

Civil Accountants Association,
Office of the Accountant General, M.P.,
Gwalior, the 13th January, 1951

To,

Shri K. S. Bhowmik,

Secretary A.P.W.C.

4, Ashoka Road,

New Delhi.

Sir,

At last our President had to impose upon himself the agonies indefinite fast since yesterday against the harassment of the staff by the Accountant General. He has just instituted disciplinary proceedings against one of the office-bearers of the Association. The active members of the Association are being spied and singled out for humiliation and ill-treatment. Some of them have been transferred to the out side duties. In his bid to crush the Association, he is counterpoising the members of the staff against each other, and wrecking the vengeance on the Association workers. The proposition of a social gathering, which the staff is not prepared to celebrate due to victimisation in this office, is has become ~~more~~ one more reason ~~for~~ of dissatisfaction among the members of the staff.

Shri Tawde is a senior employee of our office and has rendered more than 17 years of meritorious service. The very fact that he has been compelled to take this action is sufficient, to assess the gravity of the situation.

I would, therefore, urge upon you to use your good offices with the Government of India, Comptroller & Auditor General of India and Shri K. S. Bhowmik, ~~Secretary A.P.W.C.~~ to obtain the restoration of normalcy in our office.

With regards,

Yours faithfully,
K. S. Bhowmik
SECRETARY

S.M. Banerjee,
M.P.

113, North Avenue,
New Delhi.

February 23, 1961.

Dear Friend,

You are aware that over 700 officials in the various departments are still out of employment consequent upon the unfortunate Strike of the Central Government employees in July last as per details in Annexure A.

In spite of differences on the advisability of launching of such a strike, most of us took pains to see that the Executive does not act vindictively and the employees are not harassed as all of us wanted an early and satisfactory settlement of the issues so that normalcy is restored expeditiously. The Government had taken a generous and lenient attitude and the Parliament was also assured that it would not be vindictive.

Pantji in reply to unstarred question No.2243 announced the Government's policy on 6.9.60 in the Lok Sabha and said that -

"Departmental proceedings should be taken against those who are suspected to have indulged in sabotage, intimidation or gross misbehaviour".

I am told that Home Ministry had already issued such instructions emphasising the fact that officials should

not be dismissed for mere participation in strike and expression of regret should be favourably considered. Apprehending that the term "gross misbehaviour" may not be misunderstood by the officers, the Home Ministry in its order dated 21.7.60, itself, defined its scope, and stated that -

"No precise definition of gross misbehaviour, which will be one of the test of selecting strikers who will be subjected to charge sheets can be given. Lying on railway tracks, burning of effigies, shouting of abusive slogans, disorderly or defiant conduct and picketing of a coercive kind are some examples what would be covered by gross misbehaviour."

All of us, including the trade unions of the affected officials, were satisfied on this broad approach of the Government and expected that at least those who are not involved in sabotage, violence and/or gross misbehaviour would be taken back on duty without further delay.

A satisfactory solution of the issues was expected as fortunately the strike was on the whole peaceful. The estimated loss of the Government property was about Rs.40,000/- only. From the list of the alleged cases of sabotage during the period of strike, as reported to the Parliament and given in Annexure B, it would be evident that there was no serious case. Incidents such as removal of fishplates etc. even normally take place in the country

and therefore they cannot be directly attributed to the strike.

Under these circumstances, when we find that such a huge number of officials are still out of employment, we feel greatly disappointed.

These workers have already undergone great sufferings both mentally and financially during these seven months. Their unions and some of us who are connected with their unions in one way or the other have also been feeling disappointed and agitated.

It seems the Government also realised the delay in the process of rehabilitation. Realising that the main bottle-neck in the expeditious rehabilitation of the strikers was due to interpretation of the charge of "gross misbehaviour" by various officers, who were given wide discretion to decide these cases, the Railway Board has now defined as to what does not constitute "gross misbehaviour". It has now been specifically stated that no departmental action need be taken for mere absence from duty, organising or leading a procession, addressing a meeting, instigation or picketing unless of a coercive type, raising slogans unless they are abusive, and issue of circulars unless they

highly
contain objectionable matter. A copy of this circular is given as Annexure C.

With the issue of these clarifications, I feel confident that all the remaining officials can be reinstated immediately.

I may also state that most of the departmental proceedings by which the officials have been dismissed are not in accordance with the statutory rules on the subject. A detailed memorandum on these omissions has been submitted by Shri Om P. Gupta, General Secretary of the All India Tele Engg. Employees Union to Dr. P. Subbarayan, Minister of Transport & Communications, a copy of which is appended for your information.

There should be no difficulty for the Government to rehabilitate all the workers who are not involved in acts of sabotage, violence or gross misbehaviour as defined by the Railway Board. If there are any cases which are not covered by this lenient policy, I suggest that the Government should not hesitate to get them reviewed either by a Committee of the House or a judicial tribunal because it is not their intention to impose uncalled for hardships on any individual.

As the punishments imposed on the workers are neither in accordance with the lenient policy of the Government nor in consonance with the rules, they must be set aside. I, therefore, request you to kindly use your influence to seek expeditious decision on these issues.

The other issue which has been agitating the mind of the workers is the continued delay in restoration of the recognition to unions.

Pantji has informed the House that the Government does not object to the existence of unions. On 8.8.60, he said that -

".... we will have a sort of different industrial code for them so that they may have their unions".

Again on 7.12.60, in reply to starred question No.749, he said that -

"... the entire question of relationship between the Government and its employees was under consideration. It included also the question of the conditions on which recognition should be granted. As and when these questions are decided, we would look into these matters as to which of those unions which have been de-recognised should be recognised...".

Similarly, Nandaji had assured the 18th ILC that "de-recognition of unions was not a vindictive act or an act of punishment. It is an act to safeguard our position, to set a deterrent example and to show our disapproval."

It was seven months ago that the recognition was withdrawn. It has not been restored as yet. During these months, in most of the departments, there is no union to seek a negotiated settlement of the grievances. It may surprise you to learn that even today the orders of the Government on C.P.C. have not been implemented at a number of places and there is no settlement on the anomalies created. The grievances pending for settlement on the eve of the strike have not been settled. Thus, serious discontent is again growing.

The Prime Minister has emphasised more than once that grievances should be settled as and when they arise. In his broadcast to the Nation on 6.8.57, he said that -

"... We should not blame the workers, for they have been hard hit by the economic situation It has always seemed to me that, while economic questions are not often easy to solve in existing circumstances and even greater difficulty comes from the manner of approach to these problems, if our approach is human understanding and friendly, then much of the suspicion or distrust goes

Again on the eve of 1960 strike, the Prime Minister in his broadcast to the Nation said that -

".... We should devise adequate machinery for the quick and satisfactory settlement of any dispute that may arise from time to time."

-:8:-

their final settlement is not liked by any one of us including the Government.

Therefore, I request you to use your personal influence, individually and collectively, to seek an expeditious settlement of the issues.

Thanking you,

Yours sincerely,

S. M. Banerjee
(S. M. Banerjee)

To

ANNEXURE 'A'

Statement indicating the number of officials still out of employment as on 15.2.1961.

	<u>Dismissed</u>			<u>Suspended</u>			<u>Grand Total</u>
	<u>Deptal. action</u>	<u>Court cases</u>	<u>Total</u>	<u>Deptal. action</u>	<u>Court cases</u>	<u>Total</u>	
Railways	79	40	119	225	175	400	519
P & T	45	13	58	20	1	21	79
Audit & Accounts	73	--	73	16	--	16	89
Defence	48	2	50	50	--	50	100
Income-Tax	--	--	--	9	--	9	9
Overseas Communi- cations	--	--	--	5	--	5	5
Food Directorate	--	--	--	5	--	5	5
Civil Aviation	--	--	--	3	--	3	3

Detailed Allocation of the Cases

RAILWAYS

	<u>Dismissed</u>			<u>Suspended</u>			<u>Grand Total</u>
	<u>Deptal. action</u>	<u>Court cases</u>	<u>Total</u>	<u>Deptal. action</u>	<u>Court cases</u>	<u>Total</u>	
Central	10	22	32	21	1	22	54
Eastern	1	--	1	79	--	79	80
Northern	8	--	8	42	15	57	65
North Eastern	5	--	5	20	--	20	25
Southern	--	--	--	--	42	42	42
South Eastern	17	--	17	43	10	53	70
Western	36	18	54	15	107	122	176
Integral Coach Factory	2	--	2	6	--	6	8
	<u>79</u>	<u>40</u>	<u>119</u>	<u>226</u>	<u>175</u>	<u>401</u>	<u>520</u>

P & T

	Dismiss- -sed	Remov- -ed	Retir- -ed	Rule-5 T.W.Ms	Total	Suspen- -ded	Total
Andhra	2	3	3	1	9	9	18
Bihar	2	-	2	1	5	-	5
Engal	-	6	-	-	6	2	8
Bombay	-	-	3	1	4	-	4
Central	1	-	-	1	2	3	5
Delhi	1	-	-	-	1	4	5
Madras	7	-	3	-	10	2	12
Mysore	4	3	3	-	10	-	10
Punjab	-	-	-	-	-	1	1
Rajasthan	-	-	-	3	3	-	3
U.P.	1	6	2	-	9	-	9
<hr/>							
	18	18	16	7	59	21	80
<hr/>							

AUDIT & ACCOUNTS

	Employees Dismissed, Removed, Discharged or compulsorily retired
A.G., Madhya Pradesh, Gwalior & Nagpur	13
A.G., Maharashtra, Bombay & Nagpur	13
A.G., Rajasthan, Jaipur	11
A.G., Orissa, Bhubaneswar and Puri	9
A.G., Punjab	8
A.G., Bihar, Ranchi	5
A.G., West Bengal, Calcutta	5
D.A.G., P&T Madras	3
A.G., U.P., Allahabad	3
D.A.G. P&T Calcutta	3
Sr. D.A.G. P&T, Nagpur	2
A.G., Mysore, Bangalore	3
D.A.G. P&T, Hyderabad	1
A.G., Kerala	1

✓

Appendix B

FINANCIAL LOSS DUE TO CENTRAL GOVT. EMPLOYEES STRIKE.

(Rajya Sabha Starred Question No. 136 dt. 10.8.60)

In Police firing at Dohad - Killed 5.

From the information so far available; the loss of Government property due to sabotage, rioting, etc. is estimated to be about Rs. 40,000/-.

LOSS SUFFERED BY THE RAILWAY DURING
THE STRIKE

(Rajya Sabha Starred Question No. 91 dt. 9.8.60)

Rails were found removed at one place, on a bridge near Radhanagar on the South Eastern Railway and the two rails had been thrown at this place down the embankment. In addition, according to data available so far at ten places indicated below, attempts were made to tamper with the line by removing fishplates, fishbolts, etc.

Eastern Railway	Ehanora.
North Eastern Rly.	On a bridge between Saharsa and Baijnathpur.
Southern Rly.	Between Bangalore City & Yeshwantpur (on two occasions)
South Eastern Rly.	At Radhanagar.
" " "	Between Anara and Bagalia
" " "	Between Khargpur and Hijli
" " "	Between Gautamdihara & Gangaphat
" " "	Between Tatanagar & Haludpukur
" " "	Between Tamna and Kantadih
Western Railway	Between Limlaha & Mangalmaudi

At 17 other places, materials like keys, iron-pieces, sleepers and stones were found placed on the tracks.

WHAT DOES NOT CONSTITUTE GROSS MISBEHAVIOUR .

(Clarifications issued by the Railway Board.)

The various charges mentioned in the statements have been gone into by the Board. In this connection the following clarification is given :-

1. Absence from duty without authority during the strike period.

For this charge no departmental action is intended to be taken.

2. Organising and leading processions.

This need not be interpreted as falling within the purview of gross misbehaviour.

3. Addressing a meeting.

This will not come within the purview of gross misbehaviour in the present context.

4. Instigating staff to join strike.

In cases where the picketing and instigation have not been of a coercive type, disciplinary action need not be taken.

5. Using of slogans.

Only abusive slogans need be taken notice of for the purpose of taking disciplinary action.

6. Issue and circulation of leaflets.

This need not be a charge for taking disciplinary action unless the leaflets contain highly objectionable matter.

Rule 4(B) of the Conduct Rules "Ultra Vires"
to the Constitution.

We quote below the relevant portion of a judgement given by Mr. Justice Tamba and Mr. Justice Gokhale of the Bombay High Court on January 18, 1960, in the matter of four petitions filed by S. Vasudevan, E.X. Joseph and others challenging the validity of Sec.4(A) and 4(B) of the Conduct Rules of Government Employees as well as Essential Services Maintenance Ordinance promulgated by the President of India, banning the strike of Central Government employees in July 1960.

While their Lordships have held the Rule 4(A) and the Ordinance as constitutional, they observed that Rule 4(B) was violative of fundamental rights conferred by Article 19(1) of the Constitution.

Regarding the Constitutional validity of Rule 4(B) their Lordships observed in their judgement:-

"It is urged by Mr. Singhwil (Counsel for the petitioners) that Rule 4(B) infringes the rights conferred on the petitioner by Article 19(1) (b) & (c) of assembling peacefully and without arms and of forming Associations or Unions. In our opinion, this contention is well founded. The Rule in terms makes membership of an un-recognised Association or membership of an Association of which recognition has been withdrawn, a disciplinary offence. That being the position, there cannot be any doubt that it is violative of the right conferred by Article 19(1)'c) of the Constitution to form Associations or Unions. Even though the Rules in terms does not prohibit Government servants from forming Associations or Unions, by making membership of un-recognised Associations a disciplinary offence, it has in substance done so and in considering infringement of fundamental rights; it is the substance of infringed act or rule that matters and not the form".

"We fail to understand how a Government servant by merely being a member of a service Association which is not recognised by the Government or whose recognition has been withdrawn, by it, would endanger public peace, safety and tranquility.

"The possibility of the power being arbitrarily exercised cannot be excluded. The fundamental rights of Government servants to form Associations or Unions thus been made

subject to the arbitrary discretion of the executive Government. There appears to be hardly any necessity for imposing such restrictions in the interest of public peace, safety and tranquility."

INDIAN ROAD TRANSPORT WORKERS DEMAND WAGE BOARD
STRONGER UNITY ACHIEVED IN THEIR THIRD NATIONAL CONFERENCE
AT BARODA (26-28 JANUARY 1961).

The third conference of the National Federations of State Transport Employees and Road Transport Workers of India was held at Baroda on 26th to 28th January, 1961. 70 delegates from 13 states representing about 60000 organised road transport workers participated in the conference.

After the delegates were welcomed by Com. B. Trivedi, Chairman Reception Committee, on 26th January, 1961, the Conference was inaugurated by Com. S.S. Mirajkar, President, A.I.T.U.C. and Ex-Mayor of Bombay, in the brilliantly lit Nyay Mandir Hall situated in the heart of the city. While reminding the audience of the 11th Republic Day he said that only the working class will defend and further strengthen the national independence and that the path of socialism is the path of progress. Greeting the road transport workers on their victory won in the shape of Motor Transport Worker's Bill 1960, Com. Mirajkar asked the workers to unite their ranks for implementation of this legislation, for a wage board and trade union rights.

Com. K.G. Sriwastava, Secretary A.I.T.U.C. greeted the Conference on behalf of 11 lakh workers under the banner of A.I.T.U.C. and assured of the help of A.I.T.U.C. in getting the demands of road transport workers fulfilled. He said that the A.I.T.U.C. has already put forth the demand for a wage Board for road transport industry in the 15th India Labour Conference and the same is accepted. He emphasised on the strengthening of the organisation. Messages of greetings were received from road transport workers organisations of Korea, U.S.S.R., German Democratic Republic, Indonesia, People's China and Czechoslovakia. The Conference was greeted by its Secretary Com. Satish Chatterji while emphasizing on the international unity of working class and of transport workers he explained at length how the fight for a better living standard is linked with the fight for peace, anti-Imperialist, anti-colonial fight and for national independence.

In the delegates session, presided over by Coms. Ashraf Fauzdar and Raghendra Desai, delegates from different States gave reports of the condition of road transport workers, police harassment, suppression of trade union rights, disruption efforts by the employers in the workers organisations, problem of absorption of workers from the private to the nationalised

sector (except Andhra) and demands for wage increase. At many a places big struggles have been launched and victories registered but the demand for wage increase is yet a common demand all over the country. *

On a strong urge for unit at the National level for one single federation of both public and private sectors the two federations separately resolved to amalgamate with other and one federation of both the sectors under the name 'National Federation of Indian Road Transport Workers' was formed and the new constitution was unanimously adopted with great applause.

Various commissions were formed for resolutions and the following main resolutions were adopted unanimously:-

- 1) On Wage-board for road transport industry with wage differentials and sliding scale of D.A.
- 2) On development of road transport industry - (a) Starting an automobile industry in the public sector with capacity to manufacture spare parts (b) nationalising oil (c) nationalisation of passenger transport with absorption of workers from private sector (d) formation of viable units in private sector, (e) more allocation of budget for roads and road transport.
- (3) On Peace and Disarmament - Supporting national liberation movements in Algeria, Congo, Laos etc. and while supporting policy of peace of the Govt. of India, demanding immediate liberation of Goa.
- (4) On affiliation with the Trade Union International of Transport, Port and Fisheries Workers.

The Conference unanimously elected a working Committee of 51 members with Com. S.A. Dange - President, T.B. Vithal Rao, Deputy President and Ishar Singh and N.D. Sundriyal as General Secretaries.

After the delegates session the Conference concluded with an open session was held in Jubilee Park on 28th evening Presided by Com. Satish Chatterji and addressed by Comrades: S.S. Mirajkar and Ishar Singh.

44-033-28
A. J. T. U. C.
Received 1/22.2.61
Regd.

2 11 1961

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THE CO-ORDINATION COMMITTEE OF CENTRAL GOVT.
EMPLOYEES' & WORKERS' UNIONS AND ASSCNS.
West Bengal

243, Bepin Behari Ganguly St,
Calcutta - 12.
February 18, 1961.

Resolution adopted at the meeting of the General Council of the Co-ordination Committee held on 16. 2. 61.

"This meeting of the General Council of the co-ordination -- Committee of Central Govt employees' and workers' Unions and Associations, West Bengal, held on 16.2.61 learns with concern the decision of two esteemed comrades of Central Govt Employees movement - Sri E. X. Joseph, Secretary General of All India Non-Gazetted Audit And Accounts Association and Sri O. P. Gupta of the National Federation of P. & T Employees, to go on hunger strike for an indefinite period from 7.3.61 for reinstatement of all victimised employees and restoration of recognition of Unions.

The causes for the vindication of which two valued comrades of ours are impelled to take this grave decision are no doubt painfully agitating the minds of the Central Govt employees and workers throughout the country. The General Council after a -- thorough and careful deliberation are compelled to observe that the decision to undertake fast is most inopportune at this moment and considering all aspects of the present situation - the state of movement of the Central Govt. employees which has received a serious set back after the last strike from which it is yet to recover, the proposed hunger strike, if undertaken, will fail to achieve the desired result and cause further demoralisation in the minds of the employees.

The General Council further observes that any individual action, howsoever well intended, will be totally incapable of bringing about a change in the present situation. The purpose of any movement whatever it might be its form must be to mobilise the mass of the employees behind the same. But the present situation of different unions and associations of Central Govt. employees -s does not warrant any such possibility of rallying in the least the Central Govt employees behind this move for hunger strike far less of creating any amount of public opinion in its favour which alone can bring the necessary pressure on the Govt of India for changing its attitude. The position being so, the General Council holds that the proposed hunger strike is destined to be an action completely isolated from the mass of the employees and the result, experience has taught us, is sure to be disastrous.

The General Council has not but observe that experiences, recent and remote, have shown that hunger strike even when undertaken at the crest of a movement has failed to lead anywhere near the desired result which all the more points to the need for utmost caution against any hasty move when the state of the movement in the Central Govt employees, and in other spheres is at the lowest ebb. The path on the otherhand lies in concerted and sincere efforts for building up the movement by activating the ~~the~~ members and revitalising the unions in different centres however difficult the process may be.

The General Council regrets to note that the decision of hunger strike has been arrived at without any ~~pre~~ prior consultation with different organisations of Central Govt. employees and workers at any stage, although the same has wide impact on the entire

p.t.o.

continued
and page.

entire Central Govt. employees and workers in India. Such unilateral move on the part of an individual or even of a single organisation which, in fact, lands the entire Central Govt. employees in a difficult situation without giving them any opportunity to have their say in the matter, is not only wrong but tends to impair the precious unity of the Central Govt employees which indeed has so far been the guiding principle of all our movements.

The General Council registers its firm opposition to the proposed hunger strike by Sri E. X. Joseph and O. P. Gupta and would earnestly request them to refrain from taking recourse to such action at this juncture.

Handwritten signature
(K. C. BOSE),
16/7/61.
PRESIDENT.

120 JAN 1961

All India Non-Gazetted Audit & Accounts Association

H. Q. : ACCOUNTANT GENERAL'S OFFICE, BOMBAY I.

Ref. No.

Date 196

Dear Comrade Swastava,

Enclosing herewith
a circular giving extracts from
the Bombay High Court decision

given today.

You may be aware
of the Graham fact I am
leaving for Graham tonight.

With regards

Yours

(S) Joseph

April 10, 1961 ✓

Shri. Broja Raj Das,
Secretary, Reception Committee,
9th Annual State Conference,
C/o Irrigation Office,
P.O. SURI, Dt. Birbhum, W. Bengal

Dear Friend,

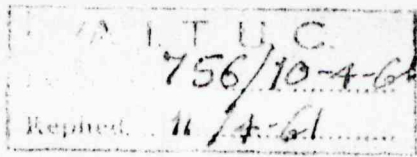
Thank you for your kind invitation to Shri Dange, our General Secretary, to participate in the 9th Annual Conference of Paschim Banga Nimnatama Sarkari Karmachari Samity. We regret that due to other pressing engagements, Shri Dange is unable to accept your invitation.

On behalf of the AITUC, we wish your conference all success.

With greetings,

Yours sincerely,

Umo
Am 10
(K.G. Sriwastava)
Secretary



Sri Mr. S. A. Dange,
Leader of the Opposition Party,
Indian Parliament,
Dear Sir, New Delhi.

The 9th Annual Conference of Paschim Banga Nimnatama (4th grade) Sarkari Karmachari Samity (Govt. Recognised) will be held at Suri, Birbhum on 13th & 14th April 1961.

Our Association is fighting for the upliftment of economic and other service conditions and defence of Trade Union Rights of the class IV Employees in particular and for all Govt. Employees in general and to promote mutual relation among all Govt. Employees and the public in general.

We heartily invite your cordial support to our cause by sending your valued message/by presenting your kind self in person which we believe will much enthuse the delegates present in the conference.

Dated 20-3-61

Address :
SRI BROJA RAJ DAS
Secretary, Reception Committee
9th Annual State Conference,
C/o. Irrigation Office,
P.o. Suri, Dist. Birbhum.
West Bengal.

With Greetings,

Yours faithfully,
Broja Raj Das
Secretary,
Reception Committee.

1 FEB 1961

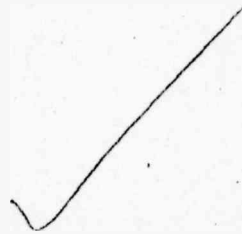
INDIAN STATISTICAL INSTITUTE WORKERS ORGANISATION

Regd. No. 4665

203, BARRACKPORE TRUNK ROAD, CALCUTTA-35.

Ref No. _____

Dated 8 February, 1961



Shri S. A. Dange, M.P.,
New Delhi.

Dear Sir,

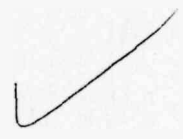
I have the honour to forward the enclosed resolutions adopted unanimously in the Convention of the workers of the Indian Statistical Institute held on 28 and 29 January 1961 in Calcutta.

Yours faithfully,

Jagadish Roy
(Jagadish Roy)
Secretary.

Encls : 1.

The Honourable Minister,
 Ministry of Steel, Mines & Fuel,
 Government of India,
New Delhi.



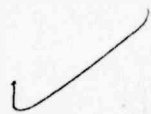
Dear sir,

The following facts regarding recruitment of the coal board, a statutory body under the ministry of steel, mines and fuel, Govt of India are brought to the immediate attention for favour of sympathetic and fair consideration.

1) Prior to 1959 all new posts except those of junior clerks were ordinarily filled up by the departmental candidates on promotion according to seniority. In contravention of the existing govt. rules the new administrative set-up of the Board have adopted a novel method of recruitment which is definitely disappointing and harmful to the employees of the Board in all cadres. A statement below will reveal the mode of recruitment since 1959.

<u>Posts.</u>	<u>How recruited</u>	<u>Remarks.</u>
(1) Assistant	By advertisement	The posts of assistants have been created in place of junior and senior clerks in the scale of Rs. 130-300. The existing junior clerks in the scale of Rs. 60-130 have no scope for promotion.
(2) Head clerk	-do-	The posts are gradually being abolished. Hence no prospect of senior clerks and assistants.
(3) Superintendent	↑ Three posts lately filled up by nomination from coal controller's organisation and one post by promotion of a junior most Head clerk.	The existing nine Head clerks are considered inefficient by the present authority, though all of them worked with entire satisfaction of their old superiors and most of them are graduates and length of their service varies from 15 to 18 years.

(Contd.....2)



<u>Posts</u>	<u>How recruited</u>	<u>Remarks.</u>
(4) Asstt. Secy.		The post has recently been abolished. Hence no prospect of superintendent.
(5) Accounts Officer	By advertisement.	No prospect of promotion.
(6) Dy. Secretary & Secretary	By nomination	- do -
(7) senior Surveyor (Tech. staff)	By advertisement.	though it is laid down in the recruitment rules lately framed by the present authority that the posts should be filled up on promotion from the senior most surveyors, yet the posts are filled up by advertisement without any reference to the Inspecting Officer concerned regarding their efficiency.
(8) Asstt. Inspecting Officer.	By advertisement.	though some of the departmental candidates have got all the requisite qualification, yet the posts are being advertised for.
(9) Addl. Inspecting Officer, Inspecting Officer.	- do -	No prospect of promotion.

Due to the introduction of the new method of recruitment, it kills efficiency and initiative. In absence of encouragement for quality of work it leads to demoralise the employees.

It is, therefore, requested that the present system of recruitment may be abolished forthwith and the usual system as followed in other govt. offices be revived in the interest of the Board's work.

Yours faithfully,

dated 12th. April 1961.

those who know.

Copy to:- Sri S.A. Dang H.F

with the request to take up the matter with the proper Authority for fairness and justice.

Those who know.

S. A. DANGE,

4 Ashok Road,
New Delhi

June 29, 1961

Shri Jamal Khwaja, M.P.,
President,
Reception Committee,
All-India Class IV Govt Servants
Federation,
ALIGARH.

Dear Sir,

Thank you for your letter of
20th June to Shri Dange. Since he
is on tour and would not be return-
ing to Delhi before the middle
of July, it is regretted that
he would be unable to send the
message to the conference.

Yours faithfully,

K.G.

(K.G. Sriwastava)

MEMBER OF No.....
THE LOK SABHA

File No.....



Semi Manzil,
Jail Road, Aligarh.
Dated 2nd June, '61.

Dear Sir,

The Third Annual General Conference of All India Class IV Govt. Servants Federation on Provincial level is being held in Aligarh on the 2nd and 3rd July, 1961. The printed invitation and the programme are enclosed.

The balanced development of the country requires that all sections of Society should be encouraged to understand the Mutuality of Rights and Duties. No unnecessary tensions of class conflicts should hamper the smooth progress of the country as a whole. It is, in this spirit, that this Conference is being organised.

The Federation would be most grateful to you for your encouragement and support in the form of message.

Kind regards and many thanks for your kind and generous cooperation,

Yours sincerely,

Jal K.

(JALAL KHAWAJA)

M.P.,

President,

Reception Committee,

ALIGARH.

To
S.A. Dange, MP

All India Class IV Govt. Servants Federation

(PROVINCIAL LEVEL)

3rd Annual General Conference

At

Govt. Higher Secondary School ALIGARH (U. P.)

We have the Honour to request you to attend the all India Conference to be held on 2nd and 3rd July 1961 at Govt. Higher Secondary School Aligarh (Near Civil Court) under patronage of Shri Nabab Singh Chauhan M. P. The Inaugural Ceremony will be performed by Shri Shyam Nandan Misra, Dy. Minister of Planning Union Govt. and Presided by Shri Ram Narain Tripathi, Dy. Speaker U. P. Vidhan Sabha on 2nd July 1961 at 6-30 p. m. at the Pandal.

You are Cordially invited with you friends.

Anjuman Chaprasian
Ram Prasad Desimukh M. L. A.
President
Shanker Deo B. A.
Secretary

Reception Committee
Jamal Khwaja M. P.
President
Girwar Lal
Secretary

प्रोग्राम

रविवार २ जुलाई १९६१

७ बजे प्रातः चाय
८-३० बजे प्रातः परिचय
९ से ११ बजे सक्जेक्ट कमेटी, रिपोर्ट तथा
विचार विनिमय
१२ बजे दोपहर भोजन
२ से ५ बजे सांयकाल जलूस
६-३० बजे सांयकाल उद्घाटन समारोह
६ बजे रात्रि भोजन

सोमवार ३ जुलाई १९६१

७ बजे प्रातः चाय
८ से ११-३० बजे माँगों पर विचार
१२ बजे दोपहर भोजन
१ से ४ बजे उत्तर प्रदेश कार्यकारिणी की मीटिंग
४-३० से ५-३० बजे अखिल भारतीय चुनाव
६ बजे खुला जलूस
६ बजे भोजन

Programme

Sunday 2nd July 1961

7 A. M. Tea
8-30 A. M. Introduction
9 A. M. to 11 A. M. Subject Com-
mittee Meeting, Report & Discussion
12 Noon Meal
2 to 5 P. M. Jaluse
6-30 P. M. Inauguration
9 P. M. Meal

Monday 3rd July 1961

7 A. M. Tea
8 to 11-30 A. M. Discussion on the
Demands
12 Noon Meal
1 to 4 P. M.-U. P. Working Com-
mittee.
4-30 to 5-30 P. M. All India Elec-
tion.
6 P. M. Open Session.
9 P. M. Meal

नोट—कृपया हर सहकर्म को सूचित करें।

हितैषी प्रिंटिंग प्रेस, अलीगढ़।

P. S. A. Dange

DEAR SIR/MADAM,

We wish to place the following facts for your sympathetic consideration and we implore you to raise suitable questions when the Civil Aviation grants are tabled before the House and suggest remedies you deem proper.

The facts are as follows :—

1. That the Govt. of India has a Civil Aviation Training Centre at Allahabad, which specialises in training pilots according to the latest technique in flying. Every year, after tough competition it selects a number of boys to be trained as commercial pilots. These boys have to spend nearly two years of their precious time and energy besides an amount of approximately ten thousand rupees in order to qualify as Commercial pilots. When a pilot has finished his training at the centre, he is qualified to be absorbed in Indian Airlines Corporation as a co-pilot, at a starting salary of Rs. 1050/- per month.
2. It is not a very long time, when the pilots while in training used to receive their appointment letters from I. A. C. and other private operators. Due to the fact that the training of one pilot costs the Govt. of India a minimum amount of Rs. 75,000/- (as per "Aviation") the training was so planned that, only the required number of pilots were produced each year. The I. A. C. had standing agreement with the Directorate of Civil Aviation to absorb a certain number of pilots every year and the number of pilots trained was regulated accordingly. However, something went wrong nearly three years back and Directorate of Civil Aviation without considering what would be the result, made some emergency courses which ended in confusion. The I. A. C. refused to stand by their agreement and has not made any recruitment for nearly two years. The result, is that at the moment 70 pilots are unemployed and stagnating. It is still not clear as who is to be blamed for this confusion. However, it is very clear that the careers of 70 bright young men have been ruined because somebody made a blunder and no body is prepared to take any responsibility for it.
3. For nearly two years we have been representing to the Ministry of Civil Aviation to do something in the matter. It is really very funny state of affairs that while there is a dearth of technical hands and according to the Prime Minister 'the training of technical hands is the slogan of the day,' we who are proud of being technically qualified, are unemployed wasting our time, instead of serving the country, in our own humble way. The irony is, that Civil Aviation Training Centre continues at an expense of millions of rupees, going on producing more and more pilots every year, adding to the cut throat competition among them and to the unemployment figure of the country.

P. T. O.

(2)

4. The only people who have been benefitted by the production of pilots are the petty aviation employers who have been harassing and exploiting these pilots, by forcing them to work at salaries which are disgraceful for pilots. Would you believe that Cambatta Aviation Services employs pilots at a salary of Rs. 100/- per month, for crop dusting which is considered to be the most dangerous operation in flying !
5. It would not be out of place to remind you that a similar condition existed in 1953. However in that case, it was not wrong planning on the part of the Govt. which caused it, as the flying clubs in India were producing 'B' Licence pilots without any restrain, the Govt. of India however took rigorous steps to solve the crisis. They stopped the flying clubs from training any 'B' Licence pilots and started the C. A. T. C., in order to insure that no such situation was repeated in the future. It also took steps to provide stop gap jobs to unemployed pilots and gave them preference, in all employment connected with aviation, as well as age relaxation. In spite of all these precautions the same situation has been repeated with more gravity and emphasis. While the pilots produced by C. A. T. C. remain unemployed the flying clubs are producing 'B' Licence pilots by dozens (with special permission of the Director General of Civil Aviation.) The three parties namely the D.G.C.A. the Ministry of Civil Aviation and the I.A.C. are busy shifting blame from one to the other. They are acting like two bureaucrats, one saying to another "So we made a blunder Dont just stand there—label it top secret and file it." 'Nobody considers the plight of the young bright men who longed to fly at the very risk of their lives. Nobody considers about the parents of these young men who have supported them so long and are disgusted at their lack of employment.
6. We have tried all avenues and have achieved no results. You who are the guardians of our country are our only hope and if you also fail us, you will be failing the country and the people of India.

Yours faithfully,

P. B. Varma

CONVENER,

Unemployed Commercial Pilots Association,
37, B. N. Road, Lucknow.

Dated: 21st March 61

To
Shri S.A. Dange, M.P.,
Parliament House,
New Delhi.

293

Sir,

Excuse for intrusion upon your valuable time. Kindly do the needful in parliamentary level to redress the long standing grievances of Junior Clerks as stated in the enclosed statement.

Yours ETC

"SUFFERERS"

PLIGHT OF JUNIOR CLERKS IN
CIVIL AVIATION DEPARTMENT.

The Revised Pay (Central) Rules 1960 has come out with an impression to non-Govt. Employees that an overhaul revision has been made on the pay structures of each cadre and Govt. servants have been benefited with increase of pay. Certainly, the revised scales of other, than clerical cadre have some attraction for the future, if not, in each case at present. Amongst the sufferers and neglected, the Junior Clerks can be considered as worst, for the following reasons :-

The Scale of Pay of Civil Aviation Department Junior Clerks was Rs.60/- to 125/- in pre-war days when the standard of living was not so high and not regulated by increase of allowance termed as 'Dearness'. After the war the Pay Commission of 1947 had Revised the above scale of Junior Clerks of Civil Aviation Department, to Rs.55-130/- and in 1957 the ad-hoc increase in initial start was given by Rs.5/- and the scale shaped as Rs.60-130/-. The present scale has come in force from 1.7.59 by merging the D.A. of Rs.50/- with Prescribed scale i.e. Rs.110-180/- (practically no increase of emoluments).

From the above, it will be evident that within the spell of thirty years though numerous changes have been made in Civil Aviation ; no changes are effected in Junior Clerks' condition. In Civil Aviation Department the Junior Clerks are no doubt exceptional in comparison with other department because of the fact that these Junior Clerks not only do the routine work, but also deal with Policy matters in single handed in small Aerodromes, where there is only one Junior Clerks is posted. In fact the Junior Clerks in Civil Aviation Department has to be trained himself within a year or so to deal with all nature of works of Aerodromes, including Estimates and Revenue.

It may be said from practical experiences in small Aerodromes and at Calcutta, Airport, Dum Dum that the administration and revenue collection is practically done by Junior Clerks.

(Contd....2)

The present monthly Revenue of Calcutta Airport, Dum Dum, is approximately 3 lakhs, assessment and realisation of which is done by Junior Clerks without giving any scope to audit to point out any discrepancy. The correspondence of Estates and Revenue is also made, including eviction cases, by these Junior Clerks whose grade is Rs.110-180/- only. The Calcutta Airport, Dum Dum has expanded to a great extent ; but with whose partial help the successful run of administration and collection of huge revenue is gained, have been neglected all together. Though the Jet aircraft are taking off from the Dum Dum Airport Runway with a speed of 600 mph , yet the Junior Clerks are in the same Tiger-moth,L-5 age which used to take off from Dum Dum once in a week, with a speed of 60 m.p.h. It means that we are in bullock-cart age though serving in Jet age.

The Pay Commission, it is understood, had recommended a scale of Rs.150/- 240/- for Sl.Grade Junior Clerks, probably considering the fact that there is no avenue for promotion to Senior Clerks, without strict seniority (which may be artificial) as and when the scanty vacancy of Senior Clerks is occurred. It has been observed that the Civil Aviation Department has not implemented the cadre of Selection Grade amongst 10% of Junior Clerks for the reasons best known to the authority. The 50% of Junior Clerks should be absorbed into the post of Senior Clerks and no one should be in same cadre for more than 5 years, which was also recommended by the Pay Commission, has not been accepted by the Civil Aviation Department so far, it appears. The entire future of Junior Clerks are blocked from up-grading unless the existing Senior Clerks retire or new vacancies are created. There are Junior Clerks who have been appointed in 1947 and reached to their maximum of the scale, even then the promotion to Senior Clerk has not been made. An A.A.O. appointed in the year 1947, has been given 3 lifts up-to-date and working in Headquarters as Asst. Director whereas the Junior Clerks of same year are still in same cadre, shouldering the same responsibility like an Asst. in Headquarters.

It is high time for the Civil Aviation Department to think about the Junior Clerks who are the backbone of Civil Aerodromes for all practical purposes and find out some avenues for their promotions. In case the frustration is noticed in any of the Junior Clerks who have put in more than 10 years of service, I hope the authority only to be blamed for that. The Junior Clerks of Civil Aviation Department are to be treated from different angle and deserves special consideration as the service conditions and code are altogether different, from the Junior Clerks serving in other Govt. Dept. No plan/project can be made successful without the maintenance of good office administration for which the contented clerks are essential, which will be admitted by all right thinking people.

It is perused from Ministry of Finance, Deptt. of Expenditure O.M.No.12(5)-Est(Spl)-60 dated 26.8.60 that the Selection Grade will be admissible only when the proportion of promotion posts is less than 50% of the posts of Junior Clerks. The Ministry of Home Affairs etc. were requested under the above letter to issue necessary instructions in this regard to all offices under their control. Neither the proportion of promotion posts is 50% of the present Junior Clerks nor the Selection Grade posts is introduced by the Civil Aviation Department.

There are three wings in Civil Aviation Department viz.(i) Aerodrome (ii) Communication & (iii) Inspection Organisations. For the purpose of promotion of Senior Clerks from Junior Clerks, a combine seniority of Junior Clerks is reckoned from above three wings ; whereas single organisation seniority is observed for the purpose of posting out to Assam Aerodromes. This discrimination policy of transfer, entails great hardship to Aerodrome wing Junior Clerks, which involves change of establishment and interruption of studies of their children, as their pecuniary condition does not permit to maintain two establishments.

(Page-4)

Apart from the above, it is very surprising that there are Junior Clerks in Aerodrome Organisation, who have completed 10 years of service, have not been confirmed to their post inspite of their personal appeals to the Department.

Will the Govt. look into the above and try to remove the dis-satisfaction prevailing amongst the particular section of Govt. employees, who form an important line in administration of Aviation ?

A. I. T. U. C.
Received 19.3/1961
Replied.....

ANDHRA PRADESH NON-GAZETTED OFFICERS' ASSOCIATION

3, Seethal Mansions, Nampalli Station Road,
Hyderabad.

Phone : 34284.

Grams : ENJEEVO.

Dated 28.2.1961.

Dear Sir,

We are holding the Annual Conference of our Association from 26th to 29th March, at Hyderabad. The Chief Minister of our State, Sri D. Sanjeevaiah, has kindly consented to inaugurate the Conference on 26.3.1961. Other high dignitaries are also expected to associate themselves with the function. Delegates from all over the State will attend the Conference, besides fraternal delegates from Sister-Associations who are also being specially invited. We are bringing out a Souvenir to commemorate the event in a fitting manner.

We would deem it an honour to us and our Association to publish in our Souvenir an article by your good-self on any topic of interest to the "Services". The subject may, of course, be entirely of your choice. It is sufficient if we could have the article before 10th March, 1961. We shall feel grateful for your kind compliance with our request in this behalf.

With best regards,

Yours faithfully,

A. Sree Ramulu
(A. Sree Ramulu) 2/2
President.

All India Non-Gazetted Audit & Accounts Association

H. Q.: ACCOUNTANT GENERAL'S OFFICE, BOMBAY 1.

Ref. No. JCA

Date 1.2.61 196

Working Office:
17, Benham Hall Lane,
Bombay 4.

Received
16.8/2.3.61

To

Shri K.G.Srivasthava,
4, Ashoka Road,
New Delhi.

Dear Comrade Srivasthava,

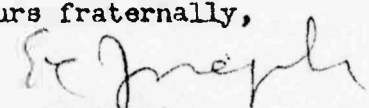
While the decision to postpone the fast was taken, I recalled the suggestion you had made.

The situation in our Department does not show any sign of improvement. I am enclosing herewith a few copies of a note.

Please do whatever possible.

Thanking you,

Yours fraternally,


(E.E. JOSEPH)

A BRIEF NOTE REGARDING THE SITUATION IN THE
AUDIT AND ACCOUNTS DEPARTMENT
IN THE POST-STRIKE PERIOD ✓

169/23.61

Following the unconditional withdrawal of the July '60 Strike of the Central Government Employees, the Government had announced that the policy towards the peaceful strikers would be one of leniency and sympathy. The Government wanted the restoration of normalcy. The Home Minister made it clear in the Parliament that employees who did not indulge in any violence or sabotage would be leniently dealt with.

Every one of the policies laid down by the Government has been flagrantly violated by the authorities of the Audit & Accounts Department. They have let loose an orgy of victimisation. Everything possible has been done by the office authorities to prevent the restoration of normalcy. The employees are being dealt with as "defeated" ones and with cruelty often combined with sadism.

In the Department, eighty employees have been so far sent out of service - dismissed, removed, retired or discharged. It was hoped that on the appeal stage, they would be reinstated in accordance with the policies of the Government. But this hope too has been dashed to the ground. So far, the Comptroller and Auditor General has rejected the appeals of twenty-eight employees. Only eight employees have been reinstated so far.

As a result of this vindictive policy of the local and central authorities of the Department, seventy-one employees are today on the streets. In addition to these seventy-one who have been sent out of service, sixteen employees are still under suspension.

The severity of the punishments is obvious. In the Department, only about 18,000 employees participated in the Strike. Participation in the Strike was not illegal, as the Department was not covered by the Essential Services Maintenance Ordinance. The Strike was totally peaceful and dignified. There was not even a single case of violence or sabotage. Most of the eighty employees sent out of service have been punished for simple, peaceful participation in the strike, along with all other colleagues of theirs.

This picture will reveal all the cruelty and vindictiveness it contains, if looked at as a contrast to what has been done in the other Departments. In the P & T Department, which was covered by the Ordinance and in which over a lakh of employees went on strike, only 60 employees are today out of service. None has been sent out of service in the Civil Aviation and Customs Departments, which too were covered by the Ordinance. In the Income-Tax Department and Medical Stores Departments also, none has been sent out of service.

The fact that in the Audit Department, 71 employees are today out of service and 16 are still under suspension, offers a shocking con-

trast to all these. Most of the employees who have been sent out of service have put in a good number of years of service. There are employees who have put in service upto eighteen-twenty years. The agony of an employee who has spent all his youth in the service of the Department and who is dismissed only for having participated in a strike of all the employees can very well be imagined.

Apart from the employees who have been sent out of service, there are other 351 employees who have been given severe punishments like reduction of pay to the minimum of the pay-scale, reduction of pay by eight stages, stoppage of increment for five years with permanent effect, reversion etc.

Further, an atmosphere of fear and terror has been imposed in many offices. In the Madras Postal Audit and the Kerala Civil Audit Offices, respectively, one employee died a premature death and another committed suicide, due to harassment. In Rajasthan Accountant General's Office, even today, Class I and II Officers patrol the office premises, lunch-room-premises etc. four or five ~~times~~ times every day.

The authorities of the Department have been following an anti-staff attitude for the last so many years. Victimization has been used by the authorities in 1956, 1957 and in 1958 in order to suppress the legitimate activities of the Staff associations. In 1959, the authorities withdrew in a most arbitrary manner the recognition of the All-India Audit & Accounts Association on the flimsiest possible grounds. The authorities are today using the post-strike situation as an opportunity to carry out a mass-scale process of victimisation and terrorisation.

It may be mentioned here that most of the 30,000 employees of the Department are University graduates and belong to respectable middle-class families. This kind of a vindictive vendetta, as is now being practised by the authorities of the Department, is bound to convert the Department into a prison of discontented souls.

The employees of the Department fear that the Government's policy of leniency is not being practised in the Department, probably because the Department does not come under any Ministry and the Comptroller and Auditor General of India is a law unto himself.

Audit plays a vital role in the nation's economy and the 30,000 employees who man the Department should not be left to the mercy of a few vindictive officers. When the Government has made it clear that only those who indulged in violence or sabotage would be punished and when this policy is largely being followed in other Departments, there is no reason why the Audit & Accounts Employees alone should be treated with vindictiveness and cruelty. The employees pray that the Government and the Parliament should

A. T. I. C.
Received 89/27.2.H.
Filed

DECCAN HERALD. 11TH JANUARY, 1961.

APPLYING FOR OUTSIDE JOBS.

Rules for skilled personnel relaxed.

New Delhi Jan. 10

Rules regarding the forwarding of applications for posts elsewhere have been further relaxed for the Central Government employees, ~~etc~~ especially the scientific and technical personnel.

According to an official press release, the forwarding of applications is to be the rule rather than the exception and the heads of departments who can retain an employee 'in public interest' are to interpret the term 'Strictly'.

Ordinarily an employee will be permitted once in a year to apply for an outside job even when he is holding a permanent post. If the employing department is entirely temporary or when, as in the case of the Atomic Energy Commission, the department employs a large number of scientific personnel in a temporary capacity, the same restrictions will apply to ~~applicants~~ applicants holding temporary posts.

And there is to be no distinction between applications made for posts in a department under the Central Government, the State Government, public sector undertaking owned wholly or partly by the Government, and under quasi-government organisations.

If a government servant wants to apply for a post in a private concern, particularly in an organisation with which he has had dealings in his official capacity, he should first offer to resign or retire from Government service.

Those government servants who have had technical or scientific training at the government expense must repay the money if they secure private employment. The terms of bond that specify the number of years an should put in after the completion of Training are to be enforced strictly.

Confederation of Central Govt Employees Union

(Delhi Branch)

To

The Prime Minister of India,
New Delhi

Sir,

We, the Government servants working in the Delhi State, beg to request you to bestow your kind consideration to the following demands for issue of favourable orders for expeditious settlement.

The demands are:

(i) Upgrading of Delhi to 'A' Class

The preliminary figures of the Census Report clearly show that Delhi should be upgraded to 'A' class. The delay in upgrading is causing great economic hardship on us.

(ii) Reinstatement of strikers

There are still 300 officials who have not yet been rehabilitated after the July 1960 strike, in spite of the declaration of lenient policy by the Government, which is causing great concern to us and financial hardships on the affected officials and their families.

(iii) Restoration of recognition of Unions

The withdrawal of recognition of the Unions which participated in the last strike has taken away all facilities for negotiated settlement even on minor issues. The delay in restoration of recognition is causing great dissatisfaction amongst the workers.

(iv) Increase in Dearness Allowance

The prices have considerably increased and therefore, we request that the D.A. be revised ^{and enhanced.} accordingly.

Yours faithfully,

Delhi, 14

1961

St. No.

Name

Designation

(Confederation of Central Govt Employees Union)
Delhi Branch

Address

Signature

IMMEDIATE

Govt. servants Colonies Central Committee

Chairman:-

Smt. Rajan Nehru.

Convener:-

Baldev Sharma.

J. Thiagraj Road,
New Delhi.

July 14, 1961.

Dear Friend,

At its last meeting, the Government Servants Colonies Central Committee decided to organise a convention for discussion of matters concerning Government servants as residents of colonies in the Capital and also general matters, particularly of non-controvertial nature, concerning conditions of service.

A Sub-Committee was formed to work out details of subject-matters to be taken up at the Convention as also to prepare an outline of programme for the Convention.

It has been decided to take up the following matters at the Convention:-

1. Amenities needed in Govt. servants Colonies.
2. Upgrading of Delhi as 'A' class city.
3. "Bharat Darshan"
4. Fair price shops in the Colonies.
5. Future construction of quarters near the Secretariat.
6. Conv. allowance for the low-paid staff residing at far-flung colonies.
7. Government servants' representation in N.D.M.C.
8. Rate of House Rent charged from allottees of Government accommodation.
9. Education Insurance scheme.
10. Unani and Ayurvedic dispensaries under CHS Scheme.
11. Formation of house management committees.
12. Own-your-own-house scheme.

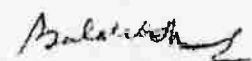
I have to request you kindly to let us have the views and suggestions of your Association on the above topics. Your reply must reach us by the 22nd instant at the above address.

Regarding date, time and venue of the Convention, we shall be writing you in due course.

I hope this will receive your very early attention.

With regards,

Yours co-operatively,


Baldev Sharma

ALL INDIA NON-GAZETTED AUDIT & ACCOUNTS ASSOCIATION

Recognition granted in 1956-end.

Recognition withdrawn in May 1959.

Alleged reason for withdrawal - Continued violation of the terms of recognition.

Charges:

1. A non-employee (victimised ~~xxx~~ employee - E.X. Joseph - compulsorily retired in November 1958) continued to be the Secretary-General of the Association. (Joseph was reinstated in August 1959.)
2. Collected funds for the victimised Secretary-General. (The collection was actually for the organisational fund. The victimised Secretary-General was reinstated in Aug. 59).
3. Submitted an 'intemperate' memorandum to the Pay Commission about the administrative powers and functions of the Auditor General.
4. Published a journal which was banned by the Auditor General. (After ban, the journal was not published. This took place in 1957.)
5. Submitted representation about individual case (the case of the victimised Secretary-General.)
6. Called for observation of "Dharm Day" etc. for the reinstatement of the victimised Secretary-General.

✓

DISCIPLINARY ACTION FOR PARTICIPATION IN STRIKE -
SITUATION IN THE AUDIT AND ACCOUNTS DEPARTMENT

1. Seventy-two employees are still out of service or under suspension. Thirty-eight of them are permanent/quasi-permanent employees and the remaining thirty-four temporary.
2. Out of the thirty-eight permanent/quasi-permanent employees, twenty-seven have been finally sent out of service (dismissed, removed or compulsorily retired prematurely) and eleven are still under suspension. In respect of fifteen of the twenty-seven employees finally sent out, departmental appeals have already been rejected and the only step they can take now is to submit a petition to the President.
3. As is evident from the figures, action under Rule 5 of the Temporary Service Rules has been severest in this Department. Out of the forty temporary employees discharged immediately after the withdrawal of the strike, only six have been reinstated on appeal.
4. As from the very beginning the attitude of the authorities was very vindictive, a few employees went to the Court of Law and obtained stay order on the proceedings. They are still under suspension. Once a policy of leniency is adopted by the departmental authorities, these employees would naturally withdraw the cases in the Law-Court.
5. The Strike in the Department was totally peaceful. There is not a single case of sabotage or violence. In most cases, the charge levelled is simple participation in strike.

STAFF RELATIONS IN THE AUDIT & ACCOUNTS DEPARTMENT

For the last four years staff relations in the Audit and Accounts Department have been totally strained. Only in 1956 recognition was granted to the All-India Non-Gazetted Audit and Accounts Association and the employees of the Department have had a chance to ventilate their grievances only since 1956. Unfortunately, the authorities of the Department have shown no inclination to appreciate the winds of change and have consistently tried to suppress the activities under the auspices of the Association by victimising the office-bearers of the Association.

In early 1956, three office-bearers of the Staff Association of the Rajkot Branch of the Maharashtra (then Bombay) Accountant General's Office were discharged from service. Within months of this, the Additional Secretary-General of the All-India Association was charge-sheeted and punished with increment-stoppage. In mid-1957, the Secretary of the recognised Staff Association of the Office of the Deputy Accountant General, Kapurthala, was removed from service. For having given the details of this case of, what the Association believed to be, victimisation, the journal of the All-India Association was banned by the Comptroller and Auditor General without even giving any kind of an opportunity to the Association to be warned. In 1958, the Secretary-General of the All-India Association was compulsorily retired at the age of 27. As a result of a persistent and constitutional campaign by the employees he was reinstated in service; but before he was reinstated, the recognition of the All-India Association was withdrawn without any warning having ever been given of the alleged violation of terms of recognition during a period of two years and without being given the time for the submission of a defence.

In early 1959 the recognition of the Staff Association of the Office of the Accountant General, Assam, was withdrawn on the charge that the staff went to the head of the office in a peaceful mass deputation to ventilate their long-standing grievances regarding toilet-room facilities etc. It is said that the Head of the Office who received representatives of the mass-deputations was also compulsorily retired or was made to retire as he refused to frame up charges against the employees.

The Audit & Accounts Department is the only department where large-scale or severe action has been taken for alleged violation of Rule 4B of the Conduct Rules. In mid-1960, more than 30 office-bearers of the recognised local Associations were charge-sheeted for having violated Rule 4B by merely attending the Annual Conference of the derecognised All-India Association. Four of them were given extreme punishment. In one of these four cases, the order was quashed by the Maharashtra High Court and Rule 4B declared ultra vires. After that the authorities took action against this employee under Rule 4A. In other two cases, a request for reinstatement on the basis of the rule being declared ultra vires was turned down by A.G., Maharashtra. Now the orders have been quashed by the High Court, but so far the employees have not been taken back into service. For prestige reasons, the authorities seem to be bent on going on appeal against the High Court decision in these two cases.

One of the unique features of the post-strike situation in the Department is the reign of terror and atmosphere of tension that prevail in most of the offices. Recently in Ranchi the authorities have gone to the extent of getting two office-bearers of the Association arrested. The facts of the case, which is rather illustrative of the attitude of the authorities, ~~is as follows~~ are as follows:-

Recently the authorities of the Department have introduced a highly-centralised Benevolent Fund Scheme with a view, according to the employees, ^{to} of weakening the Staff Associations many of whom have at present functioning benevolent fund schemes. In most offices employees are being forced to become members of the scheme. In the Office of the Accountant General, Bihar, Ranchi, the staff decided to withdraw the consent forms they had been forced to sign. In order to have an amicable understanding with the authorities and thus to avoid unnecessary disharmony, the Secretary of the Staff Association, a compulsorily retired employee whose departmental appeal is still pending for disposal, went to the Office premises on 1st of September, ¹⁹⁶¹ and sought an interview with the Deputy Accountant General. While waiting for the interview he saw that a compulsorily retired Class IV employee was being roughly handled by the chowkidar at the office-gate and the Secretary of the Association, Shri B.B.Jha, went to the spot and restored calm. At that time some employees came and expressed wonder why the retired Class IV employee should have been man-handled. The Secretary advised calm and spoke to them about the necessity of avoiding any deterioration in the situation. At that time, two officers, who are very unpopular in the office, came on the spot and rudely ordered the Secretary to quit the premises. The Secretary politely answered that he had always been visiting the office premises and that he was never asked not to be in the premises and said that he would discuss that matter also with the Deputy Accountant General during the interview for which he was waiting.

At this time, one of the employees warmly shook hands with the Secretary. This made the two officers

very angry. They began shouting abusive words. The Secretary reminded the D.A.G. about the interview. Soon he was called by the D.A.G. The Secretary assured the D.A.G. of his complete obedience to any order regarding entering premises if issued to him and sought an assurance that no action would be taken against the employees who talked to him and particularly against the employee who had shaken hands with him in the presence of the two officers who had lost their temper. The D.A.G. gave the assurance and all expected that everything was over. The D.A.G. also promised to arrange an interview for the Secretary with the Accountant General.

On the next day, 2nd of September, the Secretary came to the office at about 2 P.M. and sent a request for the interview with the Accountant General. No reply came till 1 P.M. when instead of the reply came the news about the suspension of the employee who had shaken hands with the Secretary on the previous day. The entire staff were naturally agitated and they gathered in front of the Accountant General's room seeking that he should hear their grievances as there was no channel of representation on the grievance. The Accountant General refused to meet ~~or~~ them or to meet a few of them. So the staff remained peacefully for a couple of hours. By then the Accountant General called for police and police came and declared the assembly as unlawful. Immediately, the staff dispersed peacefully. At about 11 P.M. the Secretary of the Class IV employees Association was arrested and soon after midnight the Secretary of the Class III Staff Association was arrested from his house. Cases have been filed against them and they are now out on bail. All these events have made the staff highly agitated. Public organisations, including the Bar and the District Congress Committee seem to be very

critical of the vindictive and totally tactless attitude of the authorities. One independent weekly of the town have been continuously criticising the callousness of the authorities of the office and of the total neglect of the welfare of the staff. It is reported that even though the employees have formed a Housing Cooperative Society with paid up capital of one lakh of rupees, for the last one year the Accountant General has not done anything to help the Society to get land. The Accountant General even refused to meet representatives of the Cooperative Society to hear their grievances.

The Accountant General's Office, Ranchi, is no exception regarding reign of terror. In the Accountant General's Office, Maharashtra, a sense of total tension prevails. The employees are not even allowed to have free movement in the office. Recently a Staff Council was introduced in the office and employees were forced to give nominations and to take part in polling. The Head of the Office even held a meeting of the staff immediately after the strike and made an insulting speech criticising politicians and threatening all 'leaders' WITH DIRE ACTION. Two class IV employees were sent out without the Disciplinary Authority even caring to record his final findings. Though this omission was pointed out in their departmental appeal, the appeal was rejected. Therefore they had to go to the Court of Law, and though they got a decree with costs, they have again been kept under suspension and enquiries ordered. ~~Superintendents~~ Superintendents of Administrative sections are compelled to give false evidence. The Press of the city has been continuously criticising the attitude of the authorities of this office.

The events that take place in the Office of the Accountant General's Office, Jaipur, are almost incredible. Employees are allowed to have tea only in the half-an-hour allotted for lunch, though the canteen cannot cater to all

during the half-hour-time. On the approach road to the office-building, no employee is allowed to go on cycle when the Accountant General's car is passing. Temporary Class IV employees are forced to attend on the Accountant General in the golf-grounds and to work in the kitchens. Employees whose shoes squeaked while walking in the corridor and who talked in the corridor have been severely warned. When the Secretary-General of the All-India Association, on a visit to Jaipur, went to the receptionist of the office to inquire about the reply to his letter seeking permission to enter the office-premises during lunch-time, he was man-handled by the Deputy Accountant General himself and this created a rude shock in the press of the city. Often police is posted at the gates and some of the Class IV employees have been supplied with big bamboos. Recently a Class IV employee has been suspended only because he reached the house of the D.A.G. with a big burden he was asked to carry half an hour late (he reached at 9-30 P.M. instead of at 9 P.M.).

In many other offices like the Office of the Senior D.A .G., P & T, Madras, Office of the Accountant General, Punjab, Office of the Snr. D.A.G., Maharashtra, Nagpur, Office of the A.G., Madhya Pradesh, Gwalior etc. an atmosphere of terror and tension prevails.

Shri Shripad Amrit Dange, (Bombay City Central), Member of the Lok Sabha, Parliament of India, New Delhi for information and necessary help.

CENTRAL GOVERNMENT EMPLOYEES CO-OPERATIVE HOUSING SOCIETY LTD.
(REGISTERED NOB4541 OF 1961)

No.VI

Flat No.12, Plot No.45, Sion West
Near Sion Post Office, Bombay.22
Dated 8.10.1961

Dear Sir/Madam,

GOVERNMENT EXISTS FOR MAN,
NOT MAN FOR GOVERNMENT.

OUR FATE IS AT THE TEST.

We must not forget that by nature every man rich, poor, middle class, labourer or the Harijan or in fact any human being is always anxious to have a good family life, even at the point of considerable sacrifice, of his personal requirements, but when he finds, that the circumstances under which he is forced to live, are such that they would not make that practicable, he automatically resigns to fate, and curses his luck, and starts to take a vices to kill his time which then ultimately become a part and parcel of his and his like's permanent life.

ONCE WE SHOULD DIAGONISE THE REASONS?

THE Housing problem is the main cause which is most acute for the Central Government Employees drawing less than Rs.200/- per month.

The Suburban and Town planning Schemes are designed in such a way as would permit in practice living conditions suitable only for high income groups who already have practically no problem as compared to us, because considering the primary Schools in the walking distance of our children, and higher Schools in the walking distance of our grown up students and extra transport expences besides spending about four hours in transit to and from his site of work as compared to eight hours working in the office becomes very tiresome, apart from the uneconomical aspect of the matter.

On the other side it is seen that in practice in view of the economical condition it is absurd to

Cont.on page 2

expect the private builders to erect buildings suitable for the low paid Central Government Employees either from the view point of rent or motive of profit.

The motive of forming the Society is to get rid from the clutches of the private landlords who robs away 3/4th of our hard earned income in the shape of lease, paying guest, goodwill and other notorious ways and means which we low paid Central Government Employees drawing less than Rs.200/- per month ilafford in a city like Bombay. But we are forced to squander away our hard income, which otherwise could have improved our housing and living conditions.

Under the above circumstances we prefer to stay in hell of shawls, in Refugee Camps, in dark and unhygienic rooms and apart from other difficulties i.e Common W.C, the Common Tap, the Common passage and utter lack of privacy, which effects the moral character of ours. Insanitary living is harbinger of worst disease like T.B and others, epidemics and constant quarrels, which many times leads even to murders. We cannot give good education to our own children due to accute shortage of accommodation. Our wealth is our children's education-but our children are compelled to keep away from education due to Chawl system or unhygienic accommodation which we occupy just from the view point of keeping the sun and rain somehow far from our head.

Looking to the difficulties, thus at last for the sake of the shelter we have joined our hands (i.e All The Central Government Employees from different Central Government-Offices in Bombay) including Schedule Castes, Schedule Tribes etc. even irrespective of castes and creeds to venture upon and to solve the shelter problem.

While considering the question of housing, we should consider the question, not only from the point of view of providing some sort of accommodation, some how just to seek shelter from sun and rain, but we should find out how to provide proper accommodation, at proper rates, and under proper

Cont. on page 3.

circumstances, as will in general, raise the standard of living of ours to a certain minimum decent standard and create through the circumstances, as would automatically, be the causes that will improve the morals and social character of ours, as a natural consequences thereof. The design of the houses and the surroundings under which an average man lives, produces a considerable effect on his morals and character, and the morals and character of an average man, naturally determines the morals and character of the whole community. It is very common and natural phenomena. Better the surroundings, better the moulding of the man's character and behaviour. It is saying that a good healthy body, encourages a good character.

While constructing the accommodation we have to keep in view the following things:-

- (a) It should be a self contained flat, which protects the privacy of home and the dignity of the individual under modern conditions.
- (b) As far as possible locality should not be too much away from the site of work.
- (c) The surroundings should be desirable.
- (d) It should not be inconvenient and heavy monthly expenses to reach daily site of work.
- (e) There should be necessary amenities, like entertainment centres, hospitals or such other allied necessities and conveniences.
- (f) There should be educational institutions, especially of the primary and secondary type in the near vicinity.
- (g) Surroundings should be such which can encourage an improvement in our social and financial advancement.

There is phenomenal increase of in the population in a city like Bombay and as Government made of the people, by the people, and for the people is solving housing problems by the following ways:-

- (a) Their own efforts of construction.
- (b) By inducing individuals to build by way of inducement of loan and etc.
- (c) By inducing public to build.
- (d) By inducing or forcing owners, of the old buildings to make major structural repairs to extend the life of the old dilapidated buildings.

Cont. on page 4.

- (e) By asking factory owners to build houses for their staff.
- (f) Government is trying to induce private owners to start work of new buildings by giving rebates in taxes and other concessions etc.
- (g) And encourage Co-operative Housing Societies to construct buildings and offering loans, returnable in easy instalments ranging over years together and bearing a very nominal interest.

When rich, common man even labourer, industrial, Harijans have formed the Co-operative Housing Societies to take the advantage of the loans and other facilities offered by our own National Government then what prevents you from reaching the Goal? Surely there is no legal bars in this direction, it seems there is no civic sense to take advantage of the loan offered to us by our own National Government.

We are wholly sully dependents on the Central Government and Maharashtra Government in connection with the loans and land respectively and who are really keen interested to help us in this direction. Now we want to proceed further and your co-operation in the matter is earnestly solicited.

The cost of the flat and constructed area will be as under:-

1. Room	10' X 12'	=	120
2. Room	10' X 11'	=	110
3. Kitchen	8' X 10'	=	80
4. Bath	4' X 7'	=	28
5. W.C	4' X 6'	*	24
6. Passage	6' X 3'	=	18
Total			<u>380</u>

The built up area per tenement will be about 380 square feet. (i.e 42 Square Yards). The cubic contents of the tenement, including proportionate plinth and parapet wall will be 380 X 11 = 4180 Cubic Feet. That the cost of construction of such a self contained flat including all electric lights, drainage lines, Architects Fees, Tiles and loss of interest etc. including land will be approximatively Rs.7,500/- per flat. This is only for the LOW PAID CENTRAL GOVERNMENT EMPLOYEES drawing less than Rs.200/- as a basic pay per month.

It gives great pleasure to announce that the

Cont. on page 5.

economical housing scheme for Central Government Employees

- (i) Who are drawing not less than Rs.200/- and more than Rs.500/- per month.
- (ii) Who are drawing not less than Rs.500/- and more than Rs.2,000/- per month.

is being finalized by the Society, the information in connection with the site of land and extent of the loans eligible to the respective category and other data will be announced shortly.

At last we are very thankful to the District Deputy Registrar Co-operative Societies, Bombay, who very kindly has registered our Society Under Section 10 of the Bombay Co-operative Society Act, 1925 (Bombay VII of 1925).

NOTE:- SOCIETY RESERVES THE RIGHT OF MEMBERSHIP.

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All the applications received by the Society have been accepted by the Managing Committee (subject to some corrections to be made in some applications). All the applicants are hereby informed that call for the share capital of Rs.250/- (Nominal value of 5 shares of Rs.50/- each) will be made within one month from this date.

C O N F I R M E D

P. Haridas
(Padieth Haridas)
PRESIDENT

Sangal Kar
(S.C.Ajwani)
CHAIRMAN

G.J. Ramnani
(G.J. Ramnani)
HON. SECRETARY.

MEMBERS OF THE MANAGING COMMITTEE.

N.R. Khemani
(N.R. Khemani)

D.J. Messand
(D.J. Messand)

K.N. Kamath
(K.N. Kamath)

D.A. Kadam
(D.A. Kadam)

Mrs. K.A. Siphani
(Mrs. K.A. Siphani)

Mrs. M.H. Ambwani
(Mrs. M.H. Ambwani)

K.C. Raghunathan
(K.C. Raghunathan)

G. C. Mirchandani
(G. C. Mirchandani)

Narayanan Kartik B.K.
(Narayanan Kartik B.K.)

WITH DUE RESPECT COPY TO:-

1. The Honourable Ministers, Government of India, New Delhi.
2. The Honourable Ministers, Government of Maharashtra, Bombay.
3. The Secretary, Revenue Department, Govt. of Maharashtra, Bombay (Vide his No. LGS.2261/66470-B dated 1.6.1961).
4. The Secretary, Urban Development & Public Health Department, Government of Maharashtra, Bombay. (Vide his No. LGS.3061/24359-E dated 16.8.1961).
5. The Under Secretary, Ministry of Works, Housing & Supply, Government of India, New Delhi (Vide his No. 14(17)/61-III dated 7/12.9.1961).
6. The Collector of Bombay, Bombay (Vide his No. SB/IAQ/Misc- dated 27.2.1961)
7. Members of the Society.
8. All the Central Govt. offices in Bombay.

G.J. Ramnani
Hon. Secretary,
C.G.E.C.H.S Ltd, Bombay.

ALL-INDIA NON-GAZETTED AUDIT & ACCOUNTS ASSOCIATION

H.Q.:17, Benham Hall Lane,
Bombay 4.

31st August 1961

To
The General Secretary,
All-India Trade Union Congress,
New Delhi.

A. I. T. U. C.	
I.R. No. 2(16)	Date: 31/8/61
File No.	Replied on:

Dear Friend,

You will be aware of the decision of the Supreme Court of India on 14th August 1961 granting special leave to Shri E.X. Joseph and to the Government of India to appeal against the decision of the Maharashtra High Court in respect of Rule 4A and Rule 4B respectively of the Government Servants' Conduct Rules. The Supreme Court of India also stayed final action on the Dismissal Show Cause served on Shri Joseph for a llegal violation of Rule 4A.

Soon after the strike, Shri Joseph had challenged in the Maharashtra High Court the constitutional validity of Rule 4B (which prohibits membership of unrecognised and derecognised Unions and Associations) and Rule 4A (which prohibits resorting to Strike and participation in demonstrations) of the C.C.S. (Conduct) Rules. In its Judgment, the Maharashtra High Court held that Rule 4B was ultra vires of the Constitution of India and that Rule 4A was intra vires of the Constitution. Shri Joseph's appeal now in the Supreme Court is regarding the decision declaring Rule 4A as intra vires and the Government's appeal is against the decision declaring Rule 4B as ultra vires.

You will, I am sure, appreciate the momentous significance of this historic fight in the Supreme Court. The decision of the Supreme Court regarding these two rules will no doubt have a decisive impact for all time to come on the trade union rights of the Government employes in particular and of all Workers in general.

The All-India Audit & Accounts Association has taken this momentous step only because of the mighty significance of the issues involved and because of the hope that all sister organisations would offer their valuable and generous help. The Audit Department has suffered the worst blows of victimisation. Even today 73 employes are out of service. This situation has naturally created very serious financial difficulties.

You will appreciate that this historic legal fight in the Supreme Court would entail a very heavy expenditure. An amount of nearly Rs. One thousand has already been spent on initial things. An amount of Rs. 1000/- has to be deposited in the Supreme Court in about a couple of weeks on account of security deposit. Another instalment of an equal amount will have to be deposited towards printing expenses. Over and above, the best legal talents in the country must be marshalled for the purpose of conducting this historic fight in the Supreme Court.

May I therefore request you and your organisation to render to us the maximum possible financial help and wholehearted cooperation for successfully conducting this momentous legal battle in the Supreme Court of India. We shall be immensely thankful to you and your organisation for all the help that you give.

Thanking you,

Fraternally Yours,

E.X. Joseph
(E.X. Joseph)
Secretary-General.

Govt. the biggest
employer.

Amongst the wage-earners in the middle and lower middle class Central and State Government employees form a big section. They run the public utility and essential services, maintain communications, collect revenues, run the administration of the country. During the last few years there have been vast expansions of all these departments. The number of employees increased from 14 lakhs in 1948 to 22 lakhs in 1960. The State, therefore, is today the biggest employer in the country. It was natural for everyone to hope that this biggest employer under the Congress which came to power mouthing shibboleths about welfare of the down-trodden would be a model employer.

But not a model
employer.

But ask any Government employee today. The answer will be to the effect that Government is the worst employer ! The reason for the Government conducting itself so is not far to seek. The Congress as a party is under the control of the biggest capitalists, financiers, land-lords and other vested interests. When they themselves are employers, minting money from the sweat and blood of lakhs upon lakhs of workers, how can they allow the Government run by them to be liberal to its employees? They would like the Government to be a model employer in the reverse gear - one that will break its own laws, that will not provide proper facilities and amenities but will use the whip as a master on his slaves.

Poverty line wages
and they are getting
prices.

That is exactly the position of a Government servant today. Ever since the start of 2nd World War cost of living had been rising higher and higher. But there had been not a single occasion when a Government employee had been fully or even fairly compensated for the steadily increasing prices. The 1st Pay Commission gave them a minimum wage of Rs.55/- per month, which in their own words was a 'poverty-line wage'. Prices never stopped rising. Instead of the black-marketeers being hanged on the nearest lamp-post, as Pt. Nehru flaunted about, the Government employees under the Congress regime found their own tattered lives hanging by slender threads. It was only after a lot of agitation and a strike-threat in 1949 that the Government agreed to increase the dearness allowance by Rs.10/- In this struggle the Government turned all its wrath against the Communist Party of India because

it fearlessly supported the cause of the Government employees. Hundreds of them were arrested and jailed in connection with this struggle.

The Congress Government which kept all its promises with the Rajahs and Maharajas, with the British Imperialists and other vested interests, had no qualms of conscience to violate its own agreements to revise the dearness allowance for the Government servants in accordance with the formula of the Pay Commission. Even as this ten rupees did not adequately compensate the rise in cost of living, prices were rising again. The employees tried to plead with the Government. But everything fell on deaf ears. They demanded another Pay Commission to be appointed. For two long years they were clamouring for it. Only on the threat of a strike by a vast sections of Central Government employees, the Government agreed to appoint the 2nd Pay Commission. But the Government saw to it that their recommendations are none too liberal. The employees under the various Departments of the Central Government jointly waged a bitter struggle against the unsatisfactory recommendations of the Commission. There were some improvements in their level of wages and other service conditions. But even today, nearly two years and a half after the Pay Commission Report, the employees' wages lag far behind the cost of living.

*P. 2 write
Constitution*

Not only with regard to wages but also with regard to many other conditions of service and work, this section of the wage-earners are at a great disadvantage. Out of 157 lakhs of employees in Civil Departments in 1957 only 4.4 lakhs were provided with quarters at standard rates. In the case of State employees the position is still worse. Shortage of office accommodation, insanitation, congestion and over-crowding, lack of proper equipments etc., are regular features. In many of these respects the 2nd Pay Commission have made some beneficial recommendations. It is not known whether the Government is serious at all in implementing them.

Even after fourteen years of freedom there has been very little change in the attitude towards the employees. They are deprived of their basic rights of citizenship - fundamental rights guaranteed under the Constitution - freedom of speech, freedom of association, political and civic rights are all greatly restricted.

Even trade union rights granted under the various laws, are not allowed for them. Favouritism and nepotism are as entrenched as ever.

*Plans progress
but*

Two Five-Year Plans are over. During this period the services were under very heavy strains. Work-load on every employee increased tremendously. The Government servants working under heavy pressure contributed to the success of these Plans. But there was no correspondingly progressive change in their working and service conditions. It was to ensure such a change that they demanded a 2nd Pay Commission. The Commission belied their hopes in the matter of adequate wages and in many other respects. The employees wanted to discuss their long-pending problems with the Government. The Government refused to have any serious negotiations till things became too hot. Even at the eleventh hour when things could have been saved, there was no gesture from the Government to meet the demands of the employees even half-way. The general strike of July 1960 became inevitable. While none doubted the genuineness of the demands of the Central Government employees, the Government came down on them with a heavy hand. A most draconian Ordinance was promulgated. With the help of police and military, mass arrests and convictions, whole-sale dismissals from service and other repressive measures the just struggle of the employees was suppressed. The strike has focussed the attention of the nation on the problems of the Central Government employees.

*State Govt. employees
are what better*

If that is the situation with Central Government employees, the State Government employees are in a worser pass. With lower emoluments and more stringent conditions of service, they had to contend against a harder lot than their better-organised brothers in the Central services. In many States they have waged glârious struggles, and some improvements effected. But the Congress Governments in the States, including the Ganatantra Parishad-Congress biped of Orissa or the P.S.P.-Congress-Muslim League triped of Kerala had never been kind to them. In Madras, Andhra, Madhya Pradesh, Bengal and Bihar the employees had to face very heavy odds to press their claims.

All the Government employees thus have a great affinity and community of interests. Together they form nearly 45 lakhs. On their wages depend lakhs and lakhs of families. On their welfare

depends the efficient running of the essential services and the administrative machinery. While the Congress wants to keep them always under-paid and in a state of semi-slavery all progressive forces in the country, with the Communist Party of India in the fore-front of it, want them to be contented and free from bureaucratic oppression so that they can whole-heartedly contribute to the efficient running of the services in the best interests of the country.

*CPI Support for
a 2nd Pay Commission* That is why the C.P.I. had been availing of every opportunity to campaign for a fair deal to the Government employees. In the very first session of the 2nd Parliament, Shri K.K.Warrier, M.P. (Communist) moved a non-official resolution demanding appointment of a second Pay Commission. In his speech on the 19th July, 1957, Shri Warriar vehemently criticised the Government for delay in appointing a second Pay Commission. He pointed out the contradictions in the behaviour of the Government as an employer, and said

"It is an admitted fact that the Government are the biggest employers in the country, especially the Central Government which employs about eighteen to twenty lakhs of employees. But ~~despite~~ in spite of the fact that private employers have taken a lead to give fair wages for their own employees, with the concurrence of the Central Government, the Central Government itself is not willing to accept that."

He pointed out how when "profits have increased by 130 percent, when production has increased by 40 percent more, when the national income has increased by two percent more, when even the industrial workers have got a share, though not a due and justifiable share," how the Government employees alone were left without justice being meted out to them. Regarding the State Government employees he said that they "are in a very deplorable condition. As the biggest employer, the Central Government should be the model employer not only to the private employers, but also to the States. The States are in a very bad condition.....I submit that only when the Central Government gives a lead, the State Government will also scrutinise their budgets.....so that the demands of their employees could be met". Future events turned out as the spokesmen of the C.P.I. in the Parliament said. For, in most of the States, some upward revision, however inadequate, in the emoluments of the State employees took place only after the 2nd Pay Commission.

*Profits & Wages
but employees too.*

By 1957, the first 5-Year Plan had been completed. As Shri Warriar pointed out there had been increases in total production productivity, profits and, to certain extent in the wages of the workers in private industries. But in the Government services the employees had been suffering a loss of Rs.10/- for Rs.15/- upwards per month. By 1957 the real wages of a clerk with 10 years' service had fallen from Rs.67/- in 1939 to Rs.39/8/-; and that of a Class IV employee from Rs.25/- to Rs.21/-. During this period their indebtedness had increased and standard of living had decreased, affecting detrimentally their stamina, capacity for increased output and efficiency.

But the volume of work in the offices and the work-load per employee increased tremendously. In the Posts and Telegraphs various services increased two-fold or three-fold. In the Railways too goods traffic in ton-miles increased two-fold between 1947 and 1955. In spite of this increase, the Government admitted, adequate provision for staff was not made.

There was steady deterioration in the working and service conditions of the employees too. No adequate provisions were made for accommodation, equipments and other necessities for carrying on the work. Due to lack of expansion of office-premises or delay in construction of new ones there was overcrowding everywhere. It was revealed through a question in the Lok Sabha that 3,340 Railway employees had their limbs broken during the first ten months of 1955. From this high rate of injuries due to industrial accidents, one can well imagine how appalling were the conditions of work.

In the private sector.

While the demands of the employees in these respects were being turned down by the Government, they were witnessing around them struggles by other sections of the working people for wage increases and for an adequate share in the fruits of their labour. The C.P.I. and the A.I.T.U.C. and the unions under their leadership were in the forefront of this struggle. In the context of increased profits to the vested interests all over the country, of steadily increasing prices of the daily necessities of life and other ~~and~~ articles of consumption and of the growing awareness of the rights of labour, these struggles brought forth certain increases in the wages of many sections of the working people.

Because of these determined struggles the working-class in the country could also force the Government to announce certain wage-policies. Payment of fair wages was one of the cardinal recommendations of the Industrial Truce Resolution, adopted by the Government in their statement on Industrial Policy issued on the 6th April, 1948. A Fair Wages Committee was appointed, which recommended that a 'Minimum Wage' providing not merely for bare subsistence of life but for the preservation of the efficiency of the worker by providing for some measure of education, medical requirements and amenities, should be paid in all industries. More or less in line with the observations of the Planning Commission the Government's Industrial resolution of the 30th April, 1956 reiterated the need for raising workers' living standards and efficiency. In this context the 15th Indian Labour Conference unanimously made certain specific recommendations and said that the minimum wage must be "need-based" ensuring minimum human needs. The Conference also laid down the norms for the minimum wage.

While the organised sections of the working-class under the leadership of the AIUDC could compel the Government and the employers to implement these ^{partially} ~~practically~~ at least, the Government as the biggest employer in this country stoutly refused to apply the same as far as their own employees were concerned.

During the debate in the Parliament on Shri K.K. Warrier's resolution, Communist M.Ps forcefully explained these points. Shri S.A. Dange, M.P. (Communist), Leader of Opposition, asked: "What is socialism if it is not raising real wages?" He said that he "would certainly like to contradict the statement that wages have nothing to do with the socialist pattern....You should at least guarantee to me a standard which is not a falling standard of living. But here what are we getting? Prices are rising up, while wages are pegged, salaries are pegged. Therefore, what is happening is that real wages are falling.....If prices are pegged, I can understand. Stop prices from rising. But with every taxation measure, or even without taxation, prices are jumping up.....Our main question is, would you hold the price-line for us?....But you cannot hold, you have admitted your inability to hold it. You cannot hold the profit line too." Incidentally, let it be noted that this inability

*Raise real wages,
As I price line hold
profit line, says Dange.*

of the Government to hold the price-line and protect the real wages caused a five-day general strike by Central Government employees three years later.

Shri Dange pointed out the very wide disparities between the incomes of an ordinary Government servant and the top-most officers and asked for rationalisation of wages. He said that if real wages are increased "the working class in this country, whether in private factories or in Govt. employment, will create such efficiency rate that production will rise to still greater heights. If it is not done - I do not give threats - the working class will find itself incapable of fulfilling its task. Mere moral lecturing will not help them. It is really hard money which is required to get bread".

*By Mr. Dange
Labour Panel*

The Government employees were suffering not merely due to low wages and bad conditions of work. Before attainment of independence by the country the foreign imperialist Government was having the "master-slave" attitude towards their employees. The employees were ceaselessly struggling against this attitude. The healthy changes in the thoughts regarding labour-management relationship did not make any imprint on the practice followed by the Congress Government in the Civil Services. The policy behind all aspects of service conditions continued and even now continues to be the same "master-slave" policy. This was particularly so with regard to trade union rights, civic rights etc., and regarding the administrative machinery as a whole.

The Labour Panel of the 2nd Five-Year Plan had laid down certain fine principles regarding the labour policy to be followed. The obligations of the Government in the sphere of trade union movement have been adumbrated by the Panel in the following words:

"Any attempt therefore, on the part of a public employer to evade the responsibilities of an employer on the ground that he is not working for profits requires to be discouraged, for if the State is to become an employer at all, it is necessary that it should be a model employer.....In the ultimate analysis, the true test whether or not a public employer is succeeding in his ideals, is whether his employees are better off on the whole than those of a private employer and whether they feel legitimate pride and in what they produce and in their position."

These observations were timely reminders to the Government which was keeping its two million employees as near bond-slaves. But the labour policy followed by the Government was in glaring contrast to their precepts. On numerous occasions the Communist members in the Parliament drew the attention of the Government to these facts and demanded progressive changes in its attitude.

The labour laws of the country bestowed certain rights on trade unions and provided certain machinery for settling disputes. But the Government was not applying these to the Civil servants. Not only that, active union workers were being harassed and victimised in numerous ways. The recognition rules applicable to the Civil servants were the very same ones framed by the Britishers in 1937. The Government was stoutly resisting any change of these rules, and was throwing to the winds the recommendations of the Labour Panel of the Planning Commission. While the P & T, Defence and the Railway workers could escape to some extent from the penal measures because of their strong organisations, all other sections of Government employees like those in the Civil Aviation Department, Audit & Accounts Department, Income-Tax etc., had to face many difficulties.

In this respect the State employees were still worse off. Refusal to recognise their organisations, heavy victimisations and denial of any facilities for functioning of their organisations were a common feature in most of the States. They, therefore, saw the possibilities of some good coming to them if a new Pay Commission was appointed. For, in the wake of its recommendations they could press their claims for better treatment.

All-round support for Pay Commission

The essence of the demand for a 2nd Pay Commission was that all these questions, viz., revision of wages and linking them with cost of living, improvement of working and service conditions, investment of full trade union and civic rights etc., should be enquired into by an impartial body. This demand was being supported by almost all the ^{Central} organisations of Central Government employees, by all ^{organisations} national trade union centres and all political parties except the Congress. Some of the Congress members also supported the demand. But the party-whip cracked down on them. The example of 1955 is there. On the 29th July, 1955 a Congress member moved a resolution in the Lok Sabha for appointment of a 2nd Pay Commission. But as a result

of party-whip he wanted to withdraw it, and when the Communist and other opposition members pressed ~~it to vote~~ the Congress benches negatived ^{it} ~~their resolution~~. The Communist Party always took a leading part in focussing the attention of the Parliament and the public to this just and unanimous demand of the employees.

Cat is out of the bag.

Shri Bhupesh Gupta, M.P., leader of the Communist group in the Rajya Sabha, tabled a starred question in February, 1956. In reply the Minister said that Government was not contemplating then appointment of a Commission. As a result of searching supplementaries, Shri Bhupesh Gupta was able to extract the real reason for not appointing a Commission. The Minister said: "Taking a long-term point of view, once the Commission is appointed and the recommendations are made, it will be difficult for the Government to resist such recommendations." Thus the cat was out of the bag ! A Commission was justified, but the Government was not prepared to foot the bill !

In the Lok Sabha too Communist MPs initiated a series of discussions on this problem. They were supported by the entire opposition benches - and even sections of the treasury benches - but, of course, not to the extent of forcing the issue.

The climax reached in 1957 when the Unions of various sections of the Central Government employees, one after another, ~~decided to serve notices of strike on the Government. An ~~announcement~~ adjournment motion was moved on July 18, 1957 in the Lok Sabha to discuss the situation arising out of strike notices by so many organisations of Central Government employees. The P & T workers under the leadership of the National Federation of P & T Employees were in the lead in this struggle, followed by other units in the Confederation of Central Government Employees. Therefore, the whole question was again opened during the debate on the Demands for Supplementary Grants for the Ministry of Transport & Communications. Resolution for appointing a 2nd Pay Commission, moved by Shri K.K.Warrier, Communist MP, also came up for discussion. But the Government was adamant in its attitude.~~

An adjournment motion was moved on the 18th July, 1957.
on the 19th July

Employees prepare for struggle.

The Central Government employees were in the meanwhile mobilising their entire tanks for a successful strike with effect from 8th August, 1957. Their demand had been before the Government for two and a half years by then. The employees and their organisations

had tried all peaceful methods to carry conviction to the Government. Meetings were held in thousands of places and resolutions adopted; nearly five lakhs of employees signed a memorandum to the Prime Minister; they held massive demonstrations throughout the country; a mass deputation of 10,000 employees met the then Finance Minister, Shri T.T.Krishnamachari; on the 19th July when ~~the~~ Shri Warriar's resolution was being discussed, thousands of workers demonstrated in front of the Parliament and in all State capitals.

AITUC's support.

True to its tradition of working-class solidarity, the AITUC fully supported the demands of the employees and alerted all its affiliates to render all assistance to the Government employees in the impending struggle. Its leaders who are Members of Parliament -- Sarvashri S.A.Dange, Vittal Rao, S.M.Banerji, K.T.K.Thangamani, Md. Elias, Prabhat Kar, Mrs. Renu Chakravarty and others in the Lok Sabha, Dr. Raj Bahadur Gaur, Lalji Pendse and others in the Rajya Sabha - spared no efforts to espouse the cause of the employees inside the Parliament.

In the 15th session of the Indian Labo-ur Conference held at Delhi on 11-12 July, 1957, that is on the eve of the strike-move by P & T and other Government employees, the delegation of AITUC consisting of Shri S.A.Dange, MP, General Secretary, AITUC and Shri Indrajit Gupta, with Sarvashri T.C.N.Menon, MP and K.T.K.Thangamani, MP as advisors, raised the question of the 2nd Pay Commission. Shri Dange MP, pointed out that ~~with~~ wage-boards should be appointed for all the major industries and that the demand of the Railways, P & T and other Government employees could be and should be satisfied. Referring to the workers losing sympathy by strikes as stated by the Labour Minister in his address, Shri Dange asked: "If workers are discontented and compelled to strike, if peasants are dissatisfied and the middle-classes restless, what remains of the nation, which will not sympathise with them except the opposite side (the employers)?"

Socialist

*Nehru's reply
what all capitalist
State say.*

On the 2nd August, 1957, Shri Dange, MP, General Secretary, AITUC issued a statement supporting the strike of the P & T and other Central Government employees. The atmosphere had become very heated by then through the statement of Shri Nehru denouncing the strike as anti-social, especially when, according to him, India was threatened with external difficulties: There were already talks

about promulgation of an Ordinance. Shri Dange's statement said that Government employees in America, England, many of the West European countries and Pakistan were claiming wage increases because the capitalist Governments in these countries were helping the vested interests to reap boom profits at the cost of the common people including Government employees. "Curiously enough, in these countries too, the Governments and employers talk the same way as our Prime Minister talks. There too they speak of danger to national economy and danger of inflation. It is strange that our Socialist Prime Minister of India and the capitalist Ministers in Europe should address the working-class in the same tone, same threats and same excuses.".....The AITUC once again appeals to Government to give up police methods of ruling and agree to the just demands of the Unions. The AITUC appeals to all Unions to unite on this question of defending the workers' claims for wage rise, irrespective of political opinion, as the issues are not political but one of simple bread and butter of the working people."

*Govt retreats
under mass pressure*

Due to the unprecedented united mass backing of the demands by the workers, incessant activity by the AITUC, support by all other *Central* national trade union *organisations* centres and political parties excepting the INTUC and the Congress the Government was forced to retreat inch by inch. First some minor concessions were announced. Ultimately the Government announced appointment of a Pay Commission and agreed to refer the question of interim relief to the Commission for early decision. Almost at the eleventh hour the Government went on record, through the statements of the Prime Minister and the Minister of Transport & Communications in the Lok Sabha, announcing all these decisions. The strike notice was then withdrawn.

It was a glorious victory for the P & T workers and other sections of Central Government employees who built up a united campaign on these demands for nearly two years. In this struggle the Congress Government revealed its true colour before the whole country. While it protected the interests of the capitalists, allowed prices to be increased, it stoutly resisted to the bitter end the just demands of the workers. While it mouthed shibboleths about socialist pattern, fair wages to workers, industrial truce etc., it did not agree to protect the real wages of its own two million employees.

While it spoke of industrial democracy, freedom of association etc., it tried to deprive its own workers these rights. The infamous provisions of Rule 4-A and Rule 4-B were introduced in the Government Servants Conduct Rules, by which employees were prohibited from demonstrations of all types including wearing of badges, holding of meetings etc., and from becoming members of unrecognised unions, Just on the eve of strike it promulgated an Ordinance, and moved a 'Black' Bill in the Parliament providing for banning the impending strikes and making participation in these strikes punishable with imprisonment and fine. Police and military were deployed to meet the emergency.

*Communist
Ministry in
Kerala - a pleasing contrast.*

During those days one State in the country was ~~being~~ having a Government run by the true and tested representatives of the tolling people - the Communist Ministry of Kerala. The attitude of this Ministry was in pleasing contrast with that of the Congress Ministries in the various States and the Centre. It refused to use its police to terrorise the Central Government employees, as was demanded by the Central Government. It had already announced its policy of not allowing the police to interfere in labour disputes. Communist Ministers of Kerala made known in no uncertain terms their sympathies with the demands of the Central Government employees. While it desired industrial peace so that developmental works could progress, it did not want imposition of such a 'peace' at the cost of the legitimate rights of the workers. Therefore, the Communist Ministers expressed their hope that the Central Government would come to an amicable settlement on the basis of which the Unions would be able to avert a strike.

One of the very first acts of the Communist Ministry was to stop the increases in pay of the top-grade officers. Just a few days prior to the Communist Ministry taking over power the Governor had announced these increases costing lakhs and lakhs of rupees to the exchequer. The ordinary Class IV and Class V employees of the State had been clamouring for long for revision of wages, merger of dearness allowance in pay etc. Further the earlier Governments viz., Congress, P.S.P. and President's Rule (effectively Congress) had not cared for removing the disparities existing between the ex-T.C.State

State employees and ex-Madras State employees. Without caring for these the Governor passed orders in an unholy haste increasing the pay of higher officers only, increasing the disparities between the highest and lowest paid further. The action of the Communist Ministry in holding these orders in abeyance was a very salutary step.

Thereafter, without undue delay the Communist Ministry tackled the most pressing problem of the ex-Madras State employees, and allowed the maximum relief possible to all low-paid employees which put the emoluments of a Class ~~IV~~ employees nearly at par with those of a Class IV Central Government employee.

There were limitations placed on the resources for further increases in emoluments, however much they were desired. According to the scheme of the Finance Commission of 1957-58 the Centre was to bear two-thirds of the increase in the emoluments of low-paid State Government employees for bringing them to the level of the Central Government employees, provided the increase was not more than Rs.12/- per employee. This scheme was to be in force upto 1960-61. Regarding the State Finance as a whole, the Communist Ministry was seeking a better deal from the Centre and the Finance Commission. Then further possibilities of wage-increases of the State Government employees would have been there. However, the Ministry was toppled down by the most undemocratic methods just because it was a true friend of the toiling people.

15715 J.E.C. & 112 TUC

The movement among the Central Government employees for higher pay and the decision of P & T and other sections of employees to ~~for~~ go on strike from August 8, if no settlement was arrived at, high-lighted the seriousness of the situation when the 15th I.L.C. met in Delhi on July 11-12, 1957. There was a country-wide demand for wage-increases to meet the rapid and high rise in the cost of living. Even as the Conference was meeting a strike of Port and Dock workers was on in Bombay. Earlier there was already a settlement in coal-mining; textiles got a wage-board; in Plantations there was a report already and some agreement also. The previous period had seen numerous actions, by organised workers, including those in Government services. The Defence installations had to struggle in September-October, 1956, which ensured absorption of thousands of

thousands of retrenched workers. Several actions on the Railways and the firing in Kalka, Kharagpur, etc., brought the problem of the Railway workers to the fore-front. There was a tremendous offensive against active trade union workers on the Railways in the name of 'State security'. The Sankar Saran Tribunal was in cold storage. The Bank workers, the Insurance workers and many other sections of employees also waged struggles.

In this background the question of revision of wages, laying down the norms for minimum wage, constitution of wage-boards etc., were the most important points to be settled by the 15th I.L.C. All the trade union representatives in the Conference were united in their opinions on these subjects. The contributions by AITUC in the deliberations of the Conference were note-worthy. Naturally so, because most of the struggles preceding the 15th I.L.C. were led by AITUC unions. In the independent federations/unions too the stand of AITUC got the widest support. Following the I.L.C. the Government servants also could, by their united stand, procure a Pay Commission. But the question of interim relief was left to ~~the~~ be decided by the Commission. The AITUC demanded that the Commission should make their recommendations without delay.

*Interim Relief
too late and too
little.*

[Can interim relief]
+ [But] months rolled by without any sign of their recommendations. The Central Government employees began losing their patience. The P & T workers' Federation adopted a strong resolution in December, 1957, against this delay. The much awaited recommendations came out only after the workers got restive.

The quantum of interim relief also was very meagre and insufficient to compensate the rise in prices. There was a storm of protest from the employees. The three ^{national} trade union ^{organisations} centres, viz. the AITUC, H.M.S. and UTUC also voiced their protest. The question of holding the price-line was again raised. At the invitation of HMS a meeting of all national trade union centres and the various independent organisations, including ~~the~~ those of the Government servants met in early March, 1958 at Delhi and called for united rallies all over the country on the 27th March. The rally was a grand success. It was a gigantic expression of the unified spirit of the whole working-class.

The Communist Party, the party of the working-class, and the

AITUC strives always for such unity amongst the workers and such united actions. The AITUC has helped the growth of such united organisations amongst the Defence, Railways and other Government employees.

*Govt - INTUC
offensive on workers.*

The role of the INTUC is subservient to the interests of its masters, the mill-owners and the Government. It has been, and even now is, actively engaged in disrupting workers' organisations. It has withdrawn its unions even from the united trade federations. It has rigged up rival organisations in the Defence, Railways, Posts and Telegraphs and Civil Aviation, because these are some of the most active sections of Government employees.

While this attack on the unity of Central Government employees was being mounted by the agents of the Government and mill-owners, viz., the INTUC, the Government also took an offensive attitude towards the organisations. The employees ^{were} had been subjected to the draconian rules 4-A and 4-B prohibiting demonstrations of any type. The Conduct Rules were being applied even to trade union functionaries. The victimisation of the Secretary General of the Audit and Accounts Employees Association under the Conduct Rules roused a big protest campaign among the Central Government employees. Recognition of some of the units of the Audit & Accounts Employees ^{Association} was withdrawn.

In the Southern Railways the General Manager was persistently refusing to recognise the Southern Railway Labour Union. Their demands were lying unattended for months and months. Harassment and victimisations were going on. The Union submitted a 11-point charger. Ultimately Shri A.Nambiar, Communist leader, former MP, had to resort to hunger-strike. It brought about a vast mobilisation of workers and the General Manager who pleaded ignorance of the Code of Discipline was shown his place.

In the Posts and Telegraphs and other Departments also mass-scale reprisals were threatened under Rules 4-A and 4-B.

*Communist M.P.s
take up workers
Cause.*

On all these occasions Communist Members of Parliament took up the issues and fought for the cause of the workers. Mrs. Parvathi Krishnan and Shri Thangamani criticised the Government vehemently for its attitude to the Ports and Dock Workers. The occasion was a motion in the Lok Sabha regarding Choudhury Commission's Report, on the 27th August, 1958. The non-official resolution for a

a Committee of Members of Parliament to examine causes of the industrial unrest taking place then, as well as attitude and policies of employers and Government in the light of declared objectives of the 2nd Five-Year Plan and to recommend measures to Government, was debated in the Rajya Sabha on 22/8/58 and 5/9/59. Sarvashri Lalji Pendse, Raj Bahadur Gaur, Bhupesh Gupta, Solomon and Narasimhan spoke on the resolution. The Communist members in the Parliament were also able to get the Government publicly declare that the Code of Discipline would, though with modifications, apply to the public sector. The Government also agreed to call a conference to discuss the conditions of service and terms of employment of industrial workers in the public sector.

*Campaign against
Rules 4-A & 4-B*

On the 11th March memorandum signed by nearly five lakhs of employees was presented to the Prime Minister demanding abrogation of the notorious rules 4-A and 4-B. Numerous questions were tabled in the Parliament by Communist and AITUC leaders who are members of Parliament, regarding actions under those infamous rules. To a question by Shri K.T.K.Thangamani whether actions under rules 4-A were being taken in the ~~the~~ C.A.D., the Government replied that it was an administrative matter. Government wanted to stifle any further comments. But the Communist Party did not leave things at that. Rules 4-A and 4-B hit at the very fundamental rights of a Government servant. Unless these were expunged from the Rules, Government employees would be for ever condemned to political imbecility. Therefore, on the 25th April, 1958 a resolution was moved in the Lok Sabha for "the examination of all service rules by a joint committee of both houses of Parliament in order to make recommendations to the appropriate authorities for modification and improvement of such Rules".

Shri K.T.K.Thangamani, MP, participating in the discussions observed: "...the entire spirit of recognition of trade union formation, which was fought and won after so many years, is now sought to be negatived by 4-B. It is a complete negation of trade union rights". He quoted how even in personal lives of Government employees, the Government ^{was} interfering. He said: "So long as he (the employee) is able to do his job properly, this kind of interference first in his political freedom, next in his trade union

freedom and next in his personal freedom - I do not know what more freedom they (the Government) are going to infringe upon - is uncalled for". Shri S.M.Banerji, M.P., raised these points during the debates on the Demands for Grants for Ministry of Home Affairs. Speaking on the resolution he again pointed out how ~~the restriction~~ misconceived and mischeivous rule 4-B ^{was} ~~is~~. Comparing this to the position of 1937 when the British rules imposed certain restrictions, he said: "After 20 years from 1937 and after 10 years of freedom we expected that the old hated Government servants ~~expected that~~ Conduct Rules would be revised. But what do we find? These amendments clearly show that even after a lapse of 20 years the trade union rights of Government employees not only remain where they were under the British rule but have even further been curbed". Of course, the voting machinery of the Congress negated the resolution.

The resolution adopted by the General Council of the AITUC, held in January 1959, observed that these amendments which were introduced as a substitute for the Ordinance promulgated in 1957, were against the various provisions of the Constitution and were meant to curb the genuine trade union activities of Central Government employees. The resolution mentioned the various victimisations under these rules and requests the Government to immediately withdraw these amendments in the interests of industrial peace. The General Council called upon the working-class to raise its powerful voice protesting against this restriction on trade union rights and vindictive use of these powers.

While outside the campaign against the outmoded Conduct Rules as a whole and particularly against Rules 4-A and 4-B was growing in momentum, Communist MPs and AITUC leaders in the Parliament relentlessly upheld inside the Parliament the cause of the workers. Numerous questions were tabled, every~~d~~ occasion during the debates/^{in the 1959 session} was utilised, amendments were moved to the Conduct Rules, etc., etc. While speaking on the P & T Budget Shri Thangamani, MP vehemently criticised the provisions of the Conduct Rules, with particular reference to the nefarious circular of the D.G.P&T defining what all constitute demonstrations. Sarvashri S.M.Banerji, AITUC leader, T.B.Vittal Rao, MP, Mrs. Renu Chakragarty MP moved amendments to the Conduct Rules seeking deletion of Rules 4-A and 4-B. Shri Thangamani

supported the amendments. Shri Banerji said that on 23.6.1952 the then Home Minister, Dr. Katju gave an assurance in the Parliament that Government was considering revision of the Rules to bring them in line with the Constitution of India. But, on the other hand, the trade union rights and the democratic rights, Shri Banerji said, had been mortgaged in the Home Ministry. He said that within the course of one year 941 Central Government employees were proceeded against under Rule 4-B.

Govt. will

Because of this vehement opposition from all quarters of the trade union movement the Government slowed down their actions under the powers conferred by these rules and made some modifications in their instructions. A more important gain was that many sections of Government staff, like the industrial workers in the Defence etc., were exempted from the operation of many ^{provisions} sections of the Conduct Rules which were not in keeping with the trade union rights of workers in private industries. However, the Government did not repeal rules 4-A and 4-B and other offensive sections of the Conduct Rules, as far as the Civil servants ^{are} concerned.

There was a reason for that. The Pay Commission Report was being delayed. Its recommendations were going to belie the hopes of the employees. But the employees organisations have shown their mettle by keeping up an incessant campaign against the inadequate interim relief, delay in Pay Commission Report, draconian Conduct Rules etc. Govt. wanted to be fully armed and ready to strike when the Pay Commission Report comes out. Aided by its agents, the INTUC, who were trying might and main to disrupt the unity of the Central Government employees as a whole, and of the employees in each Department, Government hoped to subdue the employees to a meek acceptance of the Pay Commission's recommendations.

Demand for 2nd interim relief

The Pay Commission awarded a meagre fiver as interim relief in December 1957. There was a sudden spurt in the cost of living in 1958; the index rose from 105 in 1957 to 111 in 1958 and continued to rise. The final report was being delayed and delayed. The employees found that their wages were being eroded continuously. Therefore from the initial protests against the meagre interim relief their campaign went on to the demand for a second instalment of interim relief.

On the 20th January, 1959, Central Government employees throughout the country convened joint meetings and demanded a second instalment of interim relief with retrospective effect from 1.7.1957. On the 11th February, the second anniversary of the P & T strike in Assam, the P & T workers reiterated the demand for ~~max~~ interim relief. They had also programmed a pay-strike on the 2nd March, 1959. The General Council of the AITUC supported the demand. Its resolution asked for "grant of an additional adequate interim relief pending finalisation of the (Pay Commission) Report". On the 13th February Shri S.M.Banerji's non-official resolution for payment of a further interim relief to employees receiving pay upto Rs.350/- came up for discussion. Shri Banerji made a forceful plea in support of his resolution. Quoting facts and figures he showed how the living standards of the employees were deteriorating day by day. The number of Railway employees who became victim of tuberculosis was: Class I - nil, Class ~~III~~ - 2, Class III - 1,078, Class IV - 3,454. He said that this sudden increase in the number of T.B. patients amongst Class III and Class IV employees was because of malnutrition, under-nourishment, insanitary conditions in their houses etc. He warned the Government "the line between hunger and anger is becoming thinner" and requested the Government "to see that hunger and anger do not meet together, in the larger interests of the country".

On the 17th February, 1959, through a question in the Lok Sabha put by Sarvashri A.K.Gopalan, Thangamani, S.M.Banerji amongst others, these matters were again brought up for discussion. There was a volley of supplementaries. Some sort of an assurance was given by the Finance Minister, Shri Morarji Desai, that the Pay Commission Report might be out in June.

*Pay Commission Report -
Workers claims rejected.* But it required a lot more of agitation by the employees and intervention by Communist and other MPs before the Government made public the report of the Pay Commission. The Commission submitted the Report in August, 1959, The Government sat on it for four months and published it only by end of November, 1959.

The Commission's recommendations drew a storm of protest from the entire Central Government employees, from the AITUC, HMS and UTUC, and from every progressive section in the country.

The Commission threw overboard the recommendations of the 15th I.L.C. regarding minimum wage, slashed the nutritional requirements of the employees, adopted a most unrealistic estimation of market prices and reconstructed the pay-scales by simply merging the dearness allowance in pay. A paltry sum was paid as dearness allowance and recommended compulsory G.P.F. which wiped off a greater portion of the increase in emoluments that the employees would have otherwise got.

The Commission put its rubber-stamp on the Government's failure to keep its own words with regard to periodical revision of dearness allowance as recommended by the Varadachariar Commission. The new formula recommended by the Das Commission was more stringent than the earlier one, and also the revision of D.A. was completely left to the sweet will of the Government.

The Commission themselves broke some of the principles laid down by them. While holidays were curtailed in some instances, it did not recommend equal number of paid holidays to all sections of staff. Though it suggested revised rates of house rent and compensatory allowances, it postponed consideration of classification of cities till 1961 census was over.

In many instances the Commission did not bestow any original thought at all. In some other cases things were left to the decision of the Government as they pleased.

Of course, there were certain beneficial recommendations too, say for instance, the rates of increments of Class IV employees were increased; there was increase in pensionary benefits due to merger of dearness allowance; some sections of employees, hitherto deprived of paid holidays, leave benefits etc., were to be given holidays, leave etc. With regard to some other conditions of work like promotion, housing conditions, provision of negotiating machinery etc., also there were some useful recommendations.

*Govt adds fuel to
the fire.*

But the recommendations as a whole belied the expectations of the employees. The report was an insult to the patience, forbearance and good sense of the Central Government employees' trade union movement, with which they waited all these years since independence. The Government complicated matters further. Its 'love' for its employees was exhibited by implementing all bad recommendations

one after the other. It even modified some of these to the further detriment of the workers - for example, the case of alternate Saturdays.

The reactions of the employees were spontaneous and militant. Protest days were held all over the country. In many places workers started abstaining from office on Saturday afternoons. Numerous memoranda and representations were sent to the Government. In some places the employees observed pay-strike.

Right inside Parliament.

Immediately after the Report was placed on the table of the Parliament, Shri S.M. Banerji demanded in the Lok Sabha that the House should discuss the Report without delay. Similar demand was made in the Rajya Sabha also. These discussions came up in the month of February. In the meanwhile all organisations of Central Government employees had formulated their views, which were unanimously to the effect that the recommendations were most unsatisfactory. The organisations like the Confederation of Central Government Employees, P & T Federation, Defence Employees' Federation, A.I.R.F. etc., also proposed discussions at Ministerial level as far as their separate sectional problems were concerned, and with the Government by joint deputations of all organisations. Heated debates took place in the Lok Sabha. In the Rajya Sabha leader of Communist group, Shri Bhupesh Gupta was not allotted sufficient time to speak on the subject. There was a protest walk-out by all Communist members when Shri Morarji Desai got up to speak. After his speech the Communist members returned to the House and pressed four amendments to the motion. The amendments sought restoration of holidays and leave facilities, convening of a conference of representatives of Central Government employees and rejection of the norms suggested for wage-fixation. The amendments were defeated by the Congress majority.

The AITUC General Council adopted a resolution in February, 1960, demanding higher dearness allowance and supporting the demands of the workers. As the foremost central trade union organisation it was very much agitated over the letter of the Finance Ministry to the effect that the recommendations of the 15th I.L.C. had not been accepted by the Government. This encouraged the Commission to reject the norms unanimously laid down by the 15th I.L.C., to which the Government also was a party, for determination of a minimum wage.

Shri S.A.Dange, MP, General Secretary, AITUC, in his letter to Shri Nanda, Labour Minister, observed: "This view of the Pay Commission will now be used by the various Tribunals and Wage-Boards..... Therefore, this recommendation has become a serious attack not only on the labour policy of the Government as defined in the decisions of the 15th I.L.C. but also an attack on the demands of the workers in relation to minimum standards of living and wage". Therefore, he wanted this item to be placed on the agenda of the next meeting of the Standing Labour Committee. The AITUC Vice-President, Dr.Ranen Sen, M.L.A. in a statement on 5.1.60 threatened to walk out from all tripartite bodies if the Government was thus throwing overboard joint decisions.

*Employees build a
joint front.*

The efforts of the employees' organisations to discuss the basic and common recommendations with the Government proved futile. The Government adopted a very bellicose and bureaucratic attitude. Naturally the only course left open to them was to build a joint platform and press the Government to have talks with them. The AITUC encouraged the organisations to build unity of all Central Government employees. After four months of discussions and consultations all the major organisations, excluding the INTUC controlled N.F.I.R., convened a joint meeting on the 2nd April, 1960. Thanks to the co-operation of all progressive trade union leaders of the Central Government employees, it was for the first time in ~~the~~ history that organisations under the influence of AITUC, HMS and UTUC, and independent ϕ federations and unions as those in the Confederation, came together and decided to pool their resources. The joint convention set up a Joint Council of Action consisting of representatives of the participating organisations, and listed six common demands on which it sought negotiations with the Government. Two of the most important demands were payment of dearness allowance on the basis of the 1st Pay Commission's recommendations, and grant of National Minimum Wage for Central Government employees on the basis of the norms laid down by the 15th I.L.C. The resolution adopted by the Joint Convention said: ".....The Government of India has persistently refused to give thought to the intensity of feeling and frustration amongst Central Government employees. The replies of the Finance Minister in the Parliament reveal an utter callousness towards

the conditions of employees and his statement that there will be no negotiations with their organisations is a virtual repudiation of the principle of solving problems by democratic methods.....In spite of the unresponsive attitude of the Government to the offer of the various organisations to settle differences by negotiation, this meeting of the J.C.A., in the larger interests of the Government once again seek negotiations with the Government....." It further decided that if by the 15th May, 1960 satisfactory settlement was not secured a strike action should be organised to begin from the midnight of the 19th June, 1960.

Govt refused negotiations

But there was no response at all from the Government. Letters addressed to the Prime Minister by the Chairman of the J.C.A. drew only a provocative reply from ^{the} Secretariat. Even after the Government had itself modified some of the recommendations, the Prime Minister wanted the employees to accept the recommendations as an award ! He refused to have any negotiations and took objection to the formation of a Joint Council of Action. The J.C.A. showed immense forbearance by deferring the strike to the 11th July and seeking all avenues for a negotiated settlement.

Threats & reprisals.

Preparations for strike went on in full. Strike notices were served by nearly eighty-five organisations of Central Government employees, on the 25th June, 1960, on the demands formulated by the J.C.A. There were no efforts by the Government to institute any conciliation proceedings, or to refer the matter to adjudication, in accordance with the provisions of Industrial Disputes Act. On the other hand full scale preparations were started by the Government to meet the situation. The whole country was turned into a police-state. An ordinance was promulgated by the President vesting powers on the Government to declare these strikes illegal, and making participation or help for the strike punishable with imprisonment and/or fine. All sorts of threats were brandished before the employees. INTUC-wallahs, stooges of the Government as they are, mounted their efforts at trade union splitting, and indulged in the most reprehensible methods. But the employees never gave in. Their determination only increased by all these, as was shown by the rallies and demonstrations held during this period.

and climb down.

The Government was, therefore, forced to climb down and open

negotiations with the representatives of the J.C.A. The Labour Minister conducted a series of talks in the beginning of July, 1960 with the J.C.A. But the talks broke down on the crucial demand of dearness allowance. The employees' representatives were prepared to agree to a fair compromise formula on dearness allowance, but the Government did not budge an inch.

ADTUC & CP
Strike

On the 30th June, 1960, the Secretariat of the ADTUC in a press-statement expressed its solidarity with the Central Government employees and their trade unions and assured them of its support in the struggle. Criticising the argument of the Government that linking dearness allowance with cost of living would cause inflation, the statement said that no such inflation took place ^{because of it} by linking dearness allowance with cost of living in the case of Textiles, Banks, Cement etc. On the demand for a national minimum wage it said: "The outright rejection of the norms laid down by the 15th I.L.C. by the second Pay Commission, on the advice of the Government, has justifiably angered the entire working-class". The statement condemned the use of force, repression and declaring a perfectly legal strike as illegal, and pointed out that these had added fuel to fire.

Shri P.K.Vasudevan Nair, Communist MP, issued a press-statement on 3.7.60 on behalf of the Communist group in the Parliament, supporting the demands of the employees and pointing out that the stand of the Government that the recommendations of the Pay Commission could not be altered because they were an award, was ridiculous because the Government itself had modified, amended or rejected awards on earlier occasions. The statement justified the employees' action to press forward their demands.

The Communist Party of India in its statement on July 6 said: "...During the last ten years, when the country was busy with its two plans these workers rendered every possible aid to ensure the advance of national economy and in the interest of the people. All that they got at the hands of the Government for this work was a paltry sum of Rs.5/-". The C.P.I.'s statement criticised the attitude of the Government on the two basic demands and the repressive measures being taken by the Government. It assured the workers that it would stand solidly by them in their just struggle.

All left parties and progressive mass organisations supported

the struggle of the employees. The typical exceptions were the Congress, the Bharatiya Jan Sangh, the Swatantra Party and the INTUC. It was a pity that Shri Pattom Thanu Pillai, the P.S.P. Chief Minister of the coalition Government in Kerala, also opposed the strike, though the All-India P.S.P. and H.M.S. ^{was} supporting the strike with many of their leaders in the top positions of the J.C.A. What a contrast to the former Communist Ministry !

Shri Dange, M.P., and General Secretary of AITUC in a letter from his sick-bed in Poona, addressed to the Labour Minister gave a very fine exposition of the circumstances leading to the strike and justified the struggle of the Central Government employees. He wrote that the Finance Ministry's blunt repudiation of the 15th I.L.C. convention with the Pay Commission following suit was "a serious blow to all principles of collective bargaining and the solemnity of pacts ~~signed~~ agreed to by Government and the employers in the tripartite conference, which had rightly acquired the character of an institution, in which employers, workers and Government discussed, negotiated and accepted conventions more or less unanimously". ~~The~~ ^{He} real motive of the Government was exposed in the following words:

"While Government's attitude to the Minimum Wage Convention exposed its moral standard, their attitude on the question of linking dearness allowance to cost of living indices showed their character. Government seemed to be determined to depress the wages not only of their own employees but of all workers and middle-class people in the country and allow the millionaire capitalists to enrich themselves, by the rise in prices.

".....An whom does the rise in prices benefit? Only the big millionaires, bankers, contractors, store suppliers, and all that gentry, who pile up profits, not only from production but from the Government budgets, public money and market manipulation."

He pricked the bubble of the argument that wages linked with prices would cause inflation. Joining his voice to that of the J.C.A. he wrote in his letter that

"....Government should not treat this as a challenge to its authority, because it is in no way a political strike, but sheerly a last resort action of workers to defend themselves from a falling wage; that Government should settle the dispute by negotiations and conceding the bare demands of its employees, especially the one for linking wages to prices. That Government can and does move, when the strike is near, is proved by the fact that the Railway Board after seven months of the Report, has suddenly become active and receptive on some of the recommendations of the Commission, on the eve of the strike - may be not with the laudable desire to do good to the workers, but to divide the ~~workers~~ strikers. The abiding truth is that nothing moves in the world of capital and capitalist mentality unless workers move toward action. That is why all trade union organisations have united on this most serious action."

Shri Dange was sorry that illness prevented him from taking his place in those developments and the solution of the problem.

Govt's counter-measures.

But the Congress Government who played to the tunes of the millionaires, bankers, contractors and other vested interests was not to behave as a civilised Government. Instructions were issued to place under suspension 10% of the employees on the eve of the strike, and to give notices of discharge to all temporary hands, so as to frighten the employees. Ten control rooms in the States and one in the Centre, unheard of even at the time of invasion of Kashmir by Pakistan in 1947, were set up. In addition to the powers conferred by the Ordinance the Police got ready with the provisions of Preventive Detention Act, Punjab Security Act, Criminal Procedure Code etc. All the publicity machinery of the Government of India was put in motion. The radio and the monopoly press were at its beck and call. Many of the strike-breaking agencies were also moved into the field fed by Government money and police protection. In the fore-front were the Congress organisations and the INTUC. The Bharat Sewak Samaj and the All-India Women's Conference and such other organisations were pressed into service.

To cap it all the Prime Minister made a Radio-broadcast to the nation. Indulging in the worst demagogy and misrepresentation of facts, he dubbed the strike as a political move and raised the bogey of "nation in danger" and "country's economy at stake".

Five glorious days.

When the negotiations with the Government finally broke down strike became inevitable. From the 11th midnight lakhs and lakhs of workers were on strike. Though no services were functioning in most of the places, the Radio Stations began telling a string of lies. Of course, in several centres, disruption and terror had its effect and strike did not materialise to any great extent. But it should be said to the standing credit of the Central Government employees that on the whole the strike was very effective. Even according to Government's published figures nearly 5 lakhs on an average were on strike for the five days that it lasted. Giving allowance for the usual playing down by the Government in such instances and considering the fact that in some places the strike did not run for all the five days, some press reports put the figure between 8 and 10 lakhs.

Government themselves were not sure how long those employees who were

not on strike would remain at work. Therefore, they arranged big police forces in those offices. Even during the national movement on the call of a single organisation never have so many people responded to a strike call, against such heavy odds and so many arrests made within the short span of five days.

Soon after the strike started, the AITUC, HMS and UTUC called for a general strike on July 14. Since these organisations did not have any joint working or meeting even on this issue, in spite of the best efforts of the AITUC, the call for united general strike did not materialise to any great extent except in Bengal and partly in Bombay.

As usual the Communist Party and its members in the AITUC and other mass organisations were always ready with all help for the Central Government employees. They took initiative in organising public meetings and demonstrations in support ~~and~~ of the employees. All the daily newspapers, weeklies and monthly journals of the E.P.I. campaigned for the demands of the employees, wrote editorials and leading articles. Before the start of the strike, Communist Party members helped in formation of broad-based Citizens Committees, legal defence committees etc. No wonder the Government turned its repressive machinery against the Communist Party and the AITUC also. Out of about two thousand non-employees who were arrested a great many were Communist Party members and sympathisers.

Innumerable are the stories of initiative, presence of mind, courage and determination shown by the employees to make the strike successful. Such a well organised, most peaceful and orderly strike evoked the admiration of all right-thinking people in the country. How peaceful the strike was can be seen from the fact that the total loss to Government property due to strike was only Rs.40,000/- worth. It was the police and hired goondas of the powers that be who tried to change the peaceful character of the strike. Prime Minister Nehru's demagogy about settling our differences "in a civilised and peaceful manner" (Broadcast to nation on July 7) was shown in practice by his own police when they fired on the railway workers at Dohad (Gujarat State) and five were killed. ~~Within~~ Within the five days of strike nearly 18,000 Government employees were arrested and 1,630 of them convicted summarily. Twenty-seven thousand employees were

suspended from service. The Government was thus able to suppress the strike. Soon after the Government withdrew the recognition of 85 organisations of the employees which participated in the strike.

Govt in the dock.

Immediately after the strike, the Government was subjected to very heavy pressure from all sides to end all victimisations. Everywhere leading citizens, trade union leaders and Communist and other left-wing political parties took up the issue. The monsoon session of the Parliament was a stormy one. During the debate on the motion of Shri Naushir Bharucha disapproving the Ordinance, the Congress benches tried to ridicule the struggle and paint it as a civil rebellion. But very soon they were on the defensive. The forceful speeches of Shri A.K.Gopalan, MP, Deputy leader of the Communist group, Shri Nath Pai, MP (PSP), Chairman of the Confederation of Central Government employees and Shri Indrajit Gupta, MP (Communist) put the Government in the dock. Shri A.K.Gopalan said that it was the experience of the Central Government employees that no representations and negotiations could make the Government move till the pressure of a strike was there. This time also the Government proved it and only after the strike, he said, Government made certain beneficial modifications in the recommendations of the Pay Commission. He said:

"The most important things are the holding of the price-line and the giving of need-based minimum wage.....I say, more disturbing than stoppage of work by the employees is the calculated, planned assault on the nation's economy by the profiteers.....If an Ordinance was promulgated to deal with those who are responsible for this increase in prices, the whole people and the Central Government employees would have been behind the Government. Then certainly there would have been no strike."

He asked the Government to end its vindictive attitude and to take back all workers in service.

Many other opposition speakers strongly criticised the Government for its lack of foresight in not providing a proper negotiating machinery in the services, for its failure to hold the price-line and for its vindictive attitude.

The whole trade union movement in the country, except of course the section under the INTUC, was in an irate mood against the Government. There was a strong demand from AITUC that the question of labour relations in the public sector should be in the agenda of the 18th I.L.C. which was due to be held in September. The item

was included and the whole session of two-days was devoted to the strike by Government employees, Government's behaviour and post-strike issues.

During this session and all subsequent sessions of the Parliament the Communist MPs and MPs of other left parties gave no respite to the Government. Numerous questions were put by them about the progress of rehabilitation of victimised workers. The Communist Party and the Communist MPs led many deputations to the various Ministers. It was their earnest desire that this issue and the issue of restoration of recognition of the unions, should be treated as a common issue of the people, and therefore opposition members of Parliament belonging to all shades of opinion should work together and should unitedly take up with the Government on the highest level. But it could not materialise due to the anti-communism of some MPs.

Reinstatement of victimised employees

However, the efforts made by all of them had their results. The Government, afraid of the public opinion and due to the relentless fight being given inside the Parliament, relaxed its vindictive attitude. Most of the employees were taken back in service. But the bureaucracy blessed by the Congress Government inflicted very heavy punishments on thousands and thousands of employees. The hardships imposed on the employees were such that they resulted in a few cases of suicides even. Slowly Government could be made to give up this tough attitude too.

Even then the pace of rehabilitation was too slow; there was no sign of restoration of recognition. Actually on the question of recognition the Government was misleading the workers by saying that it would be restored but it was only a question of time. Its game was to impose certain conditions like ban on strikes, ban on outsiders etc., before recognition was restored and also to foster its own stooge-unions under the control of the INTUC.

A. J. T. U. C.

resolution The very first meeting of the AITUC Working Committee after the strike in September, 1960, had pin-pointed that attention of the trade union movement to these issues. The relevant portion of the resolution adopted by the Working Committee reads:

"Though hundreds of cases launched against the employees have been withdrawn in places like Calcutta and Bombay, yet hundreds continue to be pursued in other places, especially where the

Those who had to face unprovoked firing, as in Dohad on the Western Railway, are in danger of prosecutions and harassment and require relief and defence.

"The AITUC will do all it can to render aid in this matter and calls upon all trade unions to take up the defence of the victimised and those under prosecution as an urgent task.

"Following the strike, the Government of India has withdrawn recognition of the trade unions of the Government employees such as the NFPTE, the AIRF, the AIDEF, the unions in Civil Aviation Department, Income-Tax Offices etc.

"The Government also threatens to bring in legislation to ban strikes in essential services and to debar outsiders from their unions.

"This retrograde legislation must be opposed tooth and nail, as it will ultimately hit at the whole trade union movement in all spheres, once it is allowed to be imposed on what are called essential services. Our experience of war-time legislation and its aftermath should warn us about it.

"The strike of the Central Government employees did the great service of concentrating attention of the whole country on the great scourge of our present-day capitalist economy - namely, the rise in prices, the fall in wages which affects all toiling masses, while the gains of the growing economy are cornered by the private profiteers and their henchmen in the public sector, Angered by this great service rendered by the strike, Government is now attacking their organisations, their leaders and their and their rights. It is the duty of all trade unions and of all citizens to stand in defence of these services".

Hunger strike proposal.

Once again the patience of the employees was coming to an end. The situation in the Audit and Accounts Department was particularly bad. There was no improvement at all in the spate of victimisations which followed the strike in that Department. Harassments of all sorts were going on. After waiting for ^{many} four months, when things reached the breaking point the Secretary General of the organisation, Shri E.X. Joseph, proposed to undergo a fast to focus attention of the Government and the public. Shri O.P. Gupta of the P & T Federation also announced his decision to go on hunger-strike along with Shri Joseph from the 7th of March. Because of the serious illness followed by the death of Pt. Pant on 7.3.61 the hunger-strike was postponed.

The Communist MPs and other left-wing MPs continued their efforts within the Parliament to force the Government to relax their punitive measures and to rehabilitate all victimised employees. They also started making written representations to the Government on all cases of the Government employees which were brought to their notice. The Communist Party Parliamentary Office used to be flooded with letters from Government employees and their organisations. All meetings of the Executive, National Council etc., of the C.P.I. adopted resolutions demanding the Government for reinstatement of

all victimised employees and restoration of recognition. There was a vast degree of unanimity amongst all the progressive forces in the country on these issues. Trade union leaders, except of the INTUC brand, lent their support. All this had its effect on the Government to a great extent.

Yet the Government appeared to be after its pound of flesh. Even after the expiry of one year after the strike there were more than 300 officials placed out of service, thousands and thousands of others were being subjected to many other types of punishments and the organisations of the employees continued to be derecognised. The breaking point had reached. Even the most sedate section of the employees were exasperated. So the proposal for a protest hunger-strike was revived. The AIDEF took the decision first. This was followed by some other units also. Communist leaders Sarvashri K.G.Srivastava (AIDEF) and N.N.Manna (CPWD), and Shri S.M.Joshi, MLA (PSP) announced their decision. Shri O.P.Gupta of the P & T Federation renewed his decision to go on hunger-strike. These hunger-strikes were to start by the middle of September and simultaneously leaders of Government employees in other important centres were to go on hunger-strike. The P & T Federation and other units of the Confederation decided to build up mass pressure behind the demands for rehabilitation and restoration of recognition.

CP's support
The Communist Party Central Executive Committee in a resolution adopted on the 11th September supported the move for hunger-strike. After reviewing the failure of the Government on the two most important items, the resolution said:

"Such attitude on the part of the Government has forced the leaders of the Unions to resort to hunger-strike in order to protest against such anti-working class policy and for securing recognition of the unions and relief and reinstatement of the victimised.....The Central Executive Committee calls upon all people and workers to mobilise public opinion in support of the hunger-strikers and their demands. Meetings and demonstrations should be held in order to support the demands of the Government employees and their unions".

The Central Executive Committee hoped, the resolution said, that all parties and trade union centres who had rallied behind the general strike will unite to support the movement of the Government employees' unions.

The AITUC General Council had also discussed the situation during its meeting a few days earlier, and had called for full

support to the Government employees' struggle for reinstatement and relief to the victimised and for restoration of recognition. Special mention should ~~be~~ also be made of a forthright criticism by Shri S.A. Dange, MP, General Secretary, AITUC, of the proposed labour relations bill in the Civil Services. The Government was contemplating a ban on strike, ban on outsiders holding posts in Government employees' organisations, and introduction of some type of negotiating machinery in the form of Whitley Type Councils without any firm obligation on the part of the Government. Shri Dange, explaining the stand of the whole trade union movement, made it clear that these reactionary provisions would have to be fought tooth and nail. Ban on strike and on outsiders were being opposed by other central trade union organisations also.

Govt. did to again
When the Government found that opposition to its policies was growing in volume and that the Central Government employees themselves were once again mobilising protest campaigns it beat a retreat postponing introduction of the Bill in Parliament and decided to restore recognition to the Unions. As is the habit with Government, it did not do it gracefully. It was contemplating some restrictions on outsiders, right to strike and on the organisations taking up the cases of victimised employees. But the determination of Government employees' leaders to stick to their decision on hunger-strike even if recognition was restored but with restrictions, compelled the Government to retreat further. A Cabinet meeting was reported to have taken place late in the evening of the 13th September 1961 in which the decision to restore recognition without any condition, was taken.

Post-1961 Govt. action
Though it is more than two months since this decision was taken, much seems to have been left in the hands of the bureaucracy for some of the important organisations have not yet been given back their recognition, for example in the Audit & Accounts and Income-Tax Departments. In the P & T Department the authorities are helping to keep alive a dispute in one of the Unions, which had been settled long time back. There are reports that the principle of 'one union in one industry' on the basis of which the present P & T Federation was formed after a written agreement between the various ~~agreements~~ organisations and the Government, is being given up.

In these the INTUC is playing its vile role as usual. It is reported that heavy pressure is being brought to bear on the Government to recognise rival organisations rigged up by the INTUC in the various Government services like the Civilian Defence, P & T, Civil Aviation etc. But the loyalty of the workers to their old organisations, in spite of fourteen months of virtual ban on any activities, was a thing on which the INTUC splitters did not count upon. Soon after restoration of recognition the organisations which led the strike had a far larger following than prior to the strike. This has given back the lie direct to the INTUC. Government cannot on the face of it, and specially with the general elections approaching, dare to favour its agents in the INTUC with recognition of their pocket unions. But the danger of Government favouring them is there after the general elections. It can only be defeated by maintaining complete unity in the ranks and by concerted and co-ordinated actions by their organisations.

The Communist Party encourages and will always encourage unity and solidarity of the working class as a whole, including the Government employees. In an article in the September 17 issue of the 'NEW AGE', Communist Party weekly, soon after restoration of recognition, Shri S.A. Dange, MP, wrote:

"It is now for the Unions to be up and active. All Government employees now should be in the unions. Cent per cent trade unionism must be the slogan, if the employees are to enjoy even the limited rights that they have.

"The Confederation must be made a live body of all the Federations.

"The leadership of all the unions must be made to function actively and democratically. Rivalry of unions and leaders has harmed the cause of the workers many a time, the AIRF being particularly susceptible to this, though others are not altogether free

"Let all leaders and groups sit together, irrespective of their political differences and build unitedly a powerful mass Confederation of Government Employees' Unions. Let the rank and file workers call the leaderships to account and discipline themselves and their leaders.

"Unity on the Railways is the key to the situation among the Government employees. This was demonstrated in the last strike and now.

"Let all the unions rally behind the Audit employees, who are not governed by any ministry. We would request the Government to pull up the authorities of the Audit and Accounts and make them observe the line that is now adopted by the Government of India.

"Unity and active democratic functioning is the need of the hour. Then alone will this victory bring its fruits to all

employees."

How much concern the AITUC was having for maintaining unity of the ranks and the organisations can be clear from the warning given by it to all trade union leaders, specially of the Government employees' organisations, to the likely danger of the unity already achieved "receiving a set-back after the strike, when the whole movement now rightly sits down to assessing the gains and losses, the mistakes and achievements, not only of individuals and parties but of the whole trade union movement and all its wings....." The unity exhibited in the 1960 strike of the Government employees was not built in a day. Efforts were all along being made for complete unity of workers in each department. The AITUC always favoured these efforts. Later on when the agitation for a second Pay Commission grew, a number of Government employees' organisations established a common platform, the Confederation of Central Government employees. The employees participated in numerous joint actions. But the Railways and Defence organisations were not yet on the same platform as the other sections. The desire and necessity for having a joint platform for all became very strong immediately after 1957. Such a platform was created in 1960 after the Pay Commission Report was out, when the employees found that the issues facing them were common and only a united stand would compel the Government to change its attitude.

In this process the AITUC has always played a very helping role. It never imposed its views on any and showed the greatest accommodation for the views of all sections. In February, 1960, when it considered the Pay Commission Report, it refrained from making any suggestions as to the course of action which the Government employees should adopt, except that all sections of the employees should unitedly decide about it.

After the employees' organisations set up a common platform i.e., in the joint convention of April in Bombay, the AITUC leaders proposed a one-day token strike. Some other sections did not agree with the suggestion, and the AITUC did not press for its line but abided by the joint decision ~~of~~ arrived at Bombay.

The unity so achieved by the employees, not only department-wise but also in the services as a whole, should now be further strengthened. There only can the employees successfully tackle the

numerous problems facing them today.

The last strike did bring many benefits to the employees, focussed attention of the whole country on certain issues and gave a jolt to the Government's labour policies in the services.

The joint struggle of the employees made the Government to give up its lacadaisical manner with which the beneficial recommendations of the Commission were being treated. Fixation into grades and adjustments of pay were done comparatively quickly. On August 2 the Government announced many of its decisions on the recommendations. Rs.44 crores more were given to the employees by way of new grades and allowances. Recommendations with regard to promotion were accepted. The Government modified its earlier decision and announced that pay-fixation would be with effect from 1.7.59 and that arrears would be paid in cash. It had already announced some upward changes in certain city compensatory allowances. Some more liberalisation of the orders on retirement benefits, were made. Though not immediately, but in due course, the Government increased the number of holidays. The rate of contribution to compulsory G.P.F. was reduced to 6%, and in the case of staff with pay less than Rs.75/- the total was limited to Rs.4.00 and for other Class IV employees to Rs.5.00 a month. On most of the other beneficial recommendations Government announced their decisions. Orders on curtailment of leave etc., were held back. There were upward revisions of the pay and dearness allowance of military personnel. The State Government employees also benefitted from the strike. U.P., Madhya Pradesh, Madras, Punjab, Bihar, Bengal State Governments allowed wage-increases for their employees.

The most outstanding contribution of the strike was that it concentrated the attention of the whole country on the serious problem of prices and the failure of the Government to resolve it. In this, the employees were fighting the battle of all people in the country. The Government started announcing new resolves to hold the price-line. The question of distribution of national income also came up. The Government even appointed a Committee also to enquire into it. But these pious utterances of the Government will mean nothing unless the workers are vigilant.

Another outcome is that the labour policy of the Government towards their employees, with special reference to the absence of a proper negotiating machinery, came for heavy criticism. So much so that the Government seriously brought up the introduction of Whitley type Councils in the services.

But all these gains are not without their pitfalls. If the workers discard their vigilance they will be deprived of these benefits.

Problems facing the workers.
First and foremost task facing the workers is reinstatement of all victimised employees and removal of all punishments awarded in connection with the strike. The Communist Party, its members in the Parliament and the working class organisations will continue to render all help for them.

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In spite of all these years of agitation the Government continues to deny a decent minimum wage to its employees. Even today the very wide disparities between incomes of the highest and lowest in the service continues. During the last decade national income increased by 41.5 percent at current prices, or by 25% at 1948-49 prices. But the real earnings of workers fell by about 12% between 1955 and 1959 (1947 base = 100). Sacrifices are called for from workers only in the name of national development and national economy, while the bourgeoisie amass huge profits. Nothing more can be expected from a Government amenable to the bourgeoisie, unless workers struggles force it to change the course.

The basic question is linking wages to prices. The retrograde formula of the 2nd Pay Commission has got to be amended. For the last more than a year cost of living index had been hovering very close to 125 and has even surpassed it - i.e. 10 points more than the index for which D.A. is being given now. For this increase no compensation has been given. This experience has shown how impossible it is to get an increase in dearness allowance if Pay Commission formula is applied. This was the breaking point during the negotiations on the eve of the strike. If this formula is not got revised the employees will be permanently losing Rs.10/- to Rs.15/- per month.

Grant civic rights.
The struggle for civic and trade union rights of the employees has to be continued. The Government had been attempting to curtail

even the existing rights bit by bit. Recently the Home Ministry issued a circular prohibiting Government employees even attending election meetings. Shri Bhupesh Gupta, MP, leader of Communist group in Rajya Sabha, questioned the Government on this and was able to extract a promise from the Home Minister that the circular would be revised. The present Conduct Rules contain numerous other provisions which stifle the employees. They are not allowed to have any connection with any press or radio, cannot write articles or letters to newspapers, should dissuade their dependents from political activities etc., etc. The Communist Party stands for a complete revision of all these Conduct Rules and codes, expunging from them such provisions which militate against fundamental rights. Its members will continue the campaign against these inside ~~the~~ and outside the Parliament.

Full time rights

The question of trade union rights will again come up sharply. Because of the strong opposition of the Central trade union organisations, Communist Party and other left parties, and of the organisations of Central Government employees themselves, the Government did not bring the restrictions on right to strike, outsiders holding office etc., this time/ While restoring recognition. But introduction of these restrictions is on the agenda of the Government and they may embark upon it after the elections.

Shri S.A.Dange has made clear the stand of the ALTUC on these issues. In his article referred to above he says that there is no reason why the employees in Government services should be put under special disabilities in relation to their trade union and democratic rights. Pointing out the dangers inherent in the move of the Government, he says that Government is the biggest employer and the number of employees in the public sector is growing year by year; if these restrictions are allowed in the services today, tomorrow they will be extended to the industrial workers in public sector, and very soon private employers will clamour for bringing their workers under these bans. Therefore he calls upon all trade unions to stand shoulder to shoulder with the organisations of the Government employees.

Even now there are numerous restrictions imposed on the Government employees' organisations. The provisions of the Conduct

Rules like ban on collection of funds, on demonstrations, on connection with press etc., are made applicable to the organisations also. Their leaders and active workers are being daily harassed and many victimised for normal trade union activity. It is clear that the Government has no intention of relaxing their strangle-hold on the organisations. Otherwise why has it gone in appeal to the Supreme Court against the judgment of the Bombay High Court invalidating rule 4-B of the Conduct Rules. The existing rules regarding recognition of unions of Government employees also need very great changes.

It is true that many sections of these rules have been made dead in practice. But that is because of the strength of the organisations of Government employees. Government has always been trying, and will try ~~fix~~ with greater determination once the elections are over, to bind down the organisations. A great vigilance on the part of the employees and the trade union movement in the country is called for defeating any step of the Government ~~and~~ in these directions.

The restrictive provisions mentioned earlier are reported to be adjuncts of the proposed negotiating machinery in the central services. The provisions of the proposed Bill contain dangerous implications. The Communist Party holds that the disputes between the Government, and its employees should be settled primarily on the basis of direct negotiations and collective bargaining between the trade unions of the employees, whether in the offices or in the factories, and the employer i.e. the State. But the proposed provisions will take away this primary task of the unions. Discretion to refer a matter to a tribunal is vested with the Government. So also implementation of the award of the tribunal. Whereas the discretion to use the strike-weapon, the last weapon in the hands of the employees, will be denied. The Government also proposed to have the power of recognising unions in accordance with its own discretion. The experience in private industries hitherto shows that where the unions are not in the good books of the Government it will try to push in the use of the tribunals, arbitrators and what not to the detriment of the workers and of the unions. Even the subjects which can be taken up in the proposed joint Councils are restricted, while

those for arbitration are still further restricted. This is the most objectionable feature of the Bill. There are numerous other bad features. These are going to present a serious problem soon after general elections.

The Communist Party demands that provisions under the Code of Discipline for recognition of unions should be applicable everywhere; protection of all trade union workers should be given; there should be no ban on outsiders; direct negotiations between unions and Government should be provided at all levels; right of unions to control or recall their nominees in the negotiating machinery any time they like should be accepted; arbitration should be given whenever demanded by the unions; awards should be binding on both sides; no issue should be debarred from the purview of the negotiating machinery and arbitration; there should be a time-limit for completing all processes of negotiation; failing agreement, freedom of action for trade unions should be preserved.

because of the mistakes of Government policy. Though it is fourteen years after independence there has been very little improvement in the bureaucratic set-up of the administration. The employees continue to suffer innumerable hardships. The top administration is riddled with corruption and nepotism. The bureaucrats are more concerned with their own selfish gains than with the problems of the employees or of the services. Whether it is matter of promotion of the employees, or provision of amenities, or question of accommodation, there is ~~utter~~ ^{utter} callousness on the part of the brass-hats. Thousands of such cases and cases of favouritism, nepotism and corruption have been brought to the notice of the Government by Communist members of Parliament, and they were able to set matters right. But a lasting solution to the problems by way of cleansing the administrative services and setting up an efficient ~~and clean~~ administrative machinery can be done only if the employees have their strong organisations and they have their voice in the administration, and if the democratic movement in the country takes up the issue in all seriousness.

These are some of the important problems which are facing the employees today. In their struggle for a better living and better service conditions and for an efficient and administration, the Communist Party, its representatives in the Parliament and all mass organisations under the leadership of Communist Party will render all their support.

MOST IMMEDIATE

Government of India
Ministry of Home Affairs

No.13/12/60-BSTS(B)
New Delhi, dated 14-9-1961

OFFICE MEMORANDUM

Subject: Restoration of recognition of Associations and Unions which had been party to Government Servants Strike in July 1960

In its communication No.CD/722/60 dated July 20, 1960, forwarded to the various Ministries, in its No.52/12/CF-60 dated July 20, 1960, the Cabinet Secretariat had issued instructions that recognition of Unions and Associations which had been party to the strike should be withdrawn. As a result, recognition of a number of unions and associations was withdrawn by the various Ministries/Departments. The position has been reviewed and it has been decided that recognition of these unions and Associations should be restored on the terms and conditions applicable at the time of its withdrawal. The Ministry of Finance, etc., are requested to take action accordingly.

Sd/

L.P.Singh,
Additional Secretary,
Government of India

To

Shri

S. A. Dange. M. P. New Delhi.

Sir,

We crave the indulgence of approaching you for a vital matter which relates to the granting of adequate compensation to the Riot affected Govt Employees at Gauhati. Though more than a year has passed, the Govt Employees of Gauhati who became unfortunate Victims in the last year i.e. July 1960 Riots have not been granted any compensation whatsoever. The State Govt particularly the Chief Minister was contacted by the Victims who addressed letters and even telegrams to the D.C. Gauhati for making necessary enquiries and submitting reports to the State Govt with regard to claim cases. The Famous D.C. of Gauhati who has been censured by the Gauhati Firing Judicial Enquiry Commission is either sitting tight in some cases while in other cases submitting false and fictitious reports utterly disregarding the Majahars made to the Gauhati Police station by the Victims and the evidence tendered before the Judicial Enquiry Commission. The D.C. Gauhati is deliberately violating the Govt orders in respect of Relief and Rehabilitation of Riots Victims which was even pointed out by the R.R.C. Assam, Shillong. Before the Goreswor Enquiry Commission. This is a matter which deserves serious consideration by the Parliament as well as the State Assembly because the D.C. Gauhati has become omnipotent and the State Govt has got no guts to mend the conduct of the D.C. Gauhati, particularly the said D.C. was censured by ~~the~~ Two Enquiry Commissions. It is the look out of the Central Govt and the Parliament as well to take suitable action in this regard. The Gauhati firing Judicial Enquiry Commission gave its considered and thoughtful verdict that the Gauhati Disturbances was pre planned and pre Mediated. The Assam Govt failed to protect and properties of the Minorities and now they are refusing to the Govt Employees who are working in different Central ~~units~~ units. It is the duty of the respective Central Govt ~~individually~~ individually and the Central Govt collectively to direct the State Govt of Assam to Grant adequate Compensation to the Riot affected Govt Employees victims. Is it not a mockery of Democratic Govt that a D.C. is violating the Govt orders and not instituting any enquiry whatsoever and submitting false reports? Are we not to believe that the State Government is abetting the misdeeds of the D.C. Gauhati?

We would therefore request you to move up the matter with the Govt of India and force the Assam Govt to grant adequate compensation to the Central Govt. Employees Riot Victims at Gauhati.

Yours faithfully,

"Suffers"

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From,
Dwarkanadas G. Vanjara,
Income-tax Practitioner,
404-AA, Wagh Wadi,
Kalbadevi Road,
Bombay-2.

Dated, 5th September 1961.

To,
Shri S.V. Dange,
Bombay's representative in the Lok Sabha of India,

Dear Sir,

A copy of memorandum by the Income-tax Practitioners of Bombay addressed to the President of India is enclosed herewith with a request to represent the matter to the authorities concerned.

Thanking you.

Yours faithfully,

D. Vanjara

THE HON'BLE PRESIDENT OF INDIA,
New Delhi.

Re: Prayer to accept the class of
Income-tax Practitioners as
Chartered Accountants.

The Humble Petition of the undersigned
Income-tax Practitioners of Bombay.

Most respectfully Sheweth:-

1. Your petitioners styled and designated as Income-tax Practitioners, are practising before Revenue Authorities in respect of all taxation matters.

2. Section 288 of the New Income-tax Bill of 1961 which is under consideration in the current session of Lok Sabha aims at the gradual abolition of the class of Income-tax Practitioners. It is respectfully submitted in that behalf by the petitioners that as and when a particular class of practitioners is abolished the professing members of that class are always recognised and promoted in view of their experience, ability and status.

3. The following illustrations will suffice the purpose:-

(a) When the Chartered Accountants Bill (now act) was introduced in 1949 while abolishing the class possessing the qualification of G.D.A., the practising members of that class were promoted to the rank of Chartered Accountants.

(b) Similarly it has happened in Legal and Medical Professions also.

4. The services and ability of this class of practitioners is duly recognised by the Government in as much as they have been authorised to practice

on the newly created direct taxation side i.e. Wealth-tax, Expenditure-tax, Gift-tax, Estate Duty etc. Needless to add that these all demand a sound knowledge of accounts and the preparation of statements coupled with the equally fundamental knowledge of Law and Procedures.

5. It is further submitted by the petitioners that the recognition of this class of practitioners as equal to the class of Chartered Accountants would be a last step to complete the circle in the field of Taxation and Accounts.

6. Being fully experienced and acquainted with accounts the members of this class of practitioners have practically nothing new to learn. Before the taxation authorities the members of this class of practitioners stand on the same footing as Chartered Accountants in all respects.

7. The efficiency of the members of this class of practitioners has never been doubted in the recently introduced Laws of Taxation and as such this prayer will not be considered unusual or in any way worth rejecting. They would be proved equally efficient and in any case up to the mark in Law of auditing.

8. The acceptance of the prayer would be an act of fairness to the members of this class and it would be an additional service to the people and tax payers in general and business community in particular through the class of your petitioners by the political representatives in the Government, in as much as the rule of demand and supply would work in this line also.

9. That economically and educationally (technical) backward nation like ours cannot afford to waste the ability of the experienced class as your petitioners. Our country should utilise the maximum services of this class more so

When it has gained confidence not only from the commercial community but also from the Government, This ^{is} badly required in the days of planning and development of industry and trade.

10. It is prayed that the class of Income-tax Practitioners be promoted and recognised as equal to the class of Chartered Accountants.

Bombay, dated 1st September 1961.

We remain,

Yours obediently,

Sd/- Dwarikadas G. Vanjara,
Dip. Com., LL.B.

Sd/- Vandravandas G. Vanjara,
G.C.D.

Sd/- Balkrishna M. Vaidya,

Sd/- Jayantilal M. Vanjara,
G.C.D.

Sd/- Hasmukhlal C. Paurana,
B.Com., B.A., LL.B.

Sd/- Vishnu P. Vyas,
B.Com., LL.B.

Sd/- Bachubhai M. Prajapati,
B.A., G.C.D.

Sd/- V. V. Mody,
B.Com., LL.B.

Sd/- Ramnarayan B. Joshi,
G.C.D.

Sd/- B. A. Trivedi,
B.Com.

Sd/- J. K. Sheth,
B.Com., LL.B.

Sd/- J. J. Sheth,
B.Com., LL.B.

Sd/- C. D. Shah,
B.Com.

Sd/- J. Chandarana,
B.A., LL.B.

Sd/- N. D. Kothari.

Sd/- K. H. Popat,
G.C.D.

P. T. O.

-14:-

Sd/- R.J.Kotak,
B.Com.

Sd/- Jadavji M.Shah,
Dip.A, Dip.SE

Sd/- D.N.Dadna,
G.C.D.

Sd/- R.M.Thakkar,
B.Com.

Sd/- Dhagwandas Karsondas,

Sd/- Dwarkadas G.Kotak,
G.C.D.

Sd/-

* THE PETITION OF THE INCOME-TAX *
* PRACTITIONERS OF *
* BOMBAY. *

4, Ashok Road,
New Delhi,
December 23, 1961. ✓

General Secretary,
The Mysore State Non-Gazetted Officers' Association,
Cubbon Park,
Bangalore.1.

Dear Friend,

Thank you for the letter of December 8, addressed
to Shri S.A. Dange.

Shri Dange was happy to note that "The Bulletin
of the Mysore Engivo" the official organ of your
Association has been sincerely trying to foster a
sense of brotherhood among Non-Gazetted officers of
Mysore State. Due to other pressing preoccupation
he is unable to send a personal message of greetings
to your esteemed journal.

However, he has asked me to convey his best
wishes of success to your organisation in ameliorating
the grievances of the Non-Gazetted Officers of Mysore
State and warm greetings to the Annual Number of
"The Bulletin of the Mysore Engivo".

Thanking you,

Yours sincerely,

K.G.
(K.G. SRIWASTAVA)
Secretary to
Sri S.A.Dange.

The Mysore State Non-Gazetted Officers' Association

CUBBON PARK,
BANGALORE 1.

Date...8th Dec....1961.

Ref.
To

Dear Sir,

A copy of "The Bulletin of the Mysore Angivo" the official organ of the Mysore State Non-Gazetted Officers' Association is enclosed for kind perusal. The Magazine is designed to develop to foster a sense of brotherhood among Non-Gazetted Officers of Mysore State and also to deal with their problems.

We are happy to inform you that we have been striving hard to achieve the aims explained above through our Magazine for one year and we are celebrating the occasion by publishing a Special Annual Number in January 1962.

We will be grateful if you could kindly send us a Message for publication in this Annual Number before the end of this month.

Yours faithfully,

M. Davinia
(Mary Davinia)
General Secretary.

1 FEB 1961

Indian Statistical Institute Workers Organisation
(Registered no. 4665)



RESOLUTIONS

(Adopted unanimously in the Convention of the Indian Statistical Institute Workers held in Calcutta on 28 and 29 January 1961)

On
Resolution 1 : Threatened Retrenchment of the ISI Workers

This Convention of the workers of the Indian Statistical Institute notes with deep concern the renewed threat of retrenchment. Year before last, the same threat was held out on the plea of the vague exigencies of Government-ISI relationship, ostensibly to impose contractual relations between the Government and the Institute. This contractual relationship was innovated by the Institute administration with the overt purpose of perpetuating the insecurity of tenure of service of the employees and of holding the power for large scale retrenchment at any time. This year the threat is prefixed - on the admission of the authorities themselves with the failure of the management to fulfil the stipulated amount of work for the current financial year.

2. This Convention of the ISI workers, while stubbornly refusing to be taken in by this attempt at raising a scare aimed at forcing the hands of all concerned, resolves to draw the attention of the policy makers at the highest national level to this gross violation of the spirit of the Indian Statistical Institute Act by which the highest organ of power in the country, the Indian Parliament, sought to bestow stability and security on this 'Institute of national importance'. This threat of retrenchment is the height of wilful contravention of all norms of mutuality and reciprocity that should subsist between the Parliament and Government of the country and a scientific institute run with the money voted and disbursed by the same, as well as between the Institute and its workers.

3. Under the circumstances, this Convention of the ISI workers resolves to appeal to the Prime Minister and the Parliament to prevent the perpetration of this act of wilful arbitrariness of the ISI authorities running away with the fundamental interests of the workers, as well as the honour and efficiency of a scientific institute of national importance.

4. This Convention authorises the ISIWO to take all necessary steps in this regard.

Resolution 2 : On the Problem of Work in Indian Statistical Institute.

This Convention of the workers of the Indian Statistical Institute views with great concern the waste of time, money and efforts that has become a chronic feature of the internal management and organisation of work in the Institute. While the workers of the Institute had always been familiar with such a state of affairs in the Institute's administration, it was expected that with the passage of the Indian Statistical Institute Act, things might take a turn for the better and that henceforth the authorities would care to ensure stable organisation based on firm principles of sound management befitting a scientific Institute of national importance. To anyone in the know of things as they really are, it would be obvious that the course of developments in the Institute, since its statutory recognition in 1959, has belied all such expectations.

2. This Convention is convinced of the lapses in the internal administration and management of the Institute, particularly since April 1960 in the National Sample Survey department which is by far the largest department of the Institute. In fact, the chaos in organisation therein has now reached to so alarming an extent that widespread doubts seem to prevail as regards

the Institute's capacity to perform the stipulated quantum of NSS work for the current financial year.

3. Such being the state of things, this Convention is aware of the inclination on the part of persons at the helm of the ISI administration to pass the responsibility for default in work on to workers. This Convention declares most emphatically that the workers have always been ready and willing to carry out the work-load enjoined on the Institute, never failing in duties entrusted to them, and that their lives to be used as the alibi of ISI administration to escape the inevitable consequences of their colossal inefficiency and mismanagement throughout the period. They will never allow the chronic management trouble in ISI to pass as labour trouble as is sought to be done by the administration.

4. This Convention puts on record that time and again suitable pointers on behalf of the workers as to the dire consequences of such utter lack of direction in the administration ~~XXX~~ have failed to evoke any response from the authorities.

5. In view of the foregoing, this Convention of ISI workers resolves that the attention of the ISI Council be invited to the state of affairs prevailing in the internal administration and management of the Institute. This Convention fervently hopes that on being conversant with the actual conditions prevailing in the Institute, the ISI Council will share the same concern as felt by the workers in the matter and move to take early remedial measures, so that intervention at the highest national level may not become necessary for the solution of the chronic ills inside the Institute.

6. This Convention resolves that the ISTWO take all the necessary steps.

Resolution 3: On Service Conditions of the ISI Workers.

The ISTWO during the past four years has been drawing attention of the Institute authorities (through letters, memoranda, etc., the latest being the Memorandum of 27 September 1960 on some aspects of service conditions, submitted to the ISI Council) to the various aspects of the service conditions of the ISI workers in respect of:

1. Minimum wage commensurate with the present cost of living
2. Improved pay structure which should include enhanced dearness allowance, house rent allowance, city compensatory and other allowances
3. Linking of dearness allowance with consumer price index
4. Regularisation of all categories of the so-called irregular workers, e.g., daily basis workers, different types of piece-rate workers, workers on ad-hoc and consolidated pay, etc.
5. Introduction of service rules and standing orders
6. Introduction of well-defined recruitment rules
7. Introduction of well-defined promotion rules
8. Standardisation of jobs and cadre fixation
9. Betterment of leave facilities
10. Working hours
11. Introduction of cheap and proper medical facilities.
12. Restoration and extension of cheap transport facilities.
13. Introduction of cheap canteen facilities
14. Restoration of night school facilities



- 15. ISI General Provident Fund for setting up a properly constituted Board of Trustees and its recognition by the Income Tax authorities;

and whereas the same have not been considered with sympathy by the ISI authorities so far, this Convention of ISI workers resolves that the ISIWO take proper steps to realise the above demands, inclusive of moving the appropriate legislative and governmental authorities, and legal authorities as the need arises.

Resolution 4: On the Attitude of the ISI Administration towards the Workers and the ISIWO.

The Indian Statistical Institute Workers Organisation came into existence in late 1956. It was formed to give an organised expression to the views of such a large number of workers and to respond to the call of the Director for suggesting ways and means of cooperation with the ISI administration and to make the Institute run with greater efficiency. The ISIWO since then has taken interest in different aspects of work and working conditions in the Institute and has submitted many memoranda to the administration and to the members of the ISI Council placing its views for improving service conditions, efficiency of administration, etc. It seems that the call for cooperation given was merely platitudinous. For the ISIWO soon found that not only was there no response to its various memoranda, letters, etc., but its taking active interest in the Institute affairs and particularly in defending the interests of workmen was looked upon with hostility.

2. In any organised institution there have to be well-defined rules and procedures for the conduct of both of its workers and its management covering different aspects of the institution's life. In this Institute the very absence of such rules is taken for granted as a privilege of science, absence of minimum security to the employees is considered the sine qua non of scientific development - claims of course, not made in any other scientific institution. In a word, the workers in this Institute must be made to feel the helplessness of their existence, the mercy of the employer. And so when the ISIWO attempted to demand the rights of the workers and assert the dignity of their existence, blows began to be dealt at one after another by the administration. Time scales were attempted to be abolished two years ago to take away whatever little security was there, retrenchment was made to show off the power of the administration, arbitrariness increased in matters of recruitment and promotion. In short, nothing was left undone to put terror in the minds of the workers, which has culminated recently in the threat of withdrawal of recognition of the ISIWO, in charge-sheeting seven workers of the Institute ranging from a daily basis helper to senior scientific workers on vague and false charges, in attempts to create divisions in the rank of workers by encouraging efforts to organise a diversionary trade-union in the Institute, in attempts to scuttle introduction of improved pay-structure, and finally in planning a campaign to pass the responsibility of their organised incompetence on to the workers in relation to unfulfilled targets of work-in-RSS in particular to create a plea and an atmosphere for large-scale retrenchment so that the workers may remember nothing except how to save their jobs.

3. And so while the five year plans of the country visualise more and more organised cooperation between management and employees, even in fields and in factories, the above is a strange phenomenon in this Institute which has a statutory recognition as a scientific institution of national importance.

4. This Convention of the ISI Workers, therefore, while deploring such attitude of the ISI administration towards them and their Organisation, reiterates its faith that good sense will prevail upon the administration to change their attitude in favour of a sincere cooperation with the workers and their Organisation. The minimum to be done in this direction is to give formal recognition to ISIWO and provide it with all facilities for normal functioning, abandon efforts to create division amongst the workers, and withdraw all vindictive measures taken against a number of workers in recent past.

5. This Conventions enjoins on the ISIWO to do the needful in the matter.

Resolution 5: Concerning the Incident on 22 August 1960

Whereas a general meeting of the ISI workers on 25.10.60 "strongly condemned the attitude of the ISI administration" which with a mala-fide motive had "distorted the facts of the incident on 22 August 1960" concerning the behaviour of Shri S.Moulik, a consulting engineer of ISI, and protested against actions of the authorities in this connection;

whereas further a resolution of the general body of the workers, which was signed by 1,009 workers, reiterated their protest against the "issuance of show-cause notices by the ISI administration (on 21.12.1960) to seven workers, including some office-bearers of ISIWO, on the basis of ex parte findings of an Enquiry Committee loaded with top officials of the administration", and urged upon the Chairman, ISI Council to withdraw the show-cause notices;

whereas the just resentment of the workers seemed to have produced some helpful effect on the authorities which got reflected in a gesture on their part during the first week of January 1961 to come to a settlement with the workers about the matter;

all the same

this Convention of the workers of the Institute/notes with great concern and misgivings that no definite move is yet being made by the authorities to withdraw the show-cause notices. The Convention, moreover, apprehends that the authorities deliberately want to keep this issue alive to terrorise and demoralise the workers.

2. This Convention, therefore, strongly condemn the attitude of the authorities in trying to delay a settlement on this issue which is long overdue and urges upon them to forthwith withdraw the charge-sheets issued to the seven workers and quash all the proceedings, including the proceedings of the Mahalanobis Enquiry Committee, in connection with the incident of 22 August 1960.

3. This Convention resolves that the ISIWO take all necessary steps in this regard.

CONFEDERATION OF CENTRAL GOVERNMENT EMPLOYEES AND WORKERS.

T-16, I.N.A. Colony,
New Delhi-3, the 24th June, 1961.

PRESS STATEMENT.

It is matter of great satisfaction that the Minister of Labour has initiated consultations with the representatives of the organisations of Central Government employees, about the much publicised scheme of settling disputes between the Union Government and its employees. It is, however, a matter of regret that he ignored to consult the representatives of some of the well organised unions which are the sole spokesmen of the employees of the Audit and accounts, Civil Aviation, Incometax, Customs and the Central Secretariat etc. The Confederation hopes that the Minister would soon end this discrimination and on the basis of the discussions with all the organised sections of employees finalise the scheme without any further delay.

Soon after the General Strike of the Central Government employees the Union Government, as a punitive measure, derecognised the organisations which organised the strike. In the absence of recognised unions, the normal channel of ventilation of grievances, the departments are seething with discontent and impairing the efficiency. To normalise the conditions it is hoped that the government would soon restore the recognition of all the unions.

With the publication of the provisional census report the employees legitimately expected that cities like Delhi, Madras, Hyderabad and Bangalore which fulfil the requisite conditions would be upgraded to 'A' Class. Government's refusal to implement this recommendation of the Pay Commission has deprived the employees of an increase of Rs.10/-, on an average. Likewise many other cities also need upgrading to 'B' and 'C' Class.

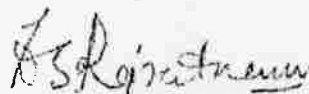
During the last two years the cost of living has been rising but the Government has not increased the Dearness Allowance since 1.7.1959. The Confederation appeals to the Government to consider these demands expeditiously.

The Confederation is also planning to promote and co-ordinate welfare and co-operative activities with a view to enable the workers to live a better life under the present hard conditions.

In spite of the Government's liberal policy towards the strikers nearly 300 employees are still out of employment. Thousands have been given various other punishment, inflicting losses of thousands of Rupees. To mitigate the sufferings of the employees the Confederation appeals to the Government to secure fair and expeditious implementation of its policy. The conditions in Audit and Accounts where 80 persons have been dismissed deserve special attention of the Government.

The Government's proposal to set up a Joint Council has necessitated joint consultations among the organisations of Central Government employees and the Confederation has taken initiative in convening a meeting of all the organisations including the All India Railwaymen's Federation and the All India Defence Employees Federation in the month of July, 1961.

The local units of the Confederation have been advised to take effective steps in collaboration with all unions of Government servants to ensure that the Parliament in its August Session takes note of these issues and settles them.


(D.S. Rajratnam)
Secretary-General.

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THE SIGNATURE CAMPAIGN

C.F.E. Files

The Delhi State Committee of the Confederation is seeking your support on some of the urgent issues facing the Government servants in Delhi. The major unions as in Railways, Defence, P&T, C.A.D., Income Tax, Audit & Accounts and even the Clerical Association of the Secretariat staff are not in a position to secure negotiated settlement on the following burning issues as all have been de-recognised after the July 1960 strike and the recognition has not been restored as yet. Even other unions which still continue to enjoy recognition are not in a position to secure any settlement.

Therefore, the Confederation felt that the pointed attention of the August session of the Parliament be so drawn that the demands are satisfactorily settled. It is in this background that we approach you for the support.

The grievances are many and each one of them requires urgent settlement. The anomalies created and injustices done by the Pay Commission are there. The absence of any cultural facilities and lack of educational arrangement makes life more miserable. The Confederation is planning to take effective steps on these issues.

But on the most burning issues the Confederation has decided to launch a signature campaign. The issues are - upgrading of Delhi to 'A' Class; reinstatement of all workers victimised during July 1960 strike; restoration of recognition of unions and revision of Dearness Allowance.

1. Upgrading of Delhi to 'A' class

We are aware that the Press has purposely built up an atmosphere to indicate that the Government has decided to make Delhi 'A' class or at least "Special B" with effect from 1.7.61. This is all a hoax and done with a view to counteract the growing discontent and dissatisfaction amongst the Government employees.

The Government told the Parliament in reply to a question by Shri S.M.Banerjee, M.P., that the question will be considered after the final census figures are available. The coming elections may expedite the issue but not so soon unless we also exert some pressure. Let us remember that every month that passes each one of us is losing considerably, as is evident from the following table:

House Rent Allowance

	A	B
Below Rs.75/-	(7.50
Between 75 - 99	(10.00	10.00
" 100 - 199	(15% subject	15.00
" 200 - 499	(to minimum	
" 500 - 999	(of Rs.20.00	
	12½%	7½%

Compensatory Allowance

	A	B
Below Rs.150.00	10% (Min. 7.50 Max. 12.50)	5% (Min. 5.00 Max. 10.00)
150 to 500	(8% (Min. 12.50	-do-
500 and above	(Max. 75.00	

The relief of upgrading to 'A' class at the lower rung is not much especially if one is an allottee of a quarter. Nevertheless, every nP. is now required to meet the rising cost of living. The delay is depriving us of the benefit.

2. Reinstatement of the victimised workers

There are still over 300 officials who are out of employment. There is no doubt that the Government's attitude was made considerably lenient. None of the these officials is involved in sabotage, or violence etc. On flimsy grounds some of the officers are settling old scores. The Government must see that its lenient policy is implemented faithfully and the sufferings of these workers who are the best amongst us, are reduced.

3. Restoration of recognition

In spite of Government's assurances recognition has not been restored as yet. Discontent is growing and there is no way to settle issues. The formation of negotiating machinery (Joint Councils) is being delayed. The proposed bill is so much retrograde that it has not evoked support from any quarter including INTUC.

4. Increase in Dearness Allowance

The prices have been rising in spite of the assurances to control them. The present D.A. is based on the average All-India cost of living index of 1958. Since the Pay Commission award the

prices have shot up due to the heavy taxation on articles of consumption and Government's failure to hold the price-line. There are occasions when the average index was 126. Thus, the 10-point rise in cost of living index which according to C.P.C. recommendation have also taken place but the figures are so manipulated that average of one year does not make up to 10. It is therefore time for the Government to review the D.A.

Such are the issues on which the Confederation seeks your support and it is confident that the same will be forthcoming in plenty.

RELIEF FUND

More than 300 workers are still on the street. Most of them have been out of employment for over a year. Their petitions are pending disposal.

5 Railway workers were shot dead at Dohad on the 13th July, 1960, ~~xx~~ the second day of strike. Another 5 officials have committed suicide ~~or~~ died due to the miseries ~~xx~~ imposed upon them by the officers in the post-strike period.

The organised sections and local workers have raised funds to help them. We also feel that the city of Delhi where maximum number of Government servants are consolidated has a responsibility towards them. Therefore the Confederation has decided to raise funds and it fervently appeals to the Government employees of Delhi to generously contribute towards it so that we may be able to send something as a token of our sympathy and affection to the distressed families of the victimised workers.

Friends !- Let us rise to the occasion so that we may be able to do our little bit for securing some financial improvement for ourselves and relief for those who suffered for the common cause. But for the heroic struggle fought by over 5 lakhs workers, even C.P.C. recommendations would not have been implemented.

C.P.C. 720

ON THE SIGNATURE CAMPAIGN

RB

After a great deal of delay and hesitation, the comrades have agreed to conduct the campaign.

The delay in conducting the campaign has already put us to considerable disadvantage. Meanwhile, the rumours in the Press have created an atmosphere in which the campaign seems superfluous. The rumours have been purposely floated with a view to disrupt any campaign. Moreover, the Jan Sangh by announcing its desire to campaign scored a point over us.

The main factor which has forced us to conduct the campaign is not the realisation of the organisational (TU) and political gains but the fact that the Jan Sangh and the Congress, more specially the former, have decided to consolidate their position and make further dents in our more or less monopoly hold on the trade unions of civil servants. And basically, it is the absence of the realisation of the political significance of the campaign that has led to the differences not only on the conduct but also on the details of the programme of the campaign.

It is our feeling that the manner in which the campaign is sought to be conducted now will neither help in fighting out the Jan Sangh nor in building up of trade union movement among the civil servants. All that it may do is to further consolidate our position in the strong TUs of Government servants where we have even today a dominating voice. We therefore feel that the issue be reconsidered dispassionately so that the campaign is properly planned and conducted.

Political Tasks

The growth of the menace of hindu communalism especially in the form of Jan Sangh and especially in the Hindi speaking areas is realised by all. The discontent against the Congress Government is being mostly exploited by the Jan Sangh in these areas especially because of a weak movement of the left.

Although the AITUC is recognised as the most representative TU movement and in the middle-classes including the civil servants where ours is the greatest hold, yet the by-elections in New Delhi and Kamla Nagar broadly show that our influence on work spots is not even proportionately reflected in the houses where the Jan Sangh holds the main field.

If we do not effectively intervene in time, the influence of Jan Sangh is bound to spread on work-spots and thus not only challenge our monopoly but also create serious political conditions. In Delhi State where the class conscious working-class is not sufficiently consolidated, the growth of the Jan Sangh threatens the entire democratic movement.

T.U. Tasks

During the last strike, we found very little response among Government servants. Even among the organised sections under red banner such as Defence and CPWD, there was very little reaction. Delhi being the biggest consolidation of Government servants, we have to plan our work in such a manner that we are able to at least demonstrate our feelings as otherwise it has a great dampening effect on workers in other places.

It was in this back-ground that some of the comrades have been urging for a proper plan for work. We suggested formation of co-operative movement but preoccupation with rehabilitation diverted the attention. But the last election and the proposal for formation of Joint Council forced us to discuss the issue again. Some of the comrades who actively worked in the New Delhi by-election decided that in addition to T.U. work in offices we should start social/political work in the colonies of Government employees and even in mixed areas so that by championing their difficulties we are able to establish our influence at their homes. It was agreed that the main pivot of agitation can be only for upgrading the city to 'A' class and increase of D.A. But we should also mobilise the Government servants in the city who constitute a considerable section of the population in support of the reinstatement of victimised workers by obtaining signatures for their reinstatement and raising relief for their families. The campaign should also cover the demand for restoration of recognition and right to form democratic trade unions with full trade union rights.

During this campaign we felt it should be possible to consolidate not only the links established during the election but also on our active workers in the organised sections who have otherwise not much to do after office hours and especially in this period of de-recognition. Moreover, we felt that a number of progressive workers in

the Secretariat who have otherwise no sphere of activity can also be mobilised. After the campaign these workers be so organised as to create regular activities in future of the following types:

A - Educational

- (i) Literary classes especially to enable the employees to prepare for departmental examinations;
- (ii) Opening of evening college in South Delhi to enable the workers to advance their academical standards;
- (iii) To ensure that the educational difficulties especially in admission to colleges etc., for the children of the workers, is eliminated - if necessary by floating an Educational Society and demanding opening of colleges in the areas so that exhaustion by cycling is removed and the expenditure on bus conveyance etc is also reduced.

B - Medical

- (i) To ensure medical facilities from the Corporation so that dependents and relatives who are not entitled to CHS treatment have not to go far off;
- (ii) To activise supervision on CHS functioning.

C - Co-operatives

- (i) To conduct co-operative societies to ensure supply of better and cheaper needs of the life;
- (ii) To conduct on co-operative basis a weekly in English and Hindi;
- (iii) To co-ordinate the activities of various housing co-operative societies.

D - Cultural

- (i) To conduct libraries, reading rooms, clubs;
- (ii) To provide cultural activities - mobile cinemas etc.;
- (iii) To provide some activities for ladies and children in day - school of tailoring - education etc.

E - Trade Union

And above all and at least to provide facilities and guidance for replying to memo of charges, writing defence, appeals etc.

It was felt that if only we are able to start such activities - mobilising and activising the Residents Associations which already exist in plenty, new grounds and sphere of influence can be created.

Thus to us, the signature campaign was a starting point and not the end of it and it was thus that we have been emphasising that the campaign should be conducted in the colonies and other residential areas. Such a campaign would also ensure a good collection of relief fund.

We visualised that in areas where Residents Associations do not exist, especially in the city, such associations should be formed and where they are inactive, life should be put in them. During the campaign mass meetings be held not only in support of the demands contained in the memorandum but also to discuss the local issues. Only after having discussed issues we could centralise the experience and conduct the activities.

We felt that a proper conduct of such a campaign with the active participation of CPI, we would establish living contacts with such active workers who would be useful to fight out Jan Sangh in the coming period. In such a campaign and activities, the Congress and even PSP can be mobilised and if successful, we shall be able to avail the various facilities which the Government offers ~~and~~ to these colonies and have plans to offer, such as

- (i) financial aids to clubs and associations;
- (ii) two shops for co-operative societies and clubs through residents associations;
- (iii) assistance to run Bal Dhavans;
- (iv) assistance to conduct cultural and tailoring classes for ladies etc., through Grah Kalyan Kendras.

It was mainly from this angle that we proposed to PC sometime in the first week of May, for adoption of such a campaign and work.

But only after Jan Sangh declared its intention to conduct the campaign that PC took the matter seriously and urgently. Still considerable resistance was offered by some friends and it has taken almost one month to decide finally.

Even now according to us the forms of the campaign are such that not much political gains can be realised, except that we will also be in the field to share the credit when 'A' class is formed. Our feeling are based on the following reasons:

- (i) Conduct of the campaign in offices visualises emphasis on the organised sections only where we are recognised leaders and this is

a line of least resistance. This does not provide any opportunity to break open new contacts in the houses. It also does not ensure an approach to sections which are unorganised or where due to derecognition we cannot move about freely. The signatures obtained at 'hazries', bus-stops or by stopping people on the roads, or at the gate, will be casual ones without discussions - thus without raising the level of consciousness of the worker or making us understand his problems of life other than those of work-spots. This will also handicap collection of funds. The obvious advantage to ensure quick and good results will not give us any lasting benefits.

(ii) Our feeling that the campaign will have to be conducted by us alone is not a correct approach. We must make a broad alliance especially with Congress and FSP. Alliance with Congress would be of great use to provide protection from harassment if any imposed on active workers and comparatively easy realisation of assistance towards co-operative movement. A united front even with FSP especially because of their control ~~xxxx~~ in Railways is necessary. But any attitude to ensure monopoly control over the campaign is sectarian and would result in the failure as we are not sufficiently strong to conduct such a big campaign. Therefore, we should appeal for the support of all political parties and other associations and if possible form an advisory committee of prominent citizens.

(iii) The campaign cannot be run only by Government servants if the political dividends have to be realised. The Party as a whole should move along with Government servants.

We feel that a properly organised campaign in which not only all Government servants cadres but the entire Party and its sympathisers are mobilised - run for a fortnight or so - can be of considerable help to us in establishing links and consolidating our position.

Any other method would only result in taking away the entire potentialities of the campaign and converting it into a formal activity.

D. J. S.

ALL-INDIA DEFENCE EMPLOYEES' FEDERATION
Liaison Office,
113 North Avenue,
New Delhi

CIRCULAR

July 1, 1961

Dear Friends,

Sub: Observance of 12th July 1961

Recently I had been on tour of Allahabad, Jabalpur and Bombay. I had also the opportunity to discuss with our General Secretary, Shri S.M. Joshi, the present position of the victimized employees, on the proposed bill for Central Government employees and Federation's functioning, at Bombay on 21st June 1961.

We are addressing you this circular to remind you of the First Anniversary of our glorious struggle that we waged last year along with Railway, P&T and other Central Government employees, for our basic demand of living wage and in defence of our present living standard by demanding D.A. linked with the cost of living index.

The martyrdom of five railway workers at Dohad, arrest of some 20,000 men and women, charge-sheeting of at least 50,000 employees; dismissal of thousands, imposition of ordinance, police tortures, beating, harassment by departmental officials, de-recognition of our unions, reversions and attack on our TU rights and functioning are all fresh in our memory.

The gallant fight given by the Central Government employees supported by the entire working class against rising prices and in defence of their living standards and TU rights, against heavy odds, has not gone in vain.

- Central Pay Commission's recommendations, though inadequate as they are, have been and are being implemented and Government does not modify them as they did earlier in respect of Saturdays.
- Government was forced to think of holding the price line as against earlier phenomenon of continuing rise in prices.
- Government is forced to think of new industrial relations between the Central Government employees' trade unions and the administration, with emphasis on thinking for all Central Government employees together and reference of unsettled issues for arbitration of third party.

But the Government does not want to concede the gains in a straight-forward manner.

It is still refusing to grant extra D.A. due to Central Government employees and is delaying it and also upgrading many cities on the basis of their population in the last 1961 census.

It has derecognised the unions and withdrawn our Standing Negotiating Machinery. Re-recognition of the unions is being delayed and the attitude of some of the local officials is going from bad to worse.

Page two

Reversion to lower scales with loss of 10 to 100 rupees per month, transfers and harassment of active TU workers, continues in some of the installations.

In the Defence Deptt, still about 55 comrades are out of job. Their appeals have been turned down by the heads of Directorates and the Ministry is delaying their taking back in jobs.

In the new bill on industrial relations in Central Government services, retrograde provisions are being imposed attacking our basic right of strike and help from outsiders. In the name of compulsory arbitration, one-sided and restricted arbitration is being offered.

The history of the TU movement teaches us that the path to victory and fulfilment of our demands is **not** straight. Employers delay it, want to tire out the workers, workers have to sacrifice; they introduce ifs and buts when conceding demands even partially. But, organisation, unity, consistency and sacrifices ultimately succeed.

Our struggle on those demands is not over. It will continue until we achieve success.

This 12th July is the day on which we should remember our glorious struggles, explain the demands to our workers, instil in them the understanding to be more organised, united and active in the trade unions, pay our respects to the martyrs and pledge to continue fight of our victimised workers.

Meetings should be held and processions taken out, leaflets published, wherever possible along with other Central Government employees' unions. Reports on the observance of the day should be sent to the Central Office.

With greetings,

Yours fraternally,

K.G. Sriwastava

(K.G. Sriwastava)
Joint Secretary

P.S. For certain technical reasons, holding of the conference will have to be postponed for a couple of months or so, till the Working Committee of the Federation meets and decides the details. The Working Committee will meet shortly.

Society of Incorporated Accountants and Auditors of India

(REGISTERED UNDER ACT XXI OF 1860)

President :

Dr. L. N. Mehra, D.Sc., LL.B., F.S.A.A. (India)
Incorporated Accountant and Auditor

Secretary :

Dr. F. C. Soni, D.Sc., M.Com., F.S.I.S.,
F.B.I., F.I.P.S., etc. (London), F.S.A.A. (India)
Incorporated Accountant and Auditor

MOST URGENT

Daryaganj, Delhi

Telephone : 228294

No. D. O. SA/61

Date : August 30, 1961

Respected Sir,

Under instructions from the Governing Council of my Society I have to request the favour of your moving an immediate amendment in the present Income-Tax Bill No. 27 of 1961 in Clause 288, Page 275, of the said Bill :—

Add : (f) ‘‘Incorporated Accountant and Auditor being an Associate or Fellow of the Society of Incorporated Accountants and Auditors of India.’’

I am sending a short note together with further points which I am sure, will help you in your discussion in Parliament.

Hoping that it will receive your immediate personal attention and for any further details you may kindly allow me to see you at your most convenient time which may also kindly be notified to me at your early convenience.

With best regards,

Yours

(F. C. SONI)

Encl. :

BRIEF NOTE

Acceptance of this amendment will :

- (i) break the monopoly of the Chartered Accountants and the 'Close Preserve of the Chartered Accountants Institute' ;
- (ii) raise the moral calibre, integrity and independence of the Auditors;
- (iii) raise the technical competence of the profession;
- (iv) remove the paucity and inadequacy and will provide the necessary number of Accountants having regard to the industrial plan in the country;
- (v) promote self-sufficiency in the matter of technical knowledge at comparatively cheap cost and within the minimum requisite period;
- (vi) recognition of the Members of the Society of Incorporated Accountants and Auditors of India will help to a large extent in relieving unemployment by providing an opportunity for employment to duly qualified youngmen as the initial qualification for entrance to this Society is B.A. (Economics) with Accountancy and Auditing qualification; B.Com., LL.B., M. Com. etc. It is strange that members of this Society were not included previously in the said bill.

According to para 45 of the Taxation Enquiry Commission's Report the greatest obstacle in the nationalisation of industries in the country is the inadequacy in the number of qualified Accountants and Auditors, and para 49 of the same Report states that "the number of Chartered Accountants available in India is limited." In order to give all assesseees a chance of being represented at reasonable cost, it is necessary to permit them to engage persons other than Chartered Accountants.

And they will be sure to safeguard not less than Rs. 600 Crores of tax revenue per annum by a stitch in time

It is a well-established fact that the success of the enforcement of Taxation laws and realisation of tax revenue in full depends on the maintenance of correct and complete accounts by industrial undertakings both under the private and public sector and businessman in general. Unless the accounts of the business are maintained correctly and completely with all relevant vouchers for purchases, sales, deliveries, stock and output with a correct Trading and Profit & Loss Account, businessmen themselves shall not be in a position to know where they stand. The correct maintenance of accounts is sure to help the businessman to know their correct turnover of business and the correct profit and loss. Unless a businessman knows his correct position in business he will not be able to push through the same successfully and develop his trade and business. Generally, businessmen as a whole are not sufficiently educated in the proper or advanced methods of accounting and as a result they depend upon Accountants and Auditors to prepare their accounts for production before the Taxation Authorities. The dearth of statutorily

recognized (Chartered) Accountants and Auditors and their heavy fees, because of it being substantially their monopoly, at present, compels businessmen who cannot afford to meet the high cost, generally to neglect the maintenance of accounts correctly and completely and they make up their accounts or mistakes may be resorted to suppression of turnover, profits, to evade heavy taxation.

The Government is eager to raise tax revenue for the implementation of five-year plans and should, therefore, render all assistance to businessmen to facilitate maintenance of correct and complete accounts and avoidance of alleged harassment by Taxation Officers by making available sufficient number of recognized Accountants and Auditors from amongst whom timely assistance and consultations may be had. The statutorily recognized accountants in India (Chartered Accountants) are only 2,700 in number at present to meet the requirements of not less than 900,000 assesseees under Sales Tax and approximately double the number say 1,800,000 under Income Tax and other Taxation Laws in India. On an average, not less than 1,000 assesseees have to approach one Chartered Accountant in an accounting year to prepare the accounts for production before the Taxation Officers for finalisation of assessments. One can well imagine the difficulties that are being experienced by businessmen and tax-payers for want of sufficient number of statutorily recognized Accountants and Auditors. As the number of such Accountants are limited to about 2,700 only at present, heavy sums of money have to be paid as remuneration for auditing the accounts and for getting final assessment orders for an accounting year. The net result is that the businessmen are compelled to maintain incorrect and incomplete accounts only for the purposes of production before the Taxation Authorities. As they are less inclined to know their correct trade position for want of a sufficient number of statutorily recognized accountants, some nominal accounts are being prepared to complete the accounts and assessments. Evasion of tax as a result of suppression of turnover of business knowingly or unknowingly becomes rampant.

An average estimated suppression of turnover of say Rs. 50,000/- in an accounting year by a businessman amounts to a suppression of turnover of Rs. 4,500 crores which in turn amounts to a loss of Sales Tax revenue of about Rs. 90 crores in an accounting year at the minimum rate of tax at 25%. As the highest rate is 7% throughout India, the loss of Sales Tax revenue alone in an accounting year can be estimated at approximately not less than 200 crores. The loss of other tax revenue can also be approximately estimated at double the loss of Sales Tax revenue. Thus the total estimated loss of Tax Revenue by encouraging evasion of Tax without proper check is not less than Rs. 600 crores in any accounting year. The evasion methods can effectively be arrested if businessmen are compelled to maintain correct and complete accounts of their business. For the enforcement of this correct maintenance of accounts, a sufficient number of statutorily recognized Accountants and Auditors are necessary to help the assesseees at the proper time by giving timely advise in the upkeep of correct and complete accounts. As already explained, the 2,700 Chartered Accountants available in India at present are undoubtedly insufficient to cater for the needs of more than 2,700,000 assesseees in a year. If the 3,500 available Incorporated Accountants and Auditors of India are also given equal status as the Chartered Accountants of India, the number of Accountants available will be easily doubled, that is, about 6,200. Even this number of 6,200 Accountants

and Auditors will not be sufficient to cater to the needs of all the assesseses and tax-payers in India efficiently but this change is bound to establish healthy morals in business community by placing the means for maintaining it at their disposal.

It is, therefore, high time for the Government of India to consider seriously the working of the Taxation Laws and to find ways and means to arrest an evasion of turnover business and income and the consequent loss of tax revenue amounting to not less than Rs. 600 crores in an accounting year. The only manner in which this can be brought about is to make available a sufficient number of recognized Accountants and Auditors to help and facilitate the task of the businessman to maintain correct and complete accounts at reasonable cost. To achieve this **RECOGNITION OF THE INCORPORATED ACCOUNTANTS AND AUDITORS OF INDIA** who are highly qualified and about 3,500 in number is absolutely necessary. Almost all the Central Ministers including the Prime Minister of India have attended general functions of the Society of Incorporated Accountants and Auditors of India and have acquainted themselves with the methods of imparting training in Commercial and Taxation subjects for study and the efficiency of the examinations. The Society of Incorporated Accountants and Auditors of India, Delhi, is the only institution in India with more than 10 years standing to compete with the Institute of Chartered Accountants of India. Unless a healthy competition in the profession of Accounting and Auditing in India is introduced and encouraged there is every possibility of further deterioration in efficiency in the monopolised profession by members of the Institute of Chartered Accountants of India. The Society of Incorporated Accountants and Auditors of India has won the appreciation and goodwill of all concerned by its efficient set up and working in the training of efficient Accountants and Auditors who are found to be not inferior in education, training and efficiency vis-a-vis Chartered Accountants, and as a matter of fact, they will be found to be better qualified in many respects.

Several representations have been made and continue to be made to the Central Government and through Parliament by the Society of Incorporated Accountants and Auditors of India for the due **RECOGNITION OF ITS STATUS AND ITS MEMBERS** in the matter of practice as a statutorily recognized Accountant and Auditor but to no effect. Is it not a sad fate?

The Five-Year Plans are in progress. The restriction on imports have resulted in the increased production of goods in India and the revenue by way of tax on sale of goods shows an increase year after year. As against 25,000 goods vehicles on the roads in India as in 1961, the number is likely to go up to 392,000 by the end of the Third five-year plan, as a result of increased production of goods due to increased industrialisation and business.

This increase in goods transport vehicles will speak of the increase in the volume of business. The increase in business will be about 75% at the end of the Third Plan. That means 75% increase in tax revenue by the end of the third plan. Export facilities have increased foreign exchange earnings. The Taxation laws in India are becoming more and more rigid in enforcement with a view to arrest the leakage of tax revenue by methods practised by businessmen by suppression of turnover as a result of maintenance of incorrect and incomplete accounts of their business.

Head Quarters
Circular No: 33.

17, Borhram Hall Lane,
Bombay-1.

To

The Secretaries of All Units
To the Members of the Working Committee.

Friends,

The long awaited judgment of the Bombay High Court in respect of the Writ petitions challenging the constitutional validity of the Essential Services Maintenance Ordinance and the Rules 4(A) and 4(B) of the C.C.S. (Conduct) Rules, 1955 was delivered by the Constitutional Bench of Justice Shri Y.S. Tambe and Justice Shri B.N. Gokhale.

The Essential Services Maintenance Ordinance had been challenged by Shri S. Vasudevan, P&T. Employee's leader and by Shri Oswald Pereira, Over-Seas Communication Service Employees' leader. The Rules 4(A) & 4(B) of the Conduct Rules had been challenged by Shri E.X. Joseph, Secretary-General, All India Non-Gazetted Audit & Accounts Employees Association and by Shri K.R.S. Nair, Income-tax Employees' leader. Shri Joseph had challenged both the Rules and Shri Nair Rule 4(A). Earlier the Bombay High Court had issued injunction orders staying the Departmental proceedings in respect of all the employees.

The High Court held the Essential Services Maintenance Ordinance and the Rule 4(A) of the Conduct Rules as valid. The Rule 4(B) of the Conduct Rules was held to be invalid and an infringement of the Fundamental rights to form Associations or Unions. The High Court decided that Rule 4(B) of the Conduct Rules is liable to be struck down.

The petition of Shri S. Vasudevan, Shri Oswald Pereira and of Shri K.R.S. Nair were dismissed by the High Court without costs. The petition of Shri E.X. Joseph was partly allowed. The charge framed against Shri Joseph on 11.7.1960 for deliberate breach of Rule 4(B) was quashed and so also the order of the Accountant General, ~~Coastal~~ --- Maharashtra, Shri O.K. Ghosh dated 9.7.1960 on enquiry in respect of the said charge is quashed. The enquiry started against Shri Joseph for breach of Rule 4(A) shall however proceed.

The Ordinance is challenged on the grounds that the Ordinance issued was in excess of the powers conferred by Article 123 (3) of the Constitution in as much as the President has not mentioned that it was necessary for him to issue such an Ordinance, that the President has delegated essential legislative functions therein to the executive, it is liable to be struck down and that it is violative of the rights conferred on a citizen under Article 19 (1) (c) and (g) and Article 23 (1) of the Constitution; at any rate the restriction is imposed on the exercise of these rights are in excess of the permissible limits.

In the alternative, it is urged that the Ordinance having lapsed on 19.9.1960 no further action is competent and therefore the Departmental enquiries against the petitioners for contravention of the Ordinance be quashed.

Validity of Rule 4(A) is challenged on the ground of it being violative of the rights conferred by Articles 19 (1)(a)(b)(c) & (g) and the validity of Rule 4(B) is challenged on the ground of it being violative of the rights conferred by Article 19(1)(b) & (c) of the Constitution. It was also urged that the Indian Audit & Accounts Department as well as Income-tax Department is industry within the meaning Clause (j) of Section 2(ii) of the Industrial Disputes Act, 1947. The petitioners therefore are governed by the Industrial Disputes Act. Rules 4(A) & 4(B) are inconsistent with the provisions of the Industrial Disputes Act and are bad in law.

At the outset, in the judgment, the High Court deals with the preliminary objections raised by Mr. Porus Mehta, Advocate of the Respondents. Shri Mehta argued that the issue as regards the Constitutionality of the Ordinance relating to the conditions of service of a civil servant or the Rules framed by the President under proviso to Article 309 is not justiciable on any ground other than being violative of the provisions of Article 311 of the Constitution. The Court held: " We find considerable difficulty in accepting the argument of Mr. Mehta. Having regard to the provisions of Article 13 and Article 26 of the Constitution and having regard to the legislative nature of the power conferred on the President by Article 123 and the proviso to Article 309, there is no manner of doubt that it is open to this Court to examine the constitutionality of the Ordinance issued and Rules framed under the ~~proviso~~ proviso to article 309, when action taken thereunder by any authority located within the territory over which the Court exercises jurisdiction is challenged by ~~the~~ any person on the ground that his fundamental rights have been thereby violated. To hold otherwise would lead to startling results of denying exercise of fundamental rights by a civil servant during the period of his service. The period of service of a civil servant would normally extend over thirty years. The number of civil servants in this country is a large one. It is difficult to assume that the Constitution makers in enacting Article 310 of the Constitution intended the exercise of fundamental rights by a civil servant to be dependent on the .../-

will of the executive".

" The exercise of power under Articles 123 and 309 would be subject to all limitations imposed by the Constitution on the exercise thereof and would be subject to a judicial review to the same extent as any enactment passed by any legislature.

" A citizen by accepting Government service is not stopped from challenging the validity of the service rules. "

Regarding the Ordinance the Court held as follows : -

" It is abundantly clear that the President has not delegated any essential legislative function to the Central Government. In our judgment therefore the Ordinance is not bad on account of excessive delegation of legislative power to the Central Govt."

" The right of people to assemble together and agree to abide by a set of rules of procedure and thus organise themselves on some sort of permanent relationship in matters of common interest and common concern or strive for betterment of their condition by peaceful means and for lawful purposes is a well recognised right. It is common knowledge that voice of an individual has not the same effect as that of anything said together by a group of persons. Larger the number greater the effect. The right to go on strike is however different in character. It is not joint or collective expression of views but is joint or collective action. By its very nature it is fraught with possibilities of leading to violence.....if the Constitution makers had intended to confer on the citizens the right to go on strike, they would have expressly said so. In these circumstances, the fact that the right to go on strike has not been expressly conferred on the citizen leads us to hold that the right to go on strike is not included in the right conferred on citizens under Article 19 (1)(c) to form Associations or Unions."

" In our judgment, having referred to the danger to be averted, the restrictions imposed by Ordinance promulgated by the President were reasonable restrictions imposed in the interest of public order."

" We find it difficult to hold that the employees in these two Departments are engaged either for production or distribution of goods for rendering any material service."

" Rule 4(A) so far as it prohibits Government servants from resorting to any form of strike or demonstration does not violate the fundamental rights conferred on the citizens by Article 19(1)(a)(b)(c) or (d) of the Constitution. "

" It is true that Rule 4(A) so far as it goes to prohibit Government servants from participating in any demonstration contravenes the provisions of Article 19(1)(b) of the Constitution. " The Court then holds that it has therefore to be examined whether this is justified as a restriction on the exercise of the fundamental right granted by Article 19(1)(b). The Court held that the restriction imposed are not absolute and that the challenge to the constitutionality of Rule 4(A) on the aforesaid grounds fails.

" It is urged by Mr. Singhi that Rule 4(B) infringes the rights conferred on the petitioner by Article 19(1)(b) & (c) of assembling peacefully and without arms and of forming Associations or Unions. In our opinion, this contention is well founded. The Rule in terms makes membership of an un-recognised Association or membership of an Association of which recognition has been withdrawn a disciplinary offence. That being the position, there cannot be any doubt that it is violative of the right conferred by Article 19(1)(c) of the Constitution to form Associations or Unions. Even though the Rule in terms does not prohibit Government servants from forming Associations or Unions, by making membership of un-recognised Associations a disciplinary offence, it has in substance done so and in considering infringement of fundamental rights, it is the substance of the infringed act or rule that matters and not the form."

" We fail to understand how a Government servant by merely being a member of a service Association which is not recognised by the Government or whose recognition has been withdrawn by it would endanger public peace, safety and tranquility "

" The possibility of the power being arbitrarily exercised cannot be excluded. The fundamental rights of government servants to form Associations or Unions has thus been made subject to the arbitrary discretion of the executive Government. There appears to be hardly any necessity for imposing such restrictions in the interest of public peace, safety and tranquility."

" It is difficult to assume that allowing Government's servants to become members of service Associations which are not recognised by the Government would by itself be prejudicial to maintenance of discipline, quality of work or their efficiency. For reasons stated above, Rule 4(B) as it stands, is liable to be struck down on the ground that it contravenes the provisions of Article 19(1)(c) of the Constitution."

NEWS BULLETIN FROM GWALIOR

Dated 16th January, 1961.

Comrade Tawde enters the fifth day of his fast to-day. Leading citizens of the City are meeting the Accountant General everyday to express the deep feelings of the public over the fast of Com. Tawde.

The trade unions of Gwalior held a public meeting ~~last~~ on 13th and the State employees held a meeting on 14th. The meeting of the trade unions was also held on 15th and to-day the Co-ordinating Committee is having a mass meeting which will be addressed by Com. Rajaratnam, Secretary General of the Confederation.

The newspapers of Gwalior are giving prominent publicity to the news of Com. Tawde's fast. The daily, 'JANPRIVAH' has written an editorial demanding the immediate transfer of the Accountant General, Gwalior.

Com. Tawde has lost 7 lbs. in weight but he is very cheerful, and the very incarnation of courage itself.

MADRAS MEETING OF AUDIT EMPLOYEES DEPLORES VINDICTIVE ACTIONS OF ACCOUNTANT GENERAL, GWALIOR.

NEWS ITEM in Madras Daily, 'DAILY DESPATCH' on 16.1.1961: -

Mr. B.G. Tawde, a senior employee of the Accountant-General's Office at Gwalior, has been on an indefinite fast from Jan. 12 as an expression of the agony in the minds of the employees over the continued victimisation and harassment "in the various Central Government departments after last year's strike.

Mr. E.X. Joseph, Secretary-General of the All-India Audit and Accounts Association and Organising Secretary of the Confederation of the Central Government Employees, addressing audit and accounts employees in the City last week, said the Union Government, far from implementing their avowed policy of restoring normalcy in the offices by reinstating all dismissed employees, was actually following a policy of vindictiveness.

Particularly in the ~~xxx~~ audit Department, where 80 people had been removed or dismissed from service, over and above the 17 under suspension, the relations between the staff and the heads of offices had deteriorated very badly, Mr. Joseph said. Conditions in the Gwalior Accountant-General's offices, which were especially bad, had driven Mr. Tawde to his decision.

Mr. Joseph also said he himself would go on a fast if conditions had not improved by February. Mr. Om Prakash Gupta, General Secretary of the All India Telegraph Engineering Employees' Association, Class III, would join him in the fast, Mr. Joseph said.

Mr. A.M.A. Majeed, Circle Secretary of the All-India Telegraph Engineering Union, Class III, assured the audit employees of the whole-hearted support of the Posts and Telegraph employees in their struggle for justice.

A resolution was passed at the meeting requesting the Government and the Auditor-General to intervene in the affairs of the office of the accountant-General, Madhya Pradesh and expressing unqualified support for the cause being championed by Mr. Tawde.

AUDIT EMPLOYEES OF BOMBAY GOVERNMENT IN CONVENTION

Shri V.S. Sirdesai, Secretary, Civil Accounts Association, accountant General's Office, Bombay has sent the following telegram to the auditor General, the Prime Minister, The Labour Minister and the Home Minister:

" Distress sorrow and anxiety prevail among Audit and Accounts Employees in Bombay over indefinite fast by Tawde President, Civil Accounts Association, Gwalior stop Pray immediate intervention and avoidance of greater agony of Tawde and employees."

RESOLUTION PASSED UNANIMOUSLY BY THE CO-ORDINATING COMMITTEE OF THE CENTRAL GOVERNMENT EMPLOYEES, BOMBAY, IN ITS MEETING HELD ON 17-1-1961.

This meeting of the Co-ordinating Committee of the Central Government Employees of Bombay is extremely distressed and agitated to hear the news of the indefinite fast begun on 12th of this month by Shri B.G. Tawde, a Senior Audit Employee of 50 years of age and President of the Civil Accounts Association, Office of the Accountant General, Madhya Pradesh, Gwalior. This Committee learns that Shri Tawde has begun his fast to express the agony of the Audit employees of Gwalior over the extremely vindictive attitude and actions of the Accountant General, Gwalior, Shri Bhandari. The Accountant General's efforts to establish a reign of terror in the office and to create a Recreation Club of his own and thus create a group of his henchmen in the office are totally out of tune with the Government's policies. This Committee is shocked to learn that the Accountant General has stooped to very low levels and is trying to create linguistic animosities among the staff. The very fact that the Accountant General has removed from service thirteen employees for more participation in strike and that he is the first head of office to issue charge-sheets under Rule 4 B of the Conduct Rules on employees for continuing to be members of the de-recognised Association reveals the extremely vindictive attitude of the Accountant General.

On behalf of the Central Govt. Employees of Bombay, this Committee vehemently protests against these actions of the Accountant General, Gwalior and appeals to the Government of India and the Comptroller and Auditor General of India to intervene immediately and put a full stop to the communal and bureaucratic actions of the Accountant General, Gwalior.

This Committee expresses its feelings of solidarity with Shri Tawde, who is on the six day of his fast, and with the Audit employees of Gwalior and assures them of the complete support of the Central Government Employees of Bombay.

TEXT OF THE TELEGRAM SENT BY THE CO-ORDINATING COMMITTEE OF BOMBAY TO SHRI A.K. ROY, COMPTROLLER & AUDITOR GENERAL, PRIME MINISTER, LABOUR MINISTER AND THE HOME MINISTER.

" Central Government Employees of Bombay distressed and agitated over indefinite fast of Shri Tawde President Gwalior Audit Employees Association to protest against vindictive, bureaucratic and communal actions of the Accountant General, Gwalior Stop Request immediate intervention and transfer and punishment of the Accountant General Stop Request impartial inquiry into reported communal actions of the Accountant General. "

RESOLUTION PASSED UNANIMOUSLY AT A MEETING OF THE AUDIT AND ACCOUNTS EMPLOYEES HELD IN THE CITY OF MADRAS ON 12th, January, 1961.

This meeting of the Audit and Accounts Employees in the City of Madras deplores the deterioration in the relations between the staff and the Accountant General in the Office of the Accountant General, Madhya Pradesh, Gwalior, and records its concern over the indefinite fast undertaken by Shri B.G. Tawde, a senior employee and President of the Association to give expression to the feeling of agony of the staff towards the continued policy of harassment of the accountant General and requests the Government of India and the Comptroller and Auditor General of India to intervene in the matter, prevent further deterioration and tragic consequences and help in restoring harmony and peace in that office in particular and in the Department and the Services in general by reinstating all the employees thrown out of job and restoring recognition to all the Associations immediately.

This meeting assures its unqualified support to the cause taken up by Shri Tawde.

AUDIT EMPLOYEES OF GUJARAT SEEK GOVERNMENT INTERVENTION

Shri K.C. Ramachandran, Secretary, Civil Accounts Association, Gujarat, Bombay has sent the following telegram to the Auditor General, The Prime Minister, The Labour Minister and the Home Minister: AUDIT EMPLOYEES GUJARAT DEEPLY PERTURBED OVER INDEFINITE FAST BY TAWDE PRESIDENT CIVIL ACCOUNTS ASSOCIATION GWALIOR STOP IMMEDIATE INTERVENTION SOUGHT TO BRING ABOUT THE BREAKING OF FAST AND INQUIRY INTO VINDICTIVE ACTIONS OF THE ACCOUNTANT GENERAL

K C RAMACHANDRAN SECRETARY

I am leaving for Gwalior tonight and reaching Gwalior tomorrow night. Any urgent letters may be addressed to Gwalior.

SECRET
18 JAN 61

BULLETIN OF THE

MYSORE ENGINEERS

Editor : A. P. MASILAMONI, M.A.

A Monthly Publication of the Mysore State Non-Gazetted Officers' Association, Cubbon Park, Bangalore 1.

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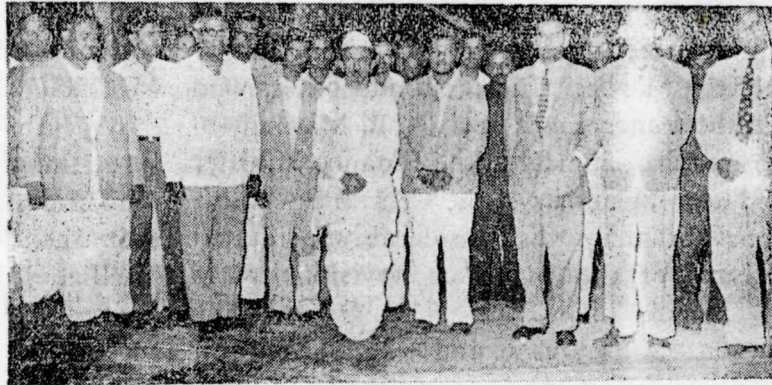
No. 1

Sub-Editors :

MARY DAVASIA
S. RAGHAVAN

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Picture taken on the occasion of the visit of the Chief Minister to the office of the Mysore State N.G.Os Association, Bangalore on 13-10-1961. From left to right are the members of the Executive Committee :

Sri G. R. Gopinathachar, Sri Mohamed Mustafa (Joint Secretary), Sri B. A. Arasakumar (Organising Secretary), Smt. Mary Davasia (General Secretary), Sri A. P. Masilamoni (President), Sri F. S. Xavier, Sri N. D. Nanjaraj Urs (Treasurer), Sri M. A. Renuka Aradhya, Sri B. D. Jatti, Chief Minister of Mysore and Sri S. Raghavan (Joint Secretary). Sri T. Venkatasiva Reddy, Secretary to Government, Agriculture and Forest, is seen third from right.

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Please remit subscription giving full address to Sri B. A. ARASAKUMAR, Organising Secretary, Mysore State Non-Gazetted Officers' Association, Cubbon Park, Bangalore-1.

Our Activities

Mysore District Conference :- The most important activity during the month of November 1961 was the Mysore District Conference held on the 26th instant. It started with a business session at 9 a.m. presided over by Sri D. Abdul Jabbar, the Branch President and I was also present at the Session. This Session was well attended and several useful resolutions were passed and it was decided to submit these to Government through the Central Association. Sri T. Mariappa attended the Conference at 6-15 p.m. and Sri A. P. Masilamoni presided on the special invitation of the District Branch. The function was a great success attended by over thousand N. G. Os of Mysore and several delegates from Taluk and other District Branches. The Invocation by Smt. Kantharajammani and an overture by Mr. Mathews and Party were two well appreciated items. Sri D. Abdul Jabbar welcomed the Minister, President and others who attended the Conference. Sri A. P. Masilamoni in presenting a Memorial to the Finance Minister explained how the efforts of the Central Executive to form new branches was considerably facilitated by the issue of the two Pay Revision orders in 1961 which made the N. G. O.s become "Association Conscious" and eager to form Associations. He said that it was a pleasant surprise for him that the dormant Mysore Branch which was revived on 13-8-1961 has so quickly grown sufficiently strong to convene such a huge Conference, that it was a great honour to have the architect and engineer of two revisions of pay scales in 1957 and 1961, that the Finance Minister's task was most difficult on account of the five different scales of pay brought about by the States Reorganisation, that the Finance Minister ably reduced the five scales to just two by the 1957 order, that the Finance Minister uttered frequently that he was keen on removing even the remaining disparities, but that he

changed his tactics nearer the issue of 1961 order by saying that what he was going to give will compare more favourably than what Madras had given. The various ways in which the 1961 orders varied from Madras to the disadvantage of the N.G.Os were outlined in the memorial given by the Association to the Minister. The points thus urged were about pay scales, merger of D.A., House Rent Allowance, Compulsory Insurance, benefits of D.A. and H.R.A. upto a pay of Rs. 500/-, Educational Concessions, Weightage, stagnation increments and Hours of work. Sri Masilamoni emphasised that Sri Mariyappa should do something for the N.G.Os before he lays down office, that the N. G. Os were a down-trodden people bent low with the burden of high cost of living and low wages, and are able to see only the gutters, bandicoots, cockroaches and legs of other people. He beseeched the Finance Minister to straighten their backs so that they may be able to see the beauty of flowers and trees, the grandeur of Palaces and the skies with their stars. He however warned the gathering that the Finance Minister was a clever and intelligent person who might give some astounding reply almost mesmerising the audience and get away. He recalled how on the State Accounts Department Annual Socials Day held sometime back the Finance Minister after hearing their grievances said "This is a day of celebrations, why do you all think of your grievances and disappointments, I will do what I can, but you all better enjoy this single day in the year forgetting your worries". Sri Masilamoni hope that some such reply will not be given on this occasion also.

Sri Sadasivaiah, the Treasurer of the Mysore Branch, then presented a cheque for Rs. 333.00 collected for the relief of Flood affected people. Sri Mariappa received the cheque with thanks.

(Continued on page 4)

EDITORIAL

HOURS OF WORK

When the revision of pay scales were ordered in the year 1957 giving an average increase in wages by about ten percent Government also increased the hours of work by one hour working out to an increase of more than sixteen percent. Theoretically this would mean that the enhanced expenditure on the staff is more than balanced by the extra output that is expected of the staff. But in fact this is just illusory.

The work-load in a Government Office, as perhaps in all ministerial offices, cannot be measured by any machinery. In respect of technical labour in a factory the turn-out of each individual can be easily stipulated and if working hours are increased it would be possible to measure the increased output accurately. Office work is not done mechanically and the brain factor plays an important part. If a healthy atmosphere is created for the benefit of the staff much more can be achieved even by curtailing office hours. With the gesture on the part of Government in giving the revision of pay scales the required healthy atmosphere was about to be created when Government made the blunder of increasing the office hours. It at once made the staff feel that they are being exploited and the natural reaction was the attempt to see that the extra one hour did not have the corresponding extra output of work. On the other hand there was a frustration. While Government servants were hoping that the 11-5 timing will be converted to 10-4 in order to allow them the much needed recreation in the evening, there comes

the order keeping them in office till 5-30 and giving no time for games.

The experience in the last few years would also show that there has been no exhibition of additional efficiency of disposal as a result of increasing office hours. On the other hand the volume of work involved in Government offices has increased much on account of the developmental plans. The only solution is to create a feeling of good-will between the employer and the employee. The revision of pay scales of 1961 has made no impression at all except in the minds of the people who are about to retire. What can now be done is to reduce the working hours by one hour. The present stretch of seven hours is too long and many officials have fallen into the habit of having three intervals for refreshments whether they are permitted or not. If Government come forward with a reduction in working hours the gesture will have a hearty welcome and there will certainly be no fall in the volume of work turned out by them. In 1960 the Chief Secretary had given an assurance in a meeting of the staff that the question of reducing office hours will be considered favourably. But nothing came of it.

If Government were to still entertain some doubts in this behalf they may introduce the reduced timings in some offices on an experimental basis and find out for themselves that the turnover is just the same whether with or without the extra hour. The quantum of arrears will be just the same.

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(Continued from page Two)

In his reply the Finance Minister said that he was fully aware of the difficulties of the N.G.Os, that he will have all the points examined with reference to statistics in his office, that he will do his best for N.G.Os before he hands over his office and that the State was having financial difficulties even now. But he also added that in these advancing days revisions will come once in every three or four years, that N.G.Os need not despair, that they urge their demands with the new Ministry, that the new Ministry has many financial difficulties of severe type to consider, that the N.G.Os should work hard and make the Plans a success and so forth.

Sri Masilamoni in his concluding remarks once again urged the Minister to pass favourable orders before he went, that money difficulty has always been there even before 1957 revision, that once the commitment is made money will be forthcoming, that he may make the commitment

and leave it to the new Ministry to find out this money also along with several other plans and schemes for which they have to find money. He also pointed out that as new revisions are coming so also a strata of public servants retire from service without reaping any benefits and that the lot of the N.G.Os presently in service has to be redeemed first.

Sri T. Nagaraj, Joint Secretary proposed a vote of thanks and the Conference was closed at 7-45 p.m.

It is acknowledged with gratitude that the Mysore Association treated the guests most cordially providing comfortable boarding and lodging arrangements, and other facilities. Besides the President and myself, Sri S. Raghavan, Joint Secretary, Sri B. A. Arasakumar, Organising Secretary, Sri N. D. Nanjaraj Urs, Treasurer and Sri F. S. Xavier, Sri S. R. Kanan and Sri Lakshmi Narasimhiah of the Central Executive Committee attended the Conference. *(Continued on page Six)*

The Plight of N.G.Os at Bangalore

A visitor to the beautiful Garden city of Bangalore invariably sees a number of buses belonging to H.A.L., I.T.I., Remco and other factories, running up and down the roads. The fortunate workers of those factories are provided with special buses and they are charged at reasonable rates and given a monthly pass Rs. 3-75 nP. and Rs. 5/- for those getting a salary of Rs. 100/- and above. The reason for providing such facilities is obvious and it is well known that the factories care to provide facilities for their staff. But unfortunately, the Mysore Government employees have no special transport facilities, whatsoever. It is not very unusual that at 5-30 p.m. "Government rain" would be pouring liberally. The B.T.S. was according to their time schedule, which they may not adhere to at all times, dash off on their routes. The ladies for the fear of losing the bus run to the bus-stop in the rain and it is yet a sorry thing that no shelter is provided near Vidhana Soudha or A. G.'s Office Bus stops.

Now, let us suppose, our N.G.O. has got into a bus, he has to stand and play the "Parallel Bar Circus", while returning home after his day's work. There is no surety that one will get a seat in the bus. Then, the bus goes round and round about the city and finally takes him to a place away from his home.

How I wish the N.G.O.'s of Bangalore had

own buses to go to their offices in and near Vidhana Soudha. I do not understand why they cannot be provided from important places in the City at reduced bus fares or at reasonable rates. Buses may be arranged to Gandhi Bazaar, Malleswaram, Cantonment, Ulsoor and other important places. We are grateful to the State Road Transport Corporation for extension and diversion routes provided for the State Government employees.

If we try to find out the reasons for not providing such facilities, we can easily find that the N. G. O.s are not united in making their demands. Their voice is not heard in this democratic Government which does not seem to feed the child unless, it cries, or even if it cries, sometimes.

We have heard of Hon'ble Ministers speak-ink to N.G.Os to work more honestly, and diligently. I fail to understand how efficiency can be expected without proper facilities. No man can be a patriot with an empty stomach. It is obvious that a majority of N.G.Os cannot afford to pay for these buses and walk the long distances desparately. Therefore, it would be a feasible proposal to arrange for special buses with concessional passes, at the rate of 50% of the total fare for 25 days in the month specially to N.G.Os who are the backbone of the State Government.

L. G. NAGESHA RAO

GLEANINGS FROM GOVERNMENT ORDERS

I. In Government Order No. ED 78 SCL 60 dated 25-10-1961 provision has been made for the award of special scholarships to the children of Government servants who die while in service or who are permanently incapacitated on account of severe injuries. The salary limit of the Government servant is fixed at Rs. 500/- per mensem. Scholarships are awarded at the rate of Rs. 5/- per month for Standards VIII to XI, Rs. 8/- for Technical Studies and Rs. 10/- for Degree Classes in addition to exemption from payment of fees.

The scholarships will be sanctioned by the Director of Public Instruction, Director of Collegiate Education or Director of Technical Education as the case may be on an application made in the prescribed form to the Institution concerned.

II. At the request of the Mysore State N.G.Os Association, Bangalore, Government have passed orders in Government Order No. ED 122 R/C 61 dated the 20th November 1961 that the benefit of Festival Advance be extended to all N.G.Os drawing a pay of Rs. 500/- and below.

Please Note Well

We have completed one year since the introduction of this Magazine. When we look back, we remember those readers who were actively supporting this venture, and to day, we are proud that after all the infantile troubles, the Magazine is gloriously celebrating its First Anniversary.

Pardon our pride, we are fully confident that the Magazine was undoubtedly serving the cause for which it was introduced. It will carry the message of NGOs to NGOs as well as to the authorities and will explain the achievement of the unified activities of Government employees. The Magazine will also be the record of the co-ordinated activities of a net work of NGOs' Associations throughout our State. Low priced as it is to suit every-body's pocket, the Magazine is a strong media to commend as well as to

condemn the good and bad coming from the authorities as far as NGOs are concerned.

We congratulate all those who were co-operating with us and we expect their continued support and help to run the Magazine with improvements to suit every-body's taste.

We appeal to all our Subscribers to renew their subscription voluntarily and encourage your brother NGO friends to become subscribers immediately.

The next issue of the Bulletin will be an Annual Number called the Republic Day Special. Special articles etc. may please be sent to reach me before 31-12-1961.

Editor.



(Continued from page Four)

NEW BRANCHES :-It is a matter for rejoicing that two more Branches, one at Krishnarajanagar and the other at Hubli were formed during the past month. At the present rate of growth the Association will be a mighty force ere long.

EXECUTIVE COMMITTEE MEETING:-At the monthly meeting of the Central Executive it was decided to have next general elections of the Association in March 1962. The draft revised constitution for the Association proposed by Sri Tirmal V. Desai of the Gulbarga Branch was considered. The Committee felt that such a revision could be undertaken only after Branches are established in at least ninetyfive percent of the

Taluk and District Head Quarters. Hence it was decided to first pursue the question of establishing Branches in all places. It was also decided to request Government to extend the facility of joining the Tahsildar and B. D. O. Cadres to all Departments in Government service. The question of long delay caused to Government servants by the non-settlement of T. A. claims was considered with concern and decided to address Government. It was also decided to address Government to give the facility of promotion for II Division to I Division in the Education Department. (Tutorial)

MARY DAVASIA,
General Secretary.

ಹುಚ್ಚೋ ಹುಚ್ಚು

(ಒಂದು ಪ್ರಹಸನ)

ಲೇಕಖ : - ಬಿ. ಎ. ಅರಸಕುಮಾರ್.

(ಕಳೆದ ಸಂಚಿಕೆಯಿಂದ ಮುಂದುವರಿದುದು)

ಅಪ್ಪಾವಿಲ್ಲ ಸ್ವಲ್ಪ ಹಾಗೇ ನಿಲ್ಲು,....ಈ ಕಡೆ, ಹೀಗೆ. ಈ ನಿನ್ನ ಮಾಸಿದ ಹರ ಕಲು ಚಿಂದಿಬಟ್ಟೆ, ಈ ಎಣ್ಣೆ ಕಾಣದ ತಲೆ. ಈ ಕೃತ್ಯವಾಗಿರೋ ದೇಹ..... ಮಡಿಹೆಣ್ಣಿನಂತೆ ಬರಿದಾಗಿ ಕಾಣೋ ಈ ಬಾಡಿಗೆ ಮನೆ, ಎಲ್ಲಾ ಬದಲಾಗಿ ತೊಡೋಕೆ ಒಂದು full suit, ತಲೆಗೊಂದು ಹ್ಯಾಟ್, ಕಾಲಿಗೊಂದು ಬೂಟ್, sorry ಒಂದು pair ಬೂಟ್ಸು. ಓಡಾಡೋಕೆ ಒಂದು ಪಾಂಟಿ ಯಾಕ್ ಕಾರು, ವಾಸಕ್ಕೆ ಬೊಂಬಾಯಿ ಪ್ಯಾಟ್ರನ್ ಮೂರಂತಿಸ್ತಿನ ಮಹಡಿ ಮನೆ—ಆ ಮನೆ ಗೇಟಿನಲ್ಲಿ ಒಬ್ಬ ಘೂರ್ಚಾ.....ಬಾಗಿಲಲ್ಲಿ ಆಲ್ ಶೇಷನ್ dogs—ಕೈಗೊಬ್ಬ ಕಾಲಿಗೊಬ್ಬ ಆಕ್ಸ್—no no ಆಳು. ಟ್ರಿನ್, ಟ್ರಿನ್ ಟ್ರಿನ್, ಟ್ರಿನ್ ಅಂತಾ ಬರೋ ಪೋ ಕಾಲ್ಸ್: ಇದ್ದೆಲ್ಲಾ ಅನುಭವಿಸೋ ಹಾಗೆ ನಿನ್ನನ್ನ ನಾನು ಮಾಡಿದೆ ಆಗ ನಿನಗೆ ಎಷ್ಟು ಅನಂದವಾಗುತ್ತೆ..... ಅದನ್ನ, ಆ ಸ್ವರ್ಗ ಸುಖವನ್ನನುಭವಿಸಿದಾಗ ಹೇಗಿರುತ್ತೆ—ಅಪ್ಪಾ! ಏನಾದ್ರೂ ಇಂಥ ವಿಷಯಗಳ ಕಲ್ಪನೆಯಾದ್ರೂ ಇದೆಯೆ ನಿನ್ನೆ ?

ಶಂಕರಪ್ಪ—ಮಾಧೂ....ಹೋ....ಹುಚ್ಚೋ ಹುಚ್ಚು ನಿನ್ನೆ....ಈ ನಿನ್ನ ಕನಸಿಗೆ ಕೊನೆ ಎಲ್ಲಿ? ಮೊದಲಲ್ಲಿ? (ನಿಟ್ಟುಸಿರು ಬಿಡುವನು)

ಮಾಧು—ನೀನೇನೂ ನಿಟ್ಟುಸಿರು ಬಿಡಬೇಕಾದ ಪ್ರಮೇಯ ಎಲ್ಲ. ಅಪ್ಪಾ, ನೀವು ಬೇಕಾದ್ರೆ ನಾನು ಸಂಗ್ರಹಿಸಿರೋ ಸ್ವಾರುಗಳ ಜೀವನ ಚರಿತ್ರೆಗಳ ನ್ನಲ್ಲಾ ಬಿಡುವು ಮಾಡಿಕೊಂಡು ಓದಿ-ಆಗ ನಿಮಗೇ ತಿಳಿಯುತ್ತೆ—ಅಪ್ಪಾ ನೂರಕ್ಕೆ ತೊಂಬತ್ತು ಜನ ಫಿಲಂ ಸ್ಟಾರ್ಸ್, ಹೀಗೆ ನಮ್ಮ ಹಾಗೆ ಹೀನಸ್ತಿಯಲ್ಲಿತ್ತು ಈಗ ದೊಡ್ಡವರಾಗುವರೇ ವಿನಹ ಹುಟ್ಟುವಾಗ್ಲೇ ದೊಡ್ಡವರಾಗಿ ಬರಲಿಲ್ಲ. ಕಲಾವಿದರು ಹುಟ್ಟೋದು ಮಹಡಿ ಮನೆಲಲ್ಲ, ಮಣ್ಣು ಮಾಳಿಗೆ ಮನೆಯಲ್ಲಿ. ಅಪ್ಪಾ! ನಿಜವಾಗಿಯೂ ಭಕ್ತಿ, ಶ್ರದ್ಧೆ, ತಾಳ್ಮೆ, ಇವುಗಳಿಂದ ಕಲಾಸೇವೆ ಮಾಡುತ್ತಿರುವ ಕಲಾವಿದನಿಗೆ ಆ ಕಲಾಮಾತೆ ಎಂದಿಗೂ ವಂಚಿ ಸೊಲ್ಲ-ವಂಚಿಸಿಲ್ಲ. ಇದಕ್ಕೆ ನಾನು ಆಗ್ಲೇ ಹೇಳಿದಂತೆ ನಮ್ಮ ತಾರೆಯರ ಜೀವನ ಚರಿತ್ರೆಗಳೇ ಸಾಕ್ಷಿ. ಅಪ್ಪಾ....ನನ್ನ ಕಿವಿಗಳಲ್ಲಿ ಈಗ್ಲೂ ಮೊಳಗ್ತಾ ಇದೆ. ನಾನೊಬ್ಬ ಹಿರಿಯ ನಟನಾಗೋನಂತ—ಸಿನಿಮಾ ಸ್ಟಾರ್ ಆಗೋನೂ ಅಂತ....ಇನ್ನೆಲ್ಲಾ ಕೆಲವೇ ದಿನಗಳಲ್ಲಿ ಅಭಿಮಾನದಿಂದ ಅಭಿ ನಂದಿಸಲು ಬರೋ ನನ್ನ ಚಿತ್ರಪ್ರೇಮಿಗಳ ಮಧ್ಯೆ ಗಂಧರ್ವನೋಪಾದಿಯಲ್ಲಿ ಶೋಭಿಸುತ್ತಾ ನಿಂತು ಅಟೋಗ್ರಾಫ್ ಹಂಟರ್ಸ್ ನ ತೃಪ್ತಿ ಪಡಿಸಲು ನನ್ನ ಜೀವನದಲ್ಲಿ ಭದ್ರವಾಗಿರೋ ಪಾರ್ಶ್ವ ಪೆನ್ ನ ಈಚೆ ತೆಗೆದು ಸೈನ್ ಮಾಡ್ತಾ ನಿಂತಿದೆ.....ಓ....ಅಪ್ಪಾ!

ಶಂಕರಪ್ಪ—ಸಾಕಪ್ಪಾ ಸಾಕು....ಇಷ್ಟೊಂದು ಹುಚ್ಚಿಡ್ಡಿ ರೋವಾಗ ನನ್ನ ಹಿತವಚನ ನಿನಗೆ ಅಪಘ್ಯ....ಆಗ್ಲಪ್ಪ ಆಗ್ಲಿ....ನಿನ್ನೆ ಆಸೆಗೆ ನಾನೇಕೆ ಅಡಿ ಬರ್ರಿ. ನಿನಗೆ ಆಸಕ್ತಿ ಇರೋ ಉದ್ಯಮಕ್ಕೆ ನಿನ್ನನ್ನು ಬಿಟ್ಟು ಬಿಡ್ಬೇನೆ. ನಿನ್ನ ಹಣೆಲಿ ಬರೆದಿದ್ದಾಗ್ಲಿ (ಗಂಭೀರವಾಗಿ) ಮಾಧೂ, ನನಗೆ ದಿಕ್ಕಾಗಿ

ಉಳಿದಿರುವವನು ನನ್ನ ವಂಶದಲ್ಲಿ ನೀನೊಬ್ಬ. ನೀನೇ ನನ್ನ ಸರ್ವಸ್ವ. ನೀನು ಸಂತೋಷದಿಂದಿದ್ದರೆ ನನಗದೇ ಸಂತೋಷ. ನಿನಗೆ ಹೇಗಿರಬೇಕೆನ್ನಿಸುವುದೋ ಹಾಗು. ಏನು ಮಾಡಬೇಕೆನ್ನಿಸುತ್ತೋ ಹಾಗೆ ಮಾಡು....ಆದ್ರೆ ಯಾವ ಸಮಯದಲ್ಲೂ ನೀನು ನಿನ್ನ ಸರ್ಥವಂಶದ ಗೌರವವನ್ನು ಹಾಳುಮಾಡಬೇಡ. ಈ ನಿನ್ನ ಬಡ ತಂದೇನ ಮರೀಬೇಡ. (ಘಂಟೆ ಹೊಡೆಯುವ ಶಬ್ದ ಕೇಳುವುದು) ಓ ಆಗ್ಲೇ ಹತ್ತು ಘಂಟೆ ಹೋಡಿವು, ನಾನಿನ್ನು ಹೋಗ್ಬಿ ನಿ (ಹೋಗಿ ಅಲ್ಲೇ ಗೋಡೆಗೆ ನೇತು ಹಾಕಿದ್ದ ಕೊಟನ್ನು ಹೆಗಲ ಮೇಲೆ ಹಾಕಿ ಕೊಂಡು ಬೋಸಿಯನ್ನು ತಲೆಯ ಮೇಲಿರಿಸಿಕೊಂಡು ಹೋಗುತ್ತಾ) ಬರ್ರೀನೋ ಮಾಧೂ, ಮನೆ ಕಡೆ ಹುಪಾರ್..... ಊಟವಾಡಿ ಮನೇಲಿದ್ದು rest ತಗೋ..... ಬಿಸಲಲ್ಲಿ ಆಲಿಯೋಕೆ ಹೋಗ್ಬಿಡ ಆ ನಿನ್ನ ಪಟಾಲಂ ಜೊತೆ.

ಮಾಧು—ಇಲ್ಲಪ್ಪ, ಈ ಹೊತ್ತು ಮನೆಬಿಟ್ಟು ಎಲ್ಲಾ ಹೋಗೊಲ್ಲ. (ಶಂಕರಪ್ಪ ಹೋಗುವನು) ಎಲ್ಲರ ತಂದೆಯರೂ ಹೀಗೇನೋ ಇಲ್ಲ ನಮ್ಮ ತಂದೆ ಮಾತಾನೋ..... ಏನೋ ಬೇರೆ ತಂದೆ ಮಕ್ಕಳ ವಿಷ್ಯ ಏನೇ ಇರಲಿ ನನ್ನ ವಿಷ್ಯದಲ್ಲಿ ಮಟ್ಟ ಆ ವರಮಾತ್ಮ ಒಳ್ಳೇ ತಂದೇನೇ ಕರುಣೆ ಸಿದ್ದಾನೆ. ಮಕ್ಕಳ ಅಭಿರುಚಿ ತಿಳಿದು ಆದರಂತೆ ಎಲ್ಲಾ ತಂದೆಯರು ತಮ್ಮ ಮಕ್ಕಳನ್ನು ಪ್ರೋತ್ಸಾಹಿಸಿದ್ದರೆ ನಮ್ಮ ದೇಶ ಎಂಮೋ ಮುಂದೆ ಬರಿತ್ತು..... (ಹೊರಗಡೆ 'ಮಾಧೂ'.....'ಮಾಧೂ'..... ಎಂದು ಕೂಗಿದ ಸದ್ದಾಗುವುದು) ಅಪ್ಪಾ ಹೋಗಿದ್ದನ್ನೇ ಹೊಂಚಾಕಿದ್ದು ಈಗ ಒಂದಾಗಿ ಬಂದ್ತಾಗಿದೆ—ನಮ್ಮಪ್ಪ ಹೇಳಿದ ಆ ಪಟಾಲಂಗಳು.... very good ಓಳ್ಳೇದೇ ಆಯ್ತು..... ಅಪ್ಪನ ಮಾತಿಗೆ ಈವತ್ತಾದ್ರೂ ಮರ್ಯಾದೆ ಕೊಟ್ಟು, ಮನೇಲೇ ಇದ್ದು ಯಾವುದಾದ್ರೂ ನಾಟ್ಯನಾದ್ರೂ ರಹಸ್ಯಲ್ ಮಾಡ್ಕೊಂಡೀವಿ. ಓ.... ಬಸ್ಸಯ್ಯ.....ಬನ್ನಿ..... ಬನ್ನಿ (ಎನ್ನುತ್ತಾ ಹೊರಗಡೆಯಿಂದ ಕೂಗಿದ ತನ್ನ ಸ್ನೇಹಿತರು ಹೋಗಿ ಕರೆ ತರುವನು.)

ಕಿಟ್ಟು—(ಪ್ರವೇಶಿಸುತ್ತಲೇ) ಯಾವೋ ನಾಟ್ಯ ?

ಮಾಧು—ನಾಟ್ಯ !

ರಾಜು—ನಾಟ್ಯ ಅಲ್ಲಿದ್ದೆ ನಾಟ್ಯದ ಡೈಲಾಗ್ನು ಅನ್ನು.

ಮಾಧು—ಯಾವ ಡೈಲಾಗ್ನು ಅಲ್ಪಯ್ಯಾ.... ಹೀಗೆ ಲೋಕಾಭಿರಾಮ ವಾಗಿ ಏನೋ ಅಂಜೋತಿದ್ದೆ ಅಷ್ಟೆ.

ಕಿಟ್ಟು—ಲೋಕೋಭಿರಾಮವಾಗಿ..... ಕೇಳೋ.... ಅನುಭವ ಸಿಂಧು ಇವ್ವು.... ಲೋಕೋಭಿರಾಮವಂತೆ! ಲೋಕೋಭಿರಾಮ.

ಮಾಧು—ಆದಿರಿ, ಏನೋ ಇಷ್ಟು ಬೇಗ ಬಂದಿ.

ನಾಣಿ—ಏನ್ ಮಾಡೋಮೋ ಬೇಜಾರು.

ಮಾಧು—ಹೌದು, ಈಗ ಏನ್ ಮಾಡೋದು?

ರಾಜು—ಈಗ ಒಂದು ತೀರ್ಮಾನವಾಗಬೇಕು. ಅದಕ್ಕೇ ನಾವೆಲ್ಲಾ ಇಷ್ಟು ಬೇಗ ನಿನ್ನನ್ನು ಹುಡುಕುಂಡು ಇಲ್ಲಿಗೆ ಬಂದದ್ದು. ನೀನು ಸರಿಯಾದ ಜಡ್ಜ್‌ಮೆಂಟ್ ಕೊಡಬೇಕು.

ಮಾಧು—ಏನೋ ಅಂತ ವಿಷಯ?

ಕಿಟ್ಟಿ—ಇದೆ.

ನಾಣಿ—ಈ ರಾಜು ಹೀರೋ ಪಾರ್ಸು ಮಾಡ್ತಾನಂತೆ, ಸಾಧ್ಯವಿದೆಯೇ ನೋಡು?

ಮಾಧು—ಇನ್ನೇ! ಈ ರಾಜುನೇ?

ರಾಜು—ಹೌದೋ ಮಾಧು, ನೋಡೋ ನಾನು ದೇವಾನಂದ್ ಇದ್ದಾಗಲೆ?

ಮಾಧು—ಹೌದೋ. ನಾನು ಇಷ್ಟು ದಿನ ಸರಿಯಾಗಿ ನೋಡೇ ಇರಲಿಲ್ಲ.... ಎಲ್ಲಿ ಹೀಗೆ ತಿರುಗಿ ಹಾಗೆ.... ಹಾ...ಹಾ... ಸಾಕ್ಷಾತ್ ದೇವ್-ಆನಂದನೇ? ಸಂಶಯವೇ ಇಲ್ಲ... ಲೋ ಕಿಟ್ಟಿ ಈ Angle ನಲ್ಲಿ ನೋಡೋ ಯಾರಾದ್ರೂ ಇವ್ ದೇವಾನಂದ್ ಅಲ್ಲ ಅಂದ್ರೆ ನನ್ನ ಬೇಕಾದ ಹೆಸರಿಟ್ಟು ಕರೀ (ಬಾಕಿಯವರಿಗೆ ಕಣ್ಣು ಹೊಡೆಯುವನು)

ಕಿಟ್ಟಿ—ಹೌದೋ, ನಿನ್ನ ಮಾತು ನಿಜ ಮಾಧು ಒಪ್ಪೋಣ, ಪೋಸ್ಟ್ ದೇವಾನಂದ್ ಆದಾಕ್ಷಣ ಅವನ ಹಾಗೆ Act ಮಾಡೋಕೆ ಬದ್ಧೇಕಲ್ಲ!

ರಾಜು—ಲೋ ಕಿಟ್ಟಿ, ಅದಕ್ಕೇ ನನಗೆ ರೇಗೋದು, ನಾನೇನೂ ಯಾರಿಗಿಂತೂ ಕಮ್ಮಿ Act ಮಾಡೋಲ್ಲ, ದೇವಾನಂದ್ standard ಮಾಡಿದ್ರೂ ಸಹ ಕನ್ನಡ ಸಿಕ್ಟರ್ನ ಹೀರೋಗಳ್ಯಾರೂ ಕಮ್ಮಿ ಮಾಡೋಲ್ಲೋ, ಮಾಡಿದ್ರೆ 'ಕುರೋ' ಅಂತ ಕರಿಯೋ ನನ್ನ.

ನಾಣಿ—ಹಾಗಾವ್ರೆ ಪರೀಕ್ಷೆ ನಡೆದ್ಬೋಗ್ಲಿ.

ಕಿಟ್ಟಿ—ನಡೆದ್ಬೋಗ್ಲಿ.

ಮಾಧು—ಸರಿ, ರಾಜು ಈಗ ನೀನು ಹೀರೋ. ಲೋ ನಾಣಿ ನೀನು ಹೀರೋಯಿನ್. ಕಿಟ್ಟಿ ನೀನು ವಿಲ್ಲನ್..... ನಾನು ಈಗ ಫಿಲಂ ಡೈರೆಕ್ಟರ್..... ನಾನು ಈಗ ಹೇಳ್ತಾಗೆ ಮಾಡೋಕು.

ಕಿಟ್ಟಿ—ಪರೀಕ್ಷೆ ನಡೆಸಿಕೊಂಡು ರಾಜೂದು ತಾನೆ? ನಾವೆಲ್ಲಾ ಯಾಕೆ?

ಮಾಧು—ಬೇಕು ಕಾಣೋ ಬೇಕು. ಏನೋ ಒಂದು ಐಡಿಯಾ ಮಾಡಿದ್ದೀನಿ. ನಾವು ನಾಲ್ಕು ಜನವೂ ಯಾವು ಯಾವುದಕ್ಕೆ ಸೂಟ್ ಆಗ್ಲೀನಿ ಅಂತ ನೋಡೋಬೇಕು.

ರಾಜು—ಯಾಕೋ?

ಮಾಧು—ಅವೇಲೆ ಹೇಳ್ತೀನಿ. ಎಲ್ಲಾ ಸೀರಿಯಸ್ ಆಗಿ ಮಾಡೋಕು.....ಯಾರು ಸ್ವಲ್ಪ ಕೆಡಿಸಿವು, ಮುಂದೆ ಬರಲಿರೋ ಅನುಭವ ಅಪಕಾಶ ಕಳೆದು ಕೊಳ್ಳೋರಿ ಅಷ್ಟೆ.

ಉಳಿದವರು—Alright, ಹೇಗೆ ಮಾಡೋಕು ಹೇಳು.

ಮಾಧು—ಈಗ ಮೊದಲನೆಯ ಧೃತ್ಯ. ಹೇಳ್ತೇನೆ ಕೇರಿ. ಅದಕ್ಕೇ ಸಿನಿಮಾ ಮಂದಿರ, ಚಿತ್ರ ಪ್ರಾರಂಭವಾಗಿದೆ. ಕತ್ತಲು. ಹೆಚ್ಚುಗಲಾ... ದಿದ್ದರೂ ಏನನ್ನೋ ಹುಡುಕುವಂತೆ, ಯಾರನ್ನೋ ಹುಡುಕುವಂತೆ ಹಿರೋ ಬರತಾನೆ. ಒಂದು ಮೂಲೆಯಿಂದ ಮಲ್ಲಿಗೆ ಹೂವಿನ ವಾಸನೆ, ಮೂಗಿಗೆ ಬಡಿಯುತ್ತೆ. ಹಿರೋ ಆ ವಾಸನೆಯನ್ನು ಆಫ್ರಾಣಿಸಿ, ಆನಂದಸೂಚಿಸಿ, ಆವಾಸನೆ ಬಂದ ಕಡೆ ನಡೆದು ಬಂದು, ವಾಸನೆ ತೀರ ಹತ್ತಿರ ಬಂದ ಕಡೆ ನಿಂತ. ಅಷ್ಟರಲ್ಲಿ ಅವನಿಗೆ ಆವಾಸನೆ ತಂದ, ಮಲ್ಲಿಗೆ ಮುಡಿದ ಸುಂದರಿ ಕಾಣುವಷ್ಟು ಬೆಳಕು ಸಿನಿಮಾ ಮಂದಿರದಲ್ಲಿ ಚೆಲ್ಲುವುದು. ಹೀರೋ ಓಣಗಿದ ಗಂಟಲು ಸರಿ ಮಾಡಿಕೊಂಡು ಪಕ್ಕದಲ್ಲಿದ್ದ ಕುರ್ಚಿ ತೋರಿ 'Excuse me' ಯಾರಾದ್ರೂ ಬರ್ರೋನು?' ಎನ್ನುವನು. ಅವಳು ಅವನನ್ನು ಒಂದು ಬಾರಿ ನೋಡಿ 'No'.....ಎನ್ನುತ್ತಾ ಪಕ್ಕಕ್ಕೆ ಒರಗಿ ಆಕಡೆ ತಿರುಗಿ ಕೂಡುವಳು. ಹೀರೋ ಲಭ್ಯ ಬಗೆಯಿಂದ ಹೋಗಿ ಕೂಡುವನು. ಚಿತ್ರ ನಡೆಯುತ್ತಿರುತ್ತೆ. ಅದೊಂದು ಪಾಸ್ಟ್ ಸನ್ನಿವೇಶ. ಎಲ್ಲರೂ ನಗೆಗಡಲಲ್ಲಿ ಮುಳುಗಿದ್ದಾಗ ಇವರೂ ನಗುವರು. ಹಾಗೇ ನಗುತ್ತಿದ್ದಾಗ ಒಂದೆರಡು ಬಾರಿ ಇಬ್ಬರೂ ನೋಡಿಕೋಳ್ಳುವರು. ನೋಡುತ್ತಿದ್ದಂತೆಯೇ ತಮ್ಮ ತಪ್ಪಿನ ಅರಿವಾಗಿ ಇಬ್ಬರೂ ಬೇರೆಡೆ ದೃಷ್ಟಿ ತಿರುಗಿಸುವರು, ಪಕ್ಕದಲ್ಲೇ ಇದ್ದ ಸೌಂದರ್ಯ ರಾಶಿಯನ್ನು ನೋಡುವ, ಮಾತಾಡಿಸು ಹಂಬಲ ಹೀರೋಗೆ, ಅದರೆ ಧೈರ್ಯ ಏಲ್ಲಿ? ಹೀಗೆ ಹೀರೋ ತಲ್ಲಣಿಸುತ್ತಿದ್ದರೆ; ಹೀರೋಯಿನ್ ಗೆ ಸರಪುರುಷ ಪಕ್ಕದಲ್ಲೇ ಕುಳಿತಿರುವುದು ಏನೋ ಒಂದು ಬಗೆಯಾಗಿದೆ. ಅವಳು ಅಷ್ಟಾಗಿ ಹೀರೋ ಪಕ್ಕದಲ್ಲಿರುವುದನ್ನು ನೋಡಿ ಸಹಿಸುವಂತಿರಲಿಲ್ಲ. ಆದರೂ ಆಕೆಯ ವಯಸ್ಸು,....ಆ ಯೌವನ, ಅವಳು ಮನಸ್ಸನ್ನು ಎಷ್ಟು ಬಿಗಿಹಿಡಿದರೂ ಕೇಳದೆ ಅವನ ಜೋತಿ ಕುಳಿತಿರುವುದಕ್ಕೆ ಹೆಮ್ಮೆಪಡುತ್ತಿತ್ತು—ಆನಂದ ಪಡುತ್ತಿತ್ತು. ಅವಳಿಗೆ ತಿಳಿಯದಂತೆಯೇ ಅವಳ ಮನಸ್ಸಿನಲ್ಲಿ ಏನೋ ಒಂದು ಬಗೆಯ ಅವ್ಯಕ್ತ ಆತಿ, ಆಕಾಂಕ್ಷೆ ಅಂಕುರಿಸಿತ್ತು.

ಹೀಗೆ ಇಬ್ಬರೂ ಮದನಲ್ಲೇ ಓದ್ದಾಡುತ್ತಿದ್ದಾಗ ಚಿತ್ರದಲ್ಲಿ ಓಂದು ಟ್ಯಾಜಿಡಿ ಸೀಫ ಬರುವುದು. ಹಿರೋಯಿನ್ ಹೆಣ್ಣಾದುದರಿಂದ ಸ್ವಾಭಾವಿಕವಾಗಿ ಆ ಸನ್ನಿವೇಶದಿಂದ ಉತ್ತೇಜಿತಳಾಗಿ ಅಳತೋಡಗುವಳು. ಇದನ್ನು ಹೀರೋ ಗಮನಿಸಿ, "ಈ ಸೀಫ ನಿಮಗೆ ತುಂಬಾ ಹಿಡಿಸ್ತು ಅಂತ ಕಾಣುತ್ತೆ. ಚೆನ್ನಾಗಿ ಅನುಭವಿಸಿ ಆನಂದಿಸ್ತಿರೋ....ನಿಮ್ಮಂಥ ನೋಡುವವರ ಮನಸ್ಸಿನಲ್ಲಿ ಆ ಭಾವ ತಂದ Artist ಗಳು ನಿಜಕ್ಕೂ ಸ್ವತ್ಯಾರ್ಹರು" ಎನ್ನುವನು "Please, ಮಧ್ಯೆ interrupt ಮಾಡೋಡಿ" ಎಂದು ಅವನ ಕಡೆ ಮಂದ ಪಾಸ ಬೀರಿ ನುಡಿಯುವಳು. ರೂಟಿ ಜಾರಿ ತುಪ್ಪಕ್ಕೆ ಬಿತ್ತು ಅನ್ನೋ ಭಾವ ಪ್ರದರ್ಶಿಸುವನು, ಹೀರೋ. ಚಿತ್ರಮುಗಿಯುವುದು. ಅವಳು ಮೊದಲು ಹೊರಡುವಳು. ಅವಳ ಸೀಟಿನಮೇಲಿದ್ದ ಕರ್ಚೀಫ್ ಎತ್ತಿ ಕೊಡುತ್ತಾ, ಹೀರೋ 'ನಿಮ್ಮ ಕರ್ಚೀಫ್' ಎನ್ನುವನು. ಅವಳು ಹಿಂತಿರುಗಿ ತೆಗೆದು ಕೊಳ್ಳುತ್ತಾ 'Thanks' ಎಂದು ನಗುತ್ತಾ ನುಡಿದು ಸರಸರನೆ ಹೊರಟು ಹೋಗುವಳು. ಹೀರೋ ಅವಳನ್ನೇ ಅನುಸರಿಸುವನು. ಅವಳು ಹೊರಗೆ ಬರುತ್ತಿದ್ದಂತೆ, ಅಂಗಡಿಯೊಂದರ ಮುಂದೆ, ಸಿಗರೇಟ್ ಹಿಡಿದು ನಿಂತಿದ್ದ ವಿಲನ್, ಅವಳನ್ನೇ ಕಾಯುತ್ತಿದ್ದ ನಂತೆ....ಅವಳನ್ನು follow ಮಾಡುವನು.

(ಮುಂದು ವರಿಯುವುದು)

THE IRONY OF FATE

by LEO

Ramaswamy: Hello Ranjan, so good to see you after so many many years.

Ranjan: Ramu, if I am not mistaken, you have put on a lot sideways since you left our Government service. Were you a rolling stone gathering no moss, or have you struck gold somewhere?

Ramaswamy: I should first know something about you before we compare notes. If I remember aright it was in 1940 that I left you and your blessed Government. You were then my junior in service in the Secretariat, but you had made a mark by standing first in the Manual Examination in addition to two other main Departmental Tests you had at your credit. I was a duffer who could not pass that blooming Manual examination in spite of four attempts and I left service as I thought I had no chances against people like you.

Ranjan: Oh, Don't flatter me so! Somehow I had a mania for tests then and I passed eleven of them. People cited to me the instances of so many persons who passed the tests and mounted dizzy heights with quick promotion. I was filled with wild dreams. Now I realise that all the money and energy spent passing these tests are a waste.

Ramaswamy: What do you mean, they did not do anything for you? Were there cranky officers to write something against you in their so called Confidential Reports?

Ranjan: For nearly 14 years they kept me as a First Division Clerk and then for 8 years I am a Superintendent. As far as those reports are concerned there is absolutely nothing against me. In fact I am a much respected official with splendid reports.

Ramaswamy: It will now be relevant to say something about myself. I could not shake off Government service as I had intended to.

Another Government offered me an opportunity and I got in as a Lower Division Clerk in the Secretariat for which the minimum qualification was a Degree. For the Upper Division they wanted M.A.s. There my M.A. came of some use and within a short time they promoted me to the Upper Division. As you know I am a careless fellow. I issued a reminder on a file on which a reply was received and I was reverted to the Lower Division. But I managed to gain lost ground. Within five years I became a Superintendent. Another four years saw me an Assistant Secretary. I have now been a Deputy Secretary for three years. No special luck. Everything just seemed to happen as a routine. There is no such thing as communal bias. People like you would have been shot up to eminent posts outside the Secretariat.

Ranjan: But that communal bias appears to be the basis of all things in my place. If you had the proper birth your Departmental Tests have a special market value, your confidential reports are glorified and immediately you put in three years of service you enter the gazetted Tahsildari grade. In my case they found my series of eleven tests to be too dull and they were not interested in me. Of course I was no good in "wirepulling" and in fact I had no God-father. There is so much of gloom that I am unable to believe that there are other places, clean and fair like yours where a man is considered for what he is worth and not for the Community in which he was born.

Ramaswamy: Even in pay scales Ranjan, your State is paying you very low. I compared the scales and allowances just recently and I was really shocked. Don't I look well fed?

Ranjan: But do you know we had two revisions of pay scales when you had only one

(Continued on page 12)

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AN APPEAL TO ALL N. G. Os.

We have emphasised several times the importance of becoming members of the Association and thereby exhibit our solidarity and strength. It is needless to repeat the advantages of an organisation to safeguard our rights and also to express our views to all concerned in a solid way. The achievements of the aims of a strong organisation depends much on its roll. Membership figures are the medium through which the strength and support of an organisation could be judged. The N.G.O.s Association has no doubt gained much confidence among the Service personnel. While this trend of organisational spirit is a gesture of our prosperous future of unified struggle for better living, the task ahead of us is to enliven this spirit with more vigour and vitality. Unity costs nothing but will gain everything. So simple but too big an idea under those small letters!

Hence, it is our prime duty to organise ourselves to lose nothing and only to gain a lot. While we look back, we are proud of ourselves. With the unstinted cooperation and sincere help of N.G.O.s today we have a magazine of ourselves to express our deep sentiments of the injustice meted out by the authorities, to opine about the drawbacks and disadvantages of service conditions, to welcome the good gestures coming from the Government - our employer - to exploit the hidden talents of literature among N.G.O.s, to raise the standard of our work and thereby improve the administration and above all to eradicate corruption and redtapism. We are also proud of our building fund and within a short time, we are definitely going to have a building of our own.

Again we have a Common Good Fund. We were able to achieve at least so much and of course these are only the beginning and the field of activities is more wide and our ambitions are also much more.

Why not we have a Cooperative effort to

teach/tailoring, embroidery work and such other small work to the families of N.G.Os so that they can also earn while they are at home?

Should we not have a Library, and a Sports Club to provide recreation for N.G.Os?

We can and we must achieve not only these but much more and to put them into reality a sound and well placed organisation is the only answer. So, friends, the organisation of the kind we envisage will depend upon the strength of the membership. N.G.O.s Association has rightly judged the capacity of an N.G.O. and has put it at a very meagre amount of Re. 1/- as the annual membership. You will find that the annual income of an N.G.O. will be a minimum of Rs. 1000/- to a maximum of Rs. 5000/-. One Rupee out of this amount is nothing to you but it is a LOT as far as the Association is concerned.

We appeal to N.G.O.s to remember this with all the importance it deserves and become members or renew their membership from January 1962. Please do not wait for the Association representatives to approach you in person, but come forward voluntarily and do your duty towards yourself and to your fellowmen. The Association representative may miss you but make it a point that you do not miss. I am dreaming of that day - 1st January 1962 - when N.G.O.s themselves preparing a list of names of their unit and subscribing Re. 1/- each towards the Association. Those little drops - I am sure - will make our Association mightier than an Ocean and will stand as an unquestionable force of N.G.O.s. Those outside Bangalore may become members of their nearest Branch.

'Organise or Perish' is our slogan and with the sound knowledge and education we are definitely not going to perish but to live with a sense of organisation and that feeling.

Wishing you a happy new year.

MARY DAVASIA,

General Secretary.

BRANCH NEWS

1. A meeting of the Mysore State Non-Gazetted Officers' Association, K. R. Nagar Taluk was held on 22nd Oct. 1961 and the following office bearers were elected:-

President: Sri H. Thimmiah.
Vice-President: Sri S. A. Lakshman.
Treasurer: Sri N. S. Nagabhusan.
Secretary: Sri P. C. Shivarudraswamy,
Head Clerk, Taluk Office,
K. R. Nagar.

Joint Secretary: Sri S. D. Nagaraja
and

17 members.

2. A meeting of the N.G.O.s of Hubli Taluk was held on 20-11-1961 and the Hubli Branch was formed. Shri I. C. Nalwadi, Taluka Sherastadar presided. Shri B. G. Gundgovi, General Secretary, Dharwar District N. G. O.s Association introduced Shri Muhammad Kamal, Vice President, Mysore State N.G.O.s Association, Bangalore to the N. G. O.s and requested him to speak. Shri Muhammad Kamal explained the need for an Association at Taluka level and requested them to remain united and put up their grievances before the Government. He also emphasised the need for abolishing direct recruitment to higher posts and for extending

medical facilities more liberally to N.G.Os. The following were unanimously elected:-

1. Shri M. B. Kurvatti - *President*
2. " S. K. Kalagi - *Vice-President*
3. " I. C. Nalawadi - *Vice-President*
4. " M. L. Chelli - *General Secretary*
5. " V. H. Byali - *Organising Secretary*
6. " N. B. Saswihalli - *Treasurer*
7. " K.H.Dhanakshirur - *Auditor.*

Committee Members :

1. " V. M. Jeevangoudar
2. " R. S. Yeligar
3. " L. B. Ahetti
4. " G. M. Hullur
5. " S. M. Kawli
6. " S. P. Sondur
7. " F. C. Hiremath
8. " Y. G. Satkhikar
9. " A. M. Kazi

The President, Shri I. C. Nalawadi thanked Shri Mohammad Kamal for having taken pains to organise the Branch at Hubli taluk and requested all the N.G.Os to become members.

Hearty congratulations to both the new Branches from the Central Association.

—*President.*

(Continued from page Nine)

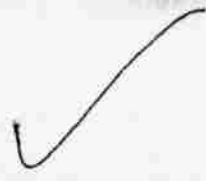
and in spite of the two revisions we compare unfavourably with yours? That is the ingenuity of our Financial experts here. They put a show of so much activity but what they bring forth is in the inverse ratio. To be on line with other States they introduce House Rent Allowance, Medical facilities and so forth, but they take care that you do not get as much out of these as in other States. We thrive on disparities. There are inter-State disparities, there are inter-departmental disparities, there are inter-regional disparities and there are inter-grade disparities. The only thing without disparities is

the work load which varies with emoluments again in an inverse ratio! Anything could happen!

Ramaswamy: 'Oh dont worry about a thing Ranjan. 1962 is coming to level up all things. What is the size of your family? Are they all doing well? I have a family of six children and all of us are fine.

Ranjan: I have just two girls and we are well too.

Ramaswamy: You forgot to mention about the disparities in the numerical strength of the families!



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