

The meeting of the Tripartite Committee
to go into the functions of Works Committees
(New Delhi, 30th November, 1959)

The Committee met in accordance with the decision of the 17th session of the Indian Labour Conference held at Madras in July 1959 to examine the material on the subject of Works Committees and draw-up "guiding principles" relating to the composition and functioning of Works Committee. The following members were present:-

CENTRAL GOVERNMENT

Ministry of Labour and Employment

1. Shri P.M. Menon, I.C.S.,
Secretary. Chairman
2. Shri B.N. Datar,
Labour and Employment Adviser.
3. Shri Teja Singh Sahni,
Deputy Secretary.
4. Dr. B.R. Seth,
Deputy Secretary.
5. Shri S.P. Mukherjee, I.A.S.,
Chief Labour Commissioner (Central).
6. Shri A.L. Handa,
Under Secretary.
7. Shri S.B. Kale,
Regional Labour Commissioner (Central)
8. Shri Nardeo Singh,
Research Officer.

Ministry of Works, Housing & Supply

9. Shri O.T.J. Zacharias,
Officer on Special Duty (Labour).

Ministry of Commerce & Industry.

10. Shri V. Natesan,
Under Secretary.

Ministry of Defence.

11. Shri G.A. Ramrakhiani,
Deputy Secretary.

Ministry of Food and Agriculture.

12. Shri J.G. Anand,
Assistant Economic & Statistical Adviser,
Directorate of Economic & Statistics.

STATE GOVERNMENTS

Bihar

13. Shri S.N. Pande, I.A.S.,
Labour Commissioner.

Bombay

14. Shri D.G. Kale,
Deputy Commissioner of Labour (Admn.)
Pramji Cowasji Institute Building, Dhobi Talao,
Bombay.

Uttar Pradesh

15. Shri J. Prasad,
Deputy Labour Commissioner,
Uttar Pradesh, Kanpur.
West Bengal.

16. Sani S.N. Chatterjee,
Deputy Labour Commissioner,
Calcutta.

EMPLOYERS

Employers' Federation of India, Bombay.

17. Shri P.N.K. Pillai,
Personnel Manager,
Indian Aluminium Co., Ltd.,
31 Chowringhee, Calcutta-16.

18. Dr. K.S. Basu,
Director, Hindustan Lever Ltd.,
Scindia House, Ballard Estate, Bombay-1.

All-India Organisation of Industrial Employers, New Delhi.

19. Shri S.K. Asthana,
Labour Adviser,
Engineering Association of India,
India Exchange Place, Calcutta-1.

All India Manufacturers' Organisation, Bombay.

20. Shri K. Naoroji,
Messrs Godrej & Boyce Mfg. Co (P) Ltd.,
Lalbaug, Parel, Bombay-12.

W O R K E R S.

Indian National Trade Union Congress.

21. Shri Ghanshyamlal Oza, Member Parliament,
New Delhi.

All India Trade Union Congress

22. Shri Ram Sen,
C/o West Bengal Committee of the
All India Trade Union Congress,
249, Bowbazar Street, Calcutta-12.

Hind Mazdoor Sabha.

23. Shri H.K. Sowani,
General Secretary, Cotton Mill Mazdoor Sabha,
39, Patel Terrace, Parel,
Bombay-12.

United Trades Union Congress.

24. Shri Sisir Roy,
General Secretary,
United Trade Union Congress,
General Office,
249, Bowbazar Street, (1st Floor),
Calcutta-12.

O T H E R S

Indian Institute of Personnel Management, Calcutta.

25. Shri P. Ghosh,
E.R. Manager,
Standard Vaccum Oil Co.,
New Delhi.

Observer

After discussion, the Committee came to the following conclusions:

M A I N C O N C L U S I O N S

1. Functions of Works Committees.

It was agreed that it was not practicable to draw up an extension list of the functions of Works Committees. There should be some flexibility of approach for the system to work properly. Illustrative list of items which the Works Committee should normally deal with and those which it should not normally with were drawn up and approved. (list appended) It was agreed that the demarcation would not be rigid and the approved lists were flexible.

2. Units in which the Works Committees should be formed.

It was agreed that no change was called for in the existing statutory provisions in the Industrial Disputes Act limiting the number of workmen to 100 for the purpose of the formation of a Works Committee.

3. Composition of the Works Committee.

It was agreed that no change in the existing provisions of the Industrial Disputes Act or Rules regarding the number of members of the Works Committee was necessary. As regards the number of representatives it was felt that at times the management found it difficult to produce equal number of representatives as that of workers. But as, however, this was permissible even under the existing rules, no change therein was recommended.

4. Composition of the Workers' side of the Works Committee.

- (i) It was considered that the workers' representatives on the Works Committees should be elected by the

workers without the constituencies being divided between workers who are members of a Union and those who are not members of a Union. The existing provisions regarding representation for different departments or sections should continue.

Chairmanship of Works Committee.

5. It was agreed that the present provision in the Central Industrial Disputes Rules regarding the compulsory rotation of the Office of the Chairman between employers and workers should be removed. As the same time it was felt that the worker's representatives should not be barred from holding that office, if suitable persons were available from their side. It was agreed that for the next three years, the chairman should be from the management side, who, should, as far as possible, be the head of the organisation or factory. It was also decided that the position should be reviewed after three years.

6. Periodicity of the meetings.

It was agreed that the present provision i.e. having a meeting at least once in a quarter needed no change. Meetings should be held more frequently if necessary.

7. Facilities to Works Committees' members.

It was agreed that the Secretary of the Works Committee should have the privilege of putting up notice regarding the work of the Works Committee on the notice board of the establishment.

8. General - The question was raised whether works committees should be established in commercial establishments/and not in factories only. It was pointed out that according to the existing provisions in the Act, commercial establishments might form the works committees whenever required.

/also

A P P E N D I X

I. Illustrative list of items which Works Committees will normally deal with.

- 1) Conditions of work such as ventilation, lighting, temperature and sanitation including latrines and urinals.
- 2) Amenities such as drinking water, canteens, dining rooms, creches, rest rooms, medical and health services.
- 3) Safety and accident prevention, occupational diseases and protective equipment!
- 4) Adjustment of festival and national holidays.
- 5) Administration welfare and fine funds.
- 6) Educational and recreational activities such as libraries, reading rooms, cinema shows, sports, games, picnic parties, community welfare and celebrations.
- 7) Promotion of thrift and savings.
- 8) Implementation and review of decisions arrived at meetings of Works Committees.

II. List of items which the Works Committees will not normally deal with

- 1) Wages and allowances.
- 2) Bonus and profit sharing schemes.
- 3) Rationalisation and matters connected with the fixation of workload.
- 4) Matters connected with the fixation of standard labour force.
- 5) Programmes of planning and development.
- 6) Matters connected with retrenchment and lay off.
- 7) Victimization for trade union activities.
- 8) Provident Fund, gratuity schemes and other retiring benefits.
- 9) Quantum of leave and national and festival holidays.
- 10) Incentive schemes.
- 11) Housing and transport services.

M.M. Court
Ramavaram Seal

COPY OF THE DEPOSITION OF THE WITNESS
IN THE COURT OF MUNSIFF MAGISTRATE RAMAVARAM

Case No.266/2/58.

Police Kothaedium 2 Town Vs. V.Suryanarayana and others.

Witness No.4 for prosecution.

Name Simachalam. S/O Potha Raju, age 28 years, caste reddy,
Occ P.C.No.529 R/O Ramavaram Tq. Paloncha, Dist. Khammam.

States on oath on the 18th day of February 1959.

On 5-10-58, the Communist Party held a meeting near Ramavaram. I was deputed by the S.I.P. 11 Town for bandobast. Mr. Das addressed the meeting. One person from the gathering stood up and objected that two days ago he had addressed in a different way and today he was addressing in a different manner. Thereupon K.S.Das said that the congress people should not interfere. They may go out. The mob stood and began to beat somebody. We two constables also rushed into the mob, but we were pushed aside. The mob took one person dragging and he was found lying near the nala, and that person who was lying there is the complainant who is present in the court. In the meantime S.I.P. arrived and sent the complainant to the hospital.

Cross Examination:- There was one petrolmax on the stage. But the mob was sitting in the dark. It was about 7 P.M.

Read over and admitted correct.

Sd/ Shri Mohd. Abdul Ali, M.Sc., LL.B.,
M.M. 18-2-59.

N.B. Translated on oath by N.Prashad
Sd/ M.M.

Sd/ Shri B.Lakshminarayana, Pleader

Sd/ P.P.O.

Sd/ Butchiah, Sd/ Narasiah. Sd/ V.S.Narayan, Sd/N.Murthy
Sd/ Not legible Sd/Not legible Sd/Not legible

/True Copy/

Read by. Sd/
Compared by: Sd/

Sd/
Supdt.

Sd/ R.K.

Munsiff Magistrate
Court Stamp.

COPY OF THE DEPOSITION OF THE WITNESSES.

IN THE COURT OF THE MUNSIFF MAGISTRATE AT RAMAVARAM.

Case No. 266/2/58.

The State Vs. V. Suryanarayana and others.
Witness No. 1 for prosecution.

Name Katta Meerasahib S/O Nagiah, age 25 years, caste Chetti Balgi
Occ. Colliery Employee R/O 3 Incline Tq. Paloncha, Dist. KMT.

States on oath on the 18th, of February'1959.

I know the accused present in the court. I also know their names. On 5-10-58 the Communist party held a meeting near the Ramavaram dispensary. I also attended the meeting with others. One of the speakers named Das addressed the meeting and abused the congress party and also abused the Chief Minister Andhra Pradesh. I then standup and stated that you should not abuse like this to the Congress Party. All of them said that he is congressite; beat him. I wanted to escape twice and thrise but they did not leave me and began beating. The next day I reported the matter to the police. I have put my thumb impression on the petition. I was sent to the Civil Hospital. I request the court to punish the accused.

Cross Examination:- I got this petition typed in the Congress Office. There was police, Bandobast party around the gathering. The police did not come to my help. No one came to my help. The accused beat me with hands and kicked me also. They gave blow on my whole body. The meeting continued for 2 to 3 hours. I was kept at the stage for about 3 hours. When I was making my scape after 3 hours when one of them gave me blow from behind and I fell down. The accused Arjun gave a blow from behind. I was not drunk that day and I do not drink. I was sitting at a distance of 10 yards from the stage. Seetharamulu and Appalaraju were sitting by my side. These people were sitting on the right side of the stage. The accused have beaten Seetha Ramulu and Appal Raju. I was unconscious and in that stage I was taken to the hospital Palwancha. The doctor examine me that night only.

Reda over and admitted correct.

Sd/ Shri Mohd. Abdul Ali, M.Sc., LL.B.,
M.M 18-2-59.

Sd/ P.P.O

Sd/ B. Lakshminarayana, Pleader.

~~Sd/~~ S.I. Meerasahib, Sd/ N. Murthy. Sd/.P.Reddy. Sd/S.Narayana.

Sd/ Narasiah. Sd/ Butchiah. Sd/ not legible-

/True Copy/

sd/
R.K. 25/2

Sd/
Supdt. 25/2/

GOVERNMENT OF MADRAS.

5 As.

Copy Stamp.

M.M. Court
Ramavaram Seal.

COPY OF THE DEPOSITION OF THE WITNESS.

IN THE COURT OF MUNSIFF MIGISTRATE RAMAVARAM.

Case No. 266/2/58.

Police Kothagudium 2 Town Vs. V. Suryanarayana and others.
Witness No. 4 for prosecution.

Name Simachalam. S/O Potha Rajum age 28 years, caste reddy
Occ P.C. No. 529 R/O Ramavaram Tq. Paloncha Dist Khanmam.

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Sd/ Shri B. Laksminarayana, Pleader.

Sd/ P.P.O

Sd/ Butchiah, Sd/ Narasihah. Sd/ V.S. Narayan Sd/ N. Murthy,
Sd/ Not legible Sd/ Not legible Sd/ Not legible.

/ True Copy/

Sd/
Supdt.

Read by. Sd/

Compared by: Sd/

Sd/
R.K.

CHARGE SHEET

(Under Section 173, Cr.P.C)

266/2/58
D/ 23-12-58.

1. Police Station: Kothagudium 2 Town. Taluk: Palwanoha. District: Khamma -meth.
2. Serial No. _____ F.I.R.No. 83/58. Date of F.I.R. 6-10-58.
3. Name of complainant or informant: Katta Meerasab, S/O Nagiah,
AGED 25 Yrs. Trammer, 3 Incline,
R/O Adinarayana Camp.

(4) Names & Addresses of accused persons not sent up for trial whether arrested or not arrested, including absconders. (Show absconders in red ink)	(5) Names and addresses of accused persons in custody with dated of arrest.	(6) Names and addresses of accused persons on bail with dates of arrest.
	<p>6. <u>Jadu Bucham S/O Kothrayya</u></p> <p>7. <u>Pulipaka Narsiah S/O Rajam R/O 3 Incline arrested on 11-10-58 and released on bail.</u></p> <p>8. <u>Polumoorreddy, arrested on 10-10-58 and remained in judicial custody in Cr. No. 88/58 on 18-10-58.</u></p>	<p>1. <u>Vajrapu Suryanarayana S/O Venka teswarlu, aged 35, fillers 3 incline, R/O 4 incline qrs.</u></p> <p>2. <u>Vajrapu Venka treddy S/O Reddy, Punjabgudda.</u></p> <p>3. <u>Dasari Narasimhamurthy, S/O Sathayya, R/O 3 Incline</u></p> <p>4. <u>Nedamalli Narasimha Murthy, S/O Bapaniah, 3 incline arrested on 12-10-58 and remanded to Judicial custody in Cr No 88/58 5 badugu Arjuna S/O somanna arrested on 10-10-58 and remanded to judicial custody on 11-10-58.</u></p>
(7) Finger Prints when sent and whether identified or not		

66

Details of property & Weapons recovered.

Names of Witnesses with their addresses.

List attached herewith.

List attached herewith.

10) Nature of offence & Section of Law:- 147 I.P.C and 323 I.P.C.

11) Facts found on investigation:-

The brief facts are that on 5-10-58 evening the complainant attended the public meeting of the Communist Party held at the Ramavaram dispensary. While K.S. Dass is delivering speech the complainant got up from among the audience and passed some adverse remarks. Then all the accused persons mentioned overleaf in the charge sheet assualted the complainant severely with hands and fists till he became unconscious for having critisized the speaker K.S. Das.

During the course of investigations the accused persons were arrested. Police investigations prove the charge against the accused persons. Hence it is prayed that the accused persons may be dealt with on the above charge and convicted as per law.

Sd/ Ramachandra Rao V.S.
Sub Inspector of Police,
Kothagudem 2 Town.

/True Copy/

THE SINGARENI COLLIERIES WORKERS' UNION.

63/41/213/SR.

Kothagudem Collieries,
5th, March' 1959.

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

Dear Comrade,

Sub: Act of violence at Singareni Collieries.

Ref: Your letter No. nil, dated 22nd, December' 1958 and subsequent reminder on 2nd, Feb' 59 (on the same subject) and 2nd, March' 1959, I have the following to state.

Now I have got documentary proof to show that the said meeting on 5-10-1958 was conducted by the Communist Party as was stated by us and not on behalf of the S.C. Workers' Union.

I am herewith enclosing for your information some of the true copies of the investigation report by the Sub-Inspector of police and the complaints. If need be I am prepared to send you certified copies of the same.

Without making any other comments on the other matters mentioned in the statements, we can conveniently show that the meeting was conducted by the communist party and there was no mention of I.M.W.U.C. From the enclosed true copies you will find that there was no mention of Andhra Pradesh Mine Workers' Federation either by the Sub-Inspector or the complainants.

Since the proceedings are still continuing in the court, I do not now attempt to develop any arguments here on the subject. And since the very argument of the Labour Ministry is blown away by the fact that the meeting was not conducted by the Union there is no question of the Vice-President preaching violence and the Labour Ministry should be requested to think twice before advising AITUC for advising its affiliated Unions to desist from violent activities.

My recent letter on the attempts of INTUC elements to disrupt our meeting at work shops, when we intended to explain the Gratuity Scheme is another proof of the violent activities being attempted by the INTUC elements.

2. And as to the action taken there upon by us after the incident of 7-10-1958, I may say that our workers who were beaten by the INTUC workers, have lodged complaints with the police and cases are being run against the INTUC elements.

Mr. Katta Jeerasaheb, who beat our Union workers was tried in the court and was punished with a fine of Rs. 30/- and eight hours jail. INTUC Workers also have filed cases against our workers and those cases also are in the court.

Contd. on page No. 2.

Since the above is the fact, I now close this letter for the present and I will write to you any movement you ask me for more details.

Yours fraternally,

Sd/ P. Satyanarayana.
Vice- President.

Enclosed: No. True Copies.

The Singareni Collieries Workers Union
KOTHAGUDUM.

/ True Copy./

P. Satyanarayana

22 JUN 1959

Immediate

No.E&I-10(18)/59
Government of India
Ministry of Labour & Employment

From

Shri R.L. Mehta, I.A.S.,
Joint Secretary to the Government of India.

To

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

Dated New Delhi, the

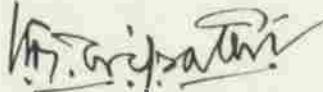
Subject:- Second meeting for the Code of Conduct.

Dear Sir,

I am directed to say that it is proposed to convene the second meeting of the representatives of the Central Organisations of Workers at Madras on July 30 1959 soon after the 17th Session of the Indian Labour Conference to discuss the working of the Code of Conduct. It is presumed that the delegate to this meeting would be one of your delegations attending the Indian Labour Conference.

2. An acknowledgement is requested.

Yours faithfully,


for Joint Secretary

1747

June 22, 1959

Dear Com.Dange,

Re. Meeting of 4 Central TU
organisations on July 30

A letter received from the Labour Ministry today states that "it is proposed to convene the second meeting of the representatives of the Central Organisations of Workers at MADRAS on July 30, 1959, soon after the 17th Session of the Indian Labour Conference to discuss the working of the Code of Conduct. It is presumed that the delegate to this meeting would be one of your delegations attending the Indian Labour Conference."

With greetings,

Yours fraternally,

11010
mg
(K.G.Sriwastava)

No.185/ICC/59
June 22, 1959

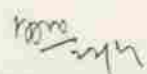
Shri R.L.Mehta, I.A.S.,
Joint Secretary to Govt of India,
Ministry of Labour & Employment,
New Delhi

Sub: Second meeting for the
Code of Conduct

Dear Sir,

This is to acknowledge receipt
of your letter No.E&I-10(18)/59 dated
June 20, 1959 on the above subject.

Yours faithfully,


(K.G.Sriwastava)
Secretary

Cable : "AITUCONG"

Telephones : 48771
43414

T. U. LAW BUREAU:
R. L. TRUST BUILDING.
55, GIRGAON ROAD,
BOMBAY 4 (INDIA)

अखिल भारतीय ट्रेड यूनियन काँग्रेस
ALL-INDIA TRADE UNION CONGRESS

4, ASHOK ROAD,
NEW DELHI.

President : S. S. MIRAJKAR.
General Secretary : S. A. DANGE, M.P.

No.185-11(IC)/59
July 3, 1959

Shri R.L.Mehta, I.A.S.,
Joint Secretary to the
Government of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Violation of Code of Conduct

Dear Sir,

Please refer to your letter No.E&I.10(II)/59 dated June 25, 1959 on the above subject. While the clarification offered on the role of the E&I Division in relation to breaches of the Inter-Union Code of Conduct is noted, we may point out that para 2 of the Code of Conduct does not expressly provide that the Union Labour Ministry or its E&I Division may take upon itself the job of implementing the Code.

What has been provided for is only that: "For the time being, Shri Nanda, the Union Labour Minister, might invite the parties, from time to time, for further developing and amplifying the Code." Apparantly, this has not been done nor has the other provision to set up a machinery consisting of representatives of the four central labour organisations with an independent Chairman, might be set up for implementing the Code of Conduct, been arranged for.

The AITUC on the basis of ^{our} ~~an~~ experience for the last so many months feels therefore that no useful purpose would be served in corresponding with the E&I Division as such on specific matters pertaining to the implementation of the Inter-Union Code of Conduct.

Yours faithfully

(K.G.Sriwastava)
Secretary

6. The General Secretary,
The All India Trade Union Congress,
4, Ashoka Road, New Delhi.

13 JUL 1959

Immediate

No.E&I-10(18)/59:
Government of India
Ministry of Labour & Employment.

174-A
From

Shri R.L. Mehta, I.A.S.,
Joint Secretary to the Government of India.

To

All Central Workers' Organisations.

Dated New Delhi, the 11-7-1959

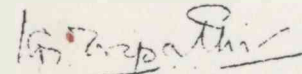
Subject:-Second meeting for the Code of Conduct.

Dear Sir,

In continuation of this Ministry's letter of even number dated the 20th June, 1959 on the above subject I am directed to enclose a note giving a review of the working of the Code of Conduct for discussion at the meeting scheduled to be held on July 30, 1959 at 10.30 A.M. at Congress Legislative Party Hall (Ground Floor), Rajaji Hall, Mount Road, Madras-..

2. An acknowledgement is requested.

Yours faithfully,



for Joint Secretary.

Enclosure: One

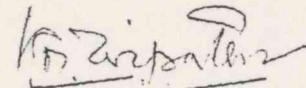
. . . . 2

No. E&I-10(18)/59.

Dated New Delhi, the 11-7-1954

Copy with a copy of the note referred to above forwarded for information to:-

1. PS to L.M./DLM/ Parliamentary Secretary/Secretary and PAs to Joint Secretary (G) and J.S.(E) and all Deputy Secretaries in this Ministry.
2. The Chief Labour Commissioner, New Delhi.
3. ~~PLS~~ Information Officer (Shri Kumar Deo) for favour of usual action.
4. LC Section, Research Division.



for Joint Secretary.

'D.A.Refd.to'
J.S.10/7/59.

CODE OF CONDUCT

Second Meeting of the Central Workers' Organisations
under the Code of Conduct.

(MADRAS - JULY 29, 1959).

The second meeting of the Central Workers' Organisations to review the working of the Code of Conduct was held at Madras on July 29, 1959, under the Chairmanship of the Union Minister for Labour & Employment.

2. The following conclusions were reached:

- (1) Workers' Organisations should exercise restraint in the language used in their publications and journals.
- (2) While the Union Minister for Labour and Employment will continue personally to look into cases of violation of the Code in the Central sphere, the State Labour Ministers may be requested to do the same in respect of similar cases in their States.
- (3) The breach of the Code in Singareni Collieries in October, 1958 by the AITUC Union was brought to the notice of the representative of AITUC. He promised to take action against those who indulged in violence, etc.
- (4) Along with the meeting of the Committee appointed by the Indian Labour Conference to consider items 5 and 6 of the Agenda of the Indian Labour Conference, a meeting of the Central Workers' Organisations be held to discuss the working of the Code of Conduct.

SECOND MEETING OF THE CENTRAL WORKERS'
ORGANISATIONS UNDER THE CODE OF CONDUCT.

(MADRAS, JULY 30, 1959)

A review of the working of the
Code of Conduct.

The Code of Conduct evolved at a meeting of the representatives of the four Central Workers' Organisations (INTUC, AITUC, HMS and UTUC) held on May 21, 1958 at Nainital, has now been in operation for about a year. It has been described by all concerned as a landmark in the history of trade union movement in this country. The brief experience of its working is encouraging and inspires confidence in its effectiveness to solve some of the intricate problems of trade union rivalries.

2. By the end of June, 1959, 45 cases of infringements of the Code were reported to the Central E&I Division which, in the absence of a separate organisation, has been acting as the Secretariate to the Union Minister for Labour & Employment, who personally looks into these cases. Most of these complaints related to assaults on union members/office bearers, violence, coercion, intimidation, objectionable speeches or personal vilification in inter-union dealings. In a few cases, the Central Organisations realised the infringements of the Code by their affiliates when these were pointed out to them, while in some other cases, the charges were either not substantiated on enquiry or were refuted by the parties concerned. In a number of cases, the responsibility for infringement of the Code was found to rest with unions not affiliated to any of the four Central Organisations. As these unions are not parties to the Code, the complaints could not be taken up with them.

3. The All-India Trade Union Congress have suggested that violations of the Code of Conduct in Singareni coalfields in October last, may be placed before this meeting. The complaint of the AITUC related to assault on two members of their affiliate (Singareni Collieries Workers' Union) by some members of the INTUC-Union-(Andhra Pradesh Coal Mines Workers' Federation) on October 7, 1958. The State Branch of the INTUC, on the other hand, complained that the Vice President of the AITUC-Union, while addressing a meeting on October 5, 1958, instigated his followers to give a 'good beating' to INTUC-Union members present at the meeting. As a result, a number of INTUC-Union workers were badly beaten. It was further alleged that on the morning of October 7, 1958 AITUC-Union members again beat some INTUC-Union workers and on the same afternoon attacked their homes in the Andhra Camp at Ramavaran and Kothagudem Town and assaulted the inmates regardless of age or sex. Several homes of INTUC-Union workers were looted and the property of the Andhra Pradesh Coalmines Workers' Federation was damaged. The matter was taken up with both INTUC and AITUC under the Code of Conduct. INTUC denied the charges; they maintained that the assault on two AITUC-Union members was due to a caste feud and their affiliate had nothing to do with it. AITUC, on the other hand, replied that the public meeting on October 5, 1958 was held under the auspices of the Kothagudem Committee of the Communist Party of India and therefore "it (AITUC) was not in a position to enquire into the allegations bearing on the public meeting at which the alleged incitement to violence was reported to have been done." Detailed investigations from independent sources show that the meeting of October 5, 1958 was, in fact, organised by the AITUC-Union and important AITUC-Union leaders addressed it. Merits of the case apart, the point for a union can dis-own responsibilities

of its leaders under the Code, on the plea that the breaches were committed at a meeting organised by a political party and not by the union concerned.

4. For the effective and proper implementation of the Code it is necessary that cases falling in the State sphere should be investigated and dealt with in the State concerned under the personal guidance of the State Labour Ministers. The Labour Minister, Punjab, has already agreed to act on behalf of the Union Labour Minister in all matters concerning the Code in his State. It would be desirable if similar arrangements are made in other States also.

5. The members may like to offer their suggestions for the effective working of the Code. They may also like to make suggestions for developing the Code further. Their approval is requested, in particular, to the following proposals:-

- (1) The Code may be extended to Workers' Organisations which are not affiliated to any of the Central Organisations on a voluntary basis.
- (2) The Central Organisations may again impress upon their member-units the need for adhering to the provisions of the Code in letter and spirit. The breaches of the Code, if brought to the notice of the Central Organisations may be viewed in the spirit in which the Code has been evolved and not in the spirit of justifying or supporting the action of their member units. Two wrongs never make a right.
- (3) As many complaints were in respect of indiscreet speeches delivered by leaders of rival unions, or objectionable pamphlets issued by them, the Central Organisations may impress upon the leaders and office-bearers of their member-units to exercise restraint in speeches, language used in pamphlets, etc., in so far as inter-union dealings are concerned.
- (4) Cases of infringements of the Code in the State sphere may be dealt with by the States concerned under the personal guidance of the State Labour Ministers.

22 JUL 1959

The Singareni Collieries Workers' Union.

H. O. KOTHAGUDIUM COLLIERIES: BRANCHES: YELLANDU & BELLAMPALLI.
(Affiliated to A. I. T. U. C.)

President:

Sri. T. B. VITTAL RAO, M. P.

General Secretary:

Sri. M. KOMARAIAH.

KOTHAGUDIUM COLLIERIES, P.O.

ANDHRA PRADESH.

Dated 20th, July' 1959.

Ref No ~~~~~ VP/9/ /59.

Dear Comrade Sriwastava,

on 17-7-59.

Received your letter dated 14-7-59. We are astonished to note that you did not receive our letter ~~sent~~ enclosed with the necessary documents to prove that the said meeting was conducted by Communist Party. Any how since you did not receive them I am herewith enclosing the same matter and I hope that this will help you to prove our case. There is no printed handbill in connection with said meeting.

The speakers in that meeting are :-

1. P. Satyanarayana, Secretary, Town Communist Committee.
2. H. Komaralah, Member of the Town Communist Committee.
3. K.S. Dass, Party Sympathiser.

The first two are also office bearers of the Singareni Collieries Workers' Union being Vice-President and General Secretary respectively.

Also it is difficult to dig out the news item from the local daily since it takes long time to dig it out. More than any thing else the court proceedings is sufficient I think. The court has dismissed the case filed by opponents against our comrades in that connection.

We do not require permission to use loud speakers or to hold public meeting and hence there is no such documentary evidence.

Enclosures.

- one true copy of letter dated 5th March 59.
- one true copy of charge sheet dated 23rd /58.
- one true copy of the disposition of the witnesses.
- one true copy of the disposition of the witnesses

Yours fraternally,

P. Satyanarayana
(P. Satyanarayana.)
Vice - President.

27 AUG 1959

No. E&I-10(18)/59
Government of India
Ministry of Labour & Employment

From

Shri R.L. Mehta, I.A.S.,
Joint Secretary to the Government of India.

To

All Central Workers' Organisation.

Dated New Delhi, the 24-8-1959

Subject:- Second meeting for the Code of Conduct.

Dear Sir,

I am directed to forward herewith a statement showing the main conclusions of second meeting of the Central Workers' Organisation held at Madras on July 29, 1959.

2. A meeting of the Sub-Committee of the Indian Labour Conference to discuss items 5 & 6 of the Agenda of the 17th Session of the I.L.C, is Scheduled to be held on the 5th September 1959 at New Delhi. In accordance with item (4) of the conclusions referred to above, a meeting under the Code of Conduct will be held soon after the above meeting on the 5th September, 1959, in case there are any items to discuss. You are therefore, kindly requested to intimate to this Ministry urgently whether you have any item to suggest. If so, brief notes on these may also be sent.

3. An acknowledgement is requested.

Yours faithfully,

B. S. Mehta
for Joint Secretary.

"D.A. Refd. to"
J.S. 22/8

Copy forwarded to :-

- (1) Private Secretary to Labour Minister/Deputy Labour Minister, P.A. to Parliamentary Secretary and Private Secretary to Secretary.
- (2) P.As to JS(G) / JS(E)/L.E.A.
- (3) D.S(L)/ Chief Labour Commissioner.
- (4) L.C/ Research Division.

B. S. Mehta
for Joint Secretary.

6. The General Secretary,
The All India Trade Union Congress,
4, Ashoka Road, New Delhi.

September 1, 1959

Shri. G.L.Nanda,
Minister for Labour & Employment,
Government of India,
New Delhi.

Sub: Second meeting for the Code of
Conduct.

Dear Sir,

The minutes of last meeting to discuss Code of Conduct held at Madras on July 29, 1959, received under your Ministry's letter No. E&I -10(18)/59 dated 24th August 1959 are incomplete and incorrect.

1. It was agreed that the complaints against 'Indian Worker' sent to you will be examined by you. There is no mention of this in the minutes.
2. It was never agreed to by the representatives of AITUC to take action against Singareni Collieries Union. In fact we produced proof that the information with the E&I machinery is incorrect from the documents of the Judicial Court.
3. It was also agreed that in terms of item 3 of Code of Conduct whenever case of non-completion of the provision of elections of the Union according to its constitution is brought to the notice of the Labour Minister, he will look into it.

In the end Comrade Dange had ^{now}said the point that as some of the responsible trade unions have expressed the view that "since the party system was


inevitable for the growth of democracy, existence of more than one trade union in an Industry could similarly help the growth of healthy T.U. movement in the country", and such talk would only create more rivalries defeating the cause of maintaining harmonious inter-union relations. This should be discussed in this meeting. You were good enough to agree to this.

We refer to the Statement of Mr. Ramanujam, President, INTUC published on the front page of 'Indian Worker' of June 29, 1959.

I am sure you will include this item for discussion in this meeting.

Thanking you,

Yours faithfully,

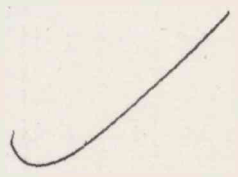

(K.G. Sriwastava)
Secretary

174-A

No. 174-A.

September 2, 1959.

Shri R.L. Mehta,
Joint Secretary,
Ministry of Labour & Employment,
Government of India,
NEW DELHI.



Subject:- Second meeting for the Code of Conduct.

Dear Sir,

Ref:- Your letter No. E & I-10(18)/59
dated 24th August, 1959.

The undersigned will participate in this meeting on behalf of AITUC.

Please refer to our letter dated September 1, 1959 to the Labour Minister, regarding minutes of the Code of Conduct meeting held at Madras on 29-8-1959 and the points for discussion.

Thanking you,

Yours faithfully,

VMO
Sept 2

(K.G. SRIWASTAVA)
Secretary.

- 4 SEP 1959



No. APS/LM/... 222/59
Addl. PRIVATE SECRETARY TO THE
MINISTER FOR
LABOUR AND EMPLOYMENT.

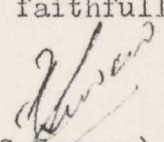
New Delhi, the SEP 3 1959

Shri K.G. Sriwastava,
Secretary,
All-India Trade Union Congress,
4, Ashok Road,
New Delhi.

Dear Sir,

I acknowledge with thanks
the receipt of your letter dated
the 1st September, 1959, to Shri
G.L. Nanda, Union Minister for
Labour and Employment regarding
the second meeting for the Code
of Conduct.

Yours faithfully,


(J.C. Saxena)

25 SEP 1959

No.E&I-10(18)/59
Government of India
Ministry of Labour and Employment

From

The Joint Secretary to the Government of India,
Evaluation and Implementation Division.

To

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

Dated New Delhi, the

25 SEP 1959

Subject:- Second meeting under the Code of Conduct.

Dear Sir,

With reference to your letter dated the 1st September, 1959, on the above subject, I am directed to say that with regard to complaints against "INDIAN WORKER", the position was explained in the meeting held in Madras. Dr. Melkote of Indian National Trade Union Congress agreed to send you, in future, a complementary copy of the 'INDIAN WORKER' so that you may point out to us any objectionable portions appearing therein together with the specific provision of the Code breached. Since this was only a clarification, it was not included in the conclusions of the meeting.

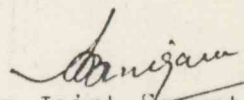
2. With regard to Singareni Collieries' case, Shri Dange, while maintaining that it was not correct to infer that the All India Trade Union Congress was trying to evade its responsibility by passing it on the local Communist Party, said that even if the meeting was organised by the Communist Party and the All India Trade Union leaders, participating in it, breached the Code, he would condemn their action.

3. As regards cases of non-compliance of the provision of elections of a union, according to its constitution, the Labour Minister will certainly consider them, like other cases under the Code of Conduct, whenever they are reported to him. As this item is of a procedural nature, it was not considered necessary to mention it in the 'Conclusions' of the meeting.

4. It will, therefore, be appreciated that the 'conclusions' (not minutes) of the meeting already circulated to Central Workers' Organisations need no amendment. Incidentally the 'Conclusions' as circulated, have been accepted by all other Organisations.

5. The suggestion of Shri Dange regarding one union in one industry can be discussed at the next meeting, under the Code of Conduct, if you so desire.

Yours faithfully,


for Joint Secretary

24 DEC 1959

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

No. LRI-52(19)/59-II
Government of India
Ministry of Labour and Employment

From

Shri A.L. Handa,
Under Secretary to the Government of India.

To

The Central Organisations of Employers
and Workers.

23 DEC 1959

Dated New Delhi, the

Subject:- works Committees - Conclusions of the tripartite
Committee appointed by the 17th session of the
Indian Labour Conference held at New Delhi on
the 30th November, 1959.

Sir,

I am directed to enclose a copy of the provisional
conclusions arrived at the meeting of the tripartite Committee
cited above for the information of your organisation. Copies
thereof have already been forwarded direct to those who
represented the different interests, with the request that
their comments thereon may be furnished to this Ministry by
the 15th January 1960.

Yours faithfully,

(A.L. Handa)
Under Secretary

*Refer to Mr. Handa
if this matter is
correct.*

*1700
24/12/59
Ref. to Ram Sen
on 29/11/59*

*d.s. recd. to
sp 19.12*

December 29, 1959

Com. Ram Sen,
C/o West Bengal TUC,
249 Bowbazar Street,
CALCUTTA-12.

Dear Comrade,

You must have received the conclusions of the meeting of the Tripartite Committee to go into the functions of works committees held in New Delhi on November 30.

Will you please inform us whether the minutes are correct and the comments you have to make thereon, as early as possible.

With greetings,

Yours fraternally,


Office Secretary