

To

Shri C. S. Shindhe, Bar-At-Law,  
Former Hon'ble Chief Justice of Madhya Pradesh,  
Chairman of Wage Board, Iron & Steel Industry,  
Indoor, Madhya Pradesh.

Sub: Resolution on Wage Board in Iron & Steel  
Industry and Grant Interim Relief Immediately.

Dear sir,

It was pleasure for us to learn that you have been appointed the Chairman of the Wage Board for Iron & Steel Industry set up by the Govt. of India. We have confidence that you will do your best with all your experience in the judicial line. The thousands of workers of Bhilai Steel Works along with the workers of other establishments are anxiously waiting for the report of your board. It is expected with all earnestness that justice will be done to the thousands of workers of such a vital industry of the Country who are now in the most aggrieved and wretched condition due to the callous policy pursued by the employers.

In this connection I am quoting you the resolutions passed in the Mass Public Meeting of the Bhilai Steel Mazdoor Sabha held on 19th November, 1961 as under:-

- 1) Composition of the Wage Board for Iron & Steel Industry be completed forthwith;
2. The industry should include Iron & Steel and other Mines under the same management in the Steel Project;
3. An interim relief be granted immediately;

This meeting urges upon the workers and employees of B.S.W. to unite and act in determined manner to secure early wage rise and end the anarchy in wage structure in the industry.

We also hope that you will go ahead with your findings keeping in view the aforesaid resolutions giving priority to the grant of Interim Relief which demand immediate solution to the relief of Steel workers.

Thanking you,

Yours sincerely,

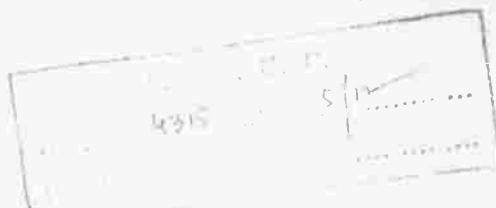
Encl:- (resolution).

November 20, 1961.  
Mandira Road,  
Bhilai-2, (M.P.)

( SUDHIR SUNKHESIA )  
WORKING PRESIDENT,  
BHILAI STEEL MAZDOOR SABHA.

Copy forwarded to:

1. The Hon'ble Prime Minister of India, New Delhi.
2. The Hon'ble Minister for Iron & Steel, New Delhi.
3. The Hon'ble Minister for Labour & Employment, New Delhi.
4. The Chairman of Hindustan Steel Ltd., Ranchi.
5. Shri. C. S. Danke, M.P. Geny Secy, AITUC, New Delhi.
6. General Manager, Bhilai Steel Works, Bhilai.



Sudhir Sunkhesia  
SUDHIR SUNKHESIA  
WORKING PRESIDENT.

*Iron & Steel  
W B file*

Months have elapsed since the announcement of Wage Board by the Union Ministry of Labour & Employment. It is also announced that the report of the said wage board will be completed within 8 months of its constitution.

This meeting of the Bhilai Steel Mazdoor Sabha notes with concern that constituting of the Wage Board is yet to be completed as the workers' representative on the Board have not been nominated and the terms of reference are yet unconfirmed.

The anarchy, anomaly and unjust wage scales in this and allied industry are running riot with the life and living conditions of the workers and employees in this industry; the long delay in constituting and functioning of the board and disappointment in completing its labour early is adding to the desperation of the workers and employees in addition to unrest because of unbending price rise.

This public meeting under the auspices of B.S.M. Sabha vehemently protests against the lethargy and delay on the part of Union Ministry of Labour & Employment and demands that:-

- i) Composition of the Wage Board for Iron & Steel Industry be completed forthwith.
- ii) The Industry should include Iron & Steel and other mines under the same management in the Steel Projects.
- iii) *immediately*  
~~An Interim relief be granted by the said Board as soon as preliminary enquiries are completed.~~

This meeting urges upon the workers and employees of B.S.P. to unite and act in a determined manner to secure early wage rise and end the anarchy in wage structure in the Industry.

(26)

A MODEST TENTATIVE PLAN FOR DEVELOPING  
TRADE UNION ACTIVITY IN ENGINEERING IN-  
DUSTRY IN GREATER BOMBAY ZONE IN IMME-  
DIATE FUTURE.

I. INTRODUCTORY - WHAT IS OUR PRESENT STRENGTH ?

1. At present, we have following Unions affiliated or associated with the A I T U C

Their membership, financial position are also shown below -

	<u>Membership</u>	<u>Bank Balance</u>
i) General Engineering Employees' Union	6,000	Rs. 20,000
ii) Godrej & Boyce Employees' Union	1,200	2, 6,000
iii) Mahendra & Mahendra Workers' Union	2,000	" 3,000
iv) Dockyard Labour Union	900	" 20,000
v) Greaves Cotton & Allied Cos. Emp. Union	1,500	" 48,000
vi) Kamani Employees' Union	600	" 100
vii) East Asiatic Employees' Union	400	" 15,000
viii) Engineering Mazdoor Union	300	
T O T A L ...	12,900	Rs. 1,12,100

2. Following factories are organised in the above Unions.

Factories employing less than 100 workers are not taken into account.

<u>Name of Factory</u>	<u>NB. of employees</u>
i) Crompton Parkinson Works	1,650
ii) New Standard Engineering Co. Ltd.	1,500
iii) Estrela Batteries	900
iv) Mahendra & Mahendra	2,000
v) Kamani Units (3)	1,700
vi) Mazagaon Docks	2,000
vii) Greaves Cotton & Crompton Parkinson	1,000
viii) Rustom & Hornsby	1,000
ix) East Asiatic & Co.	2,400
x) Indian Tool Manufacturers	600
xi) Laxmi Ratan Engineering Works	500
xii) Hasambhoy Jetha	400
xiii) Indian Standard Metal Co.	400
xiv) Zenith Tin Works	400
xv) Bharat Barrel & Drum Mfg.	500
xvi) Bharat Bijlee	400
xvii) Godrej & Boyce	5,000
xviii) Sankey Electrical Stampings	1,000
xix) Automobile Products of India	1,000
xx) Devidayal Steel	400
xxi) Bombay Engineering & Metal	150
xxii) J.B. Advani Oerlikone	100
xxiii) Air Conditioning Corporation	200
xxiv) Oriental Can Manufacturing	200
xxv) Poysha Industrial Co.	250
xxvi) Star Textile Engineering	250
xxvii) Standard Drum & Barrel Mfg. Co.	200
xxviii) Indian Smelting & Refining	400
xxix) Hindco Lighting Industries	250
xxx) Kandivli Metal Works	150
xxxi) Larsen & Toubro	600
xxxii) Electric Construction & Equipment	100
xxxiii) Bombay Brass Metal	100
xxxiv) Hindustan Transmission	200
xxxv) Gandhi Electric Industries	200
xxxvi) Devi Dayal	200
xxxvii) Dalal Engineering	100
xxxviii) Jaymes Beechey & Co.	200
Total ...	26,850

3. In addition to the above following are those factories where we have good contacts and/or had once our own Union for years but today are not with our unions -

i) Mukund Iron & Steel Works, Kurla	2,000 *
ii) Metal Box Co., Worli	2,000 ****
iii) Hind Cycles, Worli	1,600 **
iv) National Ekco Radio, Mahalaxmi	300 *
v) McKenzies Limited, Sewree	400 ***
vi) National Electric Industries, Lalbaug	500 **
vii) National Machinery, Thana	3,000 *
viii) Premier Automobiles, Kurla	6,000 **
	-----
Total..	15,800
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4. Following are weak factories though they may be formally in our union.

i) Sankey Electrical & Stampings	1,000 *
ii) Zenith Tin Works	400 *
iii) Automobile Products of India	1,000 *
iv) Godrej & Boyce	5,000 *
v) Kamani Units	1,700 *

II. WHAT SHOULD BE OUR IMMEDIATE OBJECTIVE ?

5. i) Our job today must be mainly to pay particular attention to factories in item Nos. 3 & 4 and lunch such activities as to organise them back under AITUC Union or Unions.

These factories mean a total strength of about 25,000 workers from the best engineering factories in Bombay as they are to-day.

ii) Objective of spreading our work in newer and newer factories beyond Bhandup and Andheri should not blur our objective to concentrate on the above factories where we have ready-made cadre waiting for our guidance and support.

iii) We should not also fritter away our energies and cadre on factories which employ less than 100 workers and which are situated in Bombay proper, because they have no prospects of expansion in Bombay region.

III. PROBLEM OF CADRE -

6. Our present men power -

Fully and partially working in this industry - however, every one mentioned below is a Full Time Worker -

- i) Com. M.V.Gopalan
- ii) " B.S.Dhume
- iii) " C.V. Tamhane
- iv) " S.T. Yardi
- v) " P.R. Krishnan
- vi) " S.Y. Kolhatkar
- vii) " G. Sundaram
- viii) " Shivankar
- ix) " Sahani
- x) " Mokashi
- xi) " Karkhanis
- xii) " Khopkar
- xiii) " Jayant Gadkari
- xiv) " Gavankar
- xv) " Chandrakant Kakodakar
- xvi) " Madan Phadnis
- xvii) " Vithal Chaudhari

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\* INTUC Union  
 \*\* H M S Union  
 \*\*\* S. P. Union

- i) A Grand Engineering Fraction of these comrades should be formed, first;
- ii) Then elect a small Committee of 5 or 7 Comrades as the Leading Committee for Organising the T.U. Work in the Engineering Industry.
- iii) This Committee will make groups and form teams 2 to 3 comrades to work in different factories, bearing in mind capacity and experience of each of those comrades, and nature, size and needs of factory. The Committee may also get new comrades if available and necessary. Generally, two comrades for organising 5000 workers should be allotted.
- iv) This Committee will provide all wherewithal for their activities, ranging from supply of new comrades to opening & equipping new offices out of the Funds to be raised as per item No. 8 below.
- v) This Committee will give guidance on problems that may be arisen from time to time.

vi)\*

IV. F U N D S -

8. Create a Central Pool of Funds and put it at the disposal of the Leading Committee.

Fund should be collected by the following donations from -

a) General Engineering Employees' Union	Rs. 1,500
b) Godrej & Boyce	Rs. 1,000
c) Mahendra & Mahendra	Rs. 1,000
d) Dockyard Labour Union	Rs. 1,000
e) Greaves Cotton	Rs. 2,000
f) East Asiatic	Rs. 1,000
g) A I T U C	Rs. 1,000
	-----
	Rs. 8,500
	-----

9. It is at all not impossible to spare Rs.8,500 out of over a lakh of rupees which be with the Union to-day.

V. PARTY BUILDING

10. i) Each factory should have three party members at least;
- ii) Each Union should be given a quota to have one member for each 250 workers.

\*vi. The above Plan should be given one year trial or up to 31-12-1962.

-----ooOoo-----

\*vi A 2-page suppliment called "Engineering Kamgar", should be started in "Yugantar" and its expenses should be borne by the Committee through above funds.

*V. Chandra*

M. Alias.  
MEMBER OF  
THE LOK SABHA



266 Calcutta.  
5/12/60.

My dear Comrade (2.6.61)

Perhaps you have got some reports of the conf of P.S.P.V.C. you will get our report when we shall reach. The conf was a grand success.

I am writing this for our reason. you know that the post of the Admin Committee member of T.O.I. of Public Allied is still vacant. Com. Ranen Sen requested you to select one Comrade but upto now you done nothing. That is why the Hospital Union has selected Com Ranen Sen in that post & Com Ranen is also willing. That is why I am ~~is~~ informing you and Com Sen has also told me to inform you. With greetings  
Suresh

To be heading on 5/12/60

266 ✓

February 1, 1961

Dear Comrade Elias,

Thanks for letter of January 28, 1961.

This question of seat on the TUI was to be discussed in the Working Committee meeting at Coimbatore, which could not be done as comrades wanted to be on the move on the 12th January itself.

We are in correspondence with the TUI on the subject and you please tell Comrade Usha Gupta to write to the TUI to the effect that the AITUC will send the name of the member. I am sure if such a reply is given by her to the TUI, they would "bother" her no further.

With greetings,

Yours fraternally,

*K.G.*

(K.G.Sri.wastava)  
SECRETARY



1-5 FEB 1961

# General Engineering Employees' Union

(Affiliated to AITUC)

President: K. T. Sule  
Gen. Secretary: Vithal Chaudhari  
Tel. { Res. : 23219  
      Office: 61608

Office:  
25, Dalvi Building, 2nd Floor,  
Parel, BOMBAY 12.

Ref No. GEEU/ P-3/47 /61.

Dated... 7th Feb. 1961...

The Editor,

Trade Union Record,  
BOMBAY, New Path

Dear Comrade:

Secretary of the General  
Engineering Employees' Union, Bombay,  
has issued the following press note.

You are requested to publish the same.

Thanking you,

Yours faithfully,

*P. T. Sule*

SECRETARY.

Encl: A Press Note.

" 86 day old strike ends successfully "

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" 150 workers of the Bombay Engineering & Metal Works Pvt.Ltd. Bombay, had resorted to a strike since 8th November 1960. The concern manufactures nuts, bolts, hooks etc. It is 27 year old. However a large number of workers were still maintained on the temporary rolls. Scheme of Gratuity is also conspicuous by its absence in this long established concern."

" After 86 days of complete and peaceful strike the Union and the management reached a settlement according to which all the temporary workmen are to be immediately made permanent and 19 days' bonus is to be paid to the workers. The most important clause is of No. Victimisation."

" Com. I.D. Khan, President and Com. V.B. Tamhane, Secretary brought about the settlement."

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(266)

NATIONAL FEDERATION OF METAL & ENGINEERING  
WORKERS OF INDIA

4 Ashok Road,  
New Delhi

TO ALL METAL WORKERS UNIONS:

February 26, 1961

TO ALL ENGINEERING UNIONS:

TO ALL WORKING COMMITTEE MEMBERS:  
-----

Dear Comrades,

Enclosed please find one copy each of the Constitution and Affiliation - application form of the National Federation of Metal & Engineering Workers of India.

We request you to remit us Re.1/- towards the cost of printing of these materials, at the earliest.

You should also send your affiliation fees in order to enable us to compile the list of affiliated unions and to meet the expenses of the establishment etc. This is urgent.

Secondly, it is regretted that the signatures demanding the setting up of a Wage Board for engineering industry could not be submitted to the Labour Ministry because all the unions have not yet sent the signatures they have collected.

In view of that we have decided to postpone the submission of signature for the present. Meanwhile all the unions should immediately send us their collection so that we can arrange them properly and finally assess the total number of signatures at our disposal and set a target date for submission of these signatures.

INFORMATION.

We have received an invitation from the National Federation of Workers and Technicians of Railways, France to send one delegate to attend their Congress at Paris on March 7, 8, 9 and 10, 1961.

Comrades are requested to send names for this delegation. It should be noted that the passage money, about Rs.3,000/-, shall have to be borne by the delegate as we are not in a position to meet this expenditure.

With greetings,

Yours fraternally,

*S. M. Khosla*  
OFFICE SECRETARY.

2/26/61

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February 26, 1961

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With greetings,

Yours fraternally,

*J. M. Khajee*  
OFFICE SECRETARY.

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# NATIONAL FEDERATION OF METAL AND ENGINEERING WORKERS OF INDIA

## APPLICATION FOR AFFILIATION

To

The General Secretary,  
National Federation of Metal and  
Engineering Workers of India,  
4, Ashok Road,  
NEW DELHI.

From

The President/General Secretary

Dear Comrade,

The General Body/Executive Committee of my Union desires me to request you to affiliate it to the NFMEWI. The union subscribes to the aims and objects of the NFMEWI and agrees to abide by its Rules and Regulations. I give below the full particulars of my Union. (i) Copies of the Rules and Regulations, (ii) the last Annual Report, (iii) audited Balance Sheet for the year to and (iv) the names of the present office-bearers of the Union are enclosed.

Yours fraternally,

Date :

President/General Secretary of the Union.

---

### RULES REGARDING AFFILIATION

1. The Union seeking affiliation should forward to the NFMEWI the following:
  - A. An affiliation Form duly filled in.
  - B. A copy of its constitution.
  - C. A list of its office bearers.
  - D. A copy of its statement of accounts for the official year, giving the average paying membership for that period duly audited by a Registered Accountant.
  - E. And such other information or material as the General Secretary of the NFMEWI may require.
2. Each affiliated organisation shall pay to the NFMEWI:
  - (i) yearly subscription of five naye paise per member, of which three naye paise shall be for the centre and two naye paise for the State branch of the NFMEWI, wherever it is constituted;
  - (ii) such other levies as may be fixed by the Working Committee of the NFMEWI.

(N.B. All contributions for the NFMEWI will be for the year beginning on April 1, and ending on March 31.)
3. The application for affiliation should be sent along with the affiliation fees to the General Secretary, NFMEWI.
4. The Union shall, if not already registered, get itself registered under the Trade Unions Act within a year of its affiliation.

**NATIONAL FEDERATION OF METAL AND  
ENGINEERING WORKERS OF INDIA**

*AFFILIATION FORM*

**PARTICULARS OF THE UNION**

(To be filled in by the General Secretary of the Union)

1. Name \_\_\_\_\_
2. Address \_\_\_\_\_
3. Date of foundation : \_\_\_\_\_ Registration No. and  
Date of Registration : \_\_\_\_\_
4. Office-bearers :  
(a) President \_\_\_\_\_  
(b) General Secretary \_\_\_\_\_  
(c) Treasurer \_\_\_\_\_
5. Name of Central Organisation to which affiliated, if any \_\_\_\_\_
6. Date of the last annual meeting and election } \_\_\_\_\_ 19  
of office-bearers }
7. Rate of Membership fees : Rs. nP. per month/per year
8. Method of collection of membership fee : Monthly/Quarterly/Yearly
9. Total income of the last year ending 31st March 19 . Rs.
10. Total expenditure of the last year ending 31st March 19 . Rs.
11. Number of average paying membership on 31st March 19
12. Advance affiliation fee sent, if any : Rs. nP.

Dt. 19 .

*Signature of the President/General Secretary.*

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**PROGRESS REGARDING AFFILIATION**

1. (a) Date of receipt of application : \_\_\_\_\_  
(b) Date of receipt of affiliation fee \_\_\_\_\_ R. No. \_\_\_\_\_
2. Date on which it was placed before the General }  
Council/Working Committee : }
3. Remarks of the General Secretary :
4. Decision of the Gen. Council/W. Committee :  
Proviso of approval, if any :  
In case of rejection, grounds }  
on which rejected }
5. Date of approval : \_\_\_\_\_
6. Membership granted : \_\_\_\_\_
7. Affiliation Certificate No. : \_\_\_\_\_

*General Secretary, NFMEWI*

(10)

**NATIONAL FEDERATION OF METAL AND  
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*General Secretary, NFMEWI*

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# NATIONAL FEDERATION OF METAL AND ENGINEERING WORKERS OF INDIA

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From  
The President/General Secretary

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Yours fraternally,

Date :

*President/General Secretary of the Union.*

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  - (ii) such other levies as may be fixed by the Working Committee of the NFMEWI.

(N.B. All contributions for the NFMEWI will be for the year beginning on April 1, and ending on March 31.)
3. The application for affiliation should be sent along with the affiliation fees to the General Secretary, NFMEWI.
4. The Union shall, if not already registered, get itself registered under the Trade Unions Act within a year of its affiliation.

Bank account(s) shall be operated upon by any two of the following:

The President, the General Secretary, the Treasurer, the Office Secretary.

23. The funds of the NFMEWI may be spent for all purposes which will promote the objects of the NFMEWI set down in these rules, subject, however, to the provisions of Section 15 of the Indian Trade Unions Act, 1926 and payment of expenses of administration, salaries, etc., etc., necessary for its proper management including the audit of the accounts.

#### DISSOLUTION

24. The General Body shall have full powers to dissolve the NFMEWI with the consent of the 3/4ths of the total number of the delegates present at a meeting specially called for the purpose. In the case of its dissolution, the assets and liabilities of the NFMEWI shall be disposed of accordingly as may be decided in that very meeting of the NFMEWI.

20 FEB 1961

# U. P. Metal & Engineering Workers' Federation

President :  
RAM ASREY  
Gen. Secretary :  
NIZAMUDDIN

4/1/61 (546)

Kanpur 9-2-1961

प्रिय साथी,

कानपुर में हुये रात्रय सम्मेलन में मञ्जूर प्रस्ताव के अनुसार यह निश्चित किया गया था कि वेतन समबन्धी मामलो को तोष करने के लिये १० फरवरी, १९६१ को "वेतन-बोर्ड" की मांग करने के लिये "वेतन-बोर्ड दिवस" मनाया जाये।

सम्मेलन में ते किया है कि १० फरवरी, को हर क्षेत्र में हर युनियन द्वारा फेक्टोरियों के सामने मजदूरों और आम जनता को मीटिंग और प्रदर्शन संगठित किये जायें जहाँ हज्जोचरिंग मजदूरों को काम और जिन्दगी में हालत पर रोशनी डाली जाये और वेतन बोर्ड बनाने के लिये प्रस्ताव पास किये जायें।

प्रस्ताव को एक नकल श्रीम मन्त्री, भारत सरकार, नई दिल्ली, एक नकल श्रीम मन्त्री उत्तर प्रदेश शासन, लखनऊ और एक नकल नेशनल फेडरेशन आफ मेटल एंड हज्जोचरिंग वर्कर्स आफ इन्डिया, ४ अशोक रोड के पते पर भेजनी चाहिये।

आपसे प्रार्थना है कि अपनी रिपोर्ट जल्दी ही कार्यालय के उभयपक्ष पते पर भेजें।

साथ ही आपसे प्रार्थना है कि सम्मेलन के फेसलते के अनुसार आप प्रति मेम्बर ६ न०ये० के हिसाब से अपना कौटा जल्दी से जल्दी भेजें जिससे आगे के कामों को करने में मदद हो सके।

सम्मेलन में मञ्जूर प्रस्तावों को साक्षरणी किया जा रहा है और वे जल्दी ही भेजे जायेंगे।

साभिवान

File  
1/10/61  
Nizamuddin

आपका साथी,  
निजामुद्दीन  
(निजामुद्दीन)

15 FEB 1961

# U. P. Metal & Engineering Workers' Federation

President :  
RAM ASREY  
Gen. Secretary :  
NIZAMUDDIN

C/11/61

266

Kanpur 9-2-1961

प्रिय सगी,

कानपुर में हुये राज्य सम्मेलन में मध्य प्रताप के अनुसार यह निर्दिष्ट किया गया था कि वेतन मामलों को तोड़ करने के लिये १० फरवरी, १९६१ को "वेतन-बोर्ड" को फेंक करके के लिये "वेतन-बोर्ड विवक" बनाया जाये।

सम्मेलन में तो किया है कि १० फरवरी, को हर क्षेत्र में हर युनिवर्स द्वारा फेडरेशनों के आफिस मजदूरों और आम जनता को मोटिंग और प्रदर्शन संगठित किये जायें। सभी उद्योगों मजदूरों को काम और बिस्वमी को टाका कर रोड़ना जाते जाये और वेतन बोर्ड बनाने के लिये प्रताप पास किये जायें।

प्रताप का एक नकल दम मन्त्री, भारत सरकार, नई दिल्ली, एक नकल दम मन्त्री उत्तर प्रदेश शासन, लखनऊ और एक नकल नेशनल फेडरेशन आफ मेटल एंड इंजीनियरिंग वर्कर्स काठमान्डू, ४ अशोक रोड के पते पर भेजनी चाहिए।

आपकी प्रार्थना है कि अपना रिपोर्ट जल्दी ही कार्यलय के उद्दिष्टित पते पर भेजें।

आप ही आपकी प्रार्थना है कि सम्मेलन के फेंकने के अनुसार कुछ प्रति मिनट ६ नकल के विचार से अपना वोट जल्दी ही जल्दी भेजें जिनकी कपी के नामों को करने के द्वारा जोर दें।

सम्मेलन में मध्य प्रतापों को साक्ष्यों दिया जा रहा है और ये जल्दी ही भेजे जायेंगे।

आपकी सगी,

आपकी सगी,  
**निजामुद्दीन**  
(निजामुद्दीन)  
मध्य प्रताप

1. NAME AND LOCATION:

- (a) The name of the organisation shall be "U.P METAL AND ENGINEERING WORKERS' FEDERATION, KANPUR" hereinafter referred to as U.P.M.E.W.F.
- (b) The Central Office of the Federation shall be at such place as may be decided upon by the Executive Committee of the Federation.

2. AIMS AND OBJECTS: The objects of the U.P.M.E.W.F. shall be:

- (a) To organise the whole body of Metal & Engineering Workers of Private and Public Sector over Uttar Pradesh State into unions and to guide and co-operate the activities of these Unions in order to:-
- (i) Safeguard and promote the rights and privileges to all Metal and Engineering Workers in all matters relating to their employment, and conditions of service.
  - (ii) To Secure uniform service conditions and priveleges to all Metal & Engg. Workers throughout Uttar Pradesh State irrespective of race, colour, creed or sex.
  - (iii) To ensure proper representation of the grievances of the members of the affiliated organisations to the authorities concerned.
  - (iv) Ameliorate economic conditions and improve social and cultural level of

of Metal & Engineering Workers.

- (b) To improve the standard of workers with regard to pay, allowances, leave, hour of work, provident fund, security of service.
- (c) To establish benefit funds, co-operative stores, credit societies, clubs, libraries, night classes, reading engineering workers.
- (d) To co-operate with other working class organisations for the protection and promotion of economic, social and cultural interests of the working class.

3. The U.P.M.E.W.F. shall endeavour to further the aforesaid objects by all legitimate, peaceful and democratic methods.

4. AFFILIATION:

The U.P.M.E.W.F. may affiliate to itself any union or Regional organisations of Metal & Engineering Workers' in Uttar Pradesh State, provided such organisations accept this Constitution and abide by the decisions of the Federation from time to time.

(a) SUBSCRIPTION: Each affiliated organisation shall pay to U.P.M.E.W.F.

(i) Yearly subscription of 0.60P. per member half of which will be quota of the All India Federation.

(ii) Such other levies as may be fixed by the working committee of the U.P.M.E.W.F.

(b) Any person who may be a member of any affiliated Union shall be eligible to be elected to serve on the Working Committee.

5. The General Council may, on the recommendations by the Working Committee, suspend any affiliated organisation acting against the interest of the U.P.M.E.W.F. The General Council may also recommend to the General Body for expulsion of such organisations. But in no case disciplinary action be taken unless the organisation

concerned has been given an opportunity to explain its conduct before the General Council and/or the General Body.

6. (a) The annual subscription shall be paid by the 1st May each year together with all other levies that may be made from time to time. Non-payment of any contribution, or special levies shall disqualify the defaulting organisation from the voting in the meeting of the U.P.M.E.W.F. Member organisation shall not enjoy benefits unless they have fulfilled the conditions of Rules 4 and 5.
- (b) Representation on all the bodies of the U.P.M.E.W.F. will on the basis of payment of annual subscription paid to the U.P.M.E.W.F. as under (a) above.
- (c) An organisation, when disqualified for non-payment of dues may be reaffiliated on payment of all arrears and current subscription.

7. REGISTERS ETC.

The U.P.M.E.W.F. shall maintain a register of member~~ship~~ organisations and with their names and addresses and such other particulars as may be considered necessary concerning each unit and recorded therein. The register shall be open to inspection by any officer or authorised representative of member-organisation on any day during the normal office hours at the office of the U.P.M.E.W.F. with a previous notice of 15 days to the General Secretary in writing.

8. BODY CONSTITUTION:

The U.P.M.E.W.F. shall consist of:-

- (a) the affiliated organisations;
- (b) The General Body constituted by the delegates elected to the Annual Conference;

- (c) The General Council and
- (d) The Working Committee.

9. POWERS AND FUNCTIONS OF THE WORKING COMMITTEE  
MEETINGS AND ANNUAL CONFERENCE.

- (a) (1) The working Committee shall consist of 21 members including the President, 3 Vice Presidents, General Secretary, 3 Secretaries and 1 Treasurer. The Working Committee shall be elected at the Annual Conference.
  - (ii) Members of the Working Committee of the National Federation from Uttar Pradesh State will be ex-officio members of the Working Committee of U.P.M.E.W.F.
  - (iii) The Working Committee may appoint an office Secretary or Organising Secretary who will attend the Working Committee meetings, but will not have the right to Vote.
- (b) (1) The Working Committee shall meet once in 3 months ordinarily.
  - (ii) 13 days notice together with the agenda shall be necessary for convening a meeting of the Working Committee, Emergency Meeting may be convened by the General Secretary with a short notice specifying agenda.
- (c) The annual conference of General Body of the U.P.M.E.W.F. shall be held at least once in two years and transact the following business:-
  - (i) To approve the report and audited statement of accounts;
  - (ii) To consider and adopt resolution;
  - (iii) To amend, alter or rescind any of the rules of the Constitution, notice for which should be given at least 15 days before the Annual Conference.

- (iv) To elect the Working Committee including the Office bearers;
  - (v) To appoint auditors and fix their remuneration.
  - (d) A notice of one month shall be necessary for the Annual Conference.
10. (a) The General Council shall be elected Union-wisely the delegates from amongst themselves of the Union to the Conference of the U.P. E.E.W.F. on the basis of:-

GENERAL COUNCIL:-

- (i) 1 for 25 members for first 100 members;
  - (ii) 1 for 50 members between 101 to 500 members;
  - (iii) 1 for 100 members between 501 to 1,000 members;
  - (iv) 1 for 250 members between 1001 to 3000 members;
  - (v) 1 for 500 members between over 3,000 members.
- (b) The General Council shall meet at least once in 6 months.
- (c) A notice of three clear weeks with agenda shall be necessary for the meeting of the General Council.

11. The Extra-ordinary General Body called for the purpose, shall have full powers to add to, alter or rescind or amend any of the rules contained herein with two-third majority of the total number of delegates present.

12. A member of the Working Committee, the General Council or the General Body who ceases to be a member of the affiliated organisation on whose behalf he or she has been elected to the General Body shall forthwith cease to be a member of U.P.E.E.W.F.

13. Each affiliated organisation shall have the right to elect as follows:-

Annual Conference.

- (i) 1 for 10 members for first 100 members;
- (ii) 1 for 25 members between 100 to 500 members;
- (iii) 1 for 50 members between 501 to 1000 members;
- (iv) 1 for 100 members over 1,000 members.

14. (a) The Working Committee or the General Secretary in consultation with the President in an emergency may call a special session of the U.P.M.E.W.F.

(b) The General Secretary shall convene a special session on a requisition made in writing by atleast one-third of the affiliated organisations for transacting the specific business within three weeks from the date of receiving such a requisition. In case of failure to comply with the provision, the requisitionists will be entitled to hold the special Conference.

15. QUORUM.

The quorum at the session of the U.P.M.E.W.F. shall be one-third or 100 whichever is less, of the total number of delegates. The quorum for the meetings of the General Council shall be one-fourth and the Working Committee shall be one-third of the total number of the respective committee.

16. The working Committee shall be responsible for;

- (a) Management and transaction of all business of U.P.M.E.W.F.
- (b) Taking proper steps for carrying out the resolutions adopted by General Body and General Council.
- (c) Dealing with an emergency arising during the year affecting the interest of the Metal & Engineering Workers.

17. The Working Committee shall have powers:-

- (a) To frame rules from time to time not ~~is~~ inconsistent with the bye-laws of the Constitution.
- (b) To appoint Sub-Committee either from amongst itself or from the members of the General Council or the General Body for specific purposes.
- (c) The President and the General Secretary shall be the ex-officio members of such committee(b) as the case may be;
- (d) To fill up any vacancy in the working committee from amongst the members of the General Body in consultation with that particular Union and coopt members in case of new affiliation provided, however, that all such decisions shall be placed before the next General Council meeting for approval.
- (e) To appoint either on fixed salary or on remuneration such person as are necessary;
- (f) To remit or reduce the levy imposed by the Working Committee.

18. DUTIES OF OFFICE BEARERS.

- (a) The President. The President shall preside at all the meetings of the Working Committee, General Council and the General Body of the U.P.M.E.W.F. and shall look after the administrative functions of the U.P.M.E.W.F.
- (b) The Vice-Presidents: Any one of the Vice-Presidents as may be elected by the Working Committee, shall act in the absence of the President. All the Vice-Presidents shall assist the President in his work.

(c)

GENERAL SECRETARY:

(1) The General Secretary shall convene all the meetings of the U.P.M.E.W.F. attend to all correspondence and keep the records of the U.P.M.E.W.F. including the necessary books of accounts, the registers of the members and the minute book, submit the annual and other reports and returns to the Registrar of Trade Unions and or to the General Body of the U.P.M.E.W.F. as the case may be; submit to the General council and to the Working committee from time to time reports on the Working of the U.P.M.E.W.F. including the annual report to be submitted to the General Body.

(ii) The General Secretary shall incur no expenditure of more than Rs 100/= (Rupees One Hundred) without the previous sanction of the Working Committee. He shall not keep more than Rs 100/= at a time.

(d)

Secretaries: The Secretaries shall assist the General Secretary in his day to day working and any one of them as elected by the Working Committee, shall act in his absence.

(e)

Treasurer: The Treasurer shall be responsible for receiving all funds of the U.P.M.E.W.F., passing receipts and duly banking them. He shall keep the accounts of all the amounts so received and spent.

19. The General Secretary of the U.P.M.E.W.F. shall arrange and be responsible for the proper maintenance of

of the different books and registers of accounts. The account books shall be open to inspection by officers and members during the normal office hours of the U.P.M.E.W.F. with 15 days previous notice in writing to the General Secretary. The accounts shall be audited annually by the auditors appointed by the Working Committee from time to time. The financial year for the purpose of this rule be from 1st April to 31st March.

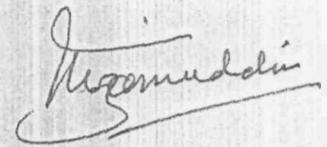
20. The General Fund of the U.P.M.E.W.F. shall comprise of donations, affiliation fees, special levies and all other money received.

21. The funds of the U.P.M.E.W.F. shall be kept in a bank or banks as the Working Committee may decide and the Bank Account shall be operated by the General Secretary and Treasurer.

22. The funds of the U.P.M.E.W.F. may be spent for all purposes which will promote the objects of the U.P.M.E.W.F. as set down in these rules subject, however, to the provisions of the Section 15 of the Act (XV of 1926) and payment of expenses of administration, salaries, etc. necessary for its proper management including the audit of the accounts.

23. The General Body shall have full powers to dissolve the U.P.M.E.W.F. with the consent of the three-fourth of the total number of delegates present at a meeting called for the purpose. In case of its dissolution, the assets and liabilities of the U.P.M.E.W.F. shall be disposed off accordingly as may be decided in that very meeting.

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NATIONAL FEDERATION OF METAL & ENGINEERING  
WORKERS OF INDIA  
4 Ashok Road, New Delhi.1

No.2/1961  
March 23; 1961

Dear Comrades,

The International Iron & Steel Commission formed by the Trade Union International of the WFTU met in Prague on December 3 - 4, 1960, in which the Federation was represented by Com. S. Mukherjee. The Commission at the end of its meeting adopted certain important recommendations besides making a detailed analysis of the situation and the basic claims of the workers in the iron and steel industry.

Among other things, the Commission has proposed the organisation of an enquiry into wages level in steel industry. The Administrative Committee of the TUI has accepted the proposal. This decision is of great interest to the workers. In order to fully appreciate the terms of the enquiry, the AC of the TUI has asked for certain informations from National Centres to enable the completion of the enquiry on a detailed scale.

The informations required are:

1. The number of workers in the steel industry in India in 1939, 1950 and 1960.
  - divided into their employment classifications - workers, staff, technicians and supervisors.
2. The comparative level of hourly/daily wages of the workmen 1939-1960:
  - a) with average workers wages
  - b) with wages: of hot mills workers  
machine moulders  
workers at blast furnaces.
3. The present composition of wages: basic wage and other parts
4. Are there any collective agreements : national, regional or in undertakings ?
5. The form according to which these agreements are drawn up
6. The system of calculating bonuses
7. What part of the wages is guaranteed
8. What trade classifications are in force ? Give names, scales procedure and control, how wages are related to classifications.
9. Length and payment of annual holidays (give details)

The Central Office of the Federation has prepared some of the answers to these questions and as you would realise that obviously it cannot fully answer the questions unless informations at unit level are sent here. You are therefore requested to send whatever informations you have in this connection, with particular reference to Q.Nos 1,2,3 and 8, to this office at the earliest. After receiving your informations, the Central Office will finalise its answers. THIS MAY KINDLY BE TREATED AS URGENT.

With greetings,

Yours fraternally,

OFFICE SECRETARY.

- 39
- MANUFACTURE OF DRY CELLS AT STANDSTILL
  - 750 EMPLOYEES OF ESTRELA BATTERIES DOWN TOOLS

It is a whole week since that the entire work in Estrela Batteries Ltd. has come to a standstill. 750 workers of the Factory which has been pioneer and one single unit in Western & Southern India, manufacturing dry cells, have stopped work. Every day, they go quite regularly inside the work, punch their clock-card as usual and sit idle. Neither the workmen, nor the Company seem to be perturbed by this stalemate.

The cause of the strike as reported seems to be removal of a worker of 15 years service without sufficient justification. Company's justification is that he was guilty of violence and there cannot be any other punishment but dismissal.

Workers are clear in their minds that there is nothing to prove that there was any violence, and they base their contention on the findings of the domestic inquiry itself.

Before the precipitate action, their Union, General Engineering Employees' Union had proposed that the whole matter be referred to third party arbitration, but the Company had ruled it out.

Though all workers are inside, strike appears to be peaceful and disciplined, as no untowards incident is still reported.

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To,

The Editor,  
Trade Union Record  
BOMBAY- NEW DELHI

Dear Sir,

Kindly publish the above statement in your esteemed news paper and oblige.

Yours faithfully,

*M. V. Gopal Rao*

Bombay, 22nd April, 1961.

(ORGANISING SECRETARY )  
GENERAL ENGINEERING EMPLOYEES' UNION  
25, Dalvi Building Parel, Bombay 12

A.I.T.U.  
324/11.3.61

Meeting of the representatives of the unions  
of Indian Aluminium Co. Employees.

The representatives of the unions of the employees of Indian Aluminium Co. at Hirakud, Alupuram, Belur & Muni met at Hirakud on 18th and 19th of January 61 under the sponsorship of Sri D. C. Mohanty, President of ~~Hirakud~~ Indian Aluminium Co. Hirakud works Employees union. The following delegates attended the meeting.

1. Sri A. Perfoo - General Secretary <sup>Aluminium</sup> Factory workers union.
2. Sri A. K. P. Pillai - vice President " Alupuram
3. ~~Asit~~ K. Sinha - Jt. Secretary I.A.C. Belur works Employees union.
4. Sri Byomkesh Banerjee - Member, Executive Committee
5. Sri Binal Sarker - "
6. Sri Adhur Banerjee - "
7. Sri Prangopal Chakravarty - "
8. Sri Sunandar Sahoo - General Secretary I.A.C. Muni works Employees union.
9. Sri S. K. Charles - office secretary "
10. Sri ~~Sankar~~ Mohanty - President I.A.C. ~~Hirakud~~ works Employees union.
11. Sri Subbar. Misra - vice-President "
12. Sri S. P. Misra - General Secretary "
13. Sri P. K. Bhattacharya - Jt. Secretary "
14. Sri B. Routray - "
15. Sri N. K. Viswanathan - Member
16. Sri S. M. Acharya - "
17. Sri S. N. Behera - "
18. Sri B. C. Sahu - "

The meeting discussed the condition of the employees of the I.A. Co. in its different factories, mines and offices spread over India. The condition of ~~the~~ Company has a sound financial position. During the last 21 years of its existence it has earned a total net profit of <sup>about</sup> 218 Lakhs of rupees.

though its <sup>total</sup> share capital is about 438 Lakhs of rupees. The total assets of the company as on 31st Dec. 1959 was about ~~1300~~ 1369 Lakhs of rupees. Therefore during its short life it has increased its gone much ahead. During the last 10 years it has paid Rs 5.15 NP to every ordinary share holder of Rs 10.00. The workers and employees have contributed their best in the prosperity of the company. For every Rs 1.45 NP paid to them as wages (including the officers' salary) they have paid back Rs 2.59 NP. But the workers share in the prosperity of the company is very meagre. The company which still remains <sup>as</sup> the monopoly of Aluminium production has ~~not paid a minimum wage~~ <sup>the</sup> capacity of paying a fair wages to its employees ~~but not~~. The company has entered into long term agreements with some of the unions ~~but not~~ <sup>in</sup> its recent past but the wages paid fall far short of the minimum wages as decided by the 15th Indian Labour Conference. The ~~a~~ meeting also came to the conclusion that even for this wage and the facilities the workers and employees had to put up strenuous ~~a~~ and long term struggles against the company. ~~The~~

The company professes to be following a policy of sound labour-management relations. but the experience of all the representatives were otherwise. The company still ~~disposes~~ uses the weapon of dismissal, suspension and chargesheets to thwart the ~~good~~ legitimate trade union activities. Therefore the meeting came to the conclusion to urge upon the management to revise its ~~for~~ offensive policy particularly in all its factories, mines and offices and particularly in Hirakud where an attempt is being made to stifle the ~~new~~ young trade union movement.

The meeting discussed the different aspects of the workmen and came to the conclusion that the following general demands ~~of the~~ be made on the company.

1. Minimum Wages - a) Though the company has entered into long-term agreements with three unions the minimum wages falls far short of the minimum wages worked out by the 15th Indian Labour Conference. Therefore the minimum wages should be increased Rs 125.00.

and Trades b) The grades and scales of the different categories of workmen and staff should be suitably fixed taking the above minimum wages as the lowest base for unskilled workmen.

2. Similar jobs in all factories and offices be paid similar wages: basic wages.

3. a) The existing D.A has to be revised and it should be made adequate and linked to the cost of living index numbers. With the rise of cost of living index numbers it should automatically be neutralised by an adequate rise. It shall fall in the same manner as but shall never fall beyond the existing amount.

b) The payment of D.A. should in all the factories, mines and offices of the company be made on the same formulae.

4. The age of superannuation be raised from 55 to 60.

5. Gratuity ~~must~~ <sup>should</sup> be paid at 1 month's gross earnings for every year of service.

In case of death there should be no bar to receive gratuity. A fraction of a year service for a fraction of year should be shall enable the <sup>dead</sup> workman to gratuity of one year. In all other cases the limit should be 10 years.

6. An employee discharged or dismissed on the ground of ~~misconduct~~ disablement ~~or~~ either temporary or permanent shall be ~~not~~ <sup>eligible</sup> paid to eligible for gratuity benefits.

Rules for payment of gratuity, particularly in relation to age, ~~pay~~ and definition of misconduct etc. be framed in consultation with the Federation and its constituent unions.

- 4
6. Quarters should be provided to all <sup>employees</sup> ~~workers~~ desirous of having the same.
  - 7-a) Privilege leave at the rate of 30 days per year shall be given.
  - b) Festival leave for 12 days and casual leave for 15 days per year shall be given.
  - 8 - Production Bonus System shall be implemented in all factories establishments of this Company.
  - 9 - The Company should immediately implement a training scheme for technical education in the industry and afford facilities of higher training to employees.
  - 10 - The existing employees and their relatives shall be given priority in ~~as~~ new appointment to the different factories and establishments of this Company.
  11. Promotion shall be based on efficiency, qualification and seniority in service.
  12. Safety measures and dress shall be provided in all factories. In semi shade should be provided ~~to work~~ in the workplace.
  13. Welfare measures shall be adequately provided to employees.
  14. Educational facilities for the children of the employees shall be provided ~~to~~ by the Company.
  15. The existing standing orders shall be revised and similar standing orders for all establishments shall be provided.

The conference called upon all employees to stand united behind these demands.

The conference discussed the situation arising out of the <sup>company's</sup> policy of <sup>having</sup> suspensions, chargesheets, discharges and dismissals to curb the trade union activities and urged upon the company to give up the same policy and withdraw all cases of suspensions etc immediately.

The conference urged upon the Govt of Orissa to immediately withdraw ~~the~~ section 14

from Hiralad area.

The conference discussed the situation in Hiralad arising out of the adamant attitude and the attempt of the local management to unilaterally carry out the work study results by the local management and urged upon the management to give up the policy of threat and to accept the legitimate demands of the employees and thereby avert the serious situation.

The conference passed a resolution on the murder of late Pabir Kumbha and his colleagues and demanded punishment to Mubutu-Tsombe gangs and withdrawal of resignation of Hammer-schold.

It greeted the people of Algeria and Nepal on their heroic fight for independence and democracy.

In another resolution the conference demanded banning of nuclear weapons and called disarmament and world peace.

It greeted the Soviet people on successful launching of rocket to Venus.

The conference discussed the organisational problems and decided to form a federation of all the employees of the Indian Aluminium Co. in India under the name of 'Indian Aluminium Co. Employees Federation'.

The conference appointed an adhoc committee composed of 4 members to carry on preparations for the conference of the Federation and to draft a constitution for the Federation. The members of the committee are Shri D.C. Mohanty, Shri A. Puro, Shri S. Sahu and Shri A.K. Sinha. Shri A.K. Sinha will be the convener.

It decided to hold the conference in the later part of May in Belur.

A well organised public meeting and procession was held under the leadership of Shri D.C. Mohanty on 19th afternoon. It gave a clarion call to all employees of I.A. Co. in factories, mess and offices to unite under the banner of Employees Federation for the achievement of the above demands.

25 NOV 1959

Bhandup, November 23, 1959.

To

The General Secretary,  
The General Engineering Employees' Union,  
B O M B A Y.

Dear Sir,

We the Factory Committee Members of the Kanjur Unit of Crompton Parkinson are informed by Worli Unit that Shri Gadkari has agreed to participate in Wage-Negotiation, for which he has secured an appointment with the General Manager, without informing the Kanjur Unit, or the General Engineering Employees' Union, to which Crompton is affiliated.

Mr. Mokashi, who was asked to look after Crompton by Mr. Dange, has shown no interest in union affairs, and has proved a disappointment, by denying us the kind of guidance and wise course which we used to receive from Mr. Vithal Chaudhary.

Kindly look into the matter and bring it to the notice of the Managing Committee at the earliest. The G. Meeting held by the Kanjur Unit of the Factory Committee, it was resolved to request the Managing Committee to take the matter in hand before the situation becomes worse.

Thanking you,

Yours truly,

*D. D'Souza.*  
President,  
Factory Committee of Crompton  
Parkinson (Kanjur).

Copy to:

Comrade S.A. Dange.

*Worli Factory Committee*

NATIONAL FEDERATION OF METAL & ENGINEERING  
WORKERS OF INDIA  
4 ASHOK ROAD, NEW DELHI.1

April 10, 1961

TO ALL AFFILIATED UNIONS.  
TO ALL MEMBERS OF THE  
WORKING COMMITTEE.

Dear Comrades,

You must be aware by now that Shri Gulzari Lal Nanda, Union Minister for Labour & Employment, announced in the Lok Sabha on April 4, that the Government of India has decided to appoint a Tripartite Wage Board for Iron & Steel Industry.

Shri Nanda also announced that the question of appointing a Wage Board for the Engineering industry is under the consideration of the Government.

These announcements to an extent meet the demands put forward by us before the Government for the immediate setting up of some machinery, in particular, a Wage Board, in order to standardise and improve the condition of wages and remove the anomalies that exist today in the wage rates of iron and steel workers. Similar demand was made in regard to Engineering industry also.

As you know the signatures we have collected from the workers demanding the setting up of the Wage Board are yet to be submitted before the Government of India and at this stage the announcements made by the Union Labour Minister should only enthuse our functionaries for more concerted and speedy efforts to make our demand a success by collecting more signatures at the earliest and submitting them before the Government.

The composition of the Tripartite Wage Board for Iron and Steel Industry has not yet been announced. We should immediately start campaigning for the immediate announcement of the composition of the Wage Board and its terms of reference. We should also demand the inclusion of one of our representatives in the Wage Board, early sitting of the Board and submission of its recommendations, grant of interim relief to workmen till the final recommendations are accepted by the Government etc.

Our affiliates, should, besides starting the collection of data for the preparation of statement of claim before the Wage Board for Iron & Steel industry, step up their agitation and demand the early setting up of a Wage Board for the Engineering industry.

Our West Bengal Committee has shown quite good work in this direction and the demonstration they organised before the West Bengal Legislative Assembly has drawn attention from people of all walks of life. It was good that they obtained a declaration from West Bengal Labour Minister to the effect that he would impress upon the Union Labour Ministry the need to immediately set up a Wage Board for the Engineering industry.

You are requested to let us know the developments at your place and the extent to which you have been able to mobilise the workers to press for the demands. The situation is quite favourable and we should try our best to have the desired results.

With greetings,

Yours fraternally,  
*P. K. Chatterjee*  
OFFICE SECRETARY.

Vithal Chaudhari

Secretary  
National Federation  
of Metal & Engineering Workers of India

Gen. Secretary  
General Engineering Employees' Union  
(A.I.T.U.C.)

178, Charni Road,  
BOMBAY 4.

Phone: } Resi. : 23219  
          } Office : 61608

266

Date 29.4.61

Dear com. Dange,

This is to request you quite earnestly that you should (must) spare two hours for me when you come down to Bombay this time.

It is a personal & serious request. You know the problem, which is to be solved once for all.

Yours Sincerely  
Vithal

29/4



# General Engineering Employees' Union

(Affiliated to AITUC)

President: I. D. Khan

Gen. Secretary: Vithal Chaudhari

Tel. { Res. : 23219  
      { Office: 61608

Office:

25, Dalvi Building, 2nd Floor,  
Parel, BOMBAY 12.

Ref. No. GEEU/E-1/205/61.

Dated... May 11, 1961.

**The Officer(Central)  
Evaluation & Implimentation,  
Ministry of Labour & Employment,  
Central Sachivalaya,  
N E W D E L H I.**

Dear Sir,

Sending herewith a copy of the complaint addressed to the State Officer in Bombay. Not only nothing has been done, but inability has been regretfully expressed to arrange even a meeting of the two parties in his office; because a strike has taken place.

In fact, the strike has taken place only when a proposal to refer the dispute to third party arbitration was turned down and no alternative was left. We therefore refer the matter to you, for necessary action. The stalemate in the form of sit-down strike action still continues and more than 2,00,000 man-hours have been lost till this date, with 6400 man-hours recurring every day.

Thanking you,

Yours faithfully,

GENERAL SECRETARY.

Copy to:-

- i. The Gen.Secretary, AITUC,
- ii. Indian Engineering Association(Bombay Branch)

(Evaluation and Implimentation Division)

PROFORMA FOR REPORTING BREACH OF THE CODE OF DISCIPLINE BY  
EMPLOYERS AND EMPLOYEES

-----  
PART I.

1. Name of the establishment with complete address: Estrela Batteries Ltd. Plot No1, Dharavi, Matunga, Bombay-19.
2. Name of the Central Employers' Organisation (i.e. AIOIE, EFI and AIMO) to which the establishment is affiliated. A.I.O.I.E.
3. Date on which the breach took place: 7th April 1961
4. Specific nature of the breach (e.g. go-slow, intimidation, coercion, victimisation, violence or threat of violence, non-peaceful demonstrations, sabotage, unfair labour practice, non-implementation of awards, agreements, etc. Please state also the specific clause(s) of the Code breaches) Police Inspector was invited inside the Factory premises to howl up a worker for production and to behave himself  
II(i) (ii) (iv), (V a,b), (vi a) (vii), (viii) (ix), (x).  
III(i), (ii c), (iii a,b), (v), (vi)
5. Party or parties responsible for the breach: Estrela Batteries Ltd.
  - (A) In the case of a Union please state:
    - (a) Name and address: Gen. Engineering Employees' Union, 25, Dalvi Bldg., Parel, Bombay. 12.
    - (b) Affiliation to Central Workers' Organisation, (i.e. INTUC, AITUC, HMS and UTUC) A I T U C
    - (c) Registered or unregistered: Registered.
    - (d) Recognised or unrecognised: Recognised
  - (B) Please state if the employer mentioned in item 1 is responsible Yes
6. Was the responsibility for the breach wholly on the employer Yes
7. Details of the background to the breach e.g. any known disputes, grievances, awards, decisions or orders pending settlement, etc. Please state specifically:
  - (a) i. Management unilaterally stopped wages in lieu of Privilege Leave to temporary workers;
  - ii. Management resorted to measures of coercion for higher production and work load;
  - iii. Management made functioning of production committee difficult;
  - iv. Management despite agreeing with the Union that the unilateral production drive would not be resorted, went back upon it;
  - v. a. Management delayed for more than four years the implimentation of Award and preferred litigation activity;

- b. Management delayed implimentation of Award in respect of temporary workers and preferred hairsplitting on interpretation thus, wasting time;
- vi. Management used undignified and insulting language towards its subordinates staff and other employees;
- vii. Management before taking action, and even after refused to place on table the inquiry proceedings, which are supposed to have convinced the management to award punishment of dismissal; the management turned down the request of the Union to examine the records of the inquiry proceedings which led to dismissal of the workman;
- viii. Management has refused to discuss the question of a dismissal worker with the Union;
- ix. Management turned down the Union's proposal to refer the dispute to third party arbitration or adjudication.

(b) Dismissal of worker without sufficient justification.

- 8. Has a mutually agreed grievance procedure been set up in the establishment? Yes.
- 9. What attempts were made to settle the points in dispute at the appropriate level through: All attempts such as b, d, f were turned down.
- 10. Has the breach been brought to the notice of the Central Organisation to which the party responsible for it is affiliated? If so, when and with what results: ~~Yes~~ No.
- 11. What action in your opinion should be taken to remedy the situation and settle the dispute? Management should be called upon to  
i) reinstate the worker after the letter from him, or  
ii) open the inquiry denovo with the help of a third person mutually agreed.  
iii) agree to go to Government under 10(2) of the I.D.Act, 1947.
- 12. Was the party responsible in the past also for a breach of the Code? If so, please mention its nature and date of occurrence: Yes. Did not impliment the award and went into litigation;  
  
Resorted to coersive measures to increase work-load;  
  
Recruited/dismissed workers bringing the issue of higher production in an unilateral way, resulting in provocation and tension.  
  
Did not consult the Union on question of Work-load.

PART II

Strikes and Lock-outs

- 14. In case of strike/lock-out please give the following additional details:-

(1) Was the strike/lock-out launched after giving notice? If so, what was the period of the notice?

Notice was given; longer period was not necessary under law, and Company was not prepared to discuss or negotiate also. Besides the top officers of the Company wanted to go away within two days.

(ii) Was the strike/lock-out launched during the pendency of:

No.

- (a) Mutual negotiations:
- (b) Conciliation proceedings:
- (c) Arbitration proceedings:
- (d) Investigation by Implementation Machinery:
- (e) Adjudication.

(iii) Was the strike/lock-out declared illegal before it was actually launched?

No.

(iv) If it was a lightning strike, was it launched only to enforce settlement of a dispute or for any other reason?

It was not a lightning strike, It was a short-notice strike, necessitated by consideration that the Company's top officers were going away within two days.

15. Did the employer/workers give any provocation for the strike/lockout?

Yes - Invitation to police for warning workers for high production is a clear illustration of extreme provocation.

16. Was the provocation such as to warrant a strike/lock-out?

Above provocation together with Management's refusal to discuss and negotiate and even refuse to third party arbitration warranted strike action only.

17. Any other remarks:

For General Engineering Employees' Union

Place: Bombay.....  
State:.....  
Date: 5th May, 1961.

1. Signature V. Chaudhari.....  
General Secretary

2. Name and address of the reporting party: General Engineering Employees' Union, 28, Dalvi Bldg., Poibaodi, Parel, Bombay.12.

Ref.No.GEEU/E-1/203/61.

May 11, 1961.

The Hon'ble Chief Minister,  
Government of Maharashtra,  
B O M B A Y.

Sub:- Unjustified and indifferent attitude of  
the Labour Department in the dispute in  
Estrela Batteries Ltd., Plot No.17  
Matunga, Bombay-19.

---

Dear Shri Yeshwantraoji Chavan,

We are quite conscious that we are disturbing  
you to intervene in the matter which apparantly does not fall  
within your jurisdiction.

But having found that the Labour Department had  
exhibited an utterly unjustified and indifferent attitude  
in their reply to do nothing entirely, and having found that  
some of the laudable and basic policies being completely  
violated by the department itself, we were left with no other  
alternative but to seek your intervention in this matter and  
to acquaint you with some of these fundamental questions  
involved;

Questions involved are of the following nature:

- 1) If a Trade Union is a recognised Union for 15  
years, should it be bypassed in the matter of  
plans for higher production? Is it not a clear  
breach of National Code of Conduct?
- ii) Should a Police Officer be taken inside the  
Factory premises to interrogate a worker and with  
his help to coerse a worker for higher production?  
Is it not clear provocation?
- iii) Is a Union of recognised status not entitled to  
ask for the inquiry to be reopened wherein a worker,  
who is a member of the Factory Committee, and of  
14 years service, is just summarily dismissed? What  
is a privilege of a recognised Union if not entitled  
for even the above?

...2.

- iv) Is it correct for any management(employer) to turn down the proposal of reference to third party or arbitration, when the two differing view-points could not be mutually resolved? In Fact, this is the bone of contention of the existing industrial machinery, further developed and elaborated by Indian Labour Conference in its Code of Conduct.
- v) And above all, is it justified for any Government Department and especially its Labour Department to ignore the violation of these principles and do nothing, when more than 2,12,800 man-hours of national production are already lost by now, and about 6400 man-hours are being wasted everyday?

All the above questions are involved in the dispute between Estrela Batteries Ltd. and its 800 workmen, who are forced to go on sit-down strike action from 15th April 1961.

This action was resorted to, after every legitimate method of negotiations to settle the dispute, was exhausted including the offer of referring it to third party arbitration or adjudication. The Company's Officers had turned down everything and quietly left the Company for abroad trying the patience of the workers in an unprecedently cllous manner.

The Company manufacturers dry cells and batteries as a premier manufacturing unit in the Western and Southern Zone of India, with quite a few and regular bulk orders from Defence Department of Govt. of India .

However, the Company's present attitude reflects utter lack of any anxiety or responsibility for either its 800 employees, execution of Govt.Orders, or any interest of community at large.

What is most disquieting and regrettable isthat the Labour Department in the person of Commissioner of Labour, or Secretary Implimentation of Evaluation Committee, or Asstt. Commissioner in charge Personnel Management Section, has not

been an exception in this attitude of utter indifference.

It appears to us that the Labour Ministry of Government of Maharashtra, does not relish some of the decisions of Indian Labour Conference (I.L.C.) and hence this crisis.

Our Union which is morally affiliated to every principle and decision of the I.L.C. has been working quite in the spirit of these decisions wants to work so in future also.

According to that spirit, the Union had discussed all problems with the Company, including the problem as to how the production be increased in this Company.

When the Company gave up the co-operation with the Union, and resorted to individual coercion and intimidation, we protested and drew the Company's attention to Code and persuaded them not to do so.

But the situation again worsened due to the Company's action of going back upon the promise not to do so without consulting the Union as per prescription III(1) of the Code.

When the crisis assumed untoward proportions and the Company actually challenged the status, rights and privileges of a recognised Union, the Union suggested reference to Arbitration or Adjudication for the disposal of the dispute. The Company turned this proposal down.

This amounts to grave breach of II(iii) of the Code of Discipline in Industry.

But the Government Labour Department does not want to take note of these developments and preferred not to intervene.

When the Union approached the Commissioner of Labour, he simply expressed his inability to do anything under I.D.Act, 1947. He only sent a Govt.Labour Officer for some on the spot inquiry, but till this day the report is still not known.

When Implimentation & Evaluation Officer was approached both the Company and the Union, with a complaint against each other, the Asstt. Commissioner of Labour in charge of the Committee has been found till 10-5-61 unable to even call the two parties together in his office, and even after the meeting, when inquired by the Union, the Officer regretted his inability to do anything.

Sir, as you know an industrial worker is today advised by everybody whether a Minister or a Sarvodaya worker, and quite rightly too, that he should perform his national duty of giving full production and any slackness in it amounted to harming the interest of the nation, as it has embarked upon a gigantic task of industrialisation and through it the welfare of the mass of people.

Then why this callousness allowed to be shown by the employer, and the Government Labour Department ?

Our earnest request to you, Sir, is to directly intervene and bring about an end of this stalemate which is so serious to the workers, the community at large and the nation.

Our faith in the Govt. policy will grow in as much as the Govt. administration itself is keen and anxious to impliment that policy.

We shall be much pleased if a deputation consisting of five persons is allowed to wait on you. It will consist of Shri S.G. Patkar, M.L.A., S.S. Mirajkar, President of A.I.T.U.C., two workmen and the undersigned.

Hoping to be obliged.

Yours faithfully,

*Vithal Chaudhari*  
/Vithal Chaudhari/  
GENERAL SECRETARY.

96

Com. K. G. Srinivasan

A. I. T. U. C.  
I. R. No. 2061 P. No. 2206/61 ...  
File No. ....

Ernakulam  
27th June 61

Dear Comrade,

I came here in connection with the conference for the formation of The Indian Aluminium Co. Employees Federation. The conf. was held at Alwaye under my presidentship on 24th & 25th. The open session was held yesterday.

The federation has been formed. It unites under its banner 4300 employees in the 4 factories of the Co. In all the places the unions are recognised by the management. The unions have practically cent per cent of the workers in their roles. The unions are not affiliated to any central TU organisation. Previously one of the Unions at Muria was affiliated to the IAFUC under the presidentship of Binodananda Jha. But now it has disaffiliated itself though its president is one E. Paramananda of Patna. The Federation will not affiliate itself to any central TU organisation, but will co-operate with all in the best interest of the W.C. It has all shades of people in its own ranks. I have been elected president of the Federation.

This Federation unites workers who produce 22% of India's Aluminium production.

The Darbil case is now scheduled to begin on the 31st July. It will continue for a month or more. I wrote a letter to Com. Sadana. Hope you have been informed of the same. Please let me know what am I to do.

Guchipati  
Tara 43  
Ganga Mohanty

NATIONAL FEDERATION OF METAL AND ENGINEERING  
WORKERS OF INDIA, NEW DELHI

4 ASHOK ROAD,  
New Delhi,  
July 21, 1961

TO ALL MEMBERS OF THE WORKING COMMITTEE.

---

Dear Comrades,

The Working Committee meeting of the Federation will be held on August 21, in New Delhi to discuss certain very important matters. The following items have been included in the Agenda for discussion and decision.

1. Progress report since last working committee meeting;
2. Report concerning the coordination committee on unions functioning in iron & steel industries;
3. Programme concerning setting up Wage Boards in Iron and Steel and Engineering industries;
4. Drawing out a proper programme in connection with the forthcoming tour of Com. G. Adducci, who will be visiting India shortly;
5. Progress since last working committee meeting in connection with affiliation fees and new affiliations.
6. Composition of delegation to the forthcoming 5th World Trade Union Congress;
7. Any other matter with the permission of Chairman.

With greetings,

Yours fraternally,

  
(Sadhan Mukherjee)  
OFFICE SECRETARY.



# General Engineering Employees' Union

(Affiliated to AITUC)

President : I. D. Khan  
Gen. Secretary : Vithal Chaudhari  
Tel. Res. : 23219  
Office : 61608

A. I. T. U. C.
I. R. No. 2372 dated 17.9.11. 1961
File No. ....

Office :  
25, Dalvi Building, 2nd Floor,  
Parel, BOMBAY 12.

Ref. No. GEEU/ S-2/356/61.

Dated... July 17, 1961.

The Hon. Minister for Labour & Law,  
Government of Maharashtra,  
Sachivalaya,  
BOMBAY.32.

Dear Shri Shantilalbhai Shah,

Usually after failing in conciliation or feeling that injustice is done to us, we approach you.

But here is case being of mere suspension of a worker and not therefore usually handled by the Labour Officer, I seek your indulgence to protect the worker from being wrongly punished.

Mr. Balan Nair(T.No.B.24) has been in service as a clerk for 8 years in Sankey Electrical Stampings, Bhandup. He was found 'guilty' of collection of Tagor Centenary Fund on May 5th from 3 persons not during any working hours.

This collection was considered unauthorised and hence he has been suspended for 4 days from 3rd to 6th July.

This workman during his inquiry actually deposed that if this was construed as an act of misconduct, he regretted for it.

My submission is how can such collection as the above and that too outside working hours and without in the least hampering the working of the office, should become an act of misconduct by any stretch of imagination.

These days other funds are being collected inside the premises, Ratnagiri Relief Fund, Poona Relief Fund, Kerala Relief Fund. The Tagor Centenary Celebration was as big and national an event as any other could be, and that too sanctioned by all authorities that be.

To deny an employee an opportunity to collect such well meritted funds as that, is to deny a simple cultural activity; and I do not think that the Government's Labour Policy conforms to these concepts of discipline in the factory.

Kindly give me some appointment in this respect to further acquaint you with the details of the case. My concrete request to you is that this suspension order which is misuse of authority of the Company should be withdrawn.

Thanking you,

Yours sincerely,

✓ Copy to AITUC.  
for issuing the material  
for TUR.

General Secretary.

266  
June 13

Dear Com·Elias,

Thank you for your letter of 9th inst· which I received only yesterday·

The copy of the Engineering Appeal is enclosed· We are putting a news item regarding preparations for the all-India medical conference·

I do not know if you have heard that Bro·Satish Chatterjee has been elected as Gen· Secy· of Transport TUI·

Sadhan says that no letters have been received from G L Nanda so far·

It is so hot and sticky here and it was certainly a wise decision you took not to come here· Till some rains appear, Delhi is perhaps the most uncomfortable place to live·

KG has gone on tour and would return by about 20th·

Hope you are keeping well·

Yours fraternally,

/M.Atchuthan/

Most probably I shall  
have to go to Law  
and after that I  
may come to Delhi  
I shall let you know  
the exact date  
later on.

Truly yours

E. S.

यहाँ काट कर खोलिए To open cut here

अन्तर्देशीय पत्र  
INLAND LETTER



Com. Achutan,  
A. J. T. Co.  
41, Ashok Rd.  
New Delhi - 1

तीसरा मोड़ Third fold

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

Com. Elias M. P.  
249, Bow Bazar Street  
Calcutta - 12



इस पत्र के अन्दर कुछ न लिखें NO ENCLOSURES ALLOWED

A. I. T. U. C.  
Received. 1931/12.6.61.  
Replied.....

Calcutta  
9.6.61.

Dear Com. Achutan,

I have not heard  
you for a long time. Hope  
you, your wife, Com. Sachin  
Dev. all are keeping  
well.

I am writing this with  
a request to you to publish  
the Circular of All India  
Medical & Hospital Employees  
Federation in the T.U.C.  
of next issue which has  
been sent to you  
by Com. Usha Gupta,

Please try to find out the  
appeal which you drafted  
for our Try Court and  
send to me. It is needed  
for the Medical Employees  
Conf.

Please tell Com. Sachin  
to send the replies of  
the letters which have  
been sent to G.R.M.  
If he gets the replies  
from the ministry,

I was to come to Delhi  
for the Muslim Conf. But  
due to certain difficulties  
I could not go.

NATIONAL FEDERATION OF METAL &  
ENGINEERING WORKERS OF INDIA, NEW DELHI

4 ASHOK ROAD,  
New Delhi  
August 7, 1961

To  
All members of the working committee  
and special invitees:

Dear Comrades,

The meeting of the working committee which was scheduled to be held on August 21, has been postponed to September 3, 1961, due to unavoidable reasons. The meeting will now be held on September 3, at Maharashtra Bhawan, New Delhi. The agenda of the meeting remains the same as intimated to you vide our circular dated July 21.

With greetings,

Yours fraternally,

*P. K. S. P.*  
OFFICE SECRETARY

threatened, formidable lethal weapon such as a gun, is shown, the manager is still safe in his chair! What horrible provocation, glaring injustice and naked partiality! This can happen only under the Congress regime, a regime of die-hard capitalists and their henchmen!

Nevertheless, workers have retaliated by their strike action. They would never submit to such hooliganism of the employer. One old employee, Chacha Usman, had gone on hunger strike for 6 full days in protest and resentment against this unworthy demeanour of the management! But Police, otherwise never felt to do its duty to far, came forward to arrest him only!

#### **To Help Them is to help yourself**

This is how the Government intervenes—only against exploited workers against poor down-trodden toilers, and to serve the monied people and its class of employers!

The Union now appeals to you, the working class of Bombay, to help us and help well; so that 200 strikers of Jaymes Beechey are not starved into surrender! We appeal to you, especially those thousands of workmen of Sankey, API, Indian Smelting, J.B. Advani, Crompton Parkinson, Anil Hardboard, Devi Dayal, May and Baker, CIBA, and others situated at Bhandup, that they should do their best to make this strike a success! On 7th and 10th dates, these strikers will come to you with boxes in which at least a **four anna coin** should be dutifully put! We say **dutifully**, because as members of the same class—the working class, it is your duty to help them. In this help, is implied also a clear notice to your own employers who may be tempted to behave in the same irresponsible manner against you!

To unite in action in this matter is to unite against a class of employer and capitalists, because, that alone is a guarantee of success of our class brothers everywhere.

Therefore come forward and contribute!

**LONG LIVE UNITY OF WORKING CLASS !**  
**SUCCESS TO THE JAYMES BEECHEY WORKERS !**  
**LAL BAWTE KI JAI !**

**HELP !                      CONTRIBUTE !                      HELP !**  
**FOUR ANNAS IS NOT MUCH !**

Office: 25, Dalvi Bldg.,  
Parel, Bombay 12.

**Vithal Chaudhary,**  
**GEN. SECRETARY.**

Printed by Jayant S. Bhatt. at New Age Printing Press, 190-B, Khetwadi Main Road, Bombay-4, and published by Vithal Chaudhary, Dalvi Building, Poibaodi, Parel, Bombay-12.

The Commission



A. I. C. U.	1
L.R. No.	
File No.	

Complete and detailed L & S evaluation Committee  
 C/P  
 Labour Commission,  
 Sector 19A, Chandigarh.

Sub: Violation of Code of discipline by the management of Kalkaji Compressor works, Faridkot

A/Sr  
 We hope you remember that on your visit to Faridkot, the representative met you on 11.7.61, and reported about the serious situation in the Factory of Kalkaji Compressor works, Hallways Road, Faridkot.

We wish to report the further development in the factory where in the management has violated the Code of discipline, and we request that immediate enquiry be made by the Committee into the incidents.

1. One letter dated 15.7.61, addressed to the Labour officer, Ludhiana, with a copy to your honour.
2. One other letter of 3 pages, wherein the difficulties of the workers were mentioned, there were mentioned some incidents.
3. In the telegram dated 20.7.1961, and the telegram of 18.7.61
4. Had in your letter dated 20.7.61, wherein the your honour was informed that workers of the concern were on strike.

So, you are requested to take immediate enquiry so that the strike will be discontinued.

Hoping for prompt action

Yours faithfully  
 Hanmihal Singh  
 G. Secy

Copies - Secretary  
 All India Trade Union Congress & Delhi  
 Secretary  
 Punjab Trade Union Congress  
 Jullundur

GENERAL ENGINEERING WORKERS UNION  
 NATIONAL C/O  
 10/10/61

are waging every where! It is a fight for democratic rights of having the Union of one's own choice. If this is not granted in free India, why expect co-operation and better production results from working class?

To explain all this and to decide upon new duties and tasks and the new programme, the Union will hold a meeting on Thursday the 6th July at 5.00 P.M. at the usual place.

The Union appeals to you—every one of you—be you a daily-rated workman or from monthly rated tech. or clerical staff to renew your membership for this year. Pay Rs. 2/- and become a member from April to September this year again. Show the Company, the Government and the rival Union where you stand; so that they know where they also stand!

Let us dispose of this question of rivalry of Unions once for all! To prolong it is not only to constantly jeopardise our interests; it is also humiliating to your self-respect!

**LONG LIVE UNITY OF API EMPLOYEES !**

**MARCH FORWARD TO UNION MEMBERSHIP !**

**PAY Rs. 2 AND ESTABLISH YOUR VOICE AND  
AUTHORITY THROUGH THE UNION !**

**ATTEND COURT TO HEAR GOVERNMENT DEFENCE  
WHY IT DENIED JUSTICE TO API MEN !**

Office:  
25, Dalvi Bldg.,  
Poibaodi, Parel,  
Bombay-12.  
1-7-1961.

Vithal Chaudhari,  
General Secretary.



सत्यमेव जयते

Telcelth  
26.10.61

A. I. T. U.	
I. R. No. 389	Date 30 Oct. 1961
Sl. No.	...

My dear Mr K

Thank you for letter of 18/10  
I am very sorry to reply you a bit late  
The whole Hind Motor area is a protected  
area under an ordinance of W. P. Amal  
Govt. It has been extending for the last  
10 years as soon as it expires, we  
have instructed the workers to vacate  
quarters because the quarters are also  
under protected area and we shall not  
be able to keep close contact with  
them. We are asking the strike and company  
- may advise them to Ocean the  
strike some 2000 workers used to stay  
inside the company's quarters. As soon  
as the workers started vacating the quarters  
the management also asked the staff  
and workers to vacate quarters just  
for their face saving. The lock out  
and strike is still going on. The  
moral of the workers is very

very high. All are firmly united. We think  
the workers will be able to continue  
their strike more than 3/4 month  
very easily. The attitude of the  
management is very adamant. I  
am preparing a report on it and  
will send it to you very soon.  
I am going to Monroeville  
to-morrow and most probably  
you also.

Hope you are keeping well.

With greetings

Guis

M. S. D. S.  
MEMBER OF  
THE LOK SABHA



Howrah  
25.1.66

Dear Comrade K. G.,

Perhaps you will remember that I had a talk with you regarding the T.V.G. membership of Subie & Allied T.V.G. of W.P.T.U. and I told you that Comrade Ranen Sen has agreed to be the member of that T.V.G.

I told you that time to inform the T.V.G. accordingly because the wrong comrades told me to tell you the decision of them including Comrade Ranen Sen. But Com. Usha Gupta was telling me that you have not yet informed the T.V.G. because the T.V.G. has been constantly writing her to send the name of the Adm. Committee member of T.V.G. So, please send the name to W.P.T.U. as soon as possible.

With regards  
M. S. D. S.

# IE PRAGA TOOLS EMPLOYEES' UNION

For Publication

The foundation day function of the Praga Tools Employees' Union was held on 23rd December 1960, at the festively decorated Ramaswamy compound adjacent to Praga under the Presidentship of Shri. N. Satyanarayana Reddy, the President of the Union.

The meeting was attended by all the officers of the Corporation and a number of prominent trade union leaders. All the 1600 workers of the Corporation participated enthusiastically in the function.

Inaugurating the function, which was held in the most cordial atmosphere and festive mood, Shri. B. Venkataraman, the General Manager of the Corporation traced the history of the Praga Tools Factory ever since its inception in 1943. He said it was one of those few factories in the country which pioneered many of the machine tools without much of foreign assistance. He narrated in detail the various difficulties the corporation encountered during the period of 17 years. He said that the corporation is now on a firm foundation and has wiped off the previous losses by reducing the value of share from Rs. 50/- to Rs. 35/- per share and with the generous help of State Government and with the additional investment of the Government of India. In 1958-59, he continued, the factory made a profit of Rs. 5 lakhs and in 1959-60 also it made profit.

The Government of India, he declared, has decided to invest 2.5 crores in expanding the Praga Tools. The agreements have already been signed with British, American and Japanese firms for technical assistance and negotiations are in progress to secure 1 crore rupees worth of machinery from Poland for a new machine tool unit. When this expansion scheme is completed the Praga Tools would become as big as that of Hindustan Machine Tools.

Taking the workers into confidence and with a view to secure a conscious co-operation, the general manager pointed out that the production of the factory in 1960-61 would be raised from 60 lakhs to 100 lakhs. The machine tools to be increased from 10 to 20 lakhs, machine tools accessories from 14 to 26 lakhs, precision tools from 4 to 10 lakhs, sub and diesel parts from 5 to 7 lakhs and railways duplicates to remain at 27 lakhs without any increase. The expansion schemes which are being executed in three phases, he said would raise the production of the Pragas to 2 crores per annum.

December

Shri. Venkataraman said between November 60, to 30th March 1961, i.e., in the next 4 months, the production targets of machine tools are to be 7 lakhs, machine tools accessories 6 lakhs, precision tools 3 lakhs, screw couplings 17 lakhs and auto and diesel parts 3 lakhs.

Shri. Venkataraman observed "Your Union President Sri. N. Satyanarayana Reddy has always expressed to me a very keen interest in economics of production and I am sure he would do every thing possible to see that the production is ensured without wastage of man hours or machineries".

With a responsive cooperation of the Union he said that the factory can review the out dated standards of work norms without either retrenching the workers or increasing the work load or reducing their emoluments.

Shri. Venkataraman paid glowing tributes to the Union for the sincere welfare work of the workers. He made the following observation.

"I must here pay a tribute to your President, Shri. N. Satyanarayana Reddy, whose interest in the welfare of workers has always been very keen and sincere. At the same time he has never failed to appreciate the Management's point of view when it is presented to him simply and squarely. Some time ago I complained to him about the heavy absenteeism in the factory. He readily appreciated the point that if Management has to function efficiently, there must be some security that a worker will attend his work tomorrow. I am glad to say that by his efforts absenteeism has come down significantly, and I would like to thank him on behalf of the workers."

Like to thank him on behalf of the Management on this open platform for the co-operation he has given to us in effecting the improvement. I may however say that a still further improvement is possible and I am sure that with the interest he is taking in ensuring proper discipline among workers we would achieve the requisite results in course of time!

Concluding the speech he assured the workers that the Board of Directors are considering their Memorandum of Demands and appealed all of them to extend unflinching cooperation in increasing the production.

The following are the main extracts of the Presidential address delivered by Sri. Mr. Satyanarayana Reddy.

This meeting, he said, gives a symbolic expression to the most cordial relations between the Union and the Management, which are based on mutual understanding and realising each others responsibilities and rights which are worthy of a Public Sector Industry.

It is a thrilling news for all the Praga workers that this Public Sector undertaking is being expanded to raise the production from 60 lakhs to 2 crores per annum. The agreements have been reached with British and American firms regarding technical and other assistance. The agreements are also under way with Japan and other firms to further improve our production capacity.

The Government of India have in view that machinery worth of rupees 1 crore should be obtained for the new machine tool factory as a part of the 14 crores credit offered by the Government of Poland. Negotiations are in progress with the Poland Government. We whole heartedly welcome this additional expansion of the Pragas. When all these expansion schemes are carried out the Praga would become one of the most important machine tools industry in our country. We shall have a pride place to work and thus contribute to the development of our national economy. We pledge to offer our full co-operation and participate enthusiastically in completing the expansion.

We have taken as our task to improve the production. Without additional expenditure on labour, we have raised the production of lever weights from about 2000 pieces per month to 7149 pieces in one month and ten days. Similarly, in Smithy the production is more than 100% over the work order. The precision tool section has achieved the impressive record of production. In short entire machine shop and hardening section workers are doing their utmost to tone up the production and efficiency. It shall be our persistent endeavour to further increase the production and efficiency. But we also note the delayed supply of raw materials, tools, blue prints and at times improper technical directions continued to be obstacles in further raising the production. The Management, we hope, will take steps to set right these things. Sri. Reddy asked the General Manager to look into the fact why, when machines materials, designs and men are at disposal, few machines and some men are remaining unused totally.

All the workers most eagerly awaited the decision of the Board of Directors, on the revised memorandum of demands. We understand that the Board has appointed a four man sub-committee under the Chairmanship of Sri. H. A. Abbasi, Finance Secretary, State Government which would now consider our demands. It is needless to stress that the workers are anxious for immediate settlement of demands. This is upper most in their minds. The present B.A. and wage rates in Pragas are lowest when compared to any of the public sector employees' B.A. and wage rates in our country. Praga made a net profit of Rs.4.91 Lakhs during 1958/59 and it is paying Rs.24/- as B.A. and Rs.6/- as Ad-hoc whereas the Bt Hindustan Ship Yard and Hindustan Air Craft which are continuously incurring huge losses are paying a minimum of Rs.63/- and 50/- B.A. per month respectively to a lowest paid worker. The H.M.T. is now paying Rs.50/- as B.A. in terms of the industrial Tribunal Award of Mysore. There is no public sector undertaking in the country excepting Praga which is paying less than Rs.45/- as B.A.

Due to sharp rise in prices in Hyderabad the economic misery of the has further increased. It is therefore urgent that the modest demands submitted by the Union are settled without any further loss of time. We trust that the sub-committee taking note of the anxiety of the workers would do the needful immediately.

We note with utmost satisfaction that their relations between the Union and management have become cordial. We would spare no efforts to maintain and improve our relations further.

Prompt settlement of day to day issues is necessary and desirable from the point of view of maintaining healthy relations and improving production.

The time has come when the Union and the management should ratify and adhere to the Code of Discipline and evolve a grievance procedure. We also hope that the Works Committee would be set-up and machinery evolved to secure the consultation of the workers regarding the targets and the directions of the production.

The following is the extract of the welcome address of the Sri.S.Parthasarathy, General Secretary of the Union.

It is my proud privilege to welcome you all to this foundation day function of the Praga Tools Employees' Union.

It is gratifying to note that all the officers of the Praga Tools Corporation and many respected leaders of the Trade Union Movement are among us on our invitation and Sri. B.Venkataraman, the General Manager, of the Praga Tools Corporation Ltd., will inaugurate the function which is being held under the presidentship of Sri.N.Satyanaarayana Reddy, the President of the Union.

The Union was formed on 13th December 1959. More than 95 % of the employees of the Praga Tools Corporation i.e., 1142 have joined the Union and routed the disruptive elements thus putting an end to the anti-working class activities of these elements.

The deep loyalty of the members to the Union and its most democratic functioning is the main source of our strength.

It is needless to say that we were subjected to most trying situations during initial period of our activity. All possible and many unfair methods were adopted to cripple the Union. Goondas were mobilised to attack our Trade Union active workers and Police launched many false cases against our members. Comrade Dama was brutally murdered. We have faced this situation with courage and confidence. Foiled all attempts to suppress our Union and established one of the most organised and democratically functioning Unions which is today capable of dealing with any further attempts to disrupt us or undermine our Union. This does not at all mean that there were no short-comings in our functioning. In fact we note with profound regret the happening of 3rd May. Violence has no place in Trade Union activity or struggle. It may be unavoidable for Trade Unions to conduct struggles and organise strikes in order to secure their legitimate demands but such struggles and strikes should have justified cause and should be conducted in an organised, disciplined and peaceful manner.

The Union with a view to give training to its members in Trade Union activity and improve their general knowledge has conducted several trade Union classes. Seven of its members namely M.Haniffuddin, M.A.Nazak, J.Necolus, W.G.Basker Rao, Musrafer Hussain, Sultan and S.A.Hajeed were elected and trained at the Workers' Education Centre, Government of India, have earned reputation to the Union as well as to the Pragas by passing the examination with distinctions. They have also visited various industrial centres of our country and the state. But much more has to be done in this regard. With the co-operation of the management we are thinking to send a number of teams of our members to various industrial centres so as to broaden their vision and understand the techniques and the production methods. Our Union during this period participated in the solidarity demonstrations to aid and support the struggles of the Chemical and Central Government Employees.

Shri M. Rahimuddin, the Organising Secretary of the Union thanked all the Officers & Trade Union leaders for their participation in the Function . He assured that the union shall spare no efforts in furthering the cordial relations between the management and the Union. The Union shall also work to raise the Production while striving to secure the proper wage and D.A. rates and other facilities to the employees .

Shri R. R. Badani, the Vice-President of the Union read-out the messages received from Shri. V. V. Giri, Governor of Kerala, Shri Gulzarilal Nanda, Labour Minister Government of India, Shri Manubhai Shah, The Minister of Industries, Government of India and Shri K. Ramchandra Reddy The Labour Minister Government of Andhra Pradesh , and The Chairman of the Board of Directors of the Praga Shri S. Ranganathan, I.C.S. : The Following are the full texts of the messages :

From Shri V. V. Giri: " I am glad to be informed that the Foundry Day function of the Praga Tools Employees' Union will be held on the 22nd December, 1960. I am happy to note that the Corporation is doing excellent work and that the workers are putting their energy to achieve the objectives of this most important undertaking. I am equally happy that it is now in the Public Sector . The success of an industrial undertaking depends upon good labour-management relations, thereby securing an impressive record of production and efficiency . I am sure your Union will try to be in touch with the employers and establish a joint standing Machinery which will secure Peace in Industry . I wish your Union every Success."

The Union has been working to better the joint machinery production

From : Shri Gulzarilal Nanda : Making of quality machine tools calls for the exercise of skill and special care at every stage of production . This is possible only if the workers feel really interested in maintaining standards .

I am glad that the employees of the Praga Tools are taking pride in the quality of the products turned out by them . I congratulate the Praga Tools Employees' Union for promoting this commendable out-look and wish it all success. "

From: Manubhai Shah: " I am happy to learn that the Praga Tools Employees' Union will be celebrating the Foundry Day on 22nd December, 1960 . This Machine Tool Industry has a vital role to play in the industrialisation of our country, and as such the Praga Tools Corporation has been entrusted with this vital task of to produce mother Machines. The success of the project depends largely on the efficiency of the man behind the machine and the existence of the best industrial relations between the management and the workers . I would, therefore, like to impress upon the Praga Tools employees' Union which has more than 1,700 workers on its roll including supervisory staff that besides looking after the welfare of the employees, they have a sacred duty to perform to make the Pragas a success by utilising the talents of their workers to the best advantage for the industrial development of the Country . I wish the function all success "

Total strength of the factory included in all off. is 1127

From: Shri K. Ramchandra Reddy : " Praga Tools is a very important industry of our State of Andhra Pradesh with an enormous capacity for expansion. It is gratifying to note that the production during the past eight years has increased about five times . This being a big industry in the public sector of the country, great responsibility lies on the management to provide all modern facilities to the workers and to be a model employer so that the undertakings in the private sector could emulate it. On the other hand, the workers should realize that any attempt to hamper production will retard the general progress of the country as a whole and will adversely affect their own interest . I hope that the code of discipline in Industries will be faithfully followed by both the management and workers so that our efforts for economic advancement could yield quick results .

Please note that the union advised the management to notify the code of discipline to the workers

On the Occasion of the Foundation Day Function of the Praga Tools employees Union on 22nd Dec., 1960., I send my best wishes to the workers of the Factory and organisers of the function . "

Shri S. Ranganathan in his message wished the function every success and thanked the union for extending him an invitation to inaugurate the Foundry Day Function . He requested the General Manager to accept the invitation of the Union and inaugurate the Function .

S. An

Working Committee from time to time reports on the working of the NFMEWI including the annual report to be submitted to the General Body.

(ii) The General Secretary shall incur no expenditure of more than Rs. 200/- without the previous sanction of the Working Committee. He shall not keep with him more than Rs. 200/- at a time.

(d) SECRETARIES: The Secretaries shall assist the General Secretary in his day to day working and any one of them, as elected by the Working Committee, shall act in his absence.

(e) TREASURER: The Treasurer shall be responsible for receiving all funds of the NFMEWI, passing receipts and duly banking them. He shall be assisted by the Office Secretary and in the absence of the Treasurer, the Office Secretary shall have right of discharging all his functions. The treasurer shall maintain all accounts.

20. The General Secretary of the NFMEWI shall arrange and be responsible for the proper maintenance of the different books and registers of accounts. The account books shall be open to inspection by officers and members during the normal office hours of the NFMEWI with 15 days previous notice in writing to the General Secretary. The Accounts shall be audited annually by the auditors appointed by the Working Committee from time to time. The financial year for the purpose of this rule shall from 1st April to 31st March.

#### **GENERAL FUND**

21. The General Fund of the NFMEWI shall comprise of donations, affiliation fees, special levies and all other monies received.
22. The funds of the NFMEWI shall be kept in a bank or banks as the Working Committee may decide and the

itself or from the members of the General Council or the General Body for specific purposes;

(c) the President and the General Secretary shall be the ex-officio members of such committees as the case may be;

(d) to fill up any vacancy in the Working Committee from amongst the members of the General Body in consultation with that particular State and co-opt members in case of new affiliations provided however that all such decisions shall be placed before the next general Council meeting for approval;

(e) to appoint either on fixed salary or on remuneration such person or persons as are necessary;

(f) to remit or reduce the levies imposed by the Working Committee.

#### **DUTIES OF OFFICE-BEARERS**

19. (a) **THE PRESIDENT:** The President shall preside at all the meetings of the Working Committee, General Council and the General Body of the NFMEWI and shall look after the administrative functions of the NFMEWI.

(b) **THE VICE-PRESIDENT(S):** any one of the Vice-Presidents, as may be elected by the Working Committee, shall act in the absence of the President. All the Vice-Presidents shall assist the President in his work.

(c) **THE GENERAL SECRETARY:** (i) The General Secretary shall convene all meetings of the IFMEWI, attend to all correspondence and keep the records of the NFMEWI including the necessary books of accounts, the register of members and the minutes book, submit the annual or other returns to the General Body of the NFMEWI, and submit to the General Council and to the

gates at least two weeks before the date fixed for the conference of the NFMEWI.

15. (a) The Working Committee or the General Secretary in consultation with the; President in an emergency may call a special conference of the NFMEWI.

(b) The General Secretary shall convene a special conference on a requisition made in writing by at least one third of the affiliated organisations for transacting the specific business within three weeks from the date of receiving such a requisition. In case of failure to comply with the provision, the requisitioners will be entitled to hold the Special Conference themselves.

#### QUORUM

16. The quorum at the Conference of the NFMEWI and the meetings of the General Council and the Working Committee shall be one-third of the delegates or members of the respective bodies.

17. THE WORKING COMMITTEE SHALL BE RESPONSIBLE FOR:

(a) management and transaction of all business of the NFMEWI;

(b) taking proper steps for carrying out the resolutions adopted by the General body and the General Council;

(c) dealing with an emergency arising during the period affecting the interests of the metal and engineering workers.

18. THE WORKING COMMITTEE SHALL HAVE POWERS:

(a) to frame rules from time to time not inconsistent with the bye-laws of the Constitution;

(b) to appoint sub-committee either from amongst

Council shall be made during the Conference of the NFMEWI by the delegates present at the session.

(c) Casual vacancies in the General Council shall be filled up at a meeting of the General Council electing candidates from those States from where the vacancies have occurred.

(d) The General Council shall meet at least once in a year.

(e) A notice of three clear weeks with agenda shall be necessary for the meeting of the General Council.

12. The extra-ordinary General Body called for the purpose, shall have full powers to add to, alter or rescind any of the rules contained herein with 2/3rd majority of the total number of delegates present.
13. A member of the Working Committee, the General Council or of the General Body who ceases to be a member of the affiliated organisation on whose behalf he or she has been elected to the Working Committee, or the General Council or the General Body, as the case may be, shall forthwith cease to be a member of the NFMEWI.

#### *DELEGATES TO CONFERENCE*

14. (a) For the General or the Special Conference of the NFMEWI, the affiliated organisations shall be entitled to elect delegates on the following basis:

—One delegate for each organisation having a membership of 200 or less, and one additional delegate for every complete set of 200 members beyond the first 200, and a further delegate for the last fraction of 200, if the said fraction consists of 100 or more members.

(b) An affiliated organisation shall furnish to the General Secretary, the names and addresses of the dele-

Working Committee through a circular on any issue and act on that.

(iv) If any member of the Working Committee is unable to attend its meeting due to unavoidable reasons, the affiliated organisation to which he belongs may send a representative to the meeting but such a representative shall not have the right of voting.

#### THE CONFERENCE

(d) The Conference or the General Body of the NFME-WI shall be held once in two years ordinarily and transact the following business:

(i) to approve the report and statement of accounts; (ii) to consider and adopt resolutions; (iii) to amend, alter or rescind any of the rules of the Constitution, notice for which has been given at least 15 days before the Conference; (iv) to elect the Working Committee including the Office Bearers; and (v) to appoint auditors and fix their remuneration.

(e) A notice of one month shall be necessary for the holding of the Conference.

#### GENERAL COUNCIL

11. (a) The General Council shall be elected on the basis of the total affiliated membership of organisations in each State on the following scale:

—One representative for every 250 members or part thereof upto a membership of 2,500;

—One representative for every additional 1,000 membership.

(b) Delegates alone shall be eligible for election to the General Council. Election of members of the General

- (b) the General Body constituted by the delegates elected to the biennial Conference;
- (c) the General Council;
- (d) the Working Committee.

**POWERS AND FUNCTIONS OF THE WORKING  
COMMITTEE, GENERAL COUNCIL AND  
BIENNIAL CONFERENCE**

10. (a) The Working Committee shall consist of not more than 51 members including—the President, not more than 10 Vice-Presidents, one General Secretary, not more than 5 Secretaries, and the Treasurer. The Working Committee shall be elected at the annual Conference. The Working Committee shall have powers to appoint an Office Secretary who will attend all meetings of the Working Committee but shall not have the right of voting.

*HONORARY OFFICE BEARERS*

- (b) Any person who is not a worker and who is in sympathy with the metal and engineering workers and who accepts the aims and objects of the NFMEWI may also be elected to serve on the Working Committee.

**MEETINGS**

- (c) (i) The Working Committee shall meet once in four months ordinarily.
- (ii) 14 days notice together with the agenda shall be necessary for convening a meeting of the Working Committee. Emergency meetings may be convened by the General Secretary with a week's notice specifying the agenda.
- (iii) In extra-ordinary circumstances, the General Secretary may obtain the opinion of the members of the

the centre and 2 (two) naye paise for the State branch of the NFMEWI, wherever it is constituted;

(ii) such other levies as may be fixed by the Working Committee of the NFMEWI.

7. (a) The annual subscription shall be paid by the first day of May each year together with all other levies that may be made from time to time. Non-payment of any contribution, or special levies shall disqualify the defaulting organisation from voting in the meetings of the NFMEWI. Member organisations shall not enjoy benefits unless they have fulfilled the conditions contained in this section and section 4.

(b) Representation on all bodies of the NFMEWI will be on the basis of payment of annual subscription paid to the NFMEWI as under clause (a) above.

(c) Any organisation, when disqualified for non-payment of dues may be reaffiliated on payment of all arrears and current subscription.

#### **REGISTERS ETC.**

8. The NFMEWI shall maintain a register of member organisations with their names and addresses and such other particulars as may be considered necessary concerning each unit recorded therein. The register shall be open to inspection by any officer or authorised representative of member organisation on any day during the normal office hours of the NFMEWI with a previous notice of 15 days to the General Secretary in writing.

#### **BODY CONSTITUTION**

9. The NFMEWI shall consist of :-

(a) the affiliated organisations;

(b) to improve the standard of workers with regard to pay, allowances, leave, hours of work, provident fund, security of service etc.,

(c) to establish benefit funds, cooperative stores, credit societies, clubs, libraries, night classes, reading rooms, for the benefit of the metal and engineering workers,

(d) to cooperate with other working class organisations for the protection and promotion of economic, social and cultural interest of the working class.

3. The NFMEWI shall endeavour to further the aforesaid objects by all legitimate, peaceful and democratic methods.

#### **AFFILIATION**

4. The NFMEWI may affiliate to itself any State or regional or area-wise or industry-wise or unit-wise organisation or organisations of metal and engineering workers provided such organisation(s) accept this constitution and abide by the decisions of the NFMEWI taken from time to time.
5. The General Council may, on recommendation by the Working Committee, suspend any affiliated organisation acting against the interests of the NFMEWI. The General Council may also recommend to the General Body for expulsion of such organisation. But in no case will disciplinary action be taken unless the organisation concerned has been given an opportunity to explain its conduct before the General Council and/or the General Body.

#### **SUBSCRIPTION**

6. Each affiliated organisation shall pay to the NFMEWI :
  - (i) yearly subscription of 5 (five) naye paise per member, of which 3 (three) naye paise shall be for

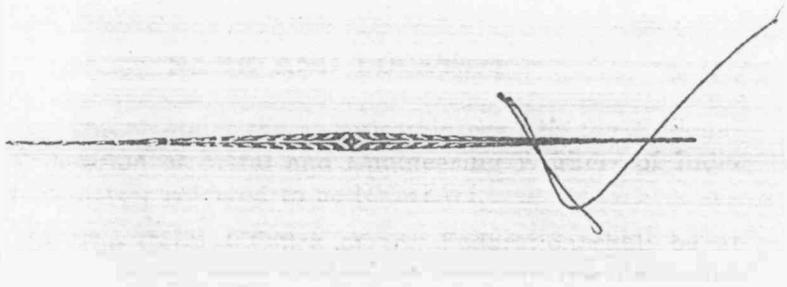
## NAME AND LOCATION

1. (a) The Name of the organisation shall be the National Federation of Metal and Engineering Workers of India hereinafter referred to as NFMEWI.
- (b) The Central Office of the Federation shall be at such place as may be decided upon by the Executive Committee of the NFMEWI.

## AIMS AND OBJECTS

2. The aims and objects of the NFMEWI shall be :
  - (a) to organise the whole body of metal and engineering workers of both Public and Private sectors in India into Unions and to guide and coordinate the activities of these unions in order to—
    - (i) safeguard and promote the rights and privileges of metal and engineering workers in all matters relating to their employment and conditions of services,
    - (ii) secure uniform service conditions and privileges to all metal and engineering workers throughout India irrespective of race, colour, creed or sex,
    - (iii) ensure proper representation of the grievances of the members of the affiliated organisations to the authorities concerned,
    - (iv) ameliorate economic conditions and improve social and cultural level of metal and engineering workers.

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CONSTITUTION  
OF THE  
NATIONAL FEDERATION OF  
METAL AND ENGINEERING  
WORKERS OF INDIA



Bank account(s) shall be operated upon by any two of the following:

The President, the General Secretary, the Treasurer, the Office Secretary.

23. The funds of the NFMEWI may be spent for all purposes which will promote the objects of the NFMEWI set down in these rules, subject, however, to the provisions of Section 15 of the Indian Trade Unions Act, 1926 and payment of expenses of administration, salaries, etc., etc., necessary for its proper management including the audit of the accounts.

#### DISSOLUTION

24. The General Body shall have full powers to dissolve the NFMEWI with the consent of the 3/4ths of the total number of the delegates present at a meeting specially called for the purpose. In the case of its dissolution, the assets and liabilities of the NFMEWI shall be disposed of accordingly as may be decided in that very meeting of the NFMEWI.



Working Committee from time to time reports on the working of the NFMEWI including the annual report to be submitted to the General Body.

(ii) The General Secretary shall incur no expenditure of more than Rs. 200/- without the previous sanction of the Working Committee. He shall not keep with him more than Rs. 200/- at a time.

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(d) to fill up any vacancy in the Working Committee from amongst the members of the General Body in consultation with that particular State and co-opt members in case of new affiliations provided however that all such decisions shall be placed before the next general Council meeting for approval;

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gates at least two weeks before the date fixed for the conference of the NFMEWI.

15. (a) The Working Committee or the General Secretary in consultation with the; President in an emergency may call a special conference of the NFMEWI.

(b) The General Secretary shall convene a special conference on a requisition made in writing by at least one third of the affiliated organisations for transacting the specific business within three weeks from the date of receiving such a requisition. In case of failure to comply with the provision, the requisitioners will be entitled to hold the Special Conference themselves.

#### QUORUM

16. The quorum at the Conference of the NFMEWI and the meetings of the General Council and the Working Committee shall be one-third of the delegates or members of the respective bodies.

17. THE WORKING COMMITTEE SHALL BE RESPONSIBLE FOR:

(a) management and transaction of all business of the NFMEWI;

(b) taking proper steps for carrying out the resolutions adopted by the General body and the General Council;

(c) dealing with an emergency arising during the period affecting the interests of the metal and engineering workers.

18. THE WORKING COMMITTEE SHALL HAVE POWERS:

(a) to frame rules from time to time not inconsistent with the bye-laws of the Constitution;

(b) to appoint sub-committee either from amongst

Council shall be made during the Conference of the NFMEWI by the delegates present at the session.

(c) Casual vacancies in the General Council shall be filled up at a meeting of the General Council electing candidates from those States from where the vacancies have occurred.

(d) The General Council shall meet at least once in a year.

(e) A notice of three clear weeks with agenda shall be necessary for the meeting of the General Council.

12. The extra-ordinary General Body called for the purpose, shall have full powers to add to, alter or rescind any of the rules contained herein with 2/3rd majority of the total number of delegates present.
13. A member of the Working Committee, the General Council or of the General Body who ceases to be a member of the affiliated organisation on whose behalf he or she has been elected to the Working Committee, or the General Council or the General Body, as the case may be, shall forthwith cease to be a member of the NFMEWI.

#### DELEGATES TO CONFERENCE

14. (a) For the General or the Special Conference of the NFMEWI, the affiliated organisations shall be entitled to elect delegates on the following basis:

—One delegate for each organisation having a membership of 200 or less, and one additional delegate for every complete set of 200 members beyond the first 200, and a further delegate for the last fraction of 200, if the said fraction consists of 100 or more members.

(b) An affiliated organisation shall furnish to the General Secretary, the names and addresses of the dele-

Working Committee through a circular on any issue and act on that.

(iv) If any member of the Working Committee is unable to attend its meeting due to unavoidable reasons, the affiliated organisation to which he belongs may send a representative to the meeting but such a representative shall not have the right of voting.

#### THE CONFERENCE

(d) The Conference or the General Body of the NFME-WI shall be held once in two years ordinarily and transact the following business:

(i) to approve the report and statement of accounts; (ii) to consider and adopt resolutions; (iii) to amend, alter or rescind any of the rules of the Constitution, notice for which has been given at least 15 days before the Conference; (iv) to elect the Working Committee including the Office Bearers; and (v) to appoint auditors and fix their remuneration.

(e) A notice of one month shall be necessary for the holding of the Conference.

#### GENERAL COUNCIL

11. (a) The General Council shall be elected on the basis of the total affiliated membership of organisations in each State on the following scale:

—One representative for every 250 members or part thereof upto a membership of 2,500;

—One representative for every additional 1,000 membership.

(b) Delegates alone shall be eligible for election to the General Council. Election of members of the General

- (b) the General Body constituted by the delegates elected to the biennial Conference;
- (c) the General Council;
- (d) the Working Committee.

**POWERS AND FUNCTIONS OF THE WORKING  
COMMITTEE, GENERAL COUNCIL AND  
BIENNIAL CONFERENCE**

10. (a) The Working Committee shall consist of not more than 51 members including—the President, not more than 10 Vice-Presidents, one General Secretary, not more than 5 Secretaries, and the Treasurer. The Working Committee shall be elected at the annual Conference. The Working Committee shall have powers to appoint an Office Secretary who will attend all meetings of the Working Committee but shall not have the right of voting.

*HONORARY OFFICE BEARERS*

- (b) Any person who is not a worker and who is in sympathy with the metal and engineering workers and who accepts the aims and objects of the NFMEWI may also be elected to serve on the Working Committee.

*MEETINGS*

- (c) (i) The Working Committee shall meet once in four months ordinarily.
- (ii) 14 days notice together with the agenda shall be necessary for convening a meeting of the Working Committee. Emergency meetings may be convened by the General Secretary with a week's notice specifying the agenda.
- (iii) In extra-ordinary circumstances, the General Secretary may obtain the opinion of the members of the

the centre and 2 (two) naye paise for the State branch of the NFMEWI, wherever it is constituted;

(ii) such other levies as may be fixed by the Working Committee of the NFMEWI.

7. (a) The annual subscription shall be paid by the first day of May each year together with all other levies that may be made from time to time. Non-payment of any contribution, or special levies shall disqualify the defaulting organisation from voting in the meetings of the NFMEWI. Member organisations shall not enjoy benefits unless they have fulfilled the conditions contained in this section and section 4.

(b) Representation on all bodies of the NFMEWI will be on the basis of payment of annual subscription paid to the NFMEWI as under clause (a) above.

(c) Any organisation, when disqualified for non-payment of dues may be reaffiliated on payment of all arrears and current subscription.

#### **REGISTERS ETC.**

8. The NFMEWI shall maintain a register of member organisations with their names and addresses and such other particulars as may be considered necessary concerning each unit recorded therein. The register shall be open to inspection by any officer or authorised representative of member organisation on any day during the normal office hours of the NFMEWI with a previous notice of 15 days to the General Secretary in writing.

#### **BODY CONSTITUTION**

9. The NFMEWI shall consist of :-

(a) the affiliated organisations;

(b) to improve the standard of workers with regard to pay, allowances, leave, hours of work, provident fund, security of service etc.,

(c) to establish benefit funds, cooperative stores, credit societies, clubs, libraries, night classes, reading rooms, for the benefit of the metal and engineering workers,

(d) to cooperate with other working class organisations for the protection and promotion of economic, social and cultural interest of the working class.

3. The NFMEWI shall endeavour to further the aforesaid objects by all legitimate, peaceful and democratic methods.

#### **AFFILIATION**

4. The NFMEWI may affiliate to itself any State or regional or area-wise or industry-wise or unit-wise organisation or organisations of metal and engineering workers provided such organisation (s) accept this constitution and abide by the decisions of the NFMEWI taken from time to time.
5. The General Council may, on recommendation by the Working Committee, suspend any affiliated organisation acting against the interests of the NFMEWI. The General Council may also recommend to the General Body for expulsion of such organisation. But in no case will disciplinary action be taken unless the organisation concerned has been given an opportunity to explain its conduct before the General Council and/or the General Body.

#### **SUBSCRIPTION**

6. Each affiliated organisation shall pay to the NFMEWI :
  - (i) yearly subscription of 5 (five) naye paise per member, of which 3 (three) naye paise shall be for

### NAME AND LOCATION

1. (a) The Name of the organisation shall be the National Federation of Metal and Engineering Workers of India hereinafter referred to as NFMEWI.
- (b) The Central Office of the Federation shall be at such place as may be decided upon by the Executive Committee of the NFMEWI.

### AIMS AND OBJECTS

2. The aims and objects of the NFMEWI shall be :
  - (a) to organise the whole body of metal and engineering workers of both Public and Private sectors in India into Unions and to guide and coordinate the activities of these unions in order to—
    - (i) safeguard and promote the rights and privileges of metal and engineering workers in all matters relating to their employment and conditions of services,
    - (ii) secure uniform service conditions and privileges to all metal and engineering workers throughout India irrespective of race, colour, creed or sex,
    - (iii) ensure proper representation of the grievances of the members of the affiliated organisations to the authorities concerned,
    - (iv) ameliorate economic conditions and improve social and cultural level of metal and engineering workers,

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CONSTITUTION  
OF THE  
NATIONAL FEDERATION OF  
METAL AND ENGINEERING  
WORKERS OF INDIA

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RESOLUTION OF THE FEDERAL EXECUTIVE COMMITTEE OF NFPTE ADOPTED AT ITS MEETING HELD ON 23RD, AUGUST, 1961.

\* \* \* \*

1. While thanking the Govt. for the lenient policy as announced in Parliament by the Home Minister in August, 1960 and taking note of the progress made so far in regard to reinstatement in service of the employees proceeded against in connection with the strike, the Federal Executive notes with deep regret that even after a lapse of nearly 13 months, although there has been no case of sabotage, violence or gross misbehaviour

- (i) about 50 employees still await reinstatement in service;
- (ii) severe punishments inflicting heavy loss of emoluments with cumulative effect have been awarded;
- (iii) hundreds of employees have been reverted to lower cadres;
- (iv) promotions and confirmations legitimately due have been withheld;
- (v) mass transfer of strikers - in particular, the active union representatives - has been effected;
- (vi) the period of prolonged suspension had not been treated as duty despite the hardships and unbearable sufferings of the hundreds of employees affected during the period of suspension, not to mention other disabilities imposed on participants in the strike.

2.. After careful consideration of all aspects of the problem, the Federal Executive feels strongly that, had the declared policy of Government been implemented faithfully and with due expedition, the sufferings of the employees would have ended long before and no permanent scars or vestiges of the struggle of July, 1960 would have been left; and similarly, if the clarification of "gross misbehaviour" offered in Railway Board Circular No.E(L) 6/ST-5 dated 2.2.61 had been implemented faithfully and properly and extended to all the Central services, not a single Central Govt. employee would have remained out of employment or subjected to severe punishments.

3. The Federal Executive, with a view to ensure that embittered feelings do not prevail or persist, happy and harmonious relationships are quickly restored, and a new climate of mutual good-will is generated, once again appeals to Government to take such steps as may be necessary or deemed expedient to

- (a) reinstate in service all the employees still out of employment, including those discharged under Rule 5 of the CCS(TS) Rules;
- (b) mitigate the penalties awarded to the extent undergone already; and
- (c) remove in toto all the disabilities specifically imposed or arising as a consequence of penalties awarded.

The Federal Executive further urges Government to deal with the problem of rehabilitation and removal of other disabilities with due expedition and restore normalcy without further delay.

4. The Federal Executive takes note of the fact that in spite of repeated efforts, Government do not seem to be cognisant of or fully alive to the magnitude of the suffering undergone by the employees and the numerous disabilities which still stalk the strikers and therefore resolves to circulate a memorandum to Government and also the representatives of the people detailing the hardships and disabilities referred to for favour of proper appraisal of the situation and adoption of remedial measures.

5. The withdrawal of recognition was itself arbitrary and during this period of 13 months of derecognition, normal channels of representation and discussion had ceased to be operative resulting in accumulation of a vast number of problems and grievances of the employees at all levels. A complete stalemate prevails resulting in avoidable hardships and strained relationships. The NFPTE has been persistently endeavouring to seek an amicable settlement of the issue and was repeatedly assured that it was Govt's intention not to prolong the present state of suspense and agony but to resume very early normal relationships between the unions and Government. The hopes of early restoration of recognition faded when it was stated that the issue was linked to adoption of the Labour Bill. However, three successive sessions of Parliament were by-passed and the Bill was not introduced. It was revealed in the course of informal consultations in April, 1961 only, that it was Govt's intention not to restore recognition for a year under the plea of enforcement of the Code of Discipline which however was never applied to either side at any time in the Central services. Although the time-limit of one year has also passed and the question of recognition has since been delinked from the adoption of the proposed legislation, nevertheless, the issue appears to be as remote from solution as before. The Federal Executive feels justifiably aggrieved that the assurances extended have unfortunately not been honoured, and requests Govt. once again to end the present stalemate forthwith and restore recognition to the NFPTE and the federating Unions and all other de-recognised organisations immediately.

6. After analysing the trends whether in regard to rehabilitation, removal of disabilities or restoration of recognition, the Federal Executive is constrained to come to the conclusion that the existing stalemate cannot be broken unless the general membership takes due note of the situation and conveys to Government its feelings of deep disappointment and resentment and its anxiety to function under the canopy of a recognised union movement. To this end, the Federal Executive resolves to ascertain the opinion of the Branch Unions on the suitability of launching a signature campaign addressed to Govt. and authorises the Secretariat to decide appropriately upon the programme on the basis of the opinion expressed by the branches.

7. With a view to focus immediate attention to the problems of rehabilitation of strikers and restoration of recognition, the Federal Executive calls upon all the Circle and Branch Unions to send telegrams addressed to the Prime Minister, Home Minister, Labour Minister, <sup>MPs of</sup> Minister for Transport & Communications and the D.G.P&T, with copy to the NFPTE and the All-India Unions on the 5th September, 1961.

8. The Federal Executive considers that intensive tours should be undertaken by the representatives at all levels during September to revitalise the functioning of the organisation, explain the realities of the present situation.

9. The Federal Executive is unable to reconcile itself to the prolongation of the present state of affairs and therefore further resolves to solicit the personal intervention of the Prime Minister and appeals to the Press, the public and the MPs to do all they can to lend support to this earnest endeavour for an amicable settlement.

10. The Federal Executive appeals to all other organisations in the Central services to consider favourably a concerted endeavour for realisation of the demands.

11. The Federal Executive views with deep concern the decision of the AIDEF to permit individual members to embark upon a hunger-strike from 15.9.61 and appeals to AIDEF to defer such a programme to a later date.

12. While the NFPTE does not believe or repose faith in hunger-strikes as a technique, weapon or method of trade union activity, however, feels that if the present stalemate continues, the movement may naturally be compared as confined to prison-bars and in such a condition, the NFPTE may no longer be in a position to restrain any of its members or members of other organisations from having recourse to the programme of hunger-strikes also;

13. The Federal Executive resolves to meet not later than the 2nd week of October next to review the developments and take appropriate further action in the matter.

14. The Federal Executive exhorts the P&T workers all over the country that/ to realise/ the need of the hour is to strengthen the organisation and to maintain solidarity and unity, and to respond enthusiastically to the

referred  
to the Com.  
secretary  
etc.

## GENERAL ENGINEERING EMPLOYEES' UNION APPEAL

200 employees of James Beechey and Co.  
on Strike from 10th May.

HELP GENEROUSLY

Worker Brothers and Sisters,

You will be shocked to know that here in Bombay there live factory-owners, who threaten workers at the point of a pistol, who raise a paper-weight to throw at the Trade Union Secretary, only because the workers have joined a Union, and made demands. Worse still, is that the Congress Government, pledged to democracy, truth and non-violence keeps quiet like a bystander!

James Beechey of Bhandup is the Company employing about 200 workmen to manufacture diesel engines for the government and others. The above irresponsible and provocative performance goes to the credit of this Company.

Workers naturally have retaliated this by resorting to strike which has commenced from 10th of May last.

And what do you think has been the role of the Government's Labour Department? The Union requested the Dy. Labour Commissioner to intervene, but he only expressed his inability to do anything because there was a 2(p) agreement signed by one Rajpal Walla even the face of whom, the workers have not seen till this date.

The Union then served a strike notice as the last resort. At this, the management lost its balance so much that one ex-police officer who is employed here as the manager started showing his gun to the workmen and warned that at least 3 to 4 persons would be shot-dead, if there was a strike in that Company.

Union read to negotiate but . . . . .

The Union still kept its composure and decided to make last efforts to negotiate and settle if possible. When Com. Tamhane, a Secretary of the Union was on this mission, the manager went to the extent of raising the paper-weight from his table to drive him out of the office. But for the timely intervention of the workmen present, one has to only imagine what would have happened to this wretched hoodlum!

Such is the background of this strike!

When the other day, one worker of Estrela Batteries just demonstrated against the Labour Officer of the Company, he was charged of violence and sought to be dismissed; but here in James Beechey when this extreme violence is

EXPRESS

DOUBLE ADDRESS

1) MANORANJAN ROY  
249 BOYBAZAR STREET  
CALCUTTA 12

2) RANEN SEN  
64A LOWER CIRCULAR RD  
CALCUTTA 16

ADDUCCI ARRIVING BY FIFTH MORNING FLIGHT STOP

RECEIVE AND ARRANGE PROGRAMME

ELIAS

EXPRESS

ANADI CHAKRAVARTI  
INDIA ELECTRIC WORKS  
DIAMOND HARBOUR ROAD  
CALCUTTA 34

ADDUCCI GENERAL SECRETARY METAL TUI PRAGUE TO ADDRESS

MEETING SIXTH BEHALA STOP ARRANGE GOOD PROGRAMME

INFORM ALL OTHER UNIONS

RABIN MUKHERJEE

EXPRESS

BISHU GANGULY  
BPTUC  
249 BOWBAZAR STREET  
CALCUTTA 12

ADDUCCI REACHING FIFTH MORNING ARRANGE

AJIT FOR FRENCH TRANSLATION

MDELIAS

EXPRESS

GREAT EASTERN HOTEL  
CALCUTTA 1

PLEASE RESERVE ONE SINGLEBED ROOM FOR  
MINISTER ADDUCCI FROM FIFTH MORNING TO SEVENTH

MD ELIAS MEMBER PARLIAMENT

With best regards,

SATISH, M. Sc, A. E. E. E.  
INDUSTRIAL CONSULTANTS  
Marine Drive,  
New Kurla, Ground Floor.  
MUMBAI

Published in  
Industrial Maharashtra, May, 1961  
Kirloskar Publications.

What was surprising was that a rival union also turned down the idea of referendum. Of course, there is nothing unnatural in this: what else is expected of a defunct Union? Will it agree to dig its own grave by agreeing to be voted down by workers?

We however went on with discussing with the management, tackled some of the minor issues, but came to a deadlock when it came to major demands, such as revision of Wages, Grades, revision of whole old agreement.

We as per legal requirement of the I. D. Act served notice of termination of old agreement and submitted new Charter of Demands. Demands were admitted in conciliation by the Assistant Commissioner of Labour Shri Divekar.

While the proceedings were on, the rival Union entered into a 2p settlement.

We protested and sent a memorandum signed by over 400 employees that any agreement or settlement signed by any other organisation other than ours which has the majority of workmen, shall not be binding on the workers.

A copy of this memorandum was submitted to the Assistant Commissioner of Labour also.

However, he brazenfacedly closed the conciliation.

Further, in his Failure Report to the Government, he mentioned that the settlement was signed because there was no protest from workers. That was an obvious lie, and a white lie at that! He further stated that the rival Union had a membership. He never disclosed what that membership had been. We had, in fact, challenged its having any membership at all! Neither the rival Union, nor the Labour Office, had any tangible or intangible proof to show that it had any membership at all, leave, alone, majority!

We, then, asked for reference to adjudication, approached the Government for the same, pointed out all defects in the procedure and findings of the Assistant Commissioner of Labour; but, the Labour Ministry, notorious for its policy of boosting INTUC, discrimination and naked partiality" in the name of Truth and nothing but Truth"—rejected our plea and did not grant adjudication!

Against this denial of justice, we moved in the High Court and filed a writ petition against the Government of Maharashtra. Our petition has been admitted, and now it is a matter of days when the whole case will be heard. The Government will have to answer our charge, the rival Union may be summoned, the Company will have to appear. All these custodians of truth and democracy will be in the dock, because they have been the parties in conspiracy against truth, our Union, against industrial democracy, against accepted normal rules of recognition of a Union and against Code of Discipline in Industry. They cannot escape it now!

The admission of the above matter was also not so easy. The Labour Law is framed in such manner as to prove that the justice to toiling masses is a difficult, dilatory and difficult thing to achieve in Capitalist Society.

However, due to able pleading of Shri K. T. Sule, well-known Labour Advocate of the City, and who had also been the President of our Union for over a decade, assisted by Shri Madan Phadnis, another Trade Unionist and Labour Advocate, we were able to get the rule. We now look forward to the day when we may get full justice that has been denied to us so far.

Worker-Brothers of A P I,

What is your duty now? You did your best when you joined the Union; but as you know the other bogus union came to sign an agreement. We sent a bonus demand for 1959-60; then with the other Union, it thought of 1/2 bonus; but prudently noticing that the employees would be discontented and that they may agitate through our Union it shrewdly declared **one bonus** and called the rival union to sign the settlement. In brief, this union agitates, and the other union signs!

Such are the 'democratic' tricks of the enlightened management! Rival Union is like Formosa vegetating on the outside support of USA!

The Union is fighting against this little Formosa, the rival union, spoon-fed by the little USA, the API management! Our case in the court is the part of the same fight we

**GENERAL ENGINEERING EMPLOYEES' UNION**

**SOME GOOD NEWS  
FOR API EMPLOYEES**

High Court admits Union's Petition against  
Maharashtra Government

Why API employees were not given reference  
to Industrial Court ?

UNION gets full opportunity to establish —

- i) Partiality of Labour Ministry
- ii) its boosting INTUC and minority Union
- iii) its denying justice to API employees !

- \* UNION APPEAL ALL API EMPLOYEES
- \* STAND BY THE UNION
- \* SUPPORT IT TO SUCCESS
- \* UNION'S SUCCESS IS YOUR JUSTICE !

To

ALL API EMPLOYEES !  
ALL DAILY RATED WORKMEN !  
ALL MONTHLY RATED FACTORY OFFICE STAFF !  
ALL TECHNICAL AND SUPERVISORY STAFF !

Dear brothers and comrades,

Ever since you joined the Union, our history has been a very interesting one.

For first few months, we had to struggle against the ghost of the past Unions, though every one of them had ceased to exist. We were attacked by the removal of Raman who was a leading and active man then, but due to good unity and strength behind him and the Union, he was taken back in service.

For a long time, discussions followed only on the question of recognition of the Union. We challenged to hold referendum of employees but the Company refused.

threatened, formidable lethal weapon such as a gun, is shown, the manager is still safe in his chair! What horrible provocation, glaring injustice and naked partiality! This can happen only under the Congress regime, a regime of die-hard capitalists and their henchmen!

Nevertheless, workers have retaliated by their strike action. They would never submit to such hooliganism of the employer. One old employee, Chacha Usman, had gone on hunger strike for 6 full days in protest and resentment against this unworthy demeanour of the management! But Police, otherwise never felt to do its duty to far, came forward to arrest him only!

**To Help Them is to help yourself**

This is how the Government intervenes—only against exploited workers against poor down-trodden toilers, and to serve the monied people and its class of employers!

The Union now appeals to you, the working class of Bombay, to help us and help well; so that 200 strikers of Jaymes Beechey are not starved into surrender! We appeal to you, especially those thousands of workmen of Sankey, API, Indian Smelting, J.B. Advani, Crompton Parkinson, Anil Hardboard, Devi Dayal, May and Baker, CIBA, and others situated at Bhandup, that they should do their best to make this strike a success! On 7th and 10th dates, these strikers will come to you with boxes in which at least a **four anna coin** should be dutifully put! We say **dutifully**, because as members of the same class—the working class, it is your duty to help them. In this help, is implied also a clear notice to your own employers who may be tempted to behave in the same irresponsible manner against you!

To unite in action in this matter is to unite against a class of employer and capitalists, because, that alone is a guarantee of success of our class brothers everywhere.

Therefore come forward and contribute!

**LONG LIVE UNITY OF WORKING CLASS !**  
**SUCCESS TO THE JAYMES BEECHEY WORKERS !**  
**LAL BAWTE KI JAI !**

**HELP !                      CONTRIBUTE !                      HELP !**  
**FOUR ANNAS IS NOT MUCH !**

Office: 25, Dalvi Bldg.,  
Parel, Bombay 12.

**Vithal Chaudhary,**  
**GEN. SECRETARY.**

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3) If the condition regarding service record of an employee to be certified as satisfactory by the head of branch for an employee to earn gratuity had been deleted at the time of signing agreement (2-5-58) many employees would have enjoyed gratuity benefit.

By subsequent agreements with management by Workers' Union over ring service scheme and one conductor on single decker buses have helped management to increase workload and forfeit future prospect of conductors and to face harassment from the management.

Under the leadership of Unity Front Union the conductors had staged bitterest agitations and made sacrifices and compelled the management to bow and accede to their reasonable demand of placing two conductors on a single decker bus. But the Workers' Union made a fresh agreement with management of placing one conductor on a single decker bus and alternatively hoping to get a concession from management that the representatives of Workers' Union alone would represent workers in various matters like chargesheets etc. In order to maintain their monopoly over representing workers (Best reasons known to them only) they helped management in increasing workload on conductors and making them to face harassment from management. But the conscious workers with the help of public compelled the management and Workers' Union to desist from implementing this agreement.

Whatever little benefit the workers achieved through their bitter struggles during 1958 to 1960 is being systematically taken away by the management by various attacks on workers like denying gratuity, recruiting Badli Conductors, recruiting employees in lower grades and imposing on them the duty of higher grades, retrenchment in various departments, ring service scheme etc.

It should be clear to the workers of BEST by now that whatever concessions big and small that were achieved by them during the last three years have been the result of the struggles put up by them and the pro-Labour and Sympathetic Policy of the great S.M. Samiti and what was the approach of the leaders of Workers' Union towards the Samiti? Nothing but vilification, abuses and what not for the Samiti.

Brothers what is your reaction over this exploitation? In 1959 almost every day for some cause or the other there used to go marches on Electric House with slogans "GALI GALI ME SHOR HAI, BEST Committee CHOR HAI" etc. Why are you silent now when your arbitration itself is in danger from one side and from the other side the management is increasing its brutal attacks on you every day? How long are you going to wait and suffer these attacks in the name of arbitration? Who is afraid and of whom? Certainly you are not afraid because there is a change in the leadership of BEST Committee or the Municipal Corporation. If any one advises you to keep quiet and simply watch whatever is going on at present then you are not going to gain anything but you will lose whatever you have earned and will earn in future.

There is no other way but to fight for early declaration of award and to rebuff management's brutal attacks.

It is your united and revolutionary strength and that alone will decide your award and compel management to desist from its attacks on you.

At this critical time we call upon all BEST workers to come together apart from their affiliations to different Unions. We also call on Workers' Union leaders to come together leaving aside their political differences and to chalk out a programme of action for

- 1) QUICK DECLARATION OF AWARD.
- 2) TO RETALIATE MANAGEMENT'S ATTACKS.
- 3) AND TO DEFEND THE INTERESTS OF BEST WORKERS.

★ LONG LIVE BEST WORKERS' UNITY !

★ LONG LIVE BEST WORKERS' UNITY FRONT UNION !!

★ MUSTER STRONG UNDER THE BANNER OF UNITY FRONT UNION !!!

JAINUDDIN, S.,

*General Secretary,*

*BEST WORKERS' UNITY FRONT UNION.*

ductor No. 2479 who resigned after giving a due notice was refused gratuity. Head of branch refused to certify his service had been good efficient and faithful. It was taken up by Workers' Union in Labour Court and Industrial Court in management pleaded that the employee was warned and suspended on certain ground his service of six years and hence his services could not be certified as good and thus justified denying gratuity. Workers' Union's approach was that, deny-amounts to a double punishment and management could not refuse gratuity in management dated 2-5-1958 arrived at between management and Workers' Union. It is quoted that there is a provision in P.F. Rules that unless the head of branch certifies service of an employee as having been good, efficient and faithful no gratuity can be paid. Industrial Court upheld the decision of management and dismissed the appeal. The aforesaid provision in P.F. Rules was not affected by the agreement of

the present standing orders in Traffic Section Conductors and Drivers are petty offences by way of warnings and suspensions etc. If petty warnings and suspensions could disqualify an employee to enjoy gratuity benefit, how many of such drivers and other employees will have a clean record at the time of leaving? There are a number of cases where management has refused gratuity to employees on minor grounds. In some cases there is a discrimination made by management in paying gratuity to one employee and refusing to other.

Management is only relying on Labour and Industrial and High Courts to defend individual cases. It is high time that there should be an agitation over this issue and get the standing orders and rules revised.

There should be a thorough investigation into each individual case where gratuity is not paid.

Management demand that excepting in cases where moral turpitude or willful default or negligence of the undertaking are involved gratuity must be paid to all the workers.

Factors :--  
The policy of recruiting Badli Conductors was to maintain a certain leave reserve to counter absenteeism and grant leave to conductors in a liberal manner. But what is the result? Is there any change in the attitude of officers in granting leave? No. Conductors face the same harassment as in the past, regarding leave. Is there any change in the duty of a Badli Conductor and a permanent conductor? No. There is no difference at all but there is a major difference between their earnings and

A permanent conductor has to do the same job and has to face the same hardships meet a permanent conductor while carrying out his duty. He is paid only Rs. 3/- if provided with a day. He is paid Re. 1/- only if he is asked to wait upto 8 hours and if not paid within this period. The average earnings of a permanent conductor is Rs. 100/- per month whereas the average earnings of a Badli conductor if provided work comes to hardly Rs. 75/-. Thus he is exploited to a tune of Rs. 65/- per month. Management by taking advantage of the grave unemployment situation. Many conductors are harassed for various offences and when dismissed are offered to be rehired as Badli conductors by way of showing mercy and thus to popularise the Badli system. But in fact the management wants to punish the permanent conductors for misconduct by demoting them to Badli conductors and thus depriving them of P. Fund benefits.

Scheme :--  
Under the present scheme the future prospects of conductors for promotion to the post of permanent conductor is barred. There is also increase in the workload of conductors and drivers. In order to maintain a time schedule under this scheme a conductor has to face a heavy load of passengers almost at every stop.

### Recruitment in C-6, H-7 Grades.

Clerks and shop recorders are recruited in C-6 (Rs. 60-120) and H-7 (Rs. 70-130 48 Hrs. duty per week with less leave and holidays) grades in various departments like provident fund, ticket and cash, stores etc. and made to do the work of C-5 grade (Rs. 50-220) clerks.

### Temporary Recruits.

Messenger boys are recruited at a flat rate of Rs. 60/- per month without dearness allowance and made to do the work of C-6 (Rs. 60-120) Clerks.

Cleaners, Helpers, nawghanis are recruited at a flat rate of Rs. 60/- per month without dearness allowance and made to do the work of employees placed in higher rate tables.

Direct and indirect retrenchment of employees in various departments and thereby increasing workload and simultaneously increasing officers' posts in almost all departments.

It is the bitter experience of BEST employees these days that favouritism in respect of promotions to higher posts and higher grades are being recklessly indulged in by the management at the cost of honest and hard working employees.

Recruiting an outsider as sub forman in Kassara Workshops. Harassment by officers to staff in Ticket and Cash, Consumers and Hollerith Dept.

Due to abolition of Tram Cars the problem regarding retrenchment, seniority promotions and transfer have affected Tram Conductors, Tram Drivers, Tram Workshops, Permanent Way, Overhead Staff etc. which requires serious and immediate attention for solution and to defend the interests of these sections.

### Achievements :--

In 1957-58, when Late Shri P. D'Mello was a president of Workers' Union a joint negotiating Committee consisting of representatives of Workers' Union and Unity Front Union was formed and negotiations were made with the management. Through negotiations a part settlement was arrived at as follows:--

- 1) Rs. 20/- per month from D.A. should be merged with basic salary as a first stage and later on full D.A. to be merged with basic salary (promised by Samiti).
- 2) Non-scheduled employees to get 24 days Privilege Leave.
- 3) After completing three years of service Gratuity to be paid at a rate of one month's basic salary, for every completed service of one year and maximum upto 15 months without any age condition etc.
- 4) D.A. as per index to employees drawing basic salary upto Rs. 275/- p.m.
- 5) Rs. 4/- P.M. as personal pay to all employees drawing a salary upto Rs. 275/- P.M.

Further negotiations regarding gratuity rules etc. were not completed by the said Joint Negotiating Committee because the said Committee was broken by Shri George Fernandes who took leadership of Workers' Union after the sad demise of Shri P. D'mello.

Further negotiations were made by the Workers' Union representatives alone and the agreement was signed on 2-5-58 in which the question of regradation and reclassification was jointly submitted by the Workers' Union and management before the Industrial Court for arbitration.

Then came a Charter of 52 demands framed by the Workers' Union and submitted in 1959.

You are all aware what were the achievements. But the major achievement was the appointment of a private arbitration for which we pressed the Workers' Union leadership and compelled them to withdraw the issue of regradation and reclassification from Industrial Court and accept private arbitration (see press statement dated 10-8-59 of Shri George Fernandes).

### WHAT MORE COULD HAVE BEEN ACHIEVED ?

- 1) Further merger of D.A. into basic salary as assured by Samiti block at the time of agreement dated 2-5-58 could have been achieved if Workers' Union would have pressed for this while negotiating over charter of demands in 1959.
- 2) Further interim relief of Rs. 5/- to Rs. 10/-.

# BEST WORKER'S UNITY FRONT UNION

## BEST WORKERS

### WHERE ARE WE AND WHAT NEXT?

Brother Workers,

At present there are two main issues before B. E. S. T. workers: (1) Arbitration. (2) Management's attacks on workers. On these issues we had expressed our views through a number of gate meetings and our press statements to which we have received a splendid response from workers. Through this hand bill we are trying to throw some more light on these issues and also taking a stock of previous achievements by workers and subsequent developments that took place and what should be done at this stage for quick declaration of award and rebuff management's attacks. We request all workers to think over this patiently.

#### Registrar's Decision.

You are all aware that the Registrar of Trade Unions, (B.I.R. Act), Bombay, has dismissed an application of B.E.S.T. Workers' Union for representativeness and for being entered in the list of approved unions (Transport Sect., Greater Bombay). It is the general attitude of the Congress Government and employers to encourage such unions which serve more the needs of the employing class than the defence of the interests of the working class.

Because of this decision of the Registrar the nefarious plot of the Labour Dept. to crush genuine union and push forward their puppet union is being crowned with success.

#### Arbitration.

It was the demand of the Unity Front Union that the regradation and reclassification issue which was before the Industrial Court should be withdrawn forthwith and should be submitted before a private arbitration. In 1959 when Workers' Union submitted a charter of 52 demands we supported this charter of demands and advised Workers' Union to include the demand of private arbitration (as above) in their charter. The B.E.S.T. Workers were agitated since a long time over the settlement of issue of regradation and reclassification through private arbitration than through Industrial Court. We respected the sentiments of workers and compelled Workers' Union to accept private arbitration in 1960.

At the time of settlement of demands we also advised Workers' Union to press for further interim relief of about Rs. 5/- to Rs. 10/- till the question of regradation and reclassification gets settled. But we regret our advice in the interest of workers was not heeded to by Workers' Union.

Since the arbitration proceedings were getting delayed subsequent to the appointment of a private arbitration of Shri H.R. Gokhale, we had been demanding from time to time that the award should be declared quickly in the interest of workers. But unfortunately the Workers' Union misled workers all the while saying that we were creating difficulties in the arbitration proceedings. Consequently upon the Registrar's decision the management and the Employees' Union have come forward to further delay the award. If the situation created by the Registrar's denial of representative status to the Workers' Union is leading to further mischief and deterioration, because the arbitration proceedings are being delayed, and thus the long awaited award on the regradation and reclassification is now likely to be further delayed. The situation is likely to be exploited by the B.E.S.T. and Government, diehards to create further delays. We warn the authorities that such tactics are bound to create great resentment among the B.E.S.T. employees, and appeal to the B.E.S.T. management not to exploit the situation by delaying tactics in the name of technicalities. We demand that all legal steps be taken without any delay and that the award of the Arbitrator be announced within two months under any circumstances.

GENERAL MANAGER THREATENS TRADE UNION OFFICIAL TO BEAT

GUN SHOWN TO WORKERS

GAMES BEECHEY WORKERS ON STRIKE

Shri Vithal Chaudhari, General Secretary, Metal & Engineering Workers' Federation, Bombay State, has issued a following statement for the Press;

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" It should be a matter of shock and grave concern to every citizen that here in Bombay a person styling as General Manager of a Company should threaten a Trade Union Official, because he has served a strike notice on the Company.

On 5th May 1961, when our Secretary, Shri V.B.Tamhane went to the General Manager, Mr. Tharumal Dadlani of James Beechey & Co. at Bhandup to negotiate once more as a last effort, the later could allow himself to loose temper and picked up a paper weight from the table to hit at the Secretary.

Not being content with this, which was also accompanied with abusive language, Company's intemperate man had showed his gun also to the workmen threatening that they want to be spared if they went on strike.

It is learnt that Mr. Tharumal is some retired Police Officer from a mofussil district and has been recently engaged by the Company in view of its 200 employees having joined a Union and asked for some rise in emolument to improve working conditions.

The Company manufactures diesel engines and the State Government is one of the biggest customers for them

I am sure that the ugly and extremely provocative performance of the employer will be condemned by every citizen and especially a trade unionist in unequivocal terms; they will

.....2.

also demand a sack of such irresponsible person from that important post. Workers who had to directly face this provocation have at once retaliated by stopping all work. Strangely enough, Govt.'s both Police and Labour Department prefer to be discretely neutral and magnanimous.

It is very interesting to remember in this context that while in Estrela Batteries a worker who is said to have threatened a Company's Labour Officer with his sleeves up can be summarily dismissed, Mr. Tharumal the General Manager, who threatens the workers with a gun can still remain in his post.

That is how equal and democratic rights are enjoyed in independent India to-day.

Whatever be the claim of the Government about rights and privileges bestowed upon working class, its gets its real enlightenment on the basis of experience of the above kind only.

I urge upon the Government to immediately intervene and call upon the Company to get rid of Mr. Tharumal, its General Manager and start conciliation without delay.

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*Chandran*

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NATIONAL FEDERATION OF METAL & ENGINEERING  
WORKERS OF INDIA.

R E P O R T  
to the Working Committee:

New Delhi  
September 2/3, 1961.

Dear Comrades,

We are meeting today after about seven months since our last meeting at Coimbatore. During this period there have been a lot of developments and changes - changes for the better undoubtedly. We are also very happy to welcome among us here Com. G. Adducci, General Secretary of the Metal & Engineering TUI.

We are meeting at a very appropriate time. The world in 1961 has something that there was never before. It is this year that saw mankind for the first time in history conquer the space in its real sense. Com. Gagarin's trip around the earth, followed shortly by Com. Titov with a bigger and better performance heralded the beginning of a new era - an era opening with the way to cosmos. Coupled with this came the great 20 year programme of the Soviet Government that has enchanted the whole world - a world which is agog with the vision of happiness, prosperity and peace. Besides this, in this year the 5th World Trade Union Congress is going to be held in Moscow which is going to be the greatest meet of the International working class.

The engineering and metal workers throughout the world are proud today - proud because they are building the happy world of tomorrow, constructing step by step the great victory of mankind over nature, over misery, over hunger and above all, over the madness that threaten to obliterate the glory and triumph of human labour and peace.

Despite the attempts of peace-loving people throughout the world to ensure ever lasting peace, the forces of reaction are still active. They tried to threaten the freedom of Cuba and other countries but were beaten back. They attacked ~~Algeria~~. Today they are threatening to unleash war over the question of West Berlin and that of signing of a peace treaty between GDR & USSR. In Angola and other places, ruthless repression and imperialist atrocities continue.

These forces of reaction are still trying to recoup the ground that has been lost from their hold. They still try today to impose colonialism and exploitation in new forms. They try to find bigger and cheaper market for their trade and enshrine themselves as the protector of interests of common people to strengthen their own base and grip on the economy of the countries concerned, in the name of rendering economic aid.

These forces of reaction today are led by the United States of America and assisted by Great Britain, France, Belgium and other countries.

But the forces of peace on the other side are becoming stronger day by day. Led by the USSR and closely followed by the newly liberated countries in Asia and Africa, the camp of peace has acquired enough power to at least hold the war-mongers at bay for the time being and to mark time for the finale of its complete defeat.

The conflict inside the capitalist camp is increasing day by day and on the other, every day brings in new triumph in the camp of peace. The economic crisis that is gradually overpowering the capitalist countries has shaken their hold in the world arena. America is frantically trying to consolidate its hold, West European countries do not find requisite conform in their common market and simultaneously the socialist countries are increasing their trade by leaps and bounds.

Great Britain also is now being forced to join the ECM for many reasons. This may result in a temporary lull in the trade position of India and other countries in the Commonwealth. But at the same time, Great Britain may claim some concessions which might ruin the trade of France. This will only add to the already existing conflict and contradiction between the ECM countries. Incidentally, this will also provide scope for further investment of American Capital.

In the ECM countries, private American investments amounted to 2,194 million dollars in 1959, of which 795 million went to Western Germany - an increase by 270% in comparison with 1952. In 1960, American investments in the ECM countries has increased by 269,2 million dollars and in 1961 by 355,5 million dollars. The number of new American factories in Europe since the formation of ECM has risen to 327 of which 156 were metal and engineering plants.

It was pointed out by Com. Jean Bretteau, General Secretary of the Metal Workers of France (CGT) in the last Administrative Committee meeting of our TUI that "... the stagnation of the United States economy is beginning to make itself felt in Europe. European exports to the United States are decreasing, while the United States is making growing efforts to revive her own exports, including the export of capital, that is to say investments abroad.

"..... the stagnation of United States' economy and the search for a way out for capital investments abroad, together with some other factors, doubtlessly create favourable conditions for the greater penetration of American capital into Western Europe. It appears that the Common Market, far from being a third world power, on the contrary, facilitates the domination of economy by American monopolies, which are all the more aggressive, the more their spheres of influence in the world continue to decrease, including those on the American continent."

And now Great Britain's entry into the Common Market has further aggravated the problem. Besides yielding ground to American capital investment, her entry into the ECM will result in sharpening of the internal crises and conflicts between the ECM countries themselves. Secondly, Indian goods which were so long untaxed in Great Britain, will now be subject to taxation. This may now compell Indian national bourgeoisie to search for newer markets beyond the perimeter of traditional trade relations.

INTERNATIONAL SITUATION OF METAL & ENGINEERING WORKERS:

The international situation of the metal and engineering workers continue to be as before. The economic situation vary a good deal in different countries. It is marked by great confusion and anarchy in capitalist production. In certain branches of these industries signs of a crisis appear together with a considerable amount of unemployment.

Com. G. Adducci, in his report to the Administrative Committee held in Prague in December last summerised this situation in the following words:

" In general we can say that the metal and engineering industries in the capitalist countries are able to take on fewer and fewer new workers and this does not help to improve the employment situation. This is true even in those branches where production is rising steeply, but at the first sign of recession in a factory or a branch of industry thousands of workers are dismissed and practically never employed when there is an economic recovery since automation and new production techniques replace them. "

The main resolution adopted by the Administrative Committee, inter alia, outlined that: " the living conditions of metal and engineering workers in the capitalist countries are becoming worse and worse because the employers are insisting on higher production in a shorter period of time, because in the majority of factories working hours are still long and because, as a rule, the purchasing power of their wages has been reduced by the continuous and often substantial rise in prices. "

The resolution also noted the tremendous growth in the socialist countries and their progress in all fields. It stated also that " their example creates and promotes conditions for the struggle of the workers in the capitalist countries for peace, national independence, freedom and economic and social claims."

INDIA.

In India today we are at the cross roads. Whether we shall have happy and prosperous days in the future will be decided by the years to come. We are in the lap of a growing economy which is completely dependent on a proper perspective planning.

We have just finished the Second Five Year Plan and the Third Plan has been announced. During the two plans, the metal and engineering workers have contributed their share in the economic development to the best of their ability. But this third plan does not promise any better days for them. The gains of economic development so far have been usurped by the capitalists and there is no departure from that in the Third Five Year Plan.

If we take into consideration the change over from 1947 to 1958 in terms of productivity, real earnings and labour costs, we find the following picture:

Ex-factory value of products and by-products manufactured and work done for consumers have gone up from Rs.744 crores in 1947 to 1612 crores in 1958 while the wholesale price index of manufactured articles has moved up from 276.6 to 388 during this period. The index of output at constant prices with 1953 as 100 has moved up from 88.0 to 136.0

The number of workers employed in the industries (only those workers covered by the Factories Act) during this period registered a very minor increase. From 14.8 lakhs in 1947, it has gone up to 15.01 lakhs in 1958: the index of employment whereby has gone up from 101.6 in 1947 to 102.5 in 1958. This meant a terrific increase in productivity. The index of productivity has gone up from 86.6 in 1947 to 132.7 in 1958 which means 53% increase over 1947.

The annual earnings per worker has increased from Rs. 762.0 in 1947 to Rs.1296 in 1958 but this represents actually a fall in the earnings of workers as a percentage of total output i.e., ex-factory value, it has actually gone down from 15.2% in 1947 to 12.1% in 1958.

The contribution of organised industrial labour in the national income has increased. The national income has gone up from Rs.8600.5 crores in 1948-59 to Rs.11700.6 (prov) in 1959-60, at constant prices. To this the factory establishments have contributed 500.5 crores in 1948-49 and Rs.900.1 crores in 1959-60. If we take the total of mining, manufacturing and small enterprises, this contribution comes to Rs.1400.8 crores in 1948-49 and Rs.1800.7 crores in 1959-60.

During this period, the index of gross output per worker has shown a consistent rise since 1953, while that of real earnings has steadily declined during 1956, 1957, and 1958 from what they were in 1955. Although figures are yet not available, they are expected go down further in 1959. The cost of living index went up from 100 in 1949 to 105 in 1951, and shot upto 124 in 1960.

The inevitable conclusion is that while we produce more, contribute more to the prosperity of the nation, add more value by labour to products, our share in the prosperity has not registered any increase. On the other hand, it has gone down steadily. Whatever gains worker achieved through struggles during this period were offset by rising prices.

On the other hand, the profits and prosperity of industries have increased. The index of industrial production in the group of basic metal industries went up from 100 in 1950 to 215.6 in 1960 and that of general and electrical engineering to 349.2.

The index of profits in iron and steel industry went up from 100 in 1950 to 242.7 in 1958 and that of engineering from 100 to 353.9. During 1959 and 1960, when many of the expansion projects have materialised, profits must have gone up considerably through the figures are not yet available.

It is worth noting here that according to Census of Indian Manufacturers, in 1956, eight iron and steel factories controlled 82.0% share in the total value of gross output while 30 factories of general and electrical engineering controlled 29.6% share in the total value of gross output.

It is to be noted that emphasis in the industrial sector in the Third Plan has not declined. This is a good indication, for the industrialisation is the index of the development of any country's economic life. This is despite the fact that the Plan in fact brings more fortune for the capitalists alone. The financial provisions in the Third Plan show that while the share of organised industry and minerals was Rs.900 crores out of the total outlay of Rs.4600 crores in the Second Plan, it is Rs.1450 crores out of a total outlay of Rs.7500 crores in the Third Plan. Although the percentage distribution remains the same, i.e., 20%, its net value is higher than the Second Plan inasmuch as the industrial sector is concerned in the Third Plan.

The production of steel ingots is expected to be 9.2 million tons in 1965-66 as compared to 3.5 million tons in 1960-61. The percentage increase in 1965-66 over 1960-61 production will be 163 per cent. The value of production of graded machine tools will go up from Rs.5.5 crores in 1960-61 to Rs.30.0 crores in 1965-66 i.e., an increase of 445% over 1960-61.

A perusal of the targets set for the Third Plan will show that there will be an allround development in almost all fields of industry and that of specially iron and Steel and engineering.

The overall targets proposed under iron and steel industry are 10.2 million tons of steel ingots and 1.5 million tons of pig iron for sale. The share of private sector plants in this target is 3.2 million tons of ingots. The new developments included in the Plan comprise of expansion of the Bhilai, Durgapur and Rourkela steel plants as well as that of Mysore Iron & Steel Works. Besides this, there will another new steel plant of two million tons steel ingot capacity at Bokaro. All these are in the Public sector.

Besides this, there will be established a special steel plant at Durgapur under the Public sector to produce 48,000 tons of special alloy steel and a pig iron plant based on the use of coke from Neiveli lignite. The location of this plant is yet to be decided. Along with this, there will be expansion of copper and zinc production also.

In the engineering sector, the Plan envisages expansion of capacity in production of castings and forgings, industrial machinery, machine tools and transport equipment. It must be noted here that the important projects concerning

basic industries have been made easier through the unstinted support and aid from the socialist countries, particularly U.S.S.R.

Thus the Third Plan envisaged quite intense economic activity in the field of metal and engineering industries and it is upto the organised working class to secure maximum benefit out of these developments.

One interesting aspect in this development besides the aids and loans on Government basis, is the participation of foreign private capital with the private capital in our country. These participations are sometimes on capital partnership or sometimes on technical collaborations. Among these foreign private capitals are representatives of imperialist blocks e.g., Imperial Chemical Industries, British Oxygen, Braithwaite & Co., Guest, Keen & Williams, Bridge & Roof Ltd., Bird & Co., Stworts & Lloyds, Johnson & Co., J.M. Voith, Stork Werkspoor, A.F. Crag, Buckau Wolf, Dorr-Oliver, M/s.Vickers, Buell Engineering, Babcock Wilcox, Cornell Schmidt, Orr & Sombower, Nuffields, Atic industries and many such other foreign capitals.

There has been of late a steep increase in foreign private investment in our country. The figures showing collaborations with foreign capital in new floatations will prove this. The total number of such floatations was 45 in 1958-59 as against 33 and 21 in 1956-57 and 1957-58 respectively. The total authorised capital was Rs.38.85 crores in 1958-59 as against Rs.7.81 crores and Rs.10.09 crores in the two preceding years. In 1958-59, eight companies were allowed to be floated with 100 per cent foreign capital, 15 companies with foreign participation of 55-99 per cent, and 16 companies with foreign participation of 30-49 per cent of the authorised capital.

Besides these are the foreign loans and capital participation by private foreign monopolies in the State sector. While discussing the economic development of the country, this aspect of the matter should not be lost sight of.

#### WORKERS' STRUGGLES IN INTERNATIONAL SPHERE:

During this period there have been a number of very important struggles in all parts of the world against capitalists, by the workers for betterment of their living and working conditions.

In April, there were demonstrations and strikes in North Ireland against dismissals and claim of employment. There were strikes of Ship repair workers on Merseyside on bonus increase. There was a tool down strike in Australian steel plants on the question of safeguarding trade union rights. There was a strike of the Pacific Steel Plant workers in Chile. More than half a million Japanese metal workers launched a struggle for betterment of their living and working conditions. The Danish Metal workers struck work on minimum wage claim. There was a 24 hour strike of 120,000 Italian machine tool workers. The Italian Automobile, Iron & Steel, electro-engineering and other industries' workers obtained a number of concessions varying from wage claim to reduction

in hours of work through a number of struggles. The French metal workers went on strike against the ultras, for peace in Algeria. They also obtained some gains in wages as a result of a number of struggles. Due to obvious reasons, I am not detailing these struggles.

#### NATIONAL STRUGGLES:

Indian metal and engineering workers also had a number of struggles. They have been able to wrest from the unwilling hands of employers, a number of important concessions.

The most important gain in this respect during the current period was the announcement obtained by the workers from the Government in respect of setting up of a Wage Board for Iron & Steel industry including iron ore mines linked with steel plants.

It may be recalled that our Federation and the AITUC had launched a powerful campaign for obtaining Wage Boards for Iron & Steel and Engineering industries.

The workers rallied behind this slogan and our representatives in the Lok Sabha fought for realisation of this demand. Finally part of the demand was conceded by Government by announcing the setting up of a Wage Board for the Iron & Steel industry, while the other i.e., the Wage Board for Engineering workers is yet to be achieved.

The Iron & Steel Wage Board is still to begin its work and the representatives of workers and employers to serve on this Board have not yet been selected.

Our Federation has written to Shri Nanda, the Labour & Employment Minister that it did not accept the argument put forward by him in not accepting immediately the demand of setting up of a Wage Board for Engineering industry. We are proposing to see him in a delegation shortly with about 35,000 signatures of engineering workers to reiterate our demand.

In West Bengal, the campaign for Wage Board is gathering good momentum coupled with the demand of setting up of an Omnibus Tribunal to adjudicate wages question in all its aspects for those engineering units which employ less than 250 workers.

In order to properly regulate and coordinate the work of our affiliates in the Steel Plants, we have formed a Coordination Committee of all our Steel Plant unions with Com. S.K. Ganguly as its Secretary having his headquarters in Jamshedpur. This Coordination Committee was formed in Calcutta in the presidentship of Com. Dange and till date they have held two meetings. They are to meet here in Delhi in a day or two. Com. S.K. Ganguly will present his report before you in regard to the work done by the Coordination Committee. Nonetheless, I must inform you that the work of the Committee is going on well and we are currently collecting all related data concerning the iron and steel industry.

Lately there were struggles in various Engineering units in West Bengal, Bombay and many other places. These struggles centered in demands concerning bonus, wages, allowance, incentive payments and such other issues.

Notable among these were the struggles of the workers of Indian Malleable Casting, Calcutta, against lay off: Bengal Enamel, Texmaco; Indian Aluminium Corporation, Mirzapur-against retrenchment, strike in Bhopal Heavy Electricals on question of absorption of passed out trainees, against retrenchment in Bhilai; India Electric Works, Calcutta, on demand of taking over of its management by Government, Estrela Batteries, Bombay against victimisation, Greaves Cotton Company, Bombay against dismissal, etc. There were also struggles and important gains in HMT, Hindustan Aircrafts, Praga Tools etc.

I regret, it is not possible to give a list of all the struggles that have taken place during the current period in this short report and I hope that the comrades will excuse me for that.

#### OTHER ACTIONS.

But I must add here that besides these economic struggles, the metal & engineering workers have successively played their part together with other sections of Indian working people in various forms of action. They have held protest demonstrations, processions, token stoppage and signature campaigns on issues like protest against the murder of Lumumba, Peace in Algeria, Solidarity with South African people, against American aggression in Cuba and French attack on Bizerta and such other important events.

New struggles of metal and engineering workers are in the offing.

New programmes of action by the engineering workers are being laid down.

These are briefly outlined as follows:

The most important struggle that is going to take place soon is on the question of Bonus. Profits have mounted, prices have increased and still the employers refuse to concede the most justified demands. For example, the Hind Motors in Calcutta although have earned a profit of two and a half crores of rupees, they have refused to pay bonus to the workmen.

Throughout West Bengal and in other parts of the country workers are preparing for their struggles for better wages, bonus and improvement of working and living conditions.

The West Bengal Branch of our Federation has taken quite a militant steps in this regard. There were demonstrations, meetings and other forms of action and the coming months will witness a united struggle of the engineering workers.

The Executive Committee of the West Bengal branch of our Federation met last month and discussed the problems concerning the organisation. They have formed five sub-committees to hold conferences of engineering workers

in five major groups. These are Foundry, Structural, Electrical and General engineering, Ship Building and ship repairing, and Automobile and cycles etc. It is understood that by the end of September, these five groups will hold conferences of their respective groups, prepare reports etc., and on the basis on these group conferences, the State Conference will be convened very shortly. They have also planned to hold the biggest demonstration of engineering workers by the end of September demanding Wage Board and Omnibus Tribunal for workers engaged in small units employing less than 250 workers.

#### ORGANISATION.

Our Federation continues to be the major force in the Metal & Engineering industry. But at the same time it is to be noted that in the newly developing units, we have not been able to make much headway. But whatever we have been able to achieve has completely unnerved the INTUC.

A reflection of this fear was seen recently in the XIX Congress of the International Metalworkers Federation-ICFTU, which was held in Rome from May 9 to 13. The Tata Workers Union (President-M. John, who is also the President of the INTUC) is affiliated to this body. The report presented by the IMF, inter alia, contained references to India. It stated:

" The communist organisations have caused great difficulties to the free organisations, in particular at Jamshedpur. In May 1958 a strike organised by the Communists has succeeded to surpass the Tata Workers Union (M. John). That this was possible in a region where the trade union affiliated to the INTUC is predominating and has established good working conditions proves the intensity of the struggle waged by the communist organisation acting in this region.

" This organisation is in fact less numerous in membership but constitutes a latent danger in spite of the reinforcement of the INTUC trade union organisation. "

" In other foundries of Jamshedpur, the situation is now analogous. In the TELCO works (TATA), the Communist organisation is stronger than in the steel plants.

" In Burnpur the conditions are similar. The trade union of the foundry workers affiliated to the INTUC has a bigger membership ( HMS has not got its own organisation ) but the communist trade union and in the first place political organisations are attacking all the time, a fact that must be taken into consideration. "

Speaking about the situation in Bhilai, the report states:

" The INTUC trade union created by Micheal John is enfeebled by internal struggle. The communists make an effort to infiltrate (the tactic to use important communists in the organisation work of the trade unions, in particular in the iron and steel sector is widely spread.) "

The report goes on further to say and call for " intervention by government " to " get hold of the situation " and for the development of a free trade union activity !

Whatever they-ICFTU- may say about us, it is to be noted that we could not utilise the chances fully to our benefit. For example, the Bihar Comrades promised that they would do something in regard to organisation in Hatia (Ranchi) where the Heavy Machine Building and Foundry Forge Plants are being established but till date we have not been able to do much in that respect. Now one union has been formed there, though not yet registered, and it is controlled by the INTUC.

Our main weakness lay in the paucity of coordination between our units and the state branches.

It is not a rare occasion when we just fail to get any report of activity directly from our affiliates. To know about this, we have to depend on other sources.

We have also noted with pains that our affiliates are not very particular about paying their dues to the Federation and it is surprising that the big unions are almost always among the defaulters.

Most of our affiliates have increased their membership but as we have not yet received membership statements from the respective State branches, we have not been able to compile our statement.

In the last session of the working committee at Coimbatore, we had decided the following:-

+ Preparation of the Report and its publication by March 1961.

+ Printing and circulation of the Constitution and affiliation forms of the Federation.

\* Submission of Memorandum demanding Wage Board to the Minister of Labour & Employment backed by mass signatures of workers.

+ Invitation to foreign delegates and report on tour by General Secretary and other comrades in different countries.

- It is regretted that the report could not be printed as the persons who were supposed to write it out could not make it convenient to do so due to pressing engagements.

- The affiliation forms and Constitution of the Federation were printed and circulated to all affiliates.

- The affiliation dues are not yet cleared.

- About 35,000 signatures have been collected and we propose to see the Labour Minister shortly in a deputation to discuss the matter of setting up of a Wage Board for Engineering industry. We also propose to hold a demonstration on that day and our State units in Punjab and Delhi have assured us of organising this demonstration. We also propose to observe this day, the exact date of which will be decided, later on, throughout the country.

- The report on tour was dropped as the matter was already much delayed. The plan of inviting the foreign delegates has not yet been finalised due to illness of both Com. Dange and myself.

In view of the forgoing, I propose to put forward the following as our tasks for the near future:

- 1 Preparation of proper statement of claim for iron & steel workers for submission before the Wage Board;
- 2 To campaign for interim relief, immediate announcement of terms of reference and personnel of the Board;
- 3 To campaign among the workers for realisation of the demand concerning Wage Board for Engineering industry;
- 4 To intensify the struggle for bonus pending the formation and submission of report by the proposed Bonus Commission;
- 5 To campaign for raising minimum wages in small scale industries which were fixed long ago;
- 6 To campaign among the workers our criticism of the Third Plan - support the plan for the country, Oppose the benefit to the capitalists accruing from the Plan; and
- 7 Recognition of trade unions:

New Delhi,  
September 1, 1961.

Md. Elias, M.P.  
GENERAL - SECRETARY.

- Abolition of Contract system

PRESS COMMUNIQUE

The delegates of the unions of the Indian Aluminium Company employees in Alupuram, Belur, Hirakud and Muri met in a conference at Alwaye on 24th to 26th under the chairmanship of Sri D.C.Mohanty (Hirakud) to discuss the problems of the employees in all the factories, mines and offices of the I.A.Co.Ltd., and to form an All India Federation.

The Conference reviewed the work of the unions after the last Hirakud meeting in February and came to the conclusion that the condition of the workers have not registered any improvement in any sphere. On the other hand the Company has improved its position enormously. It has increased its production in all branches and it has even increased its profit to a very great extent. It is worth noting that they have earned last year the highest profit of 1.2 crores rupees, in the whole life of 23 years. During the short period of their life the Company has received a total net profit of 4.5 crores rupees though their total subscribed capital was Rs.4 crores. Every preferential share of rupees 100 and every ordinary share of rupees 10 have been paid rupees 30.44 nP. and rupees 7.25 nP. respectively. In spite of such prosperity which could have enabled the Company to easily pay its employees fair wages, it is still paying a wage which falls far short of the minimum wages as recommended by the 15th Indian Labour Conference.

Besides the meagre wages the company follows a policy of tightening up the work and thereby extracting much more than the workers could endure. For every small concession the employees have been forced to carry on strenuous struggles in the past. The labour relations of the Management has not yet been satisfactory. Therefore the conference urged upon the Management to change the policy and to treat labour in a more rational manner.

The conference passed a resolution forming a Federation of the Unions of the employees of the Indian Aluminium Company all over India and approved its constitution. It urged upon the Management to immediately recognise the Federation.

The Conference passed a charter of demands, a copy of which is attached to the statement.

The conference elected the following office Bearers of the Federation for the coming two years: President Sri D. C. Mohanty (Hirakud), Vice-President Sri C. N. Rakhit (Belur), and Sri S. Sahu (Muri), General Secretary Sri M. N. K. Nair (Alupuram) and Secretary Sri A. K. Sinha (Belur) and Central Executive Committee consisting of 12 members.

The conference greeted the Soviet and American Scientists and people for the launching of man into the cosmos.

The conference protested against the the proposed bill of the Government of India to curb the trade union rights of the Government employees and urged the Government not to pass such a bill.

The conference further protested against the unjust discharge of Sri Ram Chandran Nair by the Management of Hindustan Insecticides Alwaye, a Govt. of India undertaking who have thereby flagrantly violated all cannons of Industrial law and the Code of Discipline. The conference demanded his reinstatement immediately.

The conference called upon the employees of the Indian Aluminium Company to unite under the flag of the Federation.

A L W A Y E |  
25/6/61 |

Sd. M. N. K. Nair  
General Secretary, Indian  
Aluminium Company Employees'  
Federation.

*For favour of Publication in T U R*

THE MEETING DISCUSSED THE DIFFERENT ASPECTS OF THE LIFE OF EMPLOYEES AND DRAFTED THE FOLLOWING MEMORANDUM OF DEMANDS.

----- : X : -----

- I. (a) Though the Company has entered into long-term agreements with three unions the minimum wages falls far short of the minimum wages worked out by the 15th Indian Labour Conference. Therefore the minimum wages (basic and D.A.) should be increased to Rs. 125.00 p.p.
- (b) The grades and scales of the different categories and trades of workmen and staff should be suitably fixed taking the above minimum wages as the lowest base for unskilled workmen.
- II. Similar jobs in all factories and offices be paid similar basic wages.
- III. (a) The existing D.A. has to be revised according to the local situation and it should be made adequate and linked to the cost of living index numbers. With the rise of cost of living index numbers it should automatically be neutralised by an adequate rise. It shall fall in the same manner but shall never fall beyond the existing amount.
- (b) The payment of D.A. in all the factories, mines and offices of the Company be made on the same principles.
- IV. The age of superannuation be raised from 55 to 60.
- V. Gratuity should be paid at 1 month's gross earnings for every year of service.

In case of death there should be no bar to receive gratuity. Service for a fraction of year shall enable the dead workman to gratuity of one year. In all other cases the limit should be 10 years.

An employee discharged or dismissed on the ground of disablement either temporary or permanent shall be eligible for gratuity benefits.

Rules for payment of gratuity particularly in relation to age, definition of misconduct etc., be framed in consultation with the Federation and its constituent unions.

- VI. Quarters shall be provided to all employees desirous of having the same or pay house rent allowance.
- VII. (a) Privilege leave at the rate of 30 days per year shall be provided.
- (b) Festival leave with pay for 12 days and casual leave with pay for 15 days per year shall be provided.

(Please turnover)

(contd.....)

- VIII. (a) Production Bonus system shall be implemented in all establishments of the Company.
- (b) The calculation and fixation of production bonus shall be implemented in similar manner in all establishments of the Company.
- (c) In addition to the production bonus, profit sharing bonus system also must be introduced.
- IX. (a) The Company should immediately implement a training scheme for technical education in the industry and afford facilities of higher training to employees.
- (b) Facilities for attending classes and lectures run by the government for workers should be provided.
- X. The existing employees and their relatives shall be given priority in new appointment to the different factories and establishments of the Company.
- XI. Safety measures and dress for unclean jobs shall be provided in all factories.
- XII. Rest Rooms shall be provided to employees in all factories.
- XIII. Educational facilities for the children of the employees shall be provided by the Company.
- XIV. The Existing Standing Orders shall be revised and similar Standing Orders for all establishment shall be provided.

211  
FOR FAVOUR OF PUBLICATION

A. I. U. C.  
Received... 12/7/8-5-61  
Replied.....

" 200 workers of Jaymes Beechey & Co. Pvt. Ltd.  
at Bhandup, to go on strike ".

TUN  
MS  
11/1/61

" Demands relating to the Wage-Scales, Dearness Allowance, Gratuity etc. of the workers of M/s. Jaymes Beechey & Co. Pvt. Ltd. are pending before the management since December 1960. Though the General Engineering Employees Union is the genuine representative of the workers, the Company entered into an agreement which is harmful to the workers, with another bogus Union under Section 2(p) of the Industrial Disputes Act, 1947. Naturally the workers were left with no other alternative but to serve the Company with a strike notice, which the Union did for them on 24th April 1961. At this, one Shri Tharumal, who calls himself as a Manager of the Company started threatening the workers with a revolver, which he possesses, as he is a retired police officer. He also started threatening to the effect that since he has ample acquaintances in the Police Department he will get all the workers and their leaders arrested, if the strike take place. Secretary of the Union Shri Tamhane went to the factory to see if any settlement would be brought about. However, the said Manager abused and threatened even Shri Tamhane that he would knock him down.

" As a result of the total position in the Company the workmen have finally decided to launch a strike on and from Wednesday the 10th May 1961, to achieve their demands. The workmen are quite peaceful despite this provocation on the part of the management.

To

The Editor,  
Trade Union Record,  
~~XXXXXXXXXX~~ NEW DELHI.

Dear Sir,

We request you to publish the above statement in your esteemed news paper and oblige.

Yours faithfully,

M. V. Gopalani

Bombay: 6th May, 1961.

(ORGANISING SECRETARY)  
GENERAL ENGINEERING EMPLOYEES' UNION  
- 25, Dalvi Building Farel, Bombay 12.

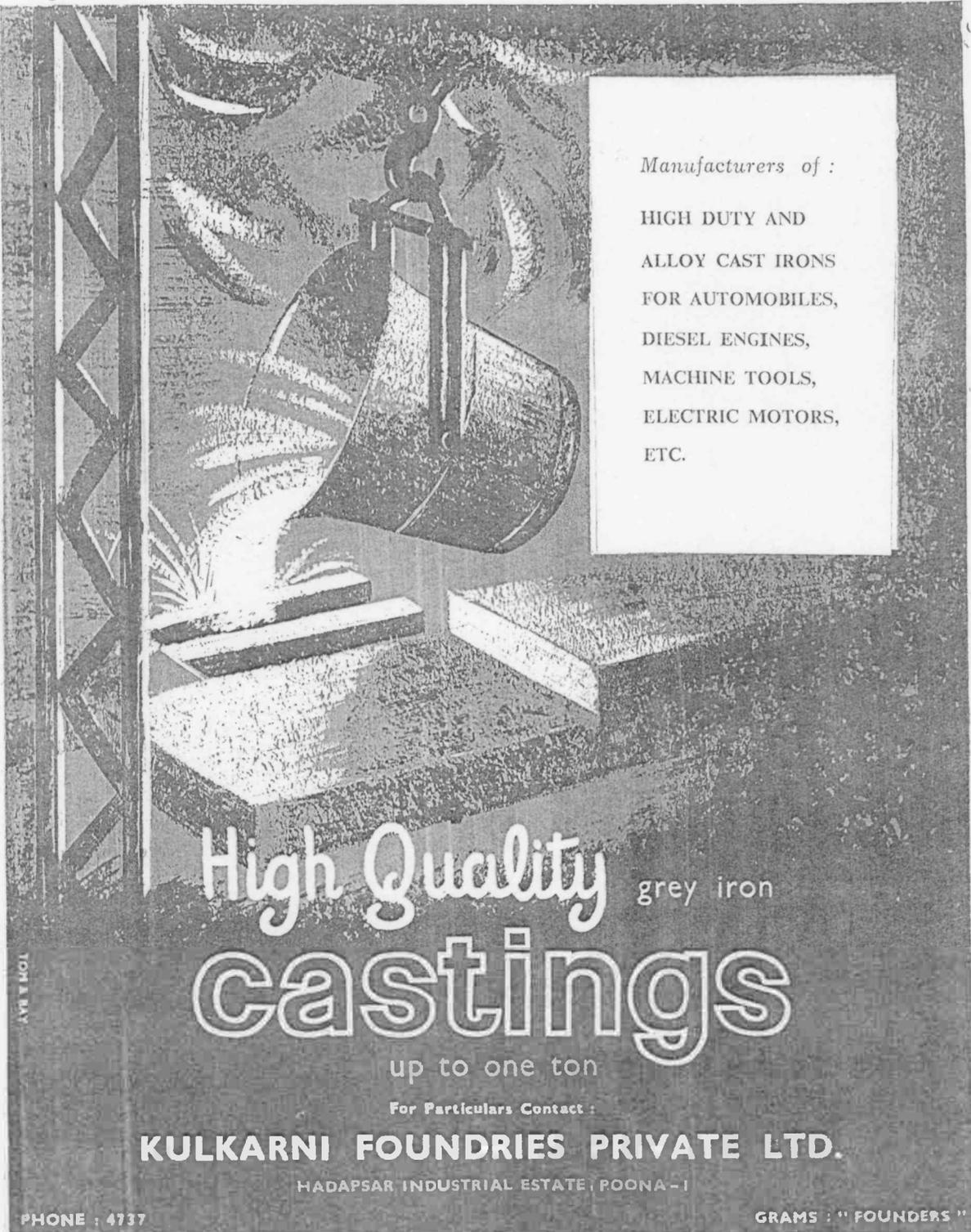
FOREIGN 266  
COLLABORATION

By T. R. SATHE,  
M. Sc., A. I. Sc.

*Full page*

*Learn*





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After independence, Indian leaders began giving serious consideration to the task of industrialising the country. During the first plan period greater attention was paid to agriculture and irrigation and it is only during the second plan that real emphasis was placed on rapid industrialisation. During the early days of independence, somehow or other, important foreign firms from abroad were sitting on the fence and did not show any active interest in starting industrial activity in India either on their own or jointly with Indian participants. This was also the case with those who had a very long connection as prominent suppliers to the Indian market during the British rule.

It was said that this hesitation on the part of foreign industrialists was due to our policy of evolving a socialistic pattern of society. It is not possible to find out whether this was true in all cases but foreigners did and do still point out to this aspect of our political ambitions and also complain about heavy taxation. Both these, however, do not seem to be the real reason for their keeping aloof from the industrial sector in India. They were just waiting and watching to see how our affairs developed after independence.

#### **After the First Plan**

This attitude of watch and wait continued till after the end of the first plan by which time the political conditions in India had stabilised according to world opinion and foreigners began to take an interest in developing industries in India. About this time the foreign exchange position in India became very difficult. Though everybody realised that rapid industrialisation was absolutely necessary, little could be done for want of foreign exchange both for capital equipment and raw materials. Getting technical know-how also was a difficult problem.

At this stage foreign industrialists began to take keen interest in India's industrial development and began to think of entering the Indian market by starting industrial activity in India. This was also mainly due to the policy of severe cut in imports, made necessary by acute shortage of foreign exchange.

During this period, the authorities concerned began to encourage joint ventures with foreign collaborators in the private sector on the condition that the foreign collaborators brought in capital equipment as part of their capital or on a long-term credit basis. There was actually no particular set of conditions laid down as a matter of general policy for a joint Indo-foreign venture, as a result of which the agreements and terms of collaboration laid down for the various schemes differed considerably in several respects.

#### **Foreign Dictation**

On the other hand the foreigners took very good advantage of our acute foreign exchange shortage and started dictating their own terms and most of them seem to have got what they wanted. Some of

the foreign participants wanted royalties as high as 50% of the total profits while others wanted to have full control. The Indian industrialists often did not bother about quantum of royalties, know-how fees, cost of the capital equipment or technical control. They were satisfied with having as big a capital participation as possible.

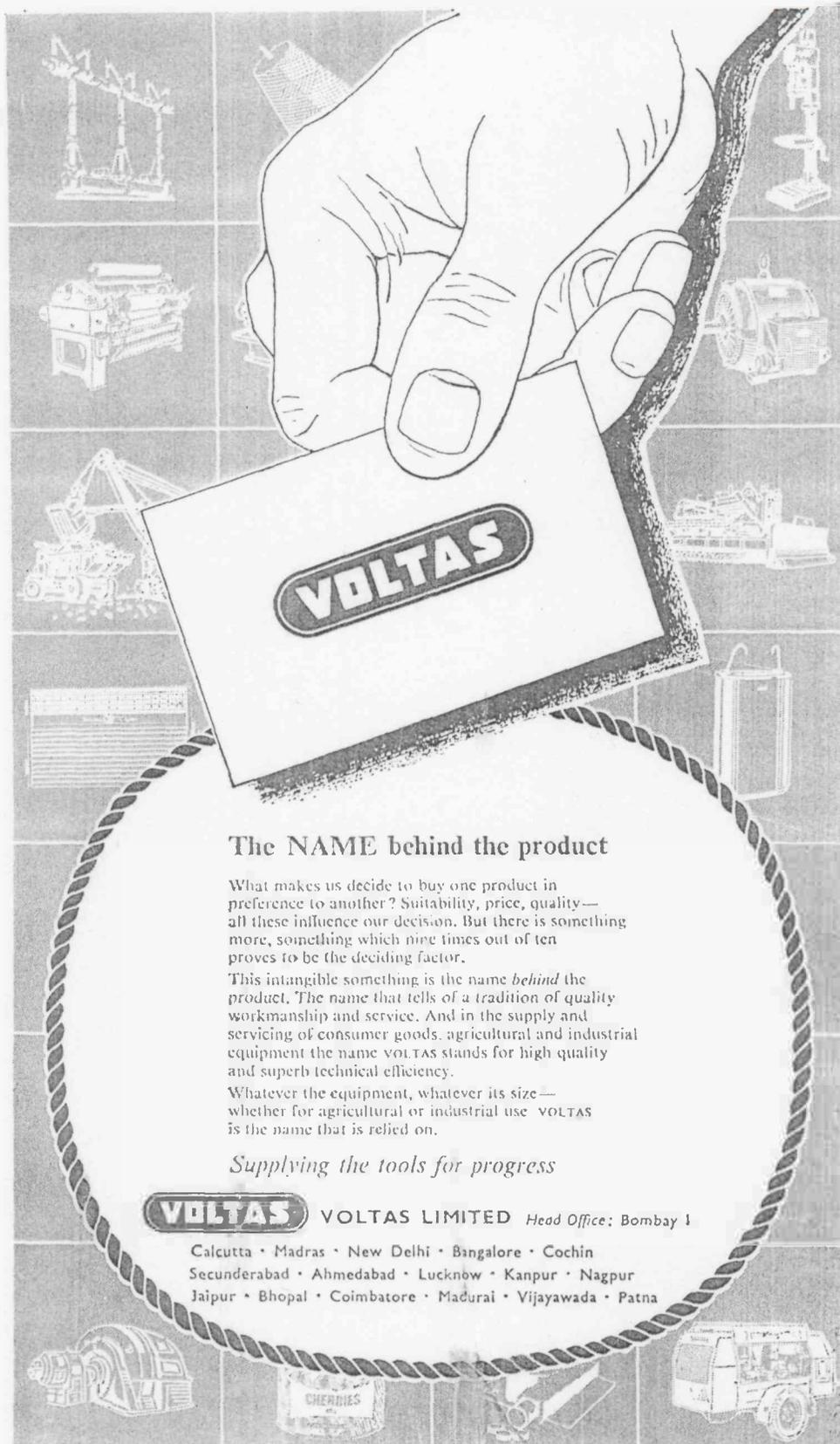
There is no doubt that for rapid industrialisation of a backward country like India some sort of copy work is necessary in the initial stages. The question, however, which remains to be considered is how much and in what form should we pay for the know-how and help that we may be getting. Another important question is that of real technical control and development of our industrial structure in real national interest. Today, industry is of great importance to a country not only because of the economic advantage it gives but also because the industry or industrial structure is of strategic importance to the country. The strength of a country is now usually determined by its industrial potential which includes the facilities and quality of its scientific and industrial research.

The industrial revolution in the West and the U. S. was mainly the result of their own initiative, technical research and faith of the people in exploiting the scientific and industrial development. Today, with the vast scientific literature available, India perhaps could have done this on her own, provided the requisite confidence and will were there amongst the leaders as well as the masses. Some countries have done it and others are doing it this way.

In the absence of this attitude and approach and thinking that rapid industrialisation would be easily possible if foreign collaboration was available without heavy cost and with little interference and inconvenience, the Union Government started several industrial projects in the public sector with foreign technical know-how. With the same object they allowed joint ventures of the private Indian sector with foreign collaborators. The acute foreign exchange position made India's position rather delicate and it may be seen that we have to pay much more than we should have for the technical know-how, the cost of capital equipment and also by way of royalties, profit or exclusive sales rights in India.

#### **No Uniformity in Terms**

The types of foreign collaboration in the joint ventures varied differently with each individual unit. In several important cases, the foreign collaborator has full financial control having more than 51% of the capital. A good portion of the capital is brought in by way of imported equipments, apart from fees for technical know-how and engineering design. Besides this, a few technicians and also some administrative officers are usually brought in. Several of these are given special fees and allowances, free of Indian income tax.



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In other cases, the foreign collaborating firm has actually much less capital but usually there is a sort of agency, technical and royalty agreement. These agreements usually give the foreign firm almost complete control over the joint ventures even when the Indian participants have a major share. In addition to taking away the profits on the capital brought in there are also royalties or technical fees or as in several cases exclusive sales rights to the foreign firms' nominees or associates in India.

There are a few cases where only technical know-how is purchased on lump sum payment or where the capital equipment is brought in as a turn-key job. In almost all these cases the Indian authorities have no yardstick to estimate or to compare the correct cost of the capital equipment provided by the foreign firm. It is known, however, that the cost of the equipment brought in this way is very much higher than it should be; in several cases more than 100%. The processes are usually old ones on which the collaborators have already made quite a bit of profit.

#### Some Cases of Over-enthusiasm

In spite of such good terms, cases are known where the foreign collaborators even do not have the requisite experience or the correct know-how. The Indian participants in their zeal and hurry to get some sort of foreign name in the proposed joint venture rush and bring in some foreign firm so that the shares of the venture are appreciated right at the beginning in the Indian markets. According to the figures published in the Journal 'Industry & Trade', January 1961, about 275 firms have been licensed from January to September, 1960 to start industrial activities with foreign collaboration. These include a great variety of industries, small and big, engineering, textiles, paper, chemicals, food-products, rubber, leather, etc.

It is very difficult to see as to what foreign capital would be coming in, when all these arrangements materialise. The cost of the capital equipment also will have to be taken into consideration. It is not known whether unrestricted exports of the products from the joint ventures would also be allowed by the foreign participating company.

In a controlled economy, good profits are assured to almost every industry. So a good deal of money will be going out as dividends. In addition to this several of the firms have sales control also through other associate organisations and profits from this source also are sent abroad. So a good deal of money goes out directly or indirectly compared to the small quantum of capital that comes in. It would be best to buy technical know-how as a turn-key job against lump sum payment. This would save the continuous future payments and the entire technical and financial control will remain in Indian hands.

We must, therefore, find foreign exchange for this or we have to allow foreign control and influence in this important sector of our national activity in addition to paying heavy costs out of proportion to the quantum of foreign investments.

#### Problem of Foreign Exchange

As far as the foreign exchange is concerned, during the second plan, out of a total outlay of Rs. 6,750 crores, foreign exchange requirement alone was about 30% i. e. Rs. 2,050 crores. In the third plan, it is estimated that out of a total target of Rs. 12,000 crores, about Rs. 3,200 crores or approximately 25% would be the foreign exchange requirement. Out of this Rs. 3,200 crores, about 600 crores would be given as assistance under PL 400.

Out of the amount of Rs. 2,600 crores, Rs. 1,900 crores would be spent on investments such as machinery, equipments, intermediate purchases, etc. and the balance of Rs. 500 crores for repayment of loans. It is also estimated that during the Second Plan period private foreign capital may have come into India to the extent of about Rs. 200 crores. In the Third Plan it is estimated to be about Rs. 300 crores.

Several economists consider that the estimate of foreign exchange requirements during the third plan is considerably lower than what it should be. During the second plan period it has been considerably more than the estimated amount.

This foreign exchange requirement of Rs. 1,900 crores is made up as follows:

#### Requirements of foreign exchange\*

	Investment	Foreign Exchange
	(Rs.)	(crores)
1. Industries and minerals including small industries	2935	1190
2. Power	975	270
3. Transport and communications	1650	300
4. Agriculture, community development and irrigation	2115	75
5. Social services (including construction)	1725	80
6. Inventories	800	
7. Total	10200	1915
		Say, 1900

It can thus be seen that a good portion of the foreign exchange requirement is for the public sector purchases, schemes for development of power, transport and communications, agriculture and social service. As far as the public sector, industrial and other products are concerned, it can be said that these are fully controlled by the Government. The

\* The Third Five Year Plan—A Draft Outline.

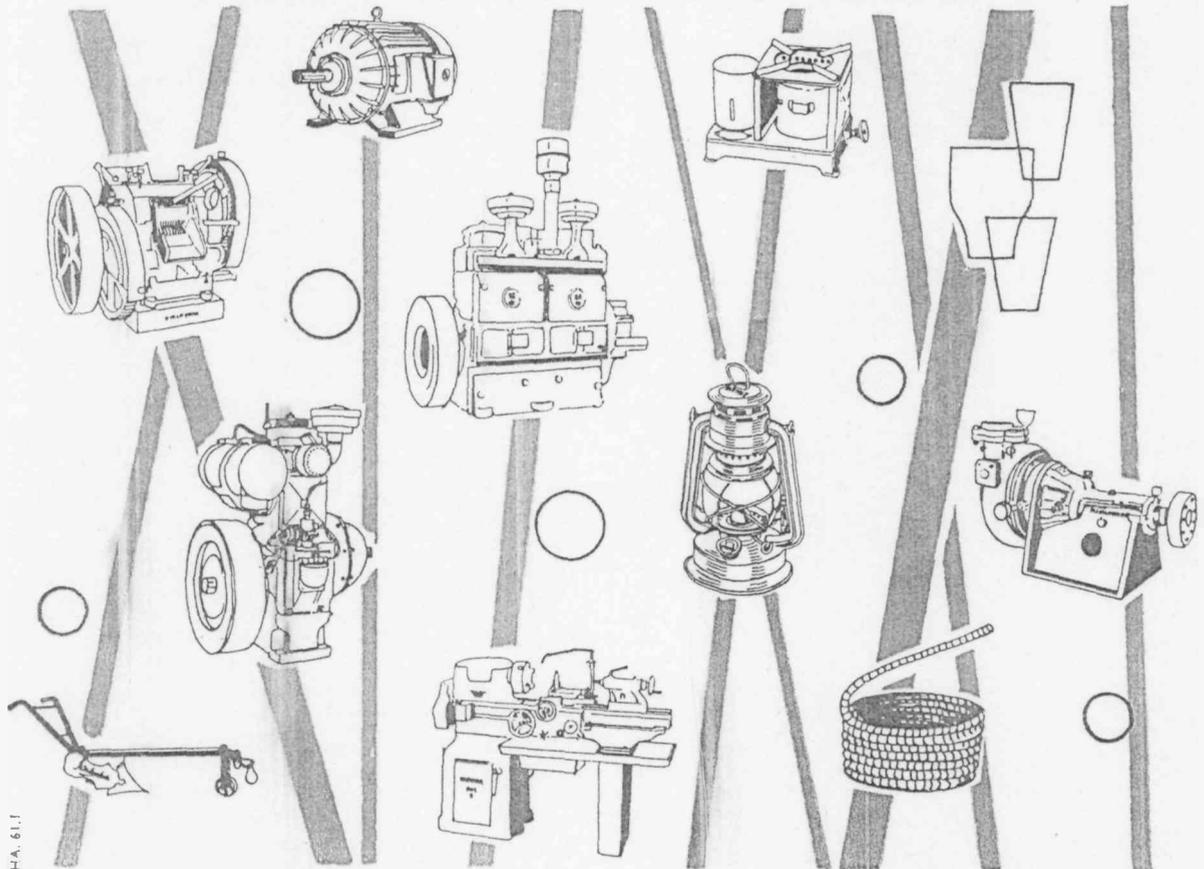
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foreign participation in such projects is usually by way of loan on Government levels for supply of the capital equipments required and technical know-how.

These industrial projects are usually for the production of basic requirements such as iron and steel or coke or products like antibiotics, D. D. T., fertilisers, heavy electrical or mechanical equipments, instruments, etc. Our foreign collaboration should, therefore, be restricted mainly to such products of primary importance preferably in the public sector.

When we are considering the figures of total foreign exchange requirements, it may be seen that comparatively the private foreign capital that has come in, in spite of such generous conditions on our part is much less. The bulk of foreign exchange is required for big public sector projects both industrial as well as for power, irrigation, transport, etc. In spite of the very generous terms offered by India and in spite of the technical control that the foreign participants have, the quantum of foreign exchange that has come in by way of such participation is not very encouraging.

#### **Private Foreign Capital**

It would, therefore, be better if some way is found to arrange for foreign exchange and buy foreign know-how once for all. This would avoid all future controls and dependence on the foreign participants and the respective industrial units would also be free to develop without any interference from foreigners in future.

Usually there are no research facilities in this type of venture and the Indian unit has to be entirely spoon-fed for any further technical developments by its foreign participants. All technical progress thus would be at the mercy of the foreign participants. These joint venturers will not easily accept the technical processes developed in India by laboratories and institutions like the C. S. I. R.

Indian industrialists usually go in for foreign collaboration wherever possible as it solves their problems not only of foreign exchange etc. but also of sales and other internal difficulties. Usually the joint venture gets advantage of the foreign participant's trade mark or established labels. As against this an industrial venture purely depending on Indian research has to struggle to establish its own name in the market and is often unable to make even a start for want of foreign exchange required for its capital equipment.

Under such conditions our research workers would be at a considerable disadvantage for several years to come if most of the important sectors of industry are run under foreign technical control. This aspect of foreign collaboration must be particularly looked into and in future it would be better if foreign collaboration is allowed in cases where it is absolutely essential and not just for the foreign exchange difficulty.

A list of licences issued so far shows that several of the licences are given for comparatively unimportant products which may be considered as processing industries. It is very difficult to understand the policy underlying such a state of affairs.

#### **Absence of Definite Policy**

As has been mentioned before there is no definite policy as far as licensing joint ventures are concerned. The rates of royalties and other facilities differ quite a good deal in several cases. In all agreements there should at least be full freedom for the Indian unit to export its products anywhere outside India without hindrance. There should also be an agreement providing for the Indian unit getting advantage automatically of any further technical developments or patents made or held by the foreign participants anywhere else in the world.

The training of Indian personnel is usually provided for in the agreements but careful attention has to be paid as to whether Indian personnel is trained and has assumed control during the specified period. The agreement should also automatically give all patent rights required for the successful running of the Indian ventures without any extra cost.

The Planning Commission realise that the third plan begins with a greater shortage of foreign exchange. They, therefore, recommend restraint in consumption. It would be more effective if this is realised by restrictions on imports and liberalisation or even compulsion of exports. A good part of domestic production must, therefore, be exported so that we can have more foreign exchange for our technical development.

#### **No Spoon-fed Development**

In the interest of such a development, the country can easily carry on without such things as plastic goods, costly cloth, dyes, cosmetics, etc. All imported raw materials or finished products like dyes, synthetic resins, etc. should only be used for manufacturing items for exports. This way we would be able to save quite a bit of foreign exchange for our technical development. It will also give encouragement for development of indigenous industries.

The Prime Minister recently said in one of his speeches : "Tremendous forces released by scientific and technological developments could not be left to private control. It was the Government's aim to move towards technologically mature society which ensured prosperity." Leaving aside the question of public or private controls, it may be noted that a technologically mature society is only possible where the development is only due to the country's own industrial and technological research and initiative. If its industry and technological development have to be spoon-fed by outsiders the development can never mature.

पण असे उत्तर दिले तर भांडवलदारांची बटीक होण्याचे श्रेय सरकारला कसे  
लाभेल ?

कामगार बंधूनी, एस्ट्रेलाच्या कामगारांचा हा लढा पटिला नाही. १९५४  
साली अशाच एका कारणासाठी कंपनीने कामगारांना ७५ दिवस संप करावयास  
भाग पाडले होते. त्यामधून ते ताबूनसुलाखून निघाले आहेत. एक्जुटीने तो संप  
त्यांनी व आपल्या सर्वांच्या मदतीने लढविला होता. आज पुनः तुम्ही मदत करावी  
यासाठी तुमच्याकडे येत आहोत. तुमच्या सर्वांच्या पाठिंब्यावर हाही लढा यशस्व  
होईल यांत शंका नाही. मुंबईच्या कामगारवर्गाच्या जागृतीवर आमचा अढळ  
विश्वास आहे !

**कामगार एक्जुटीचा विजय असो !**

**एस्ट्रेलाच्या कामगार संपाचा विजय असो !**

**ढाल वावटे की जय !**

**एम्. व्ही. गोपालन्**  
आगंनायर्सिंग सेक्रेटरी.

**विठ्ठल चौधरी**  
जनरल सेक्रेटरी

ता. १५-५-६१

दळवी बिल्डिंग, परळ, मुंबई १२.

त्यानंतर कामगारांनी कमिटी ज्या दिवशी जनरल मनेजरकडे या कामाची योजना आखण्यासाठी गेली तेव्हा त्यांच्यावर उभेपणाने खेकसून व काहीतरी सुस्पष्ट काढून त्यांना परत लावले, व अशा तऱ्हेने दुसऱ्यांदा करार मोडून टाकला व पुनः या प्रश्नावर कंपनीने तंग वातावरण निर्माण केले.

अशा वातावरणांत आणखी एका अत्यंत प्रक्षोभक घटनेची भर पडली !

★ एप्रिलच्या ७ तारखेला कंपनीने पोलिस अधिकाऱ्याला कारखान्यांत आणले व लेबर आफिसरने एका कामगाराला त्याच्या कामाच्या जागेवरून बोलावून या पोलिस अधिकाऱ्यासमोर उभे केले, आणि उत्पादनवाढ व कामावढल दक्षता यासाठी समज देवविली. इतर कामगारांना ही बातमी समजली. कोणत्या कामगाराला पोलिसावरवी उत्पादनाच्या प्रश्नावर देण्यांत आलेली दमदायी सहन होईल ?

★ मान्यता पावलेली एक जवानदार युनियन तेथे इतकी वर्षे असतांना कंपनी पोलिसांचा हस्तक्षेप करविण्यास धजावते आणि तेहि उत्पादनांच्या प्रश्नावर, जायत व स्वाभिमानी कामगारांना तीव्र चीड आली !

त्यांनी लेबर आफिसरला त्याच्या केवी नमधे भेटून त्याचा निषेध व्यक्त केला. नीट उत्तर देण्याऐवजी उलट, कामगार मारायला आले होते, असा बोभाटा केला, आणि तीन कामगारांना चाकडीत दिले.

चौकशी अनी मारपीट करायला कुणी आले नव्हते, हे सिद्ध झाले. खुद्द कंपनीच्या जमादारानेसुद्धा अशी खाही दिली. कामगारांचे दोन प्रतिनिधी, जे चौकशीच्या केली हजर होते, त्यांनाही चौकशीत हेंच दिसले. तरी एका कामगाराला, श्री. तुकाराम पडवळ याला, कंपनीने वडतफ केलेच ! या कामगाराची सर्विस १४ वर्षांहून जास्त आहे व स्वतः कित्येक वर्षे कमिटीचा एक सभासद आहे !

युनियनने ही चौकशी पुनः झावी व ती कोणत्याही निःपक्षपाती ति-हाईताने करावी, अशी मागणी केली. पण कंपनी तयार होईना.

निदान झालेल्या चौकशीची कागदपत्रे तरी युनियनला वाचायला मिळावेत अशी मागणी केली; किमानपक्षी चौकशीच्या वेळी हजर असलेल्या कामगारांच्या दोन प्रतिनिधींना तरी ते कागदपत्रे पहायला मिळावे, व त्यानंतर हा घेतलेला वडतफांचा निर्णय योग्य असल्यास त्याप्रमाणे करावे, हे आज्ञवून सांगितले.

पण कंपनीच्या आडमुठेपणाने उर्याक गांठला होता; त्यांना काहीच मान्य नव्हते. चौकशीचे कागदपत्र ही त्यांची खासगी मालमत्ता आहे, हें त्यांचे उत्तर !

युनियनने सरतेशेवटी संपाची नोटिस दिली. त्यांतही हा तंटा संपाने मिटविण्यास भाग न पाडतां, तडजोडीने किंवा लढावादाने, मग तो कोटाचा असो वा दोघांना मान्य असलेल्या निःपक्षपाती माणसाचा असो, मिटविण्यांत याचा असे परोपरीने सांगितले. पण कंपनीच्या अधिकाऱ्यांना अरेरावीपणाची धुंदी इतकी चढली होती की, त्यांना यापैकी काहीच मान्य नव्हते !

अखेरीस १५ एप्रिलपासून चेंडा नंप सुरू झाला !

### सरकारचे कोडगे व दिवाळखोरीचे धोरण

आजपर्यंत या तंत्र्यांत जवळजवळ दोन लाख कामाचे तास गमावले आहेत; रोजचे ६४०० तासाचे उत्पादन घटत आहे. राष्ट्रविकासासाठी उत्पादन वाढवा, असा रोज कानटाळ्या बसेपर्यंत आक्रोश करणाऱ्या सरकारचे या संपातील धोरण मात्र अगदी दिवाळखोरीचे आहे. संपानंतर तंत्रल एका आठवड्याने झोपेतून उठल्याप्रमाणे एक लेबर ऑफिसर चौकशीसाठी कंपनीत गेला पण त्याचा रिपोर्टच मुळीच लेबर कमिशनरला आणखी आठ दिवस मिळत नाही, आणि मिळाल्यानंतर काही विशेष आपल्याच्याने होईलसे वाटत नाही, असे कोडगेपणाचे उत्तर मिळते.

वरे, विपक्ष परिषदेच्या निर्णयानुसार हुकुम नेमलेल्या कमिटीने काही हस्तक्षेप केला कां ? संपानंतर जवळ जवळ २० दिवसानंतर हे खाते जागे झाले, व दोन्ही पक्षांना ( कंपनी व युनियन ) बोलावून पाहिली व अखेरचीच सभा घेतली आणि काय सांगितले ? कंपनीने युनियनच्या तडजोडीच्या मुद्यांचा ' विचार करावा ' ! पण सरकारच्या एकाही खात्याने असे मात्र म्हटले नाही की, कंपनीने करारभंग केला आहे, तडजोडीच्या सूचना धुडकावून लावल्या आहेत, ति-हाईताचा लढाव अमान्य करून युनियनला संपावर जावयास भाग पाडले आहे, पोलिस अधिकाऱ्याला कंपनीत बोलावून प्रक्षोभक वतन केले आहे; आणि या सर्वांचा परिणाम राष्ट्रीय उत्पादनाचा व कामगारांच्या पगाराचा खेळखंडोवा करण्यांत होत आहे.

## जनरल इंजिनियरिंग एम्प्लॉईज युनियन

१५ एप्रिल पासून एस्ट्रेला वॅटरीजच्या ८०० कामगारांचा

### बैठा संप-मदत करा

इंजिनियरिंग थंड्यांतील व इतर कारखान्यांतील कामगार बंधू-भगिनीनो,

आज संपूर्ण एक महिना झाला, भाटुगा लेबर कॅंपातील एस्ट्रेला कंपनीचे ८०० कामगार एकजुटीने आपला संप-लढा चालवित आहेत. मुख्य मालक दोन सायकलस्वारांवर फॅक्टरी संपवून युरोपात परीसला जाऊन राहिले आहेत, अर्थात इतके दिवस त्या निलास नगरीत काय करीत असतील, हे समजण्याचा मार्ग आपल्याला उपलब्ध नाही.

### संपाचें तात्कालिक कारण-पोलिसांकरवी उत्पादनवाढीसाठी कामगाराला समज

गेल्या अनेक दिवसांत कंपनी कामगारांच्या मार्गे उत्पादन वाढवून देण्यासाठी लागली होती. १६ वर्षे मान्यता पावलेल्या युनियनने ताबडतोब याचा विरोध केला की, आचार संहितेच्या नियमाप्रमाणे युनियनबरोबर वाटाघाटी केल्याशिवाय उत्पादनवाढीच्या प्रश्नाचा निकाल नीट लागू शकत नाही व यासाठी युनियनने संयुक्त उत्पादन कमिटीची सूचना केली.

कंपनीने वरपांगी ही गोष्ट मान्य केली खरी, पण उत्पादन कमिटीच्या कामकाजांत स्वतःच पुनः खो घातला !

दरम्यानच्या काळांत कामगारांना एकेकट्याने वेंचून या प्रश्नावर वाणिज्योत्पिष्टा देणे, त्यांची वार्षिक पगारवाढ रोखून धरणे, टेंपररी व कायम कामगारांमध्ये बेवनाव निर्माण करून कायम कामगारांना बडतर्फ करणे, इ. गोष्टी सर्वांत चालू झाल्या; गेले चार महिने वातावरण त्यामुळे तेंग होते.

ही परिस्थिती बदलण्यासाठी कंपनीशी युनियनने वाटाघाटी केल्या, त्यांत कंपनीने मान्य केले की, कुठल्याही कामगारांच्या मार्गे व्यक्तिगत सरोमिरा लावण्यांत येणार नाही, व युनियनबरोबरच उत्पादनवाढीचा प्रश्न संपूर्णपणे हाताळण्यांत येईल.