, should forget or ignore larger issues and take up attitudes which are unbecoming. He hopes that they will appreciate conditions prevailing in the country today and give their full support to the fulfilment of the plan for the nation's advance which will inevitably also lead to their own betterment."

(Text of a letter received from the Prime Minister's Secretariat to J. C. A.)

STRIKE FROM MIDNIGHT OF 11th July INEVITABLE

- × RALLY ROUND J. C. A.
- × MAKE THE STRIKE A SUCCESS
- × FIGHT TO WIN YOUR DEMANDS

11TH JULY ZINDABAD

BY

Shri R. P. Chatterjee, General Secy, A. I. R. M. S. Employees Union-Class III

The 11th day of July is a red-letter day in the history of Central Government Employees' movement. On the day, in the year 1946, the Postmen and Lower-grade Staff went on strike for the betterment of their condition of service. They were followed by other sections of the P&T staff. The struggle of the P&T employees at that time commanded spontaneous and unprecedented support and sympathy of the people at large. The P&T workers were victorious in their struggle and the Government of the day had to concede their just demands.

The 11th day of July this year has been fixed by the J. C. A. as the target date for Direct Action for the entire Central Govt. Employees. The similarity in the date of the struggle of 1946 and 1960 is a striking one, though there is a great deal of difference in the character of the movement. In spite of best efforts, all such movements of the Central Government Employees in the past were confined to a particular department or industry. It is for the first time that the entire Central Government Employees belonging to the Railways, Defence, P&T and other officials have mobilised themselves under the banner of the J. C. A. and have decided to embark upon a Direct Action on and from the 11th July this year.

In fact, the target date for the Direct Action was originally fixed on the 19th June by the Convention of the Central Government Employees' organisations held on the 2nd April, '60 at Bombay. The date was subsequently postponed by the J. C. A. in its meeting held on the 29th, 30th and 31st May with a view to meet the Prime Minister at his convenience for a negotiated settlement.

The desire of the J. C. A. to have a negotiated settlement with the Prime Minister has received a rude shock in the refusal by the

Prime Minister to grant any interview to the representatives of the J. C. A. Thus there is only one course left open to us and that is to prepare for the coming struggle of the 11th July.

The NFPTE has already issued two circulars—one on the 3rd and the other on the 7th June. The Circular of the 3rd June carries the decision of the J. C. A. on the Direct Action of the 11th July and code of procedure on the functioning of the J. C. A. The Circular of the 7th June has urged for formation of J. C. A. at local levels and has also called upon the branches to hold General Body Meetings by 21st to consider the decision of the J. C. A. and to communicate their views in the matter.

The Central Government Employees have so far exhibited unique tolerance in spite of worst provocations. While on the one hand all the retrograde recommendations have been implemented, the Government have so far refused to announce the decision on the beneficial recommendations of the Central Pay Commission. While we pinned our faith in the negotiated settlement, the Prime Minister has thought it fit to reject the interview though he earlier expressed his inclination to meet our representatives. Many a dirty game will be played from now on to the target date to dissuade, demoralise and subdue us. The heavy hands of repression will be on our head. The black leggers will try to raise their voice of opposition and create disunity among the Central Government Employees. We have to meet these challenges with courage, tact, and calmness to crown the struggle of 11th July with success.

11th July Zindabad!

Unity of Central Government Employees
Zindabad!!

Editorial

22 LACS CENTRAL GOVT EMPLOYEES ON THE MARCH

As you know the J.C. A. had extended its hand of co-operation for a negotiated settlement but even though the Prime Minister had earlier agreed to meet the J. C. A. after his return from the Commonwealth tour his latest reply has clearly shown that he is not in a mood to negotiate with the J. C. A. on the six point demands. The Prime Minister has therefore closed the door of negotiation and there is no alternative for the J. C. A. but to reaffirm the strike decision in its meeting held on the 23rd and 24th June '60 at Delhi in pursuance of the decision, strike notice has been served by the constituent units of the J. C. A. including the NFPTE conveying their decision to go on strike from the midnight of 11th July, 1960.

The six point charter for which the J.C.A. is fighting consists of fixation of minimum wage of Rs. 125/- as recommended by the XVth labour conference to which Govt. was a party acceptance of the principle of dearness allowance as recommended by the first Pay Commission and agreed to by the Government then settlement of disputes by arbitration, abolition of the various retrograde measures and for abrupt termination of services of Central Government Employees which the Pay Commission has sought to curtail. If we analyse the demands critically it would be seen that the Government is already a party to the fixation of minimum wage as Rs. 125/- which has been brought down by the Pay Commission to Rs. 80/- without any rhyme or reason. On the dearness allowance question as recommended by the first Pay Commission the Government decision to implement it are still there. The other demands have no financial implications and any self respecting Trade Union has to fight for their acceptance and as an ideal employer the Govt. of India should also show a gesture by accepting them without any show of fight. It is, therefore, crystal clear that the J. C. A. is on the right path, the workers demands are genuine and Government reluctance to crush the movement by black ordinance, other repressive measures and by encouraging black leggers and opportunists etc. in unjust.

These tactics of Govt. have failed in the year 1957 and they are bound to fail in the year of grace 1960 when 22 lacs of Central Govt Employees have come under the banner of the J. C. A. and have sounded the bugle. The workers are restive and no amount of sugar coated speeches and declarations of the Govt. can satisfy their hunger. Either the prices have to be reduced or the wages must go up to keep pace with the rising spiral of prices is the simple demand of J. C. A. and not only the 22 lacs Central Govt. Employees but the entire Nation are looking forward for successful culmination of the impending struggle, because it is only then that they would be assured of a decent existence.

11th July is the date on which the Postmen Union struck work in the year 1946 which continued for about a month. In Bihar the entire R.M.S., Telegraph & Telephone workers went on sympathetic strike in support of the demand of the Postmen Union and at last Mr. Cornansmith the then Secretary Communication Ministry ate the humble pie and accepted the demand of the workers. On the 11th July 1960 not only the Postmen Union but the entire NFPTE supported by the Railway men, the Defence and De... the civil Aviation employees, the A... staff is and other Central... march hand in hand and show... and we are confident that... of repression will stop them from reaching their goal. Let every employee of the RMS not only in Bihar but throughout India take a vow to become not only a follower but a vanguard of the Great Movement of the 11th July and show by action and not by words alone that they belong to the militant category of P&T Employees giving a deaf ear to the voice of a few black leggers who are out to sabotage the movement for a mess of pottage. Let us remember the fateful date 11th July '60 and stop work from the zero hour, come what may.

ORDINANCE OR NO ORDINANCE GO AHEAD TOWARDS
July 11th.

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P JCA

Appreciation of the over-all strike
situation on the 11th July, 1960

From the reports received from the different quarters including State Governments and the concerned Ministries, it would appear that the Prime Minister's broadcast and the promulgation of the ordinance have had a great impact on the general body of workers who were intending to go on strike. It is clear that many of them are having second thoughts. There have been reports of rifts in the ranks of strikers and of unions withdrawing strike notices.

The public reaction from the very beginning has been against the strike; public opinion has now become more crystallised. All over the country, important persons and organisations are offering voluntary services. The Press has generally expressed itself against the strike movement. The general position in the different sectors is indicated in the following paragraphs:-

RAILWAYS

Out of a total number of employees of about 10.94 lakhs, the All India Railway Men's Federation claims a membership of only about 3 lakhs. As against this, the National Federation of Indian Railway Men which has clearly expressed itself against the strike has a membership of about 2.82 lakhs. The NFIR which is affiliated to the INTUC is actively carrying on propaganda against the strike. They are quite strong in the Southern Railway where they have 52,000 members as against 23,000 claimed by the AIRF (total number of workers in Southern Railway being 163000). They have also considerable influence in the Western, Eastern and Northern Railways. Their membership figures in these regions being

40,000, 46,000 and 35,000 respectively as against 38,000, 67,000 and 45,000 claimed by AIRF.

According to the latest reports received by the Delhi Administration, it would appear that there has been some change for the better in the Western Railway; on the Central Railway also, the outlook has improved. On the South-Eastern Railway, a few cracks have appeared in the units of the South-East Railway Men's Union (AIRF); in certain parts of the Eastern Railway also, some improvement has been reported after the promulgation of the ordinance. The Central Railway authorities expect that more staff will decide against participation in the strike as the full implications of participation in the illegal strike slowly sink in. The Eastern Railway also feel that an element of fear has been struck in the minds of the strikers. On the Southern Railway, many of the employees who would have otherwise struck work are likely to refrain from striking in view of the Ordinance. On the South-Eastern Railway, many of the unions are expected to secede from the strike. Reports from the different divisions in the Northern Railway indicate that the promulgation of the Ordinance has created doubts in the minds of the Northern Railway Men's Union workers and some clashes have already taken place between rival groups.

POSTS AND TELEGRAPHS

The total number of employees in the Posts and Telegraphs is about 2 lakhs. In addition, there are about a little over one lakh of extra departmental agents. The unions affiliated to the National Federation of Posts and Telegraphs employees which is a member of the Joint

Council of Action have a claimed membership of only about 75,000. Three other unions of industrial workers also affiliated to this Federation have a combined membership of about 8,000. Quite a number of unions have started expressing themselves against the strike and some have assured full co-operation to the authority. In U.P. circle, it is felt that the membership is not enthusiastic about the strike. In Madras also, the response to the strike call is reported to be poor and no pre-strike preparations seem to be under way. Opposition to the strike has been expressed by P & T Employees Union - Class III and Class IV - in a number of places. The office bearers of 3 out of 4 trade unions of the employees of Delhi, Punjab and Kashmir circles of P&T Department have announced their decision to disassociate themselves from the proposed strike. The workers represented by them number about 3700. Recruitment of volunteers on a large-scale and the implications of taking part in an illegal strike appear to have struck fear in the minds of many strikers. At some places, even technicians and engineers have offered voluntary services during the strike.

DEFENCE

The total number of civilian defence employees is about 2.70 lakhs. Of these, the All India defence Employees Federation which is a member of the Joint Council of Action claims a membership of about 1.15 lakh. The Indian National Defence Employees Federation which is against the strike claims a membership of 65,000. Out of 150 unions affiliated to the A.I.D.E.F., 106 unions have served strike notices. The total membership of these 106 unions is about 78,000.

Some reports have been received of defections and withdrawal from the strike by a number of unions. For instance, the workers of 515 Army Base Workshop, Bangalore have adopted a resolution not to go on strike. The employees of Cordite Factory, Arvankoda (Nilgiri Dist.) have also decided not to join the strike.

The Acting President of the A.I.D.E.F. Shri Rai has resigned because of his differences over the policy with regard to the strike.

According to the Defence Ministry, the effect of the Ordinance has been generally good and the percentage of absenteeism in defence installations is unlikely to be very high unless communications are disrupted and trains services discontinued.

According to the latest information, 5 out of 19 Ordnance Factories, 3 out of 26 Ordnance Depots, 43 out of 63 EME Work-shops, 22 out of 33 Military Farms, E.M.E. employees in 7 Cantonment Boards and 3 out of 7 Naval Establishments are not likely to go on strike.

OTHER CENTRAL GOVERNMENT EMPLOYEES.

The Confederation of Central Government Employees which is a member of the Joint Council of Action has 11 unions affiliated to it claiming a membership of 76,000. Rethinking appears to have started in the ranks of the employees in

different sections as a result of the Prime Minister's broadcast and the promulgation of the Ordinance.

At a joint meeting held in New Delhi on July 10, the All India C.P.W.D. Workers Union, Calcutta and the All India C.P.W.D. Employees Union, Delhi, decided that in view of the present situation in the country and on the appeal of the Prime Minister their members should not participate in the proposed strike. They have a combined membership of over 6,000.

The Indian Meteorological Department Workshop Union and the India Meteorological Department (Non-gazetted) Union which are affiliated to the confederation of Central Government employees, have also decided to withdraw the strike notices. These two unions have a combined strength of over 1500 members.

PRESS REACTIONS

Most of the important Newspapers have come out with editorials against the strike. These include the Times of India, The Hindustan Times, The Indian Express, Tribune, The Mail, The Search Light, The Hindu and the Statesman.

PUBLIC COOPERATION

Different public organisations are coming out in increasing number to offer cooperation during the strike period. The Directorate General of Resettlement & Employment have made suitable arrangements for placement of suitable persons including technical personnel for assisting authorities during the strike. The retired technicians and other officials are also offering themselves in a large number for work during the strike period. The State Governments are also offering services of their officers for the purpose of maintaining essential services.

ALL INDIA TRADE UNION CONGRESS

4, Ashok Road,
New Delhi
Camp Nagpur

**A.I.T.U.C. GIVES CALL FOR ALL INDIA GENERAL STRIKE
ON 14-7-1960**

Sri K.G. Shrivastava, Secretary, All India Trade Union Congress has issued the following statement to the Press:-

The All India Trade Union Congress and its affiliated unions have been fighting for the implementation of tripartite agreements and in the face of rising prices, compensation for the same in the form of increased dearness allowance linking it with cost of living index at various centres and industries for the last several years.

It has fallen on the lot of Central Govt. employees, because of the refusal of the Central Govt., to agitate and implement the 15th tripartite labour conference decisions regarding need based minimum wage and the principle of linking dearness allowance with the cost of living index, which was recommended by the first pay commission and accepted by the Central Govt to give a fight by declaring as last resort to go on an indefinite all India strike of all Central Govt Employees including Railways, Posts and Telegraphs, Defence and other Departments from the midnight of July 11th -12th.

Policies involved in this strike are of grave application to the workers in the private as well as public sectors. The Govt of India has done added injustice to these employees by refusing to implement what they had time and again assured to the workers in the private and public sectors. A ^{refusal} perusal of Prime Minister Nehru to meet the deputation, Shri Nanda's refusal to discuss anything beyond the recommendations of the second Pay Commission and to take it as sacrosanct, when earlier in the case of Law Commission, Justice Chagla and Vivian Bose's recommendations on Mandra affair, the Government had conveniently ignored the report of the Judges. The A.I.T.U.C. feels that the Central Govt employees have no other avenue left for settlement and therefore, supports their move to go on strike.

Reaffirming their solidarity with the Central Govt Employee's

cause and struggle, the All India Trade Union Congress (A.I.T.U.C.) directs its units all over India to prepare for and to go on one day token strike on Thursday, the 14th of July 1960.

We appeal to all other Central Trade Union Organisation and independent Federations to support the struggle of the Central Government Employees and join in this united solidarity acting.

Camp, Nagpur
the, 6th July 1960

sd/- K.G. Shrivastava
Secretary
A.I.T.U.C.

(JCH)

A.K. GOPALAN ON CENTRAL GOVERNMENT EMPLOYEES' STRIKE

NEW DELHI, AUGUST 9: The following is the text of A.K. Gopalan's speech in debate on Central Government Employees' strike, delivered in Lok Sabha on Monday, August 8:

The Central Government employees' strike was an unprecedented event of the recent times. The conduct of Government before the strike, during the time of the strike, and after the strike, has been something which has shocked the conscience of every honest man in this country, barring some, perhaps, on the other side.

There was official propoganda to belittle the wide extent of the strike. There was also an attempt to screen from the public the accumulated discontent among the Government employees. But, notwithstanding all this terror, the Ordinance and also the appeal that was made by the Prime Minister, the Central Government employees, nearly a million of them, struck work.

After hearing the speech of the Home Minister, I feel disappointed. Instead of understanding and reviewing the situation, he has certainly made a speech which has given me the impression that the lessons of the strike have not been understood by Government. He said in the course of his speech that the Government servants had been incited. I want to ask him, how, in spite of the appeal made by the Prime Minister, in spite of the Ordinance and in spite of all the terror that had been created and knowing that if they went on strike, bad consequences will follow, the Central Government employees did go on strike. After all, these Central Government employees have been serving Government for the last so many years. Is it contended that because of the incitement by half a dozen people, lakhs and lakhs of these Central Government employees went on strike? If the Home Minister contends like that, then it only means that certainly the relations between the Central Government as the employer and the Central Government employees as the employees are very bad, and the Central Government have not won the confidence of lakhs and lakhs of Central Government employees all over the country.

If, for the last thirteen years, they have not been able to win the confidence and affection of the employees, in spite of the fact that every time they had been given increment in wages and other things, I think it is high time that Government should realise that they cannot function with their employees, and, they should quit.

What was the root-cause of the strike? In spite of the appeal made by the Prime Minister, why did the Central Government employees go on strike? This was what we expected Government at least would understand and look into. We expected a minimum sense of responsibility on the part of Government, instead of self-righteousness. But, that was the theme of the speech of the Home Minister. The Home Minister has said that Government were all right, and it was only some political parties, it was only the Opposition parties which incited lakhs and lakhs of employees to go on strike. He also wanted to belittle the extent of the strike, and he said that many were there who did not go on strike.

It may be that merely a million of the employees have gone on strike. But we have not forgotten the case of the other Central Government employees. We have not forgotten the case of Dr. Joseph. There may be many like Dr. Joseph who, due to frustration, may be thinking of committing suicide. Due to fear, some of them may not have joined the strike. Due to terror and due to so many other intimidations and other things, many of them may not have joined the strike. Does it mean that Government should not understand the magnitude of the situation and why in spite of the terror of the Ordinance and the appeal made by the Prime Minister, lakhs and lakhs of employees went on strike? After all, it is their own employees who have been working with them for the last so many years, who have gone on strike. But the Home Minister has not referred to this point at all in his speech, and he has instead sidetracked the issue.

He has said that it is not because of discontentment, it is not because the Central Government employees had any grievance or suffering, it is not because they had any reasonable demands to make, but it is because of incitement that the Central Government employees went on strike. Also, Government viewed it as a rebellion inspired by somebody outside.

Although I would not like to go into the details about the Pay Commission's recommendations etc., I would like to point out the reasons which prompted them to go on a strike. When the First Pay Commission's report was submitted,

the Central Government employees wanted that the report must be implemented fully, but it was not fully implemented. Ever since 1946 when there was a strike and the Government appointed a Pay Commission and the Pay Commission gave their recommendations, the Central Government Government employees have been agitating over the issue. They wanted that the recommendations of the First Pay Commission should be fully implemented, and they waited for some time. They thought that Government would do something in the matter, but when they found that nothing was done, they gave a strike notice in 1957. They gave a strike notice because they had found that it was only after a big pressure that Government would move.

Even as far as the recommendations of the Second Pay Commission are concerned, why is it that certain changes and modifications have been made only after the strike and not before the strike? Why is it that before the strike, Government did not announce that they were going to make some modifications? And why did they do so after the strike?

It was because there was the pressure of the strike. Even in 1957, it was only after the strike notice was given that the second Pay Commission was appointed, and it was only then that an interim relief was given. So, this time also, as usual, Government have made the employees understand that it is only after pressure that they would move, and due to the united pressure of the Government employees, Government have moved. It was only to bring pressure on Government and to make the Government understand that they are united, and they want that the reasonable demands of the Government employees must be accepted by Government, that they went on strike.

As far as the strike is concerned, two important issues arise out of it. The Home Minister has said that Government are giving something more to the employees. But he did not see the other side of the picture. What is the use of giving Rs. 10 more, if they are not able to hold the price-line? What is the use of giving Rs. 10 more to the worker, if the price of cloth rises by 40 per cent, if the price of sugar rises, and in fact, he cannot get it in the open market but has to purchase it in the black market, or if the prices of the other essential articles rise by 20, 30 or 40 per cent? What the Central Government employees have been saying from 1947 is that if they must be benefited by the small increase that is given by Government, then, certainly, Government must hold the price-line.

The most important things are the holding of the price line and the giving of a need-based minimum wage. In spite of the Home Minister's threat that Government will ban strikes and will not allow the employees to do anything, if the Government are not going to do anything to hold the price line and to give them a need-based minimum wage, I am sure the Central Government employees and other sections of the working class will certainly be demoralised and will be frustrated, and then I do not know what they will do.

It is not a question of force or pressure; it is not a question of an Ordinance. The question is of meeting the two main demands. Can the Home Minister say that there is a need-based minimum wage as far as the Central Government employees are concerned, according to the First Pay Commission Report? The First Pay Commission Report had definitely indicated what is a poverty-line wage and what is above that.

To these two most important demands, the Government's answer was: no question of talking about a need-based minimum wage and no question of linking the DA with the cost of living index. If there is no question of discussing the cost of living index and the rise in that index and linking it with DA, what is the use of giving DA? If the cost of living index goes higher and higher and Government are not able to hold the price line, certainly the wages also must increase. If a Central Government employee who bought 50 yards of cloth before wants to buy the same 50 yards of cloth now -- with more mouths to feed and more family burden -- he must pay six annas per rupee more than he paid last time. Can he afford it? He wants not merely the slogan of a socialist pattern of society. He had been hoping all these 13 years that there would be a rise in his standard of living.

Now he wants to see that his standard of living does not go down. He wants to hold it, and live in the way he used to. That is the reason why these two demands have been put forward. As far as the Second Pay Commission was concerned, they found that it was a planned attack and offensive on their purchasing power, or

on the existing level of their wages. What is the reason given by the Government for not accepting the demands? As explained by the Home Minister, they say it is an award by a Pay Commission presided over by an honoured Judge and they cannot change the award. I want to ask the Home Minister, what about the Bank Award, what about the Chagla Report and what about other Reports? What about the SRC Report? Government have accepted some recommendations and rejected some recommendations.

In all these bodies presided over by eminent Judges, wherever Government want to accept certain recommendations in their interest, they accept, and wherever they do not want, wherever they want to reject, they reject. They say, "This is an Award; we must respect it and so we cannot make any changes". If this is true even as far as the Second Pay Commission's Report is concerned, have not the Government made some changes? Why did they make those changes? They made those changes because an award is not something that cannot be changed. After all, the Second Pay Commission was not to take away the rights of the Central Government employees. Unfortunately, in the shape of recommendations, whatever right the Central Government employees had was taken away from them.

The employees thought that the Second Pay Commission, taking into account the rise in the cost of living and rise in prices, would certainly do something as far as the two important demands were concerned. But they were disappointed because nothing was done.

What did the Government do? Government promulgated an Ordinance. Before the Ordinance was promulgated, as Sri Naushir Bharucha has explained -- I do not want to go into the details -- the employees tried their level best to come to a settlement. They waited for the Prime Minister to return from abroad. They decided in June that they would not strike but would discuss the matter with Government, hoping for a settlement. But the Prime Minister on his return did not even talk to them. At least, he should have called them and told them, 'I am not going to discuss these two basic issues; but if there are other issues, certainly we can talk about them'. That is the way of democracy. It is not only in speech that democracy should be there; the question of democracy comes also in the behaviour towards the employees.

So the Central Government employees thought that there was no question of even reopening the two important things. The Government's attitude was: 'You are employees in essential services. So you cannot say anything about what we give you. Whatever your difficulties are, if you tell us we will give you something, and then if you are not satisfied, you must work in the public interest'. This is the answer that the Home Minister has given us.

He says that the economic and social life of the country will be disrupted. Who is disrupting the economic and social life of the country? It is not the Central Government employees who are doing it. It is the profiteer, the black-marketeer and the hoarder -- they are there, and the Government are supporting them -- who are disrupting the economic and social life of the country. It is they who are responsible for retarding the progress of the Plan also.

We have seen how in the Second Five Year Plan, because of the increase in prices, the targets of the Plan have had to be cut down. There was no emergency at all. While discussing the Ordinance, it has been pointed out that if the object of the Government was to stop the strike and to see that they were punished, then the Industrial Disputes Act would have been invoked. But there was an Ordinance promulgated. Why? Because Government wanted to break the morale of the Central Government employees; they wanted to break their unions; they wanted them not to make an effort to collective bargaining for their demands. That was the reason why an Ordinance was promulgated.

I do not go into the legal question because I have no time. But as far as the Ordinance is concerned, it is certainly against the Constitution. The fundamental rights given to the employees by the Constitution have been denied to them.

I want to quote here what the Prime Minister said some years ago and what he felt about strikers and black-legs. This is what he said: "I was vastly excited, and my sympathies were naturally all on the strikers' side. The collapse of the strike, after a few days, came almost as a personal blow.... I saw the haggard and pinched faces of the men and women and children, and more revealing still, I saw many of the strikers and their wives being tried in the local or country court. One case especially angered me: three or four women, with babies in their arms, were brought up in the dock for the offence of having jeered at the black-legs (now called 'volunteers' in our country)...."

This was what he said with reference to the general strike in England in 1926. These are not the follies of youth but the noble sentiments expressed by the Prime Minister.

SRI GORAY: He was not Prime Minister then.

SRI. A.K. GOPALAN: He was not Prime Minister then. But he has expressed noble and patriotic sentiments. He said black-legs were called 'volunteers' in our country. I tell him that these are noble sentiments expressed by him about the strikers and he has to treat the strikers in this country accordingly.

SRI ACHAR: Was it a strike of Government servants?

SOME HON. MEMBERS: Yes.

SRI K.T.K. THIANGAMANI: Yes, the whole country was affected by it.

SRI GOPALAN: Suppose the workers stopped work for one or two days. I say, more disturbing than stoppage of work by the employees is the calculated, planned assault on the nation's economy by the profiteers. It is the Government which have helped them by their failure to hold the price line. To this most important thing, the Government are blind.

If an Ordinance was promulgated to deal with those who are responsible for this increase in prices, the whole people and the Central Government employees would have been behind the Government. Then certainly there would have been no strike. The case of the employees is: 'Either hold the price line — do not give us anything more, if you are able to hold the price line — or if you are not able to hold the price line, give us something so that we may be able to live as before.'

As I have no time I do not go into the other aspects of the question. During the time of the strike certain things happened. I want to explain them. It was a most peaceful strike. I do not know whether there was any case of violence at all. The Home Minister of Kerala has given an open statement that there was violent speech there. And, so many other States have stated that there was absolutely no violence. It was a strike in which lakhs and lakhs of people all over India were involved.

The Supreme Court and the LAT have held that mere going on illegal strike does not confer the right on the employer to dismiss the employee. As a model employer, what has Government done? There have been indiscriminate dismissals.

I will give you some instances. In Madras a doctor was arrested. The doctor was coming out of the General Hospital and then the police asked him why he was standing there. He said he was waiting for the bus; but he was taken in the police van to the police station. Somebody saw him who went to the hospital and told the sergeant that he was a doctor and he was released. This is what they did.

The Ordinance was there. Whom did they arrest? Because the Ordinance was there the police officers and the departmental officers could do everything they liked. In the office of the DAG P&T, Nagpur they heard that one Viswanathan misbehaved. They passed orders of suspension on one S. Viswanathan. This S. Viswanathan was one who was a very loyal servant. He was a loyal person who did not strike and who attended to his duty. He asked: "Am I to be punished because I did not go on strike?" There were five Viswanathans there. So, when he complained orders of suspension were passed on all the Viswanathans. There is another instance.....

SPEAKER: I would like to know from the Hon. Member the persons who committed these mistakes did not recognise the identity of the Viswanathan — did they not differentiate between one Viswanathan and the other. Were they not also government employees? (Interruptions)

SRI GOPALAN: There was no Viswanathan who went on strike. It was only on suspicion that it was done. Somebody said one Viswanathan was there. So the punishment was given.

SPEAKER: The person who gave notice of suspension was also a Government employee.

SRI GOPALAN: Yes. I do not say it is the Government. I only show how it leads them to behave because the Ordinance was there and it gave them powers to do as they liked.

SRI T.B. VITTAL RAO: They will be promoted tomorrow.

SRI GOPALAN: There is another example of this suspension notice being given. One of the first persons to be arrested was one Nirmal Bhattacharjee, an MLC. He is a professor and an MLC. He was one of those persons who were suspended.

SRI K.C. BHATTACHARYA: He happened to be the President of the Union.

AN HON. MEMBER: So, you have the right to suspend him!.....(Interruption).

SRI GOPALAN: Sri Mukundan DET, Telephones, Madurai used abusive words against girls and suspended four girls and suspended six youths. He abused them in such a way that he was asked to behave properly with the ladies. I do not want to say other things; when they protested they were suspended.

As far as the case of Kerala is concerned, there is a Coalition Government. They say there was no victimisation. There was vindictive action. In Alwaye there were 36 arrested, 36 convicted and 36 were dismissed. In Palghat there were 232 arrested, 151 convicted, 142 dismissed; in Calicut 235 were arrested, 118 cases were pending and 219 were suspended; and everywhere this was the case. About 10,000 people were suspended or dismissed in Calcutta.

I have got a list of these from all the States. Both the State Governments and the Central Government said that they were not going to take vindictive action. But the action of the departmental heads show that even those who did come to their work and who did not strike were punished. I want to put before some peculiar features of what happened. The police were permitted to withdraw the cases of 216 persons in Trichur but the DIT who was the Special Officer for the strike does not want them to withdraw the case and so these cases are not being withdrawn.

In Poona when the camp was rounded 137 RMS workers were taken by the Police and their radio set was also taken. In Calcutta on the 20th July, a permanent Telephone operator was struck several times by a switchboard by a supervisor; and on complaining the PTO served him with a suspension order. In Indore the permanent employees taken on duty on July 15, 1960 were dismissed on July 25, 60. No chargesheet or no show cause notice was served on them. In Nellore all the post offices were closed except the head office; and on July 4, 1960 they were closed on orders issued by the Superintendent and when there was no question of staff going on strike, still one postmaster was suspended. Employees who did not go on strike were also suspended. In Madurai and Kerala very few cases were withdrawn. Out of 1100 cases in Kerala 217 have been convicted and 230 cases have been withdrawn. About 100 girls were arrested. In Kerala cases are still pending.

I am not able to give all the points because I have no time. The effect of the Ordinance was such that it was not merely a question of the government employees going on strike being punished. The departmental heads report to the police and the police take action against them and send report to the department and they are taking action then. I want to know from the Home Minister whether there is any truth in the statement that there will be no vindictive attitude adopted? Will all those workers against whom action has been taken be taken back? That is not known.

As far as the strike was concerned there were lathi charges in many places. There are reports that in some places there were secret trials and sureties were threatened and advocates were threatened. In the Ordinance it was said that anybody who gives money to a strike will be punished. Suppose a striker is hungry and you give him money for his food you will be punished.

In Calcutta YMCA there was a search of the telephone operators.....

SPEAKER: I would ask the Member one thing. I have allowed him to refer to a number of cases. How is the Minister or for the matter of that any minister to answer these things unless the details are given to him so that he may know them and try to answer them or meet the charges? Have they been sent to him?

SRI G.B. PANT (HOME MINISTER): They have not been sent.

SPEAKER: Normally, under our Rules, whenever a reference is made to individual cases, the Minister must be appraised of these cases; otherwise, you are not entitled to raise them.

SRI GOPALAN: Then, will you please allow me to place a record of all these things on the Table of the House so that he may examine them?

SPEAKER: No, no.

SRI GOPALAN: I want to tell the Home Minister how these things are happening.

SPEAKER: Quite right. But all that I say is that Member knows the rule. Before he refers to individual cases he must prepare a list of the cases and send them to the Minister so that he may also come prepared to answer or meet the charges. That is all.

SRI GOPALAN: I want to say this. This is a copy of the speech delivered by Sri O.K. Ghosh, Accountant-General, Maharashtra. He said: "You must now realise that I can take any disciplinary action I want against those who went on strike. Your fate is in my hands and in whatever I do, I will have the support of Delhi." I want the Home Minister to see that I am not dealing with the cases. I only want to say that as far as the whole strike was concerned, so far as the behaviour of Government during the strike is concerned, this is the picture. This was not a political war against Government; it was not a political struggle; it was an economic struggle. The employees wanted to have bread and butter. The Government employees wanted to improve their standard of living.

What did the AIR do? What was the role of the AIR? The AIR have news supplied to it but which was not correct. What was its role? It gave false news to the people in this country, saying things which were not happening. In places where the strike took place, it said that there was no strike. Why should the Government stoop to this level? Is not Government responsible for this?

As far as the PTI is concerned, Government gave some information and it was published. The Press Trust of India became the Press Mistrust of India. The whole people had been misled. There is only one national agency in the country and it should not have done like that. The PTI and the AIR were giving the people false informations and did not keep the people informed of what was happening and the Government's aims were thus fulfilled. Is this the way to treat the employees? They must be treated with dignity and honour. They have withdrawn the strike. Is this the way in which the departmental heads are to treat the workers? They say openly that they have got powers and they will do what they like. Is the Government going to leave everything in the hands of the departmental heads? The Home Minister himself has said that the Government wants people to work efficiently. Certainly, if that is go, these things must not be allowed to be done by the departmental heads.

This is not the first time that there has been a strike. In 1949, there was a P&T strike. There was no victimisation. The strike went on for three weeks. How is that the Government wants to be so vindictive this time that there is no sense of dignity or honour when people work in their offices. I want to know whether it is the order of the Government. Sri O.K. Ghosh, the Accountant General of Maharashtra says: "I am not going to show any leniency to your Association leaders. I will give all of them the ultimate penalty. They have been bravely organising the strike and now let them bravely take what I give them....Of course even if somebody is a bad worker, I will give him all consideration if he has not joined the strike..." I want to know if this is the policy of the Government. Will the Government review the whole thing? I will request the Home Minister to review these actions of the departmental heads. Thousands of people are involved. It is not a hundred or even two hundred. They are suspended and dismissed. Thousands of people are going to the court. If things are done at this rate, discontent will spread in the country. So, I request the Home Minister to review these cases before the 15th August... (Some Members: No.) We are celebrating the Independence Day. The employees went on a strike for a cause which they thought dear to them; it was concerned with their life. They went on strike and they have withdrawn it. Now, let the Government be magnanimous and let them see that all of them are in their offices before the August 15. If this vindictive attitude is continued, it is not good for our country or national reconstruction work and also not good for the people.



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संयुक्त संघर्ष समिती केंद्रिय कर्मचारी नागपूर

बंधुनो,

देशातील २२ लाख केंद्रिय कर्मचाऱ्यांनी ११ जुलैच्या मध्यरात्रीपासून संपावर जाण्याचा निर्णय घेतला आहे. त्यांच्या या निर्णयाची सर्वत्र चर्चा होत असून संपाबद्दल जनता आपले मत बनवित आहे. या संपामागील केंद्रिय कर्मचाऱ्यांची भूमिका समजावून घेणे त्यामुळे आवश्यक झाले आहे.

बंधुनो, वाढत्या महागाईमुळे जीवन किती असह्य झाले आहे याची आपल्याला जाणीव आहे. या महागाईला कुठल्याच प्रकारे आळा घालावयास सरकार असमर्थ ठरले आहे. सरकारी धोरणामुळे उलट महागाई सारखी वाढत आहे. अशावेळी देशातील सर्व कामगार वर्गाने व जनतेने न्यूनतम वेतन ठरविण्याबाबत खाजगी उद्योग धंद्यातील मालकांना व सरकारला सतत मागणी केली. त्याचा परिणाम म्हणून १५ व्या त्रिपक्ष परिषदने न्यूनतम वेतन ठरविले या परिषदेत सरकारहि सहभागी होते. त्यामुळे सहाजिकच आपल्या कर्मचाऱ्यांना ते न्यूनतम वेतन देतील अशी सर्व कर्मचाऱ्यांची अपेक्षा होती. पण वेतन मंडळाच्या शिफारिशीमुळे ही अपेक्षा खोटी ठरली.

साहाजिकच सरकारनेच आपल्या कर्मचाऱ्यांना हे न्यूनतम वेतन नाकारल्यामुळे इतर खाजगी उद्योगधंद्यातील कामगार वर्गालाहि ते मिळणे कठीण झाले आहे. म्हणूनच केंद्रिय कर्मचाऱ्यांनी न्यूनतम वेतन मिळविण्यासाठी सरकारशी आतापर्यंत वाटाघाटीचा प्रयत्न केला. सहा महिने प्रयत्न करूनहि सरकार त्याबाबत वाटाघाटी करावयासहि तयार न झाल्यामुळे त्यांना अखेर नाईलाजाने संपाचा निर्णय घ्यावा लागला. यावरून केंद्रिय कर्मचाऱ्यांचा हा लढा सरकारच्या असहकारी धोरणाविरुद्ध आहे हे आपल्या लक्षांत येईल. हा लढा जर यशस्वी झाला तर प्रांतिक सरकारचे कर्मचारी व इतर खाजगी धंद्यातील कर्मचारी यांनाहि न्यूनतम वेतनाचा सिद्धांत लावणे क्रमप्राप्तच होईल. म्हणूनच आमचा हा लढा प्रांतिक कर्मचारी व इतर कष्टकरी जनता यांच्याहि हिताचा लढा आहे. त्याकरता आपण सर्व प्रकारची मदत करावी अशी आपणास आमची नम्र विनंती आहे.

हा लढा "राष्ट्रविरोधी" आहे असा अपप्रचार कांही संस्था करित आहेत. यांत प्रामुख्याने INTUC या कामगार संघटनेचे व काँग्रेस संस्थेचे पुढारी आहेत. देशापुढे आज असलेल्या समस्या विशेषतः वाढती महागाई, पंचवार्षिक योजना, परकीय आक्रमणाचा प्रश्न आदि समस्यामुळे राष्ट्र

(मागे पहा)

JCA

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ആസന്നമായ കേന്ദ്രജീവനക്കരുടെ

പണിമുടക്കം ഒഴിവാക്കുക.

Proposed
From 11 July 1960

Avoid strike!

Central Govt W.
24 letters

ഈ നാട്ടിലെ 24 ലക്ഷം വരുന്ന കേന്ദ്രഗവൺമെന്റ് ജീവനക്കാർ തങ്ങളുടെ മിക്കവും ന്യായവുമായ ആവശ്യങ്ങൾ അനുവദിച്ചു കിട്ടാൻ കൂലായ് 11-ാം നമ്പർ ലെറ്റർ വഴിയ്ക്കൽ ഒരു പെട്ടെ പണിമുടക്കം നടത്തുവാൻ നിർബ്ബന്ധിതരായിരിക്കുന്നു. അവശ്യ സർവ്വീസുകളായ പോസ്റ്റൽ, റെയിൽവെ എന്നീ സ്ഥാപനങ്ങളിൽ ഒരു അനിശ്ചിതകാലത്തേക്കുള്ള പണിമുടക്കം തീർച്ചയായും നാട്ടുകാർക്ക് അത്യധികം ഉൽക്കണ്ഠയാടെയല്ലാതെ വീക്ഷിക്കുവയ്യും. അതോടൊപ്പം തന്നെ ഇത്ര അധികം ജീവനക്കാരെ ആകെ അലട്ടുന്ന അടിസ്ഥാനപരമായ പ്രശ്നങ്ങൾ പരിഹരിക്കുകയും അതിനെ രാജ്യത്തെ പൊതുവെ ബാധിക്കുന്ന ഈ ഗൌരവാവഹമായ പണിമുടക്കത്തെ ഒഴിവാക്കുവാൻ ഗവർണ്മെന്റിനെ നിർബ്ബന്ധിക്കുകയും ചെയ്യുന്നു. കടമ നാട്ടുകാർക്ക് ഉണ്ടെന്ന് മാർമ്മപ്പെടുത്തുവാൻ ഈ അവസരം വിനിയോഗിക്കട്ടെ.

കേന്ദ്രഗവർണ്മെന്റ് ജീവനക്കാർ ഉന്നയിക്കുന്ന പ്രധാനമായ ആവശ്യം വർദ്ധിച്ചുവരുന്ന ജീവിതച്ചിലവിന്റെ സമീകരിച്ചു ഏറ്റവും മികമായ ജീവിതാവശ്യങ്ങൾ നിറവേറുകയും, നിലവിലുള്ള ജീവിതനിലവാരം സംരക്ഷിക്കുകയും ചെയ്യുവാൻ പര്യാപ്തമായ ഷാർമബത്തയും നാട്ടികളി് ദേശീയ ലക്ഷ്യങ്ങൾക്ക് അനുയോജ്യമായ ഒരു അടിസ്ഥാന ശമ്പള വ്യവസ്ഥയും അനുവദിച്ചുകിട്ടുകയാണ്. അവസര വിശകലനത്തിൽ ഈ ആവശ്യം രാജ്യത്തിന്റെ തല്പര്യങ്ങൾക്ക് തികച്ചും നിർമ്മൂലനകരണമല്ലെന്നും നമ്മുടെ അംഗീകൃതലക്ഷ്യങ്ങൾ പ്രാപിക്കുവാൻ സഹായിക്കുന്നതാണെന്നും കർണണം. അതുപോലെ മറ്റ് പ്രധാന ആവശ്യങ്ങൾ നിലവിലുള്ള ആനുകൂല്യങ്ങൾ സംരക്ഷിക്കുക, മെലിക്രമയ്ക്കെ യെഡ് യൂനിയൻ സഹകരണങ്ങൾ അനുവദിക്കുക, തൊഴിൽ പ്രശ്നങ്ങൾ കൂടിയാലോചനമുഖാന്തിരം പരിഹരിക്കുക, നിർബ്ബന്ധമായ മദ്ധ്യസ്ഥതയിനുള്ള നിബന്ധന സൃഷ്ടിക്കുക എന്നിവയാണ്. ഈ ആവശ്യങ്ങൾ നമ്മുടെ രാജ്യം പ്രഖ്യാപിച്ചിട്ടുള്ള തൊഴിൽ നയത്തിന്റെ ചട്ടകൂട്ടകൾക്കുള്ളിലാണെന്നും ഗവർണ്മെന്റ് ജീവനക്കാരും തമ്മിൽ രണ്ടിപ്പിന്റേയും ഏകീകരണത്തിന്റേയും ഒരന്തരീക്ഷം സൃഷ്ടിച്ചു നമ്മുടെ സാമൂഹികരും അഭിവൃദ്ധിപ്പെടുത്തുവാൻ എടുക്കേണ്ട പ്രധാനമായ നടവടികളാണെന്നും ഒറ്റ നോട്ടത്തിൽ തന്നെ നമ്മുടെ ബോധ്യപ്പെടുന്നതാണ്.

P. T. O.

മിർമ്മുകാഷ്ഠം നാട്ടിന്റെ പൊതുവാഴ്ച പുരോഗതിയിൽ കോക്കിക്കുന്ന നാം
 കീർപ്പിയായും ന്യായയുക്തമായ ഈ ആവശ്യങ്ങൾക്ക് പിൻതുണനൽകുകയും കൂടി
 ശ്രദ്ധേയമാകുകയും വഴിയെ കത്തുതീർപ്പിലെത്തി പണിമുട്ടുകയും ഒഴിവാക്കുവാൻ
 ഗവർണ്മെന്റിനോടടുത്തുകൂടിയും ചെല്ലുണ്ടായിരിക്കണം. പല ആപ്തവിദ്യയെ
 ദിലും നമ്മുടെ മാനുഷമുദയം, ഈ ലോകത്തെത്തന്നെയും സംരക്ഷിച്ചിട്ടുള്ള
 മഹാനായ നമ്മുടെ സ്വപുരാനന്ദപ്പട്ട പ്രധാനമന്ത്രി ശ്രീ: കെ. പി. അലിയിൽ നെഹറു
 ഇതിൽ ഇടപെട്ട് ഈ ആപ്തവിദ്യം ഒഴിവാക്കണമെന്ന് വിനീതമായി അപേ
 കിക്കുന്നു.

എന്നും,

- 1 പി. കെ. ഉണ്ണിൻ, അഡ്വക്കേറ്റ്, തിരുർ.
- 2 കെ. എൻ. രാമൻ നായർ, അഡ്വക്കേറ്റ് തിരുർ.
- 3 പി. യു. കെ. അമ്മമ്മത്ത്, അഡ്വക്കേറ്റ് തിരുർ.
- 4 പി. കെ. നാരായണൻകുട്ടി, തിരുർ.
- 5 പാറക്കുളങ്ങര - രാമൻകുട്ടിമേനോൻ.
- 6 പി. എൻ. ഡൊണാസപാമി, തിരുർ.
- 7 പി. കുട്ടിശങ്കരൻ നായർ, അഡ്വക്കേറ്റ്, തിരുർ.
- 8 പി. ശ്രീകുമാരൻ നായർ, തിരുർ.
- 9 പി. സേതുമാധവൻ നായർ, തിരുർ.
- 10 എ. വിജയരാജുവ വാരിയർ, അഡ്വക്കേറ്റ്, തിരുർ.
- 11 കെ. മുഹമ്മദ്കാസിം, തിരുർ.
- 12 പി. ടി. കണ്ണമുഹമ്മദ്, ചെങ്കളത്തൂർ.
- 13 കെ. മണിനാഥി, തിരുർ.
- 14 കെ. ഹസ്സൈൻഹാജി, തിരുർ.
- 15 എ. ആർ. സരംഗപാണി നായർ, തിരുർ.
- 16 സി. കെ. രാമനാഥ അയ്യർ, ബി. എ; ബി. എൽ. വർക്കീസ്, തിരുർ.
- 17 എൻ. ആർ. സുബ്രഹ്മണ്യ അയ്യർ-ബി. എ; ബി. എൽ. തിരുർ.
- 18 പി. ലക്ഷ്മിനാരായണ അയ്യർ അഡ്വക്കേറ്റ്, തിരുർ.
- 19 ടി. അച്യുതവാരീയർ, ആറുവൈവല്ലുശാല, തിരുർ.
- 20 ടി. ഉമ്മർ, സിക്രട്ടറി തിരുർ ഫർക്കര പി. എസ്. പി. കമ്മിറ്റി, തിരുർ.
- 21 പി. വി. സുബ്രഹ്മണ്യൻ, പ്രസിഡന്റ് ഹോട്ടൽ ഉമേശ്വരം തിരുർ.
- 22 സി കെ വി. കണ്ണമുഹമ്മദ്, കൂട്ടായി.
- 23 പി ഗോപാലൻ, സിക്രട്ടറി, കമ്മ്യൂണിസ്റ്റ് പാർട്ടി, തിരുർ.
- 24 പി എൻ സിക്രട്ടറി, കൊക്കേൽ ട്രൈൽ വർക്കേഴ്സ് യൂനിയൻ.

തിരുർ, }
 5-7-60, }
 ഉയോ പ്രസ്സ്, തിരുർ.

27 JUL 1960

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DELHI

TO ALL THE TRADE UNIONS

July 27, 1960

COMRADES !

NOTICE

MOST URGENT AND IMPORTANT

* IN AID OF CENTRAL GOVERNMENT EMPLOYEES

** IN DEFENCE OF TRADE UNION RIGHTS

TRADE UNION REPRESENTATIVES MEETING
ON FRIDAY THE 29th JULY, 1960 AT 6 P.M
IN THE OFFICE OF THE HOTEL WORKERS
UNION, PAHWA MANSIONS, ASAF ALI ROAD
NEW DELHI

You all know well about the repression let loose by the Government on its employees for resorting to strike for fulfilment of their demands. More than 16,000 arrests were made and thousands are now facing trials in different courts, dismissals and suspensions etc.

Not only this. The Government is further contemplating to withdraw recognition and even the right to strike from its employees and curbing other legitimate trade union activities.

Prices are soaring high. The real wages have shrunk. Encouraged by such anti labour policies of the Government even the private employers have started victimizing the trade union leaders and active workers.

The rights and privileges earned by the workers through years of struggle and sacrifices are also being attacked and snatched away. In Delhi section 144 is in force for the last about 3 years and more, with the result that it has been made practically impossible for the trade unions to voice their grievances, win the public support and to popularise their demands as ban has been imposed on processions, demonstrations and meetings.

COMRADES !

WE OWE our duty and responsibility to the central Government employees in the present critical phase, they are passing through - by helping them in every possible manner, financially and even otherwise, by setting up defence committees holding meetings, carrying on a campaign and agitation in defence of the trade union rights and against the ban on civil liberties.

To discuss all these matters, take decisions and chalk out plans and programme, a meeting of the local trade union representatives will be held on Friday the 29th July, 1960 at 6 P.M in the office of the Hotel Workers Union, Pahwa Mansions (near Punjab National Bank branch), Asaf Ali Road, New Delhi.

AS THE MEETING IS VERY IMPORTANT EACH TRADE UNION IS REQUESTED TO SEND AT LEAST 4/5 REPRESENTATIVES.

A.C.Nanda
General Secretary
Delhi Provincial Trade Union
Congress

Rajinder Sayal
Secretary
Delhi Trade Unions Council

H.L.Parvana
General Secretary
Delhi State Bank Employees Federation.

K.L.Kapur
General Secretary
Delhi Newspaper Employees
Federation

PAY COMMISSION'S RECOMMENDATIONS

HOW THEY AFFECT RAILWAYMEN

Government's acceptance of the Pay Commission's recommendations will result in an immediate increase in emoluments and a substantial increase in retirement benefits for ALL railwaymen who number about 11.5 lakhs.

There are nearly 700,000 Class IV railwaymen and 450,000 Class III railwaymen (Class I and II officers on Indian Railways number less than 4,500).

The main features of the revised pay structure are:

- (i) higher minimum and maximum salaries for employees in each grade;
- (ii) generally higher rates of increment;
- (iii) merger of bulk of dearness allowance into pay.

Increase in Emoluments:

Nearly 500,000 railwaymen in the lowest pay scale Rs. 30-35, who now start on a basic pay of Rs. 30, will in future start on a basic pay of Rs. 70; and in addition receive a separate dearness allowance of Rs. 10. Taking total emoluments, these employees at present join on Rs. 75 and retire on Rs. 80, if they are not promoted in the meanwhile. In future, they will start on Rs. 80 (where they end at present) and rise upto Rs. 95, if they are not promoted in the meanwhile. During this period, their rate of annual increment would be one rupee, which is double the present rate of increment.

This grade of employees includes 133,000 Gangmen, 18,000 Gatemen, 4,000 Chowkidars, 167,000 Khalasies, 18,000 Engine Cleaners, 15,000 Porters, 9,000 Hamals, 36,000 Sweepers etc.

All other employees will benefit in similar manner, though in varying degrees.

All the Class IV and Class III scales will have higher starting and higher maximum salaries. For instance, about 64,000 employees in the existing scale Rs. 35-50 who include 37,000 Pointsmen, 9,000 Keymen etc., will start at Rs. 85 instead of Rs. 80 and end at Rs. 105 instead of Rs. 95. Again, employees in the existing scale Rs. 100-195, who include 8,000 Station Masters, 2,300 Guards, 3,000 Train Examiners, 8,000 Commercial Clerks, 2,000 Ticket Checking Staff, 500 Train Clerks etc., will all start at Rs. 170 instead of Rs. 155 and end at Rs. 260 instead of Rs. 250.

Rates of Increments Raised:

The higher rate of increment is a common feature of all the revised Class IV grades. Thus about 19,000 second Fireman in existing scale Rs. 40-50 will receive an average annual increment of Rs. 1.5 instead of Rs. 1.0. About 2,000 Drivers 'B' will receive an average annual increment of Rs. 12 instead of Rs. 10. The highest grade Class III staff like Loco Foremen, Station Masters and 3,000 Inspectors in the existing scale Rs. 360-500 will receive an average annual increment of Rs. 25 instead of Rs. 20.

Posts Upgraded:

While the emoluments of all the employees will go up as a result of the above-mentioned decisions, which have general

application, some of the employees will benefit even more as their posts have been upgraded on considerations of their qualifications, duties, responsibilities etc. Among the categories which would be so upgraded are certain unskilled Class IV staff in workshops, Ferro-printers, 'X' Ray attendants, Laboratory Attendants etc.

Among Class III staff, those being upgraded include 5,500 Sub-heads and Head Clerks in executive offices, 1,000 Section Controllers, 700 Assistant Yard Masters, certain Train Examiners numbering 3,000, 12,000 Drivers Grade 'C', 1,000 Shunters Grade 'A', 7,000 Shunters Grade 'B', Marine Drivers and Serang, 1,000 Matrons, Sisters, Staff Nurses (and Health Visitors), 1,000 Compounders/Dispensers, Sanitary/Malaria Inspectors, Chemists, Laboratory Assistants, Assistant Store Keepers, Junior accountants, Sub-heads in the accounts Department, Stock Verifiers, Assistant Pay Masters and certain teaching staff.

Fixation of Pay in Revised Scales:

The pay in the revised scales would be fixed on the 'point-to-point' basis. In other words, it will be assumed that an employee had rendered all his service in the new scale instead of in the old scale, and he will be given benefit of the higher increments from the starting point. This will result in substantial gain to the employees concerned.

What Is the Immediate Increase in Emoluments?

The immediate increase in total emoluments which will include both pay and dearness allowance in the various grades would vary from Rs. 5.5 per month to Rs. 25 per month. An increase of Rs. 5.5 will accrue to staff in the lowest Class IV gradenumbering about 500,000. As already stated, this grade includes, among others, 133,000 Gangmen, 18,000 Gatemen, 4,000 Chowkidars, 18,000 Engine Cleaners, 167,000 Khalasis, 15,000 Porters, 36,000 Sweepers; 9,000 Hamals and large numbers of Peons, Watermen, Lampmen etc.

In the case of the highest grade Class III employees in the existing scale Rs. 360-500 (Loco Foremen, Station Masters, Inspectors, etc), the immediate increase in emoluments will be Rs. 25.

The increase which will accrue to some of the other important categories is shown below:

	<u>Rs. per month.</u>
37,000 Pointsmen, 9,000 Keymen; large number of semi-skilled artisans in the scale Rs. 35-50	5.72
18,000 second Firemen in scale Rs. 40-50	5.41
8,000 first Firemen in scale Rs. 50-80	10.18
61,900 semi-skilled artisans in scale Rs. 35-60	5.24
7,000 Shunters Grade 'B' in scale Rs. 75-105	13.27
25,000 Commercial Clerks, 4,000 Signallers, 1800 Tracers etc. in scale Rs. 60-150.	8.18
15,000 Assistant Station Masters, 9,000 Guards and large number of Assistant Yard Masters in scale Rs. 80-170.	8.18

8,000 Station Masters, 2,000 Guards, 7,000 Commercial Clerks, 2,000 Ticket Checking staff, 1,000 Signallers in existing scale Rs. 100-185.	9.38
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12,000 Station Masters, 1,000 Guards, 1,000 Train Examiners, 1,000 Commercial Clerks and large numbers of Yard Masters, Signallers, Train Clerks, Ticket Checking staff and Inspectors in scale Rs. 150-225.	8.64
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The categories of posts which have been upgraded would receive a much higher immediate increase. Thus 12,000 Drivers Grade 'C', who have been upgraded from Rs. 80-185 to Rs. 100-185 in existing terms, will get an immediate increase of Rs. 21.35 per month.

The ultimate increase in the emoluments of each employee will be more than the immediate increase shown above. The ultimate increase in the case of the lowest grade Class IV employees numbering 5,00,000 will on an average be about Rs. 11 as against the immediate increase of Rs. 5.5.

Significance of Merger of Dearness allowance into Pay:

As the existing dearness allowance has been merged into pay, dearness allowance would continue as a separate element only for employees whose pay is below Rs. 300 in revised terms. This would be paid at the following rates:

Pay below Rs. 150 (in revised terms).	Rs. 10 p.m.
Pay of Rs. 150 or above but below Rs. 300 (in revised terms).	Rs. 20 p.m.

To illustrate: skilled workers who are now in the grade Rs. 60-130 in Loco sheds, workshops, and elsewhere, at present receive Rs. 55 to Rs. 60 of their emoluments in the form of dearness allowance; in future, only Rs. 10 to Rs. 20 of their emoluments would be paid in the form of dearness allowance, the whole of the balance being paid to them in the form of basic pay.

Again, the higher grade employees such as Drivers 'A', Station Masters, Yard Masters, Assistant Loco Foremen etc., who are at present in the scale of Rs. 260-350 receive Rs. 70 of their emoluments in the form of dearness allowance; but they will draw in future the whole of their emoluments in the form of pay.

What is the Significance of the merger of dearness allowance with pay? One of the major benefits would be to increase the retirement benefits substantially. (The rules regarding retirement benefits of pensionable staff are also being liberalised in many respects as e.g., all temporary service will count in full, officiating pay will count to the extent of half in each case etc.).

The revision of pay and allowances would increase the retirement benefits of pensionable and non-pensionable staff of the lowest Class IV grade numbering 500,000 by about 50 per cent and by varying percentages in the case of others, the increase in the case of the highest Class III employee being over 10 per cent.

Provident Fund: The increase in emoluments on the one hand, and the merger of the bulk of dearness allowance into pay on the other hand, will naturally increase deductions on account of provident fund and house rent. The increased deduction

of

account/provident fund would really represent additional savings for the employees himself and would, in the case of the non-pensionable employee attract a larger matching government contribution which would/increase his retirement benefits.

As regards house rent, the rules have been amended to ensure that the rent of those whose pay is below Rs.100 at present does not go up due to merger of dearness allowance. About 750,000 may benefit from change of rules.

The increase in provident fund deductions and, in the case of some, in house rent would generally be much less than even the immediate increase in emoluments with the result that the Take Home Pay will increase almost in every case.

Higher City Compensatory Allowance and House Rent.

The rates of city compensatory allowance and house rent allowance are also being revised and the revised rates would be higher for the staff in the lower pay ranges. For instance, a class IV employee drawing basic pay of Rs.30 at present will get a city compensatory allowance of Rs.5 instead of Rs.3 at present in a 'B' class city, and an employee drawing Rs.60 at present will get a house rent allowance of Rs.15 instead of Rs.10 at present in a 'B' class city. ('B' class cities are those with a population of/500,000).

about

These increases will involve an expenditure of/Rs.100 lakhs.

Hours of Work, Holidays and Casual Leave:

No change is being made in holidays, hours of work or casual leave of running staff. On the contrary, some Pay Commission recommendations may benefit them. Much has been made of three Saturdays being declared full working days but this decision does not affect 90 per cent of the railwaymen.

The changes made in the hours of work, holidays, and casual leave, affect only office and similar staff, who form less than 10 per cent of the total staff on the railways.

The hours of work at present prescribed for workshop staff and line staff would continue as at present; it is also being examined whether the basis on which certain categories such as Gatemen, have been classified (as 'intensive', 'continuous', 'essentially intermittent') has changed on account of increased traffic etc. necessitating reclassification. The line staff who, because of the nature of their duties, cannot be allowed public holidays at all or can be allowed few such holidays, will continue to be eligible for 15 days' casual leave as at present.

BENEFITS TO CENTRAL GOVERNMENT EMPLOYEES

The Government of India issued on November 30, 1959, a resolution embodying their decisions on some of the major recommendations of the Pay Commission.

Government accepted the recommendation of the Commission that a minimum remuneration of a Central Government employee should be raised from Rs.75/- to Rs.80/- per month. The minimum remuneration of Rs.80/- should be split into a basic pay of Rs.70/- and a separate dearness allowance of Rs.10/-. This rate of Rs.10/- would apply to salaries below Rs.150/- and thereafter there would be a dearness allowance of Rs.20/- per month for salaries up to Rs.300/- per month with marginal adjustments for salaries up to a total of Rs.320/-.

About 7 lakhs of Government employees, constituting about 40% of the total strength of Central Government employees, stand to benefit from Government's decision to accept these recommendations of the Pay Commission.

This class of employees includes, cleaners, packers, letter-box peons, telegraph messengers, sweepers, peons, chowkidars, malis etc.

REAL BENEFIT

The real benefit which ~~this~~ class of employees will get will be substantially greater than what the increase of the minimum remuneration from Rs.75/- to Rs.80/- may suggest. The 0.50 np. increment per year, which obtained in the lowest grade, has been increased to a minimum rate of Re.1/- per year. The scale has also been lengthened so that an employee can now expect to reach a higher maximum. In place of the existing scale of Rs.30- $\frac{1}{2}$ -35 (basic pay), an employee will now be switched on to the scale of Rs.70-1-85 (basic pay). Central Government employees will thus have a higher start, a double rate of increment and a longer scale.

Moreover, their salaries in the new scale will be fixed on a point to point basis subject to certain conditions. As an illustration, let us take the example of an employee, who is in the old scale (Rs.30- $\frac{1}{2}$ -35) and has put

in.....2.

in 10 years of service. In the old scale, he would have reached the maximum of Rs.35/- on completion of 10 years of service. But when he is brought out to the new scale accepted by Government, he would get a basic pay of Rs.80/- i.e., basic minimum of Rs.70/- plus 10 increments at the rate of Re.1/- per year. He doesn't stop there; he can go up to the maximum of the scale, viz., Rs.85/- because of the longer scale accepted by Government.

This increase in basic pay will benefit him further in other ways also. For instance, his pension and retirement gratuity will be calculated on the higher basic pay that he will draw.

NEW MINIMUM

This new minimum for Government employees compares favourably with the rates of remuneration in similar employments outside Government. In fact, the Government minimum of Rs.70/- is attractive when compared to the minimum wages fixed under the Minimum Wages Act, which with a few exceptions of little significance, vary between Rs.30 to Rs.52.50.

In the case of organised industry, it has been computed that the average minimum wage of an unskilled worker is likely to be not more than Rs.70. There are, of course, industries where a higher rate of remuneration obtains. For instance, in the textile mills in Bombay, the total monthly remuneration of an unskilled worker is about Rs.110. But, it should be remembered that Central Government employees in the 'A' Class cities are entitled to a city compensatory allowance of Rs.7.50 to compensate for the higher cost of living and a house rent allowance of Rs.10.

ALLOWANCES & CONCESSIONS

Government have also accepted, with some improvements, the Commission's recommendations in respect of house rent and compensatory allowances and leave travel concessions as indicated below:-

House.....3.

House Rent Allowance:

There are two kinds of concessions provided by Government to its employees: (1) provision of rent free quarters or grant of a house rent allowance in lieu of it and (ii) grant of a house rent allowance in certain classes of cities to compensate the employee for the high rents obtaining in those cities.

The latter is in fact a supplement to the dearness allowance. Government have accepted the recommendation of the Pay Commission that in 'A' Class cities (Bombay and Calcutta), employees drawing less than Rs.75/- as pay should get a house rent allowance of Rs.10/- per month and those drawing between Rs.75/- and Rs.100/- an allowance of Rs.15/-.

Government, however, have modified the Pay Commission's recommendation in respect of employees in the pay ranges Rs.100 - Rs.200 and Rs.200 and above to the advantage of these employees. While under the Pay Commission's recommendations, employees drawing between Rs.100/- and Rs.200/- would have got only a flat rate of Rs.20 as house rent allowance, they will now receive 15% of their pay as house rent allowance subject to a minimum of Rs.20/-. In other words, an employee drawing Rs.200/- per month will get an allowance of Rs.30 as against Rs.20 recommended by the Commission.

Government have also fixed the rate of house rent allowance for employees in the pay range Rs.200 - Rs.499 at 15% of pay as against 10% suggested by the Commission.

Where quarters are provided by Government, it has been decided that the maximum rent recoverable should be reduced from 10% of pay, as at present, to 7½% in respect of employees drawing less than Rs.150/-. This is intended to neutralise the effect of absorption of dearness allowance in the pay.

City.....4.

City Compensatory Allowance:

The Pay Commission had estimated that about 6.37 employees (excluding those in the Northern Railway in respect of whom no information is available) i.e., 36% of the total staff of the Central Government get the benefit of this allowance.

Government have accepted the recommendation of the Pay Commission that in 'A' Class cities, employees drawing less than Rs.150/- should get compensatory allowance at the rate of 10% of pay subject to a minimum of Rs.7.50 and a maximum of Rs.12.50. The minimum compensatory allowance so far paid was Rs.5/- for the lowest grade employee.

As regards the recommendation of the Commission in respect of employees drawing between Rs.150 and Rs.300, Government have modified it in favour of the employees. While accepting the Commission's suggestion that these employees should get compensatory allowance at the rate of 8% of their pay, Government have done away with the ceiling of Rs.17.50 prescribed by the Commission. Thus an employee whose pay entitles him to get a higher compensatory allowance than Rs.17.50 will receive the higher amount provided it does not exceed 8% of his pay. For instance, an employee drawing Rs.300 will get a compensatory allowance of Rs.24 as compared with Rs.17.50 which is the maximum recommended by the Commission.

Likewise, the Government have increased the rate of compensatory allowance payable to employees drawing over Rs.300 to 8% of pay instead of 6% recommended by the Commission, subject to a maximum of Rs.75/-.

Leave.....5.

LEAVE TRAVEL CONCESSION:

The object of leave travel concession is to assist employees to go to their home towns to discharge their social and domestic obligations. Although the concession is available only for journeys beyond certain prescribed miles, the extent of concession allowed in the case of longer journeys is as much as 90% of the train fare, not only for the Government servant but also for members of his family.

Government have accepted the recommendation of the Commission that this concession should not be restricted only to journeys by rail, as there are employees who come from places far away from the railheads i.e., those who come from Himachal Pradesh, Garwal or Kumaun. Government have accordingly decided that employees whose home towns are not connected by railway should be allowed the travel concession for journeys performed between their homes and the nearest railway station.

RETIREMENT BENEFITS:

As pointed out earlier, Central Government employees will derive considerable benefits, in the shape of gratuity and retirement pension provision, consequent on the reappportionment of the total remuneration between pay and dearness allowance.

Government have liberalised the rules relating to retirement benefits so as to permit the period of temporary service of an employee, which is followed by permanent service, to be counted in full instead of half as at present. Rules relating to death-cum-retirement gratuity have also been liberalised. If a Government servant dies after completion of 20 years of service, his family is allowed a pension equal to half of the superannuation pension admissible to the officer at the time of death but subject to a maximum

of Rs.150/-.....

of Rs.150/- per month and a minimum of Rs.30/-. Family pension is also allowed for a specified period to the family of a pensioner, who dies within 5 years of his retirement. In special cases, family pensions are also granted to families of deceased Government servants who have rendered qualifying service between 10 to 20 years.

Government have also increased the amount of minimum gratuity admissible to the family of a permanent employee who dies before completing 5 years of service but after completing one year of service to six months' salary.

Financial Effect

The financial effect of the Pay Commission's recommendations is roughly estimated as follows:-

- | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|
| A. Interim relief given on the Pay Commission's recommendations in 1957. | Rs.12 crores |
| B. <u>Immediate</u> effect of recommendations regarding Pay, Allowances and Pension already accepted (excluding Defence personnel). | About Rs.20 crores (previously this figure was assessed at about Rs.18 crores) |
| C. Improvement in Family Pension Scheme Contributory Health Service Scheme and Educational and Canteen facilities (if accepted by Government. Decision has not been taken yet). | About Rs.4.70 crores. |
| D. <u>Immediate</u> effect of extension of benefit to Defence Service Personnel. | About Rs.7 crores. |
| E. Ultimate effect of pay, allowances and pensionary increases. | Rs.31 crores as against Rs.20 crores immediate effect in B. above. |
| F. Total immediate effect (including C and D) also including interim relief. | Total about Rs.44 crores. |

Total.....

Total ultimate effect including interim relief

will be as follows:

	Rs. (in crores)
Pay and allowances	25.00
Retirement benefits	6.00
Interim relief	12.00
Improved family pension scheme	1.00
Extension of Contributory Health Service Scheme	3.00
Educational and Canteen facilities	0.70
Extension of benefit to Defence personnel	7.00
Total	<u>Rs.55.00</u> crores

Demands of Employees

On behalf of the Central Government employees, the Joint Council of Action has now demanded, amongst other things:

- (a) the dearness allowance of Central Government employees should be linked with the cost of living index and
- (b) the minimum wage should be based on the recommendations of the 15th Indian Labour Conference.

These are the principal demands on which the present agitation has been built up. The Central Government employees have given notice of an indefinite strike from July 11, if these demands are not met.

As regards the first demand, the Pay Commission itself had advised against the linking of dearness allowance with the cost of living index. The Commission had pointed out that in a developing economy, compensation to fixed income earners for the decline in the real value of their incomes consequent on a rise in the price level should not be given irrespective of the situation in which prices rise or of broader national requirements. It was not the rise in prices but the cause of the rise, which should be a material factor in deciding whether there should be compensation, and if so, to what extent. Such a freedom

of decision,...

Such a freedom of decision, the Commission emphasised, will not be possible if a precise link is established between prices and dearness allowance. The Commission observed: "The economic consequences of compensation, if given, may also vary according to the state of economy at a particular point of time. If the inflationary pressure is already severe further addition to income may aggravate the situation. Moreover, the claim of employees for compensation is only one of the claims on the financial resources of the Government and we do not wish to make a recommendation which would by implication, accord priority to that claim over all other competing claims, including those of investment essential for the country's advancement and of expansion of social benefits which the employees of Government would share with the rest of the community."

The Commission, however, had suggested that if during a period of 12 months, the index remains on an average 10 points above 115, the Government should review the position and consider whether an increase in the allowances should be allowed and, if so, at what rate.

Minimum Wage

As regards the second demand, it should be remembered that while the Indian Labour Conference agreed that the minimum food requirements should be calculated as recommended by Dr. Aykroyd for an average Indian adult of moderate activity, it did not say which one of the three approved diets of Dr. Aykroyd, viz., 1. the optimum diet, 2. the adequate or balanced diet and 3. the improved diet, should be adopted for the purpose of calculating the minimum wage. The Commission obtained expert medical and scientific opinion on the subject and came to the conclusion that

as against....

Benefits accruing to Government employees from the Pay Commission's recommendations and Government's acceptance of them.

The Government of India have accepted practically all the recommendations of the Pay Commission with a financial bearing. In almost every important term and condition of service, the Pay Commission have recommended additional benefits to the employees, the Cumulative significance of which may not be easily apparent. Government announced their acceptance of the major recommendations of the Commission on the 30th November, 1959, and decisions accepting some others have also been taken. The following advantages will accrue to the employees from the Pay Commission's recommendations as accepted by Government.

2. (a) Pay scales and increases

The main features of the revised pay structure are

- (i) higher minimum and maximum salaries for employees in the various grades;
- (ii) generally higher rates of increment; and
- (iii) merger of the bulk of dearness allowance into pay.

Increase in emoluments.

Nearly 7,00,000 Central Government employees are at present on the lowest pay scale of Rs.30-35 with annual increment of half a rupee. When the Pay Commission was appointed, they were drawing in addition to the pay in this scale, a dearness allowance of Rs.40 bringing the minimum wage to Rs.70. An interim increase of Rs.5 was given with effect from 1st July, 1957 on the recommendation of the Pay Commission and with the further increase of Rs.5 now accepted, the minimum wage will be Rs.80. Since the Pay Commission has recommended and Government has accepted that the bulk of the dearness allowance should be merged in pay, this minimum wage of Rs.80/- will not consist of a basic pay of Rs.30 and a dearness allowance of Rs.50 but it will be made up of Rs.70 as basic pay and Rs.10 as dearness allowance. In other words, the basic pay element has been considerably increased with important
consequences....

consequential benefits described below. The employees at present join on Rs.75 and retire on Rs.80, if they are not promoted in the meanwhile. In future, they will start on Rs.80 where they end at present) and rise upto Rs.95 (this represents an increase of Rs.15), if they are not promoted in the meanwhile. Besides the increases in the minimum and maximum, their rate of annual increment would be one rupee, which is double the present increment rate. This grade of employees includes about 58000 Peons/Call Boys, 44000 Sweepers, 12000 Chowkidars and Watchmen, 11000 Bearers and Waiters, 1,33,000 Gangmen, 15000 Porters and 1,67,000 Khalasis.

All other employees will benefit in a similar manner, though in varying degrees. For example, employees in the existing scale of Rs.35-50 with a dearness allowance of Rs.45, will start at Rs.85 instead of Rs.80 and end at Rs.105 instead of Rs.95. Many others will also gain substantially, e.g., 6200 Inspectors of Central Excise will in future start at Rs.230 instead of Rs.180 at present and end at Rs.380 instead of Rs.290. In general, the lower paid employees get a minimum increase of Rs.5 in pay immediately, but in many cases they may get an increase of Rs.7.50. Employees in Class III categories will get correspondingly larger increases. Higher rates of increments are a common feature of the revised class IV grades.

(b) Merger of dearness allowance in pay.

The bulk of dearness allowance has been merged in pay. The absorption of dearness allowance into pay gives two very important benefits. It will result in significantly higher pensionary benefits, since in calculating pensions, pay and only a portion of the dearness allowance was hitherto being taken into account. It also means that during certain types of leave a higher rate of leave salary will be drawn, since leave salary is based on pay.

The merger of dearness allowance in pay will naturally increase deductions on account of provident fund and house rent. The increased deduction on account of provident fund would really represent additional savings for the employee himself and would, in the case of a non-pensionable employee, entitle him to a correspondingly larger Government contribution to his provident fund account thus enhancing his retirement benefits.

As regards....

As regards house rent, the rules are being amended to ensure that the rent of those whose revised pay is below Rs.150/-p.m. does not go up due to merger of dearness allowance. As the majority of Govt. servants are low paid staff a very substantial number of them occupying Government residences would benefit by the change in rules. Those who are not in occupation of Government residences will be entitled to get house rent allowance at higher rates.

(c) House Rent and City Compensatory Allowances:

The revised rates are generally better for employees in the lower pay categories, as the following table will show in respect of 'B' class cities.

Pay in existing scale	House rent Allowance (per month)		City Compensatory Allowance (per month)	
	Existing	Revised	Existing	Revised
Rs.	Rs.	Rs.	Rs.	Rs.
30	7	7.5	3	5.0
60	10	15.0	5	5.5
150	15	15.0	10	10.0

Conditions in which house rent allowance may be granted have also been liberalised. At present house rent allowance is granted when both the place of duty and the place of residence are within the limits of a qualifying city. In future the allowance will be admissible even if only the place of duty qualifies. Certain other conditions of eligibility have also been relaxed. The revised rates are more beneficial to low-paid employees.

(d) Retirement benefits:

These have been liberalised very substantially. First of all the absorption of dearness allowance in pay will by itself confer increased pensionary entitlement. In the lowest pay scale this will mean very substantial increases in pension, almost to the extent of 50%. For instance, an employee who is now in the scale of Rs.30-35 could under the old rules get a maximum pension (including pension equivalent of gratuity) of Rs.27.50 approximately. Under the revised rules he will get a pension and pension equivalent of gratuity amounting to Rs.42.50 approximately. All other categories of employees drawing pay less than Rs.1100/- gain in pension. Secondly, improvements have been made in the rules so as to permit temporary service followed...

followed by permanent service to count in full instead of half at present. Considering that a large number of our employees were temporary for varying periods before being made permanent, this will enable them to obtain full credit for their temporary service with considerable enhancement in their pension. Rules regarding Death-cum-Retirement gratuity have also been liberalised. The full gratuity can now be earned after 30 years of service as against 34 years previously.

(e) Conversion of temporary posts into permanent ones.

The Pay Commission have recommended that as many temporary posts as possible should be converted into permanent ones, having regard to the need of Government for permanent employees. This recommendation has been accepted and orders implementing it issued. It should remove an important grievance of the employees. This recommendation has been accepted and orders implementing it issued. It should remove an important grievance of the employees that for a long time they have continued to remain temporary.

3. While accepting the recommendations of the Commission, in some cases, for example, house rent and compensatory allowances, benefits beyond those recommended by the Commission have been announced by the Government partly to remove possibilities of anomalies arising and partly to reduce the element of deliberalisation involved in the recommendations. Thus, City Compensatory allowance for Class 'A' cities has been accepted by Government at 8% of pay for persons drawing pay of Rs.150/- and above instead of a sliding scale of 8% and 6% recommended by the Commission.

4. Government have also taken the following other decisions favourable to the employees in acceptance of the Pay Commission's recommendations:-

(a) The amount of minimum gratuity admissible to the family of a permanent employee who dies before completing five years' service but after completing one year of service, has been raised to six months salary from the existing maximum of two months salary. Purely temporary and quasi-permanent employees will...

employees will be allowed terminal/death gratuity at certain specified rates. Previously they were not entitled to any such gratuity.

(b) Leave Travel Concessions will be extended to such industrial and work-charged staff as are entitled to regular leave. Employees whose home town is not connected by rail will be allowed the concession also for journeys between their home and nearest railway station -- a concession which was not permissible previously.

(c) The maximum house rent recoverable from employees at present is 10% of pay. For employees drawing a salary less than Rs. 150/- a month, the maximum house rent chargeable in future will be 7½% of pay. This is intended to neutralise the effect of absorption of dearness allowance in pay in the case of these comparatively low paid categories.

(d) Under certain conditions retiring Government servants will be allowed travelling allowance for the journey back to their home town.

5. Fixation of pay in the revised scales

The pay of the existing employees will be re-fixed in the new scales with effect from 1.11.59 on a 'point-to-point' basis i.e. the pay in the revised scale will be fixed at the stage corresponding to the one reached in the present scale. For example, if the present pay of an employee represents an addition of ten increments to the minimum of the present scale, his pay in the revised scale would be fixed by adding ten increments to the minimum of the revised scale. Suitable provision is being made for fixation of pay where two or more existing scales are replaced by a single revised scale. The increase in emoluments as a result of the fixation is, however, subject to certain ceiling limits as recommended by the Pay Commission, except where the revised pay is fixed at the
minimum of.....

minimum of the revised scale. As regards the period between 1.7.59 and 31.10.59, employees will, as already announced, get a suitable amount which will be credited to their provident fund accounts.

As a measure of rationalisation the Pay Commission have recommended a fewer number of revised scales to replace the existing scales. As a result, a few of the employees might find the existing scales better than the revised scales. Such employees will have the option to retain the existing scales together with dearness allowance at the existing rates. This will ensure that no employee suffers any loss of pay as a result of pay fixation on the revised scales.

In the case of persons who come over to the revised scales, the next increment after 1st November 1959 would generally be allowed on the dates on which they would have drawn them, had they continued on the existing scales after that date. In other words, their dates of increments in the existing scales would remain unaltered in spite of the increase in emoluments with effect from 1st November 1959. In certain special cases, to remove anomalies, even the next increment would be granted from a date earlier than the date on which it would have ordinarily fallen due.

The rules introducing the revised scales would also provide that those who have stagnated at the maximum of the existing scale over a year would on re-fixation of pay get the benefit of either one or two additional increments in the revised scale, according to the length of service at the maximum of the existing scale, subject to certain conditions being fulfilled.

C. One recommendation of the Commission of some significance which has not been accepted by Government relates to

raising the age....

ing the age of superannuation to 58. The existing position is that all Class IV employees and workshop and work-charged staff can continue in service up to the age of 60. The number of such employees is approximately 6.7 lakhs. It is only in respect of Class I, II and III staff that the existing age of retirement has not been raised. The main consideration which has weighed with the Government in not accepting this recommendation was the loss of employment opportunities that would occur in the next three years if the age of retirement was raised to 58. It will be appreciated that acceptance of this recommendation would be adverse to the interests of a section of the present employees inasmuch as their present expectations and prospects of promotion will be affected. A variation was also made by Government in respect of the recommendation of the Commission relating to the alternate Saturdays being declared as holidays. Another modification which was made by Government was in the date of effect of the recommendations. The Commission had recommended the 1st of July 1959 as the date from which the recommendations should be brought into force. For administrative reasons it was found difficult to adhere to this date and the date of effect has been changed to 1.11.1959. In order, however, that the benefits to the employees should not be substantially reduced, it has been provided that for the period 1.7.1959 to 31.10.1959 a suitable sum will be paid into their Provident Fund Account.

7. Certain recommendations of the Commission have not yet been finally accepted by Government, but these are covered by Governments' general decision that they propose

to accept all.....

to accept all recommendations of the Commission with an important financial bearing. In the field of medical facilities and educational assistance the Pay Commission have made the following important recommendations:-

(a) Industrial staffs and their families should have the same facilities for medical care and treatment as non-industrial staffs.

(b) Medical facilities for all Central Government employees should be placed on a contributory basis and the pattern of medical care and treatment should, wherever there is a concentration of employees, be broadly similar to that available under the Contributory Health Service Scheme in Delhi.

(c) In the interest of Central Government employees as well as of other floating population in the country, the growth of schools with common syllabus and media of instruction and moderate fees, should be encouraged.

(d) The Railway scheme of setting up hostels, with concessional lodging and boarding charges at a graduated rate, should be extended for the benefit of other employees drawing pay not exceeding Rs. 300/- per mensem.

(e) A scheme of educational assistance, similar to the one in operation in the Railways, may be introduced for other Central Government employees whose salary does not exceed Rs. 300/- per mensem, to enable them to send their children to boarding schools of their choice when suitable schooling facilities do not exist at the station where they are posted.

8. As already announced by Government in Parliament the total effect of the acceptance of the above recommendations of the Pay Commission is estimated to be approximately Rs. 44 crores a year immediately rising to Rs. 55 crores a few years later.

Persistent demands were made by associations of Central Government employees in 1957 for an addition to their dearness allowance and certain improvements in their conditions of service and for the appointment of a Pay Commission to review the whole position and settle the matter. The Government of India in response to this demand appointed a high powered Pay Commission headed by Shri Jagannadha Das, a Judge of the Supreme Court.

The Commission was set up in August 1957, with the following terms of reference:-

- (i) to examine the principles which should govern the structure of emoluments and conditions of service of the Central Government employees;
- (ii) consider and recommend what changes in the structure of emoluments and conditions of service of different classes of Central Government employees are desirable and feasible....
- (iii) recommend, in particular, the extent to which the benefits to Central Government employees, can be given in the shape of amenities and facilities; and
- (iv) in making their recommendations, the Commission will take into account the historical background, the economic conditions in the country and the implications and requirements of developmental planning, and also the disparities in the standard of remuneration and conditions of service of the Central Government employees on the one hand and of the employees of the State Governments, Local Bodies and aided institutions on the other, and all other relevant factors."

2. The Pay Commission felt that the determination of the principles which should govern the structure of pay and other emoluments of Government employees was a difficult question involving many complex issues which would take them a considerable time to settle. Meanwhile, in late 1957, there was a significant rise in the cost of living which appeared likely to persist. Demands for interim relief were also made on behalf of the employees. Taking into account all the relevant circumstances including the movement of the cost of living index numbers, the Commission, therefore,

submitted an interim report on the 14th of December 1957 recommending that an increase of Rs.5/- a month should be allowed in the dearness allowance of all Central Government employees drawing basic pay not exceeding Rs. 250/- a month with effect from the 1st July 1957. This recommendation of the Commission was immediately accepted by the Government on the 17th December, 1957 and implemented. Government also extended the benefit to employees drawing pay up to Rs.300/- a month. The examination of the basic issues involved took longer time than expected and meanwhile many demands were made by employees that the submission of the Pay Commission's report should be expedited. The report of the Commission was submitted to Government eventually on the 24th of August, 1959.

3. In part II of their report, the Commission have discussed the general principles and considerations which should govern the structure and emoluments and conditions of service of Central Government employees. In the subsequent Chapters, the Commission have made detailed recommendations based on the principles they enunciated earlier. These recommendations can broadly be divided into two categories:-

- (i) recommendations relating to pay and other conditions of service with an immediate financial bearing;
- (ii) other recommendations of administrative and procedural nature.

The Government of India have accepted practically all the recommendations with a financial bearing. In almost every important term and condition of service, the Pay Commission have recommended additional benefits to the employees, the cumulative significance of which may not be easily apparent. Government announced their acceptance of the major recommendations of the Commission on the 30th November, 1959, and decisions accepting some others have also been taken. Confining oneself only to the announced decisions, it would be seen that the following advantages accrue...3

accrue to the employees:-

(a) Pay scales and increases:

When the Pay Commission was appointed, the minimum wage of a Central Government employee was Rs. 70/-. An interim increase of Rs. 5/- was given with effect from 1-7-1957 on the recommendation of the Commission and with the further increase of Rs. 5/- now accepted, the minimum wage will be Rs. 80/- a month.

Besides this increase by Rs. 10/- in the minimum wage, the rates of annual increment of pay have been increased in the case of Class IV staff. The Re. $\frac{1}{2}$ increase a year which was prevalent in the lowest existing scale has been increased to a minimum rate of Re. 1/- a year. Improvements have also been made in other rates, and in a number of cases the scale has been lengthened, so that the employee can now expect to reach a higher maximum in the same scale. For example, in place of the existing scale of Rs. 35-50 to which was added Rs. 45/- as dearness pay and allowances, a revised scale of Rs. 85-105, inclusive of dearness allowance has been recommended and accepted. This revision involves an increase of Rs. 5/- in the minimum and Rs.10/- in the maximum. Thus, not only will the employees' wages be fixed immediately at a higher level on initial refixation of pay but also they will be able to advance to a higher maximum more rapidly.

In general, the lower paid employees get a minimum increase of Rs. 5/- in pay immediately, but in many cases they may get an increase of Rs. 7.50. Employees in higher class III categories will get correspondingly larger increases.

(b) Dearness Allowance:

The bulk of dearness allowance has been merged in pay. This absorption of dearness allowance into pay gives two very important benefits. It will result in significantly higher pensionary benefits, since in calculating pensions, pay alone

is taken ...

is taken into account, but not dearness allowance, It also means that during certain types of leave a higher rate of salary will be drawn, since leave salary is based on pay.

(c) House Rent and City Compensatory Allowances:

The revised rates are generally better for employees in the lower pay categories, as the following table will show in respect of 'B' class cities.

Pay in existing scale.	House rent Allowance (per month)		City Compensatory Allowance (per month)	
	Existing	Revised	Existing	Revised
Rs. 30	Rs. 7	Rs. 7.5	Rs. 3	Rs. 5.0
60	10	15.0	5	5.5
150	15	15.0	10	10.0

Conditions in which house rent allowance may be granted have also been liberalised. At present house rent allowance is granted when both the place of duty and the place of residence are within the limits of a qualifying city. In future the allowance will be admissible even if only the place of duty qualifies. Certain other conditions of eligibility have also been relaxed.

(d) Retirement benefits:

These have been liberalised very substantially. First of all the absorption of dearness allowance in pay will by itself confer increased pensionary entitlement. In the lowest pay scale this will mean very substantial increases in pension, almost to the extent of 50%. Secondly, improvements have been made in the rules so as to permit temporary service followed by permanent service to count in full instead of half as at present. Considering that a large number of our employees were temporary for varying periods before being made permanent, this will enable them to obtain full credit for their temporary service with considerable enhancement in their

pension. ...

pension. Rules regarding Death-cum-Retirement gratuity have also been liberalised.

(o) Conversion of temporary posts into permanent ones.

The Pay Commission have recommended that as many temporary posts as possible should be converted into permanent ones, having regard to the need of Government for permanent employees. This recommendation has been accepted and orders implementing it issued. It should remove an important grievance of the employees that for a long time they have continued to remain temporary.

4. While accepting the recommendations of the Commission, in some cases, for example, house rent and compensatory allowances, benefits beyond those recommended by the Commission have been announced by the Government partly to remove possibilities of anomalies arising and partly to reduce the element of deliberalisation involved in the recommendations. Thus, City Compensatory allowance for Class 'A' cities has been accepted by Government at 8% of pay for persons drawing pay of Rs.150/- and above instead of a sliding scale of 8% and 6% recommended by the Commission.

5. In addition to the announced decisions, the Government have already taken the following other decisions favourable to the employees:-

5. (a) The amount of minimum gratuity admissible to the family of a permanent employee who dies before completing five years' service, but after completing one year of service has been raised to six months salary from the existing maximum of two months salary. Purely temporary and quasi-permanent employees will be allowed terminal/death gratuity at certain specified rates. Previously they were not entitled to any such gratuity.

(b) Leave

(b) Leave Travel Concessions will be extended to such industrial and work-charged staff as are entitled to regular leave. Employees whose home town is not connected by rail will be allowed the concession also for journeys between their home and nearest railway station - a concession which was not permissible previously.

(c) The maximum house rent recoverable from employees at present is 10% of pay. For employees drawing a salary less than Rs.150/- a month, the maximum house rent chargeable in future will be $7\frac{1}{2}\%$ of pay. This is intended to neutralise the effect of absorption of dearness allowance in pay in the case of these comparatively low paid categories.

(d) Under certain condition retiring Government servants will be allowed travelling allowance for the journey back to their home town.

(e) While accepting the recommendations of the Pay Commission regarding the point-to-point fixation of pay in the revised scale, a certain amount of liberalisation so as to prevent anomalies which would otherwise arise, has been introduced. It has also been decided that in most of the cases the date of increment will remain the same as before and in a few cases there would be some improvement in this regard as well.

6. One recommendation of the Commission of some significance which has not been accepted by Government relates to raising the age of superannuation to 58. The existing position is that all Class IV employees and workshop and work-charged staff can continue in service up to the age of 60. The number of such employees is approximately 6.7 lakhs. It is only in respect of Class I, II and III staff that the existing age of retirement has not been raised. The main consideration which has weighed with the Government in not accepting this recommendation was the loss of employment opportunities that would occur in the next three years if the age of retirement was raised to 58. It will be appreciated that acceptance of this recommendation would be adverse to the interests of a section of the present employees inasmuch as their present expectations and prospects of promotion will be affected. A variation was also made by Government in respect of the recommendation of the Commission relating to the alternate Saturdays being declared as holidays. This, however, is relatively a minor matter capable of further reconsideration. Another modification which was made by Government was in the date of effect of the recommendations. The Commission had recommended the 1st of July 1959 as the date from which the recommendations should be brought into force. For administrative reasons it was found difficult to adhere to this date and the date of effect has been changed to 1.11.59. In order, however, that the benefits to the employees should not be substantially reduced, it has been provided that for the period 1.7.1959 to 31.10.1959 a suitable sum will be paid into their Provident Fund Account.

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to accept all recommendations of the Commission with an important financial bearing. In the field of medical facilities and educational assistance the Pay Commission have made the following important recommendations:-

(a) Industrial staffs and their families should have the same facilities for medical care and treatment as non-industrial staffs.

(b) Medical facilities for all Central Government employees should be placed on a contributory basis and the pattern of medical care and treatment should, wherever there is a concentration of employees, be broadly similar to that available under the Contributory Health Service Scheme in Delhi.

(c) In the interest of Central Government employees as well as of other floating population in the country, the growth of schools with common syllabus and media of instruction and moderate fees, should be encouraged.

(d) The Railway scheme of setting up hostels, with concessional lodging and boarding charges at a graduated rate, should be extended for the benefit of other employees drawing pay not exceeding Rs.300/- per mensem.

(e) A scheme of educational assistance, similar to the one in operation in the Railways, may be introduced for other Central Government employees whose salary does not exceed Rs.300/- per mensem, to enable them to send their children to boarding schools of their choice when suitable schooling facilities do not exist at the station where they are posted.

8. The major demands on which the present agitation has been built up are the following:-

- (1) that the Government should accept the minimum wage according to the Indian Labour Conference recommendation;
- (2) that there should be complete neutralisation of dearness allowance on the basis of the First Pay Commission's recommendations;

- (3) that Standing Boards should be set up for proper fixation of wages and categorisation; and
- (4) that existing rights, privileges and amenities should not be curtailed.

9. In respect of the third, the position is relatively simple. The Second Pay Commission themselves have laid great emphasis on the setting up of suitable agencies for the settlement of disputes with a provision for arbitration. They have coupled this with a recommendation that Central Government servants should not resort to strikes. They have recommended a machinery analogous to the Whitley Councils with a Central Joint Council representing the whole body of Central Government employees, both industrial and non-industrial, for negotiation and settlement of disputes. The recommendation is still under the consideration of Government. It is, however, necessary to remember that a permanent negotiating machinery has been functioning since January 1952 in the Railways in pursuance of an agreement that was reached between the Ministry of Railways and the employees' representatives in 1951. In the Posts and Telegraphs Department also arrangements already exist under which any demands and difficulties of the staff can be discussed with officials at different levels. A Standing Committee has also been set up under the chairmanship of the Director General, Posts and Telegraphs to follow up and ensure implementation of decisions arrived at the meetings of the National Federation of Posts and Telegraphs employees and its Unions with the Minister and the Director General. The civilian staff of industrial establishments under the Ministry of Defence have also been provided a machinery for consultation and negotiations. The industrial employees of the Government are within the scope...10.

scope of the Indian Trade Unions Act, 1926 and of the Industrial Disputes Act, 1947, which do not make any distinction between employees of the Government and other employees. Thus, in law, the industrial staffs of Government are as well placed to secure satisfaction of their reasonable demands through a consultative machinery as any other industrial employees. It is only in respect of the non-industrial staffs of the Government that the proposal of the Pay Commission would involve a major change. How far such a change could be effected under the present circumstances and the precise details of the machinery that could be set up for prompt consideration and settlement of any dispute that may arise, are matters that are actively under the consideration of Government.

10. What the demand that there should be no curtailment of existing amenities, rights and privileges amounts to is that where the Pay Commission has suggested an improvement in previous terms and conditions of employees, that improvement should be accepted, but where the Commission has suggested curtailment of the amenities, etc., that recommendation should not be accepted. This is a palpably unreasonable stand. The Pay Commission's report is an integrated document which has to be read as a whole. Where the Commission have suggested any curtailment of an existing privilege or amenity, their recommendations were based mainly on two or three considerations—e.g. rationalisation by making uniform conditions of different sets of employees. In such cases, obviously the uniformity could not always be recommended at the highest levels of privileges previously enjoyed. In other cases the Commission have felt that the existing privileges or concessions were of an excessive nature having regard to the conditions prevailing in other sectors of the economy. This applies particularly to holidays....11.

holidays, casual leave and leave entitlement enjoyed by the general run of Government employees which the Commission suggested should be reduced. There are other cases where the Commission's recommendation is generally of a liberalising nature and of benefit to the employees, but certain sections of them, particularly the higher paid officers and certain individuals, may stand to lose. Obviously in such cases, it is difficult to secure that every individual should gain, but the Pay Commission themselves have suggested a solution by way of protecting the existing emoluments of those whose pay might otherwise be reduced.

11. In respect of the first two demands the Government have firmly expressed their inability to depart from the recommendations of the Pay Commission. The Commission have analysed the demand for a higher minimum wage on its merits. They have pointed out that -

- (1) the minimum wage fixed under the Minimum Wages Act generally varies from Rs.30/- to Rs.52.50 per month;
- (2) the minimum remuneration fixed by the Labour Appellate Tribunal for unskilled workers in coal mines is Rs.69/-;
- (3) the minimum remuneration for the Cotton Textile industry in West Bengal was only Rs.60.67 in 1958;
- (4) the average minimum wage of unskilled workers in organised industry is about Rs.70/- per month;
- (5) the lowest rates of remuneration under the State Governments vary from Rs.45/- in Orissa to Rs.70/- in Bombay. The minimum in different States is as follows:-

Andhra Pradesh	Rs.56
Assam	Rs.66.5
Bihar	Rs.50
Bombay	Rs.70
Jammu & Kashmir	Rs.33
Kerala	Rs.67/-
Madhya Pradesh	Rs.51/-
Madras	Rs.53
Mysore	Rs.50/-
Orissa	Rs.45/-
Punjab	Rs.60/-
Rajasthan	Rs.50/-
Uttar Pradesh	Rs.49.5
West Bengal	Rs.55/-

The number of such employees, in the different States, amounts to over six lakhs.

12. In contrast, the present minimum remuneration of a Central Government employee is Rs.75/- made up of Rs.30/- as basic pay, Rs.20/- as dearness pay and Rs.25/- as dearness allowance (inclusive of interim relief granted in 1957). The Commission felt that the present minimum of Rs.75/- is not perceptibly inadequate but taking into account the demands of the employees' organisation, they have recommended an increase of the minimum to Rs.80/- per month. The Commission have in detail pointed out that it would be far out of the feasible financial limits if there were to be a disproportionate rise in the minimum wage.

13. The recommendation of the Fifteenth Indian Labour Conference, 1957, on minimum wage was based on three important principles viz.,

- (1) In calculating the minimum wage, the standard working class family should be taken to comprise three consumption units for one earner.
- (2) The minimum food requirements should be calculated on the basis of a net intake of calories as recommended by Dr. Aykroyd.
- (3) Allowance should be made for requirements of clothing, housing, fuel, lighting, etc.

The Pay Commission in arriving at its conclusion, took into account two of the above three principles. It was only in respect of the calorific value of the diet that the Commission re-examined the calculations made by Dr. Aykroyd. Basing its conclusion on equally expert medical and scientific testimony, the Commission came to the conclusion that as against a net intake of 3,000 calories recommended by Dr. Aykroyd, a balanced diet could as well be of a little over 2,600 calories.

14. Even taking the Indian Labour Conference's recommendations as they stand, though the Conference recommended that the minimum food requirements should be calculated as recommended by Dr. Aykroyd for an average Indian adult of moderate activity, it did not say which one of the three approved diets of Dr. Aykroyd, namely (1) the optimum diet (ii) the adequate or balanced diet and (iii) the improved diet, should be adopted for the purpose of calculation of minimum wage. The wage of Rs.125/- is based on the adequate or balanced diet while the pattern adopted by the Pay Commission would be somewhat less than the improved diet of Dr. Aykroyd.

It is wrong.....13.

It is wrong to assume that the balanced diet was at all under contemplation of the Indian Labour Conference.

Further, the Resolution adopted by the Conference is intended to provide a measure of guidance and it is not to be construed in rigid terms. It contains a provision according to which "wherever the minimum wages fixed are below the norms recommended, it would be incumbent on the parties concerned to justify the circumstances which prevented adherence to the aforesaid norms."

The Pay Commission have fully justified why the Labour Conference's recommendation could not be accepted by it

15. Regarding the demand that there should be automatic neutralisation of dearness allowance with price indices the Commission after examining the demand came to the conclusion that there should not be any automatic adjustment of dearness allowance with the price index. They, however, recommended that a substantial and persistent rise in prices normally creates a prima facie case for compensation and that it should be the Government's endeavour not to allow the standard of living of their employees in the lower range of remuneration to fall. The Government would always be willing to review the position when the need arises as they have done in the past. The Commission have also recommended that employees drawing pay below Rs.300/- per month may be granted dearness allowance at specified rates. These rates are related to the consumer price index at 115 with 1949 as the base year. The Commission have suggested that if during a period of 12 months, the index remains on an average 10 points above 115, the Government should review the position and consider whether an increase in the allowance should be allowed, and if so, at what rate. This the Government are prepared to do.

16. The minimum wage recommended by the Commission is itself related to the cost of living index in 1947 at 285, as compared to pre-war, 1939, 100. The minimum remuneration of Rs.55/- in 1947 has been increased to

Rs.80/- to take into account the 1958 cost of living index at 414. As against a 45% rise in the cost of living index since 1947, a 45% rise in the minimum wage recommended has also been recommended. Thus, the minimum wage recommended by the Commission fully neutralises the increase in price up to 1958. Going beyond the recommendations of the Commission which is what is at present demanded by asking for a minimum wage of Rs.125 . . . would cost the country about Rs.80 to Rs.100 crores a year^{in addition to the sum of Rs.40 to 50 crores a year} which has been estimated as the cost of accepting the recommendations of the Commission. An answer to this demand of the employees for automatic linking of dearness allowance with the price indices is found in the report of the Commission itself. The Commission have observed "The economic consequences of compensation, if given, may also vary according to the state of the country at the particular point of time. If the inflationary pressure is already severe, a further addition to incomes may aggravate the situation. Moreover, the claim of employees for compensation is only one of the claims on the financial resources of the Government, and we do not wish to make a recommendation which would, by implication, accord priority to that claim over all other competing claims, including those of investment essential for the country's advancement, and of expansion of social benefits which the employees of Government would share with the rest of the community. We believe a degree of flexibility to be essential for the efficient management of a developing economy with its numerous social and other complexities and variables, and its rapidly changing situations; and it seems to us that a rigid, over-simple, arrangement for adjustment of Government servants' remuneration to rise in prices would go ill with these desiderate."

17. The Nation is committed to a programme of rapid economic development as the central objective of public policy. The objectives of economic planning have been defined as

- (a) a sizable increase in national income,
- (b) rapid industrialisation, and
- (c) expansion of employment opportunities.

In framing.....15.

In framing the overall objectives and determining the relative claims between consumption and investment for the economy as a whole, it has all along been the guiding consideration that the increase in consumption expenditure must be kept well below the rate of increase in national income because such a balance is an essential condition of adequate investment without which rapid economic growth would be impossible. It would be readily appreciated that the entire national income can never be available for current consumption. As a matter of fact, a good percentage of the national income and by implication, of per capita income, must be set apart towards the building up of the capital assets.

18. While the Government are wedded to democratic processes and the goal of a welfare state, they cannot obviously tolerate a threat to hold up the national progress to ransom. The threat is not based on any principle but in ultimate analysis will be found to be an attempt to strike at the very roots of organised Government and Administration, which, if not countered by the combined efforts of popular support, would undermine the strength and security of the nation in a crucial stage of its history.

Govt. agree to link wages to price level in the following terms :-

(1) The question of dearness allowance shall be reviewed immediately on the C.O.L. index rising on an average for 12 months by 7 points (base 1949 = 100).

(2) Govt shall announce the quantum of dearness compensation and , if the amount of relief is disputed , it shall be referred to arbitrator.

(3) It may be mentioned that the average C.O.L. Index for the last 12 months from January 1959 to December 1959 stood at 123, i.e., 7 points above the figure of 116 of 1958. Govt shall announce the quantum of relief for 1959, grant retrospective effect to it and cause disbursement of the dearness allowance in August 1960.

4. This compensation for 1959 , and subsequently , be continued until further revision, and shall be outside the ceiling for refixation of pay.

It is presumed that ceiling for refixed pay in the new scales will be relaxed upwards.

V. C. A.

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From the planned systematic campaigns, in the Government-inspired monopoly press propaganda, it is clear enough that the Union Government's case against the just demands of Central Government employees is very weak in terms of principles and facts. This weakness is sought to be made up by concentrated press propaganda to confuse and mislead public opinion.

Pandit Nehru is risking his personal prestige by becoming the main official mouthpiece of the official propaganda that the 22 lakhs of Central Government employees cannot be given D.A. linked to cost of living index nor a need-based minimum wage, unanimously recommended by the tripartite 15th Indian Labour Conference, duly endorsed by his Planning and Labour Minister Nanda.

The more unreasonable and recalcitrant becomes the stand of the Government, the more determined and passionate is becoming the campaign for general strike of the Central Government employees. The unity they have achieved is unprecedented. To challenge their strength and to put their patience to test is only gambling with the fate of the country.

The Central Government employees do not stand alone. The entire Indian working class considers their cause as its own. And not in words alone. The HMS, UTUC and the AITUC have all issued calls for all-India sympathetic strike on July 14. Again, let there be no misunderstanding about the historic significance of this. It is a joint call for a countrywide strike of all industries by the Socialist, Communist and other trade unionists, despite all their old and bitter differences_x in the past. This should make the Government

leaders sit up and think all over again and act before it is too late.

The Government has the ordinance all ready, whose measures are more stringent than the earlier ordinances. It is reported that the Vice President Dr. Radhakrishnan was asked to sign it but he refused and is reported that the Rashtrapati before going abroad had informed him that he may have to sign an ordinance against the textile owners and not this one against the employees. Now the Rashtrapati himself has come back home. It will be a real anti-climax if after all his noble speeches in the USSR, he signs a draconian repressive measure against his own countrymen who demand nothing more than what his own Government had once promised them. All those who know about the employees' case and campaign and can read the mass ~~xxx~~ pulse ~~x~~ might forecast that the mass tempo is such that ordinances would be of no avail but only provoke the workers more.

No negotiations, but individual contacts. Then negotiations and then breaking off, and back to individual meetings. The drama goes on. It is designed to demoralise and disrupt the ranks of the employees but it has had the opposite effect of steeling their will to fight and cementing their unity still closer.

The Government is belatedly announcing concessions in terms of the Pay Commission, resting after eight months' delay, the gains it had withheld so far. But such minor concessions fail to impress the mass.

Individual Ministers are trying to negotiate with their own employees and also promising some concessions but the workers refused to fall prey to these disruptive tactics.

The latest is that go-betweens have been set on the . The Government has put out a feather for an ad hoc grant, but without linking it either to D.A. or the minimum wage on the basis of principles for which the workers are fighting and which the Government has repudiated though it was a party to them earlier.

Some men of goodwill are also on the move but the Government is drifting with the false hope that disruption will work. It is the INTUC that is insisting that the Government must announce whatever concessions it has ~~in~~ only when the strike is crushed just before. The INTUC has gone ~~back~~ behind the purdah so far as the Central Government employees are concerned. It makes its existence felt through press statements and in the parlours of Ministers.

There is no repressive measure that is not being kept in readiness. It is also reported that the Territorials too are being mobilised. Peter Alvares has declared that if the Territorial Army is used against peaceful strikes, the trade unions will ask all workers and employees to resign en masse from its ranks.

Repression will only act as provocation and for the consequences, the Government alone will be responsible. The united massive all-India general strike cannot be stopped by bureaucratic repression. It will only make peaceful solution more difficult.

The zero hour is near. Let the Government think hard of a 'bitterly fought All-India General Strike which will be a fitting finale to the Second Plan and a proper prelude ~~to~~ for the Third'.

All Indians with a conscience can only plead that the Union Government must promptly accept the justice of the workers' demands and achieve a negotiated settlement. It is not yet too late.

If the Government does not move and the strike is forced on the mass of Central Government employees, Indians with a heart will give them all support and work for a peaceful and just settlement.

The workers are being reasonable and the Government unreasonable.

It is now only Indian public opinion that can make the Government see reason.

(July 6)

JCHA

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مزبور ادارہ نواب آباد

مزبور ادارہ نواب آباد

اب تو انکھیں کھولو

بہادر سابقہ سرکاری ملازمین کی زندگی اور موت کی جدوجہد جو کہ ادارہ جہتی کو شروع ہوئی تھی۔ ادارہ جہتی کو جاہلیت کو نسل آف اکیٹن کے آدیش کے مطابق ختم ہوگی۔ یہ نشانہ ادارہ جہتی ہندوستان کی مزبور تحریک میں سبزی الفاظ میں لکھی جائیگی انسانی ظلم اور تشدد کے باوجود اس ادارہ جہتی میں بہادر سابقہ ڈیفنس ڈاک تار وغیرہ کے پانچ لاکھ بہادر مزدوروں نے حصہ لیا۔ گاندھی وادی ہر کار نے ملازمین کی جدوجہد کو یکے میں جو عرصے استعمال کیے ہیں اس سے انگریزی سراج کے ظلم کی یاد تازہ ہو جاتی ہے۔ کالا قانون نافذ ہوا۔ ہزاروں مزدوروں کو جیل کی گالی کو ٹھہرا دیں میں ٹھونسنا گیا۔ گولیاں پلائی گئیں۔ ہزاروں لاشیں جاری سے لڑھی ہوئے۔ عرصہ تک حکومت نے مزدوروں کو خوفزدہ کرنے کے لئے۔ بدی ایشی جوتی کا زور لگایا۔ ہنگو وائے غیرت۔ مزبور اس تمام تشدد کو ہنستے کھستے ہنستے ہوئے لاکھوں مزدوروں نے اپنی جان کی بازی لگا کر اس ادارہ جہتی میں کود لائے۔ حکام کے انتقام کا لگ میں ہزاروں بے گناہوں کو بھونکا گیا۔ اسی تک جیل کی سزائیں۔ نوکری سے معطلی اور برخواستگی کا درد جاری ہے۔ لیکن تاریخ شاہد ہے۔ کہ ظلم اور تشدد سے نہ کوئی تحریک ختم ہوئی ہے۔ اور نہ ہوگی۔ آخر کار شہری خیر و برکت کا ہی کی معرفت ان دونوں بینادیوں کو سرکار نے اصولاً تو مان لیا۔ مگر اقیصل کے ساتھ عمل کرنے پر پھر بھی آمادہ نہ ہوئی۔ سرکار کی مرہٹ دھرمی یہے کشین کی سفارشات کو ایسا لگا دھونے کو قتی تھی یہے نقاب ہو گیا۔ اس سے ثابت ہو گیا کہ ہماری دائیں سیمائی اور انتقام پر مبنی تھیں۔ وہ سرکار جو کہ ہمارے لیڈران سے بات چیت کرنے میں انکار کو قتی تھی۔ اس سرکار کو ملازمین کے مقدمہ نمازا اور تحریک کے طوفان نے بات چیت کرنے کے لئے مجبور کر دیا۔

ہم سرکاری اداروں میں کام کرنے والے مزدور آج تک ظلم کی سبھی میں بیٹے رہتے رہتے رہے درد کو سینوں میں دبائے عرصہ دراز سے ہر کا ٹھونس پنی کر بیٹھے رہے۔ ہم نے ٹانگ کی ٹھونکا کی ٹھونس کا قتی کے مطابق اضافہ کیا جائے کہ ہم نے ٹانگ کی بندھوں میں لیسر کا ٹھونس کے کپیلوں کے مطابق کم از کم مقدمہ کے اصول کو تسلیم کیا جائے لیکن سرکار بھونٹے وقار کے زیر اثر ٹھونس سے بس نہ ہوئی۔

اسا نتیجہ۔ سرکار کی شکست تو اسی دن ہوئی جب اس کے لاکھوں کرہاریوں نے ایک حرکت ہو کہ سرکار کو ہر تالی کا ٹھونس دیا۔ جو سرکار اپنے ملازمین کو بھونٹ اور طعن نہ رکھ سکے۔ اس پر طرہ یہ کہ اس کے ملازمین اپنی بیچینی کا اظہار کریں تو ان پر طرح طرح کے ظلم ڈھائے جائیں اس سے نترناک فعل اور کیا ہو سکتا ہے۔ اس پر بھی سرکار کی آنکھیں اگر نہ کھلیں۔ تو یہ کس کا قصور ہے۔

یہ ٹھیک ہے کہ ہمارے سنگٹن کے کچھ حصے کمزوری کے باعث ہر حال میں شامل نہیں ہو سکے۔ لیکن

وقت گواہ ہے کہ آج ان کی حالت ہر حال میں کرنیوں سے بھی بدتر ہے۔ گذشتہ سالوں میں ہم نے اپنی یونیورسٹیوں کے مجتہدے تے لٹائیاں لڑیں۔ اور کئی کامیابیاں حاصل کیں۔ برت بھولنے لگنا اور جدوجہد کے بعد ہی ڈیفنس کے نکلے میں چھانٹی کی بیماری سے ہم نے چھکارہ حاصل کیا۔ ماضی ملازمتوں کی منتقلی حاصل کی پراڈیونٹ فنڈ سکیم کو رائج کر دیا۔ انٹرنیشنل سلیف سے فیضیاب ہوئے۔ سہی۔ آریج۔ ایس۔ ایم۔ کولاج کو لاگو کر دیا۔ اور پھر ون کی غیر حاضر کا مسئلہ حل ہوا۔ اس کے علاوہ سینکڑوں لوگوں کے حل کرنے میں کامیابیاں حاصل کیں۔ آج بھی ہم کو یقین ہے کہ مضبوط سنگٹھن کے بل بوتے پر ہم آئندہ بھی آگے بڑھیں گے۔ یونیورسٹی کی مائیت ہے یا نہ رہے۔ ہمارا ایک بار قرار رہ گیا۔ ہم ہر صحت کا مقابلہ کریں گے۔ ہم نے تہیہ کر رکھا ہے کہ مزدوروں کے مفاد کو ہر قیمت پر محفوظ رکھنا ہے۔ آج ہم اپنے نہیں ہیں۔ دیوے پر ٹیلنگراف اور دوسرے لاکھوں سرکاری کپالیوں کے نشانہ بستانہ جیٹوں کے اور میں گے۔ دہلی کے ڈیفنس ورکرز جنکو جیل میں ٹھونسا گیا تھا۔ رہا ہو کر واپس آچکے ہیں۔ دو تین کیفیت ابھی تک متحدہ راج ہیں۔ انکی پیروی کیا گیا۔ معطل شدہ ملازموں کو کام پر واپس لانے کے لئے جدوجہد کی جائیگی۔ اسکے ساتھ ہی مقامی حکام کو یقین دلاتے ہیں۔ کہ ہم ملک کی بہتری کیلئے دل و جان سے کام کرنا چاہتے ہیں۔ لیکن اس مقصد کو حاصل کرنے کے لئے ان کو خوشگوار ماحول پیدا کرنی ضرورت ہے۔ انتقام سے انتقامی جذبہ اور بھینٹی ہی پیدا ہوتی ہے۔ افران کو چاہیے کہ انتقام کی بھادنا جتنی جلدی ختم کریں۔ اتنا ہی اچھا ہوگا۔

سرکاری کپالیوں کا اتحاد زندہ باد۔ آل انڈیا ڈیفنس ایمپلائز فیڈریشن زندہ باد۔

جادو کی کڑی دلی ڈیفنس ایمپلائز کونسل

آرڈیننس یونائیٹڈ ورکرز یونین سی۔ اے۔ ڈی۔ ڈی کینٹ۔

مزدور پنچایت 505 آرڈی بلس ریڈیو

دلی ایریا۔ ایم۔ اے۔ ایس۔ ورکرز یونین۔ آئی۔ اے۔ ایف۔ ورکرز یونین۔
دلی۔ ایم۔ اے۔ ایس۔ ورکرز یونین۔ ویکیل ڈیوورکرز یونین۔ اے۔ ایس۔ سی۔ ورکرز یونین۔
جی۔ آئی۔ ڈی۔ ایریا۔ ایمپلائز یونین۔ سینک ہسپتال اور راجھستان رائل ورکرز یونین۔ بلٹی ڈیری فارم ورکرز یونین۔

२ सितम्बर १९६०

डिंड यूनियन अधिकार दिवस

हमारी मांग :—

❖ मजदूरों और उनकी यूनियनों में सरकारी हस्तक्षेप बन्द हो।

❖ हड़त ली साथियों की मुमत्तिली रह हो।

❖ काला आईनिन्स वापस हो।

❖ थम सम्मेलनों के फंसलों को लागू किया जाय।

मजदूर एकता जिन्दाबाद !

सरकार की मजदूर विरोधी नीति का नाश हो !

(Badge)

—: ट्रेड यूनियन अधिकारों की सुरक्षा के लिए :—

✽ ट्रेड यूनियन अधिकार दिवस ✽

२ सितम्बर को जुलूस और प्रदर्शन,

साथियो,

४ सितम्बर इतवार की शाम को फूलबाग में विराट सभा ।

केन्द्रीय सरकार के कर्मचारियों की आम हड़ताल, सरकारी दमन, गिरफ्तारियों और बरखास्तगी द्वारा दबा तो दिया गया, लेकिन जिन माँगों के लिए उन्होंने यह कदम उठाया था— वह आज सारे देश का ध्यान अपनी ओर खींच रही हैं। जरूरत की चीजों की बढ़ती हुई कीमतों के बोझ से मेहनतकश जनता की कमर टूट रही है और मजदूर—किसान तथा मध्यमवर्गीय जनता की मेहनत से चलने वाली योजनायें राष्ट्रीय धन में बरकत कर रही हैं, लेकिन वह बढ़ा हुआ धन, लाखों-करोड़ों रुपये के मुनाफे देश के चन्द मुनाफाखार, पूँजीपतियों की ही तिजोरियों में जाते हैं।

एक तरफ तो सरकार चीजों की कीमतों को बढ़ने से रोकने के लिए उतावलेपन का प्रदर्शन करती है, राष्ट्रीय धन की बढ़ती कड़वाँ चली गयी— इसको जाँच कराने का वायदा करके अपनी बचकानी मासूमियत का इजहार करती है, करड़े के मिला मालिकों, चीनो के उद्योगपतियों के प्रति “सख्ती” का रवैया दिखाने का ढाँग करती है और दूसरी ओर मजदूरों और कर्मचारियों के संगठनों और आंदोलनों को तोड़ने; उनके अधिकारों को कुचलने, उनके नेताओं को राष्ट्रद्रोही करके बदनाम करने के कदम उठाती है।

त्रिदलीय सम्मेलनों और कमेटियों के फैसलों का मुकाबला प्राइवेट उद्योगपति करते हैं और सरकार व्यवहार में उनका मजाक उड़ाती है।

देश के मजदूर-वर्ग ने औद्योगीकरण करने, अंग्रेजी गुलामी के दिनों के आर्थिक-सामाजिक पिछड़ेपन को दूर करने के वाजिब कदमों का समर्थन ही नहीं किया बल्कि व्यवहार में अपनी देश भक्ति के लिए अपनी हड्डियाँ गलायीं और रक्त जलाया है— लेकिन सरकार इसका बदला पूँजीपतियों का साथ देकर, उनके राष्ट्र विरोधी कुकृत्यों को दबा कर, और मजदूर हितों तथा अधिकारों का हनन करके दे रही है।

लेकिन आज देश का सजग मजदूर-आंदोलन इन अधिकारों को एकता के आधार पर रक्षा करने के संघर्ष में आगे बढ़ रहा है। सभी विचारों तथा राष्ट्रीय केन्द्रों से सम्बन्धित ट्रेड यूनियनों ने संयुक्त होकर इन अधिकारों की रक्षा के लिए महती प्रदर्शनों का आह्वान किया है।

हम कानपुर की मेहनतकश जनता से, लड़ाकू और बहादुर सूती मजदूरों से, केन्द्रीय सरकार के कर्मचारियों से, बैंक और बीमा व्यवसायिक धंधों के कर्मचारियों से, लोहा मिलों, जूट मिलों और तेल मिलों के मजदूरों से, कारपोरेशन के कर्मचारियों से, कानपुर की देशभक्त जनता से अपील करते हैं कि वे “ट्रेड यूनियन अधिकार दिवस” के कार्यक्रम में हजारों की तादाद में शामिल हों।

✽ कार्यक्रम ✽

१. २ सितम्बर, शाम को ५। बजे से जुलूस, लाइफ इन्शोरेंस कारपोरेशन, माल रोड के गेट से।

२. ४ सितम्बर इतवार की शाम को ५ बजे फूलबाग में मजदूरों की विराट सभा।

इन्कलाब—जिन्दाबाद ! मजदूर एकता—जिन्दाबाद !! ट्रेड यूनियन कौंसिल—जिन्दाबाद !!!

निवेदक:—यू० पी० ट्रेड यूनियन कांग्रेस, हिन्द मजदूर सभा, यूनाइटेड ट्रेड यूनियन कांग्रेस, सूती मिल मजदूरसभा, कानपुर डिवीजन इन्शोरेंस इन्प्लाईज एशोशियेशन, यू० पी० बैंक इम्प्लोईज यूनियन, रिजर्व बैंक इम्प्लोईज एशोशियेशन, रिजर्व बैंक ‘डो’ क्लास इम्प्लोईज यूनियन, स्टेट बैंक आफ इन्डिया स्टाफ एशोशियेशन, कवाल टाउन्स कारपोरेशन कर्मचारी यूनियन, गिलैन्डर्स इम्प्लोईज यूनियन, कानपुर वर्किंग जर्नलस्टि यूनियन, कोआडिनेशन कमेटी और सेन्ट्रल गवर्नमेंट इम्प्लोईज, बिजली मजदूर सभा, कानपुर मजदूर यूनियन, कानपुर टेनरी एण्ड लेदर वर्कर्स यूनियन, चमड़ा मजदूर पञ्चायत, मिल क्लर्क यूनियन, आइरन एण्ड इन्जीनियरिंग वर्कर्स यूनियन, इन्जीनियरिंग मजदूर यूनियन।

दि ईस्टर्न प्रेस, कानपुर।

महेश वाजपेयी, संयोजक
संयुक्त ट्रेड यूनियन कौंसिल, कानपुर।

हर जोर जुल्म की टकर में— हड़ताल हमारा नारा है।

सट्राइक बैलट

बहादुर मजदूरों !

आपकी संयुक्त जोरदार आवाज और संघर्ष के आगे मजबूर होकर हमारी सरकार ने दूसरा 'पे कमीशन' बिठाया, मगर सरकार की बदनीति के प्रभाव से पे कमीशन ने हमें दिया क्या ? इतनी बड़ी लम्बी जदोजहद और कुरबानियों का फल हमें मिला क्या ? अथ मुआ वच्चा हमारी गोद में फैंक दिया गया। मगर जानवाज साथियो ! हमें अपनी उमीदों के सहारे अपने हकूक के नूरेनजर इस अथ मुआ वच्चे को अपना खून देकर जीवन देना होगा।

सोशलजिम के भेस में सरमाए दारों के एजन्ट हमारे वजीर खजाना श्री मुरार जी भाई देसाई ने मजदूर तबके की तोहीन की है। जब वह कहते हैं कि हिदुस्तानी मजदूर छोटे कद के लोग हैं, इनको पूरी खुराक की ज़रूरत नहीं है।

साथियो ! आज संघर्ष का ज़माना है। फ्रांस के बहादुर मजदूरों ने शुक्रवार 10 जून को हड़ताल कर के दिखा दिया कि जनरल डिगाइल जैसे डिक्टेटर की हकूमत के आगे भी मजदूर अपनी रोज़ी रोटी की लड़ाई लड़ सकता है।

खुद हमारे देश के कपड़ा मिलों के मजदूर अपनी रोज़ी रोटी की लड़ाई के मैदान में उतर चुके हैं।

अब आपकी बारी है। आइये ! अपने भविष्य के लिए और अपनी भविष्य नसलों के लिए हमारे सामने जदोजहद और हड़ताल के सिवाय कोई चारा नहीं है।

संट्रल गवर्नमेंट के मुलाजमीन की जाइंट कौंसिल, कौंसिल आफ अक्शन के फसले के मुताबिक हमारी आल इन्डिया डिफेन्स ऐम्पलाइस फ़ैडरेशन की हिदायत पर हमने सट्राइक बैलट लेने का फैसला लिया है।

निम्नलिखित छः मांगों को मनवाने की खातिर आप कमर बस्ता होकर मोर्चे पर आइये।

- (१) मइंगाई अलाउंस पहले पे कमीशन की सिफारिश के मुताबिक दिया जाए।
- (२) कम से कम वेतन पंद्रहवीं लेबर कान्फ्रेंस के फैसले के मुताबिक दिया जाए। और प्रथम द्वितीय, तृतीय तथा चतुर्थ श्रेणी के मुलाजमीन के भेद भाव और कारीगर, नीम कारीगर और गैरकारिगर बरकर के सकेल बराबरी के असल पर कायम किये जायें।
- (३) महकमाना स्टैनडिंग बोर्ड बनाए जायें जिन में मुनजिम मजदूरों के नुमाइन्दे और सरकार के नुमाइन्दे बराबर २ हों और चेयरमैन गैर जानिबदार हो जोकि हमारे वेतन के सकेल के भगडे हल करे और हमारी नौकरी का शर्तों का संशोधन करे।
- (४) हमारी मौजूदा सहूलियात और हकूक में कमी न को जाए।
- (५) भगडों का फसला पंच करे। एक अदारा में एक यूनियन को माना जाए।
- (६) रूल नं० 148 और 1708 रेल्वे कोड, रूल नं० 5 और 4(अ) 4(ब) संट्रल सिवल सरविसिज़ कन्डक्ट रूल को खत्म क्रिया जाए। भारत के विधान की धारा नं० 311 के तहत डिफेन्स बरकरज को सरकारी कर्मचारियों में शामिल क्रिया जाए।

इन मांगों को मनवाने की खातिर आप से सट्राइक बैलट क्रिया जा रहा है। आप सच्चे दिल से फैसला करें।

निवेदक :— देहली एरिया एम० ई० एस० बरकरज यूनियन देहली केंद्र रजि० नं० 310

दुखियों का नाम हो
य की आवाज है मिल के चलो

मजदूर इकता जिन्दा बाद
यह जिन्दागी का राज है मिल के चलो

हो सरमायादारी को इन बोसीदा जंजीरों को और भागे बंदो

है जो दुख गरीबों का उन आंखों पर जुर्म लगाया जाता है

दरदे दिल की फर्याद करे कोई उस जवान पे ताला लगाया जाता है।

साथियों! आप सब को मालूम है कि इस समय सेंट्रल गवर्नमेंट एम्प्लॉयज और उन की ट्रेड यूनियन किस जोर जहद के दौर से गुजर रहे हैं और हर ओर हड़ताल को सफल बनाने की सरकार को कोशिश हो रही है। फिर यह हड़ताल की नैबत क्यों आई? जब सेंट्रल गवर्नमेंट एम्प्लॉयज हर ओर से निराश हो गए इस प्रति दिन की कमर तोड़ बढ़ती महंगाई को रोकने के लिए गवर्नमेंट बुरी तरह से असफल हो रही है तो मजदूरी हड़ताल का आखरी हथियार इस्तेमाल करना पड़ रहा है इस पर तुरंत यह है कि जब जायंट कौंसिल आफ प्रेशन ने इस जग को टालने की कोशिश की और बात चीत से टुंझा चहा तो हमारे प्रसिद्ध प्रधान मंत्री श्री जवाहर लाल नेहरू जी ने मिलने से साफ इन्कार दिया और हड़ताल को कुचलने के लिये आर्डनंस तैयार करना शुरु कर दिया।

अब इस समय जब कि हड़ताल अपने पूरे जोधन पर है तो गवर्नमेंट और उस के सरमायादार बका ने इस हड़ताल को फेल करने की कोशिशें शुरु कर दी हैं और यह वाक्या किया जा रहा है कि शा की सीमाओं को खतरा है और हड़ताल करने वाले कर्मचारियों को देश दरोही कहा जा रहा है। केतु हम सरकार से यह सवाल करना चाहते हैं कि कर्मचारियों के लिए हमदर्दी तब तक जाहिर नहीं होती जब तक कि स्ट्राइक का नोटिस नहीं दिया जाता और एक आध बार उन पर गोली नहीं चल जाती और यह चीजे हमारी भारत सकार की लेबर पालिसी के स्तून हैं और यह हमदर्दी केवल तबानी जमा खर्च तक महदूद रहती है। मार्ग कोई भी नहीं मानी जाते।

आप सब को याद रखना चाहिये कि जब हड़ताल का नोटिस दिया जाता है तो सरकार को और से हड़ताल को कुचलने की धमकियाँ दी जाती हैं और जब हड़ताल होती है तो यह गांधी वाद सरकार दिख खीव कर बाठी और गोली का इस्तेमाल करती है। इस हत्या कांड के बाद मांगों पर और शुरु होता है और मामूली सी रियायत देने के बाद सब कुछ ठप हो जाता है। जब जब कि प्रकृ के बाद कबि तीन वर्ष बीत चुके हैं यह बात साफ जाहिर हो चुकी है कि हमारी इस कांग्रेस सरकार ने कोई सवक नहीं सीखा और मौजूदा महगाई एलाउंस बुनियादी तन्साह और ट्रेड यूनियन हक के बंदी जा रही सेंट्रल गवर्नमेंट एम्प्लॉयज की जदी जहद के उस पुराने बोसीदा तरीके से दबाना चाहती है और टाल मटोल की पालिसी बरती जा रही है। साथियों! यह पहला अवसर नहीं है जबकि सरकार हमारे साथ पैसा सलूक कर रही है। 1957 अगस्त में जस पोस्ट ऐंड टेलीग्राफ वर्करो की ओर से धे कमीशन

बिठाने के लिए हड़ताल का नोटिस दिया तो प्रधान मंत्री ने उस की जबरदस्त मुसालफत की किंतु अंत में मजदूर इकता के सामने उन को भी भुक्ना पड़ा और ये कमीशन की मांग मान्य पड़ी। अब फिर 1960 में सरकार उसी तारीख को दोहराना चाहती है और पुराने हथकंडों से इस हड़ताल को कुचलना चाहती है। अखबारों के द्वारा यह प्रपिगण्डा किया जा रहा है और किरसों के टटू रूती कि जजा रहे है किंतु हम यह बात साफ कर देना चाहते हैं कि मजदूर तहरीक का यह बढ़ती हुआ मुफान तबकों से नहीं रोका जा सकेगा क्योंकि महगाई भता और बुनियादी तन्साह की मांग सब की साको मांग है।

अदि यह समाज वादी और गांधी वादी सरकार तकत के नशे में सरशार होकर यह सोच रही है कि आर्डनंस बनाकर गोली चला कर, और हड़ताल को खलाफे कानून फार देकर इस हड़ताल को दबालेगी तो यह उस का मर्म है क्योंकि इस समय मेहनत कश और सरमायादारी की खुली टक्कर है और यह देखना है कि किस को जिन्दा रहना है, अदि इस समय हम ने हिन्मत और होस्ला का दामन अपने हाथ से नहीं डोड़ा चाहिये और हर तरह से सरसरीतियों काडट कर मुकाबला करना चाहिये और इली में हमारी और हमारे बाल बच्चों के जीवन का मेद है और एक नया युग शुरु होगा। गवर्नमेंट की यह धमकी मजदूर की गैरत और इज्जत को एक खुला चैलेंज है। और हर मजदूर को उस के अकलौते बच्चे की कसम है कि यदि अपने हक की रक्षा के लिये जान की भी खुरानी देनी पडे तो उस से भी गुंजन नहीं करेगे।

लाठी गोली खारियों — जागे बढ़ते जायेंगे।

सरफरोशी की तमन्ना गर जो तेरो दिल में है — देखना कितना जोर बाजुए कातिल में है

संतोरव सिंह जनरल सैक्रेटरी — सैनिक हस्पताल कर्मचारी युवियन दिल्ली केंद्र

राज साईफत रैजमेंटल सेंटर सिविलियन वर्कर यूनियन दिल्ली केंद्र।

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