

BOMBAY

FEBRUARY 1, 1959

TO ALL TECHNICIANS AND TECHNICIANS-TRAINEES OF HINDUSTAN STEEL

Dear Friends and Brothers:

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

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

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

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

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

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

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

With a little bit of earlier planning by the Hindustan Steel Management, many of these difficulties could have been avoided.

There have also been reports that some of the trainees who went to Rourkela after completion of training, are still being paid only the salary they were entitled to as trainees. It is also reported that the transport service that was available in Rourkela to get to the place of work free, is proposed to be discontinued from February. This will bring great difficulties for the trainees who have to go to the place of work from distances of 4 to 6 miles on their meagre earnings.

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

Bombay Allowance: After making joint representations to the Hindustan Steel, a special allowance of Rs. 30/- per month in addition to the stipend ~~of~~ of Rs. 70/- was sanctioned, but this amount was paid only from June 1958. The trainees had to be in debt for the previous six months, and it is only fair that the management should pay the trainees this special allowance with full retrospective effect. It is hoped that the management will concede this fair claim early to give relief to the trainees.

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

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

y Yours fraternally,

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

TRUE COPY OF PART II ORDERS
HINDUSTAN STEEL (PRIVATE) LIMITED.
BHILAI STEEL PROJECT.

NO. ESTT(ROP)5 (B) (8) /59/ DATED, BHILAI THE 21ST FEBRUARY, 1959.
PART II ORDERS

With reference to the Hindustan Steel (P) Limited, Memo shown against each name the General Manager is pleased to appoint the persons as per list enclosed as skilled workers in the scale of Rs. 60-3-90/- in the Bhilai Steel Project from the date shown against them.

2. Their initial pay in the scale for the present, will be fixed at Rs.72/-, but based on their experience previous to appointment as trainees, a higher initial pay of Rs.75/- or Rs 78/- would be fixed later after verifying the length of experience and obtaining reports from the training authorities.

3. In addition to their pay, they will be entitled to dearness allowance and other allowances granted to the members of the Regular Establishment on similar grades.

4. They will be entitled to regular T.A. as on tour from the place mentioned against each to Bhilai.

Sd.

(B.N. TREHAN)

ASST. ADMINISTRATIVE OFFICER

Distribution:-

- (1) Supdt. Technical Training
- (2) x x x x x x
- (3) Establishment Section VI (With a spare copy for(F.A.C.A.O)
- (4) Individual concerned(~~xxxx~~ T. Rhough.....)
- (5) Estate Section
- (6) Personal file
- (7) Office Order File.

Wanjari

21/2/1959.

BOND FOR APPRENTICE TRAINING OF
HINDUSTAN STEEL PRIVATE LIMITED

An agreement made thisday of.....
betweenagedyears
months and of (hereinafter called the ~~surety~~ Trainee) of the first part and
.....(hereinafter called the surety) of the second part and
Hindustan Steel Private Limited, (hereinafter called the Company) of the
third part.

Whereas the company has introduced an Artisan Training Scheme in coordination
with engineering firms with the main objects mentioned hereunder, namely:

a) to train a selected number of men for skilled work in the Production
and maintenance Shops of the Company's steel works at Rourkela/Durgapur/
Bhilai;

b) To ensure that men receive sound and through practical training in
selected trades.

and whereas the company has selected the Trainee for the purpose of the afore-
said training for the duration of twelve to eighteen months and whereas the Trainee
has agreed that he shall undergo the aforesaid training, subject to the terms
and conditions herein after specified.

NOW THESE PRESENTS WITNESS

That the Trainee shall be bound:

a) to undergo the training provided by the Company for a period of twelve
to eighteen months commencing from about the for which term
the Trainee shall diligently and faithfully to the best of his ability
undergo the training and conduct himself honestly and obediently in all
things towards the company, and will devote his whole time to the training
and will not engage directly or indirectly in any other occupation on his
own account.

and abide by the rules and regulations of the

- c) And also not to participate in activities of labour or political organization.
- d) To compensate the said company for the expenses incurred on account of his training, if he fails to serve the company for a minimum period of five years after successful training. The expenditure incurred by the said company in connection with the training of the apprentice shall in addition to the stipend and allowance paid include the cost of supervision and other items. The decision of the company shall be final as to the total amount of expenditure incurred by the company on account of the training of the Trainee.

The said company shall have the right to suspend or dismiss the Trainee and cancel this Agreement for any breach on the part of the Training Scheme aforesaid and any of the rules and regulations of the Company for the time being in force, in which event, the Trainee and Surety shall jointly and severally be liable to reimburse the said Company with the expenditure incurred by it in connection with the training of the trainee under this agreement, the surety in his individual and personal capacity also, as the second party aforesaid, hereby undertakes the responsibility and guarantee to reimburse the Company with its expenditure on the training of the trainee in case the Trainee commits any breach of any of the terms and conditions of this agreement-

And also that the said Trainee shall on the termination of the said training whenever it may happen, account for, and deliver to the said company all the stock-in-trade, books of accounts, documents, papers and effects then in his possession and custody and belonging or relating to the said trade or business.

That in other matters not provided for in this agreement the Trainee shall be governed by the rules and regulations made from time to time by the said company.



The Company however, may at its ~~discretion~~ alter, interrupt or stop the said training for any reason whatsoever, without thereby incurring any liability either to the Trainee, or the Guardian.

This agreement shall be endorseable by suit or ~~to~~ otherwise within.....

In witness whereoff the parties hereto have signed this agreement hereunder.

FOR HINDUSTAN STEEL (PRIVATE) LIMITED

SECRETARY.

- 1. Trainee
- 2. Second Party aforesaid in his personal capacity.

Witnesses:

- 1.
- 2.

Witnesses

- 1.
- 2.

Hindustan Steel (Private) Technical Workers Bulletin.

BULLETIN:

BHILAI

March 10, 1959.

BULLETIN NO. 2

(for private circulation only.)

Dear Friends & Brothers

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

1 Problems during our Training-

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

2 Accommodation Problem--

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

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

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

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

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

3 Allowances etc.--

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

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receive it. It is hoped the management will attend to their claims quickly:

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

4 Working Conditions—

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

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

5 Labor Policies of Management—

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

Saraswati Puja is a very important festival.

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

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

Our Demands:--

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

With greetings to you all.

Yours fraternally,
SKILLED WORKERS.

Ex. Artisan Trainees.

To

The Secretary,
Hindusthan Steel Ltd.
Post Box No. 496
New Delhi

Through: The General Manager,
Bhilai Steel Project,
Bhilai

Subject: SERVICE GRIVENCHES OF EX-ARTISAN TRAINEES

Respected Sir,

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

The scale of pay as declared (60-3-90) by the management is very discouraging when read in context with Ministry of Labour's Circular No. TRG/LMP-ASST/6916-7205 dated 22/33-5-57 from Koni, Bhilaspur and another circular by National Employment Service (No. OET dated Drug - the 22nd May '57), wherein it has been stated in unequivocal terms that -

" THAT THEIR EMPLOYMENT WOULD BE ON VERY HANDSOME EMOLUMENTS, WHICH CANNOT BE RETAINED BY ANY OTHER INDUSTRY IN THE COUNTRY "

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

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

X
The basic pay at Heavy Electrical's Bhopal, which is also in public sector has been advertised as No.48 grd sister undertakings also.

In view of this, it is our demand that we be designated as 'OPERATIVES' and be given a pay scale of Rs.150-10-250p.m. plus usual allowances.

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

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

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

~~We are the workers who toil~~

P.T.O.

We are the workers who toil our sweat from morning to evening and naturally after such nerve breaking work we require a shelter nearby. Our demands are that since the plant has gone into production, we be accommodated in sector I and II immediately.

In the past , we had moved your goodself thrice, but we are sorry that we could not recieve any reply as yet. Now at least, we hope that our demands shall be considered sympathetically.

Thanking you,

Yours faithfully,

B.S.P.
26th March 1959.

We, Ex. Artisan Trainees

S.K. George

A. Roy

C. Roy

N. Thumpy

Copy to shri S. A. Dange, M.P. New Delhi

A short report on BHILAI

(203A) by G.M.Kumar

The Bhilai Steel Project, under the Hindustan Steel Ltd., employs about 12,000 workers directly, of whom nearly 4,000 come under the category of "operational staff".

Besides, under 178 contractors working on the project, a total complement of about 50,000 to 70,000 workers are also employed. The principal contractors are the Hindustan Construction Company (employing nearly 25,000 workers), Ramji Dayawala, Koshal Construction, Bengal Trading Syndicate, Jain & Co. There are about 3,000 sub-contractors.

There are about 500 Russian technicians including interpreters.

The composition of the working class is roughly as follows: 30 to 40 per cent - South Indians; 15% Punjabi; 20 to 25% Hindi-speaking (excluding Chhatisgarhi people), 5 to 10% Chhattisgarhi and the rest composed of Bengali and Maharashtra.

Wage Scale: The minimum wage is Rs.48/- per month for workers directly employed who are on muster rolls. The skilled categories start from Rs.70 onwards. Those who are "regularised" also get 25% of the basic pay as "construction allowance" but barring few operational staff recruited from outside, there are scarcely any "regular" employees.

Trade Unions: There are three trade unions, one of the INTUC, one of the HMS and another controlled by Bolsheviks. The Rashtriya Mazdoor Sangh (INTUC) was founded in 1957 and registered in 1958 and claims a membership of 2,000 to 3,000. The Bhilai Steel Kamgar Sangh (HMS) also founded in 1957 and registered in 1958 claims a membership of 3 to 4,000. The Building Workers Union controlled by Bolsheviks is not a registered trade union and has hardly 400 workers.

Shri Bakliwala, M.P. from the Bhilai area is the President of the INTUC union and Shri Jalwant Rao Astikar, a sub-overseer in Bhilai project is the General Secretary. Other important office-bearers are Hemant Deshmukh, Varma and Sukumar Mukerjee, all employees.

(PSP leader)

Shri B.Y. Tamaskar, MLA, /Leader of the Opposition in M.P. State Assembly is the President of the HMS union. Shri Tamaskar has no TU background nor is he very much active. But he wields considerable influence among the peasantry and holds peasant rallies, which gather 20 to 30,000 people in the area. The General Secretary of the Union is Shri Devsaran Dubey, a PSP worker who devotes wholetime for the union. Joint Secretary of the Union, Hamid Khan who recently went on a hunger strike is an ex-employee of the Bhilai project in the Railway Division. Hamid Khan is from Warrangal and the police reports describe him as a "communist and Razakar". He holds considerable influence among the workers in the Railway Division, majority of whom are from the Telengana area. Another Joint Secretary, Shri Bisru Ram Yadav, is a local man and PSP leader. He is also the General Secretary of the HMS Transport Union and is said to be Shri Tamaskar's lieutenant. One Ram Sevak Thakur, PSP leader, founded the union but has now fled from the union and is said to be active in Bhoodan movement.

Com.G.M.Kumar, who is giving this report, is a Party member working in the HMS union. He is not in the Executive Committee of the union but a regular invitee. He is known as a union spokesman at public meetings and presides over union meetings in the absence of the President, Shri Tamaskar.

The Bolshevik union is controlled by Shri N.Dwivedi (now reported to have left the union and have formed another) and Sripat Yadav.

THE RECORD OF THE THREE UNIONS

The Bhilai project authorities consider the INTUC union as their own, though no formal recognition has been given. The INTUC has influence among the ministerial staff, power generation workers and partly in rolling mills. Their membership is mainly drawn from Bengalis and ~~Kerala~~ Kerala people. The Project authorities have provided accommodation for the union office and the union functionaries are allowed to do union work during duty hours. The leadership is however unstable. There are three groups within the union and it has so happened that some of the office-bearers were victimised and later re-appointed. The Central Intelligence is said to be keen on discovering "Communists" inside the INTUC union. There is no democratic functioning of the union and no general meetings are held. According to its constitution, election of office-bearers is for a term of three years.

On the issue of construction allowance, quarters, water supply, etc. where the demands were almost identical, the HMS union sought cooperation from the INTUC union to conduct a joint struggle. This was refused and the General Secretary of the INTUC union himself offered for Hunger Strike. His hunger strike which began at 8 A.M. was called off at 12 noon the same day.

HMS UNION - The Bhilai Steel Kamgar Sangh (HMS) mainly deals with non-payment cases and has influence among contractor workers. However the skilled and ministerial ~~staff~~ employees have little confidence in the union. According to these sections, the union should have joint working of CP, PSP and other elements and then only it would prove useful. A few PMs are working actively in the union. The membership is drawn largely from Biharis (contractor workers) and Andhra workers. The Union hopes to enrol 6000 workers by 31st of this month.

The union was formerly controlled entirely by the PSP. After the strike in the Railway Division in April 1957, the ~~new~~ PSP leaders adopted a liberal policy. ~~ix~~ Shri Tamaskar, the President, being an opportunist does not hesitate to cooperate with us, when he finds it advantageous to do so. However, it is also reported that Tamaskar has had a pact with the authorities to keep the Communists away from the trade union.

Bagaram Tulpule and Mahesh Desai visited Bhilai in June 1958 and after the Nagpur HMS Session, Jatin Mitra also paid a visit. It is said that the HMS thinking in this respect is: Jamshedpur and Burnpur are dominated by Communists and hence no headway is possible there; hence concentrate on Bhilai. They also think that Rourkela is their own. The Nagpur Session of the HMS also decided to financially help the Bhilai union and recently the Central Office has sent three wholetimers for the union work. From out of union funds, however, only two wholetimers are paid now - the General Secretary and Hamid Khan, a joint secretary. I was also paid from the union till recently but just before the Nagpur Session of the HMS, the Working Committee of the Union decided to discontinue it. I was once asked by ~~the~~ a PSP man: how long I will remain in the union and whether I propose to start an ALTUC union? I replied that I am with the union as far as the union work is concerned but I should have my political freedom.

The HMS union had some influence in Nandinikundini iron ore mines in the project area. There is no union in Korba. The INTUC has some hold in the mining area, nearabout.

The HMS union has made some gains in the matter of implementation of labour laws, compensation, illegal discharge and issues connected with other service conditions.

The Bolshevik union is confined to workers in the Building division. They worked with the HMS union at the time of the hunger-strike.

STRUGGLES

About 2,000 workers employed in the Railway Division of the project struck work from April 5 to 11, 1958. ~~xxxxxx~~ The strike was launched under the leadership of the HMS union and it may be said that the union itself came into picture with this strike. Earlier, there was a stoppage in the Railway Division in 1957 December, which was led by the Bolsheviks. In the April 1958 strike, the demands were for fixing minimum pay at Rs.100 per month for males and Rs.75 for female workers. But there were very little gains.

After the struggle of workers in the railway division, the most important movement was around the hunger strike launched by Hamid Khan, Joint Secretary of the HMS union in September, 1958. The hunger strike lasted 10 days and was followed by a settlement. The Project authorities, for the first time, signed an agreement with a trade union - the Bhilai Steel Kamgar Sangh (HMS), officially. According to the agreement, the minimum pay was fixed as Rs.48 per month. After six months, all workers on the Muster Roll were to be taken into Work-Charged category and more and more (a later circular specified 25% and 40% by June 1959) workers will be made regular employees. After ~~every~~ six months, workers were to be promoted to respective next grade and it was stipulated that whenever the decision is contrary, the Divisional Engineer should show valid reasons. According to the agreement, the authorities promised construction of new quarters along with supply of chatta and bamboo to the workers and allot them land on which they could construct on their own. While, no doubt, the agreement was a clear gain, its provisions regarding regularisation, etc. are yet to be implemented in the Railway Division which stood foremost in the struggle. Part of the workers in the blast furnace and coke-ovens have also similar complaints. Recently there were some demonstrations and gheraos protesting against non-implementation.

Two major issues agitating the workers are: (1) There is no Standing Orders, and (2) Discharge of workers on security reasons. * Ganesh Prasad, Driver, and Hamid Khan, Mate, were discharged on security reasons and the same was the fate of 40 workers in the ministerial category.

There were about twenty strikes in different contractor firms mostly limited to a day or two and on issues ~~xxxxxxxxxxxxxxxxxxxxxxxx~~ ~~xxxxxxxxxxxxxxxxxxxxxxxx~~ relating to non-payment of wages.

The W.Bengal Government has sent some ex-military men and these people with their Ex-Servicemen's Association are planted in different departments and functioning as an auxiliary secret service. An unofficial goonda gang is also being organised under the auspices of the ~~xxxxxxxxxxxx~~ Security Chief, Mr.Dhavar. The intelligence services of the Project itself, the Central intelligence and the M.P. Govt intelligence are very active. The Central CID has brought its men from all the provinces.

The security force itself has become a goonda detachment and the union has had to face it many a time. There was a recent case of eviction of women and children from barracks when their menfolk were away, and the union had to rush help.

Two important organisations in Bhilai are the Bharat Sevak Samaj and the Bhilai Byapari Sangh. The Bharat Sevak Samaj has its own office and the authorities are giving them every help and they in turn help the INTUC.

The Byapari Sangh (Registered) is an organisation of "unauthorised" shop-keepers and by their efforts, a central market with 1460 units is being built in a strategic locality. The General Secretary of the HMS union is the President of the Sangh. The Sangh effectively fights against eviction of small shopkeepers and holds considerable influence among them.

A disturbing factor in the situation is the inter-provincial riots (though on a small scale) which take place off and on. The tension is engineered between Kerala vs. Chattisgarhi; Bihari vs. Punjabi; Frontier vs. Punjabi; Bengali vs. Maharashtrian. An attempt to foment communal riots between Hindus and Muslims was nipped in the bud. Even Mr. Tamaskar, the HMS union President personally instigates riots against South Indians, and propagates for a separate province for Chhatisgarh-Vidarbha region.

PROBLEMS

1. Contractor Workers - Their main demand is for fixation of minimum wage, security of service, leave facilities, service pay, bonus, (especially in Hindustan Construction) and for standing orders.
2. Recognition of the Union - According to the Asst. Labour Commissioner, no other union would be recognised except that of the INTUC. When the Labour Commissioner and Labour Minister (Mr. Dravid) was contacted, he raised the question as to who will give the recognition (Bhilai Project authority or Hindustan Steel) and who will conduct the verification (Centre or State).

What should be our attitude? To work in HMS or INTUC for recognition, or start another union?

My personal opinion is that working in HMS union is better since PSP, SP, RSP and our people are there. Tamaskar will have to be removed and others should jointly operate the union.

3. There should be some machinery for coordinating our activity in different steel centres.
4. The following issues to be raised in Parliament: (a) absence of Standing Orders; (b) victimisation of workers on security reasons, particularly of Ganesh Prasad and Hamid Khan.
5. Financial Assistance from AITUC.

New Delhi

March 23, 1959

PHONE. 201

Communist Party of India

MADHYA PRADESH COMMITTEE

ITWARA ROAD
BHOPAL

Date 20th March 1959.

Dear Comrade Shivadas

Com. G.M. Kumar is a Party member from Shaltisgarh Area. of the Madhya Pradesh. He is for the present working in Bilulai Area and wants to discuss some problems in connection with unions.

With Greets

L.R. Chaudhri



C.-3

268-12



670



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at _____ H. _____ M.

X GD JAMSHEDPUR 17

SHRI PAD AMRIT DARGE 4 ASHOKA ROAD NEW DELHI.

FOUR HUNDRED SEVENTWO EXT ADE APPRENTICES UNDER HSL IN ROURKELA STEEL PROJECT PROPOSE TO LUNCH HUNGER STRIKE BATCH BY BATCH FROM TWENTYSECOND MAY PROTESTING AGAINST ATTITUDE OF SAID PROJECT AUTHORITIES FOR NOT DECIDING THE DEMANDS ON MERITS(STOP) APPRENTICES ALREADY STOPPED WORK SINCE ABOUT TWO MONTHS AFTER TWO YEARS EFFORTS TO PROBE INTO ISSUES(STOP) KINDLY INTERVENE IN MATTERS IMMIDLY(STOP)

EX-TRADE APPRENTICES ROURKELA STEEL PROJECT

The sequence of entries at the beginning of this telegram is class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.
MGIFPAh.—121—30.4.57—91,370 Eka.



C-3

268-A



666



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at _____ H. _____ M.

X GD JAMSHEDUR 17

A I T U C (OFFICE) ASHOK ROAD BLOCK NO 4 NEW DELHI.

FOURHUNDRED SEVENTYTWO EXTRADE APPRENTICES UNDER HSL IN ROURKELA STEEL PROJECT PROPOSE TO LUNCH HUNGER STRIKE BATCH BY BATCH FROM TWENTYSECOND MAY PROTESTING AGAINST ATTITUDE OF SAID PROJECT AUTHORITIES FOR NOT DECIDING THEIR DEMANDS ON MERITS (STOP) APPRENTICES ALREADY STOPPED WORK ABOUT TWO MONTHS AFTER TWO YEARS EFFORTS TO PROBE INTO ISSUES (STOP) KINDLY INTERVENE IN MATTERS IMMEDIATELY (STOP)..

EX TRADE APPRENTICES ROURKELA STEEL PROJECT

The sequence of entries at the beginning of this telegram is—class of telegram, times handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.

MGIP PAb.—1271—23-1 53—1,13,3 50 Bks.

To

The Chairman Board of Directors,
Hindustan Steel Ltd.

Through proper channel

Dear Sir,

Respectfully we like to draw your kind attention on the following points.

That the since last seven months we tried our utmost to draw the attention of the authority to solve our grievances by peaceful negotiations. But it is evident from the attitude of the authorities that they don't like to hear our grievances even. We have submitted several applications but it is of no avail as authority are not ready to respond them.

So judging the consequence and happenings we appeal to your honour that we would like you to go over here personally and make a thorough investigation and proper enquiry to put our grievances directly on your table.

Moreover we have come to know that the interest of our technicians at Rourkela is not being taken into consideration and as they are completely dissatisfied with the Company's decision, they ceased work from the 19th March 59.

So to safeguard their interest we appeal to you to solve their case satisfactory as early as possible as we also sailing on the same boat or otherwise we will be bound to take some unusual measures for which we may not be responsible.

Therefore, we appeal to you that as we are dissatisfied with the decision of company for scale of pay, we request you to take a quick and reasonable decision regarding our case and our fellows Brother's case who are at Rourkeala.

Failing of which we will not be responsible for any further consequences which ~~we~~ can embitter over relations.

We hope to get a favourable reply at an early date.

Thanking you,

Yours faithfully,

Dated: Bhilai
the 26th March, '59.

Ex. Artisan Trainees.

Copy: G.M.B.S.P

It is with great pain that we are pointing out our woes regarding accommodation. As per plan we were to be allotted quarter in Sector No 1 and 11 and which are meant for us only and none else due to its close proximity to the plant, but surprising as it may sound. We are either being forced to live in Tents right near the Plant or seven miles away at Durg, paying a rent which is unproportionate to our salary.

We are the workers who toil our sweat from morning to evening and naturally after such never breaking work we require a shelter nearby. Our demands are that since the plant has gone into production, we be accommodated in Sector No1 and 11 immediately.

In past we have moved your goodself thrice, but we are sorry that we could not receive any reply as yet; now atleast we hope that our demands shall be considered sympathetically.

Thanking you.

Yours faithfully,

Dated B.S.P
the 26th March, 59.

We, Artisan Trainees.

Copy to: G.M.R. all concerned offices

TO PUBLISH IN THE PAPER

Sub:- Sympathy towards Rourkela strike.

We the 551 trained skilled technicians trying our utmost since last seven months to draw the attention of the authority to solve our grievances by peaceful negotiations. But it is evident from the attitude of the authority that they don't like to hear our grievances even. We have submitted several applications to Secretary Hindustan Steel Ltd. New Delhi & General Manager Bailal Steel Project, Bailal but it is of no avail as authority are not ready to respond them.

It is known to all that the interest of our fellow technicians at Rourkela is not being taken into consideration and as they are completely dissatisfied with Company's decision they ceased the work from 19th March 1959.

So to save their interest we appeal to the Hindustan Steel Ltd. to solve their case satisfactory as early as possible as we are also sailing on the same boat or otherwise we will be bound to take some unusual measures for which we may not be responsible.

Also we appeal to Hindustan Steel that as we are also dissatisfied with the decision for scale of pay, we request to the management to take a quick and reasonable decision regarding our case and our fellow brother's case who are under strike at Rourkela.

Failing of which we will not be responsible for any further consequences which can embitter relations with the management.

"We second the strike of Rourkela skilled technicians (Ex: trade Apprentices) and also wearing the badges from 4th April 59 to show sympathy and fulfill our demands"

We the trained skilled technicians (Ex: Artisans trainees) for 551 candidates.

Bailal Steel Project,

Dt.....April 1959.

Copy to:-

To

The Board of Directors,
Hindustan Steel Ltd.
Camp BHILAI

Through The General Manager, Bhilai Steel Project

Subject:- General Grievances of Operatives and
interview with Board of Directors.

Respected Sirs,

We the Operatives of Bhilai Steel Project wish to bring the following few lines for your information and kind consideration:-

1. FIXATION OF PAY SCALES:-

We have been thoroughly dissatisfied with the scales of pay given by Hindustan Steel Ltd. It is deeply regretted that inspite of our repeated representations from time to time ever since we joined Hindustan Steel Ltd. no action has been taken. We would like to add that we have undergone a course of training in India or abroad. After successful completion of training we are placed in the grade of Rs. 150-10-250/-.

We have failed to understand the justification in maintaing such a vast difference in these scales of pay of Junior Engineers on the one hand and that of ours on the other. The Junior Engineers after completion of training are started on a basic pay of Rs. 350/- while a scale of pay of Rs. 250-15-400-20-500 is existing according to the "Statement Regarding Scales of Pay in force in B.S.P." for Operatives (according to ~~XXXX~~ colum No. 118). We are also working under the same conditions and discharging almost equally responsible duties.

People out of us are also working in place of Shift Foreman in the departments which have already come into operation.

2. PROTECTION OF SENIORITY

So far none of us have been assured of our respective seniority. Hence we are in dark about the changes of our promotions for higher posts which will fall vacant from time to time. To our distress, such posts are being filled in by direct recruitment of fresh people at present. Further we would like to add that people are being taken from Erection to Operation even though the specially trained people like us are available for higher posts. By absorbing the people from Erection side for our immediate senior posts the line of promotion is blocked to us. Hence we stress that our seniority should be fully protected and higher posts be filled in by us according to our qualification and seniority.

3. ALLOWANCE:-

Construction Allowances for these operatives who have completed their training in April and after are not paid, while they have joined H.S.L. a year before. We wonder why the C.A. is denied to them. The Construction Allowance ought to be paid to all of us from the date of joining the Project till the regular Production bonus sheme comes into forces.

It is beyond the shadow of doubt the some injustice is done to the Operatives who have joined after 1st April by depriving them of the C.A. being enjoyed by seniors only by the virtue of joining earlier.

People working in severe conditions of the Heat, Dust and Gas should be paid special allowances.

Operatives working at odd hours of the Shift should be paid Shift Allowance.

4. ACCOMMODATION AND TRANSPORT:-

Six Operatives working in different Shifts are dumped in small unit, which causes much inconvenience to one another. The result is congestion is very injurious to our health. Hence we expect that full unit accommodation may be given to each one of us.

Free transport should be provided for all the Shifts.

Better medical facilities should be provided. People meeting with accidents inside the factory should be given due compensation and compensatory leave during the period of medical treatment.

We have been forced to put the above mentioned grievances for your immediate action in view of the failure of many of our previous representations.

We Sirs do hope for favourable consideration and sympathetic action.

~~23rd July 1959~~

Thanking you Sirs,

Yours faithfully,

" OPERATIVES "

23rd. July 1959.

Copy to:-

- (1) Hon'ble Minister for Steel, Mines & Fuel.
- (2) Hon'ble Members of the Board of Directors.
- (3) General Superintendent, Bhilai Steel project
- (4) Administrative Officer, Bhilai Steel project.

2. The Financial Adviser & Chief Accounts
Officer, Bhilai Steel Plant,
DURG (M.P.)

3. Shri M.C. Sarin/Bhilai 'B'.

(Sudhir Ghosh)
SECRETARY.

BOND FOR APPRENTICE TRAINING OF HINDUSTAN STEEL PRIVATE LTD.

AN AGREEMENT MADE THIS _____ DAY OF FEBRUARY 1958 BETWEEN
aged _____ years _____ months and of
(HEREINAFTER CALLED THE "TRAINEE") of the 'FIRST PART' and
aged about _____ years and residing at _____
; (hereinafter called 'The SURETY') of the
SECOND PART AND HINDUSTAN STEEL PRIVATE LIMITED, (hereinafter
called 'THE COMPANY') of the THIRD PART:

Whereas the Company has introduced an Operative Training Scheme in coordination with Engineering Firms with the main objects mentioned hereunder, namely;:

- (a) To train a selected number of men as Operatives in the production and Maintenance Shops of the Company's Steel Works at Rourkela/Durgapur/Bhilai:
- (b) To ensure that men receive sound and thorough practical training in selected trades.

And whereas the Company has selected the Trainee for the purpose of the aforesaid Training for the duration of Twelve to eighteen months and Whereas the Trainee has agreed that he shall undergo the aforesaid training, subject to the terms and conditions hereinafter specified:

NOW THESE PRESENTS WITNESS

That the Trainee shall be bound:

- (a) To undergo the training provided by the Company for a period of Twelve to Eighteen months commencing from about the for which term the Trainee shall diligently and faithfully to the best of his ability undergo the training and conduct himself honestly and obediently in all things towards the Company, and will devote his whole time to the training and will not engage directly or indirectly in any other occupation on his own account.
- (b) and also to promptly obey and abide by the Rules and Regulations of the Company and the Orders and instructions of its authorised officers.
- (c) and also not to participate in activities of labour or Political Organisations.
- (d) To compensate the said Company for the expenses in or on account of his training, if he fails to serve the Company for minimum period of five years after successful training. The expenditure incurred by the said Company in connection with the training of the apprentice shall in addition to the stipend and allowance paid include the cost of supervision and other items. The decision of the Company shall be final as to the total amount of expenditure incurred by the Company on account of the training of the Trainee.

The said Company shall have the right to suspend or dismiss the Trainee and cancel this Agreement for any breach on the part of the Trainee of any of the terms and conditions thereof or those of the Training Scheme aforesaid and any of the rules and regulations of the Company for the time being in force, in which event, the Trainee and the Surety shall jointly and severally be liable to reimburse the said Company with the expenditure incurred by it in connection with the training of the trainee under this agreement. The Surety in his individual and personal capacity also, as the second party aforesaid, hereby undertakes the responsibility and guarantee to reimburse the Company with its expenditure on the Training of the trainee commits and breach of any of the terms and conditions of this agreement.

To,
The

MEMORANDUM SENT TO REVIEW BOARD.

Sir,

We the ^{ex} Artisan trainees glad to know that a reviewing committee has been appointed for going the wages of Ex-Apprentices training after Rourkela incident:-

Owing to the emergency situation created by recent strike of the Extrade trainees and in sole consideration of the NATIONAL INTEREST we had refrained from benching the strike though we felt fully sympathetic with there and the demand put forward by these.

Now we want to state the followings on behalf of Ex-Artisan trainees before your honour and request the favour of your kindest consideration and necessary action.

We were appointed to undergo 1½ years Artisan (advanced course) training course under your auspices, to be ultimately absorbed in one of the three steel Projects in the country.

A few days back we received appointment orders envisaging the refixation of our stipends as well as fixation of pay scales on absorption in the regular cadre after completion of our training.

We are unanimously aggrieved at the proposed pay scale of Rs. 60-3-90, indicated in these appointment orders. The appointment of such a humiliating scale after such a long time has shocked us as it contradicts with the various oral and written assurances given to us in order to induce us to enroll ourselves for training. We have already under gone training for quite a few months, most of us having completed 12-15- months. At this stage we not only find ourselves deceived for a prolonged period but it also means that we have to undergo a punitive employment for a period of five years against our wishes and irrespective of our aspirations.

We are all qualified. some of us have studied up to I.Sc. we have passed Diploma Examination of the I.T.C. All of us have practical experience in engineering organisations for a period ranging from 2 to 6 years prior to joining H.S.P.L. for training.

In view of our qualifications, prolonged experience and intensive training, we rightfully fill that we are extremely degraded at this juncture when our hands are tied up by a service bond.

We therefore, state our case for your sympathetic appraisal appraisal as follows:-

CLAUSE:-1) We have been assured in writing that we will be absorbed in employment, "On very handsome emolument WHICH CANNOT BE BETTERED BY ANY OTHER INDUSTRY IN THE COUNTRY". This document form the main consideration on which we agreed to enroll ourselves for training and serve subsequently for 5 years on pay scales to be finally declared. By thought our scales not be in confirmity with the above undertaking.

CLAUSE 2):- We give a detailed comparative statement in regard to employments admissible in a few of the country's important Government & Private organisation herewith documentary evidence pertaining to each of them (Referred to Comparative statement)

2

It may kindly be appreciated that the scale of Rs. 60-3-90 is absolutely incommensurate with the qualifications, experience & training that we possess. Apart from the fact that this scale is at variance with the undertaking indicated in clause one above, the scale is worse than the lowest possible scale prevalent in any of the organisations in the country.

CLAUSE 3) It is established by practice that the Basic pay and scale in which a trainee is fixed after training is always more than the stipend he received during training. Even in H.S.P.L. the ratio of stipends to scales is in conformity with the above principle, except for the unfortunate decision taken in our case. For instance:

XXXXXXXXXXXXXX	Stipend	Scale
1) Graduate Trainees	250/-	350-300/-
ii) Operative "	120/-	150-10-250/-
iii) Artisan "	70/- & 100	60- 3- 90/-

It may be observed from the above that we have been made an exception from the established principle.

CLAUSE: 4) We have been selected from places spread all over India and were allotted to Bhilai Project irrespective of proximity to the provinces to which we belong. On terms which on the face of it appeared lucrative, we were induced to serve in for off a place (Bhilai Project) suiting to the convenience of the Co, and to our utter disgust we are now forced to lead a standard of living that men working as helper may not also like to live. It may be seen that the scale of an Electrician who is simply literate (refer Annexure) in Bhilai Steel Project is Rs. 80-5-120/- On the other hand we qualified holding much more experience and training are required to serve / for a period of 5 years in the disgraceful scale of Rs. 60-3-90/-.

In the light of above we earnestly request your honour to reconsider the decision in regard to our pay scale and bring it on par with the scales prevalent in other organisations. It would be a grain tragedy if after having attained a considerable technical skill by the virtue of our academic & Technical qualifications and a specialised training, we are to bind ourselves to serve in the indignified scale for 5 years.

We are aware of the obligations incurred by us under the service contract entered into with the Company. We are not only prepared but are anxious to put in any number of years service in this esteemed organisation; But it might not be unreasonable for us to demand release from the bond if irrational scales are prescribed. In such case we request you to kindly absolve us from the bond.

We therefore appeal to your honour to prescribe a rational scale of Pay and evaluate our capacity in a proper perspective. The minimum pay that can most reasonably be fixed for us is in any case cannot be less than Rs. 150/- in the scale of Rs. 120-8-200/-

We hope that our humble demands will receive fullest consideration. We solicit the favour of positive relief from your gracious hands.

Thanking you,

Yours faithfully,

Ex Artisan Trainees.

Dated Bhilai,
Steel Project,
~~XXXXXX~~ Dt/30/6/59.

(Comparative Statement)

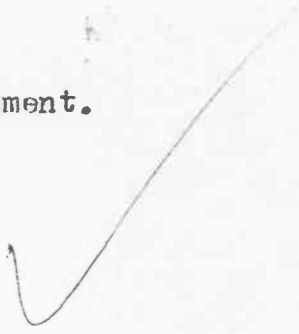
Clause 2

We give below a detailed comparative statement in regard to emoluments admissible in a few of the country's important Government and private organisations and with documentary evidence pertaining to each of them.

Name & Address of the organisation.	Pay Scale.	Qualification reqd.	Experiences required.	Evidence.
A. High Explosives Factory, Kirkee.	Rs. 100-5-125	Diploma of R.C.C. Institute in crafts menship.	one year experience in Mechanical Engineering workshop	Vide T. of India dated 13-3-59.
B. Hindusthan Air Craft P.Ltd. Bangalore.	Rs. 135-185.	S.S.L.C Preferably with Eng Qualification.	3 year experience in workshop.	Vide T. of India Dt. 29-3-54.
C. Council of scientific & Industrial research central fuel research Institute.	Rs. 125-225.	-	Must have had at least 5 years experience in maintenance of etc. of Apparatus & equipment. Must be able to work independently.	Vide T. of India dt. 29-3-59.
D. Hindustan Steel Ltd. Bhilai.	Rs. 80-5-120.	Should be literate & must be able to understand instructions in Hindi & preferably in English.	Five years experience in repair shop preferably Wholely a wiremen's certificate.	Vide India Express. 30-10-58.
E. Railway Electrification Calcutta.	Rs. 100-185.	Literate in English.	Minimum 5 years experience in maintenace & repairs of electric required in workshop.	Vide India T. of India. 23-3-'59.
F. T/S.C.O. Jamshedpur.	Rs. 5/4/-per day in Rs. 290 P.M. Minimum (with Bonus & allowances)	Trade concern Certificate in Mechanical & Electricity.	2 years in the repair Machine over hand etc of heavy electricity equipment like overhead cranes.	Vide T. of India. 13-2-59.
G. Heavy Elect. P.Ltd. Bhopal,	Grade 3. Rs. 150-225.	Good General Education & Practical working ability.	-	Vide T of India dt. 23-3-59.
H. Bombay School of Electricity. Bombay.	Rs. 100-10-200	Practical knowledge in English years Certificate of experience. atleast 1 year training in crafts manship from I.T.C.	-	Vide T. of India. 21-3-59.

We had quoted above only a few of the evidence in respect of which are available with us. It would be appreciated from the above that the scale of us absolutely in communsurate with the qualification and training that we possess. Apart from the scale is at variance with the undertaking. The scale is worse than the lowest prevalant in any of the organisation in the country.

Copy forwarded to: -

- i) Chair man H.S.P.L New Delhi.
 - ii) Labour Officer, H.S.P.L. B.S.P.
 - iii) Labour Commissioner M.P. Government.
 - iv) General Manager, B.S.P.
 - v) Swaran Singh Minister
 - vi) Revicering Board (Chairman)
- 

4
BHILAI STEEL PROJECT.

.....

Bhilai, dated the 18th May 1959.

GENERAL MANAGER'S ORDER NO. 60.

Sub:- The Central Civil Services
(Conduct) Rules, 1955.

.....

Attention is invited to endt. No.O&M-2(3)/58 ,dated the 31st December 1957. A copy of the Central Civil Services (Conduct) Rules 1955 which are applicable to the Company's employees, is circulated for general information and guidance.

Sd/- N.C.Shrivastava.
General Manager.

Copy to :-

All Heads of Deptts.
All Sections /Divisions & Offices.
All Outside Offices.

Notice Boards.

~~File No. O&M (55) 59~~

(K.V.Natesan)
Co-ordination Officer.

THE CENTRAL CIVIL SERVICES (CONDUCT) RULES, 1955.

I. Short title and application :- (1) These rules may be called the Central Civil Services (Conduct) Rules, 1955.

(2) Except as otherwise provided by or under these rules, they shall apply to all persons appointed to civil services and posts in connection with the affairs of the Union.

Provided that nothing in these rules shall apply to any Government servants who are,

- (a) (i) railway servants as defined in section 3 of the Indian Railway Act, 1890 (IX of 1890);
- (ii) persons holding posts in the Railway Board who are subject to the Railway Services (Conduct) Rules; and
- (iii) other persons holding posts under the administrative control of the Railway Board or of the Financial Commissioner of Railways;
- (b) members of the Indian Foreign Services;
- (c) members of the All India Services who are subject to the All India Services (Conduct) Rules, 1954;
- (d) employed in a Part C Stage, such Government servants not being Class I officers or any officers appointed by the Government;
- (e) holding of any posts in respect of which the president may, by general or special order, declare that these rules do not apply;

Provided further that these rules shall apply to any persons temporarily transferred to a service or post specified in clause (a) or (d) of the first proviso to whom but for such transfer these rules would otherwise apply.

2. Definitions:- In these rules, unless the context otherwise requires-

- (a) "the Government" means the Central Government.

Explanation :- A Government servant whose services are placed at the disposal of a company, corporation, organisation or a local authority by the Government shall, for the purpose of these rules, be deemed to be a Government servant serving under the Government, notwithstanding that his salary is drawn from sources other than from the consolidated Fund of the Union;

service or post in connection with the affairs of the Union;

(c) "members of the family" in relation to a Government servant includes;

(i) The wife, child or step-child of such Government servant whether residing with him or not, and in relation to a Government servant who is/was women, /-a dependent on her; and

(ii) any other person related, whether by blood or by marriage to the Government servant or to such Government servant's wife or husband, and wholly dependent on such Government servant but does not include a wife or husband, legally separated from the Government servant, or child or step-child who is not longer in any way dependent upon him or her, or of whose custody the Government servant has been deprived by law.

3. General:- Every Government servant shall at all times maintain absolute integrity and devotion to duty.

4. Taking part in politics and elections:-

(1) No Government servant shall be a member of or be otherwise associated with, any political party or any organisation which takes part in politics nor shall he take part in, subscribe in aid of, or assist in any other manner, any political movement or activity.

(2) It shall be the duty of every Government servant to endeavour to prevent any member of the family from taking part in, subscribing in aid of or assisting in any other manner any movement or activity which is, or tends directly or indirectly to be, of the Government as by law established and where a Government servant is unable to prevent a member of his family from taking part in, or subscribing in aid of; or assisting in any other manner any such movement or activity, he shall make a report to that effect to the Government.

(3) If any question arises whether any movement or activity falls within the scope of this rule, the decision of the Government thereon shall be final.

(4) No Government servant shall canvass or otherwise interfere or use his influence in connection with, or take part in, an election to any legislature or local authority; Provided that :-

of the manner in which he proposes to vote or has voted;

(ii) A Government servant shall not be deemed to have contravened the provisions of this rule by reason only that he assists in the conduct of an election in the due performance of a duty imposed on him by or under any law for time being in force;

(iii) the Government may permit a Government servant to offer himself as, a candidate for election to a local authority and the Government servant so permitted shall not be deemed to have contravened the provisions of this rule.

Explanation:- The display by a Government servant on his person vehicle or residence of any electoral symbol shall amount to using his influence in connection with an election within the meaning of this sub-rule.

5. Connection with press or radio:- (I) No Government servant shall, except with the previous sanction of the Government, own wholly or in part, or conduct, or participate in the editing or managing of, any newspaper or other periodical publication.

(2) no government servant shall, except with the previous sanction of the Government or any other authority empowered by it in this behalf, or in the bonafied discharge of his duties participate in a radio broadcast or contribute any article or write any letter either anonymously or in his own name or in the name of any other person to any newspaper or periodical:

Provided that no such sanction shall be required if such broadcast or such contribution is of a purely literary, ~~literary~~ artistic or scientific character.

6. Criticism of Government:- No Government servant shall, in any radio broadcast or in any document published anonymously or in his own name or in the name of any other person or in any communication to the press or in any public utterance, make any statement of fact or opinion.

(i) Which has the effect of any adverse criticism of any current or recent policy or action of the central Government or a State Government ;or

(ii) Which is capable of embarrassing the relations between the Central Government and the Government of any foreign State:

(iii) Which is capable of

Government and the Government of any foreign states:

Provided that nothing in this rule shall apply to any statements made or views expressed by a Government servant in his official capacity or in the due performance of the duties assigned to him.

7. Evidence before Committee or any other authority:-

(1) Save as provided in sub rule (3), no Government servant shall except with the previous sanction of the Government, give evidence in connection with any inquiry conducted by any person, committee or authority.

(2) Where any sanction has been according under subrule (1), no Government servant giving such evidence shall criticise the policy or any action of the Central Government or of a State Government.

(3) Nothing in this rule shall apply to-

- (a) evidence given at an inquiry before an authority appointed by the Government, by Parliament or by a State Legislature; or
- (b) evidence given in judicial inquiry; or
- (c) evidence given at any departmental inquiry ordered by authorities subordinate to the Government.

8. Unauthorized communication of information:- No Government servant shall, except in accordance with any general or special order of the Government or in the performance in good faith of the duties assigned to him, communicate directly or indirectly, any official document or information to any Government servant or any other person to whom he is not authorised to ~~communicate~~ communicate such document or information.

Government of India's Ruling :- It has been noticed that Government servant and others, including former Government servants, have sometimes quoted or copy in their representations, appeals etc, Government circulars including those marked secret, notes and other information from files, which they were ordinarily not expected to have seen or to have retained. Government Communication of such documents etc. to and their retention by, unauthorised persons is not only improper but also involves contravention of rule 8 of

Act, 1923 (relevant extracts are enclosed).

(2). Rules 17 (now 8) of the Government servants' Conduct rules lays down that a Government servant may not communicate directly or indirectly to other Government servants or ~~information~~ ~~to~~ non-official persons or to press any documents or information which may have come into his possession in the course of his public duties. Retention of such documents or information by a Government servant in his personal custody for use in furtherance of his personal interest, e.g. in making representations to the authorities concerned, is not only objectionable but also constitutes an offence under section 5 of the Official Secrets Act 1922 (reproduced below). (A person contravening the provisions of the above Act renders himself liable to prosecution. Contravention of the provisions of the Act and of the Conduct Rules can also be dealt with departmentally under the relevant Discipline Rules, and may well justify the imposition of a suitable penalty with reference to the facts and circumstances of each case.)

SECTION OF THE OFFICIAL SECRET ACT 1923.

Wrongful Communication, etc of information : If any person having in his possession or control any secret official code or pass word or any sketch, plan, model, article, note, document or information which relates to or is used in a prohibited place or relates to anything in such a place, or which has been ~~communicated~~ made or obtained in contravention of this Act, or which has been entrusted in confidence to him by a person holding office under Government or which he has obtained or to which he has had access owing to his position as a person who holds or has held office under Government or as a person who holds or has held a contract made on behalf of Government or as a person who is has been employed under a person who holds or has held such an office or contract :-

- (a) wilfully communicates the code or password, sketch plan, model, article, note, document or information to any person to whom he is authorised to communicate it, or a Court of justice or person to whom it is, in the interests of the State his duty to communicate it.
 - (b) uses the information in his possession, for the benefit of any foreign power or in any other manner prejudicial to the safety of the State; or -
 - (c) retains the sketch, Plan, model, article, note or document in his possession or control when he has no right to retain it, or when it is contrary to his duty to retain it, or wilfully fails to comply with all directions issued by ~~the~~ lawful authority with regard to the return or disposal thereof; or-
 - (d) fails to take reasonable care of, or so conducts himself as to endanger the safety of, ~~the~~ sketch, plan, model, article, note, document, secret official code or password or information; he shall be guilty of an offence under this section.
- (2) If any person voluntarily receives any secret official code or pass word of any sketch, plan, model, article note, documents or information knowing or having reason-

able amount to believe, at the time he receives it that the code password sketch plan, model, article, note document or information is communicated in contravention of this Act, he shall be guilty of an offence under this section.

(3) If any person having in his possession or control any sketch, plan, model, article, note, document or information which relates to munitions of war communicates it, directly or indirectly, to any foreign power or in any other manner prejudicial to the safety or interests of the State, he shall be guilty of an offence under this section.

(4)

A person guilty of an offence under this section shall be punishable with imprisonment for a term which may extend to two years, or with fine, or with both.

(G.I.M.H. Affairs memo No. 25/54/53-Data. dated 12th-4-54)

9. Subscription:- No Government servant shall except with the previous sanction of the Government or of such authority as may be empowered by it in this behalf, ask for or accept contributions to, or otherwise associate himself with the raising of any fund pursuance of any object whatsoever.

10. Gifts:- (1) Save as otherwise provided in these rules no Government servant shall, except with the previous sanction of the Government, consent or permit his wife or any other member of his family to accept from any person any gift of more than trifling value;

Provided that gifts of a value, reasonable in all circumstances of the case, may be accepted from relations and personal friends or presented to such persons on occasions such as wedding, anniversaries, funerals and religious functions, when the making or receiving of such gifts is in conformity with the prevailing religious or social customs; but acceptance of such gifts other than those of a trifling value should be reported to the Government and the gifts shall be disposed of in such a manner as the Government may direct.

EXPLANATION:-

For the purpose of this sub rule, any trowel, key or other similar articles offered to a Government servant at the laying of the foundation stone or the opening of a public building or any ceremonial function shall be deemed to be a gift.

(2) If a question arises whether any gift is of a trifling value or not, or where a Government servant is in any doubt whether a gift offered to him is of a trifling value or not, a reference shall be made to the Government by such Government servant and the decision of the Government thereon shall be final.

Explanation:- Whether or not gift should be treated as of a trifling value shall depend on who the donor is and the circumstances in which the gift is made. A gift exceeding in value $\frac{1}{20}$ th of the monthly emoluments of a Government servant or Rs. 20/- (which ever is less) from a person who is not his relation or personal friend, shall ordinarily be regarded as gift not of trifling value. Gift from relatives and personal friends upto the value of $\frac{1}{8}$ th of the monthly emoluments of the Government servant or Rs. 50/- whichever is less, or even upto the value of one half of such emoluments or Rs. 200 whichever is less, special occasions such as mentioned in the proviso to sub-rule (1) may be regarded as of trifling value.

(3) Nothing in this rule shall be deemed to prevent any Government servant from sitting, at the request of any public body for a portrait, bust or statue, not intended for presentation to him.

11. Public Demonstrations in honour of Government Servant:-

No Government servant shall, except with the previous sanction of the Government receive any complimentary or valedictory address or accept any testimonial or attend any meeting or entertainment held in his honour, or in the honour of any other Government servants;

Provided that nothing in this rule shall apply to-

- (i) a farewell entertainment of a substantially private and informal character held in honour of a Government servant or any other Government servant on the occasion of his retirement or transfer or any person who has recently quitted service of any Government; or
- (ii) the acceptance of simple and inexpensive entertainments arranged by public bodies or institutions.

12. Private trade or employment:-

- (1) No Government servant shall, except with the

previous sanction of the Government, engage directly or indirectly, in any trade business or undertake any employment;

Provided that a Government servant may, without such sanction, undertake honorary work of social or charitable nature or occasional work of a literary, artistic or scientific character, subject to the condition that his official duties do not thereby suffer; but he shall not undertake or shall discontinue, such work if so directed by the Government.

Explanation:- Canvassing by a Government servant in support of the business of insurance agency, commission agency etc. owned or managed by his wife or any other member of his family shall be deemed to be breach of this sub-rule.

(2) No Government servant shall, except with the previous sanction of the Government, take part in the registration, promotion or management of any bank or other company registered under the Indian Companies Act, 1913 (VII of 1913), or any other law for the time being in force.

Provided that Government servant may take part in the registration, promotion or management of a co-operative society registered under the Co-operative Societies Act, 1912 (II of 1912), or any other law for the time being in force, or of a literary, scientific or charitable society registered under the Societies Registration Act, 1860 (XXI of 1860), or any corresponding law in force.

13. Investments lending and borrowing :-

(1) No Government servant shall speculate in any investment.

Explanation:- The habitual purchases or sale of securities of a notoriously fluctuating value shall be deemed to be speculation in investments within the meaning of this sub-rule.

(2) No Government servant shall make, or permit his wife or any member of his family to make, any investment likely to embarrass or influence him in the discharge of his official duties.

(3) If any question arises whether a security or investment is of the nature referred to in sub-rule (1) or sub-rule (2), the decision of the Government thereon shall be final.

(4) No Government servant shall except with the

previous sanction of the Government, lend money to any person possessing land or valuable property within the person:

Provided that a Government servant may make on an advance of pay to a private servant, give a loan of shall amount free of interest to a personal friend or relative, even if such person possesses land within the local limits of his authority.

(5) No Government servant shall, save in the ordinary course of business with a bank or a firm of standing, borrow money from or otherwise place himself under pecuniary obligation to any person within the local limits of his authority, or any other person with whom he is likely to have official dealings, nor shall he permit any member of his family, except with the previous sanction of the Government to enter into any such transaction:-

Provided that a Government servant may accept a purely temporary loan of shall amount, free of interest, from a personal friend or relative or operate a credit account with a bonafide tradesman.

(6) When a Government servant is appointed or transferred to a post of such a nature as to involve him in the breach of any of the provisions of sub-rule (4) or sub-rule (5), ~~HE~~ he shall forthwith report the circumstances to the Government, and shall thereafter act in accordance with such orders as may be passed by the Government.

14. Insolvency and habitual indebtedness:-

A Government servant shall so manage his private affairs as to avoid habitual indebtedness or insolvency. A Government servant who becomes the subject of a legal proceeding for insolvency shall forthwith report the full facts to the Government.

15. Movable, immovable and valuable property:-

(1) No Government servant shall except ~~with~~ with the previous knowledge of a prescribed authority, acquire or dispose of any immovable property ~~BY~~ by lease, mortgage or purchase

sale gift or other-wise, either in his own name or in the name of any member of his family:

Provided that any such transaction conducted otherwise than through a regular or reputed dealer shall require the previous sanction of the proscribed authority.

Explanation:- (a) The prescribed authority for the purposes of this sub-rule shall be --

- (i) the Government, in the case of all class I officers except where any lower authority is specifically prescribed in respect of any categories of such officers
- (ii) Heads of Departments, in the case of all Class II officers;
- (iii) Heads of Offices, in the case of class III and Class IV officers.

(b) In respect of a Government servant on foreign service or on deputation to any other Ministry or any other Government, the prescribed authority shall be the parent department on the Cadre of which such Government servant is borne or the Ministry to which he is administratively subordinate as member of that Cadre.

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(2) A Government servant who enters into any transaction concerning any movable property exceeding one thousand rupees in value, whether by way of purchase, sale, or otherwise shall forthwith report such transaction to the prescribed authority, referred to in sub. rule (1);

Provided that no Government servant shall enter into any such transaction except with or through a regular or reputed dealer or agent or with the previous sanction of the said prescribed authority.

Explanation:- For the purposes of this sub-rule, the expression "movable property" includes inter alia the following property, namely -

- a) Jewellery, insurance policies, shares, securities and debentures;
- b) Loans advanced by such Government servant whether secured or not;
- c) motor cars, motor cycles, horses or any other means of conveyance; and
- d) refrigerators, radios and radiograms.

(3) Every member of Class I and Class II services shall, on first appointment in the Government service and thereafter at intervals of every twelve months submit a return in such form as the Government may prescribe in this behalf, of all immovable property owned; acquired or inherited by him or held on lease or mortgage, either in his own name or in the name of any member of his family or in the name of any other person.

(4) The Government or any authority empowered by it in this behalf may at any time, by general or special order require a Government servant to submit, within a period specified in the order a full and complete statement of such movable or immovable property held or acquired by him or by any member of his family as may be specified in the order. Such statement shall, if so required by the Government or by the authority so empowered, include details of the means by which, or the source from which, such property was acquired.

16. Vindication of acts and character of Government servant.

No Government servant shall, except with the previous sanction of the Government, have recourse to any court or to the press for the vindication of any official act which has been the subject matter of adverse criticism or an attack of defamatory character.

Explanation:- Nothing in this rule shall be deemed to prohibit a Government servant from vindicating his private character or any act done by him in his private capacity.

17. Canvassing of non-official or other outside influence-

No Government servant shall bring or attempt to bring any political or other outside influence to bear upon any superior authority to further his interests in respect of matters pertaining to his service under the Government.

18. Bisamous marriages :-

(1) No Government servant who has a wife living shall contract another marriage without first obtaining the permission of the Government, notwithstanding that such subsequent marriage is permissible under the personal law for the time being applicable to him.

(2) No female Government servant shall marry any person who has a wife living without first obtaining the permission of Government.

Government of India's Orders 13-

(1) Rules relating to recruitment and condition of services of all India Service recently laid before the Parliament contain inter-alia the following provisions:-

- I) " No person who has more than one wife living shall be eligible for appointment to the Service:

Provided that the Central Government may, if satisfied that there are special grounds for doing so, exempt any person from the operation of this sub-rule.

- ii) No Government servant who has a wife living shall contract another marriage without first obtaining the permission of the Government notwithstanding that such subsequent marriage is permissible under the personal law for the time being applicable to him.

It has been decided that the same principles should also govern the recruitment and conditions of service of Central Government servants.

A provision similar to (i) should be included by the Ministries etc. concerned in rules or orders relating to recruitment to services and posts with which they are concerned. Pending formal incorporation of these provisions in relevant rules, however, Government have decided that the principles thereof should be observed as if the relevant rules had in fact been amended in this sense.

Candidates for employment should in future, be asked to indicate whether they have more than one wife living and in the event of a declaration in the negative being found to be incorrect after his appointment he will be liable to be dismissed from service.

The decision at (ii) should be made known to all existing employees who should be warned that any breach of this order will be dealt with as a breach of the Government Servant Conduct Rules.-

These orders have been issued after consultation with the Comptroller and Auditor General and are applicable to employees of the Indian Audit and Accounts Department also.

(G.I.M.H. Affairs memo No. 219/ 15 Ests.
Dated the 16 th February 1955).

(2) The first point to be scrutinised on an application for permission for another marriage is received is whether such marriage is permissible under the personal law applicable to the applicant. If so, the question arises whether there are sufficient grounds for allowing in exception to Government's general policy. The alleged grounds given in support of the request should be scrutinised to see whether the allegations are true and well founded. In case the wife also joins the

application, it should be ascertained whether she has willingly consented and whether any letter etc. purporting to proceed from her is genuine and is the outcome of her own free will. For this purpose, higher officers in the department concerned may, if necessary, send for the applicant and his wife and make personal enquiries. Where the first wife's views have not been stated they should, if possible, be ascertained. If permission is sought on grounds of alleged sickness of the wife as much information as possible should be obtained in consultation with the medical authorities. The arrangements made by the husband for the maintenance of the first wife should also be ascertained and it should be examined whether they are satisfactory.

(G.I.M.H. Affairs memo No. 219 /51- Ets.
dated the 16th February 1955).

19 Interpretation:-

If any question arises relating to the interpretation of these rules, it should be referred to the Government whose decision thereon shall be final. With regard to the punishment to be imposed no General order can be issued. This will naturally have to be decided by the competent authority in each case with reference to relevant facts and circumstances of the case.

Government of India's Ruling :-

The Government of India have been considering for some time past the nature of action to be taken against Central Government servants who might be guilty of contravention of the provisions of laws relating to prohibition in force in different States. The conclusion reached is stated below:-

" By the very nature of their position public servants are expected to obey laws, whether of the Central Government or of a State Government which are, in force in the area where they serve or residing for the time being, and to set an example of law-abidness to other citizens. The observance of this principle is particularly important in relations to laws on the subject of Prohibition, as apart from the obligations imposed by law observance of those laws involve also the question of decency and suitable behaviour. Contravention of prohibition laws, as also of any other law, by a Government servant should, therefore, invariably be regarded as a serious matter which has to be taken notice of departmentally. In cases where such contravention is followed by conviction in a court of law, the Government servant can legally be punished departmentally on the basis of that conviction alone without following the procedure laid down for departmental enquiries as provided in the relevant Discipline Rules. Even if the penalties of removal, dismissal or reduction on rank are contemplated,

Article 311 (2) of the Constitution is not attracted in view of the proviso to that Article in other cases, that is, where there has been no conviction, the departmental procedure as ~~prescribed~~ prescribed in the Discipline Rules, and as required under Article 311 (2) of the Constitution should of course, be followed.

(G.I.M.H. Affairs Memo No. 30-1-54 Est.
Dated 13th April 1954)//.

20 Delegation of powers :-

The Government may, by general or special order, direct that any power exercisable by it or any head of department under these rules (except the power under rule 19 and this rule), shall subject to such conditions, if any, as may be specified in the order, be exercisable also by such officer or authority as may be specified in the order .

Government of India's order :-

(1) Central Government have directed that all powers exercisable by the Government under these Rules (except the powers under rules 19 and 20 shall, subject to any general or special instructions issued in this behalf be exercisable by the Comptroller and Auditor General of India in relation to persons serving in the Indian Audit and Accounts Department.

(G.I.M.H. Affairs Notification No. 552 S. R. O.

Dated the 14th March 1955)

21. Repeals and saving :-

Any rules corresponding to these rules in force immediately before the commencement of these rules and applicable to the Government servants to whom these rules apply are hereby repealed.

Provided that any order made or action taken under the rules so repealed shall be deemed to have made or taken under the corresponding provisions of these rules.

Signed.....

HINDUSTHAN STEEL LIMITED
BHILAI STEEL PROJECT
B H I L A I

A D D E N D U M

Dated the 26th May, ' 59.

Sub: The Central Civil Services (Conduct) Rules, 1955.

Ref:- G. M's order No. 6 dated 18th May, 59.

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In the above mentioned rules after rule 3,
the following rule shall be inserted namely :-

" 3- A- Employment of near relatives of Government Servants
in private firms enjoying Government patronage:-

No Government servant belonging to a Central Civil Service Class 1 shall, except with the previous sanction of the Government, permit his son, daughter or dependant to accept employment with any private firm with which he has official dealings, or with any other firm having official dealings, with the Government.

Provided that where the acceptance of the employment cannot await the prior permission of the Government or is otherwise considered urgent, the matter shall be reported to the Government; and the employment may be accepted provisionally subject to the permission of the Government.

(Notification No. 25/16/57/ Ests (A) dated 3rd June 1959 from the Ministry of Home affairs to all Ministries of the Government of India etc.)

(K. V. NATESAN)
Co- ordination officer.

To

All Heads of Department.
All Sections/ Divisions Officers

File No. O & M 4 (55)/59

A/Y

LIST OF
Those who have come from
KULTIAL BHILAI

No Estt. (ROP) 5 (b) () / 5
HINDUSTAN STEEL PRIVATE, LIMITED.
BHILAI STEEL PROJECT.

ORDER.

Dated, Bhilai the 9th Feb., 59.

The Following individuals selected by Hindustan Steel Private Limited for appointment as skilled worker / Operatives are posted provisionally with the departments as shown against each until further orders.

They will be governed by the terms and conditions as laid down in Hindustan Steel Private Limited Memoes shown against each.

S.NO.	Name.	Father's Name.	Trade.	Pay.	Scale.	Date of Joining.	H.S.P. Ltd. Memo No.	Dept. to which posted.
1.	S.N. Bhattacharjee.	S.C. Bhattacharjee.	Chemist Boiler	Rs 280/-	250-15-400.	20.1.59 F.N.	PERI (2)-KLT/57 3.1.5959.	Central Laboratories.
2.	Ratul Mia	Harim Mia.	Attendant.	100/-	80-5-120 25/Spl.-allow.	-do-	-do-	Coke - own
3.	Shri Baramdeo Pandey.	Ram Kelawan Pandey.	Tindal	95/-	-do-	22.1.59 -do-	-do-	-do-
4.	" Jeeindra Tewari.	Ram Lakhan Tiwary	Fitter 1st class	105/-	-do	22.1.59 A.N.	-do-	-do-
5.	" Nasir.	Mhd. Darbesh Tanwarh	-do-	105/-	-do-	20.1.59. R.N.	-do-	-do-
6.	" Habib.		-do-	105/-	-do-	20.1.59. R.N.	-do-	-do-
7.	" Naim.	Sabrati.	-do-	105/-	-do-	20-1-59- 25/-s.a.	F.N. -do-	-do-
8.	" Gayadin.	Jageshar Misra.	Firman .	69/-	60-3-90 25/s.a.	20-1-59 F.N.	-do-	-do-
9.	" Samiulla.	Jawahir Mia.	-do-	69/-	-do-	20.1.59 "	-do-	-do-
10.	" Harinath Benerjee	A.M.Benerjee.	Fitter	68/-	-do-	20.1.59 "	-do-	-do-
11.	" Bishwanath Ram	Jaynandan Ram.	Firman.	60/-	-do-	20.1.59."	-do-	-do-
12.	" Mahendra Mitra	Brindaban.	-do-	69/-	-do-	20.1.59 "	-do-	-do-
13.A.	" A.n. Banerjee.	Suresh Chandra.	Fitter.	75/-	-do-	20.1.59."	-do-	-do-
14.	" S.A. Wahib.	Wahid Ali.	Fireman.	69/-	-do-	29.1.59."	-do-	-do-
15.	" Gobinda Shaw.	Kani Shaw	-do-	69/-	-do-	20.1.59."	-do-	-do-

1.	2.	3.	4.	5.	6.	7.	8.	9.
16.	Shri. Dukhan Turi.	Shuklal	Fireman.	Rs 60/	Rs 60.3.90	20.1.59	F.N. PERC (2) - 3rd Jan. 59.	Coke-oven
17.	" Bindeswari Pd.	mohanlal.	-do-	60/	-do-	20.1.59	" -do-	-do-
18.	" Soran munda.	Dharandas Honara.	-do-	60/ 25/s.a.	-do-	20.1.59	" -do-	-do- e
19.	" Bhajoo Mia.	Imamuddin.	-do-	69/ 25/s.a.	-do-	20.1.59	" -do-	-do-
20.	" Abdul Majid	A. Wahid.	-do-	60/	-do-	20.1.59	" -do-	-do-
21.	" S.K. Ghose.	Gabindo Prosad	-do-	66/ 25/s.a.	-do-	20.1.59	" -do+	-do-
22.	" Shayam Sunder.	Hira Mistri.	Fitter. l/c	75/ 25/s.a.	-do-	20.1.59	" -do-	-do-
23.	" Satram.	Boleswar.	"	63/ 25/s.a.	-do-	20.1.59.	" -do-	-do-
24.	" Chabila.	Sharam.	Fireman	60/ 25/s.a.	-do-	20.1.59.	" -do-	-do-
25.	" Md. Din	Abdul Mia	"	60/	-do-	20.1.59.	" -do-	-do-
26.	" Ramdular.	Janki Deswara.	"	66/ 25/s.a.	-do-	20.1.59.	" -do-	-do-
27.	" Ab. Rahiman.	Asraf.	"	69/ 25/s.a.	-do-	20.1.59.	" -do-	-do-
28.	" Anil Mukharjee.	Akhit Chandra.	"	66/ 25/s.a.	-do-	20.1.59.	" -do-	-do-
29.	" Oli Mohd.	Hassan Ali.	"	69/ 25/s.a.	-do-	20.1.59.	" -do-	-do-
30.	" Sk. Habibulla.	Lall Mohd.	"	63/ 25/s.a.	-do-	20.1.59.	" -do-	-do-
31.	" Chandrama.	Ram Subhas.	"	63/ 25/s.a.	-do-	20.1.59.	" -do-	-do-
32.	" Tufani Nunia.	Ram Dayal.	"	66/ 25/s.a.	-do-	20.1.59.	" -do-	-do-
33.	" Ramjatan.	Ganadia.	"	69/ 25/s.a.	-do-	20.1.59.	" -do-	-do-
34.	" Abdul Latif.	Nabi Mia.	"	60/ 25/s.a.	-do-	20.1.59.	" -do-	-do-
35.	" Sajal Mia.	Sakuri Md.	"	63/ 25/s.a.	-do-	20.1.59.	" -do-	-do-

1.	2	3	4	5	6	7	8	9

					Rs			
36.	Shri. Ramkishan.	Dewdhari.	Firemen.	66/ 25/s.a.	60-3-90	20.1.59.	FN. 3rd Jan.	59. C. O.
37.	" Dhanukdhari.	Dewdhari.	"	60/	"	"	"	"
38 38.	" Osman Ali.	Abdul Gani.	Khafasi	60/	"	"	"	"
39 39.	" Rahat Hussain.	Noor Md.	"	60/	"	"	"	"
40 40.	" Ram Ekbal.	Ram Brich Ahir.	"	60/	"	"	"	"
41.	" Manki Show.	Alam Saw.	"	60/	"	"	"	"
42.	" Naaru.	Bilal Prest.	"	60/	"	"	"	"
43.	" Hanif.	Golam Ali sb.	Oilman.	60/	"	"	"	"
44.	" Jumai Mia.	Sasu Mia.	"	60/	"	"	"	"
45.	" Amamath Mukharjee.	Akhitchandra.	Fireman.	60/	"	"	"	"
46.	" Bhola Ram Dhobi.	Mahabir Fasad.	"	66/ 25/s.a.	"	"	"	"
47 47.	" Abdul Razak Khan.	Md. Ashik Khan.	"	60/	"	"	"	"
48.	" Bidya Nath Patra.	Gopeswar.	Khallasi.	60/	"	"	"	"
49.	" Abdul Huque.	Ab. Laitif.	"	60/	"	"	"	"
50 .	" Mohan Chamar.	Maohuchander.	"	60/	"	"	"	"
51.	" M.K.Choudhury.	Madan Mohan.	"	60/	"	"	"	"
52.	" Jamaluddin.	Bilji Ali.	"	60/	"	"	"	"
53.	" Sri Nath...	Judhan.	"	60/	"	"	"	"
54.	" Bhalaram Bhandari.		Reviter Helper.	60/	"	"	"	"

1.*	2.	3	4	5	6	7	8	9	
55.	Shri. Amir Tiwary.	Ram Lakdan.	Cilman.	66/	60-3-90	22.1.59	A.N.	3 1/2 1.59	Coke- oven
56.	" Siddique Mia.	Abdul Wahman.	Khallasi.	60/	"	"	FN.	"	"
57.	" Man Mohan.		Fitter 2/c	75/ 25/s.a.	"	20.1.59	F.N.	1.59	"
58.	" Riasat Khan.	Jatiff Kham.	" /c	75/ 25/s.a.	"	"	"	"	"
59.	" Abdul Razak.	Moula Bux.	Fitter /2/c.	75/ 25/s.a.	"	"	"	"	"
60.	" Hamid.	Nathun Mia.	" "	75/ 25/s.a.	"	"	"	"	"
61.	" Diljan Ali.	Md. Alijan.	" "	75/ 25/s.a.	"	"	"	"	"
62.	" Chinta.	Mahit Mahato	L.C. Driver.	95/ 35/s.a.	80-5-120	"	"	"	Blast Furnace. n
63.	" Abdul Eashi.	Sok Khan.	Crane "	95/ 25/s.a.	"	"	"	"	"
64.	" Md. Wasil.	Md. Sharif.	Fitter I.C.	105/ 25/s.a.	"	24-1-59	A.N.	"	"
65.	" Lal Md.	Jamai.	" 2/c	75/ 25/s.a.	60.3.90.	20.1.59.	F.N.	"	Cock Oven
66.	" A.K. Mukharjee.	Mon Mohan.	Charge Head.	200/	150-19-250.	29.1.59	A.N.	"	Blast Furn
67.	" Balai Boy.	Sadanand.	Gas Welder. I.c.	100/ 25/s.a.	80.5-120	20.1.59	F.N.	"	"
68.	" Booram.	Bosawa Ram.	Head Rigger.	100/ 25/s.a.	"	"	"	"	"
69.	" Md. Usman.	Rayan Mia.	Fitter. I/c.	105/ 25/s.a.	"	"	"	"	"
70.	" Jalil.	Sakai Mia.	" "	" "	"	"	"	"	"
71.	" Ab, Jabar	Malik Hazrat Karim	" "	" "	"	"	"	"	"
72.	" Lalu Mia .	Karamat Mia.	" "	" "	"	"	"	"	"
73.	" Bhaeat Ram.	Ahandu Ram	" "	" "	"	27-1-59.	"	"	"
74.	" Ramshanker Singh.	Ahiba Ram Singh.	1st Helper.	120/ 30-s.a.	120-8-200	29.1.59.	"	"	"

1.	2.	3	4	5	6	7	8	9	
75.	Shri. Corib.	Mirai.	L.C. Driver.	105/ 30/s.a.	80-5-120	29.1.59	F.N.	3.1.59	Blast Fu.
76.	" Sewpal.	"alu.	2nd Helper.	" "	"	"	"	"	"
77.	" Ramarayan.	Bhanosinh.	Attendent Pump.	60/-	60.3.90	20.1.59.	"	"	"
78.	" Kamaluddin.	udrat Mia.	" "	"	"	"	"	"	"
79.	" Nageshwar.	Anath Kahar.	Rigger.	"	"	"	"	"	"
80.	" Matia.	Peiton Balidas.	"	"	"	"	"	"	"
81.	" Neshwar.	Sadoo Dusadh	"	"	"	"	"	"	"
82.	" Md. Rasul.	Baru.	Khalasi.	"	"	"	"	"	"
83.	" Ab. Mazid.	Bojan Mia.	Winch Driver.	"	"	"	"	"	"
84.	" Charan Quiry.	Sawamahatha.	Khalasi.	"	"	"	"	"	"
85.	" Bishnu Ahir.	Dukhi Ahir.	"	"	"	"	"	"	"
86.	" Bansi.	Madhan.	"	"	"	"	"	"	"
87.	" Ambica.	Harihor.	"	"	"	"	"	"	"
88.	" Ramdas.		"	"	"	"	"	"	"
89.	" Sadhu Singh.	Wadhwa Singh.	"	65/- 25/s.a.	"	"	"	"	"
90.	" Singararam	Beliram.	"	" "	"	"	"	"	"
91.	" Fakir Singh.	Lachaman Singh.	"	" "	"	"	"	"	"
92.	" Darshan Singh.	Lachaman Singh.	"	" "	"	"	"	"	"
93.	" Nirangan Singh.	Bauta. Singh.	"	" "	"	"	"	"	"
94.	" RampratapSingh.	Jabar Singh.	Host Driver.	84/ 25/s.a.	"	"	"	"	"

1.	2.	3.	4	5	6	7	8	9
95.	Shri Ali Mohd.		Host Driver.	84/ 25/s.a.	60.3.90	20.1.59 F.N.	3.1.59	Blast Fur.
96.	" Sahdeo.	Ram Samaz.	"elper.	66/ 25/s.a.	"	" " "	"	" "
97.	" RamKaran Singh.		"	72/ 25/s.a.	"	" " "	"	" "
98.	" Md. Usman.	Md. Faruq.	"it er	75/ 25/s.a.	"	24.1.59 A.N.	"	" "
99.	" Ganesh.	Bisu Chamar.	labour.	60/	"	20.1.59 F.N.	"	" "
100.	" Akbar.	Amrali Parsit.	"	60/	"	" " "	"	" "
101.	" Amrali Bowari.	Shim Bowari.	"	60/	"	" " "	"	" "
102.	" Jacob Biswas.	Parish Biswas.	Host Driver.	84/ 25/s.a.	"	22.1.59 A.N.	"	" "
103.	" Parmeswar.	Ramlal.	5th Helper.	72/- 25/s.a.	"	" " "	"	" "
104.	" Banamakhan.	Makan.	River I.c.	75/- 25/s.a.	"	20.1.59 F.N.	"	" "
105.	" Narayan Bana.	Bana.	"	" "	"	" " "	"	" "
106.	" Booda Singh.	Nathasingh.	"	" "	"	19.1.59.	"	" "
107.	" Mushasingh.	Akamsingh.	"	" "	"	20.1.59.	"	" "
108.	" Sohrabkarn.	Yasin Khan.	Fitter. 3/c.	63/- 25/s.a.	"	" " "	"	" "
109.	" Ashasingh.	Ganasingh.	River I.c.	75/- 25/s.a.	"	" " "	"	" "
110.	" Tarasingh	Sundersingh.	"	" " "	"	" " "	"	" "
111.	" Ratansingh.	Ganeshsingh.	" "	" " "	"	" " "	"	" "
112.	" Prashasingh.	Dhanna Singh.	" "	" " "	"	19.1.59	"	" "
113.	" Dewan Singh.	Butta Singh.	" "	" " "	"	" " "	"	" "
114.	" Asmat Sukha	S U K H A	" 2/c.	60/	"	20.1.59.	"	" "

1	2	3	4	5	6	7	8	9	
115.	Shri Atul Sukharjee.	Harisha Chandra.	Fitter.	75/- 25/s.a.	60.3.90.	20.1.59.	F.N.	3.1.59.	Blast. Fu r
116.	" Munna Khan	Nazir Ahmad.	" 2/c.	" "	"	"	"	"	"
117.	" Baran Muchi.	Gurak Muchi	Rigger.	60/- 25/s.a.	"	"	"	"	"
118.	" Md. Sultan.	Ab. Razak.	Fitter.	75/- 25/s.a.	"	"	"	"	"
119.	" Sakur.	Rahamalimistry.	" 2/c.	" "	"	"	"	"	"
120.	" Abdul Jabar.	Himmat.	" "	" " "	"	"	"	"	"
121.	" Maksut Khan.	Dabkat Khan Md.	" 3/c.	63/- 25s.a.	"	"	"	"	"
122.	" Bawa Singh.	S. Attar Singh.	Rigger. I.C.	75/- 25s.a.	"	"	"	"	"
123.	" Asgar Ali.	Syed. Wasiuddin.	Fitter. 2/c.	" "	"	"	"	"	"
124.	" Kartar Singh.	Lachaman Singh.	Rigger. I.c.	" "	"	"	"	"	"
125.	" Abu Nasir.	Md. Yaub.	Fitter. 2/c.	" "	"	"	"	"	"
126.	" Imamuddin.		"	" "	"	"	"	"	"
127.	" Abdul Mazid.	Wazid Khan Salem.	Rigger 3/c.	60/	"	"	"	"	"
128.	" Abdul Mazid.	Wazid Khan.	" 2/c.	"	"	"	"	"	"
129.	" V.R. Anthony.	Vyapani Robert.	Fitter 2/c.	75/- 25/s.a.	"	"	"	"	"
130.	" Amir Mia.	Asi Mia.	Rigger 2/c	60/- 25/s.a.	"	"	"	"	"
131.	" Bishnu Dass	Dhiral Ram.	"	75/ 25/s.a.	"	"	"	"	"
132.	" Bachu.	Upendra.	" 3/c	60/	"	"	"	"	"
133.	" Nayak Singh.	Ramsahay Singh.	Barman	60/	"	27.1.59	"	"	"
134.	" Chukandhari	Sao Pujan Misir	Halasi.	60/	"	"	A.N.	"	"
135.	" Rudra Upadya.	Nimar.	"	"	"	28.1.59	F.N.	"	"
136.	" Sevna Nandan.	Sew Fal.	"	"	"	"	"	"	"
137.	" G.C. Mitara.	Golak Chand.	Turbo Blower	310/- 20/s.a.	250-15-400	20.1.59	"	"	Power SANTI
138.	" T Mukherjee.	Dibakar.	" "	325/- 20/s.a.	" "	"	"	"	" "
139.	" Md. Jahoor.	Darakt Mia.	I.C. Fitter.	105/- 25/s.a.	80-5-120.	"	"	"	" "
140.	" Jahor.	Daimallikah.	Boiler Atten.	100/- 25/s.a.	"	"	"	"	" "
141.	" Pulin Chendradas.	Bidesi M. das.	Fitter.	66/- 25/s.a.	60.3.90.	"	"	"	" "
142.	" S.K. Chaterjee.	Abinash Chandra.	Fire man.	63/- 25/s.a.	"	"	"	"	" "
143.	" Hasim Razak.	Mohd. Ilias.	Ele. Fitter.	60/- 25/-s.a.	"	"	"	"	" "
144.	" Md. Razak.	Mahib Khan.	Fitter. 3/c	63/	"	"	"	"	" "
145.	" Bhirunmath.	Kisan Prasad.	Boiler Maker.	63/- 25/s.a.	"	"	"	"	" "
146.	2 U. n. Batta.	Sukumar.	Fitter. 3/c.	63/	"	19.1.59.	"	"	" "
147.	" Ram Pati.	Maneroo.	Riviter. 3/c.	60/- 25/s.a.	"	27.1.59.	A.N.	"	C.M. E.
148.	" S.K. Benerjee.	Sudhi Ch.	Driver. (Loco)	105/- 25/-s.a.	80-5-120	20.1.59.	F.N.	"	Transport.

1	2	3	4	5	6	7	8	9	
149.	Shri Debiprasad pal.	Drijendra.	Driver. Loco.	105- 25/s.a.	80.5.120	20.1.59.	F.N.	3.1.59.	Transport
150.	" T.N. Muzumdar.	Dhutnath.	Copl. Porter.	60/	60.3.90	"	"	"	"
151.	" Madan Mohan Mitra.	Hatidas.	" "	"	"	"	"	"	"
152.	" Suni Kumar Mukharjee.	Sarajandra.	"	63/- 25/ s.a.	"	"	"	"	"
153.	" Abdul Caffur .	Nathu Khan.	" "	" " "	"	"	"	"	"
154.	" Bansoo Dhobi.	Nimar.	" "	" " "	"	"	"	"	"
155.	" Ram Murti.	Jhaeru Harijan.	" "	63/	"	"	"	"	"

They are entitled to the single fare of the class as admissible under the rules or of the class which they actually ~~trav~~ travelled if lower for joining from Dulti to Bilai.

DISTRIBUTION:

1. The Secretary, "Industan Steel private Ltd., Parliamentary St., New Delhi.
2. General Superintendent.
3. Mr. G.F. Mikalevich.
4. Estt. Section VI with one square copy for Financial Adviser & C.A.O.,
5. Superintendent, Blast Furnace, B.S.P.
6. Superintendent, Cock-Oven, B.S.P.
7. Individuals concerned. Rough Suptt. Blast. Furnace.
8. Office Under File.

(B.N. TREHAN).

Asstt. Administrative.-Officer
for General Manager
Bilal Steel Project.

* B.N.E.

APPEAL TO-

UNITED TRADES UNION CONGRESS-
PATNA WORKING COMMITTEE

MEETING-Dated 23rd. & 24th. May 59

WE DEMAND FOR

TECHNICIANS & APPRENTICES
OF

HINDUSTAN STEEL [P.] LTD.
BHILAI

1. PAY SCALE- RS.-150-TO-250
PER MONTH PLUS USUAL ALLOWANCES
2. DESIGNATION SUITABLE.
3. TERMS & CONDITIONS OF SERVICE
4. CERTIFICATE OF TRAINING PERIOD
WITH DETAILS OF TRAINING
IMPARTED AT RESPECTIVE-
TRAINING FIRMS.
5. ARREARS WITH THE RESPECTIVE
COMPLETION OF TRAINING.
6. ACCOMMODATION.

-:Yours Fraternally:-

Miss Sudha Roy
President

Narendra Nath Dwevedi
General Secretary :

BHILAI STEEL PLANT EMPLOYEES UNION
SHIVPARA DURG

Copies circulated to--

Dear Friends, Technicians and apprentices for
information

Dated-20th May 59

Adarsh press

Hunger Strike For Construction Allowance And Other Demands

From 11.10.58. By HAMID KHAN Infront of Main office
All Ministerial, Mechanical And Manual Employees
Working In Bhilai Steel Project
Rally Behind B. S. K. S.

To Realise The Essential Demands

- ✦ Construction allowance for all employees.
- ✦ Recognition of all employees as monthly staff with D.A.
- ✦ Reinstatement of all discharged employees.
- ✦ Proper housing arrangement for all employees.
- ✦ Payment of wages for 7th to 17th April to Rly workers.

Workers Of Bhilai Unite

Against favouritism, dishonesty and corruption.

For happy, secure and lively future.

Adequate fooding clothing and shelter for all.

Bhilai Steel Kamgarh Sangh.

Published by Deo Sharan Dube General Secretary Bhilai Steel
Kamgarh Sangh from Khursipat Date 1/10/58.

Rituraj Printing Press, Durg.

मई दिवस मनाइये

भिलाई स्टील कामगार संघ (लाल झंडा) का आव्हान

रजिस्टर्ड नं० २८६

१ मई १९५९ शुक्रवार शाम को पांच बजे कुर्सीपार में विराट सभा

दुनिया के मजदूरों एक हो जाओ

मजदूर भाइयों,

आप लोगों को ज्ञात ही है कि ता० १ मई को दुनिया के मजदूर एक साथ मिलकर मई दिवस मनाते हैं। मई दिवस दुनिया के मजदूरों को उनके संगठित होकर अपने अधिकारों के लड़ने की शानदार प्रेरणा देता है। इसी दिन सन् १८८४ में पहिली बार मजदूरों ने संगठित होकर अपनी मांगों के लिए आवाज बुलंद की थी और साम्राज्यवादी पूँजीवादी ताकतों ने मजदूरों के खून से हीली खेलकर मजदूरों की आवाज को दवाने की कोशिश की। परन्तु ये साम्राज्यवादी ताकतें अपने मंसूखों में नाकामयाब रही और आज मजदूर काफी संगठित हो चुके हैं।

भिलाई स्टील कामगार संघ की स्थापना ११ अप्रैल १९७७ को हुई थी। इस दो वर्ष के थोड़े से समय में इस संगठन ने आप सब लोगों के सहयोग से मजदूरों के हकों को दिलाने के लिये भिलाई के अधिकारियों के विरुद्ध काफी संघर्ष किया और मजदूरों के हकों को दिलाने में सफल भी हुआ है। इसी का नतीजा है कि आज इस संघ के हजारों सन्स्य हैं।

इस संगठन की बढ़ती हुई शक्ति को देखकर भिलाई के अधिकारियों की नींद हराम हो गई है और वे चंद अपने पिटू चाबू लोगों के जरिये मजदूर संगठन में फूट डालने का प्रयत्न कर रहे हैं और इस संगठन को मान्यता देने के रास्ते में रुकावटें डाल रहे हैं। पर हम उनकी इन नीच हरकतों को कभी कामयाब नहीं होने देंगे।

इसलिये आज इस महान ऐतिहासिक दिवस पर हम सब लोग एक होकर प्रतिज्ञा करें कि हम सब आपसी भेद भाव भुलाकर अपने हकों को हासिल करने के लिये भिलाई स्टील कामगार संघ लाल झंडा के नेतृत्व में संगठित होकर लड़ेंगे और यूनियन को मान्यता दिलाने के लिये सब तरह से प्रयत्न करेंगे। आपको इस दिवस पर कुर्सीपार में ता० १ मई १९५९ को आम सभा में एकत्रित होकर प्रतिज्ञा करनी चाहिये कि हम जो मजदूर भाई संघ के सदस्य नहीं हैं उन्हें इसका सदस्य बनावेंगे। और मजदूरों के रहने के लिये मजदूरों की, बच्चों के लिये शिक्षा, औरतों व मर्द मजदूरों को उचित वेतन, फारखान में स्थायी नोकरी व कुशल मजदूरों को उचित भेड़ इत्यादि दिलाने में हम तन मन धन से भिलाई स्टील कामगार संघ का साथ देंगे।

मजदूर एकता जिंदाबाद

भिलाई स्टील कामगार संघ (लाल झंडा) जिंदाबाद

समा ता० १ मई १९५९ को शाम को पांच बजे कुर्सीपार में होगी।

हजारों की तादाद में उपस्थित होने की कृपा करें।

कुर्सीपार ता० २२-४-५९

— वितीत —

सं-सच—१. बी. बाय. तामरकर
२. गेदशाल बंछोड़
३. त्रिमुराराम यादव

महान सचिव—४. देवशरण दुबे
५. हमीद खान

आरतों के लिये राजमार्गवाय

(पीछे देखिये)

Shri Ganapati,
Residential Director,
Rourkela.

Rourkela Ex Apprentices demands
legal, meet them immediately, Stop
conspiracy, Bhilai Ex Apprentice full
favour Blames of life your head failing
compulsion same path.

Ex Apprentices
Bhilai Steel Plant.

23rd May '59.

TELEGRAM

AFTER LAUNCHED HUNGER STRIKE
AT ROURKELA

Subject:-

Rourkela Ex Apprentices on Hunger Strike,
Demands Legal, Management Adament, Exploiting Blind
Bond, Bhilai ex Apprentices Demand same Failing
compulsion same path,.

Copy to:-

- 1) Prime Minister, Pandit Nehru.
- 2) Labour muster (central)
- 3) G. Landry Chairman (H.S. Ltd.)
- 4) Swaran Singh (Steel Minister) central.
- 5) Home Minister (Central)
- 6) Sundhir Ghose Secretary (H.S. Ltd)
- 7) Editor Nagpur Times (Nagpur)
- 8) Editor, SAMAJ (Orissa)
- 9) Editor Hindustan Standard Patrika.
- 10) Chief Minister (Orissa)
- 11) District Magistrate Surdangarh (Orissa)

Ex Apprentiser
Bhilai Steel Plants.

23rd May 1959.

To,

The Secretary,
Hindustan Steel Limited,
Post Box No. 496,
New Delhi.

Through:- The General Manager,
Bhilai Project,
BHILAI.

Subject:- SERVICES & GRIEVANCES OF EX-ARTISAN TRAINERS

Respected Sir,

With reference to our previous applications pertaining to the above subject, we the undersigned present this memoranda of demands as advised by the Administrative Officer, Sri N.S. Mathur.

(1) The Scale of pay as declared (60-3-90) by the management is very discouraging when read in context with Ministry of Labour's Circular No. TRG/EMP/ASST/6916-7205 dated 22/23-5-57 from Koni, Bilaspur and another circular by National Employment Service (No. DET DURC the 22nd May '58), where in it has been stated in unequivocal terms that " THAT THEIR EMPLOYMENT WOULD BE ON VERY HAND-SOME EMOLUMENTS WHICH CAN NOT BE BETTERED BY ANY OTHER INDUSTRY IN THE COUNTRY"

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

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

The basic pay at Heavy Electrical's Bhopal which is also in public sector has been advertised as No. 48 grade MK III Rs. 150-7-185-8-225- This condition operates in other sister undertakings also.

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

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

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

Dear Brother

30 MAY 1959

23rd. May.

Received your letter dated 18th. May. Mean while you must have received my letter dated the same. Regarding letters please follow what I have written in the last letter.

Regarding the struggle of ex-trainees as I could able to penetrate among them the following results & informations are with me.

A. Ex trainees are withdrawn their Arm bands from 12th. May. In the mass meeting on the same day they decided to go on strike on 19th. May.

B. Again I intervened in the matter and lastly it was stopped. You may ask why I have done so. I have done because firstly the entire method of their movement is wrong. Secondly going to an illegal strike we must pass through all the legal method. Thirdly there was no organisation for the same, no propoganda for the same. Even the workers working in The B.S.P., most of the workers they don't know what is going on among the ex-trainees. Not only that I had a talk with some of the ex-trainees and through them I came to know that they don't know

any thing except their ² grade revision.
So, according to my opinion the entire
movement is led by reactionaries.

C. I am sending you one leaflet and
... you could able to pass through it.
Up till now I could not able to
know that who are the persons, and
what are the political affiliations.

One rumor is going on among
the ex-trainees that one Delegation has
met along with Dier M.P. to our elder
brother who is reported not to have
any patient hearing and to have
thrown away their papers.

I think it is manufactured
by our opponents and they want to
slander our organisation & leader.

There fore please convey this
news to my elder brother and let me
know wheather I am correct to stop
the 1944 strike or not. Also regarding
~~that~~ ^{above mentioned} the story.

Please let me know the
following:-

- A. What about my book? When
it is going to be publish?
- B. What type of information you want
know B.S.P.?

C. What is your opinion regarding³
starting of Agencies of T. U. R. & other
organs?

D. Should I move apart from The
P. M. '52?

Please convey all these points to
my elder brother and let me know
what am I to do, or whether it is
necessary to come over there ^{for discussion} or not?

I have taken one room on rent
with one braided. The rent of that house
is Rs. 55/- per month. I am thinking to
start cooking, though I had not been
able to do so. However I am expecting
my schedule money within first week of June.

Please acknowledge my letter
and send the necessary informations to
me. I am anxiously waiting your
reply. Hope my brother Daya must have
settled during this time.

I am o.k. and hope the same
with you all. Move when we meet.

yours brotherly

Ramesh.

from Achutta.

6. 5. 59.

Dear Brother,

Received your letter dated 27th. April on 2nd. instant. I am worried about the health of elder brother. Please keep me informed about his health. I have not received the M.O. so, I am in a fix. Therefore inform immediately as per the address given in my previous letter so that I may enquire about it.

I could not write to Indore brother as he has not given me his address. In future send the M.O. on the following address:-

Ganga chauri
Baiga para

Burg. (M.P.)
I hope that brother
Bajamand might have settled some
where. I shall be writing to you
in detail within a couple of days.
Hope you are all well. What
about my books? yours

Ramesh.

18th. May.

Dear Brother

I received the T.M.O. and the letter dated 14th. May to day. I was rather surprised to receive your letter on the ^{M.O.} address. This address should be used for money orders only. For letters the address is already with you. I give below the same for your convenience:-

Sukdeo Tiwari
c/o: Shri Satyendra Tiwari
Manager
Durg Roadways Motor Transport
Durg. (M.P.)

I am much better now. You need not send the medicines. Inform elder brother about my health and convey my respects to him.

yours.

Ramesh.

Enc. Copy of the bond for operation

N.B.

please acknowledge each D.A.K.

③ A

employment in the post in question & your character and antecedents being found satisfactory after verification. The officer-in-charge, Hindustan Training Camp, Sonari Army Barracks, Janshedpur will arrange for your Medical examination.

2. If you are accepting the post of an operative on above terms and conditions you should report for duty to the officer-in-charge, Hindustan Training Camp, Sonari Army Barracks, Janshedpur on the 15th February, 1958, under intimation to this office.

Yours faithfully
For the Hindustan Steel
(Private) Ltd.

Sd. Sushil Ghosh
Secretary.

P.T.O.

① A
Copy of the appointment Letter

To

~~Subject:~~ Subject: Appointment of Subj...
... as an operative.

Dear Sir,

We have pleasure in offering you the post of an operative in one of the steel plant of Hindustan Steel (Private) Limited on the terms and conditions specified below:

(1) You will be under training for a period which will ordinarily be for one year & may extend upto three years & may be either wholly in India or partly in India or partly abroad.

During the period of training your services will be terminable at any time by the company without notice. The period of training can be extended or curtailed at the discretion of the appointing authority.

copy to: —

1. The General Manager
Bhilai Steel Plant,
Durg (M.P.)
2. The Financial Adviser &
Chief Accounts Officer,
Bhilai Steel Plant.
Durg (M.P.)
3. Shri M. C. Sarin / Bhilai 'B'

(Sudhir Ghosh)

Secretary

- (ii) During the period of training a stipend of Rs 125/- P.M. will be paid; During the period of training abroad your ~~stipend~~ stipend will be paid to your family or other nominees.
- (iii) you will be liable to serve in any of the company's steel plants.
- (iv) No travelling allowance for joining the appointment or termination thereof will be admissible.
- (v) you will have to execute a bond to serve the Hindustan Steel (Private) Limited for at least five years after successful completion of your training.
- (vi) your appointment is subject to the production of satisfactory report from the Company's Medical Officer fitness for employ~~ment~~ employ-
-ment in

①

True copy of the Representation
sent to the G. M., B.S.P. & signed by
Sixty-five operatives.

To

The General Manager
Bhilai Steel Project

Sir,

With reference to the Part II order
No. ESTT-III-S(b)(1)/59 dated 27-3-59,
the following operatives, who have
completed ~~their~~ ^{our} training of one year,
wish to submit that the pay scale of
Rs 150/- to 250/- announced therein,
is absolutely unacceptable to ~~them~~ us.

We may be permitted to mention,
that at the time of our recruitment
we were given high hopes of very bright
prospects by the Committee, which inter-
viewed us at various centres. Further
the Honourable Secretary, M.S.P.L., has
promised to the same effect on more
than one occasion.

It would not be out of place to
state, that we have completely failed
to understand, the justification in
maintaining such a vast difference in
the scales of pay, between the operative
and Graduate Engineers, who have

16.5.59.

Dear Brother,

As per my letter dated 11.5.59. I
am sending you that two enclosures of the same
one the copy of the memorandum submitted
by operatives and the other the appointment
letter given to the operatives.

The copy of the bond
referred to in the appointment letter
will be dispatched in the next date.

I have not received
the M.O. as yet. Please advise
my position, under what circum-
stances I am passing. Hope you
are all ok.

yours.
Ramesh.

(3)
In view of the above, we once again request you that our pay scale be revised to Rs 250-~~10~~-500, with effect from the date of completion of one year's training.

We are taking our pay, under full protest which in no way means that we have either accepted this scale of pay of Rs 150-10-250/- ~~or~~ or bound to accept it.

Thanking you, Sir,

We remain
yours faithfully
(Sd) 65 operatives
B.S.P.

Copies to —

1. Secretary H.S.P.L.
2. The Soviet Expert. (For information.)
3. Administrative Officer, B.S.P.
4. Labour Officer, B.S.P.

who have completed their training. ⁽²⁾ The maximum pay of operatives in the scale of Rs 150-10-250, does not even touch the starting basis pay of G. Engineers, who have completed their training.

Since we are working under the severe conditions of the project & having undergone almost the same type of training as G.As, we request you to be kind enough to revise our pay scale to Rs 250-500.

With reference to the para (2) of the above said order, we request that a certified true copy of the bond may be supplied to each one of us, for our reference. We have executed the ~~bond~~ bond only with the firm hope of getting a basic pay of Rs 250/- p.m. we wish to bring to your notice that the scale of pay of Rs 150-10-250 announced in the said order, was not even mentioned either in the bond or in your appointment letter. Hence we consider, that we are in no way obliged to or bound to accept this pay scale of Rs 150-10-250.

3.

not engage directly or indirectly in any other occupation on his own account.

(b) And also to promptly obey and abide by the Rules and Regulations of the Company and the orders and instructions of its authorized officers.

(c) And also not to participate in activities of labour or political organisations.

(d) To compensate the said company for the expenses in or on account of his training, if he fails to serve the Company for a minimum period of five years after successful training. The expenditure incurred by the said company in connection with the training of the ~~app~~ apprentice shall in addition to the stipend and allowance paid include the cost of supervision and other items. The decision of the Company shall be final as to the total amount of expenditure incurred by the Company on account of the training of the trainee.

(1)

Bond ~~for~~ For Apprentice Training of Hindustan Steel (P) Ltd.

An agreement made this day of February 1958. Between - - - - aged - . . . years - . . . months and of (Hereinafter called the 'Trainee') of the 'First Part' and, aged about . . . years and residing at (Hereinafter 'the Surety') of the Second Part and Hindustan Steel Private Ltd., (hereinafter hereinafter called 'the Company') of the Third Part.

Whereas the Company has introduced an operative training scheme in good coordination with the Engineering Firms with the main objects ~~mentioned~~ mentioned hereunder, namely:

(a) To train a selected number of men as operatives in the production and maintenance shops of the Company's steel works at Rourkela / Durgapur / Bhilai.

The said Company shall have the right to suspend or dismiss the trainee & cancel this agreement for any breach on the part of the trainee of any of the terms and conditions thereof or those of the training scheme aforesaid and any of the rules and regulations of the Company for the time being in force, in which event, the trainee and the Surety shall jointly and severally be liable to reimburse the said Company with expenditure incurred by it in connection therewith with the training of the trainee under this agreement. The Surety in his individual and personal capacity also as the second party aforesaid, hereby undertake the responsibility to and guarantee to reimburse the Company with its expenditure on the training of the trainee in case the trainee commits a breach of any of the terms and conditions of this agreement.

And also that the said trainee shall on termination of the said training whenever it may happen, account for and deliver to the said Company all the stock-in-trade, books & accounts,

(b) To ensure that men receive sound and thorough practical training in selected trades.

And whereas the Company has selected the trainee for the purpose of the aforesaid training for the training duration of twelve to eighteen months and whereas the trainee has agreed that he shall undergo the aforesaid training, subject to the terms and conditions hereinafter specified:

That the trainee shall be bound:-

(a) To undergo the training provided by the Company for a period of twelve to eighteen months commencing from about the --- for which term the trainee shall diligently and faithfully to the best of his ability undergo the training and conduct himself honestly and obediently in all things towards the Company, and will devote his whole time to the training and will

5

documents, papers and effects then
in his possession and custody and
belonging relating to the said trade
or business.

That in other matters not
provided for in this agreement
the trainee shall be governed
by the rules and regulations made
from time to time by the said comp
Company.

The Company however, may at
its discretion alter, interrupt or
stop the said training for any reason
whatsoever, without thereby incurring
any liability either to the trainee
or the guardian.

This agreement shall be en-
forceable by suit or otherwise within

In witness whereof the parties
hereto have ~~st~~ signed this agree-
ment hereunder

For Hindustan Steel Private
Limited.

Secretary.

11. 5. 59.

Dear Brother,

Hope you must have received my letter dated 6th. May. In that letter, I had stated my financial position to you, under what circumstances conditions I am passing my days, nobody can understand. You know that you gave me Rs. 150/- out of which I spent Rs. 40/- for my clothings etc. I left Delhi with Rs. 110/- out of this amount I had to pay Rs. 32/- Railway fare only. This amount excludes commense & other expences. So, when I reached this place, I had Rs. 40/- only.

I had enquired about the M.O. but the addressee of the M.O. was out of station and the money has been sent back. Therefore, I would request you to send the money to the address I have supplied in my second letter dated 6th. May.

I had been given big hopes by Indore brother, but I am not getting the short of help that is needed. However I could do some work with all my limitations.

1. So far I have formed only 6 groups of 28 friends. I have discussed with them on the basis of the Calcutta discussions. I am forming the units according to the suggestions given by P.T.R. I think, I would be able to prepare a report after a month, and I would like to come down to discuss the same with you. I am sending only with

This a questionnaire, which I have circulated to the groups mentioned above.

2. A struggle is going on among the ex-trainees. Their main demand is a better grade. Before starting their struggle they sent a copy of their demands to our Delhi office which you can get from brother Pandey.

They are ventilating their grievances by putting on arm bands. They started this in the last week of March and are continuing it till now. Their strength is 290 approximately. Raurkella ex-trainees are also on strike.

3. The operatives are also very restive regarding their low scales of pay. I shall send you the copy of their memo etc. through the next Dak.

4. Among both these types of workers we have our friends. I have some contacts among the operatives, but so far not been able to establish contacts among the ex-trainees.

5. The H. M. S. union is mainly among the contractor's labour and the INTUE among the B. S. P. employees.

Inside the INTUE ~~and the~~ other there are two factions, one the M. P. INTUE and the other the Bihar INTUE. The union itself is controlled by the former faction. Recently V. G. Gopal of the Tata workers Union

came here to organise his faction on 19th. April and remained here till 23rd. April. He has succeeded in making some inroads in to the INTUC. Union.

The extranees and the operatives are guided by their respective committees. They have remained aloof from any trade union so far.

Generally workers do not want to join any union. I think that workers should join the INTUC because whatever workers are with them, they are from the B.S.P. and regularisation of services will be done from the among the B.S.P. workers.

I seek your advise on this.

It is needless to remain you about my difficulties. please send the amount by T.M.O. to the address supplied to you in my letter dated 6th. may.

I would like to know the type of informations you want me to supply. Further I seek your advice regarding the method of work. Hope you are all well. yours

Ramesh.

questioner.

1. What is the total strength of B. S. P.? And what will be the strength?
2. How many categories among the workers?
3. as, contractor workers and directly employed by the B. S. P.
3. What is the strength of each category?
4. What are the existing facilities given to the different categories of workers? like as follow.
 - A. Quarters
 - B. Medical
 - C. Allowances if any
 - D. protection against accidents
 - E. Water supply
 - F. leave facilities
 - G. Recreational facilities etc.
5. What is the position of trainees and ex trainees?
6. What are the problems of the workers at the present?
7. Is there any resistance by the workers? If any, then what are the forms? And issues for which resistance was organised?
8. Is there any cultural organisation?
9. What is the position of the INTUC and the H. M. S. unions in the B. S. P.?

May 23, 1959

Dear Brother,

Received your letter dated 18th May. ^{mean} while you must have received my letter dated the same. Regarding letters please follow what I have written in the last letter.

Regarding the struggle of ex-trainees as I could able to penetrate among them the following results of informations are with me.

A. Ex trainees are withdrawn their Arm bands from 12th May. In the mass meeting on the same day they decided to go on strike on 19th May.

B. Again ~~in~~ I intervined in the matter and lastly it was stopped. You may ask why I have done so. I have done so. I have done because firstly the entire method of their movement is wrong. Secondly going to an illegal strike we must pass through all the legal method. Thirdly there was no organisation for the same, no propoganda for the same. Even the workers working in the B.S.P., most of the workers they don't know what is going on among the ex-trainees. Not only that I had a talk with some of the ex-trainees and through them I come to know that they do not know any thing except their grade revision. So, according to my opinion the entire movement is led by reactionaries.

C. I am sending you one leaflet and you could able to guess through it. Up till now I could not able to know that who are the persons, and what are the political affiliations.

One rumour is going on among the ex-trainees that one delegation has met along with Ilias M.P. to our elder brother who is reported not to have any patient hearing and to have thrown away their papers.

I think it is manufactured by our opponents and they want ~~it~~ to slander our organisation by leader.

There fore please convey their news to my elder brother and let me know whether I am currect to stop the 19th strike or not. Also regarding the above mentioned story.

Please let me know the following:-

- A. What about my book? When it is going to be publish?
- B. What type of information you want from B.S.P.?
- C. What is your opinion regarding starting of Agencies of T.U.R. by ~~no~~ other organs?
- D. Should I move apart from the P.M.'s?

Please convey all these points to my elder brother and let me know what am I to do, on whether it is necessary to come over there for discussion or not?

I have taken one room on rent with one friend. The rent of that house is Rs.55/- per month. I am thinking to start cooking, through I had not been able to do so. However I am expecting my schedule money with in first week of June.

Please acknowledge my letter and send the necessary information to me. I am anxiously waiting your reply. Hope my brother Daya must have settle during this time.

I am O.K. and hope the same with you all. Move when we meet.

Yours Brotherly,

Ramesh.

16-5-59

Dear Brother,

As per my letter dated 11.5.59 I am sending you that two enclosures of the same one the copy of the memorandum submitted by operatives and the other the appointment letter given to the operatives.

The copy of the bond referred to in the appointment letter will be dispatched in the next dak.

I have not received the M.O. as yet. Please realise my position, under what circumstances I am passing. Hope you are all O.K.

Yours
Ramesh

True Copy of the Representation sent to the G.M., B.S.P. signed by Sixty-five operatives.

To
The General ~~Sec~~ Manager,
Bhilai Steel Project.

Sir,

With reference to the part III order No. ESTP-III-S(1)/59 dated 27-3-59, the following operatives, who have completed our training of one year, wish to submit that the pay scale of Rs.150/- 10-250/- announced there in, is absolutely unacceptable to us.

We may be permitted to mention, that at the time of our recruitment we were given high hopes of very bright prospects by the Committee which interviewed us at various centres. Further the Honourable Secretary, B.S.P.L., has promised to the same effect on more than one occasion.

It would not be out of place to state, that we have completely failed to understand, the justification in maintaining such a vast difference in the scales of pay, between the operatives and ~~xxxxxx~~ Graduate Engineers, who have completed their training. The maximum pay of operatives in the ~~xxxxxx~~ scale of Rs.150-10-250 does not even touch the starting basis pay of G. Engineers, who have completed their training.

Since we are working under the severe conditions of the project and training undergone almost the same type of training as G.A.S, we request you to be kind enough to revise our pay scale to Rs.250-500.

With reference to the para(2) of the above said order, we request that a certified true copy of the bond may be supplied to each one of us, for our reference. We have executed the bond only with the firm hope of getting a basic pay of Rs.250/- P.M. We wish to bring to your notice that the scale of pay of Rs.150-10-250 mentioned in the said order, was not even mentioned either in the bond

no way obliged to or bound to accept this pay~~scale~~ Scale of Rs.150-10-250.

In view of the above, we once again request you that our pay scale be revised to Rs.250/- to -500/- with effect from the date of completion of one year training.

We are taking our pay under full protest which in no way means that we have either accepted this scale of pay of Rs.150-10-250/- or bound to accept it.

Thanking you, Sir,

We remain,
Yours faithfully,
Sd/- 65 operatives, B.S.P.

Copies to:-

1. Secretary B.S.P.L.
2. The Soviet Expert (for information)
3. Administrative Officer, B.S.P.
4. Labour Officer, B.S.P.

Bond for Apprentice Training of Hindusthan Steel (P) Ltd.

An agreement made this _____ day of February 1958
between _____ aged _____ years _____ months
and if (here in after called the "trainee") of the "First Part"
and _____ a aged about _____ years and
residing at _____ (here in after "the Surety") of
the second part and Hindusthan Steel Private Ltd. (here in after called
"the Company") of the third part.

Where as the company has introduced an operative training scheme in coordination with the Engineering Firms with the main objects mentioned here under, namely:

- (a) to train a selected number of men as operatives in the production and maintenance shops of the company's steel works at Rourkela/Durgapur/Bhilai:
- (b) To ensure that men receive sound and thorough practical training in selected trades.

And where as the company has selected the trainee for the purpose of the aforesaid training for the duration of twelve to eighteen months and whereas the trainee has agreed that he shall undergo the aforesaid training, subject to the terms and conditions hereinafter specified:

That the trainee shall be bound:

- (a) To undergo the training provided by the Company for a period of twelve to eighteen months commencing from about the _____ for which term the trainee shall diligently and XXXX

faithfully to the best of his ability undergo the training and conduct himself honestly and obediently in all things towards the company, and will devote his whole time to the training and will not engage directly or indirectly in any other occupation on his own account.

(b) And also to promptly obey and abide by the Rules and Regulations of the Company and the orders and instructions of its authorised officers.

(c) And also not to participate in activities of labour or political organisations.

(d) To compensate the said company for the expenses in or on account of his training, if he fails to serve the company for a minimum period of five years after successful training. The expenditure incurred by the said company in connection with the training of the apprentice shall in addition to the stipend and allowance paid include the cost of supervision and other items. The decision of the company shall be final as to the total amount of expenditure incurred by the company on account of the training of the trainee.

The said company shall have the right to suspend or discuss the trainee and cancel this agreement for any breach on the part of the trainee of any of the terms and conditions thereof or those of the training scheme aforesaid and any of the rules and regulations of the company for the time being in force, in which event, the trainee and the secretary shall jointly and severally be liable to reimburse the said company with expenditure incurred by it in connection with the training of the trainee under this agreement. The surety in his individual and personal capacity also as the second party aforesaid, hereby undertake the responsibility to and guarantee to reimburse the company with its expenditure on the training of the ~~trainee~~ trainee in case the trainee commits a breach of any of the terms and conditions of this ~~contract~~ agreement.

And also that the said trainee shall on termination of the said training whenever it may happen, account for, and deliver to the said company all the stock-in-trade, books of accounts, documents, papers and effects then in his possession and custody and belonging relating to the said trade or business.

That in other matters ~~not~~ not provided for in this agreement the trainee shall be governed by the rules and regulations made from time to time by the said company.

The company however, may at its discretion alter, interrupt or stop the said training for any reason what so ever, without there by incurring any liability either to the trainee or the guardian.

This agreement shall be enforceable by suit or otherwise within.

In witness where of the parties here to have signed this agreement here under.

For Hindusthan Steel Private Limited

Secretary

Copy of the appointment letter

To

Sub: Appointment of Shri
as an operative.

Dear Sir,

We have pleasure in offering you the post of an operative in one of the Steel Plant of Hindusthan Steel (P) Ltd. on the terms and conditions specified below:-

(i) You will be under training for a period which will ordinarily for one year and may extend up to three years and may be either wholly in India or partly in India or partly abroad. During the period of training your services will be terminable at any time by the company without notice. The period of training can be extended or curtailed at the discretion of the appointing authority.

(ii) During the period of training a stipend of Rs.120/- P.M. will be paid. During the period of training abroad your stipend will be paid to your family or other nominees.

(iii) You will be liable to serve in any of the Company's steel plants.

(iv) No travelling allowance for joining the appointment or termination thereof will be admissible.

(v) You will have to execute a bond to serve the Hindusthan Steel (P) Ltd. for at least five years after successful completion of your training.

(vi) Your appointment is subject to the production of satisfactory report from the company's Medical officer fitness for employment in the post in question of your character and antecedents being found satisfactory after verification. The officer-in-charge, Hindusthan Training Camp, Sonari Army Barracks, Jamshedpur will arrange for your Medical examination.

2. If you are accepting the post of an operative on above terms and conditions you should report for duty to the Officer-in-Charge, Hindusthan Training Camp, Sonari Army Barracks, Jamshedpur on the 15th February, 1958, under intimation to this office.

Yours faithfully

Copy to:

1. The General Manager,
Bhilai Steel Plant,
DURG, M.P.
2. The Financial Adviser of Chief
Accounts Officer,
Bhilai Steel Plant,
DURG, M.P.
3. Shri H.C.Sarin, Bhilai "B"

(Sudhir Gosh)
Secretary

11-5-59

Dear Brother,

Hope you must have received my letter dated 6th May. In that letter, I had stated my financial position to you, under what conditions I am passing my days, no body can understand. You know that you gave me Rs.150/- out of which I spent Rs.40/- for my cloths etc. I left Delhi with Rs.110/- out of this amount I had to pay Rs.32/- as Railway fare only. This amount excludes convenience and other expences. So, when I reached this place, I had Rs.40/- only.

I had enquired about the M.O. but the addressee of the M.O. was out of Station and the money has been sent back. Therefore, I would request you to send the money to the address I have supplied in my second letter dated 6th May.

I had been given big hopes by Indore brother, but I am not getting the short of help that is needed. However I could do some work with all my limitations.

1. So far I have favoured only 6 groups of 28 friends. I have discussed with them on the basis of the Calcutta discussions. I am ~~far~~ favouring the units according to the suggestions ~~given by~~ given by B.T.R. I think, I would be able to prepare a report after a month, and I would like to come down to discuss the same with you. I am sending only with this questionnaire, which I have circulated to the groups mentioned above.
2. A strange is going on among the ex-trainees. Their main demand is a better grade. Before starting their struggle they sent a copy of their demands to our Delhi Office which you can get from brother Pandhey.

They are ventilating their grievances by putting on Arm bands. They started this in the last week of March and are continuing it till now. Their strength is 290 approximately. Rourkella ex-trainees also on strike.
3. The operatives are also very restive regarding their low scales of pay. I shall send you the copy of their memo etc. through the next Dak.
4. Among both these types of workers we have our friends. I have some contacts among the operatives, but so far not been able to establish contacts among the extrainees.
5. The H.M.S. Union is mainly among the contractor's labour and the INTUC among the B.S.P. employees.

Inside the INTUC there are two factions, one the M.B. INTUC and the other the Bihar INTUC. The union itself is controlled by the former faction. Recently V.G.Gopal of the Tata Workers

Union came here to organise his faction on 19th April and remained here till 23rd April. He has succeeded in making some inroads in to the INTUC union.

The extranees and the operatives are guided by their respective Committees. They have remained aloof from any trade union so far.

Generally workers do not want to join any union. I think that workers should join the INTUC because whatever workers are with them, they are from the B.S.P. and regularisation of services will be done from the among the B.S.P. Workers.

I seek your advise on this.

It is needless to remained you about my difficulties, please send the amount by T.M.O. to the address supplied to you in my letter dated 6th May.

I would like to know the type of information you want me to supply. Further I seek your advice regarding the method of work. Hope you are all well.

Yours,

Ramesh

QUESTIONNAIRE

1. What is the total strength of B.S.P? And what will be the strength?
2. How many catagories among the workers? as contractor workers and directly employed by the B.S.P.
3. What is the strength of each catagory?
4. What are the existing facilities given? The different catagories of workers? like as follows:
 - A. Quaters
 - B. Medical
 - C. Allowances if any
 - D. Protection against accidents
 - E. Water supply
 - F. Leave facilities
 - G. Recreational facilities, etc.
5. What is the position of yrainees and ex-trainees?
6. What are the problems of the workers at present?
7. Is there any resistance by the workers? If any, these what are the forms? And issues for which resistance was organised?
8. Is there any cultural organisations.
9. What is the position of the INTUC and the H.K.S. unions in the B.S.P?
10. Are they functioning?
11. What is the opinion of the workers regarding unionism?
12. Can you state any thing regarding graduate apprentices and operatives?
13. If any thing you want to stare.

May 23, 1959

Dear Brother,

Received your letter dated 18th May. Mean while you must have received my letter dated the same. Regarding letters please follow what I have written in the last letter.

Regarding the struggle of ex-trainees as I could able to penetrate among them the following results of informations are with me.

A. Ex trainees are withdrawn their Arm bands from 12th May. In the mass meeting on the same day they decided to go on strike on 19th May.

B. Again ~~in~~ I intervined in the matter and lastly it was stopped. You may ask why I have done so. I have done so. I have done because firstly the entire method of their movement is wrong. Secondly going to an illegal strike we must pass through all the legal method. Thirdly there was no organisation for the same, no propoganda for the same. Even the workers working in the B.S.P., most of the workers they don't know what is going on among the ex-trainees. Not only that I had a talk with some of the ex-trainees and through them I come to know that they do not know any thing except their grade revision. So, according to my opinion the entire movement is led by reactionaries.

C. I am sending you one leaflet and you could able to guess through it. Up till now I could not able to know that who are the persons, and what are the political affiliations.

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I think it is manufactured by our opponents and they want ~~it~~ to slander our organisation by leader.

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- B. What type of information you want from B?S.P.?
- C. What is your opinion regarding starting of Agencies of T.U.R. by ~~sother~~ organs?
- D. Should I move apart from the P.M.'s?

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I have taken one room on rent with one friend. The rent of that house is Rs.55/- per month. I am thinking to start cooking, through I had not been able to do so. However I am expecting my schedule money with in first week of June.

Please acknowledge my letter and send the necessary information to me. I am anxiously waiting your reply. Hope my brother Daya must have settle during this time.

I am O.K. and hope the same with you all. Move when we meet.

Yours Brotherly,

Ramesh.

16-5-59

Dear Brother,

As per my letter dated 11.5.59 I am sending you that two enclosures of the same one the copy of the memorandum submitted by operatives and the other the appointment letter given to the operatives.

The copy of the bond referred to in the appointment letter will be dispatched in the next dak.

I have not received the M.O. as yet. Please realise my position, under what circumstances I am passing. Hope you are all O.K.

Yours
Ramesh

True Copy of the Representation sent to the G.M., B.S.P. signed by
Sixty-five operatives.

To
The General ~~Sec~~ Manager,
Bhilai Steel Project.

Sir,

With reference to the part II order No. ESTT-III-S(1)/59 dated 27-3-59, the following operatives, who have completed our training of one year, wish to submit that the pay scale of Rs.150/- 10-250/- announced there in, is absolutely unacceptable to us.

We may be permitted to mention, that at the time of our recruitment we were given high hopes of very bright prospects by the Committee which interviewed us at various centres. Further the Honourable Secretary, M.S.P.L., has promised to the same effect on more than one occasion.

It would not be out of place to state, that we have completely failed to understand, the justification in maintaining such a vast difference in the scales of pay, between the operatives and ~~Graduate~~ Graduate Engineers, who have who have completed their training. The maximum pay of operatives in the ~~scale~~ scale of Rs.150-10-250 does not even touch the starting basis pay of G. Engineers, who have completed their training.

Since we are working under the severe conditions of the project and training undergone almost the same type of training as G.A.S, we request you to be kind enough to revise our pay scale to Rs.250-500.

With reference to the para(2) of the above said order, we request that a certified true copy of the bond may be supplied to each one of us, for our reference. We have executed the bond only with the firm hope of getting a basic pay of Rs.250/- P.M. We wish to bring to your notice that the scale of pay of Rs.150-10-250 ~~mentioned in~~ the said order, was not even mentioned either in the bond ~~and~~ Hence we consider, that we are in

no way obliged to or bound to accept this pay ~~scale~~ Scale of Rs.150-10-250.

In view of the above, we once again request you that our pay scale be revised to Rs.250/- to -500/- with effect from the date of completion of one year training.

We are taking our pay under full protest which in no way means that we have either accepted this scale of pay of Rs.150-10-250/- or bound to accept it.

Thanking you, Sir,

We remain,
Yours faithfully,
Sd/- 65 operatives, B.S.P.

Copies to:-

1. Secretary H.S.P.L.
2. The Soviet Expert (for information)
3. Administrative Officer, B.S.P.
4. Labour Officer, B.S.P.

Bond for Apprentice Training of Hindusthan Steel (P) Ltd.

An agreement made this _____ day of February 1958
Between _____ aged _____ years _____ months
and if (here in after called the "trainee") of the "First Part"
and _____ a aged about _____ years and
residing at _____ (here in after "the Surety") of
the second part and Hindusthan Steel Private Ltd. (here in after called
"the Company") of the third part.

Where as the company has introduced an operative training scheme in coordination with the Engineering Firms with the main objects mentioned here under, namey:

- (a) to train a selected number of men as operatives in the production and maintenance shops of the company's steel works at Rourkela/Durgapur/Bhilai:
- (b) To ensure that men receive sound and thorough practical training in selected trades.

And where as the company has selected the trainee for the purpose of the aforesaid training for the duration of twelve to eighteen months and whereas the trainee has agreed that he shall undergo the aforesaid training, subject to the terms and conditions hereinafter specified:

That the trainee shall be bound!

- (a) To undergo the training provided by the Company for a period of twelve to eighteen months commencing from about the _____ for which term the trainee whall diligently and ~~faith~~

faithfully to the best of his ability undergo the training and conduct himself honestly and obediently in all things towards the company, and will devote his whole time to the training and will not engage directly or indirectly in any other occupation on his own account.

(b) And also to promptly obey and abide by the Rules and Regulations of the Company and the orders and instructions of its authorised officers.

(c) And also not to participate in activities of labour or political organisations.

(d) To compensate the said company for the expenses in or on account of his training, if he fails to serve the company for a minimum period of five years after successful training. The expenditure incurred by the said company in connection with the training of the apprentice shall in addition to the stipend and allowance paid include the cost of supervision and other items. The decision of the company shall be final as to the total amount of expenditure incurred by the company on account of the training of the trainee.

The said company shall have the right to suspend or discuss the trainee and cancel this agreement for any breach on the part of the trainee of any of the terms and conditions thereof or those of the training scheme aforesaid and any of the rules and regulations of the company for the time being in force, in which event, the trainee and the secretary shall jointly and severally be liable to reimburse the said company with expenditure incurred by it in connection with the training of the trainee under this agreement. The surety in his individual and personal capacity also as the second party aforesaid, hereby undertake the responsibility to and guarantee to reimburse the company with its expenditure on the training of the ~~trainee~~ trainee in case the trainee commits a breach of any of the terms and conditions of this ~~contract~~ agreement.

And also that the said trainee shall on termination of the said training whenever it may happen, account for, and deliver to the said company all the stock-in-trade, books of accounts, documents, papers and effects then in his possession and custody and belonging relating to the said trade or business.

That in other matters ~~if~~ not provided for in this agreement the trainee shall be governed by the rules and regulations made from time to time by the said company.

The company however, may at its discretion alter, interrupt or stop the said training for any reason what so ever, without there by incurring any liability either to the trainee or the guardian.

This agreement shall be endorseable by suit or otherwise within.

In witness where of the parties here to have signed this agreement here under.

For Hindusthan Steel Private Limited

Secretary

1. Trainee

Copy of the appointment letter

To

Sub: Appointment of Shri
as an operative.

Dear Sir,

We have pleasure in offering you the post of an operative in one of the Steel Plant of Hindusthan Steel (P) Ltd. on the terms and conditions specified below:-

(i) You will be under training for a period which will ordinarily for one year and may extend up to three years and may be either wholly in India or partly in India or partly abroad. During the period of training your services will be terminable at any time by the company without notice. The period of training can be extended or curtailed at the discretion of the appointing authority.

(ii) During the period of training a stipend of Rs.120/- P.M. will be paid. During the period of training abroad your stipend will be paid to your family or other nominees.

(iii) You will be liable to serve in any of the Company's steel plants.

(iv) No travelling allowance for joining the appointment or termination thereof will be admissible.

(v) You will have to execute a bond to serve the Hindusthan Steel (P) Ltd. for at least five years after successful completion of your training.

(vi) Your appointment is subject to the production of satisfactory report from the company's Medical officer fitness for employment in the post in question of your character and antecedents being found satisfactory after verification. The officer-in-charge, Hindusthan Training Camp, Sonari Army Barracks, Jamshedpur will arrange for your Medical examination.

2. If you are accepting the post of an operative on above terms and conditions you should report for duty to the Officer-in-Charge, Hindusthan Training Camp, Sonari Army Barracks, Jamshedpur on the 15th February, 1958, under intimation to this office.

Yours faithfully

Copy to:

1. The General Manager,
Bhilai Steel Plant,
DURG, M.P.
2. The Financial Adviser of Chief
Accounts Officer,
Bhilai Steel Plant,
DURG, M.P.
3. Shri M.C.Sarin, Bhilai "B"

(Sudhir Gosh)
Secretary

11-5-59

Dear Brother,

Hope you must have received my letter dated 6th May. In that letter, I had stated my financial position to you, under what conditions I am passing my days, no body can understand. You know that you gave me Rs.150/- out of which I spent Rs.40/- for my cloths etc. I left Delhi with Rs.110/- out of this amount I had to pay Rs.32/- as Railway fare only. This amount excludes convenience and other expences. So, when I reached this place, I had Rs.40/- only.

I had enquired about the M.O. but the addressee of the M.O. was out of Station and the money has been sent back. Therefore, I would request you to send the money to the address I have supplied in my second letter dated 6th May.

I had been given big hopes by Indore brother, but I am not getting the short of help that is needed. However I could do some work with all my limitations.

1. So far I have favoured only 6 groups of 28 friends. I have discussed with them on the basis of the Calcutta discussions. I am ~~far~~ favouring the units according to the suggestions ~~given~~ given by B.T.R. I think, I would be able to prepare a report after a month, and I would like to come down to discuss the same with you. I am sending only with this questionnaire, which I have circulated to the groups mentioned above.

2. A strange is going on among the ex-trainees. Their main demand is a better grade. Before starting their struggle they sent a copy of their demands to our Delhi Office which you can get from brother Pandhey.

They are ventilating their grievances by putting on Arm bands. They started this in the last week of March and are continuing it till now. Their strength is 290 approximately. Rourkella ex-trainees also on strike.

3. The operatives are also very restive regarding their low scales of pay. I shall send you the copy of their memo etc. through the next Dak.

4. Among both these types of workers we have our friends. I have some contacts among the operatives, but so far not been able to establish contacts among the extrainees.

5. The H.M.S. Union is mainly among the contractor's labour and the INTUC among the B.S.P. employees.

Inside the INTUC there are two functions, one the M.B. INTUC and the other the Bihar INTUC. The union itself is controlled by the former faction. Recently V.G.Gopal of the Tata Workers

Union came here to organise his faction on 19th April and remained here till 23rd April. He has succeeded in making some inroads in to the INTUC union.

The extrainees and the operatives are guided by their respective Committees. They have remained aloof from any trade union so far.

Generally workers do not want to join any union. I think that workers should join the INTUC because whatever workers are with them, they are from the B.S.P. and regularisation of services will be done from the among the B.S.P. Workers.

I seek your advise on this.

It is needless to remained you about my difficulties, please send the amount by T.M.O. to the address supplied to you in my letter dated 6th May.

I would like to know the type of information you want me to supply. Further I seek your advice regarding the method of work. Hope you are all well.

Yours,

Ramesh

QUESTIONNAIRE

1. What is the total strength of B.S.P? And what will be the strength?
2. How many catagories among the workers? as contractor workers and directly employed by the B.S.P.
3. What is the strength of each catagory?
4. What are the existing facilities given? The different catagories of workers? like as follows:
 - A. Quaters
 - B. Medical
 - C. Allowances if any
 - D. Protection against accidents
 - E. Water supply
 - F. Leave facilities
 - G. Recreational facilities, etc.
5. What is the position of yrainees and ex-trainees?
6. What are the problems of the workers at present?
7. Is there any resistance by the workers? If any, these what are the forms? And issues for which resistance was organised?
8. Is there any cultural organisations.
9. What is the position of the INTUC and the H.M.S. unions in the B.S.P?
10. Are they functioning?
11. What is the opinion of the workers regarding unionism?
12. Can you state any thing regarding graduate apprentices and operatives?
13. If any thing you want to stare.

Events Since July 1959

Bhilai,

(I) C.A. deducted. 50%

(IA) New Skilled workers who have arrived after the 30th April 1959 being deprived from 50% C.A. even.

(2) Pay strike for higher initial - pay + also for deducting C.A. (August)

(3) August 1959 Demonstration in front - of G.M. office, for grievances, as pay,

(4) C.A. quarter etc. + also posting - at Durgapur Steel plant.

(4) Pay strike calls off ^{at the} in the month of Sept.

(5) From Action Committee need - ^{but} Steel workers union formed in the month -

of Sept, as an independent union under the ^{Care of Mohan Das} American Agent.

(6) Recognition form ^{Indore} in the ^{Labor} Commissioner's office in the month of ^{October +} Nov. 1959.

Dear friend

I received Rs. 100/- in the month of February last week. But I am so ^{unfortunate} that I have not received a single letter from you during this time. However I am living on 5th. march for Bhilai and from there I am coming to Delhi.

In Raourkela Action Committee's formed, signature campaign is going on. Next I will talk to you there. Onissa Comrade has sent one other Comrade as I asked from them and now he is settle here for other activities. Another Comrade is a supposed to come for other work. I made all the necessary arrangements for him.

For Raourkela report I have taken all the materials with me. Now I can write wherever I stay. Moreover now it is not safe to stay.

So, now don't send any amount to Raourkela or any letter. Hope you are in good health. Meet when we meet.

yours,

Mahandas.

3.3.1960.

Dear Atahutan,

For long we have not met even through letters. I am availing this opportunity to remind you about Bhilai news, which was composed for publication. I have also told you that after publishing that news send 25 copies to Ganga Choubey's address at Bwig. I was there upto 16th. Nov. till that time the issue had not reached there. So, please let me know what is the position. What about Sayanand and Jora? Hope you are all in good health.

Meet when we meet.

Yours Comradely
Mohan Das.

Dear Brothers

Since our last Bulletin many things have happened in Bhilai. A few of our pressing problems have been slightly solved while most of them remain unsolved and new ones have come up. We wish to point out to our co-workers some of these problems in the present bulletin:-

SLAVES OR TECHNICIANS

Under the name of Technical training under the false hopes of an apprentice Contract with glowing promises of "Good future and a fine career." Our management has actually brought slaves. With one year of intensive practical training and previous technical education, we are now being paid the Glorious Salary of Rs. 60-3-90 and top of that a five-year bond for this boon!

Let us compare some other grades. Even an unskilled worker gets Rs 90-00 to 130-00 and more basic and a Rigger gets Rs 90 to 130-00 basic, unskilled, illiterate workers are given such basic wages and are given promotion to skilled work too. We donot grudge our brother workers their good future. We who are highly trained and are usually in charge of technical departments and under our technical supervision many of these have to work. Get such a pittance and our grade. We are told that for five years, according to the contract we will not get any promotions compare some of the grades

During training, Graduate apprentices were getting a stipend of Rs 250-00 and were given a scale of Rs 350-00 Rs. 850-00 operative apprentices got Rs. 120/- stipend with allowance and on appointment a basic salary of Rs. 150/- in the grade of Rs.150-10-250/-

We as skilled worker apprentices are given a stipend of Rs 70/- and allowance Rs1-100/- and on appointment a basic wage of Rs. 60/- on grade , 60. 3. 90.

Mr. X. Y. Z's CHALLENGE—

Mr. x. y. z. has an impressive record for efficiency. He "set right" some of the important departments of T.I.S.C.O. He is also a reputed sports man, we understand. But if what all we have heard about him is true we hope they are not true Mr. X.Y.Z. with his accomplishments and talents, represents what was stated in the Bible:- what is use of gaining the whole world, if one loses his soul.

Mr. X. Y. Z has challenged the skilled workers, we are told, that if the whole lot of them are sacked, or they resign, he would get wagon-loads of fresh technicians and skilled workers anxious to work on the fabulous high grade given so graciously to

all of the skilled workers by the management, viz: 60-3-90. We hope Mr. X.Y.Z. if he has said this, does not have to face the challenge when and should it come, because he would cut a really sorry figure indeed. Yet with all his experience and contributions to the growth of steel industry in this country we wish he would develop some humanness and modesty. There is a good Hindu proverb:-

A full pot never makes noise, but shall full one does." The pride of real achievement ought to be modesty, humility and understanding. May be Mr X.Y.Z. is thoroughly misunderstood by us. If so, we would be happy to establish a better communication with him and them perhaps, who knows, we may have been thoroughly wrong about our Mr. X. Y. Z.

OUR GENERAL MANAGER—

After considerable and fruitless efforts to obtain an interview with our General Manager, we succeeded in meeting him not in peacefully but with strong Demonstration. These meetings gave us the impression that the refusal of the General Manager to see a deputation of skilled workers was not due to any sense of antipathy or hostility to the skilled workers, but a timidity borne out of wrong impressions or information on the character and calibre of skilled workers. After meeting us, we are sure he must have found us as dignified, reasonable & responsible as we found him. We have disputes and differences with the management, some of them quite strong and uncompromising. But one thing to be borne in mind is, our attitudes towards conflicts are based on democratic & civilized codes. Even if we launch a firm united action against what we consider to be unjust policies of management we abide by an ethical code of conduct for our own purposes; If we are able to impress this aspect of our functioning on the management, a considerable advance towards better Industrial Relation would have been made. We cannot tolerate a free India the status of second class citizenship even if the Bhilai Steel Plant is a notional project, because we are as much a part of the nation as the management is. These questions will be further elaborated in our letter bulletins:

OUR PRESENT PROBLEMS—

House Rent Deductions:-A more irrational and sloppp method, then the one adopted by the Bhilai Steel Project can hardly be found in the matter of determining the manner and amount of rent chargeable for housing provided by Bhilai authorities: At the present moment, we see that the fu

NATIONAL INDUSTRIAL BUREAU

Funny method of recovering house rent from employees on the basis on percentage of Salaries received for instance there is no criteria fixed as to what constitutes a fair rent for a house: For instance in our one type of quarter allotted to one man with a family, drawing a total monthly wages of about Rs 150-10% p: c: of the wages, i.e: Rs 15/- will be deducted If the same type of quarter is allotted to four unmarried or individuals workers, each earning Rs. 150/- month each one is cut 10% of the salary. According to this 'brilliant' system, four individuals staying in one type of quarter getting together- Rs 60/- per month will pay Rs. 60/- as rent collected at the rate of Rs. 15/- from each for the same quarter allotted to one man, but with a family, the rent charged will be Rs. 15/- i.e. 10% of his pay.

This system, encourages management to profiteer in quarters by discouraging any worker from getting his family to Bhilai so that quarters need not be allotted one man with such a poor return in the form of rent.

In any rational system, the rent for quarters is fixed on the basis of space, construction cost and fair and reasonable return on the investment after subsidising a portion of the investment as an essential amenity to be provided by the project under such a system, the rent will be fixed on the basis of objective criteria and will be recovered accordingly with the provision that if it exceeds a certain percentage of the salary. The excess will be underwritten by a subsidy. Some measure of adjustment could easily be made even without subsidising, but our management does not seem to have the required imagination for this.

CONSTRUCTION ALLOWANCE :

The arbitrary decision of the management is not only cutting down construction allowance but also discriminating in doing this has evoked justified indignation among workers so much so that more than 600 workers our brothers, have refused to take their salaries in protest. Now the funny thing about this allowance is the attempt to confuse workers by the use of words like "construction allowance" without detailing the meaning

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and purpose behind the wards. Herein lies management's weakness. The Construction Allowance, we presume, was intended as a compensation for the high prices and difficulties that are bound to arise during a fluid state of huge construction activities. If this is so, are the objective conditions that necessitated this allowance no longer there? If they are not there, then why discrimination under which many people getting much better scales continue to get and the lowest paid skilled workers are made the first victims? This is an issue on which skilled workers are not going to rest until justice is done to them. The Bhilai steel Plant is not the personal preserve for a privileged few who ate like the Queen Bee; and for whom the workers like drones gathering honey, just work and die away. Workers have flesh, blood, life, culture, dignity & aspirations as much as the minister himself and in democratic India, they intend to strive for the realisation of their aspiration with all the moral and organised strength they can command: We are honest and decent people- We do not grudge good future to others, but when we are suppressed, we shall fight such suppression even as Gandhiji showed the way to the entire nation. We will pay any price necessary, such as victimisation, brutality etc., to realize our fair rights

ACCOUNT:—

Since the time we have been collecting subscription, the amounts has so far been collected and spent. Any contributor who wants to see all details may contact with their committee.

All success to united steel workers of Bhilai.

JAI HIND

Yours fraternally

(Skilled Worker)

Ex Artisan Trainees Committee

(H. S. Ltd.)

BHILAI

- Production front
- Man power in B.S.P.
- Quarters
- Water supply
- The other aspects
- Interest of local population neglected
- Education
- Contractors' performances
- Employees' condition
 - (a) Accidents
 - (b) Housing problem
 - (c) Bus fare
 - (d) Medical facilities
 - (e) Leave facilities
 - (f) Allowances
- Workers resistance
- Trade unions
- Sectional committees
- Our position

A REPORT ON THE B.S.P.

On the production front

The normal production of pig iron from the first blast furnace is about nine hundred tons a day. On several days, it exceeded one thousand tons. At present pig iron of all grades, used for foundry purposes, as per Indian Standard Institute specifications, is being produced.

The total quantity of pig iron produced during April was 27,158 tons as against 24,030 tons in March, bringing the total

~~production upto 30th April was 67,213 tons.~~

production upto 30th April to 67,213 tons.

The coke oven battery is working according to the designed capacity ensuring sufficient supply for the Blast Furnace. 33,200 tons of coke was produced during April as compared to 30,800 tons during the month of March.

During the months of March and April, about 67,000 tons of float iron ore and 21,000 tons of lime stone were produced from the Dulli-Rajhara and Nandini Mines respectively, and about 82,500 tons of ore and 27,000 tons of lime stone were received at Bhilai by rail.

Since 4th March 1959 the main sub-station at Bhilai has begun to receive power from ^{Konba.} ~~Kalsa.~~ Power is stepped down from 132 K.W. There will be two transformers of 45.5 M.W. capacity each. The first transformer has been working since 3rd March and the other is expected to function soon. From the step-down transformer, the power is distributed to the various zones.

About 6981 cylinders were filled in during the last two months at the oxygen plant. The total quantity of oxygen compressed was 12,93,335 cubic feet. This is being used for welding purposes along with acetylene.

Man power in B.S.P.

There are 62028 workers working under the B.S.P. out of which 26304 are working under different contractors. The rest are employed directly by the B.S.P. The ~~month~~ number of operational staff was 1073 upto 30th April 1959.

The direct employees of the B.S.P. are divided into the following categories:-

- (i) Regular (B.S.P. & H.S.L.)
- (ii) Works charge
- (iii) Muster Roll

The muster roll ^{men} personal are daily-rated without any D.A.

The regular cadres are paid construction allowance also (25% of the basic pay and 50% of the D.A.) besides the basic pay and D.A. This category of workers can be split up as follows:-

- About 200 skilled and semiskilled workers who have come from Kulti; they are going to be permanent.
- 517 artisan trainees (skilled workers); they are permanent hands already.
- ~~About~~ 135 operatives, some of whom are trained in the U.S.S.R. are also permanent hands.
- About 600 workers have come from the Tata's; they too are expected to be permanent in due course.

According to official estimate the total complement of the H.S.L. at Bhilai shall be

Senior officers	- 113
Junior Officers	- 555
Skilled workers	- 6298
Total	<hr/> 7666

The estimated figures for the semi-skilled and unskilled categories of workers are not available.

From this it is clear that besides contractors employees, the surplus staff of the B.S.P. shall also be discharged.

Quarters

Bhilai Nagar presents the picture of a well-planned modern industrial town. About 3,200 permanent houses of different categories were completed by 31st March 1959 in the various sectors. Besides these, two big hotels and one hostel have also been built. Nearly 3,000 temporary and semi-permanent quarters have been built in the three construction camps. Accomodation has been provided to more than 25,000 employees.

The hospital situated in sector one is being extended to provide more beds for the indoor patients. At present there are 25 medical officers working in various hospitals and dispensaries in Bhilainagar.

Water Supply

There are two sources for the supply of water to Bhilainagar:-
i) The Marauda Tank (ii) The Durg water works. The former supplies water to sectors 2,4,10 and the latter to sector one, camps one and two, Bhilai house and 32 Bungalows. Last summer, this area was in the grip of a very ^{Severe} ~~severe~~ cholera epidemic due to scarcity of water. This year was ~~very~~ quiet, possibly because of the improved and adequate supply of water. The Marauda tank is functioning for the last three months.

Part II

The other aspects

The facts contained in the foregoing paragraphs could fill an Indian heart with joy. But all that glitters is not gold. Bhilai has another aspect which is very ugly and will put any true Indian to shame. Bhilai is the hot ^{bed} ~~bed~~ of corruption, negligence and nepotism; and generally high officials ~~connive~~ connive in

acts of corruption and ~~corruption~~ and nepotism.

Interest of local population neglected

Twenty-three villages were acquired for the plant area and the Bhilai township. The peasant population of these villages were given compensation only after intense agitation three years back. (see annexure for the rates of compensation) The fate of the landless peasantry of these villages has been the worst. They have been left without roofs over their heads.

^{In} The matters of employment, the interests of the local population have been trampled under foot by the white collared bureaucrats of the B.S.P. Their reply to this general grievance is that this area is backward and cannot supply the type of cadres that are needed to man the plant during and after the construction. Needless to say, that ~~it~~ is done only in order to sidetrack the real issue. This area does not lack at least educated unemployed and unskilled hands. Even for clerical and unskilled jobs, outsiders have been given preference. The percentage of local hands for these posts was quite negligible about a year back. The situation has somewhat improved (at least in case of clerical hands) after a lot of agitation. Even now it can be very safely stated that people coming from other provinces (especially Kerala & Bengal) dominate the B.S.P.

While giving employments in their respective departments, regional and provincial considerations dominate the minds of the departmental heads. People with bogus certificates get employed as technical hands, while local people with trade diplomas from Government Technical Training Institute, Koni, have been refused employment and the work of construction suffers as a result thereof. One such employee is Shri Ashtikar, General Secretary of the INTUC union. He has studied only upto VII or VIII standard,

possesses no experience or qualification for the job of an sub-overseer.

One finds traces of regional and provincial feelings and high officials generally fan up such tendencies. At the same time, it is also a fact that the local leadership of the P.S.P. and the Congress (the responsibility being more on the P.S.P.) also accentuate provincial feelings among the local population. In pleading for more employment to local hands, their agitation is generally very chauvinistic. Trade unions in Bhilai shall have to combat this tendency, otherwise it would become a better one the way of the growth of a healthy trade union movement.

Here it would not be out of place to say something about the employment exchange. It has recently been shifted to the plant area. People from several places have to wait in long queues to get their names enrolled, they start forming the queue in the early hours of the morning. Still they fail to get their names enrolled. This has become a source of corruption.

Education: There is one higher secondary school in Bhilainagar. It is affiliated to the Moha Koshal Board of Secondary Education, Jabbalpur. This school organised its first social gathering in 1958 under pressure from the B.S.P. high officials, the Head Master of this School demanded in his report that the school should be affiliated to the Junior and senior Cambridge Courses of studies.

There are five primary schools at present in Bhilainagar. This number will be increased to ten very soon, Like the Higher secondary school, these schools are also manned mainly by people coming from other provinces. Besides these two educational institutions, there is one technical training school. It has started functioning only in this session and about 60 students

have been admitted. This school does not impart training in any trade as such but admits the trained ~~xxx~~ nd personal for specialisation. Had the Government been serious about rehabilitating the uprooted population of this area, they would have at least made arrangements to impart technical education to the people of this area.

Several qualified persons from this area with considerable ~~xxx~~ teaching experience applied for teachers' and assistant teachers' posts but many of them were not even called for interview. Similarly for posts of primary school teachers, outsiders have been given preference. In short the primary and secondary schools are mainly manned by outsiders.

Contractor's performances:

There are 22 big contractors who are engaged in construction work in the B.S.P. The H.C.C. (Walchand Hirachand) group is the biggest of them all. This company is mainly responsible for the construction work in the plant. The rest are engaged in the building division. These contractors whenever they get an opportunity claim to have rendered glorious services in building the plant, but this claim seems hollow when one looks to the way they carry on the work of construction and to the type of services they have rendered.

In the last week of June 1959 the H.C.C. reported about the theft of 6,000 corrugated galvanised iron sheets from its stores. People say that they have been sold in the black market. No enquiry has been held so far.

Huge amounts are spent in the construction of residential quarters and they look nice as well, yet no one can be sure as to how long they will last.

In section No. X, the cemented roof of one house (-----) had to be completely dismantled last year after its first contact with rains. The quantity of cement mixed in the concrete was much less than the required quantity. B.S.P. cement is sold in the black market.

In sector IV Street No 33 Block No 6 the side walls of a house have cracked. Still the project engineer has it.

These are only a few instances to show that the building materials of the project are being sold in the black market in the nearby towns, Durg and Raipur. There is every reason to believe that such things can not go on without the connivance of big officials.

Employees Condition

The condition of the employees is far from satisfactory. They have to work under intolerable inhuman conditions deprived of the minimum protective measures and the facility of even drinking water in the plant area.

(a) Accidents:- The worst feature in this regard is the daily occurring accidents. They occur daily but there are only rare cases of deaths. The labour department of the B.S.P. is always at the services of the contractors and the company. It lacks the confidence of the workers. The officials of the labour department have proved themselves as the custodians of the interests of the contractors and the company.

About 62028 workers are employed in the B.S.P. But there is only one first aid station inside the factory. Its functioning is irregular. There is one first aid box in every department of the plant. This too is only in name. On the average is not less than ten per month. 'The Sabera' a Hindi Weekly published from Rajnandgaon in its issue dated 25th June 1959 carried the following

report:-

" In the current ~~nt~~ year alone 270 accidents have occurred. About 90 people engaged in construction have died and 700 have either become disabled partially or completely." In most of the cases, the company and the contractors ~~take~~ ^{make} the plea of workers' negligence, and the labour department instead of contesting such a plea okays it. Here it is to be noted, that no register of accidents is maintained. Besides official negligence."

The main causes of the accidents are:-

- That workers engaged in risky jobs are not provided with protective materials like the safety belts and hand-gloves. Accidents due to electric shock are especially due to this omission on the part of the management.

- There is no phone in any department of the plant. So the medical aid cannot be rushed forth immediately. The ambulance car too is not available in time.

- Another cause of accidents is the use of trucks as the means of transporting the employees to the plant area. These loaded trucks are driven very fast and accidents occur as a result thereof. Two major accidents of this type have occurred in the month of June 1959 alone.

A few more accidents

On 18-5-59 six persons in the lubrication section of the Rolling Mill fainted at 6.20 P.M. Till ~~ix~~ 7.10 P.M. the victims were left there in the unconscious state. Two persons died at 7.30 P.M. in the hospital. These persons were holding the iron girder with their naked hands, which were being lifted by a crane. It ~~ix~~ touched the live electric wire and all the six persons fainted due to electric shock.

On 15th~~th~~ May 1959 some persons were working in the overhead

crane-line at 7.10 A.M. The line was not in working order. It was brought to order and the main switch was made on. One man received the shock and fell down immediately. No responsible person was present on the spot of the accident. The victim was a helper and was not supposed to work on the overhead crane line.

On 26th June 1959 an employee in the auxiliary shop died due to electric shock. Prior to his death, he was brought to the hospital in unconscious state. But there was no doctor. Even the head nurse had no knowledge about the whereabouts/^{of} the doctor. As a result, the victim died unattended.

On or about 18~~th~~ February ~~was~~ a contractor's crew of six persons were painting the top of the chimney of the Blast Furnace. They fell down due to storm. They were not provided with safety belts. The whole thing was hushed up and ~~no~~ step was taken by the labour department to compensate the relatives of the deceased.

On Sundays it is ~~the~~ usual practice of the engineers to entrust the work of their respective departments to their super-~~visors~~ visors, So, when accidents occur on such days, there is no responsible person on the spot.

Housing problem

As stated above only 25,000 employees have been provided with quarters. Those working under the contractors have to live in camps. Works charged are allotted tubular shaded quarters. The Muster ~~all~~ personal are not supposed to get any accomodation. About 20,000 semi-skilled and unskilled employees live in small tents constructed from bamboo mats in the open fields. After their duty

hours, they have to walk over a distance of one mile to fetch water to meet the household requirements. The supply water in the camps is generally insufficient. So, is the case with the quarters in sector I.

The size of quarters in the camps is 10'x 10'. Three to four persons live in ~~each~~ each one of these. The tubular shaded quarters too are more or less of the same size.

Several employees live in the nearby town Durg, where they have to pay exorbitant rents to the owner of the house. Even slums are very costly and it is beyond the capacity of any one employee to pay the rent. So, several employees live together under the most unhygienic conditions. The fate of other employees working in other Government departments is much worse. The same is the case with other sections of the middle and the working class.

(c) Bus fare:- Till April 30th the B.S.P. employees (clerical section) living in Durg used to be transported from Durg collectorate, but now they have to catch the bus near the Bhilai house. So, they have to walk a distance of about $1\frac{1}{2}$ miles to catch the bus. Besides this, they are paying two annas per trip as bus fare.

(d) Medical facilities:- There are two hospitals one in sector one and the other in sector ten. ~~The number of~~ ^{is} such a big plant. One has to stand in the queue for two to three hours to get the medicine. The company does not give adequate medical facilities nor does it allow private practitioners to enter the B.S.P. area.

(e) Leave facilities:- The regular employees get 15 days casual leave, 17 days earned leave in the first year and 33 days from the second year. Besides these, they get ten days medical leave with full pay, twenty days with half pay and three months without pay.

- Works charge staff get casual leave and medical leave of only fifteen days each.

- Muster Roll staff get only paid holidays i.e. 15th August 2nd October and 26th January.

(f) Allowance:- Regular and works charge personnel get dearness allowance at the following grade:-

- Rs. 50/- as D.A. to those drawing ^{upto} Rs.50/- ~~below~~
- Rs. 55/- as D.A. to those drawing from Rs.51/- to Rs.100/-
- Rs. 60/- as D.A. to those drawing above Rs.100/-

These allowances include the interim relief of Rs.5/-

There is no system of overtime allowance anywhere in the plant.

Construction allowance is paid only to the regular personnel.

(g) Wage structure:- No sound principle is followed in fixing the wage/scales of the employees. Like other industrial concerns, several un-necessary categories of posts are being created. This is bound to create dissension in the ranks of the workers. In this connection the demand for a wage board for steel workers will be a just one.

In Bhilai, several persons, ex-employees from other steel undertakings, have been employed. Before joining the project, they were assured of bright prospects. But these promises have not been fulfilled. Pay ~~scales~~ scales of all categories of subordinate employees are generally very low. Very few Kulti workers were fairly compensated in the sense that they are paid special allowance to make up the loss, if they are fixed up in such posts that fetch them lower emoluments than that they were getting previously. But some of them have been fixed up on posts of higher

payscale but are actually paid the same pay scales such they were drawing at Kulti.

Workers Resistance: Under such circumstances workers resistances is quite natural. But they have no organised character. There is no one trade union which commands the confidence of the workers in general.

One such spontaneous demonstration was witnessed in the first week of June last, when workers of the truck and jeep sections went on lightening strike. The vehicles stopped, ~~plying~~ for four hours. But looking to the difficulties of the employees in general, they called off the strike, and occupied the vacant unallotted quarters. Afterwards the General Manager issued instructions to the effect that they ~~should not~~ ^{would not be} asked ^{to} vacate the quarters in the rainy season.

Another important action of the workers was witnessed in November 1958 when Com. Hamid Khan of P.S.P union went on hunger strike which lasted for seven days. (Hamid Khan is an ex-employee of the B.S.P., in the Rly. Division) (Detail of this struggle is not available now).

Trade Unions:- In Bhilai there are three trade unions, each of ~~are~~ ^{INTUC} them affiliated to the ~~INTUC~~, H.M.S., and U.T.U.C. respectively. Out of which two are registered.

The INTUC union, ~~is~~ controlled by the M.P. INTUC, is headed by Ashitkar, a Sub-overseer in the project. He is allotted one quarter in sector one for his residence and another in sector ten for the office of the union. Even then his office functions from his residence.

Besides Ashtikar, Naresh Singh of Bihar INTUC is also here. He is neither an employee nor does he hold any office in the union. He lives with Ashtikar.

Naresh Singh is sent here by V.G.Gopal and M.John. He has so far kept himself aloof from participation in membership drive of the union. He moves mainly among the ~~xx~~ Tata and Kulti workers. Recently he visited Jamshedpur. John has given him the following instructions:-

- That his men should not enrol members for the INTUC union.
That, they should organise a trained circle (as the central body) and peace committees under its auspicious in different sectors.

- That, they should maintain close contact with the workers and should refrain from mentioning his (John's) name before them.

Naresh Singh is following these instructions very faithfully. The influence of the INTUC is confined among the B.S.P. employees mainly. Its membership is only 2,000. Workers in general are not enthusiastic about joining the INTUC because most of them have come from the Tata's, Burnpur, Kulti, D.V.C and such other places, where they have seen the anti-working class role of the INTUC.

In the H.M.S. union, there were two party members. Now there is only one. He holds an important post in the executive of the union and commands the confidence of some section of the workers, But he can-not manage day to day trade union work. Another comrade 'Kumar' lost his position due to his ^{own} ~~own~~ faults. Dev ~~xx~~ Saran Dube, General Secretary of this union has publicly disowned him. The H.M.S. union is confined mainly among the contractor's employees, unskilled and semiskilled employees of the B.S.P. in the Railway Division. This union is some-what active and is known as the Red Flag union.

Workers in general are not inclined to join any of the existing unions. But they expect help from outside especially from the parliament and the press to ventilate their grievances. In this, they expect the representatives of the AITUC to share greater responsibilities.

OUR POSITION:- We have no union nor we have any intention to start one at present. It will not be helpful. So, far, eight groups have been formed with forty party workers, who have come from different provinces. Some of them are permanent hands, and are working in the coke-oven and blast furnace and other departments. The rest are works charge and shall have to face retrenchment if they are not absorbed as permanent hands by the time the construction work comes to a close.

Besides these party groups, we have links with all the four above-mentioned committees. It is possible to convert the committee of the ex-artisan trainees and of the truck and jeep section employees in to a well-functioning trade union committee after some concentrated work. There is a committee of the Kulti workers also. Our man is the ~~wise~~ main figure in this committee. I am trying to form a co-ordinating ^{body} of three committees (i.e. ex-artisan trainees the operatives and the Kulti workers). The groups have been formed mostly on linguistic basis, and we are finding it very difficult to carry on the work among the South Indian Comrades as they neither follow English nor Hindi. The functioning of the groups is not very satisfactory. Several meetings have to be cancelled for want of suitable meeting places, while some comrades do not take the meetings seriously and generally fail to keep the appointment.

When I came here, there was no work among the B.S.P. workers expect for casual contacts. Even this casual contact was confined to those living in Durg Town. Through the local friends, I got acquainted with some of the Tata friends and through them, I build up my contacts. Thus our work is very slow and is bound to remain so far a couple of years. Our only organisational slogan should be the safety of our cadres. Keeping this end in view, we must try to consolidate our position by building up a net work

of party groups.

I am proceeding accordingly.

Some of our comrades and friends get impatient and suggest that there should be a unit of the AITUC here. But it would be suicidal. All ~~MEMBERS~~ our ~~MEMBERS~~ cadres would get exposed and would be discharged.

Such a type of functioning requires tenacious efforts on our part and regular help from the party centre. The position of the local party is very weak. It is almost a one man show. Therefore more help is necessary from the centre which I intend to discuss personally in detail. My general suggestions are the following:-

1. We should be allowed to start the agencies of party organs and the T.U.R. This will help us in consolidating our position politically.

2. The bulk of comrades are new to the party life. It is necessary to educate them. So, the centre should prepare two types of syllabus for educating the cadres (1) Trade union syllabus (2) party education.

In absence of hectic trade union activity only such a thing will keep our members and sympathisers together.

3. The person shouldering the responsibility of work in this area should himself be kept informed of the latest trends in the trade union movement in India and abroad.

DEMANDS

Regular

Graduate Apprentices - They are not taking their full payment after their completion of training period. Because they have been asked for sign on life long bond. They are taking only Rs.25/- as ~~stipend~~ stipend. It is going on since last May.

1. Life long bond should be withdrawn

Operatives:-

1. Pay scale should be changed

2. Protection of seniority

3. Basis should be lay down of candidates for forgen selection

Skilled Workers -

1. Pay scale should be changed. It should be Rs.150-10-250

2. Designation should be changed It should be as 'operatives'.

3. Terms and conditions of services

4. Certificates of training period should be issues individually.

5. Arrear of stipend which were due during ~~for~~ the period of training.

General nature -

1. Housing problem

2. Adequate medical facilities

3. Protection against accidents

4. Free transport should be supplied

5. Production bonus should ~~be~~ introduced

6. Same work same pay system should be introduced

Works Charge
People

1. Protection against accidents

2. Adequate medical facilities

3. Retrenchment ~~compensation~~ compensation at the rate of 25 F of the I.D.Act.

4. Alternative job in the Government project

5. Regular post should be filled up by works charge people instate of taking from outside.

OPERATIVE

There are three type of grades among the operatives.

1. Rs. 150 - 10 - 250 Those who have completed their training styphen was Rs.120 per month.
2. Rs. 160 - 10 - 330 Those who have appointed from Delhi Office. This grade has been created recently. At the time of appointment of the trainees Mr. Sudhir Ghosh assured xverbly for this grade
3. Rs.120 -8 - 200 Directly appointed by Delhi office.

~~There~~

Their demands

1. Pay scale should be change
2. Protection of seniority
3. Basis should be lay doen for forgen selection of candidates

EXAMPLE FOR FAVOURITISM

Administrative officer Mr. Mathur's son Mr. Bijoy Sankar Mathur has been selected and sent refently holding without proper qualification on previous experience.

Assistant administrative officer Mr.Trahan's brother Mr. Dhirendra Kumar also sent holding without proper qualification and experiences.

HOUSING PROBLEM

Managements in taking much amount from the workers instate of 10% of the total payments.

One unit = 6
One unit = 4

take for exmple sector No.2 street No.20
Block No.9B 6 persons are living together.
Management taking Rs.6/- per head.
Actually according to the 10% it comes Rs.21/-.
So instate of taking Rs.21/- they are taking Rs.36/-

Graduate apprentices are not taking their full payment after their completion of training period. Because they have been asked for sign on life long bond. They are taking only Rs. 250/- as stipend. It is going on since last May.

To

28 SEP 1959

The Works Manager,
M/s. Hochtief Common
Rourkela.

268-A

Dear Sir,

This is to place on record even Administration of Mr. V.S. Swaminathan, E.I/c. Batching Plant section. We are already submitted a memorandum before nine months to works manager.

He has important eight Singhies from Kandla who neither possess nor any qualification for experience and they are designated foreman without any proper justification. They are Mr. Ramchand, Mangilal, Lalram, Suresh, Pithambar, Sharma(now left.) These persons are heavily pay and their main duties are to idal the time and on as much as possible illegal wages and Mr. Swaminathan has got share this money.

In order to keep their happy, Mr. Swaminathan gives them overtime although there is no work for them.

Further there is one Sunder V.Tollani in the office as an office Assistant on a salary of Rs. 200/- who is a failed matriculate without any experience. He was getting Rs. 2/50 RPs per day in Kandla as a cement clerk. He stays with Mr. Swaminathan and he also helps him to earn illegal money. The same time his (Sunder) father is staying in staff quarters.

The present strength of B.P. Section is round about 200 and they have seven foreman for controlling these small labours. Actually they are working as trolley clerk counting number of trips of Aggregates and sand. Mr. Mangilal who was men in Kandla as a gate now he became a R/Gang foreman who is above in competent to do this job always taking money from labours by recruitment and 50 per cent of this money goes to Mr. Swaminathan's Purse. He also don't know to write his colloquial language and also he is a second fiddle of Mr. Swaminathan. So many times Mr. Balthazar complaint to central office about his good works.

Another foreman who was a time keeper in Kandla, who is also foreman. He is given a man cycle for making present purchasing and himself other staff who has sold two petromax light for which the E. I/c. has not taken any action this matter. Further Mr. Swaminathan used his for hemo-Sexolity at Kandla. Now he has become as a man. Now Mr. Swaminathan took some other fellows their names are given below. Further he is giving 2,3, hours overtime daily. He is also addition to Mr. Sunderan adopted son of Mr. Swaminathan. Mr. Ram Foreman who is incharge of these Sindhi groups he also getting, good money with the help of E. I/c. and he has also getting daily overtime without any justification. Mr. Swaminathan has got cook who is the muster roll of the railway gang and he is with E.I/c. for past nine months. and expenditure i.e. the Co. has spent Rs. 500/- towards nine months salary, and this amount should be recovered from E.I/c.

He has given Khalasi from the railway gang to Mr. Bhagiya P.A. of S. E. who is cooking in his house past four months. This amount of Rs. 400/- should also debited to the A/c. of E.I/c. should recovered. Only Sindhi group are given increment irrespective of their efficiency and other sincer workers ignored.

(P. T. O.)

Oils & Lubricates are stolen from the store and sold the market by the so called Sindhi foreman and inspite of report the E.I/c. has not taken any action because they are his 'Yes man'

Tools and impliments are taken by the foreman are sold in the market and reports to E.I/c. are in vain.

On 29-9-59 our Mr. Varma, office clerk was absent and he was Mr. Swaminathan's house for whole day and he was given full day present with overtime 1 1/2 hours. Mr. Swaminathan always likes young boys like Sunder Varma and Suresh etc., for all his sexual acts since these people are appointed for his sexual pleasure of Mr. Swaminathan.

Every foreman in the Section has got Co's man in their house for cooking and serves.

The foremans are making money by giving false name in the Muster Roll and E.I/c. is also a partner.

Time Keepers are not authorised to check the labours. The foreman collect the cards and they are making presents. In all important matters of Sindhi Group are given chances in a recent photograph the Sindhis refused to sit for the photo since they don't want any other staff members to sit phot. They have insulted to S. E. who was invited Mr. Swaminathan fears for Sindhi's since they all know his weakness and for oneday they may put the cat out of the bag.

The E.I/c. has got illegal connection with all the contractors and he is minding money.

We have brought to your notice only some of the notorious activities for the E.I/c. both interest of the Management and interest of the nation and interest you will make full enquiry for thematters .

Help really efficient staff members.

Thanking you,

Yours faithfully,

Copy to: Minister for iron and Steel and fuel.
2. R.D. H.S.L (Govt. of India New Delhi)
3. C.E. Plant H.S.L.
4. L.W.O. H.S.L.
5. L.W.O.M/s.H/Gannon.
6. S.E. M/s.H/G.
7. A.O. M/s.H/G.
8. Mr. Swaminathan B. Plant Section
9. Production Engineer.
10. C.T.A.O.

11. Leader of opposition party
Parlyment - New Delhi

1. U.K. Sankummi . Supr.
B.P. Sachin (origin argu)
2. H.K. g. Kaimal clerk.
3. gopinathin Pillai
4. B.B. Pande . L/Dir
5. Chinnyan "
6. Perumal "
7. W. T. Thomas F/Asst
8. Radhakrishnan F/B
9. Janardhan Kurup H/Asst
" " " " " "

15. ^{Krishna Killa Supr} ~~Ranbanti (Mechanic)~~ (Signed in name)
16. H. K. Ghosh u
17. Sahadiv Singh E. Behivan
18. O. J. James v
19. P. V. Thankachan E/H
20. L. M. Das L/Driver
21. S. N. Chetty B/Dryer operator

The above mentioned man is a relation to you R. D. H. S. L. and also he is unqualified Engineer he don't know A. B. C. D. in the Engineer he is only B. A. now he is getting salary Rs 20 per month. Our Coy management is not taking any action about this man because of Mr. Jaganapathi R. D. of H. S. L.

Dear Brother.

24th. June.

I have not received any letter or any amount from you. In the 1st. June letter you have wrote me that "the amount is being sent" but the amount has not reached to me. I could not understand what happen. I am facing difficulty every month. So, if it is continue in this way then it is impossible to stay here. I think now it is no difficult to send money to me because you have the M.O. address with you. However I shall wait some time more. After that I have to think over for what I am to do.

I could not complete my report till now. But In the 2nd week of June one struggle has taken place in the Jeep section & Truck section. After 4 hours strike it was successfully settled. This strike was led on by our people. I am sending the details in the next Dak. please let me know when our elder brother is available there. Awaiting for your early reply.

Yours,

Ramesh.

11th June.

Dear Brother,

Received your letter dated 1st June. Hope you are all o.k. including Daya.

In the last letter cover, there was one stamped "Contribute AITK's Building fund?"

I think this type of cover address letter should not be sent to me. It is against the tech rule. From now you yourself should check it & then post it.

After Rawkela settlement no further incident took place among the ex-trainees. Now the question has come before us, how to consolidate this force. What should be the method to co-ordinate between different committees & groups. There are so many questions relating to B. S. P.

So, now I want some discussion with my elder brother. Therefore please let me know when he is expected there. So that I during that time I may reach there.

Regarding Indore brother, I could not contact him. Unfortunately I have no such address with me where I can write to him directly. Through some body I have sent several informations to him but no answer nor any information has reached to me.

I can not go to his place because I have no extra money.

Under the circumstances how I
can contact him. I am awaiting
for your advise.

I am preparing an all round
report for B.S.P. It is now under
writing. I hope I can finish it
within 14 days. Now it is necessary
to take up the Agencies. So, advice
accordingly.

I can collect some amount
for AITUE building fund in the
coming month. So, please send
Receipt book (200 sheets) in the
M.O. address.

I have not received
your amount up till now. Hope
I shall get early from now.

My congratulations to you all.

Meet when we meet.

Yours,

Ramesh.

208-A
September 9, 1959. ✓

Dear Shree Patil,

Thank you for your post card dated 7th
September, 1959.

We are sending you a copy of the AITUC
Constitution and a cyclostyled list of our
publications, by separate post.

Kindly acknowledge receipt.

Yours faithfully,

(K.G. SRINIVASTAVA)
SECRETARY

Shree B.B. Patil,
Sector 7, Street 31,
Quarter 7B,
BHILAI. (M.P.)

HINDUSTAIN STEEL LIMITED
(BHILAI STEEL PROJECT)

TERMS AND CONDITIONS OF APPOINTMENT

- 1- Pay in the scale of Rs. _____
2. Provident fund, leave, Travelling allowances will be regulated under the rules applicable to the Project, from time to time.
3. You will be on trial for a period of six months during which your services can be terminated by the appointing authority without notice. The period of trial may be extended or curtailed at the discretion of the appointing authority. On satisfactory completion of the period of trial you will be deemed to continue in the post of _____. After the trial period your services will be terminated with one month notice on either side, failing which the defaulting side will be liable to payment to the other side of a sum of equal amount of your salary for the period &X by which such notice falls short of the period of one month.
4. You will be liable to serve in any part of India.
5. You will be allowed single fare, of the class as admissible under the rules, or of the class which you actually travelled, if lower for joining the appointment from your home station or place of employment.
6. The appointment is subject to the production of satisfactory report from a Medical Officer not below the rank of Civil Surgeon or by the prescribed medical attendant of the Project.
7. The appointment is also subject to your character antecedents being verified and found to be satisfactory.
8. You will produce two certificates of character from two Gazetted Officers of Government which will not be returned, the Matriculation Certificate or an equivalent certificate in support of your age and the certificates showing your highest academic qualifications. All the certificates should be in original without which you will not be allowed to join.
9. The offer of appointment is subject to the condition that you do not have more than one wife living/or/The offer of appointment is subject to the condition that you are not married to a person who was a wife living.
10. If the information supplied by you is found incorrect at any stage, your services can be terminated without any notice.

I, _____ accept the terms and conditions of my appointment, mentioned above.

Date: _____

Signature _____

Designation _____

/7.4.

BHILAI STEEL PROJECT
OATH OF ALLEGIANCE

I _____ do swear/solemnly affirm
that I will be faithful and bear true allegiance to
India and to the Constitution of India as by law
established and that I will carry out the duties of
my office loyally, honestly and with impartiality,
(So help me God)

Sworn before me.

Signature _____

Designation _____

Asstt. Administrative Officer

Date

November 1, 1959

Dear Brother KG,

I have reached here without any trouble and I am going on with my work. During the last three months so many developments have taken place, about which I will write to you in the next date. Regarding mines full report could not be possible within this short period, till then I am sending one brief chart with this letter.

Com. Prakash along with comrade Sanyal started working in the mines. Already 250 workers have been enrolled as members of our union. Main problem is now that of timely payment. The contractor ("Jotti Brothers" at Chikli mines, Dalli where we have started our work are there, our relation is good with them.

The contractor passed one problem before our comrade that they are not getting their bill from the BSP for the last 10 months. All the time as against bill only 40% of the bill has been paid to them as advance. So, due to this there is a trouble in regard to payment of workers wages.

Is it possible to move in the Ministry for the delay of contractor's bill payment? If it is possible then do it and make your correspondence with Prakash Roy, Rajanandgaon.

Meanwhile you must have ~~received~~ received our memorandum for mines workers of this area through C. Sanyal. Though that memorandum is not practical even then that is a basis on which you can do some thing. From Prakash Roy for the mines.

I am leaving this area within a few days. So, you don't send any letter to me or any amount till I write.

Send 25 copies of TUR dated 5th November on Ganga Chaube's address.

Please take care of your health and advise Atchuthan too. What about Dayanand? Hope other friends and Ujju are alright.

What about Dada and Tai?

Even though I am away from you all, my ~~friend's~~ mind is always occupied with the thought of you friends. I fail to bind suitable words to express my feelings for the help you have given me.

Yours truly,

Sd/- Mohan Das

Brief Chart

1. Dalli Mines Iron Ore (Surface mining) Durg, M.P.
 - (a) Dalli Pahar B.S.P. Direct 750 Workers
 - (b) Pandri Dalli Nemichand Seth Not known
 - (c) Chiklā Jothi Brothers 1416

These mines are situated 65 miles from Bhilai Plant
In total about 3200 workers are working in this belt.
It has started nearly 14 months ago.

2. Ahiwara Mines Lime Stone Durg, M.P.

- (a) Under contractors | 300 Workers
names are not known |

12 Miles from Bhilai Plant. Transport by Railway.

- (b) Nandini

Contractor Amba Prator (Cont. ~~Xxxxx~~ Khemka)
Workers not known

35 Miles belt. It may continue up to 30 to 40 years.

3. Coal

- (a) Hirri Mines, Bilaspur Dist., M.P.
Managed By B.S.P. Workers not known
Started before 4 months.

- (b) Korba Mines, Bilaspur, M.P. Managed by M.C.D.C.
200 Miles from Bhilai Plant. Transport by ~~Railway~~
Railway.

4. Manganese

Katangi Mines, Balaghat Dist., M.P., Managed by
B.S.P. About 250 workers are working in this mine.

Brief Chart

1. Dalli Mines Iron Ore(Surface mining) Durg, M.P.
 - (a) Dalli Pahar B.S.P.Direct 750 Workers
 - (b) Pandri Dalli Nemichand Seth Not known
 - (c) Chikli Jothi Brothers 1416

These mines are situated 65 miles from Bhilai Plant
In total about 3200 workers are working in this belt.
It has started nearly 14 months ago.

2. Ahiwara Mines Lime Stone Durg, M.P.

- (a) Under contractors | 300 Workers
 names are not known |

12 Miles from Bhilai Plant. Transport by Railway.

- (b) Nandini

Contractor Amba Tractor (Cont. ~~Khemka~~ Khemka)
Workers not known

35 Miles belt. It may continue up to 30 to 40 years.

3. Coal

- (a) Hirri Mines, Bilaspur Dist., M.P.
 Managed By B.S.P. Workers not known
 Started before 4 months.

- (b) Korba Mines, Bilaspur, M.P. Managed by N.C.D.C.
 200 Miles from Bhilai Plant. Transport by ~~Railway~~
 Railway.

4. Manganese

Katangi Mines, Balaghat Dist., M.P., Managed by
B.S.P. About 250 workers are working in this mine.

Dear Brother K. G.

~~31.10.59.~~
1.11.59.

I have reached here without any trouble and I am going on with my work. During the last three months so many developments have taken place, about which I will write you in the next Dak. Regarding mines full report could not be possible within this short period, till then I am sending one brief chart with this letter.

Com. Prakash along with Com. Sanyal
Com. Sanyal started working in the mines. Already 250 workers have been enrolled as members of our union. Main problem is now that of timely payment. The Contractor "Gotti Brothers" at Chikli mines, Dalli where we have started our work are there, our relation is good with them.

The Contractor passed one problem before our comrade that they are not getting their Bill from the B.S.P. for the last 10 months. All the time as against bill only 40% of the bill has been paid to them as advance. So, due to this there is a trouble in regard to

payment of workers wages.

IS IT POSSIBLE TO MOVE IN THE MINISTRY
FOR THE DELAY OF CONTRACTOR'S BILL PAYMENT?

If it is possible then do it and make your
Correspondence with Prakash Roy, Rajnandgaon.

Meanwhile you must have received
one memorandum for mines workers of this area
through com. Sanyal. Though that memorandum
is not practical even then that is a basis
on which you can do some thing. From
now you may keep your contact with
Prakash Roy for the mines.

I am leaving this area within
a few days. So, you dont send any letter
to me or any amount till I write.

Send 25 copies T. U. R. dated 5th Nov.
on Ganga Chakravarty's address.

Please take care of your health
& advise Atchutan too. What about Dayamand?
Hope other friends and Sujju are alright.

What about Dada & Tai?
Even though I am away from you all, my mind
is always occupied with the thought of you
friends. I fail to find suitable words
to express my feelings for the help you
have given me. Yours truly
MOHON DAS.

Brief chart

1. Dalli mines IRON ORE (surface mining) Durg, M.P.

A. Dalli Pahar — B. S. P. Direct 750 Workers.

B. Pandri Dalli — Nemichand Seth. NOT KNOWN.

C. Chikli — Joti Brothers. 1416

These mines are situated 65 miles from
Bhilai Plant. In total about 3200 workers
are working in this belt. It has started nearly
14 months before.

2. Ahiwara mines LIME STONE Durg, M.P.

under contractors } 300 workers.
names are not known.

12 miles from Bhilai Plant. Transport
by Railway.

B. NANDINI

Contractor. Amba Trator (cont. Kherka)

Workers not known.

35 miles belt. It may continue up
to 30 to 40 years.

3. Coal

A. Hirri mines. Bilaspur dist. M.P.

~~managed by N.E.D.C. Workers 1500~~

Managed by B. S. P.

~~not known~~
Workers. Not known.

started before 4 months.

21 DEC 1959

268 A

Sir,

It is with great reluctance we have to bring to the notice of your goodself about the unconventional manner in which nominations of the Handling Agents are being made by the Ministry of Steel, Mines and Fuel in respect of Steel being imported by our Government from the East European Countries particularly RUSSIA.

The handling and distribution of this Steel was being entrusted to the established importers on the basis of their past performance. Recently Iron Steel Controller, Calcutta, functioning under the Ministry of Steel, Mines and Fuel, New Delhi, has been channelling such imports through various firms who have never been and are not in the Steel business. These firms have no idea of Iron and Steel and have been indulging in other business such as Cotton Textiles, Silk, Banking etc. How these parties have become eligible to handle large quantities of Imported Steel remains a mystery. There have been strong protests from the trade circle against the policy of the Iron & Steel Controller but it is regretted that no attention has been paid by the authorities and great injustice is being done to the Steel Trade by allowing heavy tonnage of Steel to the new comers who are by any stretch of imagination not entitled to be allowed to trade in Iron and Steel. It is a pity that just because the new parties wield certain influence with the authorities are enjoying the benefits when many of the genuine Steel Merchants have been forcibly kept out by the Iron & Steel Controller to share in the business of Iron and Steel.

The following few new comers without any past performance, have been entrusted with the handling and distribution of Steel:

1. M/s. Lilaram Kewalram and Sons, Bombay.
2. ,, Madanlal Shreekrishna, Bombay.
3. ,, Western India Steel Traders, Bombay.
4. ,, P. L. Bhatt and Co., Bombay.
5. ,, Rallis India Limited, Calcutta.
6. ,, Kalyanji Dhanji & Co., Bhuji and Bombay.
7. ,, McLeod and Company, Calcutta. etc. etc.

The above named parties have received and are receiving regular allotments for thousands of Tons whereas many old and genuine established Steel dealers have been refused allotments by The Iron & Steel Controller without assigning any convincing reason. The Controller and the Ministry when asked of the justification and circumstances for making allotments to novices in the Steel Trade, the reply has been most rude and dictatorial. The authorities had the audacity to tell the trade that whatever was being done should not be questioned as the famous saying reads "I am the Monarch of all I Survey".

The Government policy is that established importers are only permitted to deal in Quota Items. The C. C. I.'s Office and other Government Departments have rigidly been following the policy. It is therefore, most surprising why without any reason the deviation has taken place when the Government of India has strongly and repeatedly professed this policy.

We have even referred this matter to the highest Executive Authority of this Country, namely the Prime Minister of India, but it appears that it has escaped his attention. It is hardly believable that in this democratic State things like this should go through unnoticed, and that too in an entirely undemocratic fashion.

LETTERS FROM N.D.

My dear KG,

I reached Bhilai and then Rourkella in time and without any trouble. I am dispatching one report on the BSP by next dak. I request you to send your opinion on this. In Bhilai I collected Rs.138/- to the AITUC Building Fund. I suggest that, instead of the money being remitted to you, it should be adjusted against my wage, for this month and partial wage for the next month. I would wait till I receive your opinion on this point.

Kindly let me know when is the proposed steel meeting going to be held. I want that two comrades from Bhilai should also be called in that meeting. Please discuss this point with Dada and inform me accordingly. I shall send my report on Rourkella afterwards. At present I am studying the situation here. Hope this letter would find you in good health along with other friends.

Rest when we meet.

Yours Comradely,

Sd/-

Date 23-11-59

Dear Atchuthan,

For long we have not met even through letters. I am availing this opportunity to remind you about Bhilai news, which was composed for publication. I have also told you that after publishing that news send 25 copies to Ganga Choube's address at Durg. I was there upto 16th November till that time the issue had not reached there. So please let me know what is the position. Hope you are all ⁱⁿ good health.

More when we meet,

Yours comradely,

Sd/-

My dear KG,

I am sending my second report on BSP along with this letter. Meanwhile you might have received two letters. I am studying the situation here. Please send your reaction or opinion on my letters and report.

B mistake I sent one envelop with address to you in the last dak. Don't send that envelop to me back. Destroy that letter and keep the address eith you. Don't forget to put under-line on Sardar Hotel. Because that is my sign. Again I am sending my address below. Awaiting for your reply.

Rest when we meet.

Yours comradely,

Sd/-

23-11-59

SECOND REPORT ON THE B.S.P.

November 1959

General Situation:-

Construction work in the B.S.P. is now gradually coming to a close, and the respective departments are going in to operation. The fate of the construction personal is most uncertain. Within three months of June, July, August as many as 10458 workers have been provided with alternative jobs for retrenchment compensation. Though the bulk of these retrenched employees, were contractors employees, this fact shows that the forces of retrenchment has begun and the sword of Democles hangs over the heads of the construction staffs.

The B.S.P. authorities to be apprehensive of the repercussions that this process will have on the minds of the project employees. So, in order to ward off any agitation by them, the authorities have announced that the works-charged personnel will be absorbed in the needed regular categories. But their method of absorption is contrary to the interests of the workers. They fix up higher grade workers into lower categories without test and ask them to execute 5 years bond. Secondly, they are retrenching the workers piecemeal.

So far as the T.U.Organisations are concerned several important changes have taken place in the B.S.P. Two new unions have sprung up within the last three months, though they were in the offing even before.

- (1) The Bhilai Steel Employees Association(Reg No.370)
- (2) The Bhilai Steel Plant Workers Union.

Though both these unions have in their respective constitution left door open to the mass of employees, their character in sectional. The former is confined to the ministerial staff and commands good influence among them. Recently they organised a very successful mass meeting on the following demands (Leaflet is attached).

The latter union is confined to the skilled workers, though its base among them is weak. This union was initiated by one Mohan Das of Bombay, having his links with the U.S.I.S. This union is definitely a hurdle on the way of healthy trade union activity.

The INTUC union is now controlled by Deshmukh- a lieutenant of Shri Dravid, Labour Minister of M.P. Former General Secretary of this union, Ashitkar of the Old M.P. INTUC was compelled to resign his post. Naresh Singh of Bihar has been called back to Tata. Deshmukh has begun threatening our friends with dire consequences if they do not join the INTUC.

The P.S.P. union is as usual, confined to the contractor's Employees. One Amulya Desai is posted here by the HMS Hqa. as the organiser.

None of the existing unions except the Employees Association are initiating any action to meet the demands of the employees. The P.S.P. union wants to do some thing but it is ineffective.

Tasks:-

After reviewing the whole situation we have worked-out the following line of action:-

(1) We have finally advised our friends who are either regular or hope to become regular, to join the INTUC, their main demand should be:-

- Proper Designation
- Equal pay for equal work
- The minimum basic for the skilled categories should be Rs.150/-

(2) Knowing full ~~xxxx~~ well the character of the two new unions, we should lend general support to them. Otherwise we shall not be able to win the employees within their folds.

(3) We consider it inappropriate to advise the work-charged personnel to join the INTUC. It will do nothing for them. Moreover, this might divide their ranks as some would either join the unions of their own choice or would fall out. So we have advised them to form an ACTION COMMITTEE, whose objective would be to achieve:-

- Consideration of the entire staff on rolls on date for absorption into regular categories on permanent basis.
- No execution of five years bond.
- Alternative jobs for retrained workers in any of the Government undertakings, preferably in Barauni or Ranchi.
- Retrenchment compensation for retrained personnel

We fail to arrest one opportunity when a Truck accident costing two lives and injuring about 20 workers living in the ~~xxxxx~~ nearby town of Durg went on two day strike from September 2nd. Their demands were:-

- Bus facilities for transport of staffs
- Two minutes silence in the memory of two workers died as a result of the accident
- Compensation to the dead and injured.

Our friends played a leading role in this strike and it was a great success. Had we intervened then, the ACTION COMMITTEE would have materialised by now. Even now it is not too late. We hope that the Action Committee would materialise within a month and a half.

SECOND REPORT ON THE B.S.P.
NOVEMBER 1959.

General Situation: - Construction work in the B.S.P. is now gradually coming to a close, and the respective departments are going in to operation. The fate of the construction personnel is most uncertain. Within three months of June, July, August, as many as 10458 workers have been provided with alternative jobs nor retrenchment compensation. Though the bulk of these retrenched employees, were contractors employees, this fact shows that forces of retrenchment has begun and the sword of Democles hangs over the heads of the construction staffs.

The B.S.P. authorities seem to be apprehensive of the repercussions that this process will have on the minds of the Project employees. So, in order to ward off any agitation by them, the authorities have announced that the work-charged personnel will be absorbed in the needed regular categories. But their method of absorption is contrary to the interests of the workers. They fix up higher grade workers into lower categories without test and ask them to execute 5 years bond. Secondly, they are retrenching the workers piecemeal.

So far as the T.U. organisations are concerned several important changes have taken place in the B.S.P. Two new unions have ^{springing} sprung up within the last three months, though they were in the offing even before.

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- (2). The Bhilai steel plant workers union.

Though both these unions have in their respective constitutions left door open to the mass of employees, their character is sectional.

The former is confined to the ministerial staff and commands good influence among them. Recently they organised a very successful mass meeting on the following demands (leaflet is attached).

The latter union is confined to the skilled workers, though its base among them is weak. This union was initiated by one Mahon Das of Bombay, having his links with the U.S.I.S. This union is definitely a hurdle on the way of healthy trade union activity.

The INTUC union is now controlled by ^{the} ~~best~~ ^{best} ~~mutth~~ ^{mutth} a lieutenant ^{lieute-} ~~nant~~ ^{nant} of Bri David, Labour Minister of M.P. Former general secretary of this union, Ashitkar of the old M.P. INTUC was compelled to resign his post. Navesh Singh of Bihar has been called back to Tata. ~~Best~~ ^{Best} ~~mutth~~ has begun threatening our brains with dire consequences if they do not join the INTUC.

The P.S.P. union is as usual, confined to the contractors employees. One Anulga Desai is posted here by the H.M.S. Hqs. as the organiser.

None of these existing unions except the employees Association are initiating any action to meet the demands of the employees. The P.S.P. union wants to do some thing but it is ineffective.

Tasks: - After reviewing the whole situation we have worked out the following line of action -

- Proper Designation
 - Equal Pay for Equal work
 - The minimum basic for the skilled categories should be Rs. 150/-
- ②. Knowing full well the character of the two new unions, we should lend general support to them. Otherwise we shall not be able to win the employees within their folds.
- ③. We consider it inappropriate to advise the work-charged persons^{nel} to join the INTUC. It will do nothing for them. Move over, this might divide their ranks as some would either join the unions of their own choice or would fall out. So we have advised them to form an ACTION COMMITTEE, whose objective would be to achieve:-
- Consideration of the entire staff on rolls on date for absorption in to regular categories on Permanent basis.
 - No execution of five years bond.
 - Alternative jobs for retrenched workers in any of the Govt. undertakings, preferably in Barauni or Ranchi.
 - Retrenchment compensation for retrenched persons^{nel}.

We fail to avast one opportunity when a Truck accident costing two lives and injuring about 20 workers living^w the nearby town of Burg, went on two day strike from[^] September 2nd. Their demands were:-

- Bus facilities for transport of staffs.
- Two minutes silence in the memory of two workers died as a result of the accident.
- Compensation to the dead and injured.

Our friends played a leading role in this strike and it was a great success. Had we intervened then, the ACTION COMMITTEE would have materialised by now. Even now it is not too late. We hope that the Action Committee would materialise^{to} within a month and a half.

Bhilai Steel Works Employees Association

REGISTERED No. 370.

NOTICE

Dear friends,

A GENERAL MEETING of the CLASS III Employees of BHILAI STEEL PROJECT will be held at SECTOR I CLUB at 16-30 Hours on 14-11-59 to discuss the matters arising out of the latest circular on 'Appointment in the regular posts'.

Our main demands are :—

- (i) Entire Staff on rolls on date should be considered for absorption.
- (ii) No contract for Class III-Ministerial non-technical staff since they are to serve upto the age of superannuation.
- (iii) No extension of probation in the permanent appointment.
- (iv) Termination of service without assigning reason is not justified.
- (v) Post offered should be the post now held and pay protected.
- (vi) Pension benefits should be extended side by side with Contributory Provident Fund.
- (vii) Position of deputationists.

All to attend. Also hear the details of our interview with the General Manager.

BHILAI,
Dt. 13-11-59.

Yours Faithfully
General Secretary,
For, EXECUTIVE COMMITTEE.

My dear K. G.

9 DEC 1959

I reached Bhilai and then Rourkella in time and without any trouble. I am dispatching one report on the B.S.P. by next Dak. I request you to send your opinion on this. In Bhilai I collected Rs. 138/- to the PITUE Building fund. I suggest that, instead of this money being remitted to you, it should be adjusted against my wage, for this month and partial wage for the next month. I would wait till I receive your opinion on this point.

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I am sending my address where you should send my letters only letters.

Rest when we meet.

Yours Comradely
Nahon Das.

(Contd. 2)

(7) Feb. 1960 Hodgkins works ~~by~~ sponsored
by P.S.P. (

(8) No activities by the united steel
workers so far,

(9) ~~Election~~ ^{election} NO proper election, So ~~also~~
of ~~use~~ ^{use} by in the month of April 1960.

~~(10)~~

(10) ~~union~~ Present union is being
manipulated by Mohan Das

Deaths news: →

(1) Russian expert died in the month of
Nov. 1989 at Foundry Shop →
due to carelessness of the
Indian Engineers.

(2) one Russian Engineer died
at Rolling mill

My Dear K. G. 1 9 DEC 1959

I am sending my second report on B.S.P. along with this letter. Meanwhile you might have received two letters. I am studying the situation here. Please send your reaction or opinion on my letters and report.

By mistake I sent one envelop with address to you in the last letter Dak. Don't send that envelop to me back. Destroy that letter and keep the address with you. Don't forget to put underline on Gardar Hotel. Because that is my sign. Again I am sending my address below. Awaiting for your reply. Best when we meet.

Yours sincerely,

ADDRESS

Mohon Das.

23.11.59.

Mohendar Singh.

Gardar Hotel

Main Road

Rourkela -

Orissa.

BHILAI STRUGGLE DAIRY

(Feb. 10 - 21, 1960)

In the month of November 1958, there was a hunger strike by Hamid Khan of the Kamgar Sangh. Demands included minimum pay of Rs.70 instead of Rs.48 (consolidated) and construction allowance. Hunger strike withdrawn on assurances from management. But management did not honour assurances.

Causes for dissatisfaction may be broadly listed as follows:

- Nepotism and favouritism when 'works-charged' employees were made 'regular'.
- No promotion; no increment
- No security of service.

MANPOWER - In the operation side, there were 4,018 workers in November 1959. (uptodate figures not available). It might now be 5 to 6,000.

On construction side - semi-skilled, unskilled and class IV number 24,162 Operatives and skilled workers 11,157

35,319

In the month of January, a memorandum was submitted to Steel Ministry on behalf of ACTION COMMITTEE. Demands were (1) Retrenchment benefits (2) Alternative employment.

Demand was placed by Kamgar Sangh on February 3.

From February 10, hunger strike began. Demands were: minimum wage of Rs.70; promotion, increment; to make NMR categories into 'works-charged'.

On February 12, workers in Open Hearth Electrical Erection Department went on SITDOWN STRIKE. Demands were: (1) We don't want to see Mr. Hamid Khan (who is their D.E.); (2) General increment and promotion without any interview. Zonal Engineer assured consideration of their demands within a day. No action was taken.

Again on February 14, M.E.D., Open Hearth and Electrical Erection STOPPED WORK. Z.D. assured decision by Monday. On February 17, some more departments joined with the old groups and they stopped work. Within this group, some outsiders joined (it is known as PSP group).

Mr. Prasanna (Z.D.) - Open Hearth) was beaten by the workers only because when he was surrounded by the mob, he tried to break through with his jeep and in the process some suffered minor injuries. And then his jeep was burnt. I found that there was no link with Dubey's hunger strike.

On 17th evening, D.G.M. went to Mr. Dubey and assured him consideration of demands. Mr. Dubey demanded written assurances but this was refused. Here it may be noted that the Bhilai management does not recognise any of the trade unions.

Till 16th, there was no trouble in the production sections. On 17th morning at 9.30 A.M., about two to three thousand workers entered the factory and started stoning on workers who were in operation section. Result was operation work stopped till evening. At that time there was no police in the factory. Some work was done in the evening and in night shift. On 17th evening, management gave order to all Departmental Heads that "if you feel insecure, stop the work" - including the operation side.

Police force (M.P. police) entered the factory from 17th evening. On 18th, about 500 armed police were posted in different departments. Between 9 and 10 A.M., about three thousand workers entered the factory and started stoning, as they did on the previous day. Due to this, the entire work of operation section was stopped. One group from the mob went to sabotage the feeder pump but they failed. But the steam line was opened by the mob. Result was minor damage in the blast furnace.

After that they tried to damage power house, turbine house and gas pipe but they failed. ~~Dark~~ At this time police lathi-charged and firing was resorted to. One ex-artisan trainee was arrested from power house, though he was not a striker. From 18th evening, Sec.144 was promulgated for 10 days.

In protest, the 'United Steel Workers of Bhilai', one of the unions gave a call on 20th for one-day protest tool down strike. It is not possible to assess how far the workers acted on this call because of the chaotic conditions which prevailed. However from 19th to 21st, the entire work was stopped, partly because the coke oven gas could not be supplied to other plants and partly because the operational staff was not coming to duty due to fear.

In the coke ovens, on 19th morning, police lathi-charged on the workers in which five workers were injured and one lost his hand. At 2 P.M. when other coke oven workers came on duty, they protested and most of them left the factory. Then the District Magistrate and Superintendent of Coke Ovens came before the workers and apologised. After that 16 ovens were pushed.

On 19th night, 30 workers' representatives assembled at one place - including Deshmukh of INTUC, S.K.Dutta of United Steel Workers of Bhilai, A.K.Roy and A.Mukerjee (our men). In this meeting, they decided on a three-point demand elected a five-man deputation to meet the G.M. The demands were: (1) Police force should be withdrawn from operational side; (2) Arrested persons should be released; (3) No disciplinary action.

On 20th, the deputation with Deshmukh and Kulti group, and United skilled union met the G.M. The G.M. accepted all the demands and on the basis of this discussion, one Peace Committee was formed and it was decided to start work from 22nd morning.

On 20th G.M. issued one circular accepting some of the demands (mostly the major ones). On the basis of this circular, Mr.Dubey withdrew his hunger strike on 21st evening. It was announced in the mass meeting held on 21st evening at market maidan. The meeting is variously estimated between two ~~to five~~ thousand attendance. In the meeting, they condemned the action of the goonda gangs and it was also alleged that "entire mischief was done by INTUC - we have photograph with us and we will produce it before the Steel Ministry".

However, now I cannot comment anything as to who did the mischief. Of course, some big officials' hand is in it.

From 22nd morning, usual work started.

+

There is no case against any operational staff. Of course, there are some cases against 242 workers, and some of them are still inside jail. Cases include looting, damage, violation of 144, etc.

Though the initiative was in the hand of the HMS union in this struggle but if we see the entire movement, then we must come to the conclusion that it was spontaneous.

On 22nd, Coms. A.K. Gopalan and Elias reached there. They moved throughout the plant and some basti area, held a press~~ed~~ conference and addressed one mass meeting. After their visit, the reaction was (1) General sympathy for us (2) They must come from time to time.

In this struggle, PSP gained little. Our Comrade Hamid Khan who is one of the Secretaries of this union was out of the picture. He has lost his position. In the first half, INTUC's Deshmukh was an onlooker but in the later part, he took initiative. Some of our friends were very active, some inactive and the rest neutral.

One good thing which happened was that in January, we took a decision to expose Mr. Panse (General Secretary of United Steel Workers of Bhilai) who is the man of Mohon Das (linked with USIS). During this struggle, Panse was exposed. There is an election in the Union Executive in the month of March or beginning of April. I have given slogan to capture the executive of the union, remove Panse from General Secretaryship. I think if our comrades work properly, then it is possible to capture the union.

After the struggle, management issued two more circulars - one for the NMR and other for those who forcibly occupied the houses. First one says that all NMR will be retrenched from April 1; another says vacate quarters as early as possible. In this about 3000 to 3300 will be affected.

Now there is a strong rumour that there will be strike again - may be it is an attempt to create panic. However, the danger is not over, we must move cautiously, we must stabilise our organisation (one suffered due to carelessness).

My suggestions are:

- Re. operational (technical) staff, existing position to continue.
- Get control over United Steel Workers of Bhilai Union (organisation is there).
- A wholetimer to work among unskilled, semi-skilled, NMR, works charged and contractors' workers.
- Coordination.

In January this year, I had in my report to the Centre and MP PC, indicated the necessity to work on the above slogan but the plans did not materialise. Even now, it is NOT too late and timely intervention will help future work. Hope comrades will realise this and take steps accordingly.

AITUC ORGANISER

March 14, 1960