

**RESOLUTION ADOPTED AT  
NATIONAL CONVENTION OF RAILWAYMEN HELD AT  
DELHI ON 27TH FEBY., 1974**

The National Convention of Railwaymen is gratified to note the emerging unity of purpose and action among railwaymen as symbolised by this convention through the many mass actions conducted by railwaymen in recent times in support of their long pending demands.

The convention would like to emphasise that only through lasting unity and effective action would railwaymen be able to fulfil their role as the vanguard of the working class movement in India, even while securing the over-due improvement in their working and living conditions.

The Convention is concerned at the failure of the Railway Ministry to bring about a settlement of the various general and Sectional demands of railwaymen, more particularly, demands relating to wages, dearness allowance, bonus, decasualisation of casual labour and provision of adequate and subsidised foodgrains and other essential commodities to Railwaymen. While the Railwaymen quite justifiably expect the Railway Ministry to concede their demand for a need-based minimum wage, the least the Railway Ministry should have done was to concede the Workers' demand for parity in wages with the public sector undertakings of the Government of India.

The Convention rejects the argument advanced in certain quarters that the Railways cannot afford to meet the workers' demands as that would entail additional financial burden on the Railways. While there is tremendous scope to avoid wastage and introduce economies on the railways and in the process find financial resources to meet the workers' legitimate demands it is the height of absurdity to suggest that paying to the railwaymen wages equal to those available to workers in other public sector enterprises would mean an increase in the railway fares and freight rates.

The Convention would like to point out that the last time the railwaymen's salaries/wages were revised was following the recommendations of the II Pay Commission in 1959 and in the intervening fifteen years, railways fares and freights have been revised upwards at least seventeen times without providing for any revision in the wage structure of railwaymen. If Dearness allowance has been revised it was only to compensate for the rising prices due to the failure of the Govt. to hold the price line, and even there, the inadequate neutralisation has resulted in actual reduction of the real wages of railway employees. According to the III Pay Commission, between 1960 & 1979, the real earnings of an LDC on the Rlys. have come down by 10%, of a UDC by 18%, of an 'A' Grade Rly. Driver by 22%. Between 1972 and 1974 there has been a further erosion in the real earnings of railwaymen due to the enormous increase in the prices of all essential goods. The fact is that railwaymen are today poorer than what they were 14 years ago.

The Convention hereby calls upon the Rly. Ministry to forthwith concede the following urgent and common demands of railwaymen :

- (a) All Railwaymen be treated as industrial workers with full trade union rights including the right to negotiate.
- (b) The working hours of Railwaymen shall not exceed eight hours per day.
- (c) There shall be job evaluation of all railwaymen through a scientific system to be followed by their reclassification and regradation with the need-based minimum wage as the wage for the lowest-paid worker.
- (d) Pending the completion of job evaluation and reclassification, immediate parity in wages with those of workers in Central Undertakings, Viz. HMT, BHEL, HSL, HAL, etc.

2. Dearness allowance linked to the cost of living index with full neutralisation for every rise of 4 points in a six month period.

3. Bonus at the rate of one Month's wages for the years 1971-72 and 1972-73.

4. Decasualisation of all casual railwaymen and their confirmation in service with all benefits given to them with retrospective effect.

5. Adequate and subsidised foodgrains and other essential commodities through departmentally-run shops.

6. All victimisation cases should be withdrawn.

The Convention calls upon the Rly. Ministry to open negotiations on these demands and arrive at a settlement thereon by April 10, 1974.

The Convention serves an ultimatum on the Railway Ministry that if a settlement on these demands is not forthcoming by that date, the railwaymen will consider themselves free to resort to an indefinite general strike with effect from any date thereafter.

The Convention resolves that for the implementation of the resolution and for achieving the above-mentioned demands a Coordination Committee consisting of representatives of all railwaymen's Organisations, whether industrial or categorywise be formed with the President of the AIRF as the Convener.

The Convention urges all participating organisations to form Coordinating Committees at every possible level and to observe a Demands Week from April 2 to 8, 1974 under the joint auspices of these Committees.

The Convention calls upon the railwaymen to unite as never before and to forge the necessary sanctions to compel the Railway Ministry to settle the demands of the railwaymen. It warns the railwaymen to beware of forces that may try to sabotage this great effort at united action.

Railwaymen, more than any other section of people, are aware of the implications of a railway strike on the nation's economy. They are also fully conscious of the inconvenience that is caused to the people when the railways grind to a halt.

The Convention wants to emphasise that if railwaymen are today compelled to take the decision for a strike it is only because the Railway Administration has created a situation in which no other alternative offers itself for the railwaymen to bring about a settlement of their legitimate demands.

The Convention hopes that the emerging unity of action among railwaymen will open the eyes of the Railway Administration to the realities of the situation and force them to concede the legitimate demands of the workers. Should, however, a strike become inevitable, the Convention appeals to the working people, youth, students and the rural masses to support the workers' just struggle and at the same time exert pressure on the Government to meet the Workers' demands.

# All India Railwaymen's Federation

125/E, BABAR ROAD, NEW DELHI-1



## NATIONAL CONVENTION OF RAILWAYMEN.

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(d) Pending the completion of job evaluation and reclassification, immediate parity in wages with those of workers in the Central Undertakings, viz. HMT, BHML, HSL, HAL, etc.

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6. All victimisation cases should be withdrawn.

The Convention calls upon the Rly. Ministry to open negotiations on these demands and arrive at a settlement thereon by April 10, 1974.

The Convention serves an ultimatum on the Rly. Ministry that if a settlement on these demands is not forthcoming by date, the railwaymen will consider themselves free to resort to an indefinite general strike with effect from any date thereafter.

The Convention resolves that for the implementation of the resolution and for achieving the above-mentioned demands a Coordination Committee consisting of representatives of all railwaymen's Organisations, whether industrial or category-wise, be formed with the President of the AIRI as the Convener.

The Convention urges all participating organisations to form Coordinating Committee at every possible level and to observe Demands Week from April 2 to 8, 1974 under the joint auspices of these Committees.

The Convention calls upon the railwaymen to unite as never before and to forge the necessary sanctions to compel the Rly. Ministry to settle the demands of the railwaymen. It warns the railwaymen to beware of forces that may try to sabotage this great effort at united action.

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The Convention hopes that the emerging unity of action among railwaymen will open the eyes of the Railway Administration to the realities of the situation and force them to concede the legitimate demands of the workers. Should, however, a strike become inevitable, the Convention appeals to the working people, youth, students and the rural masses to support the workers' just struggle and at the same time exert pressure on the Government to meet the Workers' demands.

Ultimatum to railway ministry by National Convention of Railway Workers:

Settle by 10th April, 1974 or face struggle.

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United Front of various organisations of Railway Workers formed to launch united struggle.

A National Convention of railway workers was held at Delhi on 27th February, 1974 in which the various organisations of railway workers participated. The peculiarity of the Convention is that except the N.F.I.R. and its affiliated unions, almost all the unions and categorywise associations took part in it and declared that the Rly. Board will no longer be able to divide the railway workers on the basis of recognised and unrecognised organisations and that all the organisations of railway workers irrespective of recognition or no-recognition have formed a united front to fight for achieving the common demands of all railway workers. The change in the attitude of A.I.R.F. (a recognised organisation) to join in the united front with other organisations of railway workers, which are not recognised, has been welcomed by all. Therefore the National Convention has been hailed as an historical land-mark in the formation of broad-based united front in the railway movement. Prominent participants in the National Convention were the AIRF, its affiliated unions, important categorywise Associations of railway workers and the railway unions on various zones affiliated to the AITUC. The leaders of various Central Trade Union organisations - AITUC, CITU, HMP and IUC also addressed the Convention and welcomed the formation of a broad-based united front of different organisations of railway workers for waging a struggle for the common demands of railway workers and they assured their full cooperation to further the cause of united movement on the railways. The General Secretary of AITUC Com. S. A. Dange, while addressing the Convention, criticised the wrong policies of Railway Board which were responsible for loss in the earnings of the railways and assured full cooperation of the AITUC and its affiliated railway unions for a united struggle.

The Convention has served an ultimatum on the Railway Ministry that if a settlement is not arrived at by the 10th April, 1974 on the following common demands of the railway workers, they will consider themselves free to resort to an indefinite general strike with effect from any date thereafter.

D E M A N D S.

- (a) All railwaymen be treated as industrial workers with full trade union rights including the right to negotiate.
- (b) The working hours of Railwaymen shall not exceed 8 per day.
- (c) There shall be job evaluation of all railwaymen through a scientific system to be followed by their reclassification and regradation with the need-based minimum wage as the wage for the lowest-paid worker.
- (d) Pending the completion of job evaluation and reclassification, immediate parity in wages with those of workers in the Central Undertakings, viz. HMT, BHEL, HSL, HAL, etc. Dearness Allowance linked to the cost of living index with full neutralisation for every rise of 4 points in a six month period.

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4. De-casualisation of all casual railwaymen and their confirmation in service with all benefits given to them with retrospective effect.
5. Adequate and subsidised foodgrains and other essential commodities through departmentally-run shops.
6. All victimisation cases should be withdrawn.

The Convention has decided to set-up a Coordination Committee, Consisting of representatives of all the organisations of railway workers whether industrial or categorywise, with the President of the AIRF as the Convenor to implement the decisions taken by the Convention and for achieving the above mentioned demands.

The Convention has also urged all the participating organisation to form Coordination Committees at every possible level and to observe " Demands Week " from April 2 to 8, 1974, under the joint auspices of these Committees.

The railway workers' unions existing on various zones of the railways and affiliated to the AITUC as participants in the National Convention and who have always stood for a broad-based united front of railway workers have decided to implement the decisions of the Convention in true spirit and in furtherance of the same it has been decided to hold a Convention of the representatives of the AITUC affiliated railway unions at Delhi on the 14th and 15th March, 1974 to take steps to implement the decisions of the National Convention in a more organised way all over the country and to set up their own all-India Centre to further the cause of railway workers' united movement.

Shri Krishna,  
General Secretary,  
Northern Railway Workers Union.

Ved Prakash Sinha  
General Secretary  
N.E. Railway Mazdoor Union.

K. Gopinathan  
General Secretary  
Railway Labour Union  
(S.R.U.) Madras

J. Satyanarayana,  
General Secretary  
South Central Railway Workers  
Union.

Ram Balak Singh  
General Secretary,  
Eastern Railway Workers'  
Union.

Ramjilal Sharma  
General Secretary  
Western Railway Workers Union

J. M. Biswas  
General Secretary  
N.E. Railway Workers Union.

R. Dakshinamoorthy  
General Secretary  
I.C.F. Workers Union, Madras.

Biswanath Roychoudhary  
General Secretary C.L.W. Employees Union  
Chittaranjan.

- quarters of all stations must be done.
8. Supply of full uniform clothing irrespective of class of stations. Zones and varieties of climate and stitching allowance at the rate of Rs.50/-, per head, per annum for proper fitting should be granted with immediate effect abolishing the present supply of half-naked uniforms.
  9. Office bearers, including non-railwaymen of registered trade unions should be eligible to act as defence councils within the purview of D&A rules.
  10. Promotion in all higher scales should be made strictly on the basis of seniority and without an embargo of age.
  11. Confidential report should be abolished.
  12. Provide accommodation in first class to all employees presently enjoying second class pass privileges.
  13. Radical and scientific changes should be introduced for the system of Cash Remittance by SMS to eradicate the evils of the present system penalising the staff.
  14. Security arrangements should be made for Rly. properties at night closing stations.
  15. Recognition of AISMA with negotiating facilities to all levels should be granted.
  16. Cancel all punishments and victimisation and penal transfers of trade union workers on the Railways.
  17. Grade-wise leave Reserve Posts in SMS category.
  18. Abolition of system of examination in Refresher course in ZTSs. and full payment of T.A. for the entire period of the course.
  19. Unified avenue of promotion and unified policy in transfer.

This convention while giving its thoughtful considerations to the above 16 points charter of demands which is commensurate with the socio-economic conditions prevailing and on scientific basis, once again urges upon the Ministry of Railways to concede to these demands forthwith, implement them in toto with a view to create confidence amongst staff and to establish healthy labour relations.

Should, however, the Authorities deny these vital demands of the Station Masters' Category before 7th April, 1974, there will be no other go but to resort to relentless agitation throughout the country which may paralise the national transport system and may bring hardships on the passengers and in such an eventuality the entire responsibility and the consequences thereof will rest on the Administration.

This convention, therefore directs its constituents in the Zonal and Divisional level to be fully prepared, creating strong unity at the base for the realisation of these demands and follow the following programme, by solidarity action:

- a). To demonstrate before the D&As and submit memorandum on the above demands addressed to the Rly Minister.
- b). In case of non-fulfilment of these demands before 7th April, 1974 resort to work to rule from 18th April, 1974 throughout the country till the demands are fulfilled.



PROCEEDINGS OF MASS SPECIAL CONVENTION OF AISMA.

292 delegates attended. Com.H.S.Chatterjee president conducted the sessions. Vital decisions were taken. Condolence resolutions moved and two minutes silence was observed in memory of the departed souls. Resolutions on All India General Strike together with other Central Government employees were adopted. A 19 point charter of demands was unanimously accepted and programme of action decided.

The following directives are issued for the sincere and correct implementation.

- 1). Demonstrations should be organised before DSS and present memorandum addressed to the Rly.Minister on 25.3.74 (pro-forma will be circulated).
- 2). Resort to work to-rule from 15.4.74.
- 3). Divisions to mobilise their men and resources to exhibit their own posters at all stations in addition to Central Publicity Material and campaign pamphlets.
- 4). Divisions should form Joint Action Committee with sections of Railmen to prepare and popularise common charter of demands in joint campaign and rallies.
- 5). Join in the mass demonstration on 2.4.74 with the constituents of the confederation.
- 6). Next AGM of AISMZ will be held at Amritsar on 23/24 May, '74
- 7). Increase sale of MOVEMEN for widest circulation and place orders with the Manager.
- 8). Remit Rs.100/- immediately before 7.3.74 to the Central quota by each division. Rush Rs.50/- as AGM quota per division to central treasurer for preparation of AGM. Collect struggle fund of Rs.3/- per head and remit 1/3 to centre and 1/3 to Zone before 31.3.74.
- 9). Send reports of movement to the Secretary General and the Manager MOVEMEN for further action.

Camp: Madras,  
17.2.74.

A.C.Lahiri,  
SECRETARY GENERAL-AISMA.

*Observe Demand Week from 02/4/74 to 09/4/74  
and launch demonstration on 09/4/74 to be joint  
with other as has been decided in joint meeting  
held in Delhi on 27.2.74*

*A.C.Lahiri*