

GENERAL BUDGET 3 DEMANDS FOR GRANTS

MINISTRY OF TRANSPORT AND COMMUNICATIONS

SPEECH MADE BY SHRIMATI PARVATHI KRISHNAN. (28-3-1958)

Mr. Speaker: The House will now resume further discussion on the Demands for grand relating to the Ministry of Transport and Communications. Shrimati Parvathi Krishnan will conclude her speech.

SHRIMATI PARVATHI KRISHNAN: Coming to the question of road transport, here again, we find the same story: on integrated policy towards the development of roads. Of course, yesterday, the hon. Minister absolutely flooded us with figures as to the road mileage in this country per square mile and how much it would cost to construct more roads. Then, he said that after all we are heirs of what the British have left behind, we have got such a heritage and we have to carry on. I was not quite clear from the manner in which he spoke whether he was proud or whether he was ashamed of the heritage. Whatever it be, more than a heritage, it is now developing as far as the Govt. is concerned, into a hang-over. You do not have a road policy at all.

This road policy is really a hang-over that they have got. Take the Estimates Committee reports and see what they have said. The Government do not seem to take their own committees seriously. We always have short of lecturing, preaching, sermonising: we appoint committees; all parties are given representation; it is a democratic way of functioning; we go by what the committees say. Whenever it is something that really they do not want to take up, the, they forget about these committees. They just do not care what the Estimates Committee has said about this question of need for an integrated transport policy in this country. They have said that the committee are in entire agreement with the following observations of the Technical Sub-committee of the Subject Committee on Transport in its report on future of road transport and road-rail relations which was issued in November, 1943.

That observation reads as follows:

"Our picture of the future of rural India is one in which motor transport will penetrate to the remotest villages connecting them with the main transport system and will play a gradually increasing part in marketing between villager and town and villages. Thus the villager will have at his disposal modern means of transport, readier communication with the outside world, medical attention and other social services to no less a proportionate degree than the town dweller. To attain this result, active development of roads and constructive development of road transport are necessary."

Why is it that the Government do not take up this major recommendation and evolve an integrated transport policy. It is not only a question with regard to roads. It is a question of having an integrated policy whereby your road transport services will help to feed the railway service and will help in many cases also to lessen the bottle-necks that exist today in our transport system. The hon. Minister Shri Lal Bahadur Shastri, when he was the Minister of Railways, had to pilot the first Railway Budget of the Second Plan. At that time, he got up on the floor of the House and he made an impassioned appeal for extra allocation for Railways. Perhaps, now he is feeling a bit bashful and diffident, having made that plea

earlier, not to make that. He does not make a plea for greater allocation for roads. At that time, we opposed it and said that the allocation for the Railways was more than enough. It was a question of mismanagement in the administration; it was a question of setting its house in order and using the funds that had already been allocated properly before asking for more.

Certainly, if at that time he had taken firm steps in the matter, he would have been able to make the Railway Ministry give some more money for allocation for roads. It is not just a question of resources. That is what I would like to stress. It is not a question of so many crores of rupees being necessary for maintenance of roads, so many crores of rupees being necessary for the servicing of roads. First, let us have your policy with regard to transport, an integrated policy. Then, we will be able to see where the priorities lie, where there should be more allocation, where we can certainly economise and cut down. I would appeal that the Government do take up this matter and seriously consider the recommendations of the Estimates Committee, not piecemeal but wholesale, and see what can be done.

Secondly, closely linked up with this question of motor transport is the attitude of the Government towards the automobile industry. We know that permits for the assembling of trucks are given to various firms in our country. We know that there is anarchy in the issuing of these permits. For instance, we have got four different types of trucks. We have got the Dodge, the Leyland, the Mercedes-Benz and the Thorneycraft. What happens is, the foreigners who are concerned with the production of these trucks dictate the prices with regard to spare parts and other things. There is no policy in order progress towards having an automobile industry growing in this country. Why is it that we cannot go in for a truck of a single make in various weights? Then you can have standardised tools being produced in 3 or 4 centres in this country, the first step towards developing an automobile industry itself.

What happens is, either Walchand Hirachand or Tats or Birlas or some firm comes and hey-presto there is a permit for Dodge or Mercedes-Benz or Thorneycraft or God knows which particular make of truck. Here I am touching upon the automobile industry because it is so closely linked up with the question of the development of road transport.

Similarly also, you have the monopoly in the manufacture of tyres. Why is it that a monopoly is given to two firms? Why is encouragement not given for production of tyres to other firms? Why is this encouragement not given? Every time we raise this question of tyres for bullock-carts and so on, we are told that another mission has gone. First one mission goes to one country and it comes back. Then, we have to find work for another mission to go abroad. In that way, we economise our foreign exchange. Whatever it be, so far as the tyre industry inside our country is concerned, Firestones or Dunlop run away with it.

Apart from this aspect of road transport, there is also the question of taking the workers into your confidence. Why is it that in spite of repeated demands from the National Federation of Road Transport Workers, no representation is being given to the transport workers in the various committees that exist. The Estimates Committee also have made the recommendation that non-official representation should be there in the committees that are being set up. Even then, we find that the Ministry is not moving forward in this matter. They are not considering the demand of the transport workers for a wage Board. They are not considering the demand for central

legislation. They do not consider the demand for hours of work for transport workers. It is only the Kerala Government that has today guaranteed hours of work to the transport workers. You have your truck drivers or lorry drivers driving over 14 hours or 15 hours because they are made to do so. You find that this will obviously lead to accidents, which is a dangerous thing. Not only does it mean over-work for them; it also means that the condition of transport itself gets affected because a man who is over-worked cannot reach that state of efficiency which a man who does a proper amount of work as prescribed by even international authorities. As far as the appointment of a wage board is concerned, this demand has been outstanding for a long time. As for standardisation of wages, this demand also has not so far been considered.

I would particularly like to point out that the absence of co-ordination in this Ministry is really remarkable. Take this very report of the Department of Transport, Ministry of Communications. On page 4 of this report, in the printed section which has been corrected with a cyclostyled strip above it, we find this:-

▼The Estimates Committee (1956-57) in its Sixtieth Report recommended that the Central Board of Transport may be amalgamated with the Transport Advisory Council and the Standing Committee of the Central Board of Transport may be re-designated as the Standing Committee of the Transport Advisory Council."

The next sentence which has been crossed out by red pencil says: "This recommendation of the Standing Committee is under consideration by the Government of India." Then there is a correction slip attached admittedly, but later on in page 46 printed, uncorrected by cyclostyled slip, you have: "For ensuring proper co-ordination between the various modes of transport on the one hand and Central and State transport policies on the other, the Government of India have decided..." In one report from the same Ministry, you find these things appearing, which goes to prove that apparently one department of the Ministry is unaware of what another department is sending, even though it happens to be Government policy. I fail to understand how such errors creep into these reports, but certainly it is telling example of the lack of co-ordination in the transport policy itself, this sort of mistakes reach in.

Perhaps you feel that M.Ps. do not read these reports, and they are just there so that in the statistics of the Ministry of Parliamentary Affairs they will say reports were given by this Ministry, that Ministry and the other. But, of course, we do read these reports. We do consider that it is necessary to read these reports, because only then can we get a glimmering of the confused and anarchic way in which these departments seem to be carrying on their function at the present day.

Mr. Speaker: Should they read the reports for this?

Shrimati Parvathi Krishnan: Who read the reports?

Mr. Speaker: The hon. Member reads the reports for this?

Shrimati Parvathi Krishnan: We get a picture of it because we read it. We would read it even otherwise.

SHRI MUHAMMAD ELIAS

Shri Muhammed Elias (Howrah): The Ministry of Transport and Communications has got many branches. It would be difficult for me to deal with all the branches. So, I shall confine myself to one of its branches which to me is very important in respect of our national economy.

First of all, I want to take the subject of road transport industry. Our country is a vast country with five lakhs of villages, and it is thickly populated. Also, our country is entirely backward and it is predominantly an agricultural country. At the same time our country has not got sufficient railway lines. Therefore, the road transport industry, in this respect, has a very vital role to play as an industry. Whatever material we produce in big factories, without road transport we cannot sell or utilise those materials.

If we take the mileage of our roads in this country we find that at the end of the First Five Year Plan, the total mileage of roads was 2,22,850, out of which 97,5000 miles were surfaced. Today, the total mileage is 3,60,600 out of which 1,21,600 miles are surfaced. The target of the second Five Year Plan is 3,79,000 miles of which 1,44,000 miles will be surfaced. These surfaced roads also cannot be properly utilised until and unless all the bridges which connect the roads are finished.

Today, our railways have got 34,736 miles against which the national highways for inter-State traffic and communication are only 13,800 miles. Even these 13,800 miles cannot be utilised properly because 54 bridges are still to be built, and until and unless we build these 54 bridges, we shall not be able to utilise these 13,800 miles of roads.

In comparison with other countries, our road position is very unsatisfactory. I can mention some figures. In Great Britain, the mileage of roads per square mile is 3.24; in France it is 3.3; in USA it is 1.00; in Ceylon it is 0.38. In India it is only 0.25 miles per square mile of territory.

The rail capacity for carrying all the traffic is also not sufficient today. From what we know, the Planning Commission has said that at the end of the second Five Year Plan, we shall have 181 million tons to be carried by railways.

(Pandit Thakur Das Bhargava in the Chair)

The position as it is today shows that we will not be able to carry the whole traffic, these 181 million tons of material, by rail. Therefore, to meet the extra traffic, we find that 35 million tons have to be carried by road. In this respect, we find that our Government is not giving proper attention to develop our road transport industry.

Apart from its unique significance to the national economy, road transport yields considerable amounts of taxes on investment capital. The railway yields 4 percent of taxes, but, at the same time road transport yields about 15 per cent of taxes, deducting road maintenance and central contribution. Therefore, our transport pays huge amounts by way of taxes. If we look into the figures of other countries, we will see that a vehicle in our country has to pay too much by way of taxes.

The tax per vehicle in 1949-50 was Rs. 1,115/-. In 1954-

In 1954-55 it rose to Rs. 1,906/-. In 1956-57 it went further up to Rs. 2,070/-. Our country levies the highest tax for motor vehicles. For instance, in Australia the tax per vehicle is Rs. 950; in United Kingdom Rs. 1,300, Italy Rs. 1,550/- and Germany Rs. 1,200 whereas in our country it is Rs. 2,070/-. So, we pay too much tax to the Government. Still, Government is not paying proper attention to the development of road transport.

If we look into the number of motor vehicles, the figure for India is very low. It is not increasing. I may quote some figures of motor vehicles per lakhs of population in other countries. In USA the figure is 36,998; in Canada 25,236, Australia 22,939, Malaya 1,385 and Ceylon 903. Even Ceylon has got as much as 903. In Spain it is 808, whereas in India it is only 89 per lakh of population. Therefore, we find that the number of motor vehicles by which we have to build our national economy is rather hopeless. So, first of all I want the Ministry of Transport to try to develop our road industry, so that we can build up our economy very quickly.

Then, why is it that we are not able to develop our road transport properly? What is the reason? Here I want to mention something about what the Study Group have recommended. They have made five or six suggestions for the removal of difficulties in order to build up a proper road transport industry. They relate to the absence of sufficient length of good roads, low standard of living, expensiveness of the motor transport, high cost of repairs, predominantly agricultural economy of the country, preference of rail to road by the public, lack of proper organisation of the motor transport industry etc. These are the reasons why we are not able to build up a good road transport industry. So, I request the Ministry to give proper attention to this aspect of the matter.

At the same time there is another reason for this industry not developing properly. The working and living conditions of the workers of this industry, whose number 4,00,000 are very poor. They are worse off than the workers employed in other modes of transport such as railways-etc. Wages paid in this industry to workers come to Rs. 40-70 per month. Really speaking, there is no dearness allowance for them, though they get a very meagre amount as dearness allowance. Their working hours are also rather horrible. They have generally to work for 9 steering hours per day. Many of the workers have to work for as many as 14 to 15 hours per day.

In this connection I may state that the ILO have recommended that the workers should not be asked to work for more than 8 steering hours. This recommendation of the ILO should be properly introduced in the road transport industry. Further, the workers have got no social security schemes. They have got no provident funds. There is no accident compensation scheme. It was recommended by some committee of the Government that accident insurance scheme should be introduced in this industry. But, still it has not yet been introduced.

Then, the workers are very often harassed by the Police. For instance, in Calcutta I know that very often the police unnecessarily intervenes with the traffic and harasses the workers. That trouble then spreads to the public, with the result that many times the city transport remains standstill for hours together until the representatives of the workers and the policy Commissioner come to the spot and settle the dispute. Very many times, the transport system in the city has gone out of order. That must be looked into.

Then, in the Hamburg session of the ILO last year they

have recommended that road transport must have separate inspectorate, as otherwise it cannot tackle the problem properly. So, I suggest that a separate inspectorate may be formed in order to run this industry. In other countries they have got road transport inspectorates. But there, in spite of the recommendation of the Hamburg session of the ILO, we have not yet got it.

(Ends)

L O K S A B H A
UNSTARRED QUESTION NO. 383.
ANSWERED ON THE 19TH FEBRUARY, 1958.

NATIONAL FEDERATION OF ROAD TRANSPORT
WORKERS OF INDIA

SHRI S.M. BANERJEE: Will the Minister of Labour and Employment be pleased to state:

(a) whether Government have received the copies of resolutions passed in the Second Annual Session of the National Federation of Road Transport Workers of India; and

(b) if so, the action taken by Government so far?

A N S W E R

SHRI ABID ALI (DEPUTY MINISTER FOR LABOUR)

(a) Yes.

(b) The Ministry of Labour and Employment is concerned with the resolutions passed by the Federation on the following subjects:

- (1) Enactment of Uniform Central Legislation for Road Transport Employees;
- (2) Setting up of a Wage Board;
- (3) Setting up of all labour Relations Machinery in the Himachal Pradesh.

As regards (1) suitable action to promote necessary legislation will be considered after the receipt of the report of the Tripartite Committee set up for the purpose.

Regarding (2). At present it is not contemplated to appoint a Wage Board for the Road Transport Industry.

About (3) Department of Industries, Himachal Pradesh attend to the Industrial relations concerning transport workers. The staff for administering labour laws and Industrial legislation is considered adequate.

L O K S A B H A
STARRED QUESTION NO. 1341
ANSWERED ON THE 31ST MARCH, 1958.

REPORT OF TRIPARTITE COMMITTEE.

SHRI BHAKT DARSHAN:
SHRI S.C. SAMANTA:
SHRI HEM RAJ:
SHRI TANGAMANI:

Will the Minister of Labour and Employment be pleased to

refer to the reply given to starred Question No. 169 on the 14th November, 1957, and state;

(a) whether a copy of the report of the Tripartite Committee which was considering the question of fixing the steering duty hours for Motor Transport Workers will be laid on the Table; and

(b) the steps being taken to implement the recommendations of the committee?

A_N_S_W_E_R_

SHRI ABID ALI (DEPUTY MINISTER FOR LABOUR)

(a) A summary is placed on the table of the Lok Sabha.

(b) The recommendations are being examined.

Summary of the conclusions reached by the Tripartite Committee referred to in reply to para. (a) of Starred Question No. 1341 in the Lok Sabha for 31-3-1958.

.....

1. Coverage.

(i) The legislation should be made applicable to motor transport undertakings engaged in the carriage of passengers and goods and also to private carriers and should bring within its scope all motor transport workers.

(ii) In the first instance, only transport undertakings and private carriers employing 5 or more workers should be covered. There should be power to apply the legislation in the case of undertakings employing less than 5 persons.

(iii) Private vehicles for personal services including those used for transport of sick and injured persons etc. should be exempted from the scope of the legislation.

2. Working Hours.

(i) There was no agreement regarding the number of hours of work per day and per week.

(ii) The term 'hours of work' should include:-

(a) time spent in work done during the running time of the vehicle;

(b) time spent in subsidiary work; and

(c) periods of mere attendance at terminals of less than 15 minutes.

(iii) In order to allow for flexibility in operation the daily limit regarding hours of work may be exceeded by one hour.

Split duty should be permitted in special circumstances

(iv) Prescribed hours of work should be permitted to be exceeded only in case of accidents, breakdown, dislocation of services, and interruption of traffic etc.

3. Rest Interval.

(i) A rest interval of at least half an hour after continuous work for five hours should be allowed.

(ii) There should be provision for reducing the duration of the rest interval and for increasing the hours of continuous work in exceptional circumstances;

(iii) The rest interval can be dispensed with where the working hours on any day do not exceed six.

(iv) There should be a period of rest of at least 9 consecutive hours between 'signing off' on one day and 'signing on' on the following day.

4. Spreadover.

There was no agreed conclusion regarding spreadover.

5. Overtime.

There was no agreement on this also.

6. Weekly Rest.

Provision should be made for:-

(i) the grant of a weekly rest period of one calendar day;

(ii) substituting the day of weekly rest provided that it does not result in any worker working for more than 10 days consecutively; and

(iii) the grant of compensatory rest in lieu of the weekly rest within one month.

7. Welfare Facilities.

There should be provision for canteens, rest room and supply of uniforms.

8. Leave with wages, holidays etc.

Provision should be made for:-

(i) 30 days leave with wages; and

(ii) 6 days festival and national holidays.

9. Medical facilities.

Medical arrangements should be provided at all operating centres and regular bus stations. First aid boxes should be provided on the vehicles.

10. Night work and wages for Night work.

No provision need be made for any payment over the ordinary rates of wages in respect of work after 10 P.M. or before 6 A.M.

11. Retirement Benefits.

(i) The benefits of provident fund should be extended to all motor transport workers.

(ii) Gratuity where it is allowed in any form should continue.

12. Compensation of Employment Injuries.

No special provision need be made as the workers would be covered by Workmen's Compensation Act, 1923.

13. Special provisions for young persons.

(i) Minimum age of employment. 15 years.

(ii) Hours of work: Above 15 years and below 18 years -

6 hours per day inclusive of $\frac{1}{2}$ hour rest.

(iii) Medical Examination. A pre-employment examination for persons below the age of 18 years.

14. Payment of Wages.

The Payment of Wages Act should be made applicable to all transport workers.

15. Administration.

- (i) The State Government should administer the legislation and they should have full making powers.
- (ii) The Central Government should have power to give directions wherever necessary.

16. General.

In view of the growing importance of the motor transport industry, Government should consider the appointment of a commission to enquire into the working conditions, pay scales, health and work load of transport workers.

BHAKAT DARSHAN: I want to know why a short summary of the report is being placed on the Table of the House instead of the whole report which I requested in my original question. Why is there objection in placing the whole:

ABID ALI: Salient parts of the report have been placed here. If the hon. Member wants to know the Report I shall inform him.

BHAKAT DARSHAN: There are two or three important matters in the report submitted by the Committee such as working hours, spread over, overtime; on all these there are serious differences. May I know whether step has been taken to find out unanimous formula on these differences by the Ministry concerned.

HEM RAJ: Under No. 16 of the Report is stated "In view of the growing importance of the motor transport industry, Government should consider the appointment of a Commission". I wish to know whether the enactment regarding this will be moved before or after the appointment of the Commission.

ABID ALI: This inquiry was made in respect of enactment of the legislation. We are considering on this and we want that a draft Bill is placed before the House shortly.

TANGAMANI: The hon. Minister assured the House, last time when Shri Gopalan's Bill was brought, that new legislation will be brought as soon as the recommendations of the Tripartite Committee are received. Now that the recommendations are before us, will Government bring in legislation on the basis of those recommendations in this session?

ABID ALI: That is what I said. I just now replied that the report is under examination and we propose to bring a Bill as soon as it is possible to do so.

BHAKAT DARSHAN: Is it true that the Transport Ministry is determined to introduce nine-hour working day, where as the Labour Ministry is in favour of 8 hour working day. If so, is there been any solution found out?

ABID ALI: Motor Transport industry has demanded 9 hours in a day and 54 hours in a week. As I have said that we are considering this matter.

CORRESPONDENCE MADE BETWEEN THE GENERAL SECRETARY
AND THE HON'BLE MINISTER FOR TRANSPORT

Letter of the General Secretary, NAFRTWI

13th March, '58.

The Minister for Transport and Communications,
Government of India, North Block,
New Delhi.

Dear Sir,

We are very glad to see in the News Papers that the Government of India is going to constitute a Transport Council to co-ordinate all modes of transport and to help in the efficient running of transport to ease the transport 'bottle-neck'. We are confident that this step would help in the healthy growth of all trades of transport which is required in the interest of the fulfilment of the second five year plan.

Our Federation has been pressing for the constitution of this type of committee since its inception, and have been representing to the Government to take action in this behalf in the past.

We would request that a representative of this Federation may kindly be included in the above Council. It is needless to mention that workers' participation in the above committee would further help to discuss and solve the outstanding problem on tripartite basis which is the declared policy of the Government of India.

An acknowledgement of this letter would be very much appreciated.

Thanking you,

Yours faithfully,

Sd.

(General Secretary)

Copy to the Minister for Labour and Employment, New Delhi.

REPLY FROM THE MINISTER

1244 -MTC/58
MINISTER OF
TRANSPORT & COMMUNICATIONS
INDIA
NEW DELHI,
March 18, 1958.

Dear Shri Chatterjee,

This is just a line to acknowledge the receipt of your letter dated the 13th March, 1958.

Yours sincerely,

Sd.

(Lal Bahadur)

Shri Satish Chatterjee,
General Secretary,
National Federation of Road
Transport Workers of India,
3/A, Asaf Ali Road,
New Delhi.

தெ. ஆ. ஜில்லா மோட்டார் தொழிலாளர் சங்கம்

(திண்டிவனம்—Regd. No. 1586)

Affiliated with A.I.T.U.C. and N.F.R.T.W.I.

கிவர் : N. ஆறுமுகம்

ப. தலைவர் : G. சங்கரதன்

S. வேணு

சுயலாளர் : R. முருகேசன்

தவி செயலாளர் : M. கிருஷ்ணசாமி

பாருள்கார்ப்பாளர் : S. அண்ணாமலை

தேதி 28 -3- 58.

FOR FAVOUR OF PUBLICATION IN THE PRESS.

DEMANDS DAY CELEBRATION WAS A DAY OF UNITY OF THE WORKING CLASS.

A MASS RALLY, A GRAND PUBLIC MEETING WAS CONDUCTED.

Tindivanam, 28th March 1958.

The Trade Unions affiliated with A.I.T.U.C.

The South Arcot District Motor Workers' Union, The South Arcot District Hotel Workers' Union, Tindivanam Branch, The Madras State High Ways Workers' Union, Tindivanam Branch, The Municipal Workers' Union, The Rice Mill, and flower Mill Workers' Union, Tindivanam, The Southern Railway Labour Union Tindivanam Station Committee, and representatives of the P&T Employees

Union met on 23rd march and formed a committee to celebrate the 27th day with a mass rally and a public meeting on 28th March.

On 28th march the Municipal Workers, gathered at place for holding the Rally in the Town. The Women workers working as scavengers ~~xx~~ under the Municipality of Tindivanam keeping red flowers in their ^{head}, holding the Red baner named their Union and The Red Flag named A.I.T.U.C marched in front of the procession and the other Municipal workers and Motor workers and the Public marched back in the procession. The workers shouted the slogans of the 14 points of the demands placed before the Govt. for immediate redressal and the Rally ended at the Gandhi Maidan.

Public Meeting .

A public meeting was held under the Chairmanship of Com.

A. Murugesan, the president of the Municipal workers Union, Tindivanam. Mr. M. Annamalai, a Municipal Worker spoke with spirit of ~~xxxx~~ the demands of the Municipal workers and welcomed the call given by the A.I.T.U.C as well as other Central Organisation representing the Indian Working class. Com. ~~xxxxxx~~ N. Govindarajulu (Motor workers Union), com. Krishnamoorthy (Hotel workers Union) Com. R. Murugesan, the General secretary of the Motor Workers' Union, South Arco District Motor workers' Union spoke in the public meeting. He explained the 14 points demands placed before the Govt. by the Indian Working class and

requested the Govt. to take proper steps to ~~xxxxxxxxxx~~ concede those demands. He also explained the patriotic roll played by the Indian working class for the development of the ~~in~~ country ~~xxxxxxxxxxxx~~ and they are really responsible for the increased production and for the National Income. He criticised the roll of the big capitalists who want to cut of the Core of the plan and want to take the heavy industries into their hand and thus want to keep up the Country as an undeveloped country. He said that the Indian working class are prepared to do all its efforts to fulfill the plan as it is and thus build our country as an advanced Industrial country. But at the same time the working class demands their reasonable grievances to be redressed. Then the 14 points demands were moved as resolution and passed in the meeting. Com. A. Murugesan, ~~xxx~~ who spoke next stressed the demands placed before the Municipal Commissioner and demanded the immediate redressal, and gave vote of thanks for working class who joined in the demands day celebration and shown their solidarity.

R. MURUGESAN.

General Secretary, S.A. Dt.
Motor workers' Union;

TINDIVANAM, SOUTH INDIA.

I. N. T. U.C. UNION ROUTED IN WORKS COMMITTEE

ELECTIONS IN SHIVRAJPUR MINES.

AITUC Union wins six seats out of seven.

Shivrajpur Manganese Mines are situated near Baroda in Gujarat. For the first time in the history of 51 year old Shivrajpur Mines, Works committee elections were held on 8th FEB. 1958. THIS Group of mines employs about 4000 workers. In this election the workers gave their verdict in favour of Shivrajpur Mines ~~Workers~~ workers Union which is AITUC Union. INTUC even could not get enough candidates to contest the elections in its name. As a result the Workers Union secured two seats ~~xxx~~ uncontested and the rest 4 seats which the Union contested it won them with thumping majorities defeating some sitting INTUC members of the Works Committee.

In these mines INTUC Union is recognised by the British concern Killick Nixon & Co. Ltd. THE Company has even built a bungalow to house the INTUC Union and its secretary. Even though under I.D. Act there is no provision to recognise one Union only, the company has till now refused to recognise Workers UNION since last one year. INTUC Union is functioning here since last 9 or 10 years. There are no elections. They have never given accounts to the workers. Workers problems are not solved. The workers get Rs. 1-5-0 as D.A. even today though the cost of living is going up and up. Dissatisfied with these state of affairs the workers started AITUC Union since about an year. During these 10 months AITUC Union has tried to solve the problems of the workers. So it is ~~xx~~ becoming more and more popular. And that was seen in the results of the works committee elections.

On the same day the canteen committee elections were also held. In this election also the AITUC Union has won six out of seven seats.

Thus the workers haven given their verdict in favour of the AITUC Union. After this the Worker's Union has demanded recognition. Will the Company grant recognition to the AITUC Union and thus abide by the democratic verdict given by the employees ~~at~~ of the mines?

From Bhalchandra Trivedi
General Secretary

**The Bombay State
Transport Employee's Union**
— CENTRAL OFFICE —
Opp. : Railway Station, — BARODA.

36.2

COORDINATION COMMITTEE OF THE NATIONAL
FEDERATION OF ROAD TRANSPORT WORKERS
OF INDIA (PRIVATE & STATE SECTORS)

Circular Letter 2/58.

3/A. Asaf Ali Road,
New Delhi.
Dated 12th April, 1958.

To

All Affiliated and Associated Unions.

Dear Friends,

Reports so far reached in our office say that 'Demands Week' as decided by the II National Conference at Jodhpur has been observed in West Bengal, Vidharbha, Delhi, Punjab, Himachal, Rajasthan, Madras and in other places. Specimen of Badges and Coupons were sent to the office by the Madras, West Bengal and Delhi units along with the leaflets, etc. Funds have been received from Amraoti, Hissar, Delhi (Private), and West Bengal (State) so far. We are informed by other Unions that they are sending the amounts collected towards Special Fund shortly. Please remit money collected towards Special Fund as decided in the Jodhpur Conference along with subscription for the new year without delay as we are to submit annual returns to the Chief Commissioner of Labour, Government of India.

Some Committees on Road Transport Industry are being appointed by the Government of India very soon. We may get representations in these Committees provided you submit complete returns. So, you must act immediately. This should be treated as very urgent.

2. Final Report of the Expert Committee on Motor Transport legislation was placed in the Parliament. Summary of that Report is enclosed herewith for your information. Full report along with separate note of Com. Chatterjee, has also been received by the Central Office. We can print if you send donation in advance for the said purpose. The final report will be useful in your propoganda and campaign work among the workers and the public. We can keep nominal price of the pamphlet. We are sure this will be sold in the market also. The pamphlet published by us on the occasion of the Jodhpur Conference is already exhausted. Now we are unable to cope with the demands. The pamphlet has been reviewed by almost all daily and weekly papers of our country. We, therefore, suggest that the Report of the Expert Committee should be printed provided you send new year subscription and special donation without delay.

3. Working Committee meeting could not be held in the month of March as the Presidents of both the Federations were busy in that period. We shall let you know the dates of the next Working Committee after due consultation with our presidents.

4. We are to start campaign on all India scale on the following slogans:-

- Bring uniform legislation on the lines suggested by the Workers' representatives in the Tripartite Committee and circulate the Bill for the workers and public to elicit their opinion.
- Constitute Tripartite Industrial Committee.
- Constitute Wage Board.
- 25 per cent flat increase in the wage.
- Appoint Tripartite Enquiry Commission, as suggested by the Expert Committee unanimously. This demand is very important.
- Include our representatives in Transport Advisory Council and other committees which are being formed.

These are the demands of National nature for which a powerful campaign is to be launched. We are sure that if we are able to mobilise the workers behind these demands we will surely win them.

All these demands are voiced in the Parliament in this budget session by Members of the Parliament belonging to different political parties including Congress. For your information, we are enclosing the detailed reports of the discussion on Transport Budget grant in the Parliament, replies of important questions relating to our demands and on Jodhpur resolutions etc. We are also enclosing summary of the Expert Committee Report which was laid on the table of Parliament by the Ministry of Labour. You should try to give broadest possible publicity of this important materials in your own regional languages. This would help to strengthen your Union and National Federations.

In the end we would like to emphasise that the financial position of the Federation is very acute. If you do not take this problem seriously and do not send the affiliation and subscription in time, we fear, we will have to close the office. Thus the functioning of the Federation will cease. You know that if you give call for Federation Fund, you can collect money from the workers. Workers are never hesitant to donate for the Federation, because, during these two years, Federations have organised national campaign for their national demands and in this short period Federation has got recognition from the Government and some of our vital demands are being accepted by the Government. But to implement those decisions we are to further strengthen our federation financially and organisationally. We are sure that if you take interest in this, the situation will improve. We need not write again and again. Please send your dues without any more delay.

Please acknowledge the receipt of this circular.

With Greetings,

Yours fraternally,

Satish Chatterjee
(Satish Chatterjee)

Ishar Singh
(Ishar Singh)

Encls.

-SECRETARIES.

Report of the Special Committee constituted to consider legislation to regulate the working conditions of motor transport workers.

17/11/56
S.A.D.

The standing Labour Committee at its 15th Session held in New Delhi on the 4th and 5th April, 1956, had suggested that the Central Government should introduce legislation to regulate working conditions of motor transport workers and that draft proposals be drawn up for consideration by a special Committee to be constituted for the purpose. Accordingly, the Ministry of Labour and Employment formulated tentative proposals with regard to the provisions that might be included in the proposed legislation on the basis of the information contained in the following documents:-

- (i) I.L.O. Convention No. 670, Hours of Work and Rest Periods (Road Transport) Convention, 1939;
- (ii) A draft Bill submitted by the National Federation of State Transport Employees of India and the Motor Transport Labour Bill introduced in the Lok Sabha by Shri A.K. Gopalan, M.P.;
- (iii) Comments of certain organisations of employers on the provisions suggested in Shri Gopalan's Bill;
- (iv) Existing practice in the Bombay State Road Transport Corporation and their suggestions as contained in a note sent by them recently; and
- (v) Provisions in the various labour laws already in force.

The draft proposals were forwarded on the 18th June, 1956, to the various State Governments for their comments. On the 21st Feb. 1957, the Government of India set up this Committee consisting of the following members to consider the draft of the proposed legislation in the light of the comments received:-

Shri N.S. Mankiker,
Chief Adviser Factories,
New Delhi.

CHAIRMAN

Members:

1. Shri D.D. Suri, I.A.S., Representative of
Deputy Secretary, the Ministry of
Ministry of Transport. Transport.
- (Shri A.S. Bhatnagar,
Under Secretary - Alternate member)
2. Shri N.D. Daftary,
General Manager,
The Bombay State Road Transport Corporation,
Bombay.
3. Shri Kundan Lal,
Secretary, All India Motor Unions' Congress,
New Delhi.

4. Shri Chandulal G. Shah,
General Secretary,
Indian National Transport Workers' Federation,
Ahmedabad.
5. Shri Satish Chatterjee,
General Secretary,
National Federation of Road Transport Workers of India,
New Delhi.

The draft proposals for the consideration of the Committee related to (i) coverage, (ii) working hours, (iii) rest interval, (iv) spreadover, (v) over-time, (vi) weekly rest, (vii) welfare facilities, (viii) leave with wages, (ix) medical facilities, (x) night work and wages for night work, (xi) retirement benefits, (xii) compensation for employment injuries (xiii) penalties and procedures and (xiv) other related matters .

The Committee held its first meeting in New Delhi on the 6th, 7th and 8th May, 1957. All the members attended the 5 sittings held during the period. In the absence of Shri D.D. Suri, Shri A.S. Bhatnagar represented the Ministry of Transport. In addition, Shri C.N. Bagve, Chief Labour Officer, Bombay State Road Transport Corporation, attended the meeting as adviser to Shri Daftary.

The Committee felt that the best course would be to examine in detail the Sectional Notes prepared by the Ministry of Labour and Employment, modifying them wherever necessary in the light of the comments received from the State Governments and other organisations and on the basis of the experience available about the working of the various transport services. The notes so modified could then be used as a framework for the proposed legislation. Further the Committee had also an opportunity of studying the resolutions and other communications received from a number of trade unions urging the necessity for legislation to regulate the working conditions of transport workers and suggesting various measures for being incorporated in the legislation.

During its 3 days meeting, the Committee carefully examined in detail the various proposals contained in the notes, but could not come to any definite or agreed conclusions on the question of hours of work and the related problem of spreadover and payment for over-time work. At this stage it was felt that it would be desirable to adjourn the meeting so as to enable the members to give further thought to these problems .

The second meeting of the Committee was held on the 6th ~~and 7th~~ September, 1957. All the members who attended the previous meeting were present at both the sittings. Shri A.S. Bhatnagar represented the Ministry of Transport. Shri C.N. Bagve attended as adviser to Shri Daftary and Shri R.L. Goga, Office Secretary, D.T.S. Workers' Union, attended as adviser to Shri Satish Chatterjee.

While the second meeting helped to take definite decisions on some of the points under consideration, it is regretted the Committee could not come to any

P.T.O.

agreement on the questions which were deferred for re-consideration because of the divergent views held by the Labour representatives on the one side and the employers' representatives on the other. In the circumstances, the Committee felt that it could do no more than to place on record the different views expressed by the members on these questions.

The conclusions reached on the various items covered by the Sectional Notes and also other points that arose during the discussions on the particular items under reference are given below.

Coverage.

The Committee was of the view that the proposed legislation should be made applicable to motor transport undertakings engaged in the carriage of passengers and goods for hire and also to private carriers and that it should bring within its scope all motor transport workers. For the purposes of this legislation "Motor transport worker" may be defined broadly to cover all persons who are required to work or are engaged in a professional capacity on road transport vehicles and also attendants and other persons who attend to duties in connection with arrival, departure, loading or unloading, etc., of these vehicles including the following classes of employees:

- (i) Drivers and other crew,
- (ii) Cleaners,
- (iii) Station staff,
- (iv) Line checking staff,
- (v) Booking and cash clerks,
- (vi) Depot clerks,
- (vii) Attenders.

A suggestion was made that on the analogy of the Factories Act the proposed legislation may be made applicable only to transport undertakings wherein 10 or more persons are employed. Shri Chandulal Shah and Shri Satish Chatterjee, however, felt that this would leave out from the scope of the proposed legislation more than 80% of the transport workers and further that the provision would lead to many of the medium-size enterprises breaking into smaller units to avoid coming within the scope of the legislation. At the same time the Committee felt that it would be inappropriate at this stage to apply the Act to every transport undertaking irrespective of the number of persons employed. The Committee came to the conclusion that the provision should be made applicable only to transport undertakings and to private carriers wherein 5 or more workers are employed. To prevent the medium-size establishments from breaking into smaller units just to avoid coming within the scope of the proposed legislation, the Committee was of the view that a provision on the lines of Section 85 of the Factories Act might be included providing powers so as to make it possible to apply all or any of the provisions of the proposed legislation to any transport undertaking irrespective of the number of persons employed. This would help in preventing any abuse of the provisions limiting the applicability of the legislation.

The following persons may be exempted from the scope of the proposed legislation:-

- (a) Persons who drive or travel with private

vehicles for personal services excluding private carriers.

- (b) Persons who drive or travel with vehicles engaged in -
 - (i) the transport of sick and injured persons by hospitals and nursing homes;
 - (ii) transport for the purposes of national defence, police services and transport affected under public authority in case of an emergency or to maintain public safety.
- (c) Persons employed in the premises covered by the Factories Act and entitled to the benefits of that Act and also the persons employed in offices, godowns, etc. and covered by the Shops Acts of different States and entitled to the benefits of those Acts may be excluded from the definition of the terms "Motor transport worker".

Working Hours.

(1) The suggestion to incorporate in the proposed legislation the existing working hours as laid down in the Motor Vehicles Act, i.e. 9 hours in any day and 54 hours in any week, was discussed at some length. In fact, the second meeting was held primarily with a view to arriving at some agreed conclusions, but it is regretted that the Committee could not come to any agreement on this point. Shri Chandulal Shah argued that the time at the disposal of employer should be considered as working time and that at the disposal of worker as recess. Shri Daftary and Shri Kundan Lal, however, emphasised the need to define clearly the working hours to avoid any possible conflict later and urged acceptance of the proposal as suggested. Shri Daftary was of the view that in considering restrictions of hours of work of transport workers one would have to bear in mind the working hours of other employees on comparable jobs and that in the case of transport workers various other factors have also to be taken into account, such as public convenience, long distance travel on most routes, intermittent nature of their work (the work done by them is not continuous) and the difficulty in making any arrangements for the change of crew at a number of places. In support of his argument he drew pointed attention to the fact that these difficulties were appreciated in the case of railway running staff. He added that the working hours now suggested for the transport workers were the same as those specified for railway running staff in the Rajadhyaksha Award. Further that in the case of railway employees in computing the hours of work the average over a period of one month is being taken. Both Shri Chandulal Shah and Shri Satish Chatterjee, however, felt that it would be a retrograde step now to go back on the 48 hours' week which has been more or less universally accepted. They felt that a point was tried to be made against reduction of working hours on ground of public convenience and the practice prevailing in the railways. Shri Chandulal Shah felt that adjustment in the time-tables could easily be made without causing inconvenience to the public provided a few additional crews were employed and that so far as the railway running staff was concerned, his contention was that they were paid much higher wages and were in receipt of a number of fringe benefits such as good meals at nominal prices, sleeping room accommodation

and bathing facilities, while the transport workers in most cases have to go even without the most elementary facilities. Shri Chatterjee further pointed out that the transport workers in Korala are already enjoying a 48-hour week. As there was no possibility of arriving at any agreed conclusion in the matter the Committee felt that no useful purpose would be served by discussing the matter further and that in its report the Committee should draw attention to the views expressed both by the employers' representatives and the workers' representatives.

(2) It was agreed that the term 'hours of work' should include:-

(i) time spent in work done during the running time of the vehicle:

(ii) time spent in subsidiary work; and

(iii) periods of mere attendance at terminals of less than 15 minutes.

(3) In the Sectional Notes a suggestion was made that the question of increased working hours on any day or in any week within the weekly prescribed limit and the provision for split duty should be considered by the Committee. To allow for flexibility in operation the Committee was of the opinion that the daily limit regarding hours of work may be exceeded by one hour and that there was no need to make any provision for the weekly limit to be exceeded as this would be taken care of by the provisions relating to over-time work. On the question of split duty the workers' representatives were afraid that any provision in the legislation for split duty might be abused to circumvent the restrictions imposed by the provisions relating to spread-over. Shri Daftary, however, pointed out that transport undertakings are often called upon to assist the project authorities in transporting earth and building materials to work sites. In many of the project areas where temperature conditions are abnormal, work is arranged in two shifts with a fairly long intervening period so as to avoid work during the hottest part of the day. It is not possible for the transport undertakings to fix their own hours of work and these have necessarily to conform to the hours worked at the project sites. Shri Kundan Lal speaking for the private transport undertakings also emphasised the need for making some provision in the proposed legislation for split duty. He explained that in certain of the outlying areas services are run for the benefit of the villages enroute to serve the needs of persons attending courts and other Government offices in the Divisional Headquarters. The services have to start early in the morning to be in time for the opening of the court and other Government offices and the return trip can only start after the court and these offices close for the day. As the passenger traffic on these routes is generally very limited, it is not possible to run more than one service nor is it possible to arrange for change of crew. He, however, pointed out that in most cases the steering duty does not exceed 5 to 6 hours. Shri Chandulal Shah, however, felt that references to project works and public convenience seem to have been made with a view to enlist the sympathy of the authorities, but the real object behind it was to exact more work, which would amount to exploitation of the labour and that in making these suggestions no regard has been paid to the health and

condition of workers.

The points of view expressed by both the employers' and workers' representatives were appreciated and the Committee felt that the best way to meet the difficulty would be by incorporating a provision in the proposed legislation to enable the Government to permit split duty in special circumstances with the agreement of the trade unions concerned or, where there is no trade union, in consultation with the majority of the workers affected.

(4) The Committee was asked to examine the question of authorising the competent authority to permit time lost as a result of accidental causes or on account of public holidays to be made up within a prescribed period and to exceed the limit of working hours in the case of indispensable skilled labour. The Committee felt that the prescribed hours should only be permitted to be exceeded in case of accident, breakdown, dislocation of services, interruption of traffic or force majeure provided over-time is paid for and that provision should be made for the Competent Authority to frame rules for the purpose subject to such conditions as may be deemed necessary.

Rest Interval.

The only point which came up for discussion was the suggestion that a rest interval of at least 8 consecutive hours should be provided between "signing off" on one day and "signing on" on the following day. The workers' representatives felt that the 8 hours period was not sufficient to provide adequate rest and a suggestion was made that this should be extended to 10 hours. On the other hand, it was appreciated that a longer interval would not be in the interest of workers on night-out points, who would like to return to their home station as early as possible. Taking these views into consideration the Committee agreed to the interval being extended by one hour. The proposals relating to rest interval as amended are as follows:-

- (1) Provision may be made for a rest interval of at least half an hour after continuous work for five hours.
- (2) Provision may be made for reducing the duration of the rest interval and for increasing the hours of continuous work in exceptional circumstances, e.g. accidents, breakdowns, etc.
- (3) Where the working hours on any day do not exceed six, the rest interval may be dispensed with.
- (4) Provision may be made for a period of rest of rest of at least 9 consecutive hours between 'signing off' on one day and 'signing on' on the following day.

Spreadover.

The Committee could not arrive at any agreed recommendation with regard to spreadover. In the draft proposals it was suggested that provision should be made in the legislation for a spreadover of 12 hours in any day. Both Shri Chandulal Shah and Shri Satish Chatterjee strongly urged that it should be definitely laid down that the spreadover should not exceed 10½ hours in any day. When

it was pointed out that even under the Factories Act, in certain circumstances, a spreadover of 12 hours in any day is permitted, Shri Chandulal Shah argued that in the case of factory workers the rest interval is entirely at the disposal of the workers and they are at liberty to go anywhere they like during this period, but in the case of transport workers the position was quite different. In fact, in most cases the spreadover could be considered as the period of hours of work. Shri Daftary explained that for efficient operation of the transport services the spreadover should be at least 12 hours or else the transport undertakings would be put to a lot of extra expenditure which, at this stage, most public transport undertakings would not be in a position to bear. In support of his argument he quoted the following figures So far as the Bombay State Road Transport Corporation was concerned to illustrate the increase in the number of crew required in the event of any reduction in the spreadover:

<u>Spreadover</u>	<u>No. of crew required.</u>
12:00 hours	2374
11:30 hours	3056
11:00 hours	3396

He pointed out that a reduction of half an hour in the 12 hours spreadover limit in force in the Bombay State Road Transport Corporation would result in an increase of about 33% and a reduction in the spreadover limit to 11 hours would call for 45% increase in the number of crew employed. Shri Daftary also circulated the following statement showing the steering duty and spreadover based on the average of a month in respect of the crew for the first 6 months of this year:

<u>Month</u>	<u>Steering Duty in hours & minutes.</u>	<u>Spreadover in hours & minutes.</u>
Jan. 57	6 - 14	10 - 31
Feb. 57	6 - 20	10 - 34
Mar. 57	6 - 16	10 - 32
Apr. 57	6 - 24	10 - 41
May. 57	6 - 31	10 - 48
Jun. 57	6 - 18	10 - 31

Shri Chandulal Shah and Shri Satish Chatterjee wanted it to go on record that they were unable to accept the figures quoted by Shri Daftary as no indication had been given as to the basis on which the figures had been arrived at. They urged that the figures in respect of any particular area should not carry weight in considering legislation such as this covering undertakings throughout the country and that should the Government desire to have information on the matter, both the employers as well as the trade unions should be asked to furnish the necessary information to make a correct appraisal of the position.

Shri Kundan Lal, speaking on behalf of the private operators, stressed that it would be very difficult to

- 8 -

operate the services if the spreadover limit was reduced to a figure lower than 12 hours. He explained that in the case of State transport undertakings with the large number of routes it was possible to rotate the duties of the crew with a view to limiting the spreadover, but this was not possible in the case of private operators because of the limited route permits.

The workers' representatives urged that the spreadover should not exceed 10½ hours in any day while the members representing the employers felt that legislation should provide for a spreadover limit of 12 hours in any day. Shri Daftary further pointed out that if the spreadover is reduced below this figure it would call for a considerable increase in the number of crew which in turn would necessitate perhaps an increase in the fares which would not be viewed with favour by the travelling public.

Over-time.

There was no agreement on the question of over-time payment. On the analogy of the Factories Act, Shri Chandulal Shah and Shri Satish Chatterjee wanted the legislation to provide for over-time payment at twice the ordinary rate of wages. Shri Daftary, on the other hand, argued that the analogy of Factories Act could not be applied in the case of transport workers. In the case of a factory, over-time work is resorted to when there is a press of work to meet the increased demand for its products, which generally means added profit, whereas in a transport undertaking over-time is necessitated by the exigencies of circumstances which are not of any material benefit to the enterprise as such. Employers representatives were accordingly in favour of over-time being paid at 1½ times the ordinary rate.

Weekly Rest.

Shri Chandulal Shah and Shri Satish Chatterjee wanted this provision to be amended so as to require the grant of a weekly holiday of one calendar day. Shri Daftary explained that a weekly rest of a calendar day may not be possible and suggested that the period of 24 consecutive hours should commence immediately on return from night-out points. Shri Chandulal Shah was prepared to agree to 24 consecutive hours provided that the period of rest commenced before 8 A.M., but Shri Daftary felt that in many cases the crew returning from night-out points may not be able to complete formalities for handing over charge of the vehicle, etc. early enough and therefore the time limit may be extended up to 10 A.M. However, the Committee finally unanimously agreed that the day of rest may be 24 consecutive hours provided the period of rest for the day commenced before 9 A.M. on the day in question. The following are the recommendations as amended with regard to weekly rest:-

- (1) Provision may be made for the grant of a weekly rest period of one calendar day with the proviso that in the case of crew returning from night-out points the weekly rest period may be of 24 consecutive hours provided that such period commences before 9 A.M. on the particular day.
- (2) Provision may be made for substituting the day of weekly rest provided that it does not result

in any worker working for more than 10 days consecutively.

- (3) Provision may also be made for the grant of compensatory rest in lieu of the weekly rest within one month following the month in which the worker is deprived of the weekly rest.

Welfare Facilities.

The suggestions relating to welfare facilities were agreed to with very minor amendments as indicated below:

Canteens Provision for canteens may be made only at places where at least 100 workers are expected to call on duty during the day.

Rest Rooms Arrangements may be made for rest rooms at night-out and other important places for the use of workers. The State Governments may be empowered to make rules prescribing the facilities to be provided in the rest rooms and these may include inter alia the following:-

- (a) supply of cool drinking water;
- (b) seating and sleeping arrangements;
- (c) washing facilities;
- (d) supply of newspapers, magazines, etc.
- (e) arrangements for indoor games, etc.

Uniforms Provision may be made for the supply of uniforms and warm clothing and rain-coats where necessary, and for the payment of washing allowance on scales to be prescribed in the rules to be framed by the State Governments.

Leave with wages, Holidays, etc.

The Committee unanimously agreed that the legislation may provide for 30 days leave with wages and, in addition, 6 days Festival and National holidays, only half of which could be availed of in the peak season and the other half **in the slack season; and that provision may be made to the effect that where the workers are in receipt of better terms in accordance with any agreement, award or custom, they will continue to enjoy these benefits.**

Medical Facilities.

With regard to medical facilities the Committee's recommendations are -

- (1) Medical arrangements may be made at all operating centres and regular bus stations where some staff is on duty during working hours, but not at pick-up stands.
- (2) First-aid boxes may be provided on the vehicles also.

Further, Shri Satish Chatterjee wanted his suggestion to be placed on record that where 150 workers are employed a dispensary should be provided with a Medical Officer in attendance.

Night Work and Wages for Night Work.

The Committee was unanimously of the opinion that no provision need be made for any payment over the ordinary rates of wages in respect of work after 10 p.m. or before 6 A.M.

Retirement Benefits.

The suggestions made in the draft proposals were accepted, viz., -

- (1) The benefits of provident fund may be extended to all motor transport workers by a suitable amendment of the Employees' Provident Funds Act.
- (2) Gratuity where it is allowed in any form should continue.

Compensation for Employment Injuries.

The Committee was of the view that no special provision need be made as the transport workers would be covered by the Workmen's Compensation Act, 1923.

Administration.

The Committee agreed to the suggestions made in the draft proposals that

- (1) The administration of the proposed legislation may be entrusted to the State Governments who may set up appropriate inspection machinery to secure enforcement of the provisions.
- (2) The State Governments may also be given rule making powers for carrying into effect the provisions in the proposed legislation. The making of rules may be subject to the condition of previous publication.
- (3) The Central Government may give directions to State Governments as to carrying into effect the provisions of the law.

Special Provisions for Young Persons.

The proposals contained in the Sectional Note were discussed and amended as follows:-

- (1) Minimum Age of employment: May be fixed at 15 years.
- (2) Hours of work: Hours of work of persons above 15 years but below 18 years may be fixed at 6 per day inclusive of rest of half an hour.
- (3) Medical examination of Young Persons: A pre-employment medical examination may be prescribed for persons below the age of 18 years.
- (4) Prohibition of Night work: Employment of young persons below the age of 18 years may be prohibited during night between 10 P.M. and 5 A.M.

Penalties and Procedures.

The Committee's recommendations are -

- (1) that provision may be made for penalties as in the Factories Act, 1948, and
- (2) the offences under the proposed legislation may be tried only by a Court of a Presidency Magistrate or of a Magistrate of the 1st Class.

Payment of Wages.

The Committee was of the opinion that the legislation should incorporate a provision making the Payment of Wages Act applicable to all motor transport workers.

In discussing the various suggestions for legislation the Committee was seriously handicapped for want of reliable data in respect of working conditions and work-load of workers employed in the motor transport industry. In view of the growing importance of the motor transport industry, a suggestion was made that the Government be requested to consider the appointment of a Commission to enquire into the working conditions, pay-scales, health and work-load of transport workers.

Sd/- Shri N.S. Mankiker,
Sd/- Shri N.D. Daftary,
Sd/- Shri A.S. Bhatnagar,
Sd/- Shri Kundan Lal,
Sd/- Shri Satis h Chaterjee,
Sd/- Shri Chandulal G. Shah,

Copy of D.O. letter No. 6-TL(2)/57, dated the 27th December, 1957, from Shri AS. Bhatnagar, Under Secretary, Ministry of Transport & Communications, Government of India, New Delhi, to Shri N.S. Mankiker, Chief Adviser Factories, New Delhi.

Please refer to your d.o. letter No. 24(12)/57-Tech. dated the 6th November, 1957. I have no comments to make on the draft report except that, in my opinion, the proposed legislation for transport workers should be made applicable only to transport undertakings wherein 10 or more workers are employed in place of 5 or more as indicated in the draft report.

Copy of D.O. letter No. 24(12)/57-CAF-II, dated the 10th January, 1958, from Shri N.S. Mankiker, Chief Adviser Factories, New Delhi, to Shri A.S. Bhatnagar, Under Secretary to the Government of India, Ministry of Transport & Communications, New Delhi.

Many thanks for your D.O. letter No. 6-TL(2)/57 dated the 27th December, 1957. It was the unanimous view of the Committee that the proposed legislation for transport workers should be made applicable only to transport undertakings employing 5 or more workers. Even Shri Kundan Lal agreed to this as he felt that otherwise more than 80 to 90 percent of the transport workers would be excluded from the scope of the proposed legislation. You will, therefore, appreciate that it would be difficult to make any change in the report at this stage.. However, if you would like I could send a copy of your letter to the Ministry while forwarding a copy of the report.

Copy of D.O. letter dated the 9th December, 1957, from Shri Satish Chatterjee, General Secretary, National Federation of Road Transport Workers of India, 3/A, Asaf Ali Road, New Delhi; to Shri N.S. Mankiker, Chief Adviser Factories, New Delhi.

I am very sorry that I could not send my comments on the draft report earlier as I was out of Delhi in connection with our all-India Conference. Hope you would excuse me for this delay.

I have submitted a separate proforma on 'Drivers' Log Book' and also a joint note signed by me and Shri Chandulal Shah on exemption of undertakings. In that note we suggested exemption from Provident Fund, Medical benefits and canteen facilities to transport undertakings where less than 5 workers are employed. All other provision should be applicable to all Motor Transport Undertakings.

I request you to circulate above-mentioned two notes along with the Committee report.

I have some minor suggestion and addition to the draft report which may be added in the report or may be circulated separately.

These are as follows:-

1. Coverage: On page 2, line 2 after the sub-headline coverage, after Motor Transport Undertakings, following words should be added: Public, Private or managed by co-operatives.
2. On page 3, line 4, after Attenders - Running repair staff may be added.
3. Page 7, on line 7 after sub-clause 3, please add (4). As far as possible, calendar day off should be given.
4. Page 7, Leave with wage, hol-idays, etc. Mention of slack and peak season may be deleted because in many cases employers will try to refuse leave and holiday to needy workers on this pretext.
5. Page 8, Night work and wages for night work.

In this connection my organisations are of the view that night allowances should be given for night work. Night duty should not be more than 6 hours.

6. Page 9, payment of wages: Following should be added: Industrial Disputes Act and Minimum Wages Act, should be applicable to Motor Transport workers employed in private and public sector.
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3rd Feb. 1958, from Shri N.S. Mankiker, Chief Adviser
Factories, New Delhi. to Shri Satish Chaterjee, General
Secretary, National Federation of Road Transport Workers
of India, New Delhi.

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I did not reply to your letter dated the 9th December, 1957, in which you had made some suggestions on the draft report. I had a discussion with you over the phone and you had very kindly agreed that since it would not be appropriate to make any changes in the draft report on points which had already been agreed to in the Committee, your letter may be sent to the Ministry along with the final report. On the basis of the comments received from the other members of the Committee I have made a few alterations in the draft which, however, do not affect the decisions taken. The report has been signed by Shri Daftary and I have now sent it to Shri Bhatnagar of Transport Ministry. He has promised to let me have it back this after-noon. I shall then send it to you for your signature. To keep you informed of the changes that have been made I am enclosing a copy of the letter I had received from Shri Chandulal Shah and my reply to him, which indicates the changes that I have made in the draft to meet some of his points. I am also enclosing the two notes which indicate the changes I have made on the comments received from Shri Daftary and Shri Kundan Lal.

On going through your letter I find that except for the suggestion that you have now made that exemption of transport undertakings employing less than 5 workers should only be in respect of provident fund, medical benefits and canteen facilities, the other points are, more or less, met.

Coverage: In the report, we have categorically stated that the legislation should apply to all transport undertakings other than those specifically exempted. Therefore addition of the words " public, private or managed by co-operatives" is not necessary.

Item 2: In a transport undertaking, unlike the railways, the running repairs are carried out in the workshops and these workshops are covered by the Factories Act.

Item 3: The clause as now amended requires a weekly rest of a calendar day to all employees other than those returning from night-out points.

Item 4: Leave with Wages, etc. This was a point which was agreed to and personally I do not think this should present any difficulty because provision can be made for accumulation of leave as in the Factories Act so that the worker is not deprived of leave due to him.

Item 5: Night Work & Wages for Night Work. This suggestion was made by you earlier, but you had very kindly agreed to withdraw it to accommodate the view point of other members of the Committee and particularly because such a provision does not exist even in the Factories Act, which is a much older piece of legislation covering a very large number of employees.

Item 6: Payment of Wages. This is a point which is really not a matter concerning this Committee.

However, as suggested by you I shall forward a copy of your letter to the Ministry while forwarding the report of the Committee.

अजमेर स्टेट मोटर मजदूर यूनियन के वार्षिक सम्मेलन की जोरदार तैयारी करो

★

साथियो,

गत २८ अप्रैल को यूनियन की कार्यकारिणी की बैठक में आगामी १८ व १९ मई को यूनियन की वार्षिक कॉन्फ्रेंस करने का फैसला किया है।

आपको यह जानकर खुशी होगी कि किशनगढ़ ब्रांच ने यूनियन को निमन्त्रण दिया कि कॉन्फ्रेंस किशनगढ़ में की जावे और कॉन्फ्रेंस में आने वाले डेलीगेटों की भोजन व्यवस्था तथा डेलीगेटों के ठहरने की व्यवस्था और कॉन्फ्रेंस का किशनगढ़ में होने वाला खर्च किशनगढ़ ब्रांच उठायेगी तथा उसके लिये यूनियन के चन्दे पर कोई असर नहीं होगा।

वर्किंग कमेटी ने किशनगढ़ ब्रांच का निमन्त्रण स्वीकार किया है। अतः इतवार १८ मई व सोमवार १९ मई सन् १९५८ को अपनी यूनियन की कॉन्फ्रेंस किशनगढ़ में होगी।

किशनगढ़ के साथियों ने कॉन्फ्रेंस को सफल बनाने के लिये ता० २-५-५८ को मोटिंग करके स्वागत समिति बना ली है और कॉन्फ्रेंस के वास्ते चन्द्रा इकट्ठा करने का काम जोर शोर से शुरू कर दिया है।

यूनियन की वर्किंग कमेटी ने कॉन्फ्रेंस की तैयारी करने व एजेन्डा बनाने के वास्ते एक 'सब कमेटी' का निर्माण किया है।

कॉन्फ्रेंस का कार्यक्रम निम्न प्रकार है:—

१८ मई इतवार—

१ बजे से ५ बजे तक

- (१) स्वागताध्यक्ष का भाषण
- (२) उद्घाटन भाषण
- (३) बाहर से आये हुये साथियों के संदेश
- (४) यूनियन की रिपोर्ट सुनाना व बहस तथा फैसला लेना
- (५) यूनियन का ३१ मार्च ५८ तक आडिट किया हुआ हिसाब सुनाना, बहस तथा फैसला

रात को ८ बजे से १० बजे तक

- (१) विधान में संशोधन

१९ मई सोमवार—

सुबह ८ बजे से ११ बजे तक

- (१) मांग पत्र पर बहस
- (२) प्रस्तावों पर विचार व बहस

१ बजे से ४ बजे तक तथा शाम को ७। बजे

- (१) यूनियन के विधान के अनुसार चुनाव करना।

- (२) सभापतिजी का भाषण

- (३) धन्यवाद प्रस्ताव

- (४) राष्ट्रीय गीत

- (५) रात को ७। बजे आम सभा

साथियों,

अपनी यह कॉन्फ्रेंस काफी महत्वपूर्ण होगी। आज मोटर मालिक हम श्रमिकों पर खुल कर जुल्म कर रहे हैं। मिनिमियम वेजेज एक्ट को मालिक लोग खुल कर तोड़ रहे हैं। हमें साप्ताहिक छुट्टियाँ नहीं देकर मालिक हमारी जिन्दगी को मिटाने व हमारे बाल बच्चों के भविष्य को अंधकार में रखने पर तुले हुवे हैं, पुलिस व ट्रान्सपोर्ट विभाग के चन्द कर्मचारीगण भूठे चालान (रिश्वत न मिलने पर अथवा मुफ्त में न बैठाने पर) करने और चालानों की ठारोखे जानबूझ भूठी बताकर गिरफ्तारी के वारन्ट निकलवाने आदि तरीकों से हमें परेशान कर रहे हैं।

ट्रान्सपोर्ट कम्पनियों समझ बूझ कर श्रम सम्बन्धी कानूनों को तोड़ रही हैं, स्टेन्डिंग ऑर्डर को तोड़ रही हैं, हाजिरियों के रजिस्ट्रों में फर्जी व भूठी इन्द्राज की जाती है, चन्द ओपरेटर लोग और खास कर ऑटोमोबाइल्स ट्रान्सपोर्ट कम्पनी के चैयरमैन श्रमिकों के साथ रात दिन गुन्डागोरी से पेश आते हैं।

स्थाई कर्मचारियों को अस्थाई बनाया जा रहा है, वदियाँ नहीं दी जा रही है, ८ घन्टे से अधिक काम लिया जाता है। मोटर मालिकों द्वारा लेबर आफिसर के पत्रों तक का नहीं लेना, उनको अवहेलना करना इत्यादि बातों को जानते हुवे भी ग्रहां का श्रम विभाग कुम्भकरण की नोंद सो रहा है। श्रम अधिकारियों को इस नोंद से केवल मोटर मालिकों को ही फायदा हो रहा है और इससे इन मोटर मालिकों के हांसले बढ़ रहे हैं जिससे कि मजदूरों के साथ प्रतिदिन अन्याय बढ़ता जा रहा है।

इन हालतों पर हम गम्भीरता पूर्वक विचार करना है और इन हालतों को बदलने के तथा साथ ही साथ हमारी अपनी भी कुछ कमजोरियों हैं उन्हें दूर करने के लिये हम संजीदगी से फंसले लेने हैं।

इसलिये मोटर मजदूर साथियों से हम अपील करते हैं कि इस कॉन्फ्रेंस को सभी तरह से सफल बनाने के लिये जुट जायें।

कॉन्फ्रेंस के सिलसिले में निम्नलिखित सूचनाएँ आपको और देनी है वो ये हैं:—

(१) यूनियन का ३१ मार्च तक हिसाब ऑडिट किया हुआ, जो भी सदस्य साथी देखना चाहें वो १० तारीख के बाद हेड ऑफिस में आकर किसी भी दिन देख सकेंगे।

(२) हरेक ब्रांच कमेटी व हरेक सदस्य को यह अधिकार है कि वो कॉन्फ्रेंस में विचार करने के लिये प्रस्ताव भेजे। किन्तु ता० १५ मई तक जो प्रस्ताव हेड ऑफिस में पहुँचेंगे उन्हीं प्रस्तावों पर कॉन्फ्रेंस में रखने के लिये विचार हो सकेगा।

(३) यूनियन ने फंसला लिया है कि, कॉन्फ्रेंस के लिये हर ५ सदस्यों में से १ प्रतिनिधी (डेलीगेट) चुना जाये। हरेक रूट के सदस्यों में से ही डेलीगेटों का चुनाव होगा। अतः इस कॉन्फ्रेंस के लिये ऐसे साथियों का चुन जो कि, हमारी यूनियन को मजबूत बनाने, भविष्य का कार्यक्रम बनाने में सक्रिय हिस्सा ले सकें।

(४) तब्दीलियों सहित विधान हिन्दी में ११ तारीख से हेड ऑफिस में आकर किसी भी दिन कोई भी सदस्य देख सकेंगे।

अजमेर मोटर मजदूर यूनियन जिन्दाबाद दुनिया के मजदूरों एक हो
किशनगढ़ कॉन्फ्रेंस को सफल बनाओ

हम हैं आपके साथी—

प्रधान मंत्री—पुष्कर नारायण

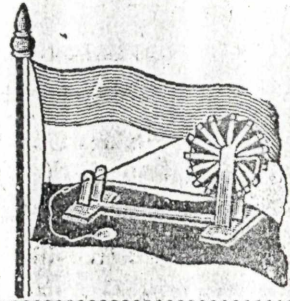
सभापति—गाढ़सिंह

अजमेर, ता० ४ मई ५८

गजानन्द प्रिन्टिंग प्रेस, शाह मार्केट, ध्यावर

दिया जाय। (१२) प्रत्येक मजदूर पर स्ट्रेडिंग आर्डर लागू किया जाय। (१३) प्रत्येक पेसेजंर मोटर पर १ खलासी रखा जाये।

दुनियां के मजदूरों, एक हो
अजमेर मोटर मजदूर यूनियन
जिन्दावाद



सुरक्षा फण्ड में
मुक्त हस्त से सहायता दें
क्योंकि

- ★ मालिकों के जुल्मों के खिलाफ लड़ने में —
- ★ न्याय हासिल करने के लिये हमारा मनोबल बढ़ेगा—
- ★ बेकारी, बीमारी व दुर्घटनाओं में हम अपनी मदद खुद कर सकेंगे

केशव आर्ट प्रिन्टर्स, अजमेर मुद्रित जगन्नाथ यादव द्वारा

अजमेर मोटर मजदूर यूनियन
का

वार्षिक सम्मेलन

किशनगढ़—१८, १९ मई १९५८

- ★ रिपोर्ट और हिसाब
- ★ यूनियन का विधान
- ★ सम्मेलन के प्रस्ताव

सम्पादक—

कल्याणसिंह

प्रकाशक—अजमेर मोटर मजदूर यूनियन

हेड आफिस

गौतम हाई स्कूल के सामने

अजमेर

भार १०००

मूल्य चार आने

किशनगढ़ सम्मेलन द्वारा चुनी गई
अजमेर मोटर मजदूर यूनियन की वर्किंग कमेटी

प्रेसीडेन्ट	साथी गाडसिंह
वाइस प्रेसीडेन्ट	„ छजूराम
जनरल सेक्रेटरी	„ पुष्करनारायण काला
असि० „	„ सहीक
खजान्ची	„ गुरुदत्त शर्मा
सदस्य	„ कल्याणसिंह
„	„ इन्द्र मकवाना
„	„ मोती भाई (छोटे)
„	„ रामाकिशन
„	„ ताराचन्द
„	„ मोतीसिंह
„	„ बदरुदीन

नोट—तीन रिक्त स्थानों की पूर्ति वर्किंग कमेटी नामजद करके करेगी।

प्राडिटर—

श्री बालकृष्ण व्यास

B. Com. A. C. A.

चार्टर्ड अकाउन्टेन्ट्स, ब्यावर

प्रस्तावना

अजमेर मोटर मजदूर यूनियन की वर्तमान स्थिति, उसके निर्णय, कार्यक्रम व विधान आदि को सामने रखते हुए हमें बहुत खुशी है।

यूनियन का पुनर्गठन—

अजमेर क्षेत्र के मोटर मजदूर पिछले दस वर्षों से बार बार संगठित होकर बिखर रहे थे। लड़ाई समाप्त होने पर हमारे सामने अपना संगठन बनाने का सवाल उठा था। देश के मजदूर-वर्ग के साथ-साथ हमने भी अपने कदम बढ़ाने का फैसला किया था। परन्तु अब तक, अपनी ईमानदारी, कोशिश, और जोश के बावजूद भी टिकाऊ संगठन नहीं बना पाये थे। लेकिन अब यह खामी पूरी होती नजर आ रही है। इसके दो कारण हैं—एक तो हम मजदूरों का भी काफी तजुर्बा हो चुका है और दूसरे हमें अनुभव शील और सच्चे मजदूर कार्यकर्त्ता मिल गये हैं।

हमारी यूनियन का नया रजिस्ट्रेशन दिसम्बर ५७ में हुआ उसके बाद से, और खासकर फरवरी ५८ से यूनियन का काम काफी नियमित, सिलसिलेवार और मिल जुल कर हो रहा है, जो यूनियन की रिपोर्ट से साफ होता है। इसी प्रकार यूनियन के हिसाब-किताब का ब्यौरा भी साफ तौर पर पहली बार आपके सामने आ रहा है, और वह भी चर्टर्ड एकाउन्टेन्ट द्वारा जांच किया हुआ।

किशनगढ़ सम्मेलन की तैयारियाँ—

चन्द महीनों के इस काम के दौरान में यूनियन के सामने कुछ समस्यायें आयीं। मालिकों, और राज्य कर्मचारियों के जुल्म, से सभी मोटर मजदूर परिचित हैं। मजदूर साथियों में यूनियन के

बारें में जानकारी में दिलचस्पी कम होना। और पहले के काम की गड़बड़ियों और हिसाब के साफ न होने से पैला अविश्वास।

यूनियन को ठीक से संगठित करने और उपरोक्त खामियों को दूर करने की दिशा में पहला कदम बढ़ाने के लिये वर्किंग कमिटी ने निर्णय किया कि यूनियन का वार्षिक सम्मेलन पूरी तैयारी के साथ किया जाय, जिससे साथियों को बहस करने और हर पहलू को समझने का पूरा-पूरा मौका मिले।

किशनगढ़ शाखा ने यूनियन के दो दिन के सम्मेलन की व्यवस्था करने की जिम्मेदारी ली। प्रतिनिधियों के ठहरने और खाने की उन्हीं व्यवस्था की। इस निमित्त सारे खर्च का भार उन्हींने उठाया। यह प्रसन्नता की बात है कि इस सम्मेलन की स्वागत समिति में किशनगढ़ के सारे मजदूर व सार्वजनिक कार्यकर्त्ता सम्मिलित थे।

उद्घाटन—

स्वागत-समिति के अध्यक्ष श्री कृष्णकान्त वर्मा जो किशनगढ़ राष्ट्रीय मिल मजदूर कांग्रेस के प्रेसीडेन्ट व राजस्थान विजली व नल कर्मचारी फेडरेशन के वाइस-प्रेसीडेन्ट होने के साथ कई मजदूर संगठनों में पदाधिकारी हैं—के स्वागत-भाषण के पश्चात् राजस्थान के वयोवृद्ध क्रान्तिकारी स्वामी कुमारानन्द ने सम्मेलन का उद्घाटन किया स्वामी जी ने भारत के मजदूर वर्ग की शानदार परम्परा का विवरण देते हुए प्रतिनिधियों का आह्वान किया कि वे भी इस संगठन को इस परम्परा के योग्य बनायें।

सन्देश—

सम्मेलन की सफलता के लिये व मार्ग दर्शन करते हुए महत्त्वपूर्ण संदेश प्राप्त हुए। मुख्य संदेश निम्न थे—श्री वी. वी. गिरि गवर्नर उत्तर प्रदेश, के० जी० श्रीवास्तव, सेक्रेटरी ऑल इण्डिया

ट्रेड यूनियन कांग्रेस, श्री वी० एन० घोष, सेक्रेटरी जनरल, नेशनल फेडरेशन आफ पोस्ट एण्ड टेलीग्राफ एम्प्लॉइज शर्तीफ चटर्जी जनरल सेक्रेटरी नेशनल फेडरेशन आफ रोड ट्रान्सपोर्ट वर्क्स आफ इण्डिया, जनरल सेक्रेटरी, केरल स्टेट ट्रान्सपोर्ट एम्प्लॉइज यूनियन-त्रिवेन्द्रम आदि।

यह हर्ष का विषय है कि हमारा उरसाह बढ़ाने और भाई चारा बढ़ाने के लिये निम्न साथियों ने स्वयं सन्देश सुनाये—अशरफ फौजदार, जालिमसिंह नांद मेड़ता, श्री महादेव प्रसाद वर्मा, अजमेर।

दो दिन का कार्य—

सम्मेलन १८ व १९ मई ५८, दो दिन हुआ सम्मेलन में यूनियन की रिपोर्ट व हिसाब स्वीकार किया, लम्बी बहस के बाद एक नया विधान यूनियन का मंजूर किया और वीस से ज्यादा प्रस्ताव पास किये।

यूनियन का नया विधान स्वीकार करना, मांगों के लिये विशेष सम्मेलन का निर्णय और जुल्मों से लड़ने के लिये सुरक्षा फण्ड की व्यवस्था करना इस सम्मेलन के मुख्य निर्णय थे।

सम्मेलन की लम्बी, और दिलचस्प कार्यवाही में सबसे महत्त्वपूर्ण बात थी साथियों में एक दूसरे को समझने की भावना, जो किसी भी संगठन को मजबूत बनाने के लिये जरूरी है। इसीका परिणाम है कि सम्मेलन में लगभग सारे फैसले सर्वसम्मति से हुए।

यहाँ यह भी बता देना जरूरी है कि यूनियन की यह प्रगति कुछ तबकों को बर्दास्त नहीं है। उसके अलग-अलग कारण हैं। सम्मेलन से कुछ दिनों पहले साथी रामसिंह के नाम से एक यूनियन-विरोधी पर्चा निकला था। हमने उन गुमराह दोस्तों को किशनगढ़ आने का निन्मत्रण दिया। सम्मेलन समाप्त होने के

बाद साथी रामसिंह ने यूनियन के प्रसीडेंट को निम्न पत्र लिखा—
अध्यक्ष जी,

अजमेर मोटर मजदूर यूनियन, अजमेर
प्रिय साथी,

जो हेन्डबिल मेरे नाम से पुलिस जुल्म तथा यूनियन के बारे में निकला है उस बाबत मेरे को सिर्फ पुलिस जुल्म के बारे में ही बताया गया था। यूनियन के बारे में मुझे क्या लिखा है—नहीं बताया और इस विषय पर मुझे श्री किशोरीलालजी ने गलतफहमी में रखा। मैं यूनियन के सम्मेलन (किशनगढ़) में पूरे तौर पर हाजिर रहा और मेरी यह पक्की राय है कि यूनियन पर जो भी आलोचना की गई वो सच नहीं है। हमें सबको यूनियन को मजबूत बनाने में जुट जाना चाहिये।

ता: १९-५-५८

—ह: रामसिंह

अपील:—

अजमेर के मोटर मजदूरों से हमारी यह प्रार्थना है कि यूनियन की आज जो शक्ल है वह आपके सामने इस पुस्तिका से साफ होजाती है, उसे समझ कर यूनियन में शामिल होकर मजबूत बनाइये व अपनी मांगे हासिल करने और जुल्म को खतम करने की दिशा में आगे बढ़े।

अजमेर मोटर मजदूर यूनियन जिन्दाबाद

गाडसिंह
प्रेसीडेंट

पुष्करनारायण
सेक्रेटरी

अजमेर मोटर मजदूर यूनियन के वार्षिक सम्मेलन में स्वीकृत रिपोर्ट

आदरणीय अध्यक्षजी, स्वामीजी तथा प्रतिनिधि व विशेष प्रतिनिधि साथियो !

हमारी यूनियन की पहली रिपोर्ट आपके सामने रखने का मुझे जो सौभाग्य मिला उसके लिये मैं यूनियन का कृतज्ञ हूँ। ऐसी रिपोर्ट रखने का मेरा यह पहला मौका है। ऐसी हालत में सम्भव है कि, कुछ चुटियां रह जावे अथवा मैं यूनियन की भावनाओं को पूरी तौर से व्यक्त न कर पाऊं तो कृपया क्षमा करेंगे, ऐसी आशा है।

साथियो, यों तो अजमेर राज्य में ट्रान्सपोर्ट कर्मचारियों के संगठन का एक लम्बा और संघर्षशील इतिहास है। हमने अथक परिश्रम से यूनियन बनाई, कई लड़ाईयें लड़ी और कामयाबियां हासिल की, किन्तु हम हमारे संगठन को स्थाई न बना पाये। यह हमारा दुर्भाग्य रहा। और इसके भी कुछ कारण हैं। मैं उन कारणों को बता कर जिन्हें कि हमारे सभी प्रतिनिधि जानते हैं। आपका समय नष्ट नहीं करूंगा।

हमारी ये यूनियन सन् ५७ के दिसम्बर में रजिस्टर्ड हुई। यद्यपि नवम्बर ५७ से इसके लिये प्रयास चालू थे।

मेम्बरेशिप:—आपको यह जानकर खुशी होगी कि जिस वक्त यूनियन को रजिस्टर्ड कराने की अर्जा दी थी, हमारी मेम्बरशिप १५० थी, किन्तु आज २३९ है। किन्तु आज भी हमारी मेम्बरशिप बेहद कम है। लोडलोरी के साथियों व केकड़ी तहसील के साथियों में हम अभी भी अधिकांश साथियों को अपने संगठन में नहीं ला सके।

हिसाबः—यूनियन का आडिट किया हिसाब तो आपके सामने यूनियन के खजानची साथी रखेंगे किन्तु मैं आपको यह बताना चाहता हूँ कि हमारे पास ३१ मार्च ५८ को १९६ रु० ८४ नये पैसे नगद तथा १५ रु० ३० पैसे की पुस्तकें, ३ रु० २४ पैसे का पोस्टेज और २६ रु० काबिल वसूली चन्दे था। इस तरह से ३१ मार्च तक हमारे पास में खर्चा निकाल कर २४१ रु० ३८ पैसे बैलेंस रहे। जो २६ रु० काबिल वसूल चन्दे की रकम है (वो २१) रु० श्री जगदीशजी पीसांगन वालों में और ५) रु० श्री कमनदासजी में चन्दे के रुपये ३१ मार्च तक बकाया रहे हैं।

हमारे ख्याल से हमें इस प्रवृत्ति को बदलना चाहिये कि साथी लोग, वसूल किये चन्दे को गलत तरीके से इस्तेमाल करें।

कार्यकारिणी की बैठक व अन्याय कामः—

इस दौरान में ३ मितिगें वार्किंग कमेटी की हुई। जिसमें महत्वपूर्ण निणय मांगों के बारे में, कोआपरेटिव केन्टीन बनाने के बारे में लिये गये।

यूनियन की ओर से साथी कल्याणसिंह और साथी इन्दर मकवाना पूरे अजमेर जिले के प्रमुख २ सेन्ट्रों पर गये। दौरें में केरुड़ी इलाके में हमें सफलता नहीं मिली। वहां निश्चय ही अगर एक दो पुराने साथी एक दो दिन के लिये जायें तो ब्रांच कायम हो सकती है। मजदूर साथियों में यूनियन के प्रति आज भी प्यार व जोश है।

इस दौरान में ब्यावर, पीसांगन, किरानगढ़ में भी ब्रांच संगठनों को फिर से संगठित किया गया। अब सम्भव है कि विधान में तब्दीलीय होने के बाद इन ब्रांचों को फिर से संगठित किया जावे।

पत्र व्यवहारः—नवम्बर से मार्च ५८ तक १४२ पत्र लिखे और हमारे पास ४१ पत्र आये।

पुरानी शिकायतेंः—इस यूनियन के रजिस्ट्रेशन के पहले ही कई साथियों के मामले लेबर आफिसर के सामने, व न्यूनतम वेतन एक्ट, पेमेन्ट ओफ वेजेज एक्ट, स्टैन्डिंग ओर्डर एक्ट की तहद में अदालत में विचाराधीन थे। हमें अफसोस है कि यहाँ के न्यायालयों में १॥ से २ साल से मुकदमें विचाराधीन रहे और उन पर कोई प्रगति न हो पाई। मोटर मालिक वार २ तारीखें लेते रहते हैं और उनके साथ लिहाज बाजी बरती जाती है। यही हाल लेबर आफिसर का है। उनके पास में जितनी पुरानी शिकायतें हैं उन पर कोई भी कार्यवाही नहीं की गई।

नई शिकायतेंः—इस दौरान में यूनियन के पास में (१) किरान सिंह ड्राईवर, (२) मूलचन्द कन्डेक्टर, (३) गामस्वरूप ड्राईवर, (४) जीवनलाल कन्डेक्टर, (५) श्रीराम कन्डेक्टर, (६) हीरा लाल कन्डेक्टर, (७) भंवरलाल शर्मा, मोहन, गेंदालाल, दुर्गासिंह, ब्रह्मानन्द, ओमप्रकाश, मोहन लाल ड्राइवर तथा सोहनलाल, गुलाब चन्द, मोतीसिंह कन्डेक्टर की शिकायतें आईं। अप्रैल से अद्य तक अचलसिंह, रामधन, पीरूमल, नारायणसिंह ड्राईवर आदि की शिकायतें आईं।

हमने इनमें से मोतीसिंह, अचलसिंह, मोहनलाल, मोहन आदि के मामले में समझौते कराने में हिस्सा लिया और समझौते हुये। किन्तु बाकी मामलों में ओटोमोवाइस ट्रा० कम्पनी, राठौर कम्पनी, वर्मा कम्पनी पुष्कर आदि २ अपनी श्रम विरोधी नीति के कारण मामलों के फैसले होने नहीं देते। श्रम अधिकारी अपनी असफलता की रिपोर्ट नहीं भेज कर, बार-बार इन मालिकों को तारीखें देते रहते हैं। समझ में नहीं आता कि श्रम अधिकारी

क्यों इन मालिकों का बेजा लिहाज रख रहे हैं। जब कि ये मोटर मालिक श्रम अधिकारियों के रजि० पत्र तक लेने से इन्कार करते हैं, पेशियों पर नहीं आते हैं।

श्रम विभाग बिलकुल असहाय महसूस कर रहा है। दूसरी ओर मालिक लोग न्यूनतम वेतन एक्ट तोड़ रहे हैं। साप्ताहिक छुट्टियाँ नहीं दे रहे हैं, पूरी पगारें कई मोटर मालिक नहीं देते, ओटोमोबाइल्स कम्पनी रजिस्ट्रों में फर्जी इन्ड्रॉजें करता पकड़ा गया, श्रमिकों से १४-१४ घण्टे काम लेने पर भी ओवरटाइम नहीं दिया जाता, स्टेण्डिंग ओर्डर भंग किया जा रहा है। तनखाहें वक्त पर नहीं दी जाती, स्थाई नौकरी को डेली वेजेज में बदला जा रहा है। जब कि ये बातें श्रम विभाग को ज्ञात हैं फिर ऐसा क्यों हो रहा है ? क्या ये समाजवादी लक्ष्य को पूरा कर रहे हैं ? क्या ये पंचवर्षीय योजना को पूरी करने में श्रमिकों में उरसाह पैदा कर रहे हैं ? नहीं, निश्चय ही नहीं। ये मोटर मालिक लोग रात दिन मजदूरों को नाकाफी राहव देने वाले कानूनों को तोड़कर कत्र में दफना रहे हैं और श्रम विभाग और सरकारी अधिकारियों की फौज कानूनों की इन कत्रों पर बैठकर समाजवाद का कीर्तन कर रही है !

मोटर व्हीकल एक्ट:—हम सभी लोग मोटर व्हीकल एक्ट व रूल्स के नाम से परिचित हैं। इस एक्ट के द्वारा निर्धारित रीति-नीतियों के आधार पर ही कानूनी तौर से ये मोटरें घूमती हैं, चलती हैं। इस एक्ट में काफी खामियाँ हैं। इस एक्ट में बुनियादी तब्दीलियों की अब सख्त जरूरत है। आज गाड़ी का रंग उत्तर जाये, मालिक पूरे ट्रूलस न दें, गाड़ियों पर रखे सामान के लगेज का टिकट बना हुआ हो, अथवा सवारियों का टिकट बना हुआ हो, पुलिस का सिपाही, ड्राइवर व कन्डेक्टर का चालान

करता है। जब कि इन चालानों की जुम्मेदारी केवल मालिक पर होनी चाहिये, और ड्राइवर व कन्डेक्टरों को अगर जरूरत पड़े तो चालान के पक्ष में गवाह के रूप से इस्तेमाल किया जाना चाहिये। वेकारी दिन दर दिन बढ़ती जा रही है, इसलिये नौकरियों की स्थिरता में सदा सन्देह बना रहता है। मालिक लोग इस बात को जानते हैं और इसीलिये मालिक लोग मौखिक रूप से अपने कर्मचारियों को आदेश देते हैं कि "ओवरलोड चलो, और मुझे अधिक से अधिक कमा कर दो।" श्रमिक के लिये ये हुक्म नौकरी से सम्बन्ध रखता है। अतः उसे मजबूरन ओवरलोड चलाना पड़ता है और जिसके वो टिकट भी काटता है। पैसा मोटर मालिक के पास जाता है, ओवर लोड के सम्बन्ध में पकड़े जाने पर चालान ड्राइवर व कन्डेक्टर का होता है यह न्याय नहीं है।

राज्य व केन्द्रीय सरकार की उपेक्षा:—

देश के सभी प्रमुख उद्योगों में कर्मचारियों को राहत देने की नीयत से श्रम सम्बन्धी कई कानून बने हुवे हैं। हो सकता है कि उनमें कई प्रमुख-खामियाँ हों, अथवा उन पर अमल न किया जाता हो। किन्तु हम ट्रान्सपोर्ट कर्मचारियों के हितों के रक्षण के लिये, हमारे काम की अवधि के लिये, हमारी भविष्य निधि के लिये, हमारी नौकरी की गारन्टी के लिये कोई कानून नहीं है। हमारी जिन्दगी और हमारे मासूम बच्चों की सुखकराहट इन स्वार्थी व लालची मालिकों की दया पर निर्भर हैं।

देश के विकास में निर्माण में और जनता की सेवा में इस उद्योग में लगे हुवे हमारे ट्रान्सपोर्ट कर्मचारी साथी महान गौरव महसूस करते हैं। हम जानते हैं कि हमारी सेवाओं का कितना भारी महत्व है। हम जब घर से द्यूटी पर चलते हैं, तभी से

मौत के साथे में खड़े हो जाते हैं। प्रतिक्षण जिन्दगी व मौत के बीच भूलते हुवे हम, पेसेन्जरो की सेवा करते हैं, जिन्दगी की जरूरत के सामानों का बोझा एक छोर से दूसरे छोर तक हम रात दिन कड़ी महनत करके पहुँचाते हैं।

किन्तु हमें खेद के साथ कहना पड़ता है कि हमारी राज्य व केन्द्रीय सरकारों ने "हम भी इन्सान हैं, निर्जीव मशीन नहीं, हम को भी इन्सानी जिन्दगी की जरूरत है" यह समझने में अक्षम्य दुर्लक्ष किया है। यह परिस्थिति हम ज्यादा दिन बरदास्त नहीं कर सकते। क्योंकि हम अब तक इस उम्मीद में थे कि मालिकों में कभी न कभी इन्सानियत जागेगी देश प्रेम जागेगा और हमारी राष्ट्रीय सरकार व उसके कर्णधार हमें "देश-भक्ति" का उपदेश देने के बजाय इन स्वार्थी व लालची मालिकों को सुधारने व देशभक्ति का अनुराग पैदा करने व हमें इन्सानी हक दिलाने की ओर कोई ठोस कदम उठायेगी। ये उम्मीद हमें, और पूरे देश के ट्रान्सपोर्ट कर्मचारियों की पूरी नहीं हुई।

यह सवाल देश व्यापी है इसे हम भी देश के ट्रान्सपोर्ट उद्योग के कर्मचारियों के साथ मिलकर हल करेंगे। हमारा यह विश्वास एक दफा और पक्का होता है कि "मांगे ली जाती हैं भीख मांगने से नहीं मिलती हैं।"

इस सच्चाई को स्वीकार करना चाहिये कि चन्द कर्मचारी भाइयों में सोचत से, संस्कारों से या अन्य किसी कारण से शराब आदि नशीली चीजों के सेवन करने की आदत पड़ गई है। हालांकि ऐसे भाइयों की संख्या काफी कम है। किन्तु हमारे संगठन के और हमारी मांगों के दुश्मन इस बात का लगातार प्रचार करते हैं कि मोटर मजदूर रोज शराब पीते हैं। यद्यपि ये

भले आदमी देशी व विलायती शराब को खुद गंगाजल की भांति खुले आम अथवा चोरी छुपे इस्तेमाल करने में मजदूरों से भी चार कदम आगे हैं। किन्तु वहस का अथवा विचार करने का विषय यह नहीं कि कौन र पीता है। सच्चाई यह है कि नशा "बुरी चीज है।" इसे हमें दूर करना चाहिये और इस ओर भी हमें उतना ही ध्यान देना चाहिये। जितना कि अन्य मसलों पर देते हैं।

साथियों, हमें हमारी मांगों को हांसिल करने के लिये क्या कदम उठाया जाये, इस बाबत, इस सम्मेलन में गम्भीरतापूर्वक विचार करना चाहिये।

मजदूर साथियों !

मोटर मजदूर कोऑपरेटिव केन्टीन
के सदस्य बन कर

★ आपसी भाईचारा बनाइये।

★ अपने पैसे को अपने काम में लाइये !

★ खाने-पीने की सस्ती चीजें प्राप्त कीजिये !

★ शुद्ध पदार्थों से अपना स्वास्थ्य बनाइये !

अजमेर मोटर मजदूर यूनियन की वर्किङ्ग कमेटी ने निर्णय किया है कि अपनी एक को-ऑपरेटिव केन्टीन अजमेर, व्यावर आदि स्थानों पर बनाई जाय। इसी के साथ यूनियन के दफ्तर भी होंगे।

अजमेर मोटर मजदूर यूनियन का १५-११-५७
से ३१-३-५८ तक की आय-व्यय का हिसाब

जनरल फण्ड एकाउन्ट			
आय	रु. न.पै	व्यय	रु. न.पै.
पिछला बैलेन्स	०-००	तनखा व भत्ता	८०-००
सदस्यों का शुल्क	६१७-००	दफ्तर की व्यवस्था	८२-२७
सहायतार्थ रकम	४९-००	सहायता (सदस्यों को)	२६-००
टोटल आमद	<u>६६६-००</u>	सामाजिक सहायता	२-८७
		किराया आदि	६१-५०
		स्टेशनरी, प्रिन्टिंग	
		व पोस्टेज	११२-११
		अन्य खर्च	५९-८७
		बैलेन्स (वचत)	<u>२४१-३८</u>
		टोटल खर्च	<u>६६६-००</u>

लायबिलिटीज व एसेट्स का लेखा-जोखा

लाय विलिटीज	एसेट्स	
जनरल फण्ड	केश खजांची के पास	१९६-८४
की रकम	कार्यकारिणी सदस्यों	
टोटल	के पास	२६-००
	लायब्रेरी में पुस्तकें	१५-३०
	डाक टिकट दफ्तर में	३-२४
	टोटल	<u>२४१-३८</u>

ग्राडीटर का डिक्लेरेशन

निम्न हस्ताक्षरकर्ता ने ट्रेड यूनियन की सभी पुस्तकों और हिसाब को देखकर व उपरोक्त लेखा की जांच करके सही पाया। लेखा कानून के अनुसार ठीक है, निम्न विवरण के साथ, यदि कोई हो।

हस्ताक्षर व सील
वाल कृष्ण व्यास
B. Com., A. C. A.
चाईर्ड एकाउन्टेन्ट ब्यावर

व्यावर
ता० १५ मई ५८

किशनगढ़ वार्षिक सम्मेलन (१८ व १९ मई १९५८)

द्वारा स्वीकृत अजमेर मोटर यूनियन
का विधान

प्रस्ताव

यूनियन का यह वार्षिक सम्मेलन, यूनियन के भोजपुरा विधान के बजाय निम्न लिखित विधान को स्वीकार करता है। तथा इस मिलसले में रजिस्ट्रार ऑफ ट्रेड यूनियन, राजस्थान राज्य से सभी तरह की कार्यवाही करने का अधिकार यूनियन के जनरल सेक्रेटरी को देता है।

१ नाम आदि

- (अ) इस ट्रेड यूनियन का नाम 'अजमेर मोटर मजदूर यूनियन' होगा।
- (आ) इस यूनियन का प्रधान कार्यालय अजमेर में रहेगा।
- (इ) इस यूनियन का कार्य क्षेत्र अजमेर जिला तथा पास के इलाके होंगे।
- (ई) यूनियन का चिन्ह (Emblem) गोलाकार होगा, जिसके केन्द्र में स्टीयरिंग बना होगा और गोलाकार में यूनियन का नाम लिखा होगा।

२ उद्देश्य

- (अ) यूनियन के सदस्यों के सामूहिक तथा व्यक्तिगत—आर्थिक, सामाजिक और राजनैतिक अधिकारों व हितों की रक्षा करना और उन्हें आगे बढ़ाना।
- (आ) यूनियन के सदस्यों में आपस में एकता, भाई चारा और पारस्परिक सहयोग की भावनाओं का विकास करना।
- (इ) यूनियन के सदस्यों में कार्यक्षमता बढ़ाने, शिक्षित होने

और सामाजिक जीवन में हिस्सा लेने की दिलचस्पी पैदा करना।

- (ई) नौकरी से बरखास्तगी (Victimisation), जबरन बेकारो (Forced Unemployment) आदि कारणों से पैदा होने वाली आर्थिक कठिनाइयों में सदस्यों की सहायता करना। सहकारी प्रवृत्तियों को बढ़ावा देना।
- (उ) राष्ट्र निर्माण व रक्षा, समाजवादी चेतना का विकास, नागरिक स्वतन्त्रता की रक्षा, विश्व-शांति की स्थापना, ट्रेड यूनियन अधिकारों की रक्षा आदि व्यापक प्रश्नों पर अन्य संगठनों के साथ सहयोग करना।
- (ऊ) समान हितों वाले, स्थानीय, प्रान्तीय, राष्ट्रीय व अन्तर-राष्ट्रीय संगठनों से सम्बन्धित होकर मजदूर वर्ग के हित के काम करना।

३ सदस्यता

- (अ) (१) कोई भी व्यक्ति, जो कि सड़क यातायात उद्योग और सम्बन्धित कारखानों, कार्यालयों आदि में नौकरी करता हो अथवा अस्थाई तौर पर काम पर न हो, वह इस यूनियन का सदस्य बन सकता है; बशर्ते कि वह यूनियन के विधान, नियमों व फैसलों को स्वीकार करे और यूनियन की सदस्यता शुल्क नियमानुसार देवे।
- (२) इस यूनियन की सदस्यता शुल्क की दर निम्न होगी:—
- (क) ड्राइवर, मिस्त्री, क्लर्क, फ्लाइंग चेकर आदि के लिये—एक रुपया प्रति माह।
- (ख) कन्डक्टर, खलासी, चौकीदार आदि के लिये—पचास नये पैसे प्रतिमाह।
- (३) दी इण्डियन ट्रेड यूनियन एक्ट १९२६ की धारा २२

के अनुसार यूनियन के सम्मानित सदस्य (Honorary Members) यूनियन की वरिष्ठ कमेटी बना सकेंगी, जिनकी स्वीकृति वार्षिक सम्मेलन में लेनी होगी। वार्षिक सम्मेलन भी इस प्रकार के सदस्यों को लेने का फैसला कर सकेगा।

- (आ) निम्न परिस्थितियों में सदस्यता लोप हो जायेगी।
- (१) यदि कोई सदस्य लगातार ३ माह तक सदस्यता शुल्क न देवे।
- (२) यदि कोई सदस्य यूनियन की सदस्यता से त्याग-पत्र दे देवे।
- (३) यदि कोई सदस्य वरिष्ठ कमेटी द्वारा अनुशासनात्मक कार्यवाही करके निकाल दिया जाय।
- (इ) यूनियन के सदस्यों के अधिकार:—
- (१) यूनियन की मेम्बरशिप के रजिस्टर का निरीक्षण करना।
- (२) यूनियन की आमद-खर्च का निरीक्षण करना।
- (३) यूनियन के विभिन्न चुनावों में वोट देना।
- (४) यूनियन के विभिन्न चुनावों में खड़े होना, यदि २१ वर्ष से कम उम्र न हो।
- (५) यूनियन में प्रस्तावित प्रश्नों पर राय देना तथा प्रस्ताव पेश करना।
- (६) यूनियन द्वारा संचालित गति विधियों में हिस्सा लेना।
- (७) यूनियन से नियमानुसार कानूनी व आर्थिक सहायता पाना।
- (ई) यूनियन के सदस्यों के कर्तव्य:—
- (१) यूनियन के विधान व नियमों का पालन करना।

- (२) यूनियन के फैसलों को मानना व उनका प्रचार करना ।
- (३) यूनियन की सदस्यता शुल्क व अन्य चन्दा देना ।
- (४) यूनियन की सदस्यता को बढ़ाने व यूनियन को मजबूत करने की कोशिश करना ।
- (५) मजदूर वर्ग में भाईचारा व सहयोग की भावना का प्रसार करना ।
- (६) अपनी कार्यक्षमता व ज्ञान बढ़ाना तथा अपने आचरण को उन्नत करना और इसके लिये अन्य मजदूरों को प्रेरित करना ।
- (७) देशभक्ति व समाजवाद की चेतना को फैलाना ।
- (८) राष्ट्र निर्माणकारी कार्यों में सहयोग करना ।

४ सम्मेलन

- (अ) (१) यूनियन का वार्षिक सम्मेलन साधारणतया प्रर्ववित १ जुलाई से पूर्व होगा ।
- (२) वार्षिक सम्मेलन के स्थान व समय का निर्णय यूनियन की वार्किङ्ग कमेटी करेगी ।
- (३) वार्षिक सम्मेलन के स्थान व समय की सूचना हेण्ड विल अथवा समाचार-पत्रों द्वारा कम से कम एक सप्ताह पूर्व दी जावेगी ।
- (आ) (१) वार्षिक सम्मेलन के लिये वार्किङ्ग कमेटी के फैसलों के अनुसार प्रतिनिधि चुने जायेंगे ।
- (२) प्रतिनिधियों को चुनने का तरीका तथा प्रतिनिधि शुल्क आदि वार्किङ्ग कमेटी तय करेगी ।
- (३) वार्किङ्ग कमेटी के सदस्य वार्षिक सम्मेलन के एक्स-आफिसों (Ex-officio) प्रतिनिधि होंगे ।

- (४) वार्षिक सम्मेलन के लिये कुल प्रतिनिधियों का एक-चौथाई भाग कोरम होगा ।
- (इ) साधारण तथा वार्षिक सम्मेलन निम्न काम करेगा ।
 - (१) वार्किङ्ग कमेटी द्वारा यूनियन के काम की पेश की गयी रिपोर्ट पर विचार करके, यदि आवश्यक हो तो संशोधनों सहित, स्वीकार करना ।
 - (२) आडिटर की रिपोर्ट व हिसाब-किताब पर विचार करके स्वीकार करना व आवश्यक निर्णय लेना ।
 - (३) यूनियन की नीति तय करना ।
 - (४) अन्य प्रस्तावों पर निर्णय लेना ।
 - (५) वार्किङ्ग कमेटी द्वारा प्रस्तावित या सम्मेलन के सभापति की स्वीकृति पर अन्य कार्यवाही करना ।
 - (६) वार्किङ्ग कमेटी का चुनाव करना ।
 - (७) आडिटर नियुक्त करना ।
- (ई) (१) यूनियन की वार्किङ्ग कमेटी विशेष काम के लिये विशेष सम्मेलन बुला सकेगी । यूनियन की ब्रांचों में से आधी से अधिक ब्रांचों द्वारा मांग किये जाने पर, विशेष काम के लिये, वार्किङ्ग कमेटी इस प्रकार की मांग आने के दो महीनों के अन्दर विशेष सम्मेलन बुलायेगी ।
- (२) इस प्रकार के सम्मेलन के लिये प्रारम्भिक कार्य-वाहियें वार्षिक सम्मेलन के ही मुताबिक उप-धारयें (अ) व (आ) के अनुसार होंगी ।
- (३) विशेष सम्मेलन का विशेष एजेण्डा होगा ।
 - ५ वार्किङ्ग कमेटी
- (अ) (१) वार्किङ्ग कमेटी के पदाधिकारियों सहित, पन्द्रह से

ज्यादा सदस्य नहीं होंगे।

(२) वरिष्ठ कमेटी का चुनाव साधारणतया वार्षिक सम्मेलन में होगा।

(आ) (१) दो वार्षिक सम्मेलनों के बीच वरिष्ठ कमेटी यूनियन का सर्वोच्च संगठन होगी।

(२) यूनियन के काम की व्यवस्था करने की जिम्मेदारी वरिष्ठ कमेटी पर होगी।

(३) सम्मेलनों के निर्णयों को अमल में लाने के लिये वरिष्ठ कमेटी जिम्मेदार होगी।

(४) वरिष्ठ कमेटी यूनियन के माहवारी आमद-खर्च की स्वीकृति देगी।

(५) वरिष्ठ कमेटी जब और जहां आवश्यक होगा यूनियन की ब्रांचें कायम करेगी।

(६) यूनियन के सदस्यों तथा ब्रांचों पर, यूनियन के हितों को ध्यान में रखते हुए, आवश्यक अनुशासन की कार्यवाही, वरिष्ठ कमेटी कर सकेगी। परन्तु इस प्रकार की कार्यवाही करने से पहले सम्बन्धित सदस्य तथा ब्रांच को सफाई देने का उचित मौका देगी।

(७) वरिष्ठ कमेटी के रिक्त स्थानों की पूर्ति करेगी।

(इ) वरिष्ठ कमेटी की मिटिंगें।

(१) साधारणतया महीने में एक बार होगी।

(२) साधारण मिटिंग के स्थान एजेण्डा व समय की सूचना तीन दिन पहले दी जायेगी।

(३) कारम कुल सदस्यों का एक-तिहाई होगा।

(४) आवश्यक मिटिंग की सूचना २४ घण्टे पहले दी जायेगी।

(५) मिटिंग यूनियन का जनरल सेक्रेटरी बुलायेगा।

(६) वरिष्ठ कमेटी के कम से कम एक-चौथाई सदस्यों की मांग पर एक सप्ताह के अन्दर मिटिंग बुलाई जायेगी।

६ पदाधिकारी

(अ) यूनियन के निम्न पदाधिकारी होंगे:—

(१) प्रेसीडेन्ट (२) वाइस प्रेसीडेन्ट (३) जनरल सेक्रेटरी

(४) असिस्टेन्ट सेक्रेटरी और (५) खजांची।

(आ) प्रेसीडेन्ट

(१) यूनियन के सभी कामों में नेतृत्व देगा।

(२) यूनियन की मिटिंगों व सम्मेलनों का सभापतित्व करेगा।

(३) समान मत आने पर अतिरिक्त मत देना।

(इ) वाइस प्रेसीडेन्ट

(१) प्रेसीडेन्ट द्वारा दिये गये काम व अधिकारों को पूरा करेगा।

(२) प्रेसीडेन्ट की अनुपस्थिति में प्रेसीडेन्ट के बतौर काम करेगा।

(ई) जनरल सेक्रेटरी

(१) यूनियन के कार्यालय को व्यवस्थित रूप से चलायेगा।

(२) यूनियन की ओर से पत्र-व्यवहार करेगा।

(३) वरिष्ठ कमेटी के निर्णयों पर अमल करेगा।

(४) वरिष्ठ कमेटी की मिटिंगों का आयोजन करेगा।

(५) यूनियन के हिसाब को अपनी देख रेख में खजांची से तैयार करायेगा।

(उ) असिस्टेन्ट सेक्रेटरी

(१) जनरल सेक्रेटरी को सहयोग देगा।

(२) जनरल सेक्रेटरी की अनुपस्थिति में जनरल सेक्रेटरी के बतौर काम करेंगे।

(क) खजांची

(१) वर्किंग कमेटी के फैसले के अनुसार, जनरल सेक्रेटरी की देख-रेख में यूनियन का हिसाब किताब रखेंगे।

(२) यूनियन का हिसाब नियुक्त आडिटर से, आडिट करायेगें।

७ फण्ड और हिसाब

(अ) यूनियन की आय के निम्न साधन होंगे:—

(१) सदस्यता शुल्क (२) विशेष शुल्क (३) सहायतार्थ चन्दा (४) व्याज (५) मुनाफा (६) अन्य आय।

(आ) इण्डियन ट्रेड यूनियन एक्ट १९२६ की व्यवस्था के अनुसार सम्मेलन या वर्किंग कमेटी राजनैतिक फण्ड के बारे में निर्णय करे सकेगी।

(इ) वर्किंग कमेटी के फैसलों के अनुसार दी इण्डियन ट्रेड एक्ट १९२६ की व्यवस्थाओं के अन्तर्गत यूनियन के फण्ड का उपयोग किया जा सकेगा। साधारणतया यूनियन के फण्ड का निम्न उपयोग होगा:—

(१) यूनियन के कार्यालय की व्यवस्था (२) कार्यकर्ताओं की तनख्वाह व भत्ता (३) प्रचार व मिटिंगें (४) प्रकाशन (५) सामाजिक, सांस्कृतिक, शैक्षणिक व शारीरिक कार्य (६) आर्थिक सहायता व कर्ज (७) इन्वेस्टमेंट (Investment)

(ई) वर्किंग कमेटी के फैसलों के अनुसार यूनियन का फण्ड बैंक या बैंकों में रखा जायगा। खजांची व एक अन्य नियत पदाधिकारी बैंक से रकम निकलवा सकेंगे। यूनियन के जनरल सेक्रेटरी और खजांची को खर्च के

लिये २५-२५ रुपये तथा अध्यक्ष ५०) रुपये तक अपने पास रखने के अधिकार होंगे।

(उ) जनरल सेक्रेटरी की देख-रेख में खजांची हिसाब-किताब रखेंगे। कोई भी यूनियन का सदस्य एक सप्ताह की पूर्व सूचना देकर यूनियन के हिसाब किताब को देख सकेगा।

(ऊ) साधारणतया वार्षिक सम्मेलन द्वारा नियुक्त आडिटर द्वारा यूनियन के हिसाब की वार्षिक जांच होगी। नया वर्ष १ अप्रैल से शुरू होगा।

८ हड़ताल

दी इण्डस्ट्रियल डिस्प्यूट्स एक्ट १९४७ के अन्तर्गत व अन्य हड़ताल करने का फैसला यूनियन का सम्मेलन व वर्किंग कमेटी ले सकेगी।

९ विधान में परिवर्तन

यूनियन के सम्मेलन में उपस्थित तीन-चौथाई बहुमत की राय से विधान में परिवर्तन, संशोधन व परिवर्धन आदि किये जा सकेंगे।

१० नियम (Bye-laws)

वर्किंग कमेटी, यूनियन के इस विधान के विपरित न जाने वाले नियम तीन-चौथाई बहुमत की राय से अपनी मिटिंगों में बना सकेगी।

११ यूनियन को भंग करना

इस यूनियन के विशेष सम्मेलन में तीन-चौथाई बहुमत की राय से यूनियन को भंग करने का निर्णय लिया जा सकेगा। यही सम्मेलन यूनियन की सम्पत्ति के सम्बन्ध में भी निर्णय करेगा।

राष्ट्रीयकरण

अजमेर मोटर मजदूर यूनियन का यह सम्मेलन राज्य सरकार द्वारा राजस्थान राज्य में बस सर्विस को राष्ट्रीयकरण करने के बाबत उठाये कदम का हार्दिक समर्थन करता है। साथ ही साथ यह सम्मेलन मांग करता है कि राष्ट्रीयकरण की कार्यवाही अति शीघ्र की जाये और अगर इस सम्बन्ध में राज्य सरकार कोई कमेटी का निर्माण करे तो उसमें अजमेर राज्य मोटर मजदूर यूनियन का भी प्रतिनिधि लिया जाये।

ट्रान्सपोर्ट कर्मचारियों के लिये कानून

अजमेर मोटर मजदूर यूनियन का यह सम्मेलन केन्द्रीय सरकार से, लोक सभा तथा राज्य सभा से मांग करता है कि रोड़ ट्रान्सपोर्ट कर्मचारियों के सम्बन्ध में, लोक सभा में श्रमिकों के प्रतिनिधियों द्वारा प्रस्तुत कानून को अविलम्ब स्वीकार करके ट्रान्सपोर्ट कर्मचारियों को राहत देने की व्यवस्था करे।

मोटर व्हीकलएक्ट में तरमीमें

अजमेर मोटर मजदूर यूनियन का यह सम्मेलन, मोटर व्हीकल एक्ट में उचित स्थानों पर निम्न संशोधनों की मांग करता है :—

१. हरेक मोटर का पूरा बीमा होना चाहिये। कम्प्रीहेन्सिव, एक्ट ओनली या थर्ड पार्टी बीमा काफी नहीं है। तथा ड्राइवर, कन्डेक्टर व खलासी का भी पूरा बीमा होना चाहिये।
२. हरेक मोटर पर काम करने वाले स्थायी कर्मचारियों की साप्ताहिक छुट्टी के दिन की घोषणा लिखी होनी चाहिये।
- उ. वर्दी, स्टेपनी, टूलबोक्स, फस्टएड के समान, मोटर की सीटें रंग आदी के सम्बन्ध में चालान (जरूरत पड़ने पर) केवल मोटर के मालिक पर होना चाहिये, क्यों कि इन सामानों की

सप्लाई की जुम्मेदारी मालिक पर ही है।

४. सवारी गाड़ीयों में ओवरलोड हो तो उसका चालान मोटर मालिक का ही होना चाहिये। यह व्यवस्था लगेज के बारे में भी होनी चाहिये।

५. S. T. A. में यूनियन का भी प्रतिनिधि होना चाहिये।

हम अजमेर जिले के सभी मोटर मजदूर साथियों से अपील करते हैं कि मोटर व्हीकल एक्ट में इन सुझावों को दर्ज कराने के लिये आन्दोलन करे। साथ २ राज्य सरकार से मांग करते हैं कि हमारे उपरोक्त सुझावों को स्वीकार करके मजदूरों के हितों की रक्षा करे तथा भ्रष्टाचार को मिटाने में योग दें।

स्टेन्डिंग ओर्डर के सम्बन्ध में

रोड़ ट्रान्सपोर्ट उद्योग में बहुत कम कम्पनीयां ऐसी हैं जिनको कि “दी इन्डस्ट्रियल एम्प्लोयमेन्ट (स्टेन्डिंग ओर्डर) एक्ट १९४६” की तहद् में स्टेन्डिंग ओर्डर लागू करने के लिये बाधित किया जा सके।

इस सम्मेलन की यह मान्यता है कि, स्टेन्डिंग ओर्डर एक्ट काफी खामियों व कमियों के बावजूद भी, किसी हद् तक श्रमिकों की नौकरी की व काम की शर्तों की गारन्टी देता है।

रोड़ ट्रान्सपोर्ट उद्योग को ‘इन्डस्ट्रियल एक्ट’ की तहद् में “पब्लिक युटिलिटी सर्विस” का उद्योग मानने की गुजाइश है। किन्तु जबतक श्रमिकों की नौकरी व काम की शर्तों की न्यूनतम गारन्टी भी सरकार नहीं दिला सकती (स्टेन्डिंग ओर्डर एक्ट को, रोड़ ट्रान्सपोर्ट उद्योग पर लागू करके राज्य सरकार अगर चाहे तो प्रत्येक रोड़ ट्रान्सपोर्ट कर्मचारी की नौकरी व काम की शर्तों की न्यूनतम गारन्टी दिला सकती है) तो “पब्लिक युटिलिटी सर्विस” का कानून इन श्रमिकों पर लादने में ओचित्य नहीं है।

अतः यह सम्मेलन राज्य सरकार से मांग करता है कि प्रत्येक

रोड़ ट्रान्सपोर्ट उद्योग पर भी स्टेन्डिंग ओर्डर एकट लागू हो, ऐसी तरकीब 'स्टेन्डिंग ओर्डर एकट' में अविलम्ब कराई जाये।

न्यूनतम तनखा

अजमेर व राजस्थान राज्यों के एकीकरण के पश्चात सन् ५७ में, राज्य सरकार ने न्यूनतम वेतन कानून की धारा ५, बी की तहद में राजस्थान भर के रोड़ ट्रान्सपोर्ट उद्योग में काम करने वाले श्रमिकों की न्यूनतम तनखायें तैय करने के वास्ते मालिकों व श्रम संगठनों और श्रमिकों की राय मांगी थी। हमारी यूनियन ने, राजस्थान मोटर मजदूर फेडरेशन ने तथा अन्य श्रम संगठनों ने अपनी राय वक्त पर ही राज्य सरकार को भेज दी।

सुना जाता है कि, राज्य सरकार न्यूनतम वेतन का वही स्केल जो कि अजमेर में सन् ५४ से लागू है—अब भी राजस्थान के ट्रान्सपोर्ट कर्मचारियों पर थोपना चाहती है।

सन् ५४ व ५८ के जीवन निर्वाह सूचक अङ्कों में काफी फर्क हो चुका और भविष्य में भी चीजें दिन-प्रति-दिन मेंहगी होती ही जायेगी। ऐसी परिस्थिति में, यह सम्मेलन राज्य सरकार से मांग करता है कि, (१) प्रत्येक श्रमिक की मौजूदा पगारों में २५ फी सदी इजाफा अविलम्ब कराया जाये (२) न्यूनतम वेतन कानून की धारा ५.ए की तहद में एक जांच कमेटी बैठाई जाय।

श्रम सलाहकार बोर्ड

अजमेर मोटर मजदूर यूनियन का यह सम्मेलन, "राजस्थान श्रम सलाहकार बोर्ड" में अजमेर जिले जैसे महत्वपूर्ण इलाके के ट्रान्सपोर्ट कर्मचारियों का एक भी प्रतिनिधि न होने पर रोष जाहिर करता है। और यह सम्मेलन राज्य सरकार से मांग करता है कि "राजस्थान श्रम सलाहकार बोर्ड" में अजमेर मोटर मजदूर यूनियन का भी प्रतिनिधि लिया जाये।

साप्ताहिक छुट्टियों के बाबत

अब यह बात निर्विवाद है कि, मोटर उद्योग में काम करने वाले श्रमिकों को साप्ताहिक छुट्टियाँ नहीं दी जाती है। साप्ताहिक छुट्टी के कानून बनाने की शर्त यह है कि, प्रत्येक श्रमिक हफ्ते में १ दिन पूर्ण विश्राम करे, ताकि उसकी गिरी हुई तन्दुरुस्ती और अधिक न गिरे। किन्तु "नौकरी से हटाने" की धमकियों के कारण, मजदूर लोग अपने इस न्यायोचित्त मानवीय अधिकार से वंचित रहते आये हैं। ट्रान्सपोर्ट उद्योग में भी, यद्यपि साप्ताहिक छुट्टी का कानून "बीकली होलीडे एकट" 'शोप एण्ड कोमर्शियल एकट' और "न्यूनतम वेतन एकट" की तहद में लागू है, तथा इस कानून का पालन कराने के लिये चन्द अधिकारी भी नियुक्त हैं। किन्तु अधिकारियों द्वारा पक्षपात व भ्रष्टाचार पूर्ण नीति अपनाने के कारण ट्रान्सपोर्ट उद्योग के श्रमिक इस सुविधा से वंचित रहते रहे हैं।

सम्मेलन की यह निश्चित मान्यता है कि, अगर सख्ती के साथ 'साप्ताहिक छुट्टी' के कानून का पालन कराने के लिये सरकार कदम उठाये तो, बेकारी की भी समस्या (काफी हद तक) इस उद्योग में हल होने की सम्भावनायें हैं।

अतः यह सम्मेलन मांग करता है कि ४८ घंटे काम लेने के बाद प्रत्येक रोड़ ट्रान्सपोर्ट कर्मचारी को २४ घण्टे की संवेतन साप्ताहिक छुट्टी दी जाये। (२) प्रत्येक मोटर मालिक अपनी मोटर पर, अपने ओफिस तथा वर्कशोप पर यह लिखित घोषणा करे कि अमुक श्रमिक की अमुक दिन छुट्टी रहेगी। (३) छुट्टी के दिन अगर मालिक, श्रमिक से काम ले ऐसी परिस्थिति में मालिक का चालान किया जाये जिसमें उस पर जेल की सजा और अर्थ-दण्ड की व्यवस्था हो।

खलासी रखना

अजमेर मोटर मजदूर यूनियन का यह सम्मेलन राज्य सरकार के यातायात विभाग से व सरकार के उच्च अधिकारियों से मांग करता है कि प्रत्येक 'पेसेन्जर बस सर्विस' पर ड्राइवर, कन्डेक्टर के अलावा १-१ खलासी रखने की तुरन्त व्यवस्था करावें। क्योंकि, गाड़ियों की छतों पर रखे हुये पेसेन्जरों के माल असबाब की चोरियों की घटनाये बढ़ती जा रही हैं। हरेक स्टो-प्रेज पर कन्डेक्टर, सवारियों को बैठाने उतारने, टिकट काटने आदि कामों में व्यस्त रहता है। ऐसी परिस्थिति में कन्डेक्टर के लिये यह सम्भव नहीं कि वो पेसेन्जरों के सामानों को गाड़ी पर चढ़ाने व उतराने में जुम्मेदारी निभाह सके।

निश्चय ही, प्रत्येक गाड़ी पर खलासी होने से, नागरिक भाइयों के माल-असबाब की हिफाजत व सुरक्षा आज से अधिक होने की सम्भावना है और बेकारी में भी कमी होगी।

यह सम्मेलन ट्रान्सपोर्ट ओपरेटर्स से भी अपील करता है कि आप अपनी २ गाड़ियों पर १-१ खलासी रखकर, जनता जदार्दन (जिनसे की आमदनी के श्रोत चालू हैं।) के साल-असबाब की हिफाजत करने की अपनी जुम्मेदारी निवाहें।

गाड़ियां बढ़ाई जाये

अजमेर मोटर मजदूर यूनियन का यह सम्मेलन प्राप्त व विश्वस्त सूचनाओं के आधार पर यह महसूस करता है कि नीचे लिखे रुटों पर गाड़ियों की तादाद बढ़ाई जाये ताकि जनता को अधिक सुविधायें मिले, राज्य सरकार की आमदनी बढ़े और ट्रान्सपोर्ट उद्योग का विकास हो।

अतः यह सम्मेलन राज्य सरकार से मांग करता है कि, निम्नलिखित रुटों पर पेसेन्जर गाड़ियों की तादाद बढ़ाने की

माकूल व्यवस्था अविलम्ब करे :—

(१) व्यावर से विजयनगर वाया मसूदा (२) व्यावर से विजयनगर वाया शोपुरा (३) व्यावर से करेड़ा (४) व्यावर से टाटगढ़ (५) किशनगढ़ से हरसोड़ (६) किशनगढ़ से रिड़ वाया करकेड़ी (७) अजमेर से श्रीनगर (८) अजमेर से अरड़का (९) पुष्कर से कडेल।

लाइसेन्सों के बारे में

अजमेर मोटर मजदूर यूनियन के इस सम्मेलन की यह निश्चित राय है कि मोटर मजदूरों में फैली हुई बेकारी को ध्यान में रखते हुये अधिकारियों द्वारा और अधिक लाइसेन्स जारी करना मजदूर वर्ग के हितों के खिलाफ है। अतः यह सम्मेलन अधिकारियों से मांग करता है कि, ड्राइवरी व कन्डेक्टरी के नये लाइसेन्स जारी करना तत्काल बन्द कर देवें।

इस सम्मेलन की यह भी मान्यता है कि, 'हेवीव्हीकल' की ड्राइवरी के लाइसेन्स, बिलकुल नये ड्राइवर को देना हानिकारक है। सम्मेलन की राय है कि, ५ वर्ष से कम ड्राइवरी का अनुभव 'हेवीव्हीकल' को चलाने के लिये ना काफी है। अतः यह सम्मेलन यह भी मांग करता है कि, जिन २ ड्राइवरों को ५ वर्ष से कम अनुभव है उन्हें इस प्रकार के लाइसेन्स नहीं दिये जायें और जिन्हें, इस अवधि की कमी के बावजूद लाइसेन्स दे दिये गये हैं उन्हें मन्सूख कर दिया जावे।

चालान व लाइसेन्स

अजमेर मोटर मजदूर यूनियन का सम्मेलन राज्य सरकार से R.T.A. तथा पुलिस अधिकारियों से मांग करता है कि ड्राइवरों अथवा कन्डेक्टरों का किसी सम्बन्ध में चालान करते

वक्त, सम्बन्धित कर्मचारी से उसका लाइसेंस न लेकर, उसके लाइसेंस का नम्बर लेलिया करे। क्योंकि, लाइसेंसों के खोने का, अथवा चालान करने वाले अधिकारी द्वारा लाइसेंस लेने की रसीद के नष्ट होने की घटनायें अक्सर होती रहती हैं। जिस से श्रमिकों को भारी आर्थिक नुकसान उठाना पड़ता है और बेकार की बेहद परेशानियाँ बढ़ जाती हैं।

अदालतों में चलने वाले श्रमिकों सम्बन्धी मुकदमे

अजमेर मोटर मजदूर यूनियन का यह सम्मेलन, अजमेर जिले में ट्रान्सपोर्ट कर्मचारियों के पेमेन्ट ओफ वेजज एक्ट, मिनिमियम बेजेज एक्ट, स्टेन्डिंग ओर्डर एक्ट के सिलसिले में तथा मोटर मालिकों पर स्टेन्डिंग ओर्डर एक्ट भंग करने के सिलसिले में लम्बी अवधि से चलने वाले मुकदमों का फैसला न होने पर रोप जाहिर करता है।

यह सम्मेलन राज्य सरकार से मांग करता है कि, सम्बन्धित न्यायालयों को निर्देशन दिया जाये कि उपरोक्त एक्टों से सम्बन्धित चलने वाले मुकदमों का अधिक से अधिक ३ माह में फैसला करें।

बिना जमानती वारन्ट

ब्यावर, अजमेर, केकड़ी, किशनगढ़ में यह बीसियों घटनायें घट चुकी हैं कि, कुछ पुलिस के कर्मचारी, नाकाफी, पढ़े लिखे अथवा बिना पढ़े लिखे रोड़ ट्रान्सपोर्ट के कर्मचारियों को चालानों के सम्मतों पर अथवा चानानों पर हस्ताक्षर या अगुंठा लगवाते वक्त पेश की तारीखें सही नहीं बताते हैं। ये कार्यवाही विपेश प्रयोजन से की जाती है। गलत तारीख की जानकारी के आधार पर श्रमिक सही तारीख पर अदालत में हाजिर होने में असमर्थ रहता है और इसी आधार पर अदालतों द्वारा श्रमिकों का बिना जमानती वारन्ट निकलवा दिया जाता है। अक्सर यह भी होता है कि,

बिना सम्मन भेजे अथवा नोटिस भेजे ये पुलिस कर्मचारी न्यायालयों से, एकदम बिना जमानती वारन्ट निकलवाने में सफल हो जाते हैं।

रोड़ ट्रान्सपोर्ट कर्मचारियों के आम तौर पर मोटर व्हिकल एक्ट में चालान होना साधारण बात है और वे साधारण जुर्म हैं। किन्तु इसपर बिना जमानती वारन्ट निकालना उचित नहीं है।

यूनियन का यह सम्मेलन, पुलिस द्वारा पेशी की गलत तारीखों के बताने, हतकड़ी, डालकर ड्राइवर कन्डेक्टर को थाने अथवा अदालत में ले जाने, (हांलाकि मोटर मालिकों का भी कई दफा चालान होता है और वे भी कई दफा अदालत में हाजिर नहीं होते, किन्तु किसी भी मोटर मालिक के हथकड़ी डालकर शायद आजतक अदालत या थाने में नहीं ले जाया गया) अदालतों द्वारा बिना जमानती वारन्ट निकालने का सख्त विरोध करता है। और मांग करता है कि, अदालतों से, मोटर व्हिकल एक्ट सम्बन्धी चालानों पर बिना जमानती वारन्ट निकालना बन्द कराया जाये (२) पेशी की गलत तारीख बताने वाले पुलिस कर्मचारियों के खिलाफ, अधिकारी गण सख्त कार्यवाही करें।

ओटोमोबाइल्स कम्पनी

अजमेर मोटर मजदूर यूनियन के इस सम्मेलन की मान्यता है कि ओटोमोबाइल्स ट्रान्सपोर्ट कम्पनी अजमेर के चेयरमैन, सरकार द्वारा लागू किये गये स्टेन्डिंग ओर्डर व एक्ट का न्यूनतम वेतन एक का, साप्ताहिक छुट्टियों के कानून का उल्लंघन करके मजदूरों के साथ अन्याय कर रहे हैं। और श्रम विभाग भी इस मामले में कार्यवाही करने में असमर्थ ही रहा है। फल स्वरूप इस कम्पनी के चेयरमैन का, रोजमर्रा के कामों में भी श्रमिकों के साथ अभद्र व्यवहार करने का हीसला बढ़ गया है।

इसलिये यह सम्मेलन सरकार से दृढ़तापूर्वक मांग करता है कि कानून भंग करने वाले व मजदूरों पर अत्याचार करने वाले चेयरमैन के खिलाफ सख्त कार्यवाही करके मोटर मजदूरों के अधिकारों की रक्षा करें।

आनरेरी सदस्य

अजमेर मोटर मजदूर यूनियन का यह सम्मेलन सन् ५८-५९ के लिये साथी इन्द्र मकवाना और साथी कल्याणसिंह को यूनियन का ओपेरेरी सदस्य चुनता है।

सुरक्षा फण्ड

अजमेर मोटर मजदूर यूनियन का यह सम्मेलन गम्भीरता पूर्वक महसूस करता है, जिन्दगी की सुरक्षा की कमी के कारण मोटर मजदूर, मालिकों के खिलाफ लड़ने में एक कमजोरी महसूस करता है। इस कमजोरी के कारण हमारी लड़ाई में और हमारे संगठन में कमजोरी आती है। अतः यह सम्मेलन, यह निर्णय लेता है कि यूनियन का एक सुरक्षा फण्ड शुरू किया जाये ताकि यह कमजोरी खत्म हो। यह सम्मेलन जिले के सभी ट्रान्सपोर्ट कर्मचारी साथियों से अपील करता है कि इस फण्ड में यूनियन की सदस्यता के चन्दे का कम से कम दुगुनी रकम इस फण्ड में दें। सम्मेलन इस सम्बन्ध में आवश्यक नियम बनाने आदि का पूर्ण अधिकार वर्किंग कमेटी को देता है और वर्किंग कमेटी को आदेश देता है कि इस सम्बन्ध में आवश्यक कार्यवाही करें।

एफीलियेशन

अजमेर मोटर मजदूर यूनियन का यह सम्मेलन ट्रान्सपोर्ट कर्मचारियों के समान हितों को ध्यान में रखते हुये, निर्णय लेता है कि इस यूनियन को 'राजस्थान मोटर मजदूर फेडरेशन' से तथा

'नेशनल फेडरेशन ऑफ रोड ट्रान्सपोर्ट वर्कर्स ऑफ इन्डिया' से सम्बन्धित किया जाये।

सम्मेलन यह भी निर्णय लेता है कि चारों अखिल भारतीय ट्रेड यूनियन केंद्रों—आई० एन० टी० यू० सी०, ए० आई० टी० यू० सी०, एच० एम० एस० और यू० टी० यू० सी० के बारे में जानकारी प्राप्त करने के बाद ही वर्किंग कमेटी द्वारा यह तय किया जाये कि इनमें से किस अखिल भारतीय ट्रेड यूनियन केंद्र से इस यूनियन को सम्बन्धित किया जाये। यह सम्मेलन यह भी निर्णय लेता है कि, इस प्रकार का निर्णय होने तक, इस यूनियन को आई० एन० टी० यू० सी० से सम्बन्धित कराया जाये।

धन्यवाद प्रस्ताव

अजमेर मोटर मजदूर यूनियन का यह सम्मेलन, किशनगढ़ ब्रांच के साथी सदस्यों का, किशनगढ़ ब्रांच का, किशनगढ़ के सभी धनों के श्रमिकों और उनके संगठनों का, किशनगढ़ के नागरिक भाइयों का तथा इस सम्मेलन के लिये गठित स्वागत समिति का हार्दिक आभार प्रदर्शित करता है कि इन्होंने हमारे सम्मेलन के लिये वो सभी माधन व सहूलियतें प्रदान की जो कि अधिवेशन के लिये आवश्यक थी और इन्हीं सब सुविधाओं व यहां के लगनशील साथियों के अथक प्रयासों से यह सम्मेलन सफलता पूर्वक सम्पन्न हुआ। यहां के लगनशील व परिश्रमि साथियों व श्रम संगठनों का और स्वागतसमिति का, यह सम्मेलन पुनः अभिनन्दन करता है।

मांग हफता के बारे में

अजमेर मोटर मजदूर यूनियन का यह सम्मेलन, सभी ट्रान्सपोर्ट कर्मचारी साथियों का आह्वान करता है कि, अपनी मांगों को जो कि नीचे लिखी हैं। प्रचारित करने और उन्हें हांसिल करने के वास्ते तारीख ८ जून ५८ से १४ जून ५८ तक मांग हफता

मनायें। जगह २ अपनी मांगों के पक्ष में मीटिंगें, जलूस व प्रदर्शन आयोजित करें।

यह सम्मेलन यह निर्णय लेता है कि १९ जून को अजमेर में यूनियन का एक 'विशेष सम्मेलन' बुलाया जाये जिसमें सभी सदस्यों को जो भी इस सम्मेलन में आ सकें, 'विशेष सम्मेलन' का प्रतिनिधि माना जावे। इस सम्मेलन में मांगों को हांसिल करने के लिये भावी कार्यक्रम व नीति पर फैसला लिया जावे।

यह सम्मेलन जिले के सभी ट्रांसपोर्ट साथियों से अपील करता है कि प्रत्येक साथी यूनियन का सदस्य बनकर इसे शक्तिशाली बनावें। सभी साथियों से अत्याधिक अनुरोध है कि, १९ जून को अजमेर सम्मेलन में आवें और मांगें हांसिल करने के लिये रणनीति तैय करने में सक्रिय हिस्सा लें।

फौरी तौर पर हमारी मांगें ये हैं:—

(१) सभी की मजदूरी २५ प्रतिशत (रुपये पर चार आने फौरन बढ़ाई जाय। (२) हर एक मजदूर को वर्ष १५५५-५६ और १९५६-५७ का बोनस दो-दो महिनो की तनखा के बराबर दिया जाय। (३) निम्न प्रकार से सालाना तरकिकर्यें दी जाय:— अ. ड्राइवर और फिटर ३) आ. युकिंग क्लर्क, चेकर और क्लर्क २) इ. कन्डक्टर २) इ. खजासी, चौकीदार, पानी वाला आदि १)। (४) निम्न ढंग से खुराक का भत्ता दिया जाय:— अ. गाड़ी अगर रात को हैड क्वार्टर से बाहर रहे तो गाड़ी के कर्मचारियों को १)। प्रति व्यक्ति खुराक का भत्ता (होस्टिंग अलाउन्स)। आ. यदि कोई भी कर्मचारी हेडक्वार्टर पर पहुँच कर दुहपर के १२ बजे तक छुट्टी न पाले तो १)। खुराक का भत्ता (५) बर्दियां या बर्दियों का अलाउन्स निम्न प्रकार से आफिसों के बाहर काम करने वाले सभी कर्मचारियों को दिया जाय अ.— हर साल

जनवरी, महिने में दो-दो सूती बर्दियां या इस निमित्त ४०) अलाउन्स। आ. हर तीसरे साल एक गर्म (ऊनी) बर्दी या ५०) इस निमित्त अलाउन्स। (६) छुट्टियें अ. जिस कर्मचारी ने साल भर में २४० दिन काम किया हो उसे ३० दिन की सवेतन हक की (प्रोविलेज) छुट्टी दी जाय। आ. प्रत्येक कर्मचारी को १५ दिन की आकस्मिक (केजूअल) छुट्टी, पूरी तनखा पर दी जाय। इ. प्रत्येक कर्मचारी को १५ दिन की बीमारी की छुट्टी, आधी तनखा पर दी जाय। (७) हर कर्मचारी को साल भर में १५ दिन की त्यौहारों की छुट्टी दी जाय। (८) प्रत्येक परमानेन्ट जगह पर परमानेन्ट कर्मचारी रखा जाय। जिस कर्मचारी ने ३ महिने लगातार (सभी प्रकार की छुट्टियों सहित) काम कर लिया हो उसे परमानेन्ट कर दिया जाय (९) चालानों व जुर्मानों की जिम्मेदारी— अ. गाड़ी से सम्बन्धित कागजात, दूल् बॉक्स, फर्स्ट एड बॉक्स, स्पेयर पार्ट्स, आदि के बारे में होने वाले चालानों, बर्दियों के चालान (यदि मालिक ने बर्दियां या उनका अलाउन्स नहीं दिया हो) और लगेज व ओवरलोड (अगर उनके टिकट कट गये हो) के चालानों और उनके सम्बन्ध में होने वाले जुर्मानों की जिम्मेदारी मालिक की हो। आ. उपरोक्त किसम के जुर्माने गाड़ी की दैनिक आमदनी में से काट कर अदालत में जमा कराने का कर्मचारी को अधिकार हो (१०) अ. प्रोविडेन्ट फण्ड के लिये प्रत्येक परमानेन्ट मजदूर की तनखा का १२ वां हिस्सा काटा जाय और इतना ही धन मालिक की ओर से मिलाया जाय आ. एक बोर्ड आफ ट्रस्टीज बनाया जाय जिसमें चार-चार प्रतिनिधि यूनियन और मालिकों के, दो प्रतिनिधि श्रम विभाग के हों एक कलेक्टर द्वारा नामजद गैर-सरकारी व्यक्ति होवे, जो कि इस फण्ड की देख-रेख और व्यवस्था करें। (११) १०० मील चलने पर प्रत्येक कर्मचारी को ३ नये पैसे माइलेज अलाउन्स

दिया जाय। 12) प्रत्येक मजदूर पर स्टैंडिंग ऑर्डर जारी किया जाय। 13) प्रत्येक पेक्टोरल सेल पर १ खजासी टावर

यूनियन के मजदूरों एक हो!

अजमेर सेल के मजदूरों के लिए बिल्डिंग फंड में योगदान दें।

THE MADRAS GOVERNMENT TRANSPORT WORKERS ASSOCIATION

[Regd. No: 1922]

[Affiliated to A. I. T. U. C.]

President :

Mr. K. T. K. Thangamani, M.P.,
BARRISTER-AT-LAW.

" BHAGAT HOUSE "

1/73, BROADWAY,

MADRAS-1.

Vice-Presidents :

Mr. K. M. Sundaram
Mr. S. S. Chelliah Pillai
Mr. N. Ranganathan
Mr. E. Ganesan

Ref. No. ST/G/9/58

Dated, 18th May, 1958

General Secretary :

Mr. P. C. Krishnan

Asst. Secretaries :

Mr. M. K. Munuswamy
Mr. P. Srinivasan

Treasurer :

Mr. R. K. Reddy

*The Secretary,
A.I.T.U.C.
4. Asoka Road,
New Delhi*

Dear Comrade:

Sub: Wages and other conditions of work of various categories of Bus Transport Employees - information requested.

This is to bring to your notice the fact that the Minister for Labour, Madras State convened a conference on the 2nd May, 58 and invited our Union to participate in the same. This conference was specially convened to consider the demands of the State Transport Workers.

The Labour Minister said that he would like to appoint a Committee with himself as the Chairman to consider the various demands of the State Transport Workers. And with this end in view he desired that the Unions should submit Memoranda on the basis of which discussions would take place in the said Committee.

As we are preparing a charter of demands of the Bus Workers we would request you to kindly send us particulars regarding wages, batta and allowances, working hours, leave facilities, Provident Fund, Gratuity, Hours of Work, O.T., etc., current at your place so as to help us to formulate our demands. In addition to this if you happen to possess any charter of demands that you have already presented or propose to present to your employers, kindly also send us a copy of the same.

We will be infinitely obliged if you would kindly treat this letter as very urgent and send us the information requested for immediately since we have to submit our demands by the 31st of this month. We are certain that you will be pleased to extend to us your fraternal help and guidance and oblige.

Yours truly,

P. C. Krishnan
18/5
General Secretary.

gvr.

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May 16, 1958.

Dear Com: Kalyan Singh,

Your p.c. dated 14th May.

2. Yes, today I have received money from Beawar. The report has been sent to the press.

3. As I have written to you Com. ~~Saritha~~ Chatterjee is going to Moscow on 20th instt:

4. World Young Workers Conference is being held in Prague from July 14-20, 1958. Young workers from all industries including textiles can go there provided they collect passage money and arrange transport. Names should be sent to AITUC for final selection through the State Committees of the AITUC.

5. Com. Pannikar is here now-a-days He is to go to China - when, is not known.

With greetings,

Yours fraternally,

Vino
16/58
(K.G.Sriwastava)
Secretary

100/211
3/P
The following resolution was passed in the Meeting of the Victimized workers of the BEST Undertaking held on 17.2.58.

"This meeting of the victimised workers of the BEST Undertaking views with grave concern the decision of the BEST Committee in rejecting the demand of 're-instatement of the victimised workers' even after the assurance given to the Negotiating Committee by the Parliamentary Board of the Sanyukta Maharashtra Samiti to appoint a Committee to look into the 'victimised cases'.

The victimised workers were feeling confident that the change in the set up of the corporation will give them justice which was not possible at the hands of the Congress Party. The faith that the BEST workers have placed in the Samiti Block has received a severe shock due to the rejection of this demand. This meeting decides to send a deputation of victimised workers to the Chairman of the BEST Committee to get clarification as to why the BEST Committee has not acted according to the assurance of the Parliamentary Board of the S.M.S.

In the opinion of this meeting there will be no alternative left to the victimised workers but to launch a 'HUNGER STRIKE' if the issue is not solved satisfactorily.

This meeting appeals to the BEST Workers' Union and the BEST Workers' Unity Front Union to take effective steps jointly to solve the question of 'victimisation'.

This meeting further appeals to the Trade Union Central Organisations to use their good offices in bringing about a satisfactory solution to this problem."


D. B. BHOSALE.
Chairman
of the MEETING.

To
General Secretary, BSTUC.
General Secretary, E.M.S.
General Secretary, UTUC.
General Secretary, AITUC.
President, BEST WORKERS' UNION.
General Secretary, BEST WORKERS' UNITY FRONT UNION.

MADHAY PARDESH MOTER KAMGAR UNION

मध्य प्रदेश मोटर कामगार यूनियन

(सी. पी. टी. एम. जबलपुर)

क्रमांक

कार्यालय

18th June 58

दिनांक

Dear Com. K. G.

I have not heard anything from you for the last two months. You might have been quite busy these days.

We are holding a Provincial Conference of Madhya Pradesh Motor Transport Workers on 20th + 21st July 58, at Jabalpur. The purpose of this Conf. is to form a Federation of M.P. Motor Workers, both of State + Private sectors included.

We are getting the support for this from the important and effective unions of Durg, Raipur, Bilaspur and Rajnandgaon of Chhattisgarh region, and of Saugor, Damoh, Seoni, Burhanpur etc. of Mahakoshal area, of Rewa, Satna, Chatarpur of Vindhya regions. But so far no important unions of Madhya Bharat region of Indore, Gwalior + Mjain are coming with us, but unions of smaller places there like Guna, Katlam etc. are coming with us.

The Conference is going to be a widely representative unions gathering. Some of the P.S.P. led unions have agreed to participate and join us in the organisation of the Federation.

Now I would request you to help us in whatever ways it can be possible from you and the AITUC office. We have decided to invite Com. Shibhan Lal Saxena, and our Satish Chatterji as President + Gen. Secy. of the National Federation.

Also since P.S.P. unions are participating and they have their unions in smaller places

live Durg + Baleswar and so we ~~have~~
want Shri Nath Pai.

You help me in getting us the
addresses of Shikhan Lal Saxena and Nath Pai,
so that we can immediately contact them
directly. Besides, you also on your own behalf
or on behalf of AITUC prevail upon them to
come here for inaugurating and presiding over the
Conference or as the Chief guests. This
should be done without delay.

We have also decided to invite
you as a representative of AITUC, and you
should see that you are here along with
Com. Satish Chaturvedi latest by 19th evening,
without fail, whether others come here or not
immediately after this Conf. There will be a two day Conf. from 22nd
July at JBP. of the AITUC unions of JBP Commissionerary region.
Further you send us whatever material
and informations etc. are available with
you concerning the problems, demands of
the Road Transport workers in the country.
Any information concerning Masani Committee
or materials + recommendations of Experts
Committee on Road Transport should also be
sent without delay.

We are issuing weekly bulletins
as part of our preparations for the Conf. from
this week i.e. from 20th June '57 and copies
of the same will be sent to you.

Along with this, find a letter for
Com. Satish. Give it to him with our request
to send whatever materials he can or any advice
and guidance that might be necessary.

Awaiting your immediate reply.
Yours Comrades
M.K. Bajpai
18/6/57

State has
has passed to Com. Himmat Singh ?
State you have

The Andhra Pradesh Road Transport Employees' Union

Affiliated to National Federation of State Transport Employees of India
(Regd. No. 215 & Recognised)

President: **Makkdum Mohiuddin, M. A.**

Iftekar Mansion

General Secy: **M. L. Anjiah, B. Com.**

Azamabad, HYDERABAD-DN.

Ref. No. _____

Date 20th June 1958.

The General Secretary,
Jamshedpur Mazdoor Union,
C/O the General Secretary,
All India Trade Union Congress,
4, Windsor Place,
NEW DELHI.

Dear brother,

I am appending below a resolution adopted by the Vith Annual General Body meeting of our Union, held on 15th & 16th June 1958.

"This General Body meeting of the Andhra Pradesh Road Transport Employees Union expresses its solidarity with the steel workers of Jamshedpur who are struggling hard to win their legitimate demands.

"This meeting condemns the repression let loose on the workers by way of large scale suspensions and dismissals, by the Tatas, to suppress the workers' movement and we urge upon the management to takeback all the workers on duty and amicably settle the demands of the workers.

"We express our grave concern over the attitude of the Government, which had called on troops to crush the peaceful struggle of workers and we demand the Government to take effective steps to make the management concede workers' demands and respect trade union liberties. We also demand that the criminal cases launched against the leaders of workers be withdrawn.

"This meeting hereby resolves to donate a sum of Rs.20/- to the Jamshedpur Mazdoor Union, as token our of our solidarity. This meeting calls upon the Road Transport Employees of Andhra Pradesh to ~~z~~ liberally contribute for the fund in aid of Jamshedpur workers."

A sum of Rs.20/- is being sent by M.O. Please acknowledge.

With greetings,

Yours fraternally,

P. Ram Mohan

Organising Secretary.

Recd. 24/6

24/6

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June 24, 1958

Dear Mahendra,

Yours of 18th June. Thanks very much.

2. Glad to hear of your efforts to build up M.P. Motor Workers Federation. I am sure this is not at the cost of something else.

3. Com. Satish Chatterjee is expected to leave this country for China any day. So I do not see any possibility of his presence in your conference. Anyway I have handed him your letter so that he can depute some other important office-bearer of the Federation to your conference.

4. M.P.s are generally not here. So are Coms. Shibbanlal and Nath Pai. You can write to them on Gorakhpur and Bombay addresses. (Shri Shibbanlal Saxena, M.P., Gorakhpur, U.P.; Shri Nath Pai, M.P., C/o Praja Socialist Party Office, 25 Bhai Jeevanji Lane, Thakurdwar, Bombay.)

5. I would be too glad to come to Jabalpur any time.

6. Regarding literature, Satish will do it. We has access to all literature of AITUC.

Com. Himmat Singh is working in the Liaison Office of the Federation. But till now his work is not to the entire satisfaction of us. Anyhow we want to give him full trial.

With best wishes,

Yours fraternally,

mm
24/6

(K.G.Sriwastava)

तारीख २८ जन से श्री कमल नारायण शर्मा और श्री सुधीर कुमार मुकुर्जी द्वारा

अनिश्चित काल तक भूख हड़ताल

यह भूख हड़ताल क्यों ?

माईयो,

छत्तीसगढ़ मोटर मजदूर युनियन के नेतृत्व में मोटर मजदूरों के आन्दोलन का इतिहास आप लोगों को मालुम है। मजदूर और मालिकों के बीच १९५६ में एक समझौता हुआ था। उस समझौते के मुताबिक मजदूरों को सहूलियतें नहीं दी जा रही थी। उसकी शिकायत बार बार करने के बावजूद, श्री सुब्बाराव, जो उस समय लेबर आफिसर थे, का जबाब मिला कि ये तमाम शिकायतें गलत हैं। इस जवाब से मजदूरों में असन्तोष बढ़ा। लेकिन मजदूरों ने शांति पूर्ण तरीके से इन शिकायतों को दूर कराने के लिए अदालत की शरण लिया। लेकिन मालिकों के तरफसे महीनों बीत जाने के बाद भी कानूनी अड़भो बाजी लगाकर मुकदमों को कानूनी मुद्दे पर खारिज करवाया गया। फिर भी मजदूर कानूनी रास्ते पर चलकर अपनी मांगों को पेश करते रहे। इसी बीच मनमानी तरीके से मजदूरों को सताना शुरू हुआ और नौकरी से मजदूर निकाले जाने लगे। इन परिस्थितियों में १४ जनवरी १९५७ को एकाएक मजदूर होकर मजदूरों ने काम बन्द कर दिया। मजदूरों का यह शानदार संघर्ष, अपने वाजिब हकों के लिए २४ दिनों तक चलता रहा। इन चौबीस दिनों में मजदूरों पर तमाम अत्याचार होने के बावजूद मजदूर न्याय के लिए डटे रहे। प्रान्तीय सरकार के तमाम बड़े बड़े अधिकारियों के इस आश्वासन पर कि हड़ताल के कारण किसी के खिलाफ कोई कार्यवाही नहीं की जायेगी और मांगों पर जल्द विचार किया जायेगा, हड़ताल समाप्त हुई।

हड़ताल समाप्त होते ही अधिकारियों की दिलचस्पी भी समाप्त हो गई। मजदूर निकाले जाने लगे। ४२ मजदूर निकाले गये। काम के घंटे बढ़ा दिये गये। मजदूरों के मुताबिक मजदूरों को रखना और निकालना शुरू हो गया। मजदूर न्याय के लिए दफा १६ में मुकदमा दायर किये, लेकिन साल देड़साल हो गये कोई सुनवाई नहीं हुई। मजदूरों ने न्याय के लिए सरकार के तमाम दरवाजे खट खटाये लेकिन कहीं कोई सुनवाई नहीं हुई। लेबर कमिश्नर के हुक्म से लेबर आफिसर द्वारा इस बीच मालिकों के खिलाफ १९५६ का समझौता भंग करने का आरोप लगाया गया और एक मुकदमा पेश किया गया। लेकिन महीनों बीतने के बावजूद उसकी भी कोई सुनवाई अभी तक नहीं हुई।

मजदूर फिर से एक बार शांतिपूर्ण तरीकों से अपनी मांगों को अपने चुने हुए प्रतिनिधियों के द्वारा (नोटिस आफ चैन्ज) पेश किये। लेकिन फिर से कानूनी दाब पेच में ही मालिकों के द्वारा समझौते का रास्ता बन्द कर दिया गया।

एक तरफ मजदूरों के सबालों पर इस तरह सरकार द्वारा लापरवाही का रुख अपनाया गया और दूसरी तरफ मालिकों के तमाम गैर कानूनी काम बिना रोक टोक के चलते रहे। छत्तीसगढ़ इलाके की ८८ लाख जनता के अवागमन के साधन का ठेका कुल ६ मोनोपली कंपनियों के हाथ में सौंप दिया गया, जैसा कि प्रांत के किसी दूसरे हिस्से में नहीं है। खाल गाड़ी चलाना, जरूरत से कम गाड़ी चलाना, ओवर लोड भरना, गैर कानूनी ढंग से ज्यादा किराया लेना, लाखों रुपयों की आमदनी का हिसाब दर्ज नहीं करके सरकारी टेक्सों की चोरी करना और मजदूरों को वाजिब मजदूरी न देना यह मामुली सी बात हो गई हैं। तमाम शिकायतों के बावजूद मालिकों के खिलाफ कोई भी कदम सरकार की ओर से नहीं लिया गया है। छत्तीसगढ़ में एक तरफ जमीन पर जमींदारी खत्म करने का नाम लिया जा रहा है वहीं दूसरी तरफ मोटर कंपनियों के मालिकों की नई किस्म की जमींदारी कायम की जा रही है। चारों तरफ अंधेर गर्दी मची हुई है।

इन परिस्थितियों में जबकि कानून के तमाम दरवाजे जल्द न्याय पाने के लिए बन्द कर दिये गये हों, जब मजदूरों की न्याय की पुकार की कोई सुनवाई न होती हो, तमाम विरोध के बावजूद मोटर मालिकों की ठेकेदारी और लूट को कायम रखा जा रहा हो, जब सरकार के खजाने की लूट दिन दहाड़े होने पर भी कोई रोक टोक न हो, और जब मजदूरों के हर न्याय पूर्ण संघर्ष को कानून के ढंडे से कुचलने की कोशिश की जा रही हो, ऐसे समय पर जनता को जाग्रित करने के लिए और सरकार व मालिकों का ध्यान आकर्षित करने के लिए हमारे युनियन के अध्यक्ष एवम महामंत्री भूख हड़ताल पर तारीख २८ से जा रहे हैं

पिछे देखिये।

— हमारी मुख्य मांगें —

१. निकाले गये मजदूर काम पर वापस लिये जावें ।
२. नोटिस आफ चेन्ज के जरिये वेतन, मंहगाई भत्ता, वगैरह बढ़ाने के बाबत जो मांगे मजदूर प्रतिनिधियों द्वारा पेश की गयी है उन पर कानूनी अड़गे न लगाकर जल्द समझौता किया जाय । (अगर मालिक समझौते के लिए तैयार नहीं होते हैं तो कानून के अनुसार सरकार इन मांगों को अपनी तरफ से अनिवार्य पंच फैसले के लिए पेश करे) ।
३. तीन माह का बोनस दिया जावे ।
४. वायबिल युनिट और मोनोपली प्रथा का अंत किया जाय । यातायात का राष्ट्रीय करण हो ।
५. 'मिनिमम वेजेस कमेटी' (कम से कम पगार तय करने के लिए पिछली हड़ताल के बाद सरकार ने इस कमेटी की नियुक्ती की थी ।) की रीपोर्ट जल्द प्रकाशित की जावे ।
६. टैक्स चोरी और R. T. A. के कार्यवाहियों की खुली जांच के लिए एक कमेटी नियुक्त की जावे । युनियन जरूरी सबूत पेश करेगी ।
७. कानून के मुताबिक माइलेज हिसाब से किराये लिये जावे, गाड़ीयों की संख्या बढ़ाई जावे, यात्रियों के लिए विश्राम गृह स्थान स्थान पर बनाये जावें ।
८. दफा १६ के मुकदमों का फैसला एक माह के अन्दर किया जावे ।
९. जिन मुकदमों में मजदूर दफा १६ में जीते उनके खिलाफ अपील होने पर भी मजदूर को माहवारी वेतन दिया जावे ।

मोटर मजदूरों से अपील है कि वे अपने संगठन को और ज्यादा मजबूत करें और हर प्रकार की कुर्बानी देने के लिए तैयार रहें ।

हम तमाम मजदूर और नागरिक भाईयों से व उनके संगठनों से अपील करते हैं कि वे हमें हर प्रकार से सक्रिय सहयोग देकर जनता के इस आन्दोलन को सफल बनावें ।

वि नी त

छत्तीसगढ़ मोटर मजदूर युनियन रायपुर

रायपुर म० प्र०

लक्ष्मी प्रेस, रायपुर

36

Jabalpur District Committee
Communist Party of India
JABALPUR

Ref.

Date 8/7/1958

Dear Com. K. G.

Received your letter and thanks for the same.

It is regrettable that so far we not received any communication from Com. Satish Chatterji, nor have we been intimated as to who would be coming here in the Conference on behalf of the National Federation of Road Transport Workers of India.

This is the first Conference of its type under us in Madhya Pradesh, and hence it is absolutely necessary that some leader of the National Federation should come on both by 19th July Conference to be held on 20th + 21st July 58 at Jabalpur. The AITUC and you personally must help us in our work in this respect.

We have written directly to Shri Shikhan Lal Saxena M.P. and Nalkh Pai but so far have not received any reply.

Enclosed please find ~~two~~ three invitations one for S.A.D., yourself and Satish Chatterji. Please see that S.A.D. as well as AITUC sends messages to our Conf. and you personally along with Satish or some other leader of the Fed. be present in the Conf.

Another thing if possible, please do ensure the presence of Com. Raj Bahadur Gaur M.P. in the Conf. Treat this request of ours as most urgent. We are herewith insisting him. Do not fail us in this.

Spare
Copy

अजमेर मोटर मजदूर यूनियन की

शानदार जीत

साथी पुष्कर नारायण की हड़ताल तीसरे दिन समाप्त
ओटोमोबाइल ट्रांसपोर्ट कम्पनी स्टेन्डिंग
आर्डर लागू करेगी ।

साथियो,

ओटोमोबाइल ट्रांसपोर्ट कम्पनी के चेयरमेन ने यूनियन के साथ समझौता किया है कि कम्पनी में स्टेन्डिंग आर्डर्स एक हफ्ते के अन्दर २ पूरी तरह लागू कर दिये जायेंगे ।

लेबर डिपार्टमेंट से आश्वासन मिला है कि कम्पनी पर स्टेन्डिंग आर्डर भङ्ग करने के आरोप में केस चलाया जायगा ।

संघर्ष समिति ने भूख हड़ताल समाप्त करने का फैसला किया और साथी पुष्कर नारायण की भूख हड़ताल दिन के तीन बजे समाप्त कर दी गयी ।

इस कार्यवाही में जिन मजदूर साथियों व मजदूर संगठनों और अन्य नागरिकों व लेबर डिपार्टमेंट ने सहयोग दिया उनके हम आभारी हैं और विश्वास करते हैं कि भविष्य में भी हमें इसी प्रकार का सहयोग मिलेगा ।

मोटर मजदूर साथियों से अपील है कि वे यूनियन को और भी मजबूत बनाये ताकि हम भविष्य में और भी बड़ी कामयाबियाँ हासिल कर सकें ।

रात्री को जलूस

आज रात को ८ बजे मोटर स्टेन्ड से जलूस निकलेगा जो मुख्य सड़कों से गुजरता हुआ मदार गेट पर समाप्त होगा । इस जलूस को सफल बनाने के लिये अधिक से अधिक तादाद में शरीक होंवें ।

★ दुनिया के मजदूरो एक हो ★ मजदूर एकता जिन्दाबाद ★

★ मोटर मजदूर यूनियन जिन्दाबाद ★

आपके साथी :—

गार्डसिंह

प्रेसीडेन्ट

इन्द्र मकवाना

कनवीनर संघर्ष समिति

केशव आर्ट प्रिन्टर्स, अजमेर—ता० २१/७/५६—१०००

मध्यप्रदेश के मीटर मजदूरों का प्रथम प्रांतीय सम्मेलन

सम्मेलन का स्थान - जबलपुर
दिनांक - 20 व 21 जुलाई की

श्री K. G. Srinastava, Secy.
A. K. T. U. C.
New-Delhi

प्रिय साथी,

पिछले दिनों से यह आवश्यकता महसूस की जा रही है कि मध्यप्रदेश के समस्त मीटर कर्मचारियों का एक वास्तविक एवं शक्तिशाली प्रांतीय फेडरेशन कायम किया जाय ताकि मध्य प्रदेश के विभिन्न शहरों के मीटर कर्मचारियों को यूनियनों की एकतावद्ध किया जा सके तथा आज भी अनेक स्थानों पर असंगठित मीटर मजदूरों की संगठित किया जा सके।

प्रांत के मीटर मजदूरों का सही मायने में एक ताकतवर व वास्तविक प्रांतीय संगठन नहीं होने से मीटर मजदूरों अथवा कर्मचारियों के महत्वपूर्ण मांगों एवं समस्याओं पर असरदार तरीके से कोई अन्दोलन संभव नहीं है परन्तु और न ही उनके सवालों के हल हेतु सरकार का ही ध्यान आकर्षित किया जा सकता है।

और आज जब कि केन्द्रीय स्तर पर एक एक्सपर्ट कमीटी सड़क यातायात मजदूरों के संबंध में लेबर लेजिस्लेशन बनाने का प्रयत्न कर रही है तथा सड़क यातायात मजदूरों की समस्याओं, आर्थिक हालात आदि को जांच व सिफारिश हेतु सरकार द्वारा सन्सद सदस्य श्री मोनू भस्वानो को अध्यक्षता में एक कमीटी नियुक्त की गई है तब यह और भी अधिक आवश्यक ही जाता है कि हमारे मध्यप्रदेश के समस्त मीटर कर्मचारों अपनी मांगों व समस्याओं के हल हेतु अपनी संगठित अवस्था उठाएँ और संगठित प्रयत्न करें।

इसी उद्देश्य की पूर्ति हेतु अर्थात् मध्यप्रदेश के मीटर कर्मचारों एवं मजदूरों का एक प्रांतीय फेडरेशन बनाने के लिये तारीख 20 व 21 जुलाई 1954 को जबलपुर में मीटर मजदूरों के प्रांतीय सम्मेलन का आयोजन किया गया है।

इस सम्मेलन में निम्नलिखित विषयों पर विचार एवं निर्णय किया जावेगा:

- (1) प्रांतीय फेडरेशन का निर्माण तथा फेडरेशन का विधान आदि प्रश्न
- (2) मीटर मजदूरों की मांगों का धीरे-धीरे पत्र तैयार करना और उस पर अन्दोलन को रूप देना तथा करना।
- (3) काम के घण्टे, नौकरों की शर्तें आदि पर विचार।
- (4) वेज वॉर्ड की सिफारिश की प्रकटित करने की मांग

----- कृपया पलटियोग

(५) भसानी कमीटी व रक्सपर्ट्स कमीटी की भीरीरडम पेश करना।

(६) अध्यक्ष की आज्ञा से अन्य प्रश्न।

इस सम्मेलन के मार्गदर्शन हेतु श्री शिव्वनलाल सक्सेना, भिस्वर पार्लियामेंट व अध्यक्ष, नेशनल फिडरेशन, आफ रीड ट्रान्सपोर्ट वर्कर्स आफ इंडिया (प्राइवेट) व स्टेट सिकर्टर्स तथा श्री नाथ पाई, भिस्वर पार्लियामेंट व अध्यक्ष कन्फेडरेशन आफ सिंदूर गव्हर्नमेंट एम्प्लॉईज तथा श्री सतीश चटर्जी प्रधान मंत्री नेशनल फिडरेशन आफ रीड ट्रान्सपोर्ट वर्कर्स आफ इंडिया के जो श्रीवस्तव, मंत्री - स आई टो यू सी आदि मजदूर नेताओं की आमंत्रित किया गया है। साथ ही प्रान्त के मजदूर नेताओं को तामस्कर, एम एल स का हीमीदजो, एम एल स तथा अन्य नेताओं को भी आमंत्रित किया गया है।

अन्त में हम आपसे तथा आपकी यूनियन से अनुरोध करते हैं कि आप इस सम्मेलन के लिये अधिक से अधिक प्रतिनिधियों की भेजकर सम्मेलन को सफल बनाईं तथा प्रांतीय फिडरेशन के निर्माण में सह-भाग्यो हों।

विनीत,

सदाशिवन नायर, सडवीकेट, रीवा राम मिस्त्री रामगीपाल सोनी

चेयरमैन,

अध्यक्ष (सी-पी-टी-एस-वर्कशाप)

प्रधान मंत्री

मध्य प्रदेश मीटर कामगार यूनियन, जबलपुर।

कमल नारायण शर्मा

सुधीर मुखर्जी

अध्यक्ष

प्रधान मंत्री

हत्तीस गढ़ मीटर मजदूर यूनियन, रायपुर

रामधर शुक्ला

कमल प्रसाद पांडे

अध्यक्ष

मंत्री

विन्ध्या मीटर मजदूर यूनियन, रीवा

दिनांक १ जुलाई १९५८

म. प्र. मीटर कामगार यूनियन

६४४, नेपियर टाउन,

जबलपुर.

अजमेर मोटर मजदूर यूनियन की वर्किङ्ग कमेटी का
महत्वपूर्ण फैसला

१९ जुलाई से भूख हड़ताल

साथियो,

यह तो आपको मालूम ही है कि ओटोमोबाइल्स ट्रान्सपोर्ट कम्पनी के व्यवस्थापकों ने कम्पनी के कर्मचारियों के लिये स्टेन्डिङ्ग आर्डर बना रखे हैं। इस स्टेन्डिङ्ग आर्डर के अनुसार किसी भी कर्मचारी को बिना चार्जशीट दिये, और बिना उसे सफाई का माकूल मौका दिये निकालना गैर कानूनी है। इसी प्रकार कर्मचारी को १-१ पास देना लाजमी है जिस में कर्मचारी का ओहदा, उसकी नौकरी स्थिति (परमानन्ट, एपरेन्टिस आदि) लिखा होना चाहिये। स्टेन्डिङ्ग आर्डर में टेम्पोररी कर्मचारियों को परमानन्ट करने की भी व्यवस्था है।

ये स्टेन्डिङ्ग आर्डर कम्पनी ने महरबानी करके नहीं बनाये। कानून के अनुसार इन्हें मजदूर होना पड़ा था। किन्तु कानून बना देना एक बात है और उस पर अमल करना एक अलग बात है। स्टेन्डिङ्ग आर्डर (मुलाजमत की शर्तें) बनाने के बाद उस पर अमल न करना ही कम्पनी के मगरूर व्यवस्थापकों ने अपना धर्म मान रखा है। क्योंकि ये कम्पनी के सत्ताधीश ऐसा समझते हैं कि, "हम साधन सम्पन्न हैं और शासक 'पार्टी' हमारे साथ है, इसलिये ऐसे कानूनों को क्यों माना जाये जो हमारी तानाशाही में अंकुश लगाये।" सचमुच, अगर स्टेन्डिङ्ग आर्डर पर पूरे तौर पर अमल किया जाये तो, प्रत्येक तानाशाह मालिक की तानाशाही में थोड़ी बाधा पड़ती हा है।

सरकार की और उसके अधिकारियों की कानूनी व नैतिक जिम्मेदारी है कि वो कानून तोड़ने वालों के खिलाफ कार्यवाही करे। सरकार की पूरी मशौन आम साधारण लोग और मजदूरों द्वारा जाने या अनजाने में कभी कोई कानून का या उसके किसी अंश का भी उलंघन होता नजर आये तो अपनी सभी ताकत उस गरीब के खिलाफ स्तेमाल करने में नहीं चूकती। किन्तु ओटोमोबाइल्स

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CALCUTTA TRAM STRIKE CONTINUES

BRIEF REPORT OF EVENTS LEADING TO TRAMWAY STRIKE IN CALCUTTA.

=====

August 12,

Calcutta, September 2.

Commencing from ~~the 13th of last month~~, the strike of 10,000 tramwaymen of Calcutta enters the fourth week. The chances of an early settlement of this strike in one of the vital transport systems of the city appear to be still remote due to the pusillanimity of the State Government and the adamant attitude of the Management of this British Company.

The Joint Committee of the Tramwaymen, which originally consisted of the Calcutta Tramway Workers' Union (A.I.T.U.C.), Tram Mazdur Panchayat (H.M.S.) and Tram Mazdur Sabha (Independent), submitted a 13-point Charter of Demands to the Government and the Calcutta Tramways Company Limited as early as on ^{March 7} ~~the 7th March~~, 1958. Due to apparently nonchalant attitude of both the Government and the company towards any settlement, the Joint Committee took strike ballot of the workers as a first step towards preparation for strike. The ballot vote revealed that as many as 96% of the workmen ^{were} ~~are~~ in favour of strike. In its eagerness to avert any continuous stoppage of the Tramway Transport which would put the travelling public to severe hardships, the Joint Committee of the Tramwaymen formulated the minimum terms for an immediate settlement. The following are the terms:

- 1) Tribunal Award on sickness benefit will have to be implemented in full - the Unions' interpretation on all the three points will have to be accepted.
- 2) Amendment of the Standing Order of the Company making provisions inter alia therein for (a) Enquiry Committee, (b) Service Board, (c) Service Books, (d) Differentiating the nature of misdemeanours - MINOR or MAJOR and the punishment for the same.
- 3) Gratuity for all workmen.
- 4) Interim Cash relief.
- 5) Re-instatement of Discharged employees.
- 6) High Power Commission to probe into the affairs of the company be instituted.

The Commission will also judge the propriety of rest of the demands, including those referred to Tribunal.

The company just ignored the gesture made by the joint committee. A peaceful and complete token strike was observed on the ^{May 14, 1958} ~~14th May~~ '58. The Company and the Government might have construed earlier the eagerness of the Joint Committee for an amicable pre-strike settlement as a sign of weakness. But the successful token strike should have dispelled that idea.

*A 2nd day before
From May 2, before*

From the ~~day~~ the token strike took place, the unity of the Tramwaymen was further strengthened and consolidated by the joining of the INTUC-led Tramway Employees' Union in the Joint Committee. The Tramway Employees' Union ^(INTUC) recognised by the company tried separately to effect a settlement, but was ultimately disillusioned by the continued adamant attitude of the company.

On ~~the 22nd~~ ^{22,} June/during State Assembly session, a mass deputation of the Tramwaymen waited on the Chief Minister of ^{W. Bengal} the State soliciting his intervention. On subsequent days while the Chief Minister was having talks with the Tramwaymen's representatives the Labour Department exhibited extraordinary zeal and exercised an unusual discretion by referring only four of the 13-point demands to a Tribunal. So the process of negotiation ^{by the Chief Minister} was subverted by the Labour Department of his Government ! All the four Unions constituting the Joint Committee boycotted the Tribunal proceedings. When the Tramways Company ^{had} ~~has been~~ ^{ed} refusing with impunity to implement the Tribunal Award of 1956 in respect of sickness benefit, it ~~is~~ ^{was} but natural that the Tramwaymen would refuse to be ~~logged~~ ^{was} down in a fresh process of tribunal ^{proceedings,} the award of which may have the same fate as the earlier one.

The Company and the Government having been far from serious in averting the strike, the strike appeared to be inevitable. Between ~~5th & 7th~~ ^{July and 7,} July all the four unions separately served strike notices ^{was} and the strike ~~is~~ to commence from the ~~12th~~ ^{August 120} August. The Joint Committee allowed more than the stipulated time only to leave scope for further efforts at a pre-strike settlement.

The State Labour Minister at last ^{August 9,} woke up on ~~the 9th~~ of August i.e., when only two days are left for the strike to begin. The Minister discussed the minimum terms for settlement with the Joint Committee and in course of a communication to all the constituent unions of the Committee, the Labour Minister accepted the reasonableness of the minimum demands put forward. In respect of the continued non-implementation of the Tribunal Award of 1956 in regard to sickness benefit, the Labour Minister considered the contention of the Joint Committee to be 'reasonable'. In respect of the demand for a Gratuity Scheme the Labour Minister ^{ed} considered the present ^{was recognized.} retiral benefit as inadequate and necessity of introduction of a Gratuity Scheme. Besides expressing views on the minimum terms put forward by the Joint Committee, the Labour Minister did not even try, not to speak of compelling, the Tramways Company, to get the recommendations of the Government accepted. The Labour Minister also refused to contact the London Board of Directors of the Company as suggested by the Joint Committee. It was therefore evident that neither the Government nor the Company was in any way serious in averting the strike.

August 12 0

So the strike took place on and from the scheduled date, ~~the 12th August~~. The strike is continuing peacefully.

Now the company through its Indian Director, Shri Anandilal Poddar, has raised the plea of financial incapacity to meet even the minimum demands and likes to make any settlement of the workers' demands even on the basis of minimum terms conditional upon an increase in tramfares. The Joint Committee in course of a press statement on 31-8-58 has already debunked this theory and has established the fact that the settlement of the minimum demands is well within the existing financial capacity of the company. According to the Joint Committee, while a sum of Rs. 6 lakhs is required to meet all of the minimum demands, the company has already lost, as a result of the strike till this day, a sum of more than Rs. 15 lakhs by way of revenue. So to raise the question of financial capacity is entirely a false plea.

On the plea of financial incapacity, the company wants to refer all the demands including those of the minimum terms to the Chief Justice of the Calcutta High Court to decide on the propriety of the demands of the workmen along with the question of fare increase. The Joint Committee has opposed any reference of even the major demands and to go through any judicial process. The Joint Committee has instead demanded the setting up of a Commission with special powers which can with technical assistance effectively probe into the finances of the company.

The deadlock is thus still continuing.

One of the outstanding features of the present tramway strike in Calcutta is the complete unity reflected in the joint committee which included unions affiliated to AITUC, INTUC and HNS and also an independent union.

अजमेर मोटर मजदूर यूनियन

(रजिस्टर्ड नं० ६२/५७ व आई. एन. टी. यू. सी. से संबंधित)

अध्यक्ष:
गार्डसिंह
प्रधान मंत्री:
पुष्कर नारायण काला

हैद आफिस:
गोतम हाई स्कूल के सामने,
अजमेर

तारीख १८ अगस्त १९५८.

पत्र नं० _____

TO

श्री. K.G. 4 मई 1958 को नई दिल्ली

एक छात्रों के साथ आपके पत्र लिख रहा हूँ। मैंने पिछले पत्र में
T.U.R. के बारे में लिखा, उसके बाद ही मैंने T.U.R. जाना क्या होगा।
मैंने खयाल है कि A.I.C.U.C. के जनरल कोन्फ्रेंस के सदस्यों को T.U.R.
को फिलहाल ही भौर में जा जाला था और उनसे सम्बन्धित साक्ष्य प्राप्त की।
जिन्हे भौर पिछले पत्र के बाद नही मुझे कोई साक्ष्य प्राप्त ही
मिला और न T.U.R. ही।

मैंने आज तक अजमेर में ही व्यापक सम्बन्ध प्राप्त करने नहीं
सकता जितना कि दिल्ली के पत्रों में है। इसी कारण मैंने व्यापक
T.U.R. में भौर जाने वाले साक्ष्य प्राप्त किया T.U.R. के खयाल का
सम्बन्ध नहीं। और इसका जली जा रहा दिल्ली कि A.I.C.U.C. की
गतिविधियों से भी सम्बन्ध नहीं के बजाए होगा।

अब, निश्चय है कि, ये सम्बन्ध पुनः जोड़ने में कुछ
सक्रिय सहयोग है।

इसी पत्र के साथ ही 1-2 रिपोर्ट भौर भौर है। मुन्सिफ
समर्थन के तन्हे T.U.R. के स्थान पर।

आभार

गोतम हाई स्कूल
(अजमेर)

अजमेर मोटर मजदूर यूनियन

(रजिस्टर्ड नं० ६२/५७ व आई. एन. टी. यू. सी. से संबंधित)

अध्यक्ष:

गार्डसिंह

प्रधान मंत्री:

पुष्कर नारायण काला

हेड आफिस:

गोतम हाई स्कूल के सामने,

अजमेर

तारीख _____ १९५५

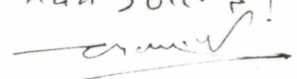
पत्र नं० _____

अजमेर जिले के मिनिमियम वेजेज इन्स्पेक्टर को माहित होना
यह क्या क्यों?

मिनिमियम वेजेज सू. २३ में लिखा है कि, खेतों में मजदूर
को सवेतन साफाहिल छुट्टी दी जाये।

अजमेर जिले में, एफिलेन मोटर इन्स्पेक्टर, जी डी उद्योग
अन उद्योग और मिनिमियम वेजेज को पर मिनिमियम वेजेज सू.
० गा. १० विन्सु जिले का कार्य भी मोटर माहित लिखी जा कर
आरी. को साफाहिल छुट्टी नहीं देते हैं और जी डी तथा अन उद्योग
में खुले आम राजस्व में फर्जें इन्साजे की जाती है मिनिमियम वेजेज
में भी हरिजनो को साफाहिल छुट्टी नहीं दी जाती है।

इन्स्पेक्टर वरियन अजमेर की आर. ल. आर. में, इन्स्पेक्टर को
ध्यान, सू. २३ की आर. ध्या २ दिलाया गया और कहा कि इस
सू. २३ के अन्त में आते हैं, इन्स्पेक्टर को बचने के लिये में देनी छुट्टी
देवारी भी दूरा होगी। विन्सु इन्स्पेक्टर अपने फर्जों के प्रति नितान्त
उपेक्षा करता है माहित को साध दे रहा है। वरियन ने, इन्स्पेक्टर को
अपने देवारी को भी लिखा है परंतु जो क्या क्या उठाते हैं?



अजमेर मोटर मजदूर यूनियन

(रजिस्टर्ड नं० ६२/५७ व आई. एन. टी. यू. सी. से संबंधित)

अध्यक्ष:
गार्डसिंह
प्रधान मंत्री:
पुष्कर नारायण काला

हैड आफिस:
गोतम हाई स्कूल के सामने,
अजमेर

तारीख _____ १९५५ .

पत्र नं० _____

कृपया मिलन खास कर्मचारियों को उद्देश्य निम्नलिखित की
बात रहे है वरिष्ठा पुष्प विभाग रहस्य प्रता युक्त सार्थ है

मेरी ताल कर्म सम्पन्न में लिखे गये फैसलों की शर्तों में नस्ब
ने पाई कि, कृपया मिलन के आंग्रेजी सेठ ने उस सम्पन्न में लिखे कि
फैसलों की कबल में दफनाना शुरू कर दिया।

३-४ उच्चलिनी प्रशाने, मिलन से उठाकर अपने घर ले गये।
मिलन में से ताल कर्म खास चलाता है। चार पर उन उच्चलिनी प्रशाने
से, मिलन के लिखे है २-२ गार अथवा ३-२ गार को एक साथ लिखा
जाता है। चार की इस लक्ष्य व्यक्ति अनुसूची को हाइवेट प्रोपनी में
बदल लिखा। मिलन से, इस चोले ३ अनुसूची के लिखे सत सस्ता बेचा
जाता है, और २-२ या ३-२ गार अन्तरे के बाद वापस मिलन की पहिगा
बेचा जाता है।

मिलन में एक उच्चलिनी जीस को १२० स्पेन्डल चलाने पर
७९) रु. कूल पाता दी जाती थी। चार पर २१२ स्पेन्डल चलाने पर
६०) रु. पाता दी जाती है।

इसी तरह ताल कर्म, उवाधर, वादिगा आदि विभागों में कर्म
करते की नियत से, कर्मियों को प्रतिदिन रद्दोबदल लिखा जाता
है वरिष्ठा को प्रेशान होजाये और भाग जाये। पुष्प विभाग की, प्रतिदिन
कागजात सूचना देती है किन्तु रद्दोबदल की युक्त है!!

TUR

ऑटोमोबाइल ट्रांसपोर्ट कम्पनी के चेयरमेन साहब को खुली चिट्ठी

विषय:—५२) ६० जुमनि के और साप्ताहिक छुट्टियों के तथा पगार के दाम ।

आदरणीय चेयरमेन साहब, सादर नमस्ते !

निवेदन है कि मैं आपकी कम्पनी की गाड़ी नं० ३६४ R J Z पर पिछले ८-९ माह से लगातार काम कर रहा हूँ। आपने मुझे इस अवधि में एक भी साप्ताहिक छुट्टी नहीं दी है। मेरे को ही क्या बल्कि आपने किसी को भी साप्ताहिक छुट्टियां नहीं दी हैं और न छुट्टी के एवज में काम लेने का ओवर टाइम व भत्ता ही देते हो।

स्टैंडिङ्ग आर्डर एकट तो गत ६ वर्ष से और मिनिमम वेजेज एकट गत ४ वर्ष से आपकी कम्पनी पर लागू है। और आप काफ़ी विद्वान, समझदार तथा दौलत वाले हैं ऐसी हालत में इन कानूनों का आपको पूर्णतया ज्ञान है और होना ही चाहिये। आप मुझे व अन्य कर्मचारियों को साप्ताहिक छुट्टियां न देकर समझबूझ कर कानून तोड़ रहे हैं।

आपके और मेरी युनियन के बीच में कन्सिलियेशन ओफिसर श्री माथुर साहब की मध्यस्थता में गत २१ जुलाई को एक समझौता हुआ था, जिस में आपने कबूल किया था कि १ हफ्ते के अन्दर २ यानी २७ जुलाई तक आप अपनी कम्पनी में स्टैंडिङ्ग आर्डर पूर्णतया पालन करना शुरू कर देंगे। तब मुझे उम्मीद हुई थी कि आप जब मेरी अब तक की गैर कानूनी रूप से रोकੀ गई बाकी साप्ताहिक छुट्टियों के दाम दे देंगे तथा भविष्य में भी मुझे तथा कम्पनी के हर कर्मचारी को साप्ताहिक छुट्टियां देना शुरू कर देंगे। किन्तु आपने उस समझौते को भी तोड़ा है, और आज तक उस पर अमल शुरू नहीं किया है।

मिनिमम वेजेज रूलज २३ के अनुसार प्रत्येक मजदूर को साप्ताहिक छुट्टी देना लाजमी है। आप मुझे छुट्टी नहीं देते हैं और स्टैंडिङ्ग आर्डर के अनुसार कौन मजदूर हफ्ते के किस दिन छुट्टी पर रहे यह लिखित सूचना आपको सूचना बोर्ड पर लगानी लाजमी है किन्तु आपने ऐसी कोई सूचना बोर्ड पर आज तक नहीं लगाई।

आपने मुझे, मेरी नौकरी लगी उसके बाद पहिले के दो महीनों में ३०) ६० कम पगार दी है जब कि मैंने काम बराबर किया है।

मैंने आपकी सेवा में तारीख १४-७-५८ को एक रजिस्ट्री पत्र भेजा जो आपको मिल चुका है। उसमें भी मैंने आपसे अर्ज की थी कि, मेरी बकाया साप्ताहिक छुट्टियों के दाम व बकाया तनखाह के ३०) ६० दिलाने की कृपा करें। आपने बजाय मेरी कानून संगत व वाजिब मांगको मानने के मेरे पर वर्कशोप में ता० २० जुलाई को हमला करने की कोशिश की। मुझ से असभ्य व्यवहार किया, मां बहिनों की गालियां बकीं। और आज कल भी आप मुझ से लगातार ऐसा व्यवहार कर रहे हैं जो कि किसी भी शरीफ आदमी को शोभा नहीं देता है। आप गालियां और धमकियां मुझे अब भी सुनाते हैं। जो कि अब बरदास्त के बाहर हैं। मैंने वो गालियां सुन लीं। इस लिये नहीं कि मैं आपसे, आपके उन लोगों के मुकाबले में, जिन्हें आपने मेरे पीटने को गेट पर खड़ा रखा था, कमजोर था बल्कि इस लिये कि मेरी युनियन के जनरल सेक्रेट्री आपके खिलाफ भूख हड़ताल पर बैठे हुए थे उसमें मैं नई चीज पैदा करना नहीं चाहता था, और मेरे में गुण्डागिर्दी, असभ्यता की आदतें भी नहीं हैं।

जुमनि की रकम

आपकी गाड़ी नं० ३६४ आर० जे० जेड० के चालान हुए। एक दफ़ा (शायद अप्रैल ५८ में) गाड़ी का रजिस्ट्रेशन न होने के कारण चालान हुआ था। ये रजिस्ट्रेशन नम्बर चेख़ होने के लिये R. T. O. आफिस में गया था। मैंने आपको चालान होने की सूचना दी। आपने हुकम दिया कि पेशी पर रजिस्ट्रेशन लेजाकर बता देना और कह देना कि चालान करने वाले दिन ये रजिस्ट्रेशन नंबर चेख़ होने गया था। मैंने आपके हुकम की तामील की। किन्तु माननीय न्यायाधीश ने ४०) ६० जुमनि कर दिया, वो मैंने अपनी जेब से भरा। एक दफ़ा न्यायाधीश की मौजूदगी में स्पेशल चेकिङ्ग में फ्रंट सीट की पार्टिशन लकड़ी

2 R 2
DIS SATISFACTION AMONGST MOTOR TRANSPORT WORKERS.

^{time}
Badge of four workers on hunger strike from 27th Aug.

The demands of the Motor Transport workers of Amravati in a general meeting and workers of Shri Ramchandra Motor Transport Company in particular remain unfulfilled even after so much of negotiations. Having exhausted the methods of peaceful negotiations the workers have decided to go on hunger strike unto death.

A meeting of motor workers was held on 12th Aug. 58 and it passed a resolution wishing success to hunger strikers.

In the beginning veteran leader of the transport worker Shri W. J. Thete explained how the negotiations had failed. He stated "Workers had to decide to go on hunger strike as a last resort. The owners and the Government will have to bear the responsibility of the consequences.

Later Shri A. B. Vardhan M.L.A. said "On several occasions we met Shri Shantilal Shah, Labour Minister, on the issues confronting the workers of Vidharbha. But the reply we received was peculiar and strange. Shri Shantilal Shah's policy is anti-labour. He further said "In the coming session of the Assembly we are going to table the no-confidence motion against the Ministry and while discussion we will raise your issue. He further appealed the workers to consolidate the strength and have faith in their unity.

Shri K. R. Patil M.L.C. then addressed the meeting supporting the move of the workers, and also Com. Sudam Deshmukh.

By another resolution the meeting of workers expressed it's sympathy for the strike of the workers of the Syndicate Transport Company Nagpur.

Amravati .
D/ 13th Aug. 1958.

M. S. Bhuyankh.
General Secretary.

Motor Kangar Panchayat, Amravati.

Com. S. A. Bange M.P.

President - N. F. G.

Road T. Workers #

New Belhi for information.

35TH DAY

8-10

13

THE TRAMWAYMEN'S STRIKE ENTERS TODAY (16TH SEPTEMBER) THE THIRTYFIFTH DAY.

CALCUTTA, September 16.

Being disfavoured both by the Government and the Bengal Chamber of Commerce and Industry (organization of British Monopolists) and being opposed by the Central Joint Committee of the Tramwaymen, the proposal of referring all issues including the minimum demands to the Chief Justice of the Calcutta High Court, put forward by Shri Anandilal Poddar, M.L.A. (Congress) and Indian Director of the Tramways Company, fell through. The State Government and the Bengal Chamber saw in it the circumvention of the Industrial Disputes Act and a precedence bearing far-reaching implications. So the deadlock continued.

On the 8th September the Chairman of the Board of Directors and a senior Director, Sir Percival Griffiths, an old guard of the British days and head of the European Group in the then Central Legislative Assembly, arrived from London.

From the meetings that they held with the Chief Minister and the Central Joint Committee of the Tramwaymen, it transpired that they had nothing new to offer for bringing about an early settlement of the strike, except to reiterate their intention of increasing tramfares. To that end, they wanted to secure the support of the State Government. But bearing in mind the turmoil that swept through the city in the year 1953 when the company with the assistance of the State Government tried to effect a fare increase, and the ominous political atmosphere reigning the state, the Chief Minister disfavoured any increase in tramfare at the present moment and not to confuse the issue of fare increase with the settlement of the strike. The Chief Minister also made certain proposals towards ending the impasse without having to increase just fare, ~~at~~ at the moment.

But determined as they are, and being disinclined to bring about any settlement of the dispute and meet the workers' demands, the Tramways Company arrogantly flouted the counsel of the Chief Minister and on ~~the 10th September 1953~~ ^{September 13} called a Press Conference to announce fare increase by one ~~naya paisa~~ ^{naya paisa} on all tickets with immediate effect. So the Tramways company which is a small fry compared to the British Managing Agency Houses had the effrontery to fling an insult to and openly disobey the Chief Minister on this issue. The Tramways Chairman also offered the concern to be nationalised if the fare increase is not allowed to get through, perhaps knowing full well that the Government, ~~as they understand by nationalisation~~ is fully hand

stet

with ~~reserves~~

with foreign exchange difficulties in respect of payment huge sums of money by way of compensation.

This increase in tramfares is expected to bring a an extra revenue of about Rs. 40 Lakhs to the company. The company has therefore, found itself disposed to be a bit magnanimous and has throughxa thrown a bait to the striking Tramwaymen that they will be given Rs. 13.25 lakhs by way of meeting some of their demands, provided the tramwaymen agree to realise the increased fares from the travelling public. The company thus now intends to throw the tramwaymen to face the wrath of the travelling public, reminiscent of what happened in 1953 and thus precipitating a deep conflict with the public of Calcutta.

The central Joint Committee has already made their stand clear and has refused to walk into the trap laid by the company. The Committee has reiterated its previous stand and has asked the company to postpone any increase in fare. Meanwhile their minimum demands must be satisfied and normalcy restored. But the Company appears to be adamant. The company and the Joint Committee had, on September 16, ~~and today (16th Sept.)~~ separately meetings with the Chief Minister who was away to Delhi and has only returned ~~yesterday~~ on September 15. ~~(15th Sept.)~~

Meanwhile, the campaign in solidarity with the striking tramwaymen has already started. The Trade Union Co-ordination Committee consisting of BPTUC, HMS, UTUC and Dalhousie Square Co-ordination Committee of Middle class employees organized a central rally on ~~the 9th September~~ ^{September 9}. In course of the resolution adopted at the Rally, a warning warning has been issued that if an immediate settlement of the strike is not effected without increasing any fare, the working class of West Bengal would stage in the very near future a one-day protest general strike in support of the Tramwaymen. On ~~the 19th Sept.~~ ^{September 19,} a Central Mass demonstration is being organized which will parade all important thoroughfares of the city. A very significant development has also taken place in the association of the Bengal Provincial National Trade Union Congress in an appeal issued by the Central T.U. organizations in support of the Tramwaymen and for organising relief for the strikers. A meeting of Union representatives of the city Transport (Bus, State Bus, ~~Maxi~~ Taxi, etc.) was also held and a central convention of city Transport workers will be held on Sunday, ~~the 21st~~ ^{September 21,} to adopt concrete programme of ~~maxi~~ more effective ~~and~~ support to and solidarity with the Tramwaymen.

सितम्बर १९५८ में—

श्रम हड़ताल की तैयारी करो

अजमेर मोटर मजदूर यूनियन की वर्किंग कमेटी का फैसला

साथियो,

अजमेर में गत १९ जून को अपनी यूनियन का विशेष सम्मेलन हुआ और उसमें मांगों के वास्ते १५ जुलाई के बाद संघर्ष करने का हमने फैसला किया था। इस सम्मेलन के बाद एक महत्व पूर्ण घटना घटी है वो इस प्रकार है:—

(१) ऐसा ज्ञात हुआ कि, सन् ५६ में “अजमेर स्टेट मोटर मजदूर यूनियन” ने कुछ मांगों के वास्ते हड़ताल का नोटिस दिया था। जिसके फलस्वरूप राज्य सरकार के श्रम अधिकारी के जरिये यहां के मोटर मालिकों में और “अजमेर स्टेट मोटर मजदूर यूनियन” के बीच में कई मांगों पर समझौते हुए थे।

इन समझौतों के सम्बन्ध में यूनियन में कोई कागजात नहीं होने के कारण यूनियन के मौजूदा साथियों को समझौते के सम्बन्ध में कोई भी जानकारी नहीं हो पाई। यूनियन का पुराना रेकार्ड जिसने हजम किया है और जिस नियत से हजम कर रखा है वो आप अच्छी तरह से जानते हैं।

इन्डस्ट्रियल डिस्प्यूट एक्ट की धारा-१९ (२) के अनुसार, जब तक पुराने समझौते को तोड़ने का २ माह का नोटिस दूसरे पक्ष को नहीं दिया जाता तब तक उन्हीं मांगों के लिये या उनसे मिलती जुलती मांगों के लिये हड़ताल का नोटिस देना गैर कानूनी है।

ऐसी सूरत में यूनियन की ओर से कानूनों के सभी पहलुओं पर विचार किया गया, वकीलों व अन्य सहायागी साथियों की भी राय ली गई।

४ जुलाई को बैठक में वर्किंग कमेटी इस नतीजे पर पहुँची कि मोटर मालिकों को उस पुराने समझौते को तोड़ने के लिये २ माह का नोटिस इन्डस्ट्रियल डिस्प्यूट एक्ट की धारा १९ (२) के अनुसार दे दिया जाय।

आपको यह जानकर खुशी होगी कि यूनियन की ओर से यहां के सभी सम्बन्धित मोटर मालिकों को उक्त समझौते को तोड़ने का २ माह का नोटिस दे दिया गया है।

इन सब बातों का नतीजा यह निकला कि जिन मांगों के बारे में १९ जून के सम्मेलन में फैसले के मुताबिक १५ जुलाई से हमें अन्दोलन छेड़ना था,—वो अब सितम्बर ५८ तक रोक देना पड़ा।

साथियो, ! आप जानते ही हैं कि ये मोटर मालिक लोग हमारी न्यायोचित मांगों को आसानी से स्वीकार करने वाले नहीं हैं। हमें हमारी मांगों को हासिल करने के वास्ते कड़ा संघर्ष करना ही होगा।

हमें इन २ महिने का उपयोग उस कड़े संघर्ष की तैयारी में करना है। हर स्ट्र पर चलने वाले सभी साथियों को यूनियन का सदस्य बनाना उनसे लगातार माहवारी चन्दा लेना सितम्बर से होने वाले अपने संघर्ष के लिये अलग २ स्ट्रों पर व ब्रांचों पर व्यवस्थित प्रोग्राम बनाना इत्यादि मुख्य कामों में हमें इन २ महिनों का सदुपयोग करना है।

ध्यान रहे साथियो, कि मालिक लोग अपने पुराने व नये दलालों द्वारा हमारे संगठन में दरार डालने और आपस में फूट फैलाने की चालें चलेंगे। सेठों के गुर्गों ने तो इस दिशा में कोशीलें शुरू भी कर दी है। हमें प्रत्येक मोटर मजदूर साथी को सेठों के इन घृणित हथकण्डों से बचाना है।

★ अजमेर मोटर मजदूर यूनियन जिन्दा बाद

★ ग्राम हड़ताल की तैयारी करो !

★ ये मांगे लेकर रहेंगे—भूलोमत-भूलोमत

आपका साथी—

गाड़सिंह

अध्यक्ष

आपका साथी—

पुष्करनारायण

जनरल सेक्रेटरी

नोट—(१) यूनियन ने कोऑपरेटिव केन्टिन बनाने का काम शुरू कर दिया है। प्रत्येक मोटर मजदूर साथी से अपील है कि केन्टिन के शेयर होल्डर बने।

(२) लोड लोरियों के साथियों से अपील है कि वो भी इन मांगों को हासिल करने के लिये यूनियन के सदस्य बनें व यूनियन को मजबूत बनावें। ये मांगे स्वीकार होगी तो आप पर भी लागू होगी। माइलेज अलाउन्स की मांग का मुख्य फायदा आप साथियों को होगा।

(Office of the Co-Ordinating Committee)

4th Floor,
3/A, Asaf Ali Road,
New Delhi, 22nd Oct. '58.

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To

1. The Union Minister for Labour and Employment,
2. State Labour Ministers,
3. Representatives of all the Central Trade Union Organisations, and
4. Various other participants,

to the 17th Standing Labour Committee, scheduled at Bombay on
the 28th October, 1958.

M E M O R A N D U M.

Subject: Draft legislation for Motor Transport workers in India.

Dear sirs,

On behalf of more than 4 lacs workers engaged in Motor Transport in India, we take liberty to approach you for your most thoughtful and sympathetic consideration of the draft legislation to regulate the service condition of the workers — the hitherto almost neglected section of the community, which is an item on the agenda of the Conference.

The issue has placed before you in the shape of a report of the Special Committee, constituted by the Central Govt. to consider the said draft legislation, headed by Shri N.S. Mankiker, Chief Adviser Factories, India, and comprised of representatives of Govt., employers and the employees - latter represented by Shri Satish Chatterjee, Gen. Secy., National Federation of Road Transport Workers Of India. The Committee discussed the issues on the basis of the Draft Bill sponsored by the National Federation of State Transport Employees of India, and introduced in the Parliament by Shri A.K. Gopalan, M.P.

While concurring on several issues, the Special Committee could not reach settlement on some issues, such as working hours and spread over. The two issues are interlinked, and are most important from view point of workers as well as the national economy.

The Motor Vehicles Act, 1939, which today governs the working hours of the Motor workers, is the most retrograde and reactionary piece of legislation, representing the interests of the British hearchy, which enacted it to serve the imperial interests. This Act provides for a 54 hours' week (and nine hours' day). Despite numerous suggestions and demands from the workers and their organisations, Clause 65 of the Act has not been changed so as to bring it in level to the subsequent norms provided in the labour legislation, such as the Factories Act, passed in the post-independence India. Thus the motor workers have been devoid of this great improvement - a fruit of the independence, for which they have equally suffered. The demand for reduced working hours (weekly hours) is by no means unjustified or in excess of what other workers are enjoying today.

The term "working hours" is defined in Article 4 of Convention 67 adopted by the I.L.O. on 28.6.1939, and later ratified by the Govt. of India, which is also a member country of the said organisation. According to the above Article, the working hours for a Motor Transport worker is the time during which a worker may be at the service or at the disposal of the employer or the person entitled to claim his services, and includes the running time of the vehicle; time spent in subsidiary work; period of mere attendance and breaks for rest and interruptions of work not exceeding a duration to be prescribed, (which in the present case has been proposed as 15 minutes - but not to be taken as admitted, in all cases). Article 5 of the same Convention prescribes 48 hours' working week, and the Article 7 for an eight hours' working day. The terms "running time" has been defined to elucidate the aim of the Convention.

The Factories Act, 1948 and other labour laws passed in the post-independence India contain certain measures which are more advantageous than the enactments passed before independence. As such it would only be fair if

the working hours of the Motor Transport workers are also brought at par with other workers i.e. 48 hours in a week, and not more than in any way.

We submit that if the analogy of the Railways is to be given any weight, as suggested by Shri Daftry of the Bombay State Road Transport Corpn., then in that case, the entire case will have reviewed in that perspective, since there is lot of difference between the working of the two, and also because of certain administrative implications, which cannot concur in both.

The second and more important issue is regarding the Spread Over. The usually allowed spread over limit is 12 hours. Employers' representatives as well as some States have pleaded for retention of the present limit, and some have suggested even further extension of the limit beyond 12 hours. We plead for a reduced Spread Over limit of 10 and a half hours in a day.

The certainty and regularity of the schedules is higher and better in the Railways than in the Motor Transport. In the latter, the worker cannot leave the vehicle unattended even in the short intervals unlike a factory where a worker is at liberty to utilise such rest or interval. In Motor Transport even the rest interval could be considered as time spent on duty. There are cases where the workers have been put to task for the damages their vehicles suffered during the rest interval. Therefore, to consider the actual time spent on steering as only the time spent on duty will not do justice, and may give rise to several mal-practices. Thirdly, the duty of a driver and even a conductor in a passenger bus is so strenuous, hard and hazardous that one cannot feel fit for a second shift, particularly when there are no arrangements for his conveyance to and fro home. Fourthly, the spread over limit has been provided in the law to meet the emergent and unseen circumstances. It would, therefore, be sheer injustice and abusing the provision if the employers are left open to call the workers on duty on spread-over basis as a matter of routine, and that will mar the whole idea of fixing a daily limit of working hours. However keeping in view the circumstances as stated in a part of the report quoting Shri Kundan Lal, the Government must encourage big co-operatives out of small undertakings running less than 10 vehicles even, and thereby form viable units to enable them to apply the provisions of the Act. However, these Federations are opposed to any provisions which may permit in any way the exploitation of any number of workers in the Motor Transport. This steps is also essential if the Government is keen to carry out its object of complete nationalisation of the passenger transport. Any lapse or undue allowance at this stage will render the whole attempt negative. In these circumstances, we feel that the demand for a spread over of 10½ hours, even to start with, is quite justified.

We may also point out to the issue of coverage, because some States have expressed themselves against the original proposals. We feel that the Committee came to the agreed conclusions, contained in report, after a thorough discussion on the point, and any exemption granted beyond the agreed one, may set the entire labour at nought.

In the end, we appeal to you all to give your most sympathetic consideration to the issues under reference, and make available human and fair standard of living for the hitherto most neglected workers, who man a most important industry, so vital for the success of the Plans of national construction, and provide an incentive for more work and efficiency. We believe that a content staff is the best asset for any enterprise.

Thanking you all in anticipation of your esteemed favour,

Yours faithfully,
FOR AND ON BEHALF OF THE CO-ORDINATING
COMMITTEE OF THE TWO FEDERATIONS,

M. Hanlal

-For JOINT SECRETARY,
Co-Ordinating Committee,

Filed with demerol, wastage, favouritism, coercion, victimisation

 Original: J. Satyanarayana, General Secretary, A.P. Highways-Em
 Translation:- K. Gopalakrishna Murty, (ployees Union.)
 (Organising Secretary Krishna Division.)

Immediate appointment of enquiry Committee of Union Representa-
 tives.

In this article, our aim is to show to the public the working
 and service conditions of the workers and also the demerol,
 wastage in the department and thereby we demand to appoint an
 enquiry committee with union representatives so that all these
 malicious things will be set right.

 The total length of mileage of roads in Andhra Pradesh is
 22,066 Miles. Out of it National Highways is 1,409 Miles, 2,072
 is Provincial Highways, Major District Board Roads is 2,527 and
 other district Board roads is 3,458 Miles. (From Andhra Pradesh
 magazine July 1958). In the year 1950-51 the expenditure on
 the roads was 3,54,55,223 and the income was 4,35,64,795 Rs.
 There are nearly 11,000 workers consisting of Maistries, Drivers,
 Cleaners, Mazdoors, Mechanics, Fitterman Etc., Out of this
 9,000 are Road gang workers, 1,500 Technical Workers Mechanics
 drivers Fireman, and cleaners Etc., 1,000 Road Gang Maistries.
 All the 1,000 maistries belong to Andhra area only and there
 are no maistries in Telangana area.

The Highways Department is maintaining three workshops
 at Vijayawada, Rajahmundry and Kurnool respectively. All these
 workers are known as Workcharged Establishment. The present wage
 structure of the workers in Andhra and Telangana areas is given
 separately. The present wage structure was fixed in 1949 in
 Telangana and in 1946 in Andhra Areas, respectively.

Man Workers;	Basic wage; Rs. 22-4-7	D.A. 18/-	Total 40-4-7.
Woman Worker	18-4-7	18/-	36-4-7.
Boy Worker	14-9-2	18/-.	32-9-2.

On these workers there is one Head Worker for each gang who gets
 1-11-5 per month in districts and in city the Head Gang Worker get
 3-7-0 over and above the man workers wage and D.A. They are also
 entitled to get the House Rent. In city these workers gets 4-4-0
 per month as H.R.A. and those who are residing in a town with
 a population of 20,000 gets Rs. 2-8-6.

In Andhra Area the pay scales of maistries were fixed by the
 Government in 1956 in their order No. 2855/53/B4/7/dated 13-10-1956.
 I Grade Maistry Rs. 30-1-45. II Grade Maistry 24-1-30.

The wages of Road gang workers varies from 28 to 38 rupees per
 month and there is uniform of the wages of these workers. They
 varies from division to division and in some cases, different
 wages exist in the same division. The all inclusive of wages of
 Road gang workers came into existence in 1951. The maistries
 and road gang workers are not entitled to get H.R.A. and there is
 no D.A. for gang workers. There is no cycle allowance for
 the maistries. The salaries of technical workers in Andhra
 area were fixed by the Madras Government in 1947 by an order No.
 Go.M.S. 4858 P.W.D. dated 17-12-1947. Forman; 70-5-100 D.A.
 24 and HRA. 9. Drivers, mechanics and blacksmiths Rs. 40-1-50
 D.A. 22 HRA 7. and that of cleaners and fireman is Rs. 15-1-20
 D.A. 18/-. HRA. 5/-.

Most of the workers ~~xxxxxxxxxxxx~~ came from District
 Boards. There are workers who have put up of 20 years and more
 of service in District Boards with put any break. The service
 conditions of the workers are as follows:-

Service registers:- Seniority:- Though there is a length of
 service of 20 years and more they are still treated as tempo-
 rary workers. The workers are very frequently retrenched on the
 name of curtailments of grants by the Government in the Budget
 and also there is no work so they have to sent home. If any xxx
 vacancy exists new appointments are going on. The Chief Engineer
 had fixed the permanent strength for each division and that

allotment was already crossed. For instance the permanent strength fixed by the Chief Engineer was 100 in Kistna division but the present strength is 150. There is none who would question this and for this sort of acts of the engineers. The result is the workers are losing the increments for years together due to this flimsy appointments. This is in respect of maistries. The above said retrenchments happens at times all over the Andhra state and in some occasions restricts in divisions, and also varies to subdivisions and sections. In implementing the orders of the Divisional Engineers, and ~~xxxxxxx~~ on some times the Government are being effected. There if full liberty and choice for all the Engineers inclusive from Chief Engineer to the Supervisor in treating the said workcharged establishment workers according to their will and fancies. They had full powers to exercise on them.

In this connection, the Andhra Pradesh Highways Employees Union having taken into consideration the minimum requirement of workers in each division is agitating to regularise the services of these workers first from this establishment. The Union had demanded and is repeating for opening the service rolls of all the workers and also to bring it up to date. But this is not conceded in most of the divisions. In some divisions the service rolls were opened but again they were neglected by the department officials. The Government had already issued to open the service rolls and in case of retrenchment juniors only be effected.

Though the Government had issued to open the services of all the workers the Divisional Engineers and his subordinates had completely dethroned and had not opened the service rolls and brought up to date. The reason behind the screen is this. If service registers are opened and brought up to date the apprehension of the Engineers is that the favour and personally interested candidates may not secure that opportunity at all. And also there is none who would hear or none who would see them. In case of implementing the retrenchment the workers who are attending the household and domestic works in the house of the Divisional Engineers, Asst. Engineers, and the supervisors of their own religion and caste are exempted. Though there are senior candidates in Harijans they are being sent home. In most of the workers the dhobis, small peasants are only protected by the engineers because they are attending to their homes and in night times they have to watch their homes.

In Hyderabad area the minimum requirements of the workers for the maintenance of the roads was decided and there are not retrenching any body. Retrenchment is happening only in case of new appointments.

Wages and Increments:- There is no question of increments for Gang workers. As said by us they varies from one division to another division and that too depends on the mercy of the engineers. They are being paid at Rs. 28-38/-. Though there is no question of sanctioning of increments the mazdoors are retrenched on the plea that their daily wages is excessive than that of local market rates. In Hyderabad the mazdoor gets a sum of Rs. 40 as basic wages. and for Head Coolie gets 42/-.

Maistries:- There is no certain policy in sanctioning in the increments of the maistries. The question of increments is left to the will and pleasure of the Assistant Engineers and Divisional Engineers concerned. Those who acts as contractors agents will get the higher increments. They will always be in the looks of the Assistant Engineers and Supervisors concerned. There are so many types in maistries also. To satisfy the Engineers and others the maistries have to entrust the workers in the mazdoors at the houses of the Engineers and if necessary they have to do that work. They have to pay something in shape of other means to the other persons in the offices concerned. It has become a regular routine in every division. Unless some thing is paid their paper won't come out.

For instance some time past one maistry in Kistna division had worked as a cook in Junior Engineer's house and thus he looks after his job. In most of the divisions the maistries have to simply see the works of the contractors, in whatever the manner they completes the works. The present trend of the contractors is that they are taking the works at lower rates is even to 40% less.

than the estimated rates. It is less than the schedule of rates. How can one expect that these contractors would do the works in cent percent correct? There won't be any quality and due to this reason the works are degraded and there won't be any quality and stability. All of their execution of slipshod work. The execution of the works of this department is also become too low in the sight of the public. In case if any wrong thing such mixing of cement, tar cement, sand and metal in respect of works is raised or pointed out by the mistry he is sent home then and there also he Or if any honest Divisional Engineers comes and notices the Assist. Engineers and Supervisors asks the mistry to submit their explanation and thereby they throws the entire blame on the mistry and sends them home. The other method is such that if any Engineer had not paid his due share he writes something against the mistry and ousts him. So it is evidently clear that it is not the department nor the Engineers concerned that has to give and inspect the works but it is only the contractors that dictate the terms. It must suite his taste. Every one of the Department must be in his fold. If any thing goes wrong the mistry at times posted to the distant places.

It is only after the unmitigated and uninstigated efforts of the Andhra Pradesh Highways Employees Union, the Government in the year 1956 had regularized the services of 240 mistry in the entire former andhra state, and in this year had proposed to regularize the services of 150 drivers and cleaners of rollers. The Government versions is that they had already send the orders. But here the Engineers says that they have not received any orders. The other aspects such P.F. Cycle allowance, D.A., H.R.A. Leave facilities, T.A. rules is yet to be examined. What we feel is that in case if the said orders issued the mistry may not hear their words nor they won't be puppets in their hands as in past. More over they won't have any opportunity to give appointment to any other fresh and their own candidates. This is the main and main sole fear of the Engineers.

Drivers and Cleaners:- The plight of the drivers and cleaners of the rollers and lorries is extremely bad and is in an intolerable condition. Their salaries are low and the department is avoiding and escaping the payment of their increments. Their salaries were fixed in 1947 that too inclusive of increments at that time, and their pay is Rs. 40-1-50 (Drivers) cleaners 15-1-25. These increments have not so far paid to the workers, by the department. Though more than 11 years was completed not even a single division has completed full in paying the increments to all the workers in their respective divisions. It is a matter of shame for the Divisional Engineer still to keep the matter in cold storage and in abeyance. Though the scales as already fixed has to reach the figure of Rs.50/-, but still they are paid on Rs. 40/-, only.

The second disadvantage and loss for these workers is that they are loosing heavy amounts in claiming the T.A. If their salary reaches Rs. 45/-, they will get Rs. 2/-, As D.A. Thus they are incurring much loss on account of the non payment of the increments by the Divisional Engineers. In some cases four years increments were paid and the fifth increment by which time his salary reaches Rs. 45/-, is being held up, indifently. The T.A. Bills of the workers are passed only after making payments in advances to the clerks of the divisional office. We had brought to the notice how the T.A. Bills of the workers were with held in a section office for more than three months and also the H.R.A. cases of the workers. We had also brought to the notice of the Divisional Engineer, Highways, Kistna about the payment made to a particular worker in respect of H.R.A. in his division and how the claims of the rest were postponed.

Recently in Eluru (W. Godavary Dist) three drivers were retrenched where as they had put up a service of 10 years by that time and their last pay was Rs. 40/-. There are juniors other than these drivers and this issue is till under consideration. Legal notices were also served on that Divisional Engineer, and the result is that their increments were calculated and paid as Rs. 700 per head. But the Divisional Engineer had not taken into consideration the difference amount of T.A. in respect of those workers. Though the Union is making this agitation the Engineers are not caring to follow the

the orders issued by the Government from time to time.

The Engineers are making it in the orders of the Government in a very light manner. Whenever the Representatives discuss with the Engineers their contention is that the service rolls of the drivers cleaners and other workers have not yet opened and brought up to date and this creates much trouble to them. The natural and real habit and custom is that every worker's service must be posted as long as he remains in a particular subdivision, the Assistant Engineer has also to sign on it. But this is not being done so far. The Assistant Engineer, whenever a worker in his subdivision is posted to some other subdivision he has to send it to that division after writing or filling up the service sheet. The Assistant Engineers are not properly doing this work. Due to this fact the services of the workers for the last ten to fifteen years has not come in into consideration. On account of this the increments due to workers has also stopped. Some time back the drivers, cleaners etc., had applied for leave for a week or ten days on loss of pay and roamed on to each subdivision, section office, and put a something to them. The service of these particular workers were brought up to date and the increments due to them were paid. On whole of the state only 50 to 60 were paid their increments. The rest and remaining workers are suffering much. They have not money and time to do and do like this. Their cases are pending in the Division office like this. A driver who had put up a service of 29 years in Guntur Division was sent home for nothing fault of his.

In view of avoiding the payment of gratuity and increments the Engineers are doing a malicious thing. Those who do not yield to their hearings the engineers are keeping the rollers and lorries under repairs for years together and thus asking them to get the plants repaired at once. In case if the plants won't come out in the stipulated period the workers who had a service of 10 years or more were reverted as cleaners, and these reverted cleaners will automatically send home without any proper assessment and consideration of his seniority. The same thing is also going on those who refuses to pay any thing to them.

In Kistna Division for instance, the workers who are senior were reverted as xxx cleaners, and those who had no competence certificate were posted as drivers and were transferred from one plant to another plant. Thus by taking the date of promotion and transfer of one to plant they are keeping the drivers and cleaners always as juniors. They are promoting their own candidates, and every protection is being given to their own candidates. All these malicious things, were brought to the notice of the Divisional Engineer, Superintending Engineer, Chief Engineer, and lastly to the notice of the Secretary, P.W. & T Department. But none has taken against these bad customs and traditions. The orders issued by the Divisional Engineer, Highways, Kistna up to this date must be cancelled and the seniority list must be prepared and then only the other things be considered. This must be undertaken not only in Kistna Division but in every division. Then only the things will come into the right course.

Repairs:- For every minute repair amounting to Rs. 5/- the Engineers are asking the quotations, tenders invited, intimating the same to the Superior officers for sanction, and comes the execution of repairs. All this scheme will take place of six months and there by the machinery will become ruse and the repairs are becoming heavy. These amounts in case of any sanction will take a period a three to four years. Thus most of the machinery is becoming useless. In Kistna there are xxx rollers, 3 concrete mixtures, and in Guntur 10 rollers, 4 mixtures, 5 lorries which are lying for all this period without any repairs. The cost of the rollers (Steam) Rs. 25,000/-, Diesel 36,000/-. Cement concrete mixtures, 10,000/-. Lorries Rs. 20,000/-. In 2.12.1958 of Visalandh the Highways Department had wasted a sum of Rs. 26,178/- in purchasing the boilers, in the year 1954. Like wise some two years back the Andhra Patrika had also published the wastage of oils in Rajahmundry Agency Division, (From its Kurnool Correspondent). While inviting the tenders there is a specification enclosed the tender schedules. The contractor should use only the Departmental machinery. But is violated. The xxx Department is violating this principle. For instance a contractor had purchased two rollers

were purchased by a contractor in Rajahmundry Division. In every division there are such plants worth of Rs. 50,000/-. The irregular and improper administration of the Divisional Engineers and other engineers results not only the harassment and coercion of the workers and also huge amount of public money is also wasted just like water. The departments plants are kept idle, and the lorries in complete is completely neglected. So taking this opportunity the Divisional Engineers and the Asst. Engineers are reverting the Drivers into cleaners. They are also transferring these drivers on some other plants. A cent per cent brand new diesel roller was smashed in Kistna Division. But there is none who would consider and take proper action against the officials. Huge amounts of public money is looted out by the contractors. The roads are becoming useless within a year and if it is brought to the notice of the Government and the Engineers there are supporting the contractors and protecting them from any action to be taken by any body.

These are not only the things that are going on in this department the Engineers are not implementing the Sundays and other public holidays, gratuity and compensation as sanctioned and approved by the Government but are also intentionally doing the things with a bad motive and vengeance. Victimization is in extreme level. It is not known what these Engineers are doing in other days, but they proceeds to inspection of works in these said holidays and sundays. The workers are not allowed to enjoy these holidays. Gratuity is not paid for already retired persons, or about to be retired persons. Every simple case such as payment of salaries, T.A.H.K.A. gratuity and compensation cases are taking years for finalising and making payments to them from top to toe. i.e., from supervisor to Chief Engineer are responsible for all these plights and miseries of the workers.

Mazdoors:- In mazdoors there are two classes. One is avenue and the other is gangs. Their wages are calculated on all in all inclusive rates. The Government and the department had so far gives a very bad notion in respect of these workers grievances. Whenever any demand is referred the reply by the Department is that they are not entitled to get them as they had no separate D.A. But this is not correct. In 1951 the then Government had received a proposal from the Chief Engineer, General and in that he stated about the difficulty that was involved in maintaining the D.A. separately or showing the D.A. separately. The Government had accepted that proposal and from 1-12-1951 stopped in showing the D.A. separately. This was first followed by the P.W.D. and its workshops. Later Highways Department is also following because Highways is part and parcel of P.W.D.

Their salaries is too low, and so far these workers had no D.A.H.K.A. More over they had attend to the domestic works of the Engineers.

Conclusion:- In conclusion, we state that Highways Department came into existence in 1946. In the year 1947 the then Government i.e. Government of Madras had considered about the permanent strength in the Cabinet salaries committee, and the lines of provincialisation, the fixation of scales of pay, the sanction of Cyle allowance, and the re by issued a G.O. 484 -D12.2.1947 and G.O. No. 1922 P.W.D. 29-5-1948.) Though eleven years were lapsed and still the Government is keeping the matter as confidential. Can the Government deny and disprove this fact? The Chief Engineer, Highways has also following the same lines? In particular the Chief Engineer, Sri. N. Durani, is against to the workers and their union. This he had shown in a conference with the Government level, and as well as he behaved in an uncivilised and rude manner when our General Secretary Com. Josya bhatla Satyanarayana happened to see him in view of settling some of the issues, but the result is this. We had also protested to the Government against Sri N. Durani the Chief Engineer, for his partisan attitude and anti views against the union and its workers. As far we remember / a local of Vijayawada by name "MULUKOLA", had published against Sri. N. Durani, while he was superintending Engineer, Highways, I Circle, Kakinada, in three issues. In it one more assistant Engineer was also brought out. His name was Sri. T. Venkateswarlu. No body knows what happened later.

Like wise the Andhra Pradesh Highways Employees Union (Rajahmundry Divisional Union) had issued a pamphlet on the activities of an Assistant Engineer, Highways T & M Repair Yard Rajahmundry by name Sri. Jitta Ramanujiah. It is still under pending. In the same manner there are so many Assistant Engineers and Divisional Engineers on whom the cases are pending. They are wagging their tail too much because they had God fathers.

Punishments:- Whenever a worker is about to be punished no chance is given to the worker. He is simply ousted/suspended. A ministry who raised a finger against an Assistant Engineer, Highways was sent home though he proved the charges levelled against that Assistant Engineer.

We lastly feel that unless the Chief Engineer, Highways Sri. N. Durani, is transferred all the issues won't be solved. His fanaticism and dogmatism was also noticed by the Government at the conference of Government Secretary P.W.D., Union Representatives two years ago. We are also surprised to note why the postings of Chief Engineer, who was posted to Anantapur as Principal of Engineering College was not yet implemented? What is the secret behind the curtain for this abnormal delay?

Illegal transfers and improper reversion, delay in payment of wages, salaries, arrears of T.A. Bills and H.R.A. and wastage of public money all these has to be removed. So therefore in the circumstances explained, we demand an enquiry committee be appointed by the Government and Union Representatives also be included in that committee so that every thing would easily be solved.

K.S. Palakrishna
A. 11. 58

ORGANISING SECRETARY,

ANDHRA PRADESH HIGHWAYS EMPLOYEES UNION, KRISHNA DIV.

P.S.: We are herewith enclosing our protest letter addressed to the Government for your information and kind persual. And also a printed booklet published by the Union is also herewith sent which please kindly acknowledge the receipt of the same at an early date.

Andhra Pradesh Highways Employees Union,
Regd No. 1760.

Himmayat Nagar, Hyd-Dn.

To

The Hon'ble Minister,
Highways And Buildings, Govt. Of Andhra Pradesh,
Hyderabad Dn.

Sub: PROTEST against the behaviour of Shri. N. Durani, Chief Engineer,
Highways Department.

Dear Sir,

We are constrained to write to inform you that Shri N. Durani, Chief Engineer, of Highways Department behaved most uncourtously and talked in an insulting tone with the Secretary of Andhra Pradesh Highways Employees Union Shri. J. Satyanarayana.

On 4th of this month Shri Durani camped at Vijayawada. In order to represent some of the important demands of the Highways Employees Shri. J. Satyanarayana went to see him. Although Shri Durani was alone and free from other work, he kept our Union Secretary waiting outside for two hours after receiving visit card. Shri Durani permitted our representative to enter into his room after getting all the chairs removed from that room except the one on which he was seated. When Shri. J. Satyanarayana entered the room, the Chief Engineer without offering him a chair questioned "what is the work" and asked him to send whatever he wanted to say in writing and that will be enough. Saying that there is no need to talk, Shri. Durani, asked our Union leader to leave the room.

When Shri. Satyanarayana told him that the cases of three discharged workers of Krishna Division were represented in writing but no act

action has so far been taken and inspite of the order the wage cut effected in Kistna and other divisions is yet to be restored, Shri. Durani refused to talk any further and hence, our representative has to leave the room.

This is how Shri. Durani behaved with our Union Secretary, Shri J. Satyanarayana, one of the veteran Trade Union Leader who is respected by one and all. He is one of those whose advise was sought by the Andhra State Government by including him as one of the members in the Labour Advisory Committee. Shri. Satyanarayana is Secretary of the biggest State Trade Union Organisation - the Andhra Pradesh Trade Union Congress and also the Editor of "Worker". Shri. Durani is not unaware of the position and respect Shri. J. Satyanarayana commands as one of the public workers.

The concerned Trade Union Leaders will certainly seek interview when the Head of the Department undertakes tours so as to appraise him with their demands etc. of the workers. He is expected to hear them patiently and given on the spot decisions, if possible, or explain the view point of the Government on the matter. Instead of hearing the views of the Union representatives, if the Head of Department takes a recourse to uncourteous behaviour and insulting tone, no problem will be solved and relations will be strained which is certainly not conducive for preserving industrial peace.

We have to further state that Shri Durani also preferred to make insulting observations, in the conference held on 29-3-1957, at your office under your Chairmanship, against the Hyderabad Government decision to grant the retrenchment gratuity to the Highways Employees as per the Industrial Dispute Act and your goodself are aware that we had taken very strong exception to his remarks.

In view of the above, we are forced to record this protest and request you to take immediate and suitable action in the matter.

In this respect we would like to make further representation in person and therefore, request you to fix up an interview and communicate the same and oblige. Awaiting for your early reply.

T. C. President. A. P. Highways Employees Union.
N. Satyanarayana Reddy.

11 DEC 1956

ANDHRA PRADESH HIGHWAYS EMPLOYEES UNION
Krishna Division Branch VIJAYAWADA - 2

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To
Com. S.A. Dange,
4. Ashok Road, Delhi.

Dear Com,

I am herewith enclosing a copy of article translated from Visalandhra originally written by Com. Josyabhatla Satyanarayana and sent to the Editors New Age, Blitz, for an early publication. I was advised by com. Satyanarayana to send a copy of the same to the Blitz also. Our intention in writing this article, is to point out the defects, wastage, to all the members of the Legislative Assembly, Parliament Members who should like to take up the matter with the Government level thereby they can bring the administration into an soft and smoothing running condition.

Before coming to the point, I want to make it clear about the Highways Department. In ~~any~~ other state except in Andhra Pradesh and Madras there is No Highways Department. In these two states it is in existence. Let us come into the history of this department.

The formation and the existance of the department for the maintenance of the roads in the State there is one Chief Engineer who is in charge of the roads. Under him there are Superintending Engineers, for four to five divisions. For each division there is one Divisional Engineer. Each division is divided into thre to four subdivisions. And for each subdivision Assistant Engineer, and for each assistant Engineer there are three section officers ie. Supervisors, or Junior Engineers, who looks after the roads. And lastly for the Supervisors there masitries in assisting the work. Like wise there are drivers, cleaners mechanics, etc., and mazdoors who have to work on roads. For Transport and Machinery there is one Divisional Engineer, who is in charge of Transport and Machinery Repair Yards. There are two major workshops one at Vijayawada and the other at Rajahmundry. All the repairs of the departmental plants has to be executed in these repair yards.

The present Chief Engineer, Sri. N. Durani, is quite against to the trade unions and with a malicious intention he behaved in an uncourous ~~way~~ against the Genral Secretary of the Andhra Pradesh Highways Employees Union, Com. J. Satyanarayana while he was camping at Vijayawada. He behaved in an uncivilised manner. The Union thereby lodged a complaint againt the behaviour of the Chief Engineer, with the Government and the Government had also noticed about it in an tripartie conference held on 28-3-1957. A copy of that letter is enclosed for your information. (The Chief Engineer, is highly interested in keeping and looking after his post only. The cheif and main reason for it is there are so many allegations against him) A local paper of Vijayawada by name Mulukola had published in its three consequite issues about his corruption. It is also welknown to us about the collections he made for the ruling party. (He had collected more than Rs. 50,000/- as party fund from the contractors. He became the Chief Engineer only after incurring an expenditure of Rs. 60,000/- to 75,000/-. It is extremely strange to note such deeds of the Chief Engineer. Of course all these won't come up for any witness) Recently he was posted as Principal of the Engineering College, Anantapur. Subsequently the orders have kept in pending. What is the secrecy behind these non implementation of these orders? But the following instances and illustrations proves his vested interest in supporting the contractors and his encouragement in giving all sorts of support to them.

The matters shown in brackets required & are true in nature
Proof.

Every year the Divisional Engineers concerned of the respective divisions will place their consolidated requirements in respect of iron, steel, cement, Bitumen, Diesel Oil, Lubricant oils, Coal with Burmahshell, Caltex, Standard Vacuum Oil Companies, and With M/S. Patchava Papaiah Muppanarayana Rao and other companies, such as A.C.C.. But the Assistant Engineers, and the Supervisors are purchasing all their requirements from the local and private dealers. A large amount of money is wasted on purchase of these oils like this. Andhrapatrika some two years back had published about the wastage on oils and illicit consumption of the oils in a single Division for instance of this Department i.e. Agency Division Rajahmundry. Most of the Divisional Engineers, and Assistant Engineers are not well versed and conversant with the oils. They do not aware what particular oil has to be used for a particular plant. So accordingly the oils that comes stagnates and after a certain period they are becoming useless. All the money that is invested on the oils is a sheer waste.

In the year 1954 an amount of Rs. 26,170/- was became a waste while purchasing the boilers by this Department. The Engineers of this department had wasted a sum of Rs. 60,000/- to 70,000/- in selecting site for constructing a proposed bridge. Similarly a private firm by name M/S. Jai Bharat Company of Penugonda of W. Godavary which had supplied Hume Pipes, to the National High Ways Division of Rajahmundry for its works in W. Godavary was proved in the presence of the Divisional Engineer. The people had deposited some Rs. 500/- or more and accepted the challenge. They proved the lower quality in pipes, and the below the standard specification of pipes.

In Kistna Division a cent percent brand new Road Roller Costing Rs. 36,000/- was became useless due to mishandling of it. The Chief Engineer, who was at time available had instructed the Divisional Engineer to disburse the salaries of the worker of four to six months without any delay as the matter was in pending for six months. He favoured him because he became a Muslim. He saw the Chief Engineer while going from Vijaya wada camp at Adda Road (Ibrahimpatnam). Like wise a plant of another cadet was also became useless in this Division and a little amount was recovered from the contractors.

Even in execution of roads such as Black Topping there so many complaints by the public from so many places. For instance in the year 1957 residents of Bantumilli, had brought to the notice of the Government about the Black Topping Work which was going on at that time. The Divisional Engineer came inspected the work. He found the truth in the villagers petition. In construction of bridges a bridge which was completed in all respects and which is about to be opened was collapsed due to the recent floods in Srikakulam District, and so many bridges were also collapsed due to the rains in Vizag Districts. The Assistant Engineer, Highways Transport And Machinery yard Of Rajahmundry was found fault in corruption. That is also under pending. Two Divisional Engineers, by name Sri. A. Narasimha Reddy, (the present Divisional Engineer of Kistna Division) N. Dharma Rao Naidu (Chintapalli Division) were reverted as assistant Engineers for their corruptness. Later ^{the first wife was provided} the closest relative of Sri. C. Pulla Reddy (his wife is ~~xxx~~ his niece) and the second has got some God fathers. One assistant Engineer had committed suicide ~~xxxx~~ at the time of the arrest of ~~xxx~~ him by the police. There are certain ruling party M.L.A's who are for these Engineers. The present Assistant Engineer, Masulipatam has got certain shares in film companies and is lending money to certain film producers. (Sri. T. Narayana Rao).

In regular maintenance of roads tenders are inviting. Almost all in every year the contractors are quoting

lesser rates than the estimated rates (Schedule of Rates) at a margin of even 42% less. How could we believe that ^{they} could do the work perfectly, rightly and correctly without making any profit on it? The principle that is involved in it is the contractor would collect the materials from the nearest quarries. But he has to collect the materials from the Government approved quarries. This he won't do it. The result is bad materials are collected and the roads were laid out. For him there are two benefits. One is avoiding the conveyance charges, and the other is easy way making money by completing the works. This is well known to the Divisional Engineers and the other Engineers. Why these are all of it is only because they are puppets in the hands and folds of the contractors. For the worsening of the conditions of the roads the Engineers are entirely responsible. The quality is lessened and the roads are becoming rotten within a fortnight because due to these methods adopted by the Department and the officers. The contractors are supplying all sorts of necessities and thereby the Engineers are completely forgetting their responsibilities.

The rollers and the crews also bad because the lenience given the Engineers to the contractors. The Log sheets in which the work turned out for the day has to be recorded on every day after completion of the work. But the log sheets reaches the offices after the completion of the work after some six months or so. What the drivers has to do to roam for the contractors and satisfy them ~~ssss~~ or have ask or take instructions from them about the nature in writing the work. It must suit his taste. It is not only this but also at the invitation of tenders and signing of the agreements it is well known to the contractors and the Engineers ~~that~~ contractors has to use only the departmental plants. It is openly violated by the contractors and the Engineers are simply looking without bringing it to the notice of the Government. A contractor by name Sri.M.Ammi Reddy of East Godavary (Engineers and Traders Co.) had purchased two new road rollers and using it for the departmental Works. The departmental plants are lying idle. So the Engineers instead of taking action against these contractors are punishing the crew. They are being reverted into lower posts on the plea that there is no work for the departmental plants. As regards the question of lorries it is too bad. It is better if the plants be converted into diesel or they may be disposed in an auction.

This is the way how the administration of this department is going at present. The Members of the Legislative Assembly particularly of this state and the Parliament Members are requested to do the needful in overhauling the department. It is of no use ^{by saying} that the workers are demanding for higher wages and other allowances. They must help in all sorts for the solvation of all problems of these workers. The Government specially is looking in an impartial way on the redressal of their grievances and demands. It is probably a surprise if I can say that there are workers who have to receive their House Rent allowances of the last five to ~~fixxx~~ six years. Like wise the T.A.Bills are also pending. The version of the Government and the Chief Engineer, in saying that these workers of this department are not entitled to get the adhoc increase of Rs. 6/-. The Government had recently sanctioned the same to the workers of the Electricity and P.W. Departments. Highways is part and parcel of P.W.D. The reason behind it is also clearly stated. At least the Assembly members would be kind enough in considering the grievances and would support their demands whole heartedly.

With warm greetings,

Yours affly,
W. S. Patakrishna

INDIA DIVISION IN CHARGE
 HIGHWAYS EMPLOYEES UNION
 5. VII. 58 of Secy

P.S :- For more details please see the papers sent to Newage.

Report of the Special Committee constituted to consider legislation to regulate the working conditions of motor transport workers.

The standing Labour Committee at its 15th Session held in New Delhi on the 4th and 5th April, 1956, had suggested that the Central Government should introduce legislation to regulate working conditions of motor transport workers and that draft proposals be drawn up for consideration by a special committee to be constituted for the purpose. Accordingly, the Ministry of Labour and Employment formulated tentative proposals with regard to the provisions that might be included in the proposed legislation on the basis of the information contained in the following documents:-

- (i) I.L.O. Convention No. 670 Hours of Work and Rest Periods (Road Transport) Convention, 1939;
- (ii) A draft Bill submitted by the National Federation of State Transport Employees of India and the Motor Transport Labour Bill introduced in the Lok Sabha By Shri A.K. GOPALAN, M.P.,
- (iii) Comments of certain organisations of employers on the provisions suggested in Shri Gopalan's Bill;
- (iv) Existing practice in the Bombay State Road Transport Corporation and their suggestions as contained in a note sent by them recently; and
- (v) Provision in the various labour laws already in force.

The draft proposals were forwarded on the 18th June, 1956, to the various State Governments for their comments. On the 21st Feb. 1957, the Government of India set up this Committee consisting of the following members to consider the draft of the proposed legislation in the light of the comments received:-

Shri N.S. Mankiker,
Chief Adviser Factories,
New Delhi.

CHAIRMAN

Members:

1. Shri D.D. Suri, I.A.S.,
Deputy Secretary,
Ministry of Transport. Representative of
the Ministry of
Transport.
2. (Shri A.S. Bhatnagar,
Under Secretary - Alternate member)
2. Shri N.D. Daftary,
General Manager,
The Bombay State Road Transport Corporation,
Bombay.

Continued.....2

3. Shri Kundan Lal,
Secretary, All India Motor Unions' Congress,
New Delhi.
4. Shri Chandulal G. Shah,
General Secretary,
Indian National Transport Workers' Federation,
Ahmedabad.
5. Shri Satish Chatterjee,
General Secretary,
National Federation of Road Transport Workers of India,
New Delhi.

The draft proposals for the consideration of the Committee related to (i) coverage, (ii) working hours, (iii) rest interval, (iv) spreadover, (v) overtime, (vi) weekly rest, (vii) welfare facilities, (viii) leave with wages, (ix) medical facilities, (x) night work and wages for night work, (xi) retirement benefits, (xii) compensation for employment injuries, (xiii) penalties and procedures and (xiv) other related matters.

The Committee held its first meeting in New Delhi on the 6th, 7th and 8th May, 1957. All the members attended the 5 sittings held during the period. In the absence of Shri D.D. Suri, Shri A.S. Bhatnagar represented the Ministry of Transport. In addition, Shri G. N. Bagve, Chief Labour Officer, Bombay State Road Transport Corporation, attended the meeting as adviser to Shri Daftary.

The Committee felt that the best course would be to examine in detail the Sectional Notes prepared by the Ministry of Labour and Employment, modifying them wherever necessary in the light of the comments received from the State Governments and other organisations and on the basis of the experience available about the working of the various transport services. The notes so modified could then be used as a framework for the proposed legislation. Further the Committee had also an opportunity of studying the resolutions and other communications received from a number of trade unions urging the necessity for legislation to regulate the working conditions of transport workers and suggesting various measures for being incorporated in the legislation.

During its 3 days meeting, the Committee carefully examined in detail the various proposals contained in the notes, but could not come to any definite or agreed conclusions on the question of hours of work and the related problem of spreadover and payment for over-time work. At this stage it was felt that it would be desirable to adjourn the meeting so as to enable the members to give further thought to these problems.

The second meeting of the Committee was held on the 6th September, 1957. All the members who attended the previous meeting were present at both the sittings. Shri A.S. Bhatnagar represented the Ministry of Transport. Shri G.N. Bagve attended as adviser to Shri Daftary and Shri R.L. Goga, Office Secretary, D.T.S. Workers' Union, attended as adviser to Shri Satish Chaterjee.

While the second meeting helped to take definite decisions on some of the points under consideration, it is regretted the Committee could not come to any agreement on the questions which were deferred for re-consideration because of the divergent views held by the Labour representatives on the one side and the employers' representatives on the other. In the circumstances, the Committee felt that it could do no more than to place on record the different views expressed by the members on these questions.

The conclusions reached on the various items covered by the Sectional Notes and also other points that arose during the discussions on the particular items under reference are given below .

Coverage.

The Committee was of the view that the proposed legislation should be made applicable to motor transport undertakings engaged in the carriage of passengers and goods for hire and also to private carriers and that it should bring within its scope all motor transport workers. For the purposes of this legislation " Motor Transport Worker" may be defined broadly to cover all persons who are required to work or are engaged in a professional capacity on road transport vehicles and also attendants and other persons who attend to duties in connection with arrival, departure, loading or unloading, etc., of these vehicles including the following classes of employees:

- i. Drivers and other crew,
- ii. Cleaners,
- iii. Station staff,
- iv. Line checking staff,
- v. Booking and cash clerks.
- vi. Depot Clerks,
- vii. Attenders.

A suggestion was made that on the analogy of the Factories Act the

proposed legislation may be made applicable only to transport undertakings 10 or more persons are employed. Shri Chandulal Shah and Shri Satish Chatterjee however, felt that this would leave out from the scope of the proposed legislation more than 80% of the transport workers and further that the provision would lead to many of the medium-size enterprises breaking into smaller units to avoid coming within the scope of the legislation. At the same time the Committee felt that it would be inappropriate at this stage to apply the Act to every transport undertaking irrespective of the number of persons employed. The Committee came to the conclusion that the provision should be made applicable only to transport undertakings and to private carriers wherein 5 or more workers are employed. To prevent the medium-size establishments from breaking into smaller units just to avoid coming within the scope of the proposed legislation, the Committee was of the view that a provision on the lines of Section 85 of the Factories Act might be included providing powers so as to make it possible to apply all or any of the provisions of the proposed legislation to any transport undertaking irrespective of the number of persons employed. This would help in preventing any abuse of the provisions limiting the applicability of the legislation.

The following persons may be exempted from the scope of the proposed legislation:-

- (a) Persons who drive or travel with private vehicles for personal services excluding private carriers.
- (b) Persons who drive or travel with vehicles engaged in -
 - (i) The transport of sick and injured persons by hospitals and nursing homes;
 - (ii) Transport for the purposes of national defence, police services and transport affected under public authority in case of an emergency or to maintain public safety.
- (c) Persons employed in the premises covered by the Factories Act and entitled to the benefits of that Act and also the persons employed in offices, godowns, etc. and covered by the Shops Acts of different States and entitled to the benefits of those Acts may be excluded from the definition of the terms "Motor Transport Worker".

Working Hours.

(1) The suggestion to incorporate in the proposed legislation the existing working hours as laid down in the Motor Vehicles Act, i.e. 9 hours in any day and 54 hours in any week, was discussed at some length. In fact, the second meeting was held primarily with a view to arriving at some agreed conclusions, but it is regretted that the Committee could not come to any

agreement on this point. Shri Chandulal Shah argued that the time at the disposal of employer should be considered as working time and that at the disposal of worker as recess. Shri Daftary and Shri Kunda Lal, however, emphasised the need to define clearly the working hours to avoid any possible conflict later and urged acceptance of the proposal as suggested. Shri Daftary was of the view that in considering restrictions of hours of work of transport workers one would have to bear in mind the working hours of other employees on comparable jobs and that in the case of transport workers various other factors have also to be taken into account, such as public convenience, long distance travel on most routes, intermittent nature of their work (the work done by them is not continuous) and the difficulty in making any arrangements for the change of crew at a number of places. In support of his argument he drew pointed attention to the fact that these difficulties were appreciated in the case of railway running staff. He added that the working hours now suggested for the transport workers were the same as those specified for railway running staff in the Rajadhyaksha Award. Further that in the case of railway employees in computing the hours of work the average over a period of one month is being taken. Both Shri Chandulal Shah and Shri Satish Chatterjee, however felt, that it would be a retrograde step now to go back on the 48 hour s' week which has been more or less universally accepted. They felt that a point was tried to be made against reduction of working hours on ground of public convenience and the practice prevailing in the railways. Shri Chandulal Shah felt that adjustment in the time-tables could easily be made without causing inconvenience to the public provided a few additional crews were employed and that so far as the railway running staff was concerned, his contention was that they were paid much higher wages and were in receipt of a number of fringe benefits such as good meals at nominal prices, sleeping room accommodation and bathing facilities, while the transport workers in most cases have to go even without the most elementary facilities. Shri Chatterjee further pointed out that the transport workers in Kerala are already enjoying a 48 hour week. As there was no possibility of arriving at any agreed conclusion in the matter the Committee felt that no useful purpose would

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be served by discussing the matter further and that in its report the Committee should draw attention to the views expressed both by the employers' representatives and the workers' representatives.

(2) It was agreed that the term 'hours of work' should include:-

- i. time spent in work done during the running time of the vehicle;
- ii. time spent in subsidiary work; and
- iii. periods of more attendance at terminals of less than 15 minutes.

(3) In the Sectional Notes a suggestion was made that the question of increased working hours on any day or in any week within the weekly prescribed limit and the provision for split duty should be considered by the Committee. To allow for flexibility in operation the Committee was of the opinion that the daily limit regarding hours of work may be exceeded by one hour and that there was no need to make any provision for the weekly limit to be exceeded as this would be taken care of by the provisions relating to overtime work. On the question of split duty the workers' representatives were afraid that any provision in the legislation for split duty might be abused to circumvent the restrictions imposed by the provisions relating to spreadover. Shri Daftary, however, pointed out that transport undertakings are often called upon to assist the project authorities in transporting earth and building materials to work sites. In many of the project areas where temperature conditions are abnormal, work is arranged in two shifts with a fairly long intervening period so as to avoid work during the hottest part of the day. It is not possible for the transport undertakings to fix their own hours of work and these have necessarily to conform to the hours worked at the project sites. Shri Kundan Lal speaking for the private transport undertakings also emphasised the need for making some provision in the proposed legislation for split duty. He explained that in certain of the outlying areas services are run for the benefit of the villages enroute to serve the needs of persons attending courts and other Government offices in the Divisional Headquarters. The services have to start early in the morning to be in time for the opening of the court and other Government offices and the return trip can only start after the court and other Government offices and the return trip can only start after the and these offices close for the day. As the passenger traffic on these routes is generally very limited, it is not possible to run more than one

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service nor it is possible to arrange for change of crew. He, however, pointed out that in most cases the steering duty does not exceed 5 to 6 hours. Shri Chandulal Shah, however, felt that references to project works and public convenience seem to have been made with a view to enlist the sympathy of the authorities, but the real object behind it was to exact more work, which would amount to exploitation of the labour and that in making these suggestions no regard has been paid to the health and condition of workers.

The points of view expressed by both the employers' and workers' representatives were appreciated and the Committee felt that the best way to meet the difficulty would be by incorporating a provision in the proposed legislation to enable the Government to permit split duty in special circumstances with the agreement of the trade unions concerned or, where there is no trade union, in consultation with the majority of the workers affected.

(4) The Committee was asked to examine the question of authorising the competent authority to permit time lost as a result of accidental causes or on account of public holidays to be made up within a prescribed period and to exceed the limit of working hours in the case of indispensable skilled labour. The Committee felt that the prescribed hours should only be permitted to be exceeded in case of accident, breakdown, dislocation of services, interruption of traffic or force majeure provided over-time is paid for and that provision should be made for the Competent Authority to frame rules for the purpose subject to such conditions as may be deemed necessary.

Rest Interval.

The only point which came up for discussion was the suggestion that a rest interval of at least 8 consecutive hours should be provided between "signing off" on one day and "signing on" on the following day. The workers' representatives felt that the 8 hours period was not sufficient to provide adequate rest and a suggestion was made that this should be extended to 10 hours. On the other hand, it was appreciated that a longer interval would not be in the interest of workers on night-out points, who would like to return to their home station as early as possible. Taking these views into consideration the Committee agreed to the interval being extended by one hour. The proposals relating to rest interval as amended are as follows:-

1. Provision may be made for a rest interval of at least half an hour after continuous work for five hours.
2. Provision may be made for reducing the duration of the rest interval and for increasing the hours of continuous work in exceptional circumstances, e.g. accidents, breakdowns, etc.
3. Where the working hours on any day do not exceed six, the rest interval may be dispensed with.
4. Provision may be made for a period of rest of at least 9 consecutive hours between 'signing off' on one day and 'signing on' on the following day.

SPREADOVER.

The Committee could not arrive at any agreed recommendation with regard to spreadover. In the draft proposals it was suggested that provision should be made in the legislation for a spreadover of 12 hours in any day. Both Shri Chandulal Shah and Shri Satish Chatterjee strongly urged that it should be definitely laid down that the spreadover should not exceed 10½ hours in any day. When it was pointed out that even under the Factories Act, in certain circumstances, a spreadover of 12 hours in any day is permitted, Shri Chandulal Shah argued that in the case of factory workers the rest interval is entirely at the disposal of the workers and they are at liberty to go anywhere they like during this period, but in the case of transport workers the position was quite different. In fact, in most cases the spreadover could be considered as the period of hours of work. Shri Daftary explained that for efficient operation of the transport services the spreadover should be at least 12 hours or else the transport undertakings would be put to a lot of extra expenditure which, at this stage, most public transport undertakings would not be in a position to bear. In support of his argument he quoted the following figures. So far as the Bombay State Road Transport Corporation was concerned to illustrate the increase in the number of crew required in the event of any reduction in the spreadover:

<u>Spreadover</u>	<u>No. of crew required.</u>
12.00	2374
11.30	3056
11.00	3396

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He pointed out that a reduction of half an hour in the 12 hours spreadover limit in force in the Bombay State Road Transport Corporation would result in an increase of about 33% and a reduction in the spreadover limit to 11 hours would call for 45% increase in the number of crew employed. Shri Daftary also circulated the following statement showing the steering ~~duty~~ duty and spreadover based on the average of a month in respect of the crew for the first 6 months of this year:

Month	<u>Steering Duty in hours & minutes</u>	<u>Spreadover in hours & minutes</u>
Jan. 57	6 - 14	10 - 31
Feb. 57	6 - 20	10 - 34
Mar. 57	6 - 16	10 - 32
Apr. 57	6 - 24	10 - 41
May. 57	6 - 31	10 - 48
Jun. 57	6 - 18	10 - 31

Shri Chandulal Shah and Shri Satish Chatterjee wanted it to go on record that they were unable to accept the figures quoted by Shri Daftary as no indication had been given as to the basis on which the figures had been arrived at. They urged that the figures in respect of any particular area should not carry weight in considering legislation such as this covering undertakings throughout the country and that should the Government desire to have information on the matter, both the employers as well as the trade unions should be asked to furnish the necessary information to make a correct appraisal of the position.

Shri Kundan Lal, speaking on behalf of the private operators, stressed that it would be very difficult to operate the services if the spreadover limit was reduced to a figure lower than 12 hours. He explained that in the case of State Transport undertakings with the large number of routes it was possible to rotate the duties of the crew with a view to limiting the spreadover, but this was not possible in the case of private operators because of the limited route permits.

The workers' representatives urged that the spreadover should not exceed 10½ hours in any day while the members representing the employers felt that legislation should provide for a spreadover limit of 12 hours in any day. Shri Daftary further pointed out that if the spreadover is reduced below this figure it would call for a considerable increase in the number of crew which in turn would necessitate perhaps an increase in the fares which would not be viewed with favour by the travelling public.

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Over-time.

There was no agreement on the question of over-time payment. On the analogy of the Factories Act, Shri Chandulal Shah and Shri Satish Chatterjee wanted the legislation to provide for over-time payment at twice the ordinary rate of wages. Shri Daftary, on the other hand, argued that the analogy of Factories Act could not be applied in the case of transport workers. In the case of a factory, over-time work is resorted to when there is a press of work to meet the increased demand for its products, which generally means added profit, whereas in a transport undertaking over-time is necessitated by the exigencies of circumstances which are not of any material benefit to the enterprise as such. Employers representatives were accordingly in favour of over-time being paid at $1\frac{1}{2}$ times the ordinary rate.

Weekly Rest.

Shri Chandulal Shah and Shri Satish Chatterjee wanted this provision to be amended so as to require the grant of a weekly holiday of one calendar day. Shri Daftary explained that a weekly rest of a calendar day may not be possible and suggested that the period of 24 consecutive hours should commence immediately on return from night-out points. Shri Chandulal Shah was prepared to agree to 24 consecutive hours provided that the period of rest commenced before 8 A.M., but Shri Daftary felt that in many cases the crew returning from night-out points may not be able to complete formalities for handing over charge of the vehicle, etc. early enough and therefore the time limit may be extended up to 10 A.M. However, the Committee finally unanimously agreed that the day of rest may be 24 consecutive hours provided the period of rest for the day commenced before 9 A.M. on the day in question. The following are the recommendations as amended with regard to weekly rest:-

1. Provision may be made for the grant of a weekly rest period of one calendar day with the provide so that in the case of crew returning from night-out points the weekly rest period may be of 24 consecutive hours provided that such period commences before 9 A.M. on the particular day.
2. Provision may be made for substituting the day of weekly rest provided that it does not result in any worker working for more than 10 days contecutively.
3. Provision may also be made for the grant of compensatory rest in lieu of the weekly rest within one month following the month in which the worker is deprived of the weekly rest.

Welfare Facilities.

The suggestions relating to welfare facilities were agreed to with very minor amendments as indicated below:-

Canteens Provision for canteens may be made only at places where at least 100 workers are expected to call on duty during the day.

Rest Rooms. Arrangements may be made for rest rooms at night-out and other important places for the use of workers. The State Governments may be empowered to make rules prescribing the facilities to be provided in the rest rooms and these may include interalia the following:-

- (a) supply of cool drinking water;
- (b) seating and sleeping arrangements;
- (c) washing facilities;
- (d) supply of newspapers, magazines, etc.
- (e) arrangements for indoor games, etc.

Uniforms Provision may be made for the supply of uniforms and warm clothing and rain-coats where necessary, and for the payment of washing allowance on scales to be prescribed in the rules to be framed by the State Government.

Leave with wages, Holidays, etc.

The Committee unanimously agreed that the legislation may provide for 30 days leave with wages and, in addition, 6 days Festival and National holidays, only half of which could be availed of in the peak season and the other half in the slack season, and that provision may be made to the effect that where the workers are in receipt of better terms in accordance with any agreement, award or custom, they will continue to enjoy those benefits.

Medical Facilities.

With regard to medical facilities the Committee's recommendations are:-

1. Medical arrangements may be made at all operating centres and regular bus stations where some staff is on duty during working hours, but not at pick-up stands.
2. First-aid boxes may be provided on the vehicles also.

Further, Shri Satish Chaterjee wanted his suggestion to be placed on record that where 150 workers are employed a dispensary should be provided with a Medical Officer in attendance.

Night Work and Wages for Night Work.

The Committee was unanimously of the opinion that no provision need be made for any payment over the ordinary rates of wages in respect of work after 10 P.M. or before 6 A.M.

Retirement Benefits.

The suggestions made in the draft proposals were accepted, viz:-

1. The benefits of provident fund may be extended to all motor transport workers by a suitable amendment of the Employees' Provident Funds Act.
2. Gratuity where it is allowed in any form should continue.

Compensation for Employment Injuries.

The Committee was of the view that no special provision need be made as the transport workers would be covered by the Workmen's Compensation Act, 1923.

Administration.

The Committee agreed to the suggestions made in the draft proposals that.

1. The administration of the proposed legislation may be entrusted to the State Governments who may set up appropriate inspection machinery to secure enforcement of the provisions.
2. The State Governments may also be given rule making powers for carrying into effect the provisions in the proposed legislation. The making of rules may be subject to the condition of previous publication.
3. The Central Government may give directions to State Governments as to carrying into effect the provisions of the law.

Special Provisions for Young Persons.

The proposals contained in the Sectional Note were discussed and amended as follows:-

1. Minimum Age of employment: May be fixed at 15 years.
2. Hours of Work: Hours of work of persons above 15 years but below 18 years may be fixed at 6 per day inclusive of rest of half an hour.
3. Medical examination of Young Persons: A pre-employment medical examination may be prescribed for persons below the age of 18 years.
4. Prohibition of Night-work: Employment of young persons below the age of 18 years may be prohibited during night between 10 P.M. and 5 A.M.

Penalties and Procedures .

The Committee's recommendations are:-

1. that provision may be made for penalties as in the Factories Act, 1948, and
2. the offences under the proposed legislation may be tried only by a Court of a Presidency Magistrate or of a Magistrate of the 1st Class.

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Payment of Wages.

The Committee was of the opinion that the legislation should incorporate a provision making the Payment of Wages Act applicable to all motor transport workers.

In discussing the various suggestions for legislation the Committee was seriously handicapped for want of reliable data in respect of working conditions and work-load of workers employed in the motor transport industry. In view of the growing importance of the motor transport industry, a suggestion was made that the Government be requested to consider the appointment of a Commission to enquire into the working conditions, pay-scales, health and work-load of transport workers.

Sd/- Shri N.S. Mankikar,
Sd/- Shri N.D. Daftary,
Sd/- Shri A.S. Bhatnagar,
Sd/- Shri Kundan Lal,
Sd/- Shri Satish Chatterjee,
Sd/- Shri Chandulal G. Shah.