

# WEST BENGAL COMMITTEE All India Trade Union Congress

249, BOWBAZAR STREET, CALCUTTA-12

Dt: 9/2/1959.

Kumar Bose,  
M. L. A.

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

Dear Comrade,

As decided by the General Council meeting at Bangalore I am stating herewith the latest position of Provident Fund of different factories of West Bengal.

Formerly the Advisory Committee very seldom had its meeting. It so happened that after lapse of 18 months 4th meeting of the said Committee took place. There it was decided that each meeting should be held after 4 months. 5th meeting took place on 29th May '58, and the 6th meeting is going to be held on 24th Feb'y: '59. How our decision is being implemented it can be ascertained by this fact only. In the 3rd meeting of the Advisory Board it was unanimously decided that the Provident Fund should be decentralised, and this decision duly sent to the Chief Provident Fund Commissioner but with a stroke of pen this unanimous decision has been turned down.

Also many other important decision of this Board has not yet been taken into account by the Chief Provident Fund Commissioner. Recently the Tea Gardens of West Bengal have come under this Employees P.F. Act. It was also decided in the 4th meeting of the Board that the employees representative of those area should be included into this Board. But uptill now no action has yet been taken by the Chief P.F. Commissioner on this particular and vital matter. In my opinion this vast area is practically unrepresented.

Now I want to give some idea how this Act is being honoured by the Employers in State of West Bengal.

Here is the official Statement.:-

Certificate Cases instituted (upto 3-10-58) 67

Total no: of Factories.

460

AMOUNT INVOLVED:Rs. 110,52,170

Also I am stating here certain other facts which will be eye opener to all.

Dhakeswari Cotton Mills (Asansol): Employing over 4 thousand workers. The payment of Contribution and Administrative charges for the period from November 1953 to November 1958 amounting to Rs. 264831'72. But this company paid a sum of Rs. 21480'00 including a sum of Rs. 5000'00 representing specific deposit for the settlement of claims of some discharged employees. Six certificate cases have been filed for recovery, but of no effect.

KAMSHAWY COMPANY LIMITED: This company has not yet started in Kamshaw (21-Pe-ansol). For this this factory was attempted under the provision of 17(1) of the Employees P.F. Act. Nearly two years ago the Secretary of the Board of the Factories has defalcated a sum of Rs. 160000/-. So the exemption has been cancelled. The said Secretary is a nominee of the Government. For this, the workers are harassed for pretty long time. Nearly

50 workers...

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**WEST BENGAL COMMITTEE**  
**All India Trade Union Congress**

249, BOWBAZAR STREET, CALCUTTA-12

( 2 )

anta Kumar Bose,  
M. L. A.

50 workers have been superannuated by the company but they are not getting their P.F. dues. Every time the Regional P.F. Commissioner is refusing payments to the individual worker with this remark that P.F. is not yet been cleared by the company. The workers are put into great difficulties. A large section of these workers are from different states. They can not leave this place at present.

idents :

en Sen, M. L. A.  
d. Elias, M. P.  
ir Mukhoti  
d. Ismail  
il Bose  
i Das

India Electric Works Ltd.(Behala).

The exemption in respect of this factory was cancelled as the Fund money was found invested in business. This amount is over Rs. 80000/-

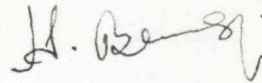
Victoria Cotton Mills:

Nearly Rs. 50,0000/- is involved. The company is not paying this sum to the Regional P.F. Commissioner.

These are certain facts I am stating. From this report it may be realised how this employees P.F. Act is being worked out in State of W. Bengal. The office of Regional P.F. Commissioner is practically nothing but post office. In each important item this office requires the permission of Central P.F. Commissioner.

How the Central P.F. Commissioner turns down the important decision of this Board has been narrated by me.

Yours fratemally,



Secretary.  
Member of the Advisory Board.

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etary :

it Gupta

anjan Roy  
Banerji  
Siddhanta  
Ghosal  
dra Bose  
n Sett

: Chakravarty

178



11th February. 1959

Com. Hrishī Banerji,  
Secretary, Dental Committee of AITUC,  
249, Bow Bazar Street,  
Calcutta-12

Dear Comrade,

Thanks for your report on the latest  
position of Provident Fund of different  
factories of West Bengal.

Please keep <sup>us</sup> ~~us~~ posted with the  
activities of the Advisory Committee.

With greetings,

Yours fraternally,

*nm*  
*Feb 11.*

(K.G.Srivastava)  
SECRETARY

To

Com. Dange  
General Secretary  
A. J. T. U. C.

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I, the under signed wish to bring your attention for the following.

- 1) There are some complaints about the E. S. J. C. among the working class. I suggest to you to collect these complaints through the respective unions and do the needful.
- 2) Comp. aratively the standard of living is increasing day by day. Where as the pay or allowance of the working class is not increased so as to balance it. We are very anxious to know what steps A. J. T. U. C. is going to take against this even in this 12th hour.
- 3) The rent of the blocks provided by the Bombay Housing Board is ~~cannot~~ is beyond the capacity of an ordinary workman to pay. This is a pityful grievance of the industrial workers who are staying in the above place.

Thank you

yours faithfully  
Com. P. J. Appu.  
C. P. (Works) Ind. Std.  
Bombay.

172-812  
कपड़ा मज़दूर एकता यूनियन

गोशाला गेट, किशनगंज मिल एरिया, दिल्ली

Kmnu/4007/39/59

End March;.....१९५०.

179

To

The Regional Director,  
Pusa Road,  
New Delhi.

Dear Sir,

**Subject: Undue and unwarranted interference by  
the management of Delhi Cloth Mills  
in the work of Employees State  
Insurance Corporation Staff.**

Instances have recently been brought to our notice wherein the management of Delhi Cloth Mills have <sup>tried</sup> attempted to interfere in the duties of the Medical Staff of the Kishanganj Dispensary and dictate to them as to which cases are fit for grant of medical leave. Two of such cases relate to Shreeyats Jai Gopal, Insurance No. 11-35412 and Shri Sukbir Singh, Insurance No. 11-022284. In the first case the management is reported to have falsely alleged that Shri Jai Gopal is idle and hearty and objected to his being recommended medical leave by the Employees State Insurance Corporation Staff, while in the latter case, one of the Junior Officers of the Mills, one Mr. Talwarkar, is reported to have made an attempt to bring about undue pressure on the medical officer Kishanganj Dispensary to declare him fit for duty, despite the workman's obvious indisposition. Our information is that there are some more cases of this type.

While we have no complaint yet of the Employees' State Insurance Corporation Staff succumbing to such undue and illegitimate influence of the management, we feel it is time we made known to you that we have taken serious note of these objectionable practices of the mill management, which to our knowledge are unprecedented so far as Delhi is concerned. We are, therefore, hastening to suggest to you  
contd.....2

that it would be in the ~~best~~<sup>best</sup> interests of the working of the Scheme, that such objectionable attempts on the part of employers should be positively discouraged so that workers' ~~the~~ faith in the impartiality and independence of judgment of the medical staff remains unimpaired.

It would, perhaps, be worthwhile throwing some light into the causes underlying these unwarranted attempts so that you could better appreciate the circumstances in which ~~an~~<sup>the</sup> now complaint is being made. The present General Manager of the Delhi Cloth Mills, one Shree B.D. Pathak, happens to be a sworn enemy of organised labour, with almost feudalistic outlook or attitude on labour-management relations. His ~~managership~~ managership in the Swatantra Bharat Mills which lasted till ~~xxx~~ about August, 1958 - and his General Managership of the Delhi Cloth Mills since that time, is associated with brutal repression on workers and a ceaseless campaign against their trade Unions. This gentleman seems to believe in ~~every~~ adopting any means fair or foul to persecute the unfortunate being or beings who incur his displeasure.

Active trade union functionaries are naturally the main targets of his anti-labour practices. Shree Jai Gopal (Ins. No. 11-35412) against whom Mr. Pathak is reported to have lodged, or caused to be lodged a false complaint, is a respected trade union worker in Delhi Cloth Mills. He is one of the Vice-Presidents of the Union Committee. Only last year he was elected as a member of the Works Committee of the Mills by an overwhelming majority of votes. As you know Works Committees are Statutory Bodies constituted under Section of the Industrial Disputes Act. Subsequently he was elected Secretary of the said Committee. As usual Mr. Pathak wanted Shri Jai Gopal to take his inspiration and direction from the former. Since Mr. Jai Gopal, an important functionary of the Union, refused to oblige Mr. Pathak, the former at once became persona-non-grata with the latter.

Simultaneously Mr. Pathak unleashed an offensive against Mr. Jai Gopal and his other associates representing the Union on the Works Committee, and the complaint against the workman is a part of this all-sided attack. Once Mr. Pathak has discovered this line of attack, it is more than probable that he or other unscrupulous employers like him would try to utilize it to the utmost extent.

We hope you will appreciate the dangers inherent in lending any ear whatsoever to the employer in the matter of granting leave or sickness benefit to an insured person. The tendency to victimise trade union workers by interfering with the grant of sickness benefit due to him under the Employees State Insurance Scheme, must be nipped in the bud and we sincerely hope you will advise the management concerned to mind their own business and stop imagining that the Employees State Insurance Corporation medical staff owe any explanation to them in matters connected with the exercise of their medical duties.

Yours faithfully,

*B.D. Joshi*  
(B.D. Joshi)  
General Secretary.

Copies forwarded for information and appropriate attention to: -

1. Shri Gulzari Lal Manda, Minister for Labour and Employment, Govt. of India, N. Delhi;
2. The Director General of Employees' State Insurance Corporation, Asafali Road, N. Delhi;
3. The Superintendent of Medical Services, Alipur Road, Delhi;
4. The Director of Industries and Labour, Delhi;
5. The General Secretary, All-India Trade Union Congress, with 1 spare copy for favour of onward transmission to our representative on the Central Board of the Corporation;
6. The Provincial Secretary, Delhi Committee of the All-India Trade Union Congress, 1-C/33, Bhatk Road, N. Delhi.
7. Lala Harat Ram, Managing Agent, D.C.M. Delhi.

General Secretary.

10 MAR 1959

Phone : 27-1111

WEST BENGAL COMMITTEE  
**All India Trade Union Congress**

249, BOWBAZAR STREET, CALCUTTA-12

**President :**

Sri Hemanta Kumar Bose,  
M. L. A.

**Vice-Presidents :**

Dr. Ranen Sen, M. L. A.  
Janab Md. Elias, M. P.  
Sri Sudhir Mukhoti  
Janab Md. Ismail  
Dr. Sushil Bose  
Sri Anadi Das

**General Secretary :**

Sri Indrajit Gupta

**Secretaries :**

Sri Manoranjan Roy  
Sri Hrishu Banerji  
Sri T. N. Siddhanta  
Sri Saroj Ghosal  
Sri Manindra Bose  
Sri Sitaram Sett

**Treasurer :**

Sri Nirode Chakravarty

Dt: 9th March, 1959.

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To

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

Dear Comrade,

Enclosed herewith a report on the observance  
of the ' E. S. I. DAY ' in West Bengal.

Yours fraternally,

*T. N. Siddhanta*  
SECRETARY.

Encl: As above.

Concl-



REPORT ON THE OBSERVANCE OF ESI DAY.

In accordance with the decision of the AITUC General Council, the ESI Day was observed in Calcutta and Howrah (In West Bengal the Scheme at present covers only the Calcutta Municipal area and Howrah District) on the 3rd of March, Tuesday, 1959. On that day insured workers demonstrated before the respective area local offices of the ESI Corporation and submitted Memorandum through the Managers of the Local Offices. The Memorandum was prepared by the BPTUC Secretariat and identical Memorandum was submitted at all places. In terms of the resolution of the General Council the Memorandum states to say, inter alia, that if the Corporation and the State Government fails to undertake construction of separate hospitals for the insured workers and extension of the Scheme to the families of the insured workers by the 31st of March '59, the Unions, as affiliates of the All-India Trade Union Congress will withdraw their support from the ESI Scheme and after 31st March the insured workers will consider themselves free to take such action as would be found fit and necessary.

In Calcutta mass demonstrations of insured workers were held after working hours at the following local offices and participated by the Unions noted against each :

KIDDERPORE LOCAL OFFICE;

- 1) M.M.C. Employees' Union,
- 2) AKI Workers' Union,
- 3) Paharpur Works Employees' Union,
- 4) B.B. J. Construction Workers' Union,
- 5) J. Stone & BIC Workers' Union,
- 6) H.C. Gidding Employees' Union,
- 7) Braithwaite Bramik Union,
- 8) Babcock & Wilcox Workers' Union,
- 9) Balgopal Das Iron & Steel Workers' Union,
- 10) Steel Products Workers' Union,
- 11) Indexco Workers' Union,
- 12) Hoare Millar (Mfg. Div.) Employees' Union,
- 13) Robert Hudson Mazdur Union.

BALLYGUNGE LOCAL OFFICE;

- 1) Jay Engineering Workers' Union,
- 2) Bengal Electric Lamp Workers' Union,
- 3) Bhartia Iron & Steel Workers' Union,
- 4) Bharat Battery Workers' Union,
- 5) Annapurna Metal Workers' Union,
- 6) Paris Collapsible Gate Workers' Union.

MANIKTOLA LOCAL OFFICE:

Copy---

10 MAR 1959

WEST BENGAL COMMITTEE

## All India Trade Union Congress

hospitals, brought about a deadlock in the matter, although the ESI Corporation decided in principle that separate hospitals are required to be constructed in Calcutta.

The Regional Director informed that sites and plots have been located, although arrangements for purchase and/or acquisition of the plots are yet to be finalized. He gave an idea that if all goes well, to complete construction and setting up hospitals with equipments, etc., it will take not less than 2 - 2½ years.

To  
In respect of extension of the Scheme to the families of the insured workers, he stated that the state Government is opposed to such extension for the present, although the ESI Corporation on its part has no objection as such for extension to families immediately.

From the discussions that the deputationists had with the Director of Health Services, it appeared that firstly, the State Government although they have withdrawn opposition to construction of separate hospitals, have done so very reluctantly. Secondly, in respect of inclusion of families, the State Government are totally opposed to such inclusion till separate hospitals are there for the insured workers and facilities of hospitalisation afforded to the families of insured workers. The Director of Health Services raised the question of finances also which he said are beyond the capacity of the State Government. According to him the State Government have to bear heavy expenses for the insured workers even now. Inclusion of families would further augment the expenses of the State Government.

Yours fraternally,

It is, therefore, evident that till construction of separate hospitals for the insured workers which, as has been stated by the Regional Director will perhaps take 3 - 2½ years, the State Government are opposed to expansion of the Scheme to the families. Even after 2½ years or so, the State Government will perhaps raise the bogey of financial difficulty, which they are already sounding, and which, again will perhaps take some more years to be resolved. From the attitude of the State Government of West Bengal, it cannot but be concluded that the extension of the Scheme to the families of the insured workers in West Bengal is a remote possibility.

In this situation we have already intimated the Govt. and Corporation authorities, that the West Bengal Committee of the All-India Trade Union Congress is opposed to any proposal of extension of the Scheme to any other area of the State.

(101)

March 16, 1959

The Secretary,  
Darjeeling Dist. Chia Kaman  
Mazdur Union,  
DARJEELING (W. Bengal)

Dear Comrade,

Thanks for your letter  
dated the 10th March, 1959.

We are herewith sending  
you another receipt for Rs. 30.00  
cancelling the previous one. The increase  
in the membership has been noted.

With greetings,

Yours fraternally,

*Wms*  
*March 16*  
(K.G. SRIWASTAVA)  
SECRETARY

Encl: One receipt  
No. 1731.

*A copy to the Secretary, W. Bengal  
State Trade Union Congress, Calcutta x-12*

*Wms*  
*March 16*  
SECRETARY

13 MAR 1959

PHONE : DARJEELING 385

DARJEELING DISTRICT  
CHIA KAMAN MAZDUR UNION

( Registered No. 2256 )

DARJEELING

Ref. No. TU/2/1/59/69

Date 10th. March 1959.

The Secretary,  
All India Trade Union Congress,  
4, Ashok Road,  
NEW DELHI.

Dear Comrade,

We are in receipt of your letter dated 6-3-59 and receipt No. 1731 (original) dated 23-2-59 for Rs. 30/- on account of Affiliation Fees. But it is mentioned that the said affiliation fees is accepted for 1958-59 but the number of membership (13750) is shown for the year 1958-59 whereas the number of membership for this year (i.e. 1958-59) is 14012. Hence the receipt is sent herewith for correction and early returning duly corrected.

With greetings.

Comradely yours,

*Asak*  
(SECRETARY)

# The Shertallay Coir Factory Workers' Union.

[Regd: No. 3 of 1114]

PATTANAKAD ( P. O. )

SHERTALLAY.

KERALA STATE.

Ref: No. 471/59

Date 25-3-'59

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

Dear Comrade,

According to the resolution passed by the executive committee of the Shertallay Coir factory workers' Union, I have sent through the Secretary, K. S. P. U. C. ~~Pro-Androm~~ an application form duly filled in, <sup>with necessary document</sup> to affiliate the Union with the A. I. T. U. C. and W. F. T. U. C.

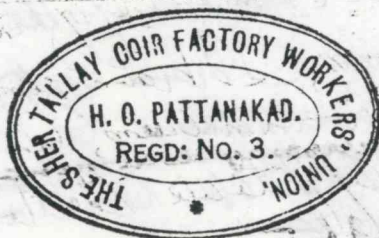
Over a year paying membership of our Union on 31.3.'58 is 1193. The annual affiliation fee of Rs. 23.86 for the membership of 1193 (at the rate of 2. n.p. per member) and a special levy of Rs. 5/- towards meeting the affiliation fees of the W. F. T. U. C. are sent today. The subscription for the "Trade Union Record" have already been sent. So, I request you to be kind enough to take necessary steps positively to affiliate.

(P. T. C.)

our Union with the D. I. T. U. C. and W. F. T. U.

with greetings,

Yours Comradely,  
General Secretary.



From

Sri P. Ramakrishna  
Secretary

The Ceramic Factory Workers Union,  
Railway Feeders Road,  
Nellore.

To

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

Comrade,

I have sent Rs 16.50, the affiliation fee of the Ceramic Factory Workers Union, Nellore, by M.O. nearly two months back and I got back the acknowledge form also. But you did not send us the Receipt of the same so far which is very essential here.

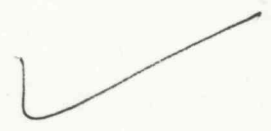
Today we are sending the affiliation fees of the (1) The District Factory Workers Union, Nellore and (2) The Nellore town Hotel Workers Union, Nellore Rs 16.50 each and so ~~at all~~ please send proper receipts for the same without fail.

Please treat this as urgent.

Nellore  
26/3/59.

with greetings,  
P. Ramakrishna.

101



2 APR 1959

# ઓઇલ મીલ કામદાર યુનીયન, વડોદરા.

Oil Mill Kamdar Union

(રજીસ્ટર્ડ નં. ૨૧૭૭)

Wayada Pole, Wadi

~~સીક્રેટરી, આઈ.ટી.યુ.સી.~~

Baroda.

વડોદરા, તા. ૩૧-૩-૧૯૫૯.

To,

The Secretary,

All India Trade Union Congress, New Delhi. ✓

Dear Comrade

Oil Mill Kamdar Union and The Glass workers' Union, Baroda have decided to affiliate with A.I.T.U.C. So we send the affiliation fees of both the unions by M.O.

The Glass Workers Union 234 members-R.No 848

Oil Mill Kamdar Union 94 " " " 2177

Yours faithfully

*Shivram Joshi*

( Shivram Joshi )

Gen. Secretary



March 7, 1959

The General Secretary,  
The Talcher-Dera Coal Mine  
Karmachari Mazdoor Union,  
P.O. Talcher,  
Dist. Dhenkanal.

Dear Comrade,

On reference to our records, we find that your union has not paid its affiliation fee for the year ending March 31, 1959.

So please arrange to send the same, calculated on the basis of the membership of your union as on March 31, 1958 and also let us have a copy of the annual returns for the year ending March 31, 1959.

With greetings,

Yours fraternally,

  
Office Secretary

GILLANDERS EMPLOYEES UNION

Phone : ~~XXXX~~  
47610

( Regd. No. 418 )

42 Regal Building,

Ref. No. ....AITUC/3

NEW DELHI 21st April 1959

The Secretary,  
All India Trade Union Congress,  
4 Ashok Road,  
NEW DELHI.

Dear Friend,

We have pleasure in enclosing herewith  
our cheque No. 11027 of date for Rs.67.50, made up as under :-

Subscription for the year  
ending 31st March 1960. 16.50

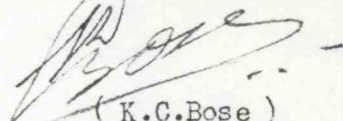
Donation for Building Fund. 51.00  
Rs. 67.50

Kindly acknowledge receipt.

We have affixed a Letter Box for the Union at the  
entrance of the office premises and shall therefore be grateful  
if all your communications should in future be addressed as  
" 42 Regal Buildings ", and refrain using the Post Box No.38.

With greetings,

Yours fraternally,

  
( K.C. Bose )  
General Secretary.

Encl. Cheque.

XXXXXXXXXXXXXXXXXXXX S.S.Mirajkar .

April 6, 1959

General Secretary,  
Indeg Employees Union,  
129 A.C.G.R. Road,  
Kidderpore,  
Calcutta-23

Dear Comrade,

Enclosed please find receipt  
No.28 dated 3.4.59 for Rs. 16.50np paid  
by you towards affiliation fee etc  
for the year 1958-59.

Please send to this office  
the Annual Return of your union at  
early date.

With greetings,

Yours fraternally,

Encl: 1

  
Office Secretary

WORKERS OF THE WORLD UNITE

REGD. NO. 3070

PHONE: HOW, 407

# Hooghly Ink Co. Employees Union

ESTD. 1954

President:  
Biren Banerjee, ~~XOLXX~~  
Secretary:  
Khagen Adhicary.

60, KAIBARTA PARA LANE,  
Salkia, Howrah

Dated the, 6th April, 19 59.

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

Dear Comrade,

I beg to acknowledge receipt of your  
Affiliation Certificate sent to us by Regd. Post.

With Greetings.

Yours fraternally.

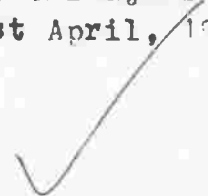
*Khagen Adhikari*  
(Khagen Adhikari).

Secretary.

101

XXXXXXXXXXXXXXXXXXXXXXXXXXXX S.S.Mirajkar  
1st April, 1959

General Secretary,  
The Shertallay Coir Factory  
Workers Union,  
PATTANAKAD P.O.  
Shertallay - Kerala -



Dear Comrade,

Thanks for your letter dated 25th March, 1959 and the M.O. for Rs.28.26np a receipt for which is being enclosed herewith.

We welcome the decision taken by the executive committee of your Union to affiliate themselves with the AITUC. We shall present the case of your union for affiliation before the next Working Committee meeting to be held in May.

With greetings,

Yours fraternally,

Encl: 1

Office Secretary

# China Clay Workers' Union

Regd. No. 1938

Kannapuram, P. O. CHERUKUNNU (Kerala State)

ചൈന ക്ലേ വർക്കേഴ്സ് യൂനിയൻ, കണ്ണപുരം  
പോസ്റ്റ് ചെറുകുന്ന്, (കേരള സ്റ്റേറ്റ്)

No. 6/59

Date 27/4/1959

To Secretary A.I.T.U.  
New Delhi



വാങ്ങി,

അമ്മേഴ്സ് യൂനിയൻ അറിയിച്ച അപേക്ഷ  
പ്രകാരം മി. പി. വർമ്മൻ അതിൽ  
പ്രകാരം മി. പി. വർമ്മൻ അതിൽ  
പ്രകാരം മി. പി. വർമ്മൻ അതിൽ  
പ്രകാരം മി. പി. വർമ്മൻ അതിൽ  
പ്രകാരം മി. പി. വർമ്മൻ അതിൽ

They have sent  
aff. fa. wants  
receipt issued in  
March - also  
aff. certificate

K. P. Naran Nair  
Secretary  
China Clay Workers  
Kannapuram  
P. O. Cherukunnu

18 APR 1959

*Cochin Pandikashala Thozhilali Union*

കൊച്ചിൻ പാണ്ഡികശാല തൊഴിലാളി യൂണിയൻ

(Regd: No. 201/52)

(Affiliated with A. I. T. U. C. & W. F. T. U.)

PRESIDENT:

P. GANGADHARAN.

GEN. SECRETARY:

P. RAVINDRAN.

MATTANCHERRY.

COCHIN-2. April 9, 59.

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

Dear Comrade,

Acknowledge your letter dated  
6-4-1959 and the enclosed receipt for Rs.24.00  
along with the affiliation certificate of  
our Union and thanks.

With greetings.

Yours fraternally.

*P. Ravindran*  
General Secretary.

The Palghat District Government Electricity Workers' Union  
Regd. No. 64/58  
PALGHAT.

President: 28 APR 1959

K. C. KRISHNANUNNI.

Gl. Secretary:  
T. VIJAYAN.

Place Palghat

Date 11.4.59

Ref No. (E.W.U./P.G.T. 3/55-60)

100

The Secretary,  
A.I.T.U.C., New Delhi.

Dear Comrade,

We are in due receipt of your letter dated 6<sup>th</sup> April and the receipt for Rs. 24/- and thank you for the same.

As you have correctly put in the receipts and as you find in the head of this letter our name is "Palghat District Government Electricity Workers' Union, Palghat".

Please be good enough to give clarification for your A.I.T.U.C. Receipts No. 22. We have sent it in full including W.P.T.U. Levy and T.U. Record. You have accounted in Member Ship only - We want T.U. Record. So please adjust the amount and do the needful.

Thanking you.

With Gretings

Yours fraternally

*K. Krishnanunni*  
SECRETARY,  
Palghat Dist. Govt. Electy.  
Worker's Union, PALGHAT



# Kakinada Sree Venkateswara Lorry Brokers' Workers' Union

MAIN ROAD : KAKINADA

SECRETARY

*P. Ramakrishna Rao*

D. 15.4.1959.

To

The General Secretary,

All India Trade Union Congress,

4, Ashok Road, New Delhi.

Sir,

On behalf of our Union, I am to acknowledge the receipt of your office application of our union certificate No. 105 Adr. dated <sup>15</sup>15th January 1959.

Yours faithfully,

*Ramakrishna Rao* 15/4/59.

for Kakinada Sree Venkateswara -  
Lorry Brokers' Workers' Union.,

Affiliated A. I. T. U. C.

# Tellicherry Municipal Workers Union,

T. C. ROAD, TELLICHERRY.

(Estd 1938)

Regd. No. 2030.

Date 25-4-1959

President:  
K. GANGADHARA MARAR

Vice President:  
K. SREEDHARAN,

Secretary, P. CHATHU.

Joint Secretaries:  
P. GOVINDAN,  
G. BALAN.

Treasurer: K. ANDY,

101 The Secretary,  
A. I. T. U. C.;  
4 Ashok Road,  
New Delhi

D/Comrade,

We are gladly surprised to receive two registration certificates dated 1st March '59 Nos 334 + 335 Krl. for our union.

Kindly advise after verification of your register and oblige with greetings,  
Yours truly,

K. Gangadhar Marar

President

25-4-59



APR 1959  
THE INDIAN MEDICAL PRACTITIONERS' CO-OPERATIVE  
PHARMACY & STORES EMPLOYEES' ASSOCIATION

(Regd. No. 1438)

Lattice Bridge Road,  
ADYAR, MADRAS-20.

*Ref.*

*Dated 15th April 1959*

**To**

(101)  
All India Trade Union Congress,

**Dear Sir,**

**Sub:-Election of Office bearers for the year  
1959-60 List enclosed - regarding.**  
-----

We have pleasure in enclosing herewith the list of  
new office bearers of our Association for the year 1959-60  
who were elected by the General Body in their meeting held  
on 3-4-1959 for your kind information.

Thanking you,

Yours faithfully,

*M. Narasimhan*  
Genl. Secretary.

Incl. 1 list.

LIST OF OFFICE BEARERS.

Sri R. Sankaranarayanan	President
Sri K. Kardasani	Vice-President
Sri A.G. Thirunavukkarasu	General Secretary.
Sri M.S. Narasimhan	Assistant Secretary
Sri M. Damodaran	Assistant Secretary
Sri D. Sadasnandan	Treasurer
Sri A. Kannappan	Committee Member
Sri V. Jagadeesan	"
Sri M. Venn	"
Sri M. Thyagarajan	"
Sri K. Munnasani	"
Sri S. Perumal Pillai	"
Sri P. Govinda Pillai	"
Sri R. Munnasani Naicker	"
Sri A.R. Munnasani	"
Sri A. Raju	"
Sri P. Munnasani	"
Sri K. Estimalai	"
Sri K. Dhanapal	"

M.S. Narasimhan

Asst. Secretary.

101

April 24, 1959

General Secretary,  
Kareem Beedi Branch Managers Union,  
25, Kathbada, 2nd Lane,  
Madras-21

Dear Comrade,

We have received a M.O. for Rs.15/- from your union in the month of November, 1958. A receipt for the same had already been sent to you on November 21, 1958 along with a letter requesting you to send the papers. Please refer to that letter.

We have not yet received any affiliation form or any other papers from your union. The name of your union was presented before the Working Committee which met at Bangalore on January 14, 1959, but in the absence of any papers affiliation could not be formally granted to your union.

The next meeting of the Working Committee will be held in the month of May or June this year. So, please arrange to send the affiliation form duly filled, a list of office-bearers of the Union and annual Returns through the Tardind Trade Union Congress 6/157 Broadway, Madras-1, as early as possible.

With greetings,

Yours fraternally,

# THE ANDHRA GOVT. PRESS EMPLOYEES' UNION,

KURNOOL. (Regd. No. 1819).

10 APR 1959

President : SRI T. BALAIAH  
Vice-Presidents : G. V. RAMAIAH  
Md. SHARIFF  
B. PRAKASHAM

General Secretary : N. HANUMANTHA REDDY  
Joint Secretaries : B. RAMASWAMY  
P. JOHN DEVID  
Treasurer : Md. AKBER.

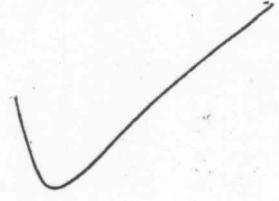
Ref: No. ....

Date 14<sup>th</sup> Apr, 1959.

107

To

The General Secretary  
A. I. T. U. C.  
4, Ashoka Road.  
New Delhi



Dear Comrade,

Thank you for your intimation and guidance in the subject of affiliation

The membership of our union as on 31<sup>th</sup> March, 1959 is 202. I like to furnish the correct information required by you and for the item no. 3 of the affiliation form. The same may kindly be corrected.

3. DATE OF FOUNDATION - 4<sup>th</sup> May 1955: REGISTRATION NO.  
1819 (1955)

Thanking you,

Sir,

Yours Fraternally,

B. Prakasham

14/4

For Genl. Secretary

A. G. P. E. Union, K.M.L.

100  
20/4

- 8 APR 1959 WORKERS OF ALL LAND UNITE

# Mill Kamdar Union

C. M. Khan

President:

HANUMANSINH

Secretary:

BATUK DESAI

(AFFILIATED A. I. T. U. C.)

Regd. No. 118

Rakhial Road,

April 4, 1959.

MIKU/14/59 AHMEDABAD, 10.

105

To,  
The Secretary,  
A. I. T. U. C., DELHI.

Dear Comrade,

In several Mills our comrades have been elected to the provident fund trustee boards. There is a general demand from the workers for loans from the provident funds for the following purposes:-

I. Life Insurance, House repairing, House purchasing, Family sickness, Marriage, death and religious ceremonies.

In some Mills where our comrades are in majority in the trustee board, it has passed the resolution for granting loans for the above mentioned purposes. Even provident fund commissioner, Bombay State, has also consented for such loans and has also ~~sent~~ written to the company to this effect. Even then the company is not advancing loans.

I am writing this letter to you if you can guide us in this matter. I have heard that there is one of our comrades in the central provident fund committee. Kindly give us his name and address so that we may directly communicate to him.

With greetings.

Yours fraternally,

Hanuman Singh

- 3 APR 1959

(101)

Mill Kamdar  
Union.

Panwadi - Vadva.

Bhavnagar.

Dt. 1st April. 1959.

To,

Shri. K. G. Sriwastava.

Sect. A. I. T. U. C.

New Delhi.

Ref: - Your ret. No. Nil.  
Dt. 27/3/59.

Comrade,

We are in receipt of your  
above-mentioned letter together  
with Affiliation certificate No.

10 Bury -

Thanks for promptly sending us  
the same.

Pl. find enclosed herewith the  
copy of our letter addressed  
to Textile Wage Board - Bombay.

Would you not help us in getting  
our request in that letter, conceded  
by T. W. B? -

I would like to draw your attention  
to the fact that INTUC has re



a favourable treatment from the Board and all its affiliated unions were being informed in advance about the programme of the Board, while our <sup>units</sup> ~~were~~ have not received <sup>even</sup> the questionnaire issued by the Board. Would you also be able to help us get a copy of Wage Board questionnaire?

Also the summary of Com. Daigle's note to the T.W.B. appeared in July 1958 issue of New Age (Monthly)

But thereafter we waited long for the whole text of AITUC submission to T.W.B. - only to be disappointed.

Will you oblige us by informing how the matter stands by now?

Saboo Mehta  
General Secy.

Mill Khandan Union  
Bhangan

Encl: - Copy of our letter dt.  
31/3/1959 - addressed to  
T.W.B. B'bay.

- 4 APR 1959

JAMNAGAR TRADE UNION COUNCIL,  
TRADE UNION HOUSE, .RANJIT ROAD,  
JAMNAGAR, 3rd April, 1959.

The General Secretary,  
All India Trade Union Congress,  
4. Ashoka Road, NEW DELHI.

Re: Affiliation Fees for 1959-60.

Dear Comrade,

Enclosed herewith find three cheques for Rs.29/-, 16/50 and 16/50 on P for 1959-60 affiliation fees for Woollen Mill Kamdar Union, Brooke Bond Kamdar Union and Halar Jilla Local Bodies Employees' Union, Jamnagar, each bearing cheque Nos. PNB 379474, 808621 and DD 232716 respectively.

	Membership Below	
1. Woollen Mill Kamdar Union (Swatantra)	1,000	29-00
2. <del>Brooke Bond Kamdar Union</del> Registered No.2311.		
Brooke Bond Kamdar Union, Registered No.2296	250	16-50
3. Halar Jilla Local Bodies Employees Union, Jamnagar, Regd.No.	250	16-50

The actual number of members at the end of the year (31st March, 1959) shall be communicated along with the copies of the yearly returns. The amount sent includes the W.F.T.U. Levy and subscription to the Trade Union Record. *Please acknowledge the receipt.*

The affiliation fees for other unions shall be remitted during this month.

Greetings,

Fraternally yours,  
For Jamnagar Trade Union Council,

*[Signature]*  
President.

C.C. to:  
The Gen. Secy,  
Maha Gujarat Trade Union Congress,  
Opp. Vaida Pole, Vadi, Baroda.

● The Shrigonda Taluka Sakhar Kamgar Union ●

( R. NO. 2189 )

( Representative and Approved under the Bombay Industrial Relations Act. )

Head Office:— Trade Union Centre, Maliwada, AHMEDNAGAR

Branch Office:— Belwandi Sugar Farm, Dist. AHMEDNAGAR

Ref. No. AITUC of 1959

Ahmednagar

Date 16 April 1959.

To

The Secretary  
All India Trade Union Congress  
4- Ashok Road,  
NEW DELHI

Subject:- TRADE UNION RECORD  
Request for supply of copy of ...

Dear Comrade,

Our Union is affiliated to AITUC on 14 Jan 59 and we have, along with the affiliation fee, paid the subscription of Trade Union Record. But still we have not received any copy of the magazine.

May I therefore request you to kindly send us all the previous issues of Trade Union Record ?

I also request you to kindly send us the copy of affiliation certificate.

(P.T.O)

With greetings.

Yours fraternally

*M.M. Katre*

(M.M. KATRE)

General Secretary

The Shrigonda Sakhar Kamgar Union  
Ahmednagar.

2 - 3 1959

# Greaves Cotton & Allied Companies' Employees' Union

(Registered Under The Indian Trade Unions Act, 1926)

KHANDELWAL BHAVAN,  
1ST FLOOR,  
166, HORNBY ROAD, FORT.

Bombay, 30th April, 1959

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

Dear Comrade,

We acknowledge receipt of your registered letter dated 25th April, 1959 enclosing therewith the Affiliation Certificate of our Union.

With greetings,

Yours fraternally,



Jt. Secretary.

101-B



May 19, 1959

General Secretary  
Bihar Koyla Mazdoor Sabha, Dhanbad.

Dear Comrade,

On a reference to our records we find that your union has not yet paid its affiliation fee for the year 1958-59. Please send the same along with the annual returns for the year ending March 31, '59

And also let us know what action your union has taken so far to collect the AITUC Building Fund.

With greetings,

Yours fraternally,  
*ms*  
(K.G. Srinastava)  
Secretary

11-13  
✓  
May 19, 1959

General Secretary,  
Coal Workers Union, Giridh.

Dear Comrade,

On a reference to our records we find that your union has not yet paid its affiliation fee for the year 1958-59. Please send the same along with the annual returns for the year ending March 31, 1959.

And also let us know what action your union has taken so far to collect the AITUC Building Fund.

With greetings,

Yours fraternally,

*Uro*  
(K.G. Srinastava)  
Secretary

171-R

May 19  
Delh.

May 19, 1959

General Secretary,  
United Mineral Workers' Union, Gua.

Dear Comrade,

On a reference to our records we find that your union has not yet paid its affiliation fee for the year 1958-59. Please send the same along with the annual returns for the year ending March 31, 1959.

And also let us know what action your union has taken so far to collect the AITUC Building Fund.

With greetings,

Yours fraternally,

*msc*  
*msc*  
(K.G.Sriwastava)

Secretary



EMPLOYEES STATE INSURANCE CORPORATION  
Ministry of Labour and Employment  
2A/3 Asaf Ali Road, New Delhi

No. INS. I-22(1)-1/58.

Dated the May, 1959.

From

The Director General.

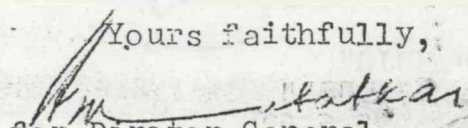
To

- (a) All members of the E.S.I. Corporation, and The Medical Benefit Council.
- (b) All State Governments (except the State of Jammu and Kashmir).
- (c) All India Organisation of the employers, Employes and Medical Profession and All India Chambers of Commerce.
- (d) All Administrative Medical Officers.
- (e) All State Accountant General (including A.G.C.R.)

Sir,

I am to forward herewith a copy of this office Notification No. INS. I-22(1)-1/58 dated 18th May, 1959 for information. Please acknowledge receipt.

Yours faithfully,

  
for Director General

P.T.O.

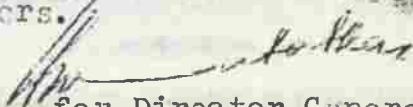
- \* 1. Ministry of Finance (Revenue Division)-2 copies;
- 2. Ministry of Labour - 2 copies;
- 3. Ministry of Commerce & Industry -6 copies;
- 4. Ministry of Railways;
- 5. Ministry of Transport & Communications 8 cop;
- 6. Ministry of Health;
- 7. Min. of Food & Agriculture;
- 8. Min. of Scientific Research & Cultural Affairs;
- 9. Min. of Iron & Steel;
- 10. Min. of Information and Broadcasting;
- 11. Ministry of Education;
- 12. Ministry of Rehabilitation;
- 13. Planning Commission;
- 14. Ministry of Works Housing & Supply -10 copies;

- 1. Copy with enclosure is also forwarded to:-
- \*a) All Employing Ministries of the Government of India.
- b) The Comptroller & Auditor General New Delhi (2-Copies).
- c) The Secretary, Lok Sabha Secretariate, New Delhi.
- d) The Director General, R & E, N.I
- e) The Director General, Health Services, New Delhi.
- f) The Director General, Civil Aviation of India, New Delhi.
- g) The Director, Labour Bureau, Sim
- h) The Chief Labour Commissioner, New Delhi.
- i) The Coal Mines Provident Fund, Commissioner, Dhanbad.
- j) The Chief Adviser Factories, N.
- k) The Dy. Director, Medical & Health Services (ESI), U.P. Kanpur.
- l) The Director of Health Services, Delhi.
- m) The 15 offices under the Min. of Commerce & Industry, New Delhi.

II. Copy also to:-

- i) All Regional Offices (with a special copy for Regional A.S.O.)
- ii) All Officers and Branches at the Headquarters.

"AHUJA"  
25.5.59

  
for Director General

197

✓

May 15, 1959

The Central Provident Fund Commissioner,  
Gurudwara Road,  
New Delhi.

Sub: Delay in Grant of Loans to Provident  
Fund members of New Rajpur Mills,  
Ahmedabad.

Dear Sir,

This is to bring to your notice that a meeting of the Provident Fund members of New Rajpur Mills, Gontipurn Post, Ahmedbad, demanded loans for purposes of Life Insurance, house repairs, house purchase, family sickness, marriages, deaths and religious ceremonies. They passed a resolution to this effect on May 26, 1959. Copies of the resolutions were sent to the Chairman, Provident Fund Trustee Board, New Rajpur Mills, Provident Fund Inspector, Ahmedabad, Provident Fund Commissioner, Bombay.

The Provident Fund Commissioner informed that the matter was referred to the Central Provident Fund Commissioner, New Delhi.

On July 30, 1959, the Provident Fund Trustee Board of the New Rajpur Mills passed a resolution for granting loan for the above mentioned purposes, and a copy of the resolution was sent to the Provident Fund Commissioner, Bombay. The Provident Fund Commissioner, Bombay, in his letter No. BM/268/EXM/SJ/34958 dated October 28, 1958, to the Manager, New Rajpur Mills approved the resolution and asked to advance loan as per resolution.

It is regretted that inspite of this order to the Provident Fund Commissioner, Bombay, the loans have not been advanced so far. All the efforts of the members of the Provident Fund, to get the loans, have failed.

- 2 -

Hence we request you to intervene in the matter and see to it that the Provident Fund members of New Rajpur Mills, Gontipur Post, Ahmedabad, get their legitimate demand fulfilled.

Thanking you,

Yours faithfully,

*1/10/00*  
*K.G.*

(K.G. Srivastava)  
Secretary

25 MAY 1959

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

178

No. PF. II. 7(47)/58  
GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT

From

Shri. V. R. Antani,  
Deputy Secretary to the Government of India.

To

- 1) All State Governments (except the State of Jammu & Kashmir) and Union Territories.
- 2) All Employers' and Employees' Organisations.

Dated New Delhi, the 25 MAY 1959.

Subject:- Proposal to deduct provident fund contributions under the Employees' Provident Funds Act, 1952 on total earnings of the employees.

Sir,

Under Section 2(b) of the Employees' Provident Funds Act, 1952, the term 'basic wages' means all emoluments which are earned by an employee while on duty or on leave with wages in accordance with the terms of the contract of employment and which are paid or payable in cash to him but does not include (i) the cash value of food concession (ii) any dearness allowance or other allowances and (iii) any presents made by the employers. Under sub-section (1) of section 6 of the Act the contribution paid by employer to the Fund is 6 1/4% of the basic wages and dearness allowance. The employees contribute an equal amount which is also payable by the employer.

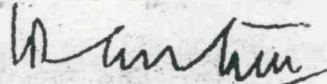
2. It has now been proposed to permit provident fund deductions on total earnings of workers and not on basic wages only as at present and to treat the following types of allowances etc. as 'basic wages' under the definition provided in Section 2(b) of the Employees Provident Fund Act, 1952 :-

- i. Retaining allowance,
- ii. Holiday with pay allowance,
- iii) Festival or paid holidays allowance,
- iv. Incentive pay,
- v. Incentive Bonus,
- vi. Retainers allowance paid in the sugar and other seasonal industries,
- vii. Night duty allowance,
- viii. Overtime allowance,
- ix. Shoe allowance,
- x. Servant allowance in Plantations, and
- xi. Production Bonus.

The proposal involves amendment of the Employees' Provident Funds Act 1952 and the Scheme framed thereunder. The words, "basic wages" referred to therein may have to be replaced by the words "total earnings".

3. It is, therefore, requested that the views of the State Governments/Union Territories, etc., on the above proposal may kindly be furnished to this Ministry by the 30th June, 1959. If the views are not received by the due date, it will be considered that the State Governments, etc. agree to the proposal and have no comments to offer.

Yours faithfully,



( V. R. Antani )  
Deputy Secretary.

Copy forwarded for information to:-

- 1) All Ministries of the Government of India for similar action.
- 2) The Central Provident Fund Commissioner, New Delhi.

*Copy forwarded to Secy. with  
in 9/11/59  
1/10/59  
4/11/59*



( P. D. Gaiha )  
Under Secretary.

*circulated out  
File*

29 MAY 1959

Immediate

No. PF.II.4(3)/59-II  
Government of India  
Ministry of Labour & Employment

From

Shri P. D. Gaiha,  
Under Secretary to the Government of India.

To

The General Secretary,  
The All India Trade Union Congress,  
No.4, Ashoka Road, New Delhi-1.

✓  
28 MAY 1959

Dated New Delhi, the

**Subject:- Extension of the Employees Provident Fund Act, 1952, and the Scheme framed thereunder to mica mines and mica factories.**

Sir,

I am directed to say that the question of extending the Employees Provident Fund Act, 1952, and the Scheme framed thereunder to mica mines and mica factories was considered by the Government of India some time back and the proposal was kept in abeyance for a year. The position now requires to be reviewed in view of the fact that requests are being received to extend the provisions of the Act to this industry. The Employees Provident Fund Act, 1952, has already been extended to four classes of mines viz. gold, iron-ore, manganese and lime-stone with effect from 30th November 1957. I am, therefore, to request that the views of your Organisation regarding the proposal to extend the Act to mica mines and mica factories may kindly be forwarded to this Ministry at an early date and in any case not later than the 15th July, 1959.

Yours faithfully,

*P. D. Gaiha*

(P. D. Gaiha) 27.5.  
Under Secretary

d.a.nil  
"Jarval"  
25.5.

AMR ✓  
SAG  
15/6

101-12  
May 16, 1959

The General Secretary,  
Tirunelveli Palamcottah Press  
Workers Union,  
52 Kannamman Koil Street,  
Tirunelveli, Madras State.

Dear Comrade,

While Preparing affiliation certificate for the unions which have paid their affiliation fee for the year 1958-59, we find that your union has not yet paid in full. We have so far received only Rs. 10/- from you (receipt No. 1387).

So please send the balance calculated on the basis of your membership as on March 31, 1958, also send a copy of the annual returns for the year during on March 31, 1959.

With greetings,

VKS  
Yours fraternally,

MS  
(K.G.Sriwastava)  
Secretary.

P.S. Perhaps you are aware of the decision of General Council Meeting held at Bangalore early this year, to collect Rs. 2 lakhs for AITUC Building Fund and to present it to Com. S.A.Dange on his 60th Birthday. Please let us know what steps your union has taken so far to collect the Building Fund.

Copy To: Tamilaad P.T.U.C

me  
K.G.Sriwastava.



10112  
May 16, 1959

The General Secretary,  
Tannery Labour Union,  
Juvapuram Street,  
P.O.Peria Agraharam,  
Via Erode,  
Madras State.

Dear Comrade,

While preparing affiliation certificate for the unions which have paid their affiliation fee for the year 1958-59, we find that your union has not yet paid in full. We have so far received only Rs. 10.00 from you (ReceiptNo. 1415).

So please send the balance calculated on the basis of your membership as on March 31, 1958, also send a copy of the annual returns for the year during on March 31, 1959.

With greetings,

Yours fraternally,

*UJRS*  
(K.G.Sriwastava)  
Secretary

P.S. Perhaps you are aware of the decision of the General Council Meeting held at Bangalore early this year, to collect Rs. 2 lakhs for AITUC Building Fund and to present it to Com. S.A.Dange on his 60th Birthday. Please let us know what steps your union has taken so far to collect the Building Fund.

*UJRS*  
K.G.Sriwastava

Copy to:  
Tamilnad P.T.U.C,  
6/157 Broadway,  
Madras -1

- 6 MAY 1959

" WORKERS OF ALL LAND UNITE "

# Mill Kamdar Union

G.M. Khan

( AFFILIATED A. I. T. U. C. )

President:  
HANUMANSINH

Regd. No. 118

Rakhial Road,

Secretary:  
BALKRISHNA

MIKU/14/59

AHMEDABAD, IO. 27 May 5, 1959

Secretary,  
A.I.T.U.C.,  
DELHI.

Dear Comrade,

In reply to our letter No. 120/14/59 dated 4th April 1959, you asked us to give details of the case.

I am giving you the details of the case of New Rajpur Mills, where our comrade Ghelabhai Kanodia is in Provident Fund Trustee Board.

On 26th May 1958, a meeting of the Provident fund members of New Rajpur Mills was held under the Presidentship of Com. Hafiz Ahmed Syed Ahmed and passed a resolution demanding loan for the following purposes, Life insurance, House repairing, House purchasing, Family sickness, Marriage, Death and Religious ceremonies. Copy of this resolution was sent to Chairman, Provident Fund Trustee Board, New Rajpur Mills, Provident Fund Inspector, Ahmedabad, Provident Commissioner, Bombay. The Bombay Provident Fund Commissioner, in his letter No. BI/268/EX/SI/19294 dated 6th June 1958, replied that the matter is referred to the Central Provident Fund Commissioner, New Delhi.

On 30-7-58 the Provident Fund Trustee Board of the New Rajpur Mills passed a resolution for granting loan for the above mentioned purposes, and a copy of the resolution was sent to the Provident Fund Commissioner, Bombay. The Provident Commissioner, Bombay, in his letter No. BI/268/EX/SI/34958 dated 28th October 1958, to the Manager, New Rajpur Mills, approved the resolution and asked to advance loan as per resolution (a copy of this letter is attached with this letter).

P.T.O.

3 JUL 1959 "WORKERS OF ALL LAND UNITE"

# Mill Kamdar Union

*G.M. Khan.*

(AFFILIATED A. I. T. U. C.)

President:  
HANUMANSINH

Regd. No. 118

Rakhial Road,

Secretary:  
~~DATUK DESAI~~

AHMEDABAD, 10. D. 30th June, 1959. 195

M. K. U. 334/59

To,  
The Secretary,  
A. I. T. U. C., 4, Ashok Road,  
NEW DELHI.

Dear Comrade,

On 25th May, 1959, a delegation of trustees of The New Rajpur Mills and The New National Mills, Ahmedabad met the Regional Provident Fund Commissioner, Bombay and he gave the same reply to them which he gave to you. In several Mills of Ahmedabad loan is being given to all the employees for sickness, marriage, funeral ceremonies, religious celebration, House repairing etc., as the board of trustees have passed the resolution to this effect. The trustees of The New Rajpur Mills and The New National Mills have also passed the resolutions of this type but, the company is not implementing the resolutions. The Regional Provident Fund Commissioner says that he cannot force the company to implement the Resolutions.

Com. Rathod Joint Secretary of our union and the trustees of the said Mills also met com. Dange on 25th May 1959 at Bombay, who assured them to do useful in the matter and also said that on 9th

# THE LAMP MILLS

on 9th June, 1959 there is a meeting of the central Board of  
 trustee at Delhi, and the matter will be put in the meeting  
 through our Central Trustee Board Member. To this we did not get  
 any reply.

Since a year the movement for loan is going on in the said  
 Mills. The company is stiff because if we succeed in securing loan  
 our influence increases, which company does not want.

If you can do anything in this matter through central  
 provident fund ~~committee~~ committee or central provident fund  
 commissioner, Please reply?

With greeting.

Yours fraternally;

*Hanuman Singh*

*Wrote Amal  
 for Amal*

*MP  
 4/5*

102

102

AMENDED TO

HANUMAN SINGH  
 Secretary

101-13

May 7, 1959

The General Secretary,  
The Orissa Textile Mill Mazdoor Union,  
P.O. Chavdwor, Dist. Cuttack.

Dear Comrade,

On a reference to our records, we find that you union has not paid its affiliation fee for the year ending March 31, 1959.

So Please arrange to send the same, calculated on the basis of the membership of your union as on March 31, 1958 and also let us have a copy of the annual return for the year ending March 31, 1959.

With greetings,

Yours fraternally,

Office Secretary

101-13  
May 7, 1959

The General Secretary,  
Cuttack Dist. Weavers' Union,  
C/o Utkal Committee of the AITUC,  
Bangali Sahi,  
Cuttack-1

Dear Comrade,

On reference to our records, we find that your union has not paid its affiliation fee for the year ending March 31, 1959.

So please arrange to send the same, calculated on the basis of the membership of your union as on March 31, 1958 and also let us have a copy of the annual return for the year ending March 31, 1959.

With greetings,

Yours fraternally,

Office Secretary

S.N.Mubayi,  
Central Commissioner.

Employees' Provident Fund,  
18-Gurdwara Road, New Delhi.

D.O. E-109(18) 1/59/Pt.II /10908  
Dated the 3rd June, 1959  
13 Jya., 81.

Dear Shri Sriwastava,

Please refer to your D.O. letter No. 178/(TW)/59 dated the 23rd May, 1959 regarding grant of exemption to the Indian Oxygen Ltd. The Regional Commissioner, West Bengal has been asked to get the provident fund rules of the Company amended so as to bring them at least on par with the Statutory provisions for the categories where these rules together with the provision for gratuity do not reach the level of the statutory benefits. In that case the workers will not be put to any loss.

I have requested the Regional Commissioner, West Bengal to expedite finalisation of the Company's provident fund rules.

Yours sincerely,

*S.N. Mubayi*  
(S.N. Mubayi)

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

3 JUN 1959

178

Immediate.

Office of the Central Provident Fund Commissioner,  
Gurdwara Road, New Delhi.

No.E-109/BM/Tx(4) / Co 831

Dated the <sup>24th</sup> June, 1959.  
12 Jyaistha '81.

To

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

Subject:- Delay in Grant of loans to Provident Fund  
members of New Rajpur Mills, Ahmedabad.

Sir,

I acknowledge receipt of your letter dated the  
15th May, 1959 on the subject mentioned above which is  
receiving attention.

Yours faithfully,

*K.S. Sethi*  
28/59

(K.S. Sethi)  
for Central Provident Fund Commissioner.

28/59



6 JUL 1959

No.P.F.II/7(5)/58  
Government of India  
Ministry of Labour & Employment

From

Sri P.D. Gaiha,  
Under Secretary to the Govt. of India.

To

The General Secretary,  
The All India Trade Union Congress,  
No.4 Ashoka Road, New Delhi-1

178  
JUL 1959

Dated New Delhi, the

Subject:- Amendment to para 69 of the Employees' Provident  
Funds Scheme, 1952.

Sir,

I am directed to enclose herewith a copy of this  
Ministry's Notification No.P.F.II/7(5)/58 dated the 15th  
June, 1959 relating to amendment of para 69 of the  
Employees' Provident Funds Scheme, 1952 for your information.

Yours faithfully,

D.C. Banerjee  
for Under Secretary

d.s.nll  
"Jarval"  
28.6.

23 JUL 1959

# FACTORY WORKERS' UNION

Reg. No. 1557

(Affiliated to A. I. T. U. C. & W. F. T. U.)

**COCHIN-I.**

OFFICE:-

CHIRATTAPALAM  
FORT COCHIN

PRESIDENT:-  
P. GANGADHARAN  
GEN. SECRETARY:-  
K. A. RAJAN

Date 17th July 19 59

Ref: No. \_\_\_\_\_

101

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

Dear Comrade,

Sub:- Certificate of affiliation -  
FACTORY WORKERS' UNION,  
Fort Cochin.

As we have already submitted the full amount towards affiliation fee, the certificate of affiliation may be sent immediately.

Yours fraternally,

K.A. Rajan  
K.A. Rajan,  
General Secretary.

N.B.

A copy of the publication "CRISIS & THE WORKERS" may be sent to us by V.P.P.

101  
July 21, 1959

General Secretary,  
Irinjalakuda Range Toddy  
Tappers Union,  
IRINJALAKUDA,  
Kerala State.

Dear Comrade,

Thank you for the remittance of  
Rs.30 towards the affiliation fee of your  
union of the year 1958-59. Our receipt  
No.152 is enclosed.

Please send us a copy of the annual  
report of your union for our office records.

With greetings,

Yours fraternally,

*K.G. Sriwastava*  
(K.G.Sriwastava)  
Secretary

Encl:

29 JUL 1959

TRICHUR DISTRICT

# MOTOR BOAT WORKERS' UNION

Regd: No 69/55

PRESIDENT

COM: K. A. RAJAN

SECRETARY

COM: S. L. JOSE

OFFICE:

CANNON SHED ROAD

ERNAKULAM

To

Date 25-7-'59.

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

Ref:- Your letter dated 16-7-'59 and Receipt No. 146.

Dear sir,

We have already sent our Union's Annual Return for the year 1958-'59, copy of the Union's constitution and list of the office bearers with our application for Affiliation on 7-7-'59.

We are surprised to know that, you have affiliated our Union to the A. J. S. U. C. for the year 1958-'59. The decision for affiliation was taken only on 17-4-'59 by the Union and our application etc., was sent to you only on 7-7-'59. Even if you are calculating in the financial year or in the calendar year the affiliation will come to the year 1959-'60. Kindly intimate all the details.

Kindly send us the affiliation certificate without any more delay.

Thanking you,



Yours faithfully,  
S. L. Jose  
Gen. Secretary.

# MUNICIPAL MENIAL THOZHILALI UNION

FORT COCHIN.

മുൻസിപ്പൽ മീനിയൽ തൊഴിലാളി യൂണിയൻ

ഫോർട്ട് കൊച്ചി.

(ഓഫീസ് നമ്പർ 1366)

President: K. A. RAJAN.

G: Secretary: M. K. THANKAPPAN.

DATE 26th July 1959.

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

Dear Comrade,

I send herewith Application for Affiliation duly filled up.

I had sent you Rs.12.50 by M.O. on 9-7-1959 towards affiliation fee Rs.10.00 and WFTU levy Rs.2.50. I have not remitted you Rs.4.00 towards subscription for Trade Union Record.

I am really sorry I was not able to send the application form earlier although the fee was remitted earlier.

<sup>am</sup>  
I ~~have~~ not in possession of ~~spare copies~~ of the audited accounts of the Union for the year ended 31-3-1959 as also a copy of the constitution. However I shall obtain <sup>am</sup> copies and forward you next week.

The rate of subscription is Rs.0/2/- per month.


The total number of membership as on 31-3-1959 is 146 (Males 65 and females 81). The average membership of 88 on 31st March 1959 is given on the basis of subscription collected during the year amounting to Rs.131.25.

A list of the office beares is sent herewith.

I now await to receive the affiliation certificate.

Encls:

Yours fraternally,

  
General Secretary.

List showing the office bearers elected  
at the annual general body meeting held on  
2-9-1958.

1. K.A. Rajan	..	President
2. K.P. Khalid	..	Vice President
3. M.K. Thankappan	..	General Secretary
4. Kunjan Kumaran	..	Asst. Secretary
5. P.K. Chakrapani	..	Treasurer
6. Ouseph Chacko	..	Committee Member
7. Kunji Manda	..	do
8. Kunjan Cheetha	..	do
9. Thiruvanjan Mailan	..	do
10. Ayeru Kali	..	do
11. Cheetha Thevan	..	do
12. Anthrose Ouseph	..	do

*G. D. Anm*

General Secretary.

14 JUL 1959

# Mill Kamdar Union

( AFFILIATED A. I. T. U. C. )

G. M. Khan

President:  
HANUMANSINH

Secretary:  
~~BATUK DESAI~~

Regd. No. 118

Rakhial Road,

AHMEDABAD, 10. July 11, 1959 -195-

M.K.U. 375/59

The Secretary,  
AITUC., 4 Ashok Road,  
NEW DELHI.

Dear Comrade,

In your letters of July 7th and 9th about implementation of resolutions of Provident Fund Trustee Board, one mistake has crept in. Instead of "New Rajpur Mills", you have written "New Raipur Mills". This mistake might have also occurred in your letter to Central Provident Fund Commissioner. Please send a correction.

You have not given the affiliation numbers of Mill Kamdar Union and Engineering Kamdar Union. Last time when Government Labour Officer had come to check our registers, he had inquired about affiliation number. Kindly let us know the affiliation numbers of both above said Unions.

With greetings.

Yours Fraternally,

*Hanumansinh*  
(Hanumansinh)

172-B-1-7 11 AUG 1959

# Garden Reach Workshop Mazdoor & Staff Union

President : S. A. BAROOQUI, M.L.A.

Regd. No. 4350

General Secretary : KAMALAPATI ROY

1/1, Garden Reach Road, Calcutta-24

Ref. No. TU/GRW/59/210

Dated 6th Aug. 1959

Comrade K.G.Srivastav,  
Secretary,  
A.I.T.U.C.  
New Delhi, .

*File  
4/17/59*

✓

Dear Comrade,

Enclosed please find the Affiliation Form from our Union.

We have already sent our Annual Return for the year 1958-59, duly audited along with a list of Office Bearers elected on 28th June, 1959 for the year 1959-60.

Please accept our application for Affiliation with the A.I.T.U.C. and please send us the Certificate at your earliest.

We have sent the above papers and affiliation fee for the year 1958-59, through Comrade **Siddhanta**.

Thanking you,

Yours comradely,

*Gour Goswami*

(Gour Goswami)  
SECRETARY.

*I think we have  
attached it to the  
1000  
11/11*



# ORIENTAL GAS WORKERS' UNION

REGD. NO. 4094

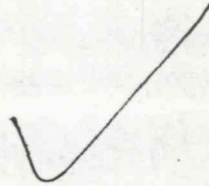
139 NARIKELDANGA MAIN ROAD  
CALCUTTA - 11

Ref. ....

Date 16. 8. 1959.

To

The Secretary  
A. D. T. U. C  
New Delhi,



Dear Comrade,

We are sending herewith an application for affiliation of our your with your organisation. Along with this application we are sending herewith a copy of our union constitution, list of office bearers of the union, and audited accounts for 1958-59. Further Rs 20/- are sent herewith as affiliation fee. Please intimate us if further amount will be necessary so that we may send the same.

Please acknowledge receipt of all these documents and the money.

With greetings.

Comradely yours

Tarinal Das Gupta  
Secretary.

31 AUG 1959

THE TAMIL NAD PLANTATION WORKERS' UNION,  
(Regd. No. 1491)

VALPARAI  
Coimbatore District

27th August, 1959.

(101)

Com. K.G. Srivastava,  
All India Trade Union Congress,  
New Delhi.

Dear Com,

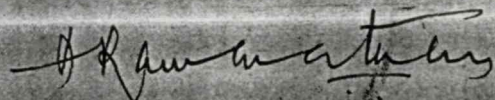
I have today sent by T.M.O Rs. 229 towards affiliation fees for a membership of 11441 for the year 1958-1959, according to the audited returns submitted to the Registered of Trade Unions.

Please send me a receipt and also the Affiliation Certificate.

The W.F.T.U levy could not be sent at present due to lack of funds. I shall however sent the levy by next month.

With Greetings,

Yours fraternally,



GENERAL SECRETARY.

CC. Com. Parwathy M.P. New Delhi.

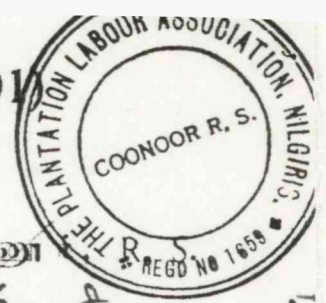
A/P.

28 AUG 1959

தமிழ்நாடு தோட்டத் தொழிலாளர் சங்கம் (1491)

(Affiliated to A. I. T. U. C., and W. F. T. U.,)

(தலைகிரி கிளைகள் :- கூடலூர், குன்னூர்.)



குன்னூர்

26. 8. 1959

Ref. No.

Secretary  
A.I.T.U.C.  
New Delhi

Dear Com.

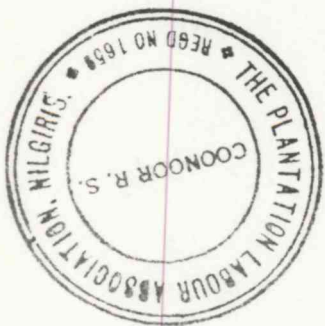
To-day I am sending by P.M.O  
R-45/- towards affiliation fee for the  
year ending march 59.

Number of members for the  
year ending march 59 is 2006.

Please inform whether I have  
to send more.

I write to you about the  
Edrose agitation here. Please write to  
me about that also.

Yours faithfully  
G. D. D. D.



Fin

Kutubiyā Oil & Textile Workers Union  
AZHIKODE, Cannanore Dist,  
Kerala

3/2/59

---

Sending Rs. 16.50 as aff. fee for  
1958-59. They want receipt  
issued in March 1959. They also  
want an affiliation form (?).

Though they paid dues at  
Ennakulam, they got only  
2 issues of TUR. They want  
back numbers.

---

Telegram: "OILWORKER" Bombay. 11 AUG 1959

## PETROLEUM WORKMEN'S UNION

( Regd. No. 764 )

"SHRAMAJEEVI AVAZ"

34, SEWREE CROSS ROAD, SEWREE

Ref:

Bombay 15, 7-8-59

The General Secretary,  
A.I.T.U.C.  
4, Ashok Road  
NEW DELHI

Dear Comrade,

I acknowledge receipt of the Affiliation  
Certificate of our Union sent under cover of your  
Registered letter dated 6th August 1959.

Fraternally yours,  
PETROLEUM WORKMEN'S UNION



G. SUNDARAM  
GENERAL SECRETARY.

कपड़ा मज़दूर एकता यूनियन  
KAPRA MAZDOOR EKTA UNION

Goushala Gate, Kishenganj Mill Area, Delhi

179  
ESI-76  
No. EMEU/GOVT/163/59

Dated: 12th September, 1959.

The Director General,  
Employees' State Insurance Corporation,  
Asaf Ali Road,  
New Delhi

Dear Sir,

Please find enclosed, a Memorandum which we, on behalf of the thousands of insured employees, place before the Corporation for earnest consideration and prompt and appropriate action.

This document is the result obtained after analysing innumerable complaints from I.Ps, oral and written, after classifying the problems and hardships freely ventilated and discussed among individuals and groups of the working population in the areas concerned, and after more systematic consultations with representatives taken area-wise as well as category wise, men as well as women.

Their problems can be arranged under the following heads:-

1. Those that arise from defective or tardy implementation of existing benefits.
2. Those arising from the serious inadequacy of available amenities in relation to the size and needs of the industrial population.
3. Those that result from certain unreasonable statutory stipulations which work against the workers in actual operation.

Alongwith discussions of these problems, we have attempted to classify the considered needs demands of the insured population and the remedies immediate and ultimate needed to meet those demands.

We trust this document will receive the serious attention that it deserves and demands.

Contd.....Page

नर्सद्वर एकता यूनियन

कमड़ा मपदूर एकता यूनियन  
PRA MAZDOOL EKTA UNION  
:- 2 :-  
Gandhinagar, Kishanganj Mill Area, Delhi.

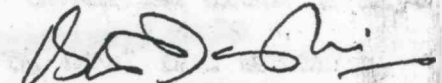
Yours faithfully,

sd/- ( B.D.JOSHI )  
GENERAL SECRETARY

\*KUMAR\*

Cc.

1. The Hon'ble Minister for Labour, Government of India, New Delhi.
- ✓ 2. The General Secretary, All India Trade Union Congress, 4-Ashok Road, New Delhi.
3. The Provincial Secretary, All India Trade Union Congress, Delhi Branch, Gausala Gate, Kishanganj, Delhi.
4. Com. Kolhatkar, AITUC representative on the Central Board of E.S.I.G., C/O All India Trade Union Congress, 4-Ashok Road, New Delhi.

  
GENERAL SECRETARY

Encl. Memorandum  
(7 pages)

XXXXXXXXXXXXXXXXXXXXXXXXX S.S.MIRAJKAR

September 7, 1959.

The General Secretary,  
Madras Pen & Ink Factory Workers Union,  
Needhi Doss' Vilas, Potal P.O.,  
Red Hills,  
MADRAS.

Dear Comrade,

We have received the affiliation form of your Union duly enclosed by the YNTUC. Two columns of the affiliation form are not filled in i.e. The registration number of the Union and election of office bearers is not given.

Please also send a list of the office bearers of your Union for the current year, a copy of the Union constitution and a copy of the annual return for the year ending March 31, 1959.

The case of your Union for affiliation will be put before the next Working Committee meeting and the affiliation certificate will be sent to you after your Union will be formally affiliated by the Working Committee.

With Greetings,

Yours fraternally,

*lmo*  
*sep 7*  
( K.G. SRIWASTAVA )  
SECRETARY.



ALL-INDIA TRADE UNION CONGRESS  
4 ASHOK ROAD, NEW DELHI

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

September 8, 1959.

*Office copy* (LOI)

The General Secretary,  
The Plantation Labour Association,  
NILGIRIS, Coonoor R.S.

Dear Comrade,

Thank you for your letter of 4th instant.

Our calculations regarding your affiliation fee dues for 2006 members is as follows:-

Affiliation fee	Rs. 40-12,
WFTU Levy	Rs. 10-00,
TUR	Rs. 4-00,

You have so far sent Rs. 40/- towards the same and we hope you will send the balance at an early date.

We have not received the Report which you have mentioned in your letter. Hence, please send another copy to us so that we can send you a reply.

It is regretted that we are unable to send you a copy of Com. Dange's Report to the Working Committee held recently as it is not printed. The resolutions and decisions of the Working Committee meeting are published in TUR. of August 20, 1959. & R.M. 5, 1959

With Greetings,

Yours fraternally,

*We have received your report regarding the struggle at the Woodbriar Estate which we are studying and will let you know our views in due course.*

*Ud. Annamalai*  
Per. S.  
(K.G. SRIWASTAVA)  
SECRETARY.

*We also thank you for your remittance of Rs. 20 towards the aff. Br. Fund. Our receipt No. 1040 is encl.*

September 8, 1959.

The General Secretary,  
The Plantation Labour Association,  
NILGIRIS Coonoor R.S.

Dear Comrade,

Thank you for your letter of 4th instant.

Our calculations regarding your affiliation fee dues for 2006 members is as follows:-

Affiliation fee	Rs. 40-12,
WFTU Levy	Rs. 10-00,
TUR	Rs. 4-00,

You have so far sent Rs. 40/- towards the same and we hope you will send the balance at an early date.

We have not received the Report which you have mentioned in your letter. Hence, please send another copy to us so that we can send you a reply.

It is regretted that we are unable to send you a copy of Com. Dange's Report to the Working Committee held recently as it is not printed. The resolutions and decisions of the Working Committee meeting are published in  
TUR. 9 Aug 59, 1959. 4 Sept 5, 1959

With Greetings,

Yours fraternally,

*K.G. Sriwastava*  
( K.G. SRIWASTAVA )  
SECRETARY.

101  
September 10, 1959.

The General Secretary,  
Tirupur Town Municipal Workers Union,  
Palladam Road,  
TIRUPUR. (Madras State).

Dear Comrade,

Thank you for the remittance of  
Rs. 4-84nP towards the affiliation fee  
of your Union for the year 1958-59. Our  
receipt No. 216 is enclosed.

Please note that according to the  
provisions in the Constitution you have  
to pay Rs. 16-50 as the affiliation fee.  
I hope, you will remit the balance as early  
as possible.

With Greetings,

Yours fraternally,

*10/10*  
*sep 10*  
( K.G. SRIWASTAVA )  
SECRETARY.



6 SEP 1959

Coir Factory Workers' Union

(REGD. 2072)

CALICUT-1,

Date 1-9-1959.

To

The Secretary,  
A . I . T . U . C .  
New-Delhi.


Dear Comrade,

1. We here with enclosed the copy of our Union's annual return for the year 1958-'59 as per the instruction given by the K S T U C.

2. We think that we are having the affiliation certificate for the year 1958-59 issued from your office dated 1st. January 59, (No.14 KRL). Would you please advice us the exact date on which we have to remit the affiliation fees for the year 1959-'60, as far as our Union is concerned.

Expecting an early reply,

Yours Faithfully,

  
G. Secretary.

September 10, 1959

General Secretary,  
Coir. Factory Workers Union,  
KOZHIKODE-1

Dear Comrade,

Thank you for your letter of September 1, 1959 and a copy of the annual return of your union for the year 1958-59..

According to our records you have remitted the affiliation fee of your union for the year 1959-60 on June 30, 1959 and the receipt No. is 138 for Rs.34/-

With greetings,

Yours fraternally,

*mm*  
*PCH 10.*  
(K.G. Sriwastava)  
Secretary

101

September 21, 1959.

The General Secretary,  
Sudharai Mazdoor Union, (Lal Vavta),  
Baranpuri Bhagol,  
SURAT. (Bombay State).

Dear Comrade,

Thank you for the remittance of  
Rs. 19/- by M.D. towards the affiliation fee  
of your Union for the year 1959-60. Our  
receipt No. 221 is enclosed.

Please note that your affiliation  
certificate was despatched from this office to  
your address by Registered Post on April 6,  
1959.

With Greetings,

Yours fraternally,

MK  
for (K. G. SRIWASTAVA)  
SECRETARY.

Encl: 1.

178

No.178/A/59  
October 20, 1959

Shri P.D.Gaiha,  
Under Secretary to Govt of India,  
Ministry of Labour & Employment,  
New Delhi.

Sub: Employees' Provident Funds Scheme,  
1952 - Amendment to.

Dear Sir,

We have noted the proposal for amending  
the Employees' Provident Funds Scheme, 1952,  
outlined in your letter No.PF.II-3(8)/59 dated  
October 13, 1959.

We agree with the proposal to make necessary  
amendments in the E.P.F.Scheme, 1952, in order to  
raise the limit for eligibility of membership  
of the Fund from Rs.500 to Rs.1000 calculating  
total monthly emoluments.

Yours faithfully,

*V. G. Sriwastava*  
21/10/59  
(K.G.Sriwastava)  
Secretary



WEST BENGAL COMMITTEE

## All India Trade Union Congress

249, BOWBAZAR STREET, CALCUTTA-12

Ref. 17 OCT 1959

Date 6 - 10 - 1959

To

#179 ✓  
Com: K. G. SRIVASTAVA,  
Secretary,  
All-India Trade Union  
Congress,  
4, Ashok Road, New Delhi.

Dear Comrade K.G.,

I am in receipt of your letter dated the 3rd Octr: '59. In reply I would say that the letter received from E .S.I. Corporation should ~~further~~ be sent to Punjab T.U.C. In this connection further I beg to state that the original letter was handed over to me by you at the time of Medical Benefit Council meeting. I had no other copy. I forwarded the same to the Director in the meeting. As a matter of fact I could not remember the letter even. It is Punjab S.T.U.C. may throw light on it. After hearing from them I may send some other letter to the E.S.I. authority.

With greetings,

Yours comradely,

H. Dasgupta  
Secretary.

13 NOV 1959



12171  
Addl. PRIVATE SECRETARY TO THE  
MINISTER FOR  
LABOUR AND EMPLOYMENT.

New Delhi, the Nov. 11 1959

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

Sir,

I am to acknowledge the receipt of your letter No.178/P/59, dated the 6th November 1959, addressed to Shri G.L.Nanda, Union Minister for Labour, Employment & Planning, who is at present away on tour.

Yours faithfully,

  
( J.C. Saxena )

From

Parduman Singh  
 General Secretary  
 Textile Mazdoor E.Ka Union (Regd.)  
 Puthlighar, Amritsar

To

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

Subject: Formation of a Tripartite Advisory Committee at State level for the administration of Provident Fund Scheme.

We have been demanding for a long time that a Tripartite Advisory Committee at State level for the administration of Provident Fund Scheme should be formed because workers in Punjab have many complaints regarding the working of E.P.F. Scheme.

I raised the matter in the State Labour Advisory Board in its meeting held in November, 1958. The Board unanimously accepted my proposal. But nothing happened for a long time.

I again wrote to the Labour Minister Punjab in April, 1959. I received a reply from The Secretary to Govt Punjab Labour Department in October 1959 saying

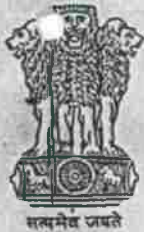
"The case was referred to the Central Provident Fund Commissioner. He has advised that Central Board of Trustees at their 9th meeting held on 24th March 1958 have decided that at present no new Regional Committee should be set up in those states where such committee has not been formed as yet. Accordingly Govt. is not in a position to set up the said Committee."

In view of the above, the executive Committee of our union has decided to approach you and request you to take up the matter with the Central Labour Minister and the Central Provident Fund Commissioner and in the Central Board of Trustees through the AITUC representative.

Please let me know the action taken by you on our request and the reply received by you from the Govt.

Parduman Singh G. Secy  
 Textile Mazdoor E.Ka Union (Regd)

Dated 28.11.59.



D.O.No. LM.12171/59.

178

MINISTER FOR LABOUR  
INDIA.

New Delhi, the 28<sup>th</sup> November '59

My dear *Shri Sriwastava*

Kindly refer to your d.o. No.178/P/59 dated the 6th November, 1959 regarding grant of exemption to the Indian Oxygen Ltd. The provident fund rules of the above Company are being finalised for grant of exemption under section 17(1)(b) of the Act to its different factories. The rights of the workers will be protected and they will not be put to any loss on account of grant of exemption under section 17(1)(b) of the Act, under which any gratuity benefit available to the workers is required by law to be computed in reckoning total benefits. However, it will be ensured that the Company's rules are so amended as to bring the benefits under them at least on a par with the benefits under the provisions of the Employees' Provident Funds Scheme.

*with kind regards*

Yours sincerely,

*G.L. Nanda*

(G.L. Nanda)

Shri K.G. Sriwastava,  
All India Trade Union Congress,  
4, Ashok Road,  
NEW DELHI.

PM/27.

7th November, 59.

The Regional Provident Fund Commissioner,  
(West Bengal),  
24, Park Street,  
Calcutta - 16.

Dear Sir,

Re: WB/91 - Premchand Jute Mills Ltd.  
Workmen's Provident Fund.

We beg to inform you that the amount of Rs. 2,00,000/- received under Cheque No: OA603507 dated 9.9.59, has been fully utilised in

making final payment to 198 retired members and loan payments to 547 cases. This has involved a total disbursement of more than Rs. 2,93,000 as will be evident from our monthly returns in Appendix 'A' and almost all our monthly accumulations from May to October '59 have also been spent up to meet the demands of for loans of only a fraction of our members. Many of our members have fallen victims to the recent flood and those not yet favoured with loans are pressing us hard to give them financial help in the form of loan from their contributions in the Fund which can hardly be attended to for want of fund money.

We, thus, request you to expedite the audit of our past accumulations deposited with you and in the meantime sanction us a further amount of at least one lakh of rupees to ameliorate the distress of the members of our Fund.

Your prompt action in the matter is earnestly solicited.

Yours faithfully,

Sd/- B.P. DAGA  
President  
Board of Trustees  
PREMCHAND JUTE MILLS WORKMEN'S  
Provident Fund.

18 NOV 1959

Phone : 34-2044

# WEST BENGAL COMMITTEE All India Trade Union Congress

249, BOWBAZAR STREET, CALCUTTA-12

Dt: 11th November, 1959.

ident :

Hemanta Kumar Bose,  
M. L. A.

e-Présidents :

Ranen Sen, M. L. A.  
ab Md. Elias, M. P.  
Sudhir Mukhoti  
ab Md. Ismail  
Pushif Bose  
anadi, Das

eral Secretary :

Indrajit Gupta

ecretaries :

i Manoranjan Roy  
i Hrish Baneji  
ri T. N Siddhata  
ri Saro Ghosa  
ri Manndra Bee  
ri Sitarm Sett

Treasurer :

i Nirde Chakravarty

To

Sir A. L. Mudaliar,  
M.D., LL.D., D.Sc.,  
D.C.L.(Oxon), F.R.C.O.G.,  
F.A.C.S.,  
Kensington, Kilpank,  
MADRAS.

Sir, .

I thank you for your communication dated 18th October,  
1959 in regard to the working of the Employees' State Insu-  
rance Corporation.

As I am concerned with the areas of Calcutta and Howrah  
in West Bengal, my observations given below in respect of  
different aspects of the working of the Scheme will be con-  
fined to these areas.

1) In regard to extension of the benefits of the Scheme  
to the families of insured persons :- Although the ESI  
Corperation has already taken decision in favour of covering  
families of insured persons and certain other decisions in  
regard to increasing the employers' contribution and share of  
the State Government, were taken long back, the West Bengal  
Government has been persistently obstructing the inclusion  
of families. All trade unions have since long been insisting  
on te inclusion of families so that the insured persons may  
avail of the full benefit that the scheme provides for.

we ---

*As per...  
see...  
the...  
the...  
the...*

We are now given to understand that in this matter there has arisen some legal difficulties, although we have not been made aware of the exact nature of legal difficulty. This might be mentioned that families have already been included in certain other centres, where no such question has been raised. In view of such dilatory tactics adopted by the State Government in regard to this vital demand and one plea or another being advanced at one stage or other by the State Government, we feel strongly that the latter is not at all serious in this matter and is entirely responsible for the delay in the matter of extension of medical benefits to the families of insured workers.

2) Construction of separate hospitals for insured persons:- As a matter of principle it has long back been decided by the E.S.I. Corporation that separate hospitals will be constructed in centres like Bombay, Calcutta, Howrah, etc. Despite persistent demands on behalf of Trade Unions for construction of separate hospitals, the West Bengal Government opposed the whole idea of separate hospitals and insisted on separate wings or wards attached to the existing hospitals. This wrangling started ever since the Scheme was introduced in Calcutta and Howrah and continued till sometime back. We are told that the West Bengal Government have of late withdrawn their earlier objection and have agreed to the proposal of constructing separate hospitals for insured persons. But the actual construction is still far off and we have been told that it will take at least 2½ years to construct and equip hospitals. Under the existing arrangements beds have been reserved in different existing hospitals - General, T.B. & Maternity beds. Existing hospitals being already overcrowded and the number of beds reserved for the insured persons being meagre compared to actual necessity, insured persons naturally face very great difficulties in securing beds even in emergent cases.

According --

According to the latest figures, total number of beds reserved for insured persons in Calcutta and Howrah (the areas so far covered) is only 335 which include 200 general, 15 maternity and 120 T.B. beds. Even according to the estimate of the E.S.I. Corporation the present requirement on the basis of the number of insured persons is 350 general beds and 150 T.B. beds. As a result, workers who are advised either by the panel Doctors or specialists for hospitalisation have to wait for indefinite period to get admission. Even those who fortunately get admission often face unwelcome attitude and experience shabby treatment by the hospital authorities, although these beds are supposed to be paying beds offering better amenities than prescribed for ordinary free beds. The reason, we suppose, is perhaps psychological, arising out of prejudices. This is also one of the main reason for having separate hospitals for insured workers.

The State Government of West Bengal is, we consider, entirely responsible for the delay in constructing separate hospitals for insured workers.

3) Contribution of Insured persons:- The All-India Trade Union Congress which I represent in the Regional Board of the E.S.I. Corporation has put forward the demand of diminishing the rate of contributions of the workers by at least fifty per cent. Considering the total benefits that the insured persons get compared to total contributions they have to make, the demand for slashing down the rate of contribution is justified. For instance according to the Report of the E.S.I. Corporation for the year 1958-59, the employees' contribution amounted to Rs. 3,81,11,950, whereas the total benefit under all items that the insured persons received during the same year amounted to not more than Rs. 2,20,15,000. On the other hand, the Corporation has accumulated a reserve fund of more than 15 crores of rupees. It is, therefore, apparent that the workers are getting lesser benefits in proportion --



proportion to the contributions they have to make.

Secondly, we have also demanded that the rate of employers' contribution be increased to the extent as statutorily provided for. By that the additional expenditures involved in extending medical care to the families will be met.

4) MEDICAL BENEFITS: -

(a) At the time of introduction of the Scheme in West Bengal the Bengal Branch of the Indian Medical Association submitted a list of medicines - costly and ordinary, for prescription of panel doctors and Specialists. We endorsed that suggestion of the I.M.A. But the Corporation and the Government rejected that suggestion and the medicines that panel doctors and/or specialists can prescribe, are found to be inadequate. In light of suggestions made by the IMA the existing list should be revised to cover a wider range of medicines. But surprisingly, not to speak of increasing, curtailments are being made in the existing list of medicines to further narrow down the choice of the Specialists and to arbitrarily restrict prescription of medicines. All these end in the harassment of the insured persons. For example, a number of medicines, viz., Vitamin B-Complex Tablet Penicillin, Liver extract etc., produced by particular companies are allowed to be prescribed and dispensed by the E.S.I. Corporation. In case a particular medicine of an approved company is not available, an insured worker has no other way than to go without the medicine till such time it is again available.

(b) The limited number of specialist centres and the very limited visiting hours compared to the large number of patients sent to diagnostic centres lead to inattention and extreme harassments, and also financial losses of such insured workers. A Specialist sits for two hours only and during this short period it cannot be expected of a Specialist to

attend -----

attend to a large crowd of patients. As a result, a sick worker hardly gets access to him on the first day and he has to make many a troublesome trips to the Specialist centre. The process of going through pathological examinations and getting pathological and X-ray reports is no less troublesome. Earlier we suggested so that the process might be eased, that assistance of more pathological clinics be enlisted, but that was not accepted by the Corporation and Government.

Apart from the fact that the specialists sit for two hours only, the heavy rush at those centres is due principally to the very limited scope and authority delegated to the panel doctors in respect of prescribing required medicines. The Panel doctors are not authorised to prescribe any special medicines other than some standard mixtures and ordinary tablets.

The services of specialists should also be extended to cover Dental, Venereal, Mental & Skin diseases .

Medicines are at present served to insured workers for only three days at a time, which means that the insured workers have to attend dispensary more frequently involving further hardships.

(c) Since long we have been trying to impress upon the Governmental and Corporation authorities to the necessity of increasing the number of ambulance cars. At present there are only three ambulance cars for Calcutta and Howrah - 2 for Calcutta and only one for the whole district of Howrah which is hardly adequate to carry the load.

5) Compensation for Accidents: - In case of major accidents the insured workers are granted a daily allowance for a short period only and the allowance is stopped at a certain stage on the ground of final assessment of the disablement benefit by the Medical Board. As a result, the worker involved in accident is practically left without subsistence and has to wait for a long time till the final assessment. The system should be suitably altered so that the daily allowance granted at the initial stage is continued and adjusted subsequently on the basis of final assessment.

6) Examination by the Medical Referee:- Unnecessary and often unwarranted intervention of Medical referee by way of declaring workmen fit when they are not actually fit for resumption of duty, causes much hardships and inconvenience to the insured workers,. Instead of accepting as evidence of sickness and temporary disablement the certificates of Panel Doctors and certificates granted by the hospitals, and instead of appointing sick visitors as per Regulation 101 for the purpose of visiting personally insured workers, unnecessary complications have been created by sending the patient to appear before the Medical Referee to get unfit, special intermediate and fit certificates.

7) No Medical Service Committee in terms of Rule 21 of the West Bengal Employees' State Insurance (Medical Benefit) Rule, 1953, has not been set up, for reasons best known to the West Bengal Government.

8) A particular problem has arisen particularly in respect of T.B. patients. According to the existing procedure, T.B. patients are entitled to get medical benefit for a period of 2 years and also extended cash benefits. Despite these extended benefits that have been made available to T.B. patients, ~~but~~ they are liable to be discharged from service after six months in terms of Regulation 98(ii).

9) Alternative Evidence of Sickness:- Regulation 53 of the Employees' State Insurance (General) Regulations, 1950, provides for acceptance of alternative evidence of sickness, other than certificate of Panel Doctor, with respect to cases when the insured workers fall sick while on leave or otherwise, outside the scheme area and to other states. But according to our experience, it is often found that although such alternative evidence of sickness is accepted, no cash benefit is paid for the sick leave period.

10) In view of the attitude of the State Government and in absence of separate hospitals and inclusion of families in the already covered

areas, we have opposed the proposed extension of the Scheme to the district of Hooghly and 24-Parganas.

11) In regard to the panel and service systems, we are of the opinion and we have been holding the same opinion ever since, that the panel system is better than the service system. And that is because under the panel system the panel doctors being not in regular service of the State Government, are more free in prescribing medicines and in other matters.

These, in brief, are my views in respect of different aspects of the working of the E. S. I. Scheme in this State.

Thanking you,

Yours faithfully,

*T. N. Siddhanta*

( T. N. SIDDHANTA )  
MEMBER, Regional Board, ESI Corpor

## WEST BENGAL COMMITTEE

24 NOV 1959

## All India Trade Union Congress

249, BOWBAZAR STREET, CALCUTTA-12

Mano Kumar Bose,  
M. L. A.

Dt: 21 - 11 - 59.

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

## Members :

Mano Sen, M. L. A.  
Md. Elias, M. P.  
Sair Mukhoti  
Md. Ismail  
Bil Bose  
Sri Das

## Secretary :

Srijit Gupta

Manojan Roy  
Banerji  
Siddhanta  
Ghosal  
Sudra Bose  
Srin Sett

Sri Chakravarty

Dear Comrade,

Herewith we want to draw your attention to a serious matter in connection with Employees Provident Fund. In the said Act and Scheme there is no provision for Election Procedure of the exempted factories. Recently the Management of Landsdown Jute Mills notified to the workers for holding election of Trustee Board. Five seats were allotted to the workers and these workers were asked to cast one single vote for these five seats. This illegal procedure was brought to the notice of the Regional Provident Fund Commissioner and he asked the company not to proceed with the election on that basis. But the company was adamant and they did not agree with this proposal and naturally the election took place. This fact was discussed in the Regional Advisory Committee meeting and Regional P.F. Commissioner informed ~~the~~ the House that the opinion of Central P.F. Commissioner was asked in this respect.

The same procedure was adopted again during the election of Trustee Board in Wellington Jute Mills, Rishra. The Union raised objection but the objection was over ruled by the Management. These two mills are connected with Indian Jute Mills Association. For this irregularities the attention of Union Labour Minister must be drawn. In this way the company want to elect their "yes" men in the Trustee Board for their own benefit.

We are also attaching herewith a letter addressed to Regional P.F. Commissioner by the Trustee Board of Premchand Jute Mills. The letter will speak itself. For this serious flood havoc the workers should get loan for house building purpose. In the non-exempted factories the rules should be relaxed for this specific purpose. Already Gov. Eliot has sent a letter to Sri G.L. Nanda on that effect. But upto now nothing has yet been done. The workers in the district of Howrah, Burdwan and Hooghly are worst sufferers. Please take up this matter to the Minister and let us know the steps you are going to adopt.

An early reply is solicited.

Sd/-  
Secretary

OFFICE OF THE  
REGIONAL PROVIDENT FUND COMMISSIONER, WEST BENGAL,  
24, Park Street, Calcutta-16.

No:RE-91/WB/18177

Dated, Calcutta, the 28th  
November 1959.

From: Shri K. R. DAS SARKAR, I.A.S.,  
Regional Provident Fund Commissioner,  
West Bengal.

To: Shri Hrishikesh Banerjee,  
Secretary,  
All India Trade Union Congress,  
249, Bowbazar Street,  
Calcutta-12.

Sub: Employees' Provident Fund.

Sir,

Please refer to your letter dated the 20th November,  
1959.

The Central Provident Fund Commissioner, New Delhi has instructed that the exempted establishments may be allowed to grant loans to the members affected by the recent floods out of their provident fund accumulations not exceeding their own contributions and interests thereon only for repairing and rebuilding of houses washed away by the floods. This will, however, be subject to the restrictions imposed under the Income-Tax Act, 1922.

The exempted factories which approached this office for instructions regarding grant of loans to the members affected by floods have been advised accordingly.

2. As regards the point raised in para 3 of your letter I am to state that the clarification of the terms "single vote" used in the election procedure has not yet been received from the Central Provident Fund Commissioner, New Delhi. In this connection a reference is invited to para (iii) of item 2 of the draft minutes of the 7th meeting of the Regional Committee, West Bengal held on 30th October, 1959 a copy of which was sent to you with this office letter Nos R-45-3(7)/17399(12) dated the 20th November, 1959.

Necessary action will be taken in the matter after the clarification is received from the Central Provident Fund Commissioner.

Regional Provident Fund Commissioner.

December 7, 1959

Dear Com. Sule,

We understand there has been recently a Bombay High Court Judgement concerning exemption of establishments from Employees' Provident Fund Scheme.

This Judgement, or an interpretation ~~thereof~~ thereof gives an opportunity to the employers to skilfully designate some workers as coolies or helpers and plead that they do not employ 50 workmen in manufacturing process.

We would request you to enlighten us on this subject.

Kindly let us have a copy of this judgement.

Please also let us know your suggestions as to how could this mischief be over come. What is the amendment that we should call on the Government to make to the EPF Act?

Kindly treat this as urgent.

With greetings,

Yours fraternally,

*R.B. Govil*  
(Dr. Raj Bahadur Govil)

Com. ~~K.T.~~ Sule,  
Bombay

# WEST BENGAL COMMITTEE All India Trade Union Congress

249, BOWBAZAR STREET, CALCUTTA-12

4th December, 1959

President :

Sri Hemanta Kumar Bose,  
M. L. A.

Vice-Presidents :

Dr. Ranen Sen, M. L. A.  
Anab Md. Elias, M. P.  
Sri Sudhir Mukhoti  
Anab Md. Ismail  
Dr. Sushil Bose  
Anadi Das

General Secretary :

Indrajit Gupta

Secretaries :

Manoranjan Roy  
Hrishi Banerji  
T. N. Siddhanta  
Saroj Ghosal  
Manindra Bose  
Sitaram Sett

Treasurer :

Nirode Chakravarty

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

Dear Comrade,

Herewith I am sending a copy of a letter received by me for your information. Also I am stating here some other difficulties which we are now facing for P. Fund. A large number of factories have not implementing the Employees Provident Fund Act with the plea that they are not engaging 50 workmen in manufacturing process. These factories have engaged over 50 heads, but very skilfully they have designed other workers as cooly or helper. Actually their records show that these workers are not engaged in manufacturing process. The Regional P.F. Commissioner has informed us that there is one recent judgement of Bombay High Court on this effect. So on face of this judgement Regional P.F. Commissioner cannot take any action against these employers. That is the spirit of the Act if being violated by these companies.

Moreover there are certain employers who are not submitting the proper return to the R.P.F. Commissioner. In absence of any such return this Regional Office the workers are not getting any account from this Regional Office. On the other hand the employers are making all sorts of propaganda against the P.F. Act. Actually certain amount has been deposited to the office, but the office on the other hand can not issue individual account to the workers concerned. This two very important items should be brought to the notice of the Labour Minister.

Lastly I want to draw your attention that a large number of factories are always defaulters. They are not depositing the P.F. dues to the authorities. In some other factories 10/12 certificate proceedings have been drawn. As for penal action a fine of Rs. 50/- may be imposed. These owners may escape by paying this small amount. These are the lacunas still existing in the Act and scheme. Please let me know what steps you want to take for all these incidents.

Yours fraternally

H. B. ...

*Besides sending to us  
it will be helpful if you  
make out cases & send them  
to the P.F. Board with our  
objection to it, who is in charge  
of the P.F. Board  
will make an account  
of the P.F. Board & send  
the P.F. Commissioner.*



7 DEC 1959

Phone : 34-2044

WEST BENGAL COMMITTEE

# All India Trade Union Congress

249, BOWBAZAR STREET, CALCUTTA-12

Ref. ....

Date.....195 .

I

The Secretary  
All India Trade Union Congress  
New Delhi

178

Dear Comrade,

With reference to our previous letter I am attaching herewith a copy of a letter for your information and proper action. Already the employers are making systematic anti propaganda for this Employees P.F. Act and Scheme among the workers. Proper returns are not submitted to the Regional P.F. Commission and workers are not provided with proper accounts. Will it be possible for you to put certain questions in the Assembly so that the matter may be received early attention.

For your further information I may add here that the managements of Shakeswari Cotton Mills - Asansol (Burdwan) have not yet P.F. dues to the Regional P.F. Commission. The amount involved in this factory is more than Rs 2 lacs. 4 to 5 Certificate Proceedings have been drawn. Prosecution has already been started by the authorities. Please try to put up certificate

WEST BENGAL COMMITTEE  
All India Trade Union Congress  
37, BOWBAZAR STREET, CALCUTTA 12

2

Questions on this matter, ~~Yes~~

Yours sincerely  
H. Banerji

19 DEC 1959

Phone : 34-2046

WEST BENGAL COMMITTEE

# All India Trade Union Congress

249, BOWBAZAR STREET, CALCUTTA-12

Ref. \_\_\_\_\_

Date 16 / 12 / 1959.

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

Dear Comrade,

In continuation of my previous letter I am enclosing herewith one letter addressed to Union of Messrs. Austin Distributors. Here the Regional P.F. Commissioner is of opinion that in actual manufacturing process there should 50 workmen engaged in the industry. But actually this company has engaged more than 100. Will it be possible for you to do something for this lacuna. Already I sent series of questions to Com. Md. Elias, MP. But unfortunately these questions were not sent to the Ministry in proper time. This is for your information.

With greetings,

Yours comradely,

*H. Banerji*  
Secretary.

December 22, 1959

Dear Com.Hrishi Banerjee,

Your letter of 16.12. regarding applicability of EPF Act to M/s.Austin Distributors. The enclosure which you sent relates to June 1958. We would like to know whether there is any change in the position since then. It will also be necessary for us to know the case in greater detail, in order to make any effective representation.

Yesterday in the Lok Sabha, the Union Labour Minister announced that Government is proposing to amend the PF Act to cover factories employing 20 workers or over. He was replying to half-hour discussion raised by Com.T.B. Vittal Rao. As you will see, such an amendment would be the best course to remove the lacuna described by you. However, it remains to be seen how soon Government will introduce the amendment.

With greetings,

Yours fraternally,

(K.G.Sriwastava)

Com.Hrishi Banerjee,  
Secretary,  
W.Bengal Committee of the AITUC  
Calcutta

TRICHUR MUNICIPAL WORKERS UNION

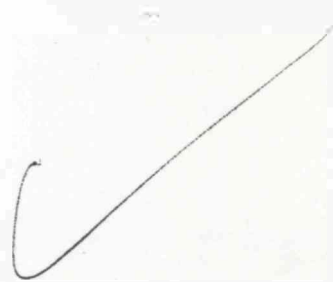
(Regd No. 171)

തൃശൂർ മുനിസിപ്പാൽ വർക്കേഴ്സ് യൂനിയൻ റജി: 171.

TRICHUR.

Date.. 20-12-54

നിമിത്തം;  
മെ. എസ്. ടി. ജി. സി.  
അപേക്ഷകളും



പ്രഖ്യാനം

ഡിസം. 23, 24 തീയതികളിൽ ചേ

രുന്ന മെ. എസ്. ടി. ജി. സി. പദ്ധതി  
ഉപയോഗിച്ചു കമ്മ്യൂണിറ്റി കൗൺസിലിന്  
നിന്നു നിന്നു തന്നു പ്രദാനം ചെയ്യുന്ന  
ഈ കമ്മ്യൂണിറ്റി കൗൺസിലിന് തിരഞ്ഞെടുക്കപ്പെട്ട  
അംഗങ്ങൾ വിവരം താഴെ ചുരുക്കം.

1. വി. വി. രാധകൃഷ്ണൻ.
2. എസ്. രാമചന്ദ്രൻ.
3. പി. ഒ. ദേവപ്പള്ളി.
4. സി. എസ്. ദാസി.

അദ്ധ്യക്ഷൻ  
UVRaghavan,  
President

# TRICHUR MUNICIPAL WORKERS UNION

(Regd No. 171)

തൃശൂർ മുനിസിപ്പൽ വർക്കേഴ്സ് യൂനിയൻ റജി: 171.

TRICHUR.

Date... 20-12-57.

Com: Secretary,  
AITUC  
Ernakulam

Dear Comrade,

Shri: V.V. Raghavan, the President of our Union has been elected as our delegate to the 25<sup>th</sup> Annual Conference of the AITUC to be held at Ernakulam.

Shri: N. Rama Swamy, the General Secretary of our Union is elected as fraternal delegate to attend the Conference.

Request for your acceptance.

Comradely yours  
V.V. Raghavan  
President

# TRICHUR MUNICIPAL WORKERS UNION

(Regd No. 171)

തൃശൂർ മുനിസിപ്പാലിറ്റി വർക്കേഴ്സ് യൂനിയൻ റജി: 171.

TRICHUR.

Date.. 20/12/54

പിതൃദി,  
കെ. ഷ. ടി. യു. പി.  
മിറണാ കളം.

പലായം,

തൃശൂർ മുനിസിപ്പൽ തൊഴിലാളി  
യൂനിയൻ കെ. ഷ. ടി. യു. പി. ചെയർ  
മാനിലി യേശുദാസ് യൂനിയൻ മേധാനം  
യൂനിയൻ ഇതരം യൂനിയൻ  
മാനിലി യേശുദാസ് 19.12.54  
തൊഴിലാളി യൂനിയൻ

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മാനിലി യേശുദാസ് 19.12.54  
തൊഴിലാളി യൂനിയൻ

V. R. S. M. S. President

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... of the Corporation ... of the Corporation ... of the Corporation ...

**REGIONAL OFFICE, EMPLOYEES' STATE INSURANCE CORPORATION (MINISTRY OF LABOUR & EMPLOYMENT)**

**Circular No. B/CIR-28/58.**

ESIC Building,  
Colaba Road, Bombay-5.

Dated **28 FEB 1959**

From  
**THE REGIONAL DIRECTOR;**

To  
**ALL EMPLOYERS in Greater Bombay, Nagpur, Akola and Hinganghat.**

Dear Sirs,

I. *Protection of eyes.*—I have to invite your attention to section 35 of the Factories Act, 1948, which reads as under :—

*Protection of eyes.*—In respect of any such manufacturing process carried on in any factory as may be prescribed, being a process which involves—

- (a) risk of injury to the eyes from particles or fragments thrown off in the course of the process, or
- (b) risk to the eyes by reason of exposure to excessive light.

The State Government may by rules require that effective screens or suitable goggles shall be provided for the protection of persons employed on, or in the immediate vicinity of, the places."

Under the provisions of the above section, the State Government have framed rules specifying the process which require supply of effective screens or suitable goggles for the protection of persons employed in or in the immediate vicinity of the processes so specified. In this connection your attention is invited to Rule 63 of the Bombay Factories Rules, 1950.

It has been observed that the use of goggles is not popular with the workers for one reason or another, although they are supplied for their protection. Not infrequently, this failure sometimes results in the eyes of the persons so working getting injured by some flying particles of metal or due to exposure to excessive light etc. When such an accident takes place, the employees, who are insured under the Employees' State Insurance Act, approach the Corporation for disablement benefit. The usual reply of such persons to the question as to why they do not wear goggles is that the goggles obstruct their vision. This plea is of course, not correct. This action of the employees can be construed as wilful disregard of the safety guard or devices provided by their employers. In such a case, they are liable to be considered not entitled to any disablement benefits under the E. S. I. Act.

I have, therefore, to request you to kindly impress on the employees working in your factory the necessity to wear goggles, while working in or in the vicinity of the processes specified by the State Government concerned under section 35 of the Factories Act. It may also kindly be brought

(G.C.P.) L-A Ya 4627



to their notice that if they do not wear goggles as prescribed, they run the risk of being held not entitled to any disablement benefit from the Corporation, if they suffer any injury to their eyes in the course of their employment due to failure to observe this requirement.

II. *Exemption of certain categories of casual workers from the scope of the Employees State Insurance Act, 1948.*—I have to refer to the Government of Bombay Notification No. SIA-1758-I, dated the 30th September 1958, exempting *inter alia* certain categories of casual workers from the scope of the Employees' State Insurance Act, 1948 and to request you to keep the above notification in view while covering casual workers under the Employees' State Insurance Act, 1948.

I may add that in the case of wrong coverage of the exempted employees the Corporation will not be liable to pay benefits under the Employees' State Insurance Act, 1948. It is, however, impressed that while employees' contribution is not to be paid in case of the employees exempted under the said Notification, the employer's special contribution will continue to be payable on the wages paid to them in accordance with Chapter V-A of the Employees' State Insurance Act, 1948.

The notification is reproduced below for ready reference.

LABOUR AND SOCIAL WELFARE DEPARTMENT :

Old Secretariat Building,  
Bombay, 30th September 1958.

**NOTIFICATION.**

No. SIA. 1758-I.—In exercise of the powers conferred by section 88 of the Employees' State Insurance Act, 1948 (XXXIV of 1948), the Government of Bombay is pleased to exempt for a further period of one year with effect from 1st October 1958, from the provisions of the said Act, except Chapter V-A thereof :—

(a) any person employed directly by a principal employer or through an immediate employer on loading or unloading outside the factory or on loading or unloading of goods or material going out of or coming in at the factory gates or sidings, provided that if such person is employed directly by the principal employer continuously (but for breaks due to weekly or other holidays) for more than 15 days (including such holidays), the exemption will cease from 16th day of the employment by the same principal employer;

(b) any person employed on work which is not ordinarily the work of the factory but is of a casual nature, that is to say, work which is not ordinarily carried on for more than 15 days in a calendar month and was not carried on for more than 60 days in the preceding calendar year :

Provided that any employee who is generally employed on any work other than that specified in (a) or (b) above shall continue to be covered under the Act irrespective of his temporary employment on the said work :

Provided further that, notwithstanding this exemption, any employee so exempted, shall continue to be entitled to such benefits under the Act to which he might have qualified on the basis of contributions paid before the date from which he gets exempted.

By order and in the name of the Governor of Bombay,

B. B. BRAHMBHATT,  
Under Secretary to Government.

III. *Recording of identification marks on the Declaration forms.*—I have to inform you that the identification marks of the Insured person will hereafter be written by the Insurance Medical Practitioners on the identity card at the time of the first visit of the Insured person for Medical treatment.

You are, therefore, requested to discontinue, with immediate effect, recording marks of identification on the Declaration forms in respect of new entrant.

IV. *Defective Declaration Forms.*—Henceforth the defective Declaration Forms will be returned to you without allotting Insurance Numbers. The defects will be pointed on the Return of Declaration Forms along with which defective Declaration Forms as also Temporary Identification Certificates with Insurance Numbers are returned.

You are requested to resubmit such Declaration forms after removing the defects under a Return of Declaration forms in duplicate along with fresh Declaration forms.

V. *Maintenance of the Stamp Book under Regulation 30 of the Employees' State Insurance (General) Regulations, 1950.*—It has been observed in many cases that the employers, inspite of repeated requests made from time to time, are not maintaining the Stamp Book as a result of which the correct position regarding payment of Employees' contribution in respect of their employees cannot be verified by our Insurance Inspectors at the time of inspection of their records. Non-maintenance of the Stamp Book is an offence for which an employer can be prosecuted under section 85 (g) of the Employees' State Insurance Act, 1948. It is, therefore, once again impressed upon the employers that maintenance of Stamp Book is obligatory under the Act. They are, therefore, requested to invariably maintain Stamp Book so that this Office may not have a recourse to prosecution for non-compliance with the provisions of Regulation 30 in this respect.

Yours faithfully,

B. D. CHOPRA,  
for Regional Director.

Copy to :—

1. Mill Owners' Association,
2. All Insurance Inspectors in Bombay Region.

B. D. CHOPRA,  
for Regional Director.

MEMORANDUM regarding the serious disparity between the basic needs of the I.P.'s and their dependants, and the amenities that are at present actually available to them, alongwith some proposals towards meeting the needs.

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A. MEDICAL BENEFITS

1. A General Hospital for the Industrial Area: There are over 40,000 IPs attached to the Azadpur, Subzimandi, Kishenganj and New Industrial Area dispensaries of ESIC. Most of them live in and around these areas, none of which centres has a hospital of any magnitude or importance. The one and only hospital to which they can be referred in all cases, which are serious or demand a specialist's attention, is the Irwin Hospital, which is at least 4 miles away from the nearest industrial workers and 7 or 8 miles from the workers in the Industrial Area. In many cases the patients have to be visiting the hospital daily for weeks on end. In the case of in-patients, members of the family have to be doing the visits. The serious objections to this arrangement are manifold:

(a). The expenses on account of conveyance at the prevailing Delhi rates are far beyond what any industrial worker can afford.

(b) In most cases the I.P. is the sole grown up male member of the family and he has to attend to his work in the mills or factories for his bread and there is none else to escort the female or child through that distance to the Irwin Hospital and back day after day.

(c) The Irwin Hospital, being the only one to serve the entire city population, is ever over-crowded, and

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whole days are taken up by their voyage to the Irwin Hospital, for their turn to struggle through its corridors and their return voyage, on the part of the I.P's and their dependants.

(d) The cumulative effect of all this is a serious psychological depression leading to apathy and despair and fatalism. So much so that innumerable cases which need treatment are neglected for fear of the expense and trouble until they reach the final stage and culminate in death.

The one and only satisfactory remedy for these ills is the very early provision of a first class Hospital, well-staffed and fully equipped, to serve the Industrial workers, and situated somewhere between the Kishanganj—Subzimandi Area and the new Industrial Area. A demand for such a hospital has been persistently made during the last 6 years and has been ignored with equal pertinacity all this time. But only a central ESIC Hospital as described above plus the existing dispensaries toned up, will answer the general needs of the industrial population.

2. Maternity Hospital for Industrial Areas: There is at present absolutely no arrangements for prenatal care, maternity, or child welfare, anywhere in Delhi State for the large industrial population, although this is recognised as one of the fundamental needs of any civilised society. Indeed the validity of the claim on the part of any government to the status of a modern welfare state, is universally determined by its sincerity, solicitude and devotion to the care and welfare of its mothers and children, irrespective of class or community. The I.Ps of Delhi State are left alone in this matter to fend for themselves. The few Maternity Hospitals that are in Delhi are far away from their areas, and besides, they are ever over crowded. And surprisingly enough, what facilities had been provided by the Delhi Cloth Mills and the Swatantra Bharat Mills in this regard— The D.C.M. had <sup>25</sup>~~50~~ and the

:- 3 :-

S.B.M. had 8 beds for Maternity all these years as an annexe to their dispensaries, with suitable equipment and staff— The ESIC callously removed, for reasons known only to themselves, as soon as they took over the dispensaries early in July this year, without any thought of an alternative arrangement. In these circumstances, the working people (I.Ps) are emphatic that there is only one solution for this crying problem.

A Maternity Hospital of suitable proportions should be established in the Industrial Area with attached Child Welfare Centres.

3. Till such time as the General Hospital and the Maternity Hospital for the Industrial Area take to materialise, the following additional provisions of modification of the existing arrangements are absolutely essential.

(i) Separate Doctors And Rooms For Males & Females:

Medical aid at all existing dispensaries should be made available separately for males and females, in separate rooms, under separate doctors— a lady doctor for the female patients.

(ii) Separate Rooms According To Categories Of Diseases:

Separate rooms should be provided for different categories of diseases, such as Dental cases, Orthopaedic cases, Skin and V.D. cases, E.N.T. etc., and services of Specialists should be made available in all dispensaries.

(iii) Trained Nurses And Sterilized Dressings: Every dispensary under the Scheme should have trained nurses to attend to surgical cases, and the dispensaries should be adequately provided with materials and facilities for sterilization of dressings and modern treatment.

(iv) Emergency Duty At All Hours: Two qualified doctors (one of them a lady-doctor) should be available on emergency duty, at all hours, in each of the dispensaries.

(v) Visits At I.P.'s Home: Although according

to the Scheme the dependants of an I.P. are as much entitled to all the Medical Benefits as the I.P. himself or herself, and unwarranted and illegal discrimination is being made in practice in all the dispensaries, in regard to two items:-

:- 4 :-

- (1) In the matter of visits by the Medical Officer on duty at the home of the I.P. in serious cases;
- (2) In the case of ambulance van in cases of emergency.

This discrimination ought to be stopped. The doctor on duty (vide cl. iv) should be available at any hour to pay a visit at the home of an I.P. in cases of serious illness, whether the patient is an I.P. or an I.P.'s dependant, without distinction, and the Ambulance van should similarly serve all cases of emergency.

(vi) Ambulance Vans: There must be an ambulance van at each dispensary for emergency cases, and these vans should be available for the transport not only when an I.P. himself is the patient but also in every case of emergency in the I.P.'s family dependants.

(vii) Expansion Of I.A. Dispensary: The accommodation in the dispensary of the Industrial Area is extremely inadequate for the large number of patients. The dispensary in the Industrial Area should be very much expanded to meet the requirements of the large population of the Area.

(viii) X-Ray Department in Industrial Area: An x-ray department should be immediately added to the Dispensary in the Industrial Area and I.P.'s and their dependants should be exempt from all charges for x-ray service.

(ix) Revival Of Maternity Departments In D.C.M. & S.B.M.:

Till very recently the D.C.M. and S.B.M. dispensaries had, attached to them, 25 and 8 maternity beds respectively, to serve their workers' families. Strangely enough, the day the ESIC took over these two dispensaries (1.7.59) this department, was closed and subsequently even the beds were removed, although no adequate alternate provision has been made so far, to answer this very basic demand. ~~Therefore~~

Therefore till such time as a full-fledged Maternity Hospital comes into existence in the Industrial Colony, the old arrangement may be revived with a Maternity Department in the D.C.M. and S.B.M. dispensaries with larger number of beds than hitherto, to meet the increasing industrial population.

(x) Reservation Of Beds In Irwin Hospital and S.G.T.B Hospital:

It is well known that the number of beds for in-patients in Delhi Hospitals is far below the requirements of the vast population, and perhaps no hospital is more

:- 5 :-

crowded than the Irwin Hospital. And in the keen struggle for accommodation in the Irwin Hospital an industrial worker stands next to no chance without external assistance. For sometime beds were kept reserved in the Irwin Hospital for I.P.'s. But again, for reasons unknown to the workmen, the reservation has been abolished and again he is at sea.

Therefore it is essential for the Industrial workers that at least 200 beds be reserved in the Irwin Hospital for the use of I.P.s and their dependants with an additional 100 beds for them reserved in the S.J.T.B.Hospital

- (xi) Appointment Of Senior Staff and Increase In the Number of Subordinate Personnel: There should be an all-round improvement in the staff of all the existing dispensaries in quality as well as in numbers. Each dispensary ~~must~~ should have a senior member of the profession in charge and more nurses and compounders are to be allotted.

This will enable the dispensaries to give medical aid on the spot to a much larger number of patients as the senior staff will be competent to deal with more serious categories of ailments.

- (xii) Medical Supplies - Increase in variety and Quantity: To make this effective and useful each dispensary has to be supplied modern medicines of more varieties and in larger quantities to meet the demand

At present only casual routine treatment with mixtures and ointments according to the Chart (invented generations ago) is given to I.Ps.

- (xiii) Medical Aid for Other Dependants Of I.P.'s:

All medical benefits available to I.Ps, their wives and children, and parents should be extended to minor younger brothers, unmarried sisters and widowed sisters, who may be totally dependants on the I.P.s.

B.

CASH BENEFITS

Our criticism and proposals in this regard fall under two heads:—(1) Defects in the day-to-day procedure of settling claims of I.P.'s which result in serious hardship

to them, and possible remedies; (2) Unfair clauses in the Regulations relating to claims of I.P.'s and suggested amendments:-

1. Defects in Procedure and remedies:

(i) Claims Advisers: In every office of Claims Settlement there should a responsible Adviser to facilitate and expedite settlement on the spot. This will eliminate the inordinate delay and inconvenience.

(ii) Additional Cashiers: There should be more than one cashier at each office to expedite payments to the large number of I.P.'s that gather at each centre every day to collect their claims.

(iii) Implementation Of Amended Regulations Regarding Waiting Period:

(a) The waiting period of 6 days in case of payment of compensation due to injury, should be brought down to 3 days' waiting period in accordance with the amended Regulations. But the modification is being ignored in practice and even now claims are calculated on the 6 days' basis. This is illegal and in every case the I.P. concerned is mulcted of some amount however small, in violation of existing regulations.

(b) Also, therefore, all I.Ps in whose cases computation has been made on the basis of 6 days waiting period should be reimbursed the difference.

(iv) Medical Certificates From Rural Areas:

(a) In the case of I.P.'s belonging to rural areas Medical Certificates issued by Medical Officers of the respective rural areas or by the rural Panchayats should be accepted by the authorities as valid and sufficient.

(b) In every case of non acceptance of Medical Certificate by the authorities, the I.P. concerned should be notified immediately to enable him to produce alternative evidence of illness.

(c) Sickness benefits should in no case be forfeit on account of late production or loss of Medical Certificate, in view of conditions in rural areas.

2. Unfair Regulations:

(i) 2 Days Salary Cut For Sickness To Be Abolished:

The regulation relating to initial two days (waiting period) cut in salaries in cases of sickness, is unfair and has no justification. It should be repealed.

(ii) Management's Contribution Should Be Equal To The I.P.'s Contributions



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The contribution from the Management's should be on a par with the contribution of the workmen. The disparity as exists now, is without any rational basis.

(iii) 126 Days Full Cash Benefits Should Be Extended To All Incurable Cases:

Just as in the case of T.B. patients, I.Ps suffering from such diseases as leprosy, Cancer, Insanity, Paralysis, (which today are more serious than even T.B. being considered incurable as no specific remedies <sup>for them</sup> have been discovered so far) should also be entitled to 126 days full cash benefit as per modified rule, and not 56 days as per earlier regulations.

(iv) Abolition Of Corruption And Middleman:

Drastic steps should taken to put down bribery and corruption in the claims section as well as in the dispensaries which are infested by a number of unauthorised individuals posing as social workers ~~through~~ though in reality ~~mere~~ brokers, for claims settlement effected. This evil can <sup>be</sup> put down only if some social workers drafted from the Trade Unions and approved as such by the ESIC are solely authorised to <sup>be</sup> present at the dispensary to assist the workmen.

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MEDICAL BENEFIT COUNCIL UNDER E.S.I. CORPORATION.

The last meeting of the Medical Benefit Council took place on 30th July, 1959. Again the 7th meeting of the Council was convened on 18th September at New Delhi. In this Council there are two representatives representing the workers - one belongs to I.M.T.U.C., and another belongs to A.I.T.U.C. In this meeting there were more or less 7 agendas to be discussed. A big report was circulated to the members for discussion. From this report one could get this idea that the authorities are trying their level best to introduce the service system instead of Panel system. In the year 1958 to this E.S.I. Act has been promulgated in six new areas, such as (1) Mysore, (2) Kerala, (3) Assam (4) 4 Districts of Madras (5) 4 Places of Uttar Pradesh (6) 2 places of Rajasthan. Medical care in all the above areas is provided with service system only.

From this report and from the discussion which took place in the meeting it is clear that the authorities of the E.S.I. Corporation is very much eager to introduce the medical care through the service system.

In eight areas the families of insured persons have been included for medical care. These are the areas:-1) Mysore, 2) Two places of Bihar - Patna, Monghyr Katihar and Samastipur, 3) 6 places of Rajasthan, 4) 4 places of Punjab, 5) Two places of Assam, 6) 4 places of Andhra, 7) 3 places of Madhya Pradesh and lastly Union Territory of Delhi. Total number of Families Unit are 2,74,500. These persons are coming under the purview of the scheme and they would get medical care after 13 weeks from the date of implementation.

In this report there are indication for future extension of this act in different states and different areas. In West Bengal the benefit provision of E.S.I. Act should be extended to the Districts of the Parganas and Hooghly by the end of year 1959. The State Government has been requested to fix up provisional date. In the whole report few paragraphs have been included for Hospitalisation. There are promises for construction of Hospitals in different state either with the Jt. ownership of the State

Government and Corporation, <sup>or</sup> sole ownership of the Corporation or sole ownership of the State Government.

Hospitalisation in State of West Bengal is more pitiable condition. This question was raised by A.I.T.U.C. as well as Dr. Mas Maitra Bose. It was stated in the meeting that unless the provision of Families are not included and separate Hospitals for insured persons are not constructed the workers would not accept the benefit provision of E.S.I. Act in other areas, such as districts of 24 Parganas and Hoogly. In this respect the Director General of E.S.I. gave a reply and he said that families to be included very soon and they are proceeding very seriously for construction of separate Hospitals for insured persons.

In the agenda there was one very interesting subject was introduced. That is Yoga Education to the Industrial Workers. This pilot scheme for this education for insured persons in Delhi was prepared by Bharat Sevak Samaj. This scheme was placed before the Standing Committee of the Corporation and it was referred back to this Council for its opinion. For this scheme Samaj has placed a budget for Rs. 67,180,000/- for Delhi. In this budget provisions for paid Directors who would get a monthly salary of Rs. 350/- which will go up to Rs. 840/-. In this way this huge budget was placed. The representative of A.I.T.U.C., wholly opposed this scheme. Among the other members who in a very mild way opposed this scheme. Only one member - the Director of Health Services in Bombay State supported this scheme. Lastly this item was dropped in the meeting.

Total number of workers covered by this Act are 14.28 lakhs and 82 Centres. After a good deal of discussion it was settled that Corporation would pursue the policy adopted in the very beginning. That is the workers would be give a choice for panel as well as service system. The A.I.T.U.C. Centre should be well acquainted with all these facts. The Corporation as well as Government are not in favour of Panel System. They would try to introduce the service

system wherever it is possible. The attitude of the Corporation and the Government should be explained to the workers and a firm determination must be adopted for this new offensive.

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31 JUL 1959

# ANNUAL REPORT

(for the year 1957-58)

ON

## THE WORKING OF THE COAL MINES PROVIDENT FUND

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buz



GOVERNMENT OF INDIA  
MINISTRY OF LABOUR  
AND  
EMPLOYMENT

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## COAL MINES PROVIDENT FUND SCHEME

### INTRODUCTION

The Coal Mines Provident Fund Scheme framed in pursuance of Section 3 of the Coal Mines Provident Fund & Bonus Schemes Act, 1948, promulgated in December, 1948 and made applicable to the coal mines situated in the States of West Bengal, Bihar, Orissa, Madhya Pradesh, Assam and Hyderabad, has now been extended to the coal mines in the State of Rajasthan also with effect from the 1st October, 1955. Application of the Coal Mines Provident Fund Scheme to the coal mines transferred to the newly formed States of Bombay and Andhra Pradesh under the State Re-organisation Act, 1956, has been regularised by an adaptation order notified in terms of Section 120 of the State Re-organisation Act, 1956.

#### *Administration*

(2) The Fund is administered by a Board of Trustees constituted by the Central Government in accordance with the provision contained in para 3 of the Coal Mines Provident Fund Scheme. On the 31st March, 1958, the Board consisted of the following :—

#### *Chairman*

- (1) Shri P. M. Menon, I.C.S., Secretary to the Government of India, Ministry of Labour & Employment, New Delhi.

#### *Representatives of the Central Government*

- (2) Shri O. P. Mohla, Attached Financial Adviser, Ministry of Finance (Labour Division), New Delhi.
- (3) Shri B. L. Ohri, Superintendent of State Collieries [now National Coal Development Corporation (P) Ltd.] Giridih, P. O. Giridih, Hazaribagh.
- (4) Shri B. Sarkar, I.C.S., Commissioner, Burdwan Division, P.O. Chinsura (West Bengal).
- (5) Shri R. N. Pande, Commissioner of Labour, Bihar, Patna.
- (6) Shri W. V. Oak, I.A.S., Commissioner for Labour, Madhya Pradesh, Indore.
- (7) Shri P. Chandra, M.A., Commissioner, Coal Mines Provident Fund, Dhanbad.

#### *Representatives of the Indian Mining Association*

- (8) Shri G. W. Ellis, Chief Auditor, M/s. Bird & Co., Ltd. P.O. Sijua (Dhanbad).
- (9) Shri R. C. Fido, C/o M/s. Andrew Yule & Co. Ltd., P.O. Disher-garh, (Burdwan).

*Representatives of the Indian Colliery Owners' Association*

- (11) Shri Arjun Agrawalla, Colliery Proprietor, Anand Bhawan, P.O. Jharia (Dhanbad).

*Representative of other employers*

- (12) Shri B. J. Nagrath, Governing Director, M/s. Johilla Coalfield (P) Ltd., Birshingpur-Pali, Distt. Sahdol.

*Representative of the M. P. Mining Association*

- (13) Shri H. K. Bhatt, Palachuri Colliery, P.O. Junnordeo, Distt. Chhindwara, M. P.

*Representatives of employees in coal mines*

- (14) Shri S. Dasgupta, Secretary, Colliery Mazdoor Sangh, Opposite State Bank of India, Dhanbad.
- (15) Shri Ram Narain Sharma, M.L.A., General Secretary, Colliery Mazdoor Sangh, Jharia.
- (16) Shri R. L. Malviya, M.P., President, Chattisgarh Colliery Workers' Federation, P. O. Chirmiri.
- (17) Shri D. B. Mishra, C/o Dara Colliery Labour Union, P.O. Dara Colliery, Distt. Dhenkanal (Orissa).
- (18) Shri Krishna Kishore Mukherjee, General Secretary, Nirsachatti Coalfields & Workshop Workers' Union, Nirsachatti, P.O. Nirsachatti (Dhanbad).

*Representative of Employees outside the organisation*

- (19) Shri M. K. Bose, Agent, Kendwadih Group of Collieries, P.O. Bhaga, (Dhanbad).

During the year under review there were two meetings of the Board. Important decisions arrived at have been embodied in the subsequent paragraphs of this report.

*Contribution*

(3) It will be recalled from previous report that with effect from the 18th July, 1955 Provident Fund was being recovered on basic wages, dearness allowance plus grain concessions in cash or kind. Consequent upon the enhancement of the basic wages and introduction of other elements of increased allowances as per All India Industrial Tribunal (Colliery Disputes) and Labour Appellate Tribunal Awards the rate of recovery of Provident Fund contributions necessitated revision. The Government in consultation with the Board of Trustees of the Coal Mines Provident Fund have been pleased to amend the Coal Mines Provident Fund Scheme to the effect that the recovery of Provident Fund in respect of all the members of the Fund in all the States except Rajasthan be at a uniform rate of 6% of the total emolument.

*Initial Contribution*

(4) Under paragraph 31 of the Coal Mines Provident Fund Scheme a total sum of Rs. 56,71,474.62 nP. has been realised on account of Initial Contribution including administrative charges thereon upto the 31st March, 1958. During the year, 1957-58, a sum of Rs. 268.76 nP. was deposited on this account and a further sum of Rs. 1,130.00 stands recoverable from a few defaulting collieries for the realisation of which necessary legal action has already been resorted to.

*Cash Contribution*

(5) Under paragraph 33(A) of the Coal Mines Provident Fund Scheme, a total sum of Rs. 3,40,16,235/- was deposited on account of Provident Fund contribution during the year under report which gives an average of Rs. 28,34,686/- per month as against Rs. 22,71,069/- for the previous year. The increased realisation is due to the revised rate of Provident Fund contribution and enhancement of wages as per All India Industrial Tribunal (Colliery Disputes) Award and Payment of Provident Fund contributions on arrear wages which are now being paid by the coal mines in instalments.

*Reserve Account (Lumpsum contribution)*

(6) A total sum of Rs. 36,27,504.74 nP. has been realised on account of lumpsum contribution from 855 coal mines upto the 31st March, 1958. During the year under report a total sum of Rs. 19,406.93 nP. was realised on this account from 14 defaulting coal mines. The total outstanding dues as at the end of the March, 1958, is estimated to Rs. 49,500/- as against Rs. 69,000/- estimated at the end of March, 1957.

*Unrefunded contributions from Rewa, Korea and Talcher*

(7) Out of the total receipt of Rs. 74,864.59 nP. sums aggregating to Rs. 1,129.11 nP. have been refunded to the employees concerned on receipt of their applications.

*Bonus forfeited due to participation in an illegal strike called off within 48 hours of its commencement*

(8) A total sum of Rs. 32,070.94 nP. was realised on account of Bonus forfeited upto the end of March, 1958, due to participation in illegal strikes.

*Reserve Account—Forfeiture*

(9) During the year, 1957-58, a total sum of Rs. 2,06,039.23 nP. was forfeited to Reserve Account of the Fund under paragraph 63(2) of the Coal Mines Provident Fund Scheme. Out of this a total sum of Rs. 29,331.15 nP. was spent on account of money order commission on remittance of Provident Fund accumulations to the outgoing members/nominees, etc.

*Administrative Charges*

(10) Under para 33-B of the Coal Mines Provident Fund Scheme a total sum of Rs. 10,49,664.19 nP. was deposited on account of administrative charges during the period under review.

*Budget*

(11) The Revised Budget Estimates for the year 1957-58, were approved by the Board of Trustees and sanctioned by the Government of India, under paragraph 57 of the Coal Mines Provident Fund Scheme. The year's account closes with a revenue surplus of Rs. 14,22,839.46 nP as against the Budgetary balance of Rs. 12,25,340 -.

*Banking arrangements*

(12) Under paragraph 54 of the Coal Mines Provident Fund Scheme the State Bank of India, Dhanbad, continued to be the authorised bankers of the Fund. The Bank for accounting facilities maintains three different Accounts in the name of Coal Mines Provident Fund. The Coal Mines Provident Fund Account No. I is the main bank account in which all amounts payable to Coal Mines Provident Fund are deposited. The bank account No. I is operated by any two of a panel of three officers of the Ministry of Labour & Employment as approved by the Board of Trustees. The Bank Account No. II and III are subsidiary Bank Accounts and are operated by the Coal Mines Provident Fund Commissioner for making refunds of Provident accumulations to the outgoing members/nominees, etc., and meeting day to day expenses of the administration of the Fund respectively. These being the subsidiary accounts are fed by transfers from Bank Account No. I in instalments not exceeding Rs. 50,000/- and Rs. 25,000/- at a time under intimation to the Government of India.

*Investments*

(13) Under paragraph 54 of the Coal Mines Provident Fund Scheme the investment of the balances of the Fund are made with full regard to the need for maximum yield with absolute security. Till the end of March, 1958, all the investments of the Fund have been restricted to the Government securities only. The total investment of the Fund as at the end of the year under report comes to Rs. 12,02,66,785.07 nP in the securities of the face value of Rs. 12,66,57,400 a break down of which will be found in classified summary of Assets of the Coal Mines Provident Fund in Form 'O' appended to this report.

*Refunds*

(14) A member may withdraw the amounts standing at his credit in the Fund in accordance with the rules as laid down in paragraph 63 of the Coal Mines Provident Fund Scheme. The position regarding the settlement of claims for refunds as on the 31st March, 1958 is given below :—

(a) No. of claims received . . . . .	69,385
(b) No. of claims settled . . . . .	55,168
(c) No. of claims closed due to re-employment, etc. . . . .	4,334
(d) No. of claims in which claimants/payees have migrated to Pakistan . . . . .	177
(e) No. of claims outstanding . . . . .	9,706

Total amount paid up to the 31st March, 1958 comes to Rs. 63,09,525.63 nP.

During the year under report 14,815 fresh claims were received as against 11,675 during the previous year. The total number of claims settled during the year comes to 11,716 involving payment of Rs. 20,40,755.63 nP. as against 9,378 claims involving payment of Rs. 10,46,181/- during the previous year. Every possible effort is made in this office to settle the claims expeditiously. The cases which are complete in all respects are ready for remittance within a fortnight or so after meeting all accounting procedures/formalities. As regards the cases of Pakistan and Nepal nationals are concerned utmost care is taken to refund the amount before the due date of their leaving the Indian Dominion. The cases of retrenchees, etc. are also treated on priority basis. But the cases in respect of which particulars furnished by the colliery claimants are incomplete some delay is unavoidable. These cases are vehemently pursued and the collieries and other concerned are urged to furnish the particulars expeditiously. But, taking into account the semi-literate staff employed in some of the small units and illiterate members of the Fund, the efforts of the office do not produce the desired effect and progress is retarded. It may further be added in this connection that often the staff and Inspectors are also deputed to visit the colliery to get the particulars for early settlement of the claims.

*Inspections*

(15) There are 8 Inspectors for watching implementation of the Coal Mines Provident Fund Scheme. Further in order to make the inspections more frequent the Junior Labour Inspectors/Labour Inspectors of the Industrial Relations Machinery have also been co-ordinated for this purpose. As such, all the coal mines coming under the purview of the Coal Mines Provident Fund Scheme have been divided in 26 circles each one allotted to a particular Inspector/Junior Labour Inspector (C). The Inspectors are required to visit the collieries and submit their inspection reports immediately to the Fund's office. They are also instructed to explain the benefits of Provident Fund to the members and remove their misapprehensions, if any. During the year under report the total number of inspections carried out by the officers and the Inspectors comes to 3,283. The inspection reports were submitted regularly and prompt action taken to set right the irregularities.

*Legal Action*

(16) The policy of conciliation and not contention continued also during the year under report. No complaints were filed for technical violations. Every effort in the first instance is made to set right the irregularities through persuasions. When all attempts failed legal action was resorted to. During the year, 1957-58, 430 show cause notices were issued and 199 complaints were filed as against 272 show cause notices and 158 complaints during the previous year. Under Section 545 Cr. P.C. a total sum of Rs. 9,755/- was awarded as compensation by various courts and a further sum of Rs. 8,278.55 nP. was realised as incidental charges in respect of 28 cases of withdrawals during the year under report. Out of 1070 complaints and 409 certificate cases filed upto the 31st March, 1958, 793 complaints have been decided and 277 have been



contribution cards are being constantly pursued and legal action initiated where necessary. During the year under report 2,83,506 contribution cards were received in this office out of which 2,38,222 cards were checked as against 2,76,266 received and 2,33,218 checked during the previous year.

#### *Individual ledger cards and Annual Statements of Account*

(18) During the year under report 2,60,721, postings were made in the Individual Ledger Cards of the members concerned and 2,28,787 Annual Statements of Account in respect thereof were sent to employers for distribution among the members. The remaining statements have been issued subsequently. Postings of the members credit in their respective ledger cards and despatch of Annual Statements of Account is fairly current.

#### *Interest*

(19) The total income on account of interest on the investment of the Fund during the year under report comes to Rs. 19,64,277.49 nP. as against Rs. 15,91,624.98 nP. during the previous year. The rate of interest allowed to the members on their accumulations in the Fund during the year, 1957-58 was approved by the Central Government 3 3/4% per annum. The same rate 3 3/4% per annum was also approved for the year, 1958-59.

#### *Annual Accounts*

(20) The Annual Accounts for the year, 1957-58, have been compiled and appended to this report. One copy of the Accounts has been forwarded to the Deputy Accountant General (O.A.D.), Bihar, for Audit purpose.

#### *Audit*

(21) The Audit of the Accounts of the Fund is being conducted by the Accountant General, Bihar, through the Deputy Accountant General (O.A.D.) (Non-Commercial Wing). The accounts upto the quarter ending September, 1957 have been audited and the audit report in respect thereof has been received. No irregularity of serious nature has so far been detected. During the year 1957-58 a total sum of Rs. 21,120/- was paid as audit fee to Accountant General, Bihar.

#### *Important changes made in the Coal Mines Provident Fund Scheme during the year 1957-58*

(22) *Period of membership.*—With a view to liberalise the rules regarding computation of the period of membership of the Coal Mines Provident Fund for the purpose of qualifying for the employer's contribution and interest thereon the Government have been pleased to amend the definition of "Period of Membership" contained in para 2(k) of the Coal Provident Fund Scheme. According to the new definition, period of membership is now counted from the date of employment in the colliery wherefrom a worker qualifies for the membership of the Fund and terminates on the day on which the amount standing to the credit of the member is tendered for payment. A provision

#### *Publicity*

(23) The drive for publicity was continued with the same zeal as in the previous years. The old audio-visual aids like posters, slides, picture cards pamphlets, leaflets, recorded talks, documentary film, etc., continued to be fully utilised. The increased number of refunds made to the outgoing members/nominees of deceased members of the Fund and regular issue of Annual Statements of Accounts went a long way in instilling confidence amongst the workers.

#### *Conclusion*

(24) It is gratifying to note that the year, 1957-58, was another year of progress for the Coal Mines Provident Fund. During the year under review the rate of recovery of Provident Fund Contribution was further simplified. From the Manager down to the miner the rate of contribution has been fixed at 6 1/4% on total emoluments in all the States. This has been commended by all concerned for its simplicity and convenience. The Board records its high appreciation and gratitude to Shri P. M. Menon, I.C.S., Secretary to the Government of India, Ministry of Labour & Employment and Chairman of the Board of Trustees for his valuable advice and guidance in many a problem of the Fund. The Board would also like to express its gratitude to other officers of the Ministry of Labour & Employment for their assistance to the Coal Mines Provident Fund Organisation. The Board is indebted to the Coal Mines Welfare Commissioner for giving publicity to the Scheme through his various agencies spread out in various coalfields all over India. The Board is also grateful to Shri P.K. Bardhan, Accountant General, Bihar, for auditing the accounts of the Fund and for his useful advice in the matter of accounts. Thanks are also due to the State Bank of India, Dhanbad, for investing heavy balances of the Fund promptly and for sundry banking facilities afforded to this organisation from time to time. The Board also records its appreciation for the untiring energy and hard work put in by the officers and the staff of the Coal Mines Provident Fund in connection with the implementation of the Coal Mines Provident Fund Scheme.

## SECTION-I(A)

Administration account of the

Receipts	1-4-1957 to 30-6-1957		1-7-1957 to 30-9-1957		1-10-1957 to 31-12-1957		1-1-1958 to 31-3-1958		Total for 1957-58
	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.		
<b>1. Administrative charges 'A'</b>									
(i) Initial Contribution	00	00	1'25	12'26	13'51				
(ii) Contribution from I-I-1949	2,38,521'69	2,31,886'41	2,77,065'77	3,02,176'81	10,49,650'68				
(iii) Sale of Contribution Stamps	00	00	00	00	00				
<b>2. Other receipts—</b>									
(i) Recovery of Advances—Interest bearing (i) 'B'	1,086'00	1,885'78	1,110'53	1,232'18	5,314'49				
(ii) Recovery of Advances—Non-Interest bearing (ii)	64'00	96'50	2,961'00	3,179'50	65,301'00				
(iii) House Rent 'C'	09	25'80	21'60	32'40	79'80				
(iv) Compensation received for legal expenses	00	00	00	00	00				
(v) Interest received on advances 'D'	5'00	00	00	00	5'00				
(vi) Interest on investment 'E'				29,518'00	29,518'00				
(vii) C.M.P.F. Staff Contributory Provident Fund Members' subscription 'F'	17'75	(—)17'75	9'00	(—)19'00	(—)10'00				
(viii) Miscellaneous receipts 'G'	21'68	60'35	501'72	82'00	665'75				
<b>3. Loans and Advances from Reserve Account (Lump-sum Contribution for cost of Land and Building 'H')</b>									
	8,62,389'72	9,92,137'83	10,97,200'85	12,67,435'36	363'37				8,62,389'72
<b>4. Revenue Surplus</b>									

Coal mines provident fund for the year-1957-58

Payments	1-4-1957 to 30-6-1957		1-7-1957 to 30-9-1957		1-10-1957 to 31-12-1957		1-1-1958 to 31-3-1958		Total for 1957-58
	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.		
<b>1. Pay of Officers</b>	4,188'00	4,273'00	4,346'30	4,416'00	17,223'30				
<b>2. Pay of Establishment—</b>									
(i) Superintendents, clerks, etc.	35,818'33	48,439'19	26,443'78	39,836'30	1,50,537'60				
(ii) Inspectors	5,152'27	7,025'69	3,934'78	5,729'66	21,842'40				
(iii) Class IV Officers	1,536'00	2,970'89	1,621'84	2,430'50	8,609'23				
(iv) Leave Salary (Establishments)	3,370'25	5,583'18	1,802'78	1,774'32	12,530'53				
<b>3. Other charges—</b>									
(i) Leave Salary and Pension Contribution	846'48	912'11	899'54	1,941'09	4,599'22				
(ii) Dearness Pay—Officers	225'00	225'00	170'49	127'50	747'99				
(iii) Dearness Pay—Establishment	13,893'83	19,158'99	9,726'46	14,574'28	57,353'66				
(iv) Dearness Allowance—Officers	330'00	330'00	384'51	427'50	1,472'01				
(v) Dearness Allowance—Establishment	13,893'93	19,158'99	9,726'46	22,215'05	64,994'43				
(vi) Travelling Allowance—Officers	1,229'26	1,612'30	2,188'78	2,122'52	7,152'86				
(vii) Travelling Allowance—Establishment	445'85	2,624'51	2,216'82	6,971'38	12,258'56				
(viii) Travelling Concession—Establishment	45'56	72'84	176'64	295'00	590'04				
(ix) Fees & Allowances of the Board of Trustees of the C.M.P.F. Staff Contributory Provident Fund—Office Contribution	00	184'59	35'50	1,116'74	1,336'83				
(x) Members of the C.M.P.F. Staff Contributory Provident Fund—Office Contribution	(—)17'75	17'75	(—)9'00	17,274'83	17,265'83				
<b>4. Contingencies—</b>									
(i) Conveyance and freight charges	243'91	294'84	962'47	853'40	2,354'62				
(ii) Furniture Telephone and other office equipments	00	2,022'28	00	16,125'23	18,147'51				
(iii) Stationery and forms	4,620'47	125'20	6,624'84	4,118'05	15,488'56				
(iv) Postage and Money Order Commission	4,273'22	2,435'34	3,655'09	2,453'40	12,817'05				
(v) Books and periodicals	48'63	34'38	28'64	38'92	150'57				
(vi) Typewriters, Duplicating Machines, etc. and Accessories	10,275'57	—	—	—	10,275'57				
(vii) Repairs to Typewriters, Accounting Machines, etc.	130'93	—	—	—	130'93				

Payments	1	2	3		Total for 1957-58
	1-4-1957 to 30-6-1957	1-7-1957 to 30-9-1957	1-10-1957 to 31-12-1957	1-1-1958 to 31-3-1958	
	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.
(xi) Electric charges	232'56	90'00	855'66	402'20	1,580'42
(xii) Washing charges of liveries	18'49	46'47	00	69'12	134'08
(viii) Liveries	00	660'00	172'50	00	832'50
(xiv) Publicity	00	00	00	00	00
(xv) Maintenance of office building	00	00	2,300'00	2,000'00	4,300'00
(xvi) Legal charges	1,140'70	2,066'43	2,274'77	9,184'04	14,665'94
(xvii) Medical charges	182'43	368'44	1,642'43	5,996'78	8,190'08
(xviii) Grants-in-aid to C.M.P.F. Recreation Club 'I'	00	400'00	00	00	400'00
(xix) Grant-in-aid to C.M. P.F. Canteen	00	00	00	00	00
(xx) Miscellaneous contingencies 'J'	256'33	358'44	565'76	698'50	1,879'03
(xxi) Contribution Stamps (Printing charges)	4,036'75	00	00	00	4,036'75
5. Loans and Advances to Profund Staff Co-operative Credit Society Ltd.	00	00	5,000'00	00	5,000'00
6. Refund of Administration charges on surplus stamps 'K'	51'33	0'85	3'60	34'36	90'14
7. Land and building 'L'	00	00	00	363'37	363'37
8. Advances Repayable—Interest bearing (i) 'M'	2,975'00	1,170'00	1,050'00	1,050'00	6,245'00
9. Advances repayable—Non-Interest bearing (ii)	129'00	5,661'50	618'00	4,686'50	11,095'00
10. Audit Fees	00	00	21,120'00	00	21,120'00
11. Repayment of advances from Reserve Account (Lumpsum Contribution) for cost of land and building 'N'	00	00	00	9,280'00	9,280'00
12. Revenue Surplus 'O'	9,92,137'83	10,97,200'85	12,67,435'36	14,22,839'46	14,22,839'46
TOTAL	11,02,105'84	12,26,074'92	13,78,871'72	16,04,012'88	19,54,291'32

Section—I(B)

SECTION—I(B)

Statement of Assets and liabilities of the Administration Account of the Coal Mines Provident Fund as on the 31st March, 1958.

(1)	(2)	(3)	(4)
Liabilities	Amount	Assets	Amount
	Rs. nP.		Rs. nP.
Opening balance—		1. Land and Building	2,32,005.93
Revenue Surplus as on 31-3-57	8,62,389.72		
4) Repayment of loan to Reserve Account (Lumpsum contribution)	42,845.56		
Cost of Accounting Machine and Accessories met out of the Administration Account	46,010.00		
	9,51,245.28		
Loans and advances from Reserve Account (Lumpsum contribution) for cost of land and building—		2. Accounting Machines and Accessories.	46,010.00
Loan outstanding as on 1-4-57	1,98,077.00		
Loan during the year, 1957-58	363.37		
	1,98,440.37		
Less—Loan repaid during the year 1957-58	9,280.00		
	1,89,160.37		
Receipts of Receipts over payments	5,60,449.74	3. Revenue Surplus	14,22,839.46
	17,00,855.39		17,00,855.39

(P. CHANDRA)

C.M.P.F. Commissioner

Tele. No. 2545 DNB.

## EXPLANATORY MEMORANDA

## RECEIPTS

## 'A' Administrative Charges

During 1956-57 . . . . . Rs. 8,17,423—97 nP.

During 1957-58 . . . . . Rs. 10,49,664—19 nP.

Represents Administrative charges on Provident Fund contributions from 1st January, 1949 and arrears of Initial contributions.

An estimated sum of about Rs. 1,79,141/- was due at the end of March, 1958 from the defaulting collieries on account of Administrative charges on contributions from the 1st January, 1949. Out of this sum of about Rs. 1,00,170/- has been realised upto the 15th June, 1958, reducing the outstanding amount to Rs. 78,971/-. Efforts are being continued to realise the balance of administrative charges.

## 'B' (i) Recovery of Advances—interest bearing—Rs. 5314—49 nP.

Recovery of motor car, motor cycle and bicycle advances granted to officers and staff.

## (ii) Recovery of Advances—non-interest bearing—Rs. 6,301/-

Recovery of festival advances granted to staff.

## 'C' House Rent Rs. 79—80 nP.

Recovery of rent in respect of Chowkidar quarters.

## 'D' Interest received on advances—Rs. 5/-

Interest recovered on final refund of advances granted to staff.

## 'E' Interest on investment—Rs. 29,518/-.

Interest earned on balances of the Administrative Account invested along with the Provident Fund monies credited to Administration Account on *pro rata* basis by contra debit to Interest Suspense Account *vide* item No. XI of the minutes of the 9th meeting of the Board of Trustees.

## 'F' Coal Mines Provident Fund Staff Contributory Provident Fund—Members subscription (—) Rs. 10/-.

Amounts on the above account received from the staff on deputation to other offices are deposited in the Postal Account in the next quarter by crediting Bank Account No. III.

## 'G' Miscellaneous receipts—Rs. 665—75 nP.

Includes amount received on sale of Coal Mines Provident Fund Scheme, old newspapers, packing boxes and telephone charges realised from the staff on private calls.

## 'H' Loans and Advances from Reserve Account (Lumpsum Contribution) for cost of land and building—Rs. 363—37 nP.

Amount advanced from the Reserve Account (Lumpsum Contribution) of the Fund for payment of compensation to a land lady for acquisition of land for construction of staff quarters under the orders of the Government *vide* Ministry of Labour and Employment letter No. PF. 1/9(12)57 dated 21st December, 1957.

## EXPENDITURE

## 'I' Grant-in-aid to Coal Mines Provident Fund Recreation Club—Rs. 400/-

Annual grant for the club *vide* item No. XIV of the minutes of the 14th meeting of the Board of Trustees.

## 'J' Miscellaneous contingencies Rs. 1879—03 nP.

Includes amount spent on account of wages paid to water carrier, binding charges of old registers, celebration of Independence Day and Republic Day, expenditure in connection with the meetings of the Board of Trustees etc.

## 'K' Refund of Administrative charges on surplus stamps—Rs. 90—14 nP.

Administrative charges on the surplus stamps refunded to the collieries. *vide* Ministry of Labour letter No. PF. 5(31)/54 dated 30th November, 1954.

## 'L' Land &amp; Building Rs. 363—37 nP.

Amount spent on account of payment of compensation to a land lady for acquisition of land for the construction of staff quarters.

## 'M' (i) Advances Recoverable—interest bearing—Rs. 6,245/-

Cycle advances granted to the staff recoverable in instalments from the monthly pay bills.

## (ii) Advances Recoverable—non-interest bearing—Rs. 11,095/-

Festival advances granted to the staff recoverable in four equal instalments from the monthly pay bills.

## 'N' Repayment of Advances from Reserve—Account (Lumpsum Contribution) for cost of Land and Building Rs. 9,280—00 nP.

Annual repayment to Reserve Account (Lumpsum Contribution) @4% per annum on the total advances taken on account of construction of office building and purchase of land for construction of staff quarters upto the end of March, 1958.

Surplus—Rs. 1,22,820—16 nP

SECTION II

Statement of Assets and Liabilities of the Coal Mines Provident Fund as on the 31st March, 1958.

Liabilities	Amount	Assets	Amount
I	2	3	4
	Rs. nP.		Rs. nP.
Fund Account—		I. Investment Account—	
contribution	38,47,861·17	(i) 12-year National Savings Certificates	93,10,625·00
contributions with interest from 1-1-1949	4,46,17,071·36	(ii) 12-year National Plan Savings Certificates	30,00,000·00
Account	7,74,945·95	(iii) 3½% (I. T. Free) 10-year Treasury Savings Deposit Certificates	50,000·00
contributions with interest (Hyderabad) the 31st March, 1956	28,98,348·77	(iv) 3% Loan . . . . . 1946-86	2,07,88,756·97
		(v) 2½% Loan . . . . . 1960	19,90,869·87
		(vi) 3% Loan . . . . . 1970-75	1,69,82,685·19
		(vii) 3% Loan . . . . . 1966-68	25,01,576·37
		(viii) 3% Loan . . . . . 1959-61	4,98,689·75
		(ix) 3% Loan . . . . . 1963-65	4,85,930·44
		(x) 2½% Loan . . . . . 1961	1,88,868·37
		(xi) 2½% Loan . . . . . 1962	2,87,431·06
		(xii) 3% Loan . . . . . 1964	7,79,490·19
		(xiii) 3% Loan . . . . . 1896-97	4,58,925·69
		(xiv) 3½% National Plan Loan . . . . . 1964	52,64,877·34
		(xv) 3½% National Plan Bonds (2nd series)	1965 56,88,625·75
		(xvi) 3½% National Plan Bonds (3rd series)	1967 55,41,095·17
		(xvii) 3½% National Plan Bonds (4th series)	1967 49,86,848·13
		(xviii) 3½% Loan . . . . . 1974	3,70,78,954·34
		(xix) 4% Loan . . . . . 1972	25,50,00,00·00
		(xx) 4% Bihar Loan . . . . . 1963	24,918·69
		(xxi) 4% Madhya Pradesh Loan . . . . . 1963	8,65,665·75
		(xxii) 4% Mysore Loan . . . . . 1963	1,49,718·69
		(xxiii) 4% Hyderabad Loan . . . . . 1963	4,98,048·25
		(xxiv) 4% Saurashtra Loan . . . . . 1964	2,94,184·06
		2. Debt, Deposit and Remittance Account]	
			Rs. nP.
Account—		(i) Bank Account No. I . . . . .	14,52,945·85
umpsum contribution—	32,54,185·67	(ii) Bank Account No. II . . . . .	49,042·57
Less—Advance to Administration A/c for cost of Land & Building	1,89,160·37	(iii) Bank Account No. III . . . . .	17,922·27
	30,65,025·30		
Forfeiture from members' Account . . . . .	11,43,665·61		
Unrefunded contributions of Rewa Korea and Talcher . . . . .	73,698·80		
Forfeited Bonus . . . . .	25,998·20		
Deposit and Remittance Account—		3. Suspense Account—	
Undelivered Refunds	67,710·35	(i) Accountant General, West Bengal . . . . .	8,13,497·26
Cheque & Bills—P.A. Cheques Account	62,917·88	(ii) Accountant General, Bihar . . . . .	2,14,302·40
to. II		(iii) Accountant General, Madhya Pradesh . . . . .	3,17,844·42
Cheques & Bills—P.A. Cheques Account	15,033·08	(iv) Accountant General, Bombay . . . . .	1,45,021·04
to. III		(v) Accountant General, Assam . . . . .	1,67,565·29
		(vi) Dy. Accountant General Posts and Telegraphs, Calcutta . . . . .	(—)0·75
		(vii) Accountant General, Orissa . . . . .	30,848·15
		4. Interest paid to vendors in advance . . . . .	2,55,058·49
Account—			
Suspense General . . . . .	6,37,17,017·13		
Stamp Suspense Account . . . . .	2,48,531·01		
Guaranteed Payment—Outstanding dues from other Provident Fund (Hyderabad) Account upto the 31st March, 1956.	(—)27,63,806·85		
Interest Suspense Account . . . . .	43,84,837·75		

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I	2	3	4
Stock Suspense Account			
	1,53,573.25	5. Stamps Stock in— (i) Post Offices	1,00,943.50
Fund Contributions (Estimated un- amount for the year 1957-58)	59,71,369.34	(ii) Coal Mines Provident Fund Office	52,629.75
ie Surplus	14,22,839.46	(i) Account No. II (ii) Account No. III	600.05 73.06
	7. Provident Fund contributions (estimated un- realised receipts for the year, 1957-58)		59,71,369.34
TOTAL	<u>12,97,56,637.76</u>		<u>12,97,56,637.76</u>

(P. CHANDRA)

G. M. P. F. Commissioner

Tele. No. 2545 DNB.

*Review of Balances**Liabilities.*

(1) Provident Fund Account—Rs. 5,21,68,227.45 nP.

This represents balance of members' account adjusted under this head of account less refunds to outgoing members and forfeitures to Reserve Account.

A sum of Rs. 63,09,525—63 nP. has been refunded to the outgoing members of the Fund upto the end of March, 1958 as against Rs. 42,68,770/- refunded upto the end of March 1957, i.e., a sum of Rs. 20,40,755—63nP, has been refunded to the outgoing members during the year 1957-58.

(2) Reserve Account

(i) Lumpsum contribution—Rs. 32,54,185—67 nP.

Less Advance to Administrative Account for cost of Land & Building—Rs. 1,89,160.37 nP.

Rs. 30,65,025.30 nP.

Total gross receipt on this account upto March, 1958 is Rs. 36,27,504.74 nP. which includes amounts adjustable towards initial contribution as rebate to the employers on account of employer's share of Initial contribution and Administrative charges thereon. Out of this account Rs. 32,54,185.67 nP. and Rs. 3,61,628=34 nP. have been adjusted towards Lumpsum contribution and Initial contribution respectively. The balance of Rs. 11,690.73 nP. remains in Suspense Account awaiting adjustment under proper head of account after receipt of the relevant records from the defaulting collieries.

(ii) Forfeiture from members' account —Rs. 11,43,665.61 nP.

This amount represents the employer's share of contribution and interest thereon forfeited to Reserve Account under para 63 of the Coal Mines Provident Fund Scheme.

A sum of Rs. 66,303.15 nP. has been spent out of this account upto the end of March, 1958 to meet the expenditure on account of money order commission for remittance of Provident Fund accumulations to the outgoing members of the Fund or their nominees.

(iii) Unrefunded contributions of Rewa, Korea and Talcher Rs. 73,698.80 nP.

Provident Fund contributions collected before the introduction of the Scheme in Rewa, Korea and Talcher and remaining undischarged with the employers were required to be deposited in the Reserve Account of the decided by t'

(iv) Forfeited bonus Rs. 25,998·20 nP.

Bonus forfeited to the Reserve Account due to participation in illegal strikes called off within 48 hours of their commencement under para 8 of the Coal Mines Bonus Scheme.

(6) Debt, Deposit and Remittance Account.

(i) Undelivered refunds Rs. 67,710·35 nP.

Money orders and cheques issued to the outgoing members of the Fund or their nominees in final settlement of their claims for refund, returned undelivered due to change of addresses etc., of the payees. The money orders and cheques are re-issued after ascertaining the correct addresses etc.

(ii) Cheques & Bills—P.A. cheques A/C No. II—Rs. 62,917·88 nP.

(iii) Cheques & Bills—P.A. cheques A/C No. III—Rs. 15,033·08 nP.  
Cheques issued but not encashed.

(4) *Suspense Account*

(i) Suspense General—Rs. 6,37,17,017·13 nP.

The receipts on account of Provident Fund contributions (excluding those realised on sale of stamps and deposited by M/s Singareni Collieries Co. Ltd., Hyderabad on account of accumulations of Workers Provident Fund upto 31st March, 1956) and Reserve Account are credited to this head of account *ab initio*. The balance will be adjusted to their respective heads of accounts after completion of the checking of the necessary statements already received and on receipt of the due statements and other information from the defaulting collieries. In case of regular collieries, the amount lying in suspense account will be adjusted on receipt of the statements which will be due after the end of current currency periods.

(ii) Stamp Suspense Account—Rs. 2,48,531·01 nP.

The balance represents value of contribution stamps purchased by the collieries remaining unadjusted to the members account and awaiting refunds to the collieries after receipt of the claims.

A sum of Rs. 36,792·62 nP. has been refunded to the colliery owners who applied for the refund of the value of stamps rendered surplus to the requirements of the colliery owners consequent on the abolition of the stamp system.

The remaining balance will be wiped off after completion of the postings in members' ledger cards on receipt of certain particulars from the collieries which have already been called for. Action in this regard is being continued.

(iii) Guaranteed payment—outstanding dues from other Provident Fund (Hyderabad) Account upto 31st March, 1956—(—) Rs. 27,63,806·85 nP.

Provident Fund. Government Securities purchased out of the workers Provident Fund of M/s Singareni Collieries Co. Ltd., are required to be transferred in the name of Coal Mines Provident Fund. The residual-balance along with interest was to be paid in cash in five equal annual instalments out of which two instalments have already been received. A letter from appropriate authority guaranteeing the payment of the amount, not covered by the Securities transferred and the amount already paid has been furnished to the Central Government with a copy to this office.

The total accumulations on the above account come to Rs. 29,64,275·69 nP. as intimated by M/s Singareni Collieries Co. Ltd. The Company has paid Rs. 1,83,244·56 nP. upto the end of March, 1958 in cash. Government Securities of the value of Rs. 21,09,700/- have been transferred to the State Bank of India, Dhanbad in the name of Coal Mines Provident Fund. As the Reserve Bank of India, Calcutta has not effected final transfer the State Bank of India, Dhanbad has not furnished the safe custody certificate so far. The amount of Rs. 21,09,700/- will be credited to this head of account, after receipt of the safe custody certificate from our Bankers.

The balance represents adjustment to members' Account by debiting this head of account in excess of actual credit.

(iv) *Interest Suspense Account*—Rs. 43,84,837·75 nP.

The balance represents interest realised on investment less interest credited to member's Account (Provident Fund Account). Advance interest paid to Vendors, Account and Administration Account.

(5) *Stamp Stock Suspense Account*—Rs. 1,53,573·25 nP.

This represents balance of unsold stamps at the end of the year ending March, 1958 stocked in Post Office and Coal Mines Provident Fund Office for exchange.

(6) Provident Fund contributions (Estimated unrealised Amount for the year 1957-58) Rs. 59,71,369·34 nP.

Based on the information received from the Inspectors and officer records. Out of this amount a sum of Rs. 33,39,016·43 has been realised upto 15th June, 1958 reducing the outstanding balance to Rs. 26,32,342·91 for the realisation of which efforts are being continued.

(7) Revenue Surplus—Rs. 14,22,839·46 nP.

Vide 'O' of the explanatory Memoranda of Administrative Account *Assets*.

(1) Investment Account—



Total amount invested upto the end of March, 1958 is Rs. 12,02,66,785·07 nP. as against Rs. 8,43,19,089·69 nP. invested upto March, 1957, i. e. a sum of Rs. 3,59,47,695·38 nP. has been invested during the year 1957-58. The total nominal value of investment made upto March, 1958 is Rs. 12,66,57,400/- as against that of Rs. 9,03,07,400/- upto the end of March, 1957. The sum of Rs. 12,02,66,785·07 nP represents actual purchase price of the securities/certificates plus bank commission @-1/- % charged by our Bankers for purchase and safe custody.

(2) Debt Deposit & Remittance Account.

(i) Bank Account No. I—Rs. 14,52,945·85 nP.

The balance agrees with the Bank statement of Account No. I furnished by the State Bank of India, Dhanbad. Out of this balance our orders for the purchase of 3½% Loan 1974 and 3½% N. P. Bonds (4th series) 1967 were pending with the Bankers.

(ii) Bank Account No. II—Rs. 49,042·57.

The balance agrees with the Bank Statement of Account No. II. This account has been opened to meet the expenditure for refund of Provident Fund Accumulations to outgoing members or their nominees. The balance is replenished by transfers from Coal Mines Provident Fund Account No. I from time to time.

(iii) Coal Mines Provident Fund Account No. III—Rs. 17,922·27 nP.

The balance agrees with the Bank Statement of Account No. III. This account has been opened to meet the expenses of Administration Account. Here also the balance is replenished by transfer from Account No. I.

(3) Suspense General.

Account with Accountants General — Rs. 15,89,177·81 nP.

The balance represents the amount due from the various Accountants General at the end of March, 1958. Monthly demand is made on the respective Accountants General to transfer the amounts, deposited by the various collieries in the Treasuries under their circle of audit to Coal Mines Provident Fund Account No.—I opened with the State Bank of India, Dhanbad. Out of this a sum of Rs. 14,03,412·24 nP. has been realised upto June, 1958 reducing the outstanding balance to Rs. 1,85,765·57 nP.

(4) Interest paid to vendors in advance—Rs. 2,55,058·49 nP.

Represents interest accrued to the date of purchase of securities paid to Vendors in advance of its realisation from Government. This interest for broken period or the half year is adjustable after realisation of interest for full period of half year from Government as and when due. A sum of

(5) Stamp Stock in.

(i) Post Offices—Rs. 1,00,943·50 nP.

The balance represents stock of unsold stamps at the end of March, 1958 with Dhanbad and Jharia Post Offices. These will be destroyed after receiving back the stamps from the said post offices.

(ii) Coal Mines Provident Fund Office—Rs. 52,629·75 nP.

Stamps were stocked in the Coal Mines Provident Fund Office for exchange of contribution stamps incorrectly affixed to contribution cards or purchased by the collieries. These have since been destroyed as the stamp system of payment of Provident Fund contributions has been abolished.

(6) Cash in hand.

(i) Account No. II—Rs. 690·05 nP.

(ii) Account No. III—Rs. 73·06 nP.

Verified by actual account.

(7) Provident Fund contributions (Estimated unrealised receipts for the year 1957-58)—Rs. 59,71,369·34 nP.

Vide item No. 6 under Liabilities.

## FORM- 'O'

## COAL MINES PROVIDENT FUND

Classified Summary of Assets of the Coal Mines Provident Fund as on the 31st March, 1958.

Class of Assets	Nominal value	Book value as per (a) below	Market value as per (b) below	Remarks as per (c) below
I	2	3	4	5
	Rs.	Rs. nP.	Rs. nP.	Rs. nP.
<b>Government India Securities—</b>				
(i) 12—year National Savings Certificates . . . . .	93,10,000	93,10,625·00	93,10,000·00	
(ii) 12—year National Plan Savings Certificates . . . . .	30,00,000	30,00,000·00	30,00,000·00	
(iii) 3 1/2% (Income Tax Free) 10-year Treasury Savings Deposit Certificates . . . . .	50,000	50,000·00	50,000·00	
(iv) 3% Loan . . . . . 1946-86	2,44,25,000	2,07,88,756·97	1,73,53,962·50	
(v) 2 3/4% Loan . . . . . 1960	20,00,000	19,90,869·87	19,53,000·00	
(vi) 3% Loan . . . . . 1970-75	1,88,00,000	1,69,82,685·19	1,62,15,000·00	
(vii) 3% Loan . . . . . 1966-68	25,00,000	25,01,576·37	23,12,500·00	
(viii) 3% Loan . . . . . 1959-61	5,00,000	4,98,689·75	4,95,250·00	
(ix) 3% Loan . . . . . 1963-65	5,00,000	4,85,930·44	4,72,500·00	
(x) 2 1/2% Loan . . . . . 1961	2,00,000	1,88,868·37	1,89,700·00	
(xi) 2 3/4% Loan . . . . . 1962	3,00,000	2,87,431·06	2,84,850·00	
(xii) 3% Loan . . . . . 1964	8,00,000	7,79,490·19	7,56,400·00	
(xiii) 3% Loan . . . . . 1896-97	5,51,800	4,58,925·69	3,92,881·60	
(xiv) 3 1/2% National Plan Loan . . . . . 1964	53,25,000	52,64,877·34	52,18,500·00	
(xv) 3 1/2% National Plan Bonds (2nd Series) . . . . . 1965	57,60,600	56,88,625·75	56,28,106·20	
(xvi) 3 1/2% National Plan Bonds (3rd series) . . . . . 1967	56,20,000	55,41,095·17	54,87,930·63	
(xvii) 3 3/4% National Plan Bonds (4th Series) . . . . . 1967	50,00,000	49,86,848·13	49,85,000·00	
(xviii) 3 3/4% Loan . . . . . 1974	3,76,20,000	3,70,78,954·34	3,69,42,840·00	
(xix) 4% Loan . . . . . 1972	25,50,000	25,50,000·00	25,52,550·00	
<b>2. Indian State Government Securities—</b>				
(i) 4% Bihar Loan . . . . . 1963	25,000	24,918·69	24,562·50	
(ii) 4% Madhya Pradesh Loan . . . . . 1963	8,70,000	8,65,665·75	8,55,210·00	
(iii) 4% Mysore Loan . . . . . 1963	1,50,000	1,49,718·69	1,47,300·00	
(iv) 4% Hyderabad Loan . . . . . 1963	5,00,000	4,98,048·25	—	4,98,048·25
(v) 4% Saurashtra Loan . . . . . 1964	3,00,000	2,94,184·06	2,97,750·00	
<b>TOTAL (1 to 2)</b>	<b>12,66,57,400</b>	<b>12,02,66,785·07</b>	<b>11,49,25,792·80</b>	<b>4,98,048·25</b>
<b>Indian Municipal, Port and Improvement Trust Securities, including debentures</b>				
<b>Debentures of Indian Railways . . . . .</b>				
<b>Guaranteed and Preference Shares of Indian Railways . . . . .</b>				
<b>Annuities of Indian Railways . . . . .</b>				
Ordinary share of Railways in India . . . . .	Nil	Nil	Nil	
Other debenture of concerns in India . . . . .				
Other guaranteed and Preference Shares of concerns in India . . . . .				
Other ordinary shares of concerns in India . . . . .				
Cash on deposits in Banks . . . . .				

(xv) 3 1/2% National Plan Bonds (2nd Series)	1965	57,60,600	56,88,625.75	56,28,106.20
(xvi) 3 1/2% National Plan Bonds (3rd series)	1967	56,20,000	55,41,095.17	54,87,930.00
(xvii) 3 3/4% National Plan Bonds (4th Series)	1967	50,00,000	49,86,848.13	49,85,000.00
(xviii) 3 3/4% Loan	1974	3,76,20,000	3,70,78,954.34	3,69,42,840.00
(xix) 4% Loan	1972	25,50,000	25,50,000.00	25,52,550.00
2. Indian State Government Securities—				
(i) 4% Bihar Loan	1963	25,000	24,918.69	24,562.50
(ii) 4% Madhya Pradesh Loan	1963	8,70,000	8,65,665.75	8,55,210.00
(iii) 4% Mysore Loan	1963	1,50,000	1,49,718.69	1,47,300.00
(iv) 4% Hyderabad Loan	1963	5,00,000	4,98,048.25	4,98,048.25
(v) 4% Saurashtra Loan	1964	3,00,000	2,94,184.06	2,97,750.00
TOTAL (1 TO 2)		12,66,57,400	12,62,66,785.07	11,49,25,792.80
3. Indian Municipal, Port and Improvement Trust Securities, including debentures				
4. Debentures of Indian Railways				
5. Guaranteed and Preference Shares of Indian Railways				
6. Annuities of Indian Railways				
7. Ordinary share of Railways in India		Nil	Nil	Nil
8. Other debenture of concerns in India				
9. Other guaranteed and Preference Shares of concerns in India				
10. Other ordinary shares of concerns in India				
11. Cash on deposits in Banks				

## ANNUAL REPORT ON THE WORKING OF THE EMPLOYEES' PROVIDENT FUNDS SCHEME FOR THE YEAR ENDING THE 31ST MARCH, 1958

At the end of March, 1958, the Employees' Provident Funds Scheme completed a little over five years of its existence. Framed under Section 5 of the Employees' Provident Funds Act 1952, the Scheme applies to every establishment engaged in any of the thirty-eight Industries listed in Appendix 'B', provided the establishment employs a minimum of fifty persons and has completed three years. The Act has also been extended to certain categories of plantations, mines and coffee curing establishments. In view of Section 15 of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955, the Scheme has also been extended to Newspaper Establishments employing twenty or more persons.

### 2. Scope

By the end of the year, the Act was applicable to 24.28 lakhs of workers in 6,528 establishments. The working of the Scheme in such a large sphere has been beset

5 C.P.—2.

with serious impediments. The problem of having to realise every month provident fund contributions and administrative charges from the employers, as also damages on account of delayed payments has been full of difficulties. Still more difficult has it been to obtain from the employers the past accumulations in the workers' provident funds. Exemptions granted to covered establishments have had to be cancelled on their failure to comply with essential post-requisites, especially conditions relating to investments. Several of the employers having invested provident funds in their own business prior to coverage under the Act, revenue recovery proceedings have had to be launched against them, and this continues to be a formidable task.

### 3. Textile Industry—Special Position

To add to these tasks, the position of textile industry (which employs half of our covered employees) has deteriorated and

many factories which had hitherto been punctual in the payment of provident funds are now defaulting. Several factories have either completely closed, or, stopped one or more shifts on the ground that their stocks of manufactured cloth are not being cleared and they do not have the wherewithal to pay the net wages, not to mention provident fund and administrative charges. Some continue to function all the same, increasing their outstanding liability from month to month. In view of thousands of workers being rendered unemployed without any chance of finding alternative employment, the Government have found it necessary to direct the Provident Fund authority to pay to the workers their own accumulations,—at times, in periodical instalments—even though the Scheme does not countenance such interim payments. In quite a few cases, Government have stayed legal action or not pressed the charge to its ultimate conclusion, fearing that drastic action against the employers would precipitate closure of their establishments, rendering the workers unemployed. Nevertheless, tempo of prosecutions and recovery proceedings against defaulters has increased substantially. The

applicability of the Act and the liability for payment is lately being vigorously contested by many employers and the course of legal action has been generally protracted. Besides, writ petitions have been filed by several employers against the organisation in increasing numbers and have had to be contested.

While some of the above mentioned difficulties may be considered as teething troubles of a Scheme which is still in its infancy, it must be added that most of them are of an inherent nature and it is not possible to visualise a foreseeable future without them. Several of the employers, who were punctilious in the payment of the correct amount by the appointed date, have become defaulters; this has been more especially the case in the textile industry. The realisation of provident fund and other amounts from all the covered establishments involves a perpetual struggle

#### **4. Recent amendments**

During its five and a half years of working, the Scheme has steadily gained in popularity amongst the industrial Workers.

To meet various demands and situations, the Scheme has had to be amplified from time to time in order to provide more and more benefits to its members. The clauses relating to payment of employer's contributions to outgoing members stand liberalised: the basic wage ceiling of Rs. 300/- per month for eligibility for membership of the Fund is now raised to Rs. 500/- as pay, to provide benefits of provident fund to slightly better paid employees. Recent amendments cover the employees of a contractor engaged in any operation directly connected with the manufacturing process in the establishment. The Scheme now enables a member of the Fund to contribute as his own share an amount not exceeding  $8\frac{1}{3}$  per cent. (as against the previous restriction of  $6\frac{1}{2}$ %) of basic wages and dearness allowance (including cash value of any food concession) payable to him.

#### MAJOR PROBLEMS

5. Some of the major problems encountered in enforcing the provisions of

the Act and the Scheme are enumerated:—

(a) *Number of Employees in an Establishment.*—The Act applies to a factory engaged in a scheduled industry, if fifty or more persons are employed therein. Accordingly, even factories composite in nature and set up wherein only a section of the factory is engaged in the scheduled industry, are covered under the Act. This view has been upheld by the Allahabad High Court, the relevant consideration having been held to be the number of persons employed in the whole factory. A similar ruling has been given by the Travancore-Cochin High Court. In the case of Oudh Sugar Works and allied cases, however, the Division Bench of the Bombay High Court at Nagpur has ruled that the Act applies only to that section of factory which is engaged in the scheduled industry. An appeal has been filed against this decision.

(b) *Evasion by splitting up the factory in small units.*—The view held so

far is that once the Act begins to apply to a factory/establishment in a scheduled industry, if fifty or more persons are employed therein, it will continue to apply even if the number of its employees falls below fifty, whether of the whole establishment or of its split-up unit. This view has been upheld by the Bombay High Court. The Division Bench of the Punjab High Court has, however, held recently that on reduction of the employment strength of a factory below fifty, the establishment goes out of the purview of the Act. In view of this judgment, managements of quite a large number of affected establishments (where a factory has separate units or where employment strength has subsequently fallen below fifty persons) are claiming exemption from the application of the Scheme, as also refund of provident fund contributions. This has induced some employers to deprive the employees of the statutory benefits by dividing covered factories into

smaller units, each employing less than fifty persons; or the number of employees in a covered factory is some times being reduced below fifty, in order to escape the liability for the payment of provident fund contributions, etc.

In view of divergent rulings mentioned in sub-paras (a) and (b) above, the administration of the Scheme on a uniform basis in the various States is not possible. It is, therefore proposed to amend the Act specifying clearly that once an establishment/factory is covered by the Act, it will remain so covered, even if the employment strength falls below the prescribed limit. This limit is also proposed to be scaled down to twenty. Proposals are expected to be finalised by the Government shortly.

(c) *Violations and Penalties.*—The employer of a factory/establishment coming within the purview of the Scheme is required:—

- (i) to transfer to Provident Funds authority all the accumulations in any provident fund of the factory/ establishment standing to the credit of the employees prior to the application of the Scheme;
- (ii) to remit every month, the contributions payable by him, and the deductions made from the members employed by him, along with the administrative charges thereon, within fifteen days of the close of the month; and
- (iii) to submit returns prescribed under the Scheme.

In case of contraventions of the above statutory provisions, the penalties provided are:—

- (i) imprisonment for a term which may extend to six months; or
- (ii) fine upto one thousand rupees; or
- (iii) both imprisonment and fine.

As an alternative to the above penalties, action for misappropriation and breach of trust in respect of the amounts deducted from the workers' wages can also be taken under

the Indian Penal Code. The State Governments, who are the competent authority for sanctioning prosecution of defaulters, have been requested to invoke these provisions in appropriate cases.

Further, section 8 of the Employees' Provident Funds Act, 1952, empowers the appropriate Government to recover the provident fund amount due from the defaulting employers as arrears of land revenue. The Central Government has, however, delegated this power to State Governments even in respect of factories/establishments falling in the Central sphere. Thus the power to sanction legal proceedings of both types, i.e., recovery, and prosecution, vests in the respective State Governments.

(d) *Defaulters.*—A substantial number of employers fail to transfer the past accumulations or to remit the monthly contributions and administrative charges, in time. Most of them pay up the amount after



follow-up by the field staff along with the usual damages of 6½ per cent. Some have however, failed to do so even after several requests and warnings. On account of these defaults, the provident fund authorities (with State Governments' sanction) have had no other choice but to file recovery proceedings and prosecution against persistent defaulters. It has been observed that in all these cases, except in two cases in Bombay, the accused were simply fined—the amount of fine being more or less nominal. Even in cases, where prosecution was launched against an employer for the second or the third time, amounts involved being substantial, the punishment awarded had consisted of a small amount of fine despite the fact that the provident fund organisation prayed for infliction of deterrent punishment by imprisonment and fine.

The Employees' Provident Funds Act is an important social security

legislation providing for the workers' old age or disablement or their dependents in the event of their premature death. The members' accumulations consist of deduction, from their meagre wages and regular contributions from their employers. For many a worker this is indeed the only provision for his old age or his dependents. It is, therefore, imperative that the violations of the provisions of the Act and the Scheme be reduced to the minimum. The State Governments have been requested to arrange that the defaults committed by the employers, especially, non-payment of provident fund dues in time, are dealt with as promptly as possible.

- (e) *Submission of Returns by Employers.*—It has been found that some employers fail to submit the monthly returns incorporating data regarding the amount of provident fund contributions and administrative charges. The amount due thus remains an unknown factor, and it

becomes difficult to resort to coercive action: the dues have to be assessed on basis of previous returns or on an 'ad hoc' basis. It has been held in a case that there is a lacuna in the Employees' Provident Funds Act as it does not provide the procedure for the ascertainment of the provident fund dues sought to be collected by recovery proceedings nor does it empower the Central Government to investigate and decide the question of the quantum of the contributions. An appeal has been filed against this decision. The question of removing this lacuna by suitably amending the Act is also under consideration.

(f) *Past Accumulations*.—Several employers have not transferred to the Fund, past accumulations of the provident fund amounts of their employees, i.e., accumulations for the period prior to the factory coming under the Act; several have defaulted in remitting current dues also. Some of these employers have

been allowed to pay up the accumulations in instalments. As it is, the outstanding accumulations in some cases are large and the amount of each instalment fixed relatively small with the result that it would require several years for these employers to clear the arrears. In a few cases, the full amount of the accumulations may not be recovered eventually. In case of certain employers who have been allowed to pay up the arrears in instalments, an arrangement has been entered into, whereby they are required to pay the unpaid dues in respect of the retiring members. Where such an arrangement has not been entered into, the Fund pays to a retiring member or the heirs of a deceased member, only the amount received for him from the employer and interest thereon. Neither of these arrangements adequately mitigates the hardship, and causes serious discontent among the employees. While the members or their heirs claim the full refund of

their dues, deducted from meagre but hard-earned wages, the provident fund authorities find it impossible to pay any member/heir more than that has actually been received in his account—there being no other source from which payment can be made to the members in respect of whom no, or inadequate, recoveries have been effected. Nor is it possible to pay up in full the dues of a retiring member before recovery of the entire accumulations from the employer, as some portion of the accumulations may eventually prove irrecoverable and the later-retiring members might not get even their proportionate dues.

#### **6. Loans against provident fund**

At present the Scheme does not provide for any type of loan or advance except for payments towards a policy of life insurance. In view of the pressing demands from the members, loans are being sanctioned by Central Government in cases of serious illness of the subscribers or members of their

families from provident fund accumulations. Similarly, in a few cases small loans from provident fund have been allowed by Government in cases of loss of houses by floods, and such other calamities. This has brought much needed relief to the workers, even though at the cost of considerable additional work in the Regional Offices

### **ADMINISTRATION**

#### **7. Central and Regional set-up**

The Employees' Provident Fund vests in and is being administered by the Central Board of Trustees which is a tripartite body, consisting of representatives of the Central Government, State Governments and all India employers' and employees' organisations. During the period under report, Shri P. M. Menon, I.C.S., continued to be the Chairman of the Board till the 8th January, 1958, when he was succeeded by Shri R. L. Mehta, I.A.S. Shri S. N. Mubayi continued to be the Central Provident Fund Commissioner and the Chief Executive Officer of the Central Board. He is assisted by fourteen Regional Provident Fund Commissioners, one in each State. The Regional Provident

Fund Commissioners of Bombay, Madras and West Bengal are whole time officers, while the rest are part-time officers who are normally Labour Commissioners of the respective State Governments.

#### 8. Important Decisions of the Board

The Board held its 9th meeting on the 24th March, 1958. The Board recommended to the Government a rate of interest of 3½% per annum for crediting to the accounts of the members for the year 1958-59. The Board approved, *inter alia*, the revised budget estimates of the organisation for the year 1957-58 and the budget estimates for the year 1958-59. The Board also approved the annual report on the working of the Employees' Provident Funds Scheme for the year ending the 31st March, 1957 for submission to the Central Government.

The Board suggested that members send their proposals so that the amount in the Reserve and Forfeiture Account of the Fund could be used as a Welfare Fund. It was, however, agreed to continue utilizing this money for payment of money-order commission for remittances of provident fund to members till the formulation of the

Welfare Fund. The Board also desired that an early decision on the permanency of the staff of the Organisation be taken by the Government and further decided to increase the present rate of provident fund contribution for the staff from 6¼% of basic pay and dearness allowance to 8½% of basic pay and 'dearness pay'—in case, there was no 'dearness pay' in a State, half of the dearness allowance admissible to the staff in the regional offices under the State Government rules to be treated as 'dearness pay' for this purpose. This recommendation has since been accepted by the Government and given retrospective effect from 1st April, 1958. The proposal for the introduction of a Gratuity Scheme for the staff of the Organisation was also agreed to in principle. It was also agreed to defer the proposal for granting loans to the members of the Fund for daughters' marriage but it was considered that in cases of serious illness in the family of a member, loans should be granted. It was further decided that wherever office buildings were required by the organisation, existing constructions should as far as possible, be purchased, preferably in or near the industrial areas and that proposals for

the construction of buildings for offices should be deferred.

#### *Refund of accumulations*

The Board also recommended to the Central Government and the latter subsequently accepted the suggestion for making payment of the employers' contributions, in full, in the following contingencies:—

- (a) where a factory is closed but certain employees are not retrenched but are transferred by the employers to other establishments not covered under the Employees' Provident Funds Act;
- (b) where the office/establishment is shifted with its employees from the factory premises;
- (c) where a member is transferred from a covered factory to another factory/establishment not covered under the Act but is under the same employer; and
- (d) where employees are discharged and are given retrenchment compensation under the 'Industrial Disputes Act'.

#### *Regional Committees*

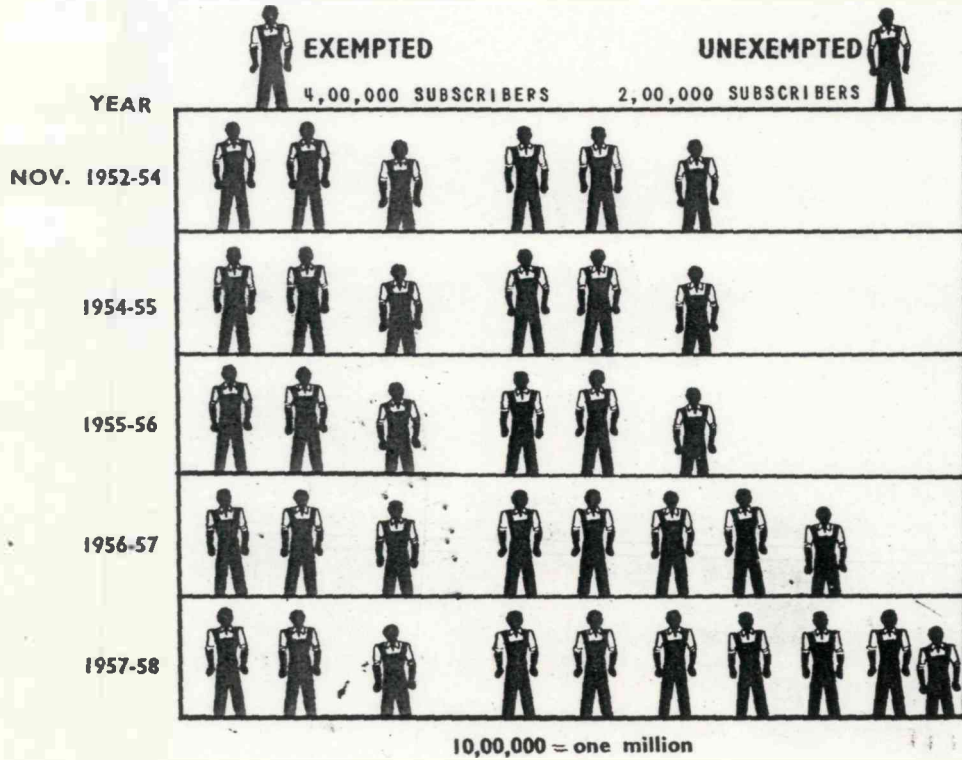
As envisaged in para 4 of the Employees' Provident Funds Scheme, the Regional Committees, which are advisory bodies, are, at present, functioning in the States of Madras, Bombay, Bihar, Uttar Pradesh and West Bengal.

The question whether the Regional Committees should be formed in the remaining States also, was considered at the meeting of the Central Board of Trustees held on the 24th March, 1958, when the Board was of the view that while new Committees should not be formed, the then existing might continue.

#### **9. Increase in coverage**

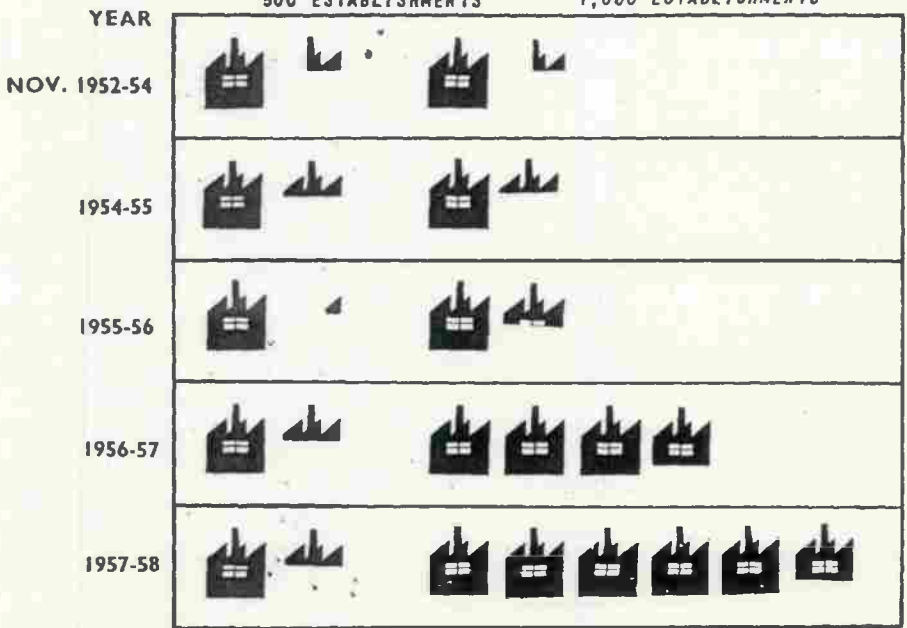
Soon after the close of the year under report, the Act was extended with effect from the 30th April, 1958 to 'biscuit making industry, including composite units making biscuits and products such as bread, confectionery and milk and milk powder'. The Act was also extended to establishments owned by Government or local authority in May, 1958.

**EMPLOYEES' PROVIDENT FUND  
NUMBER OF SUBSCRIBERS (Progressive)**

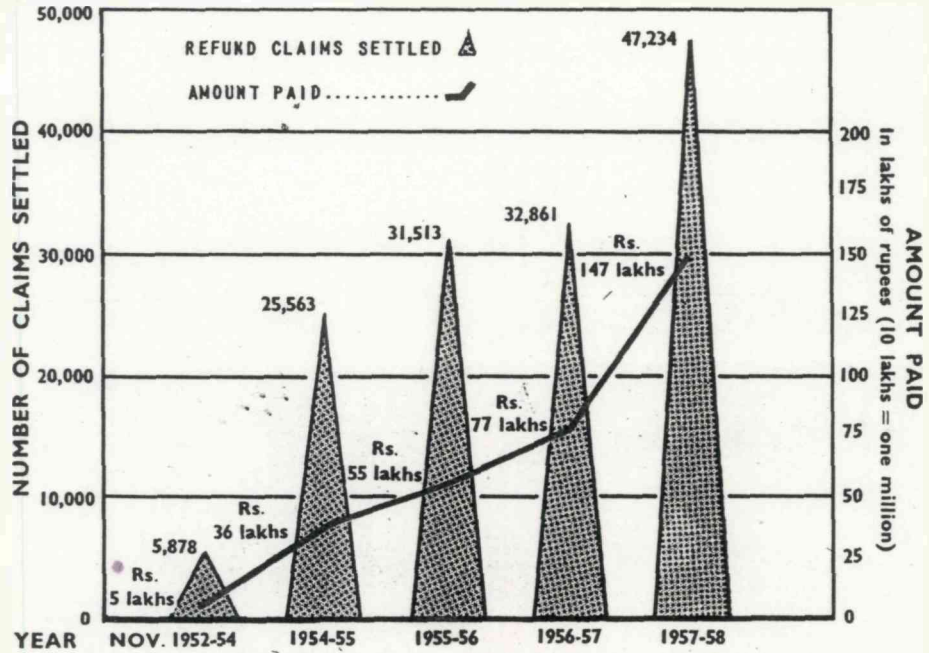


**EMPLOYEES' PROVIDENT FUND  
ESTABLISHMENTS COVERED (Progressive)**

**EXEMPTED**  **UNEXEMPTED**  
 500 ESTABLISHMENTS      1,000 ESTABLISHMENTS



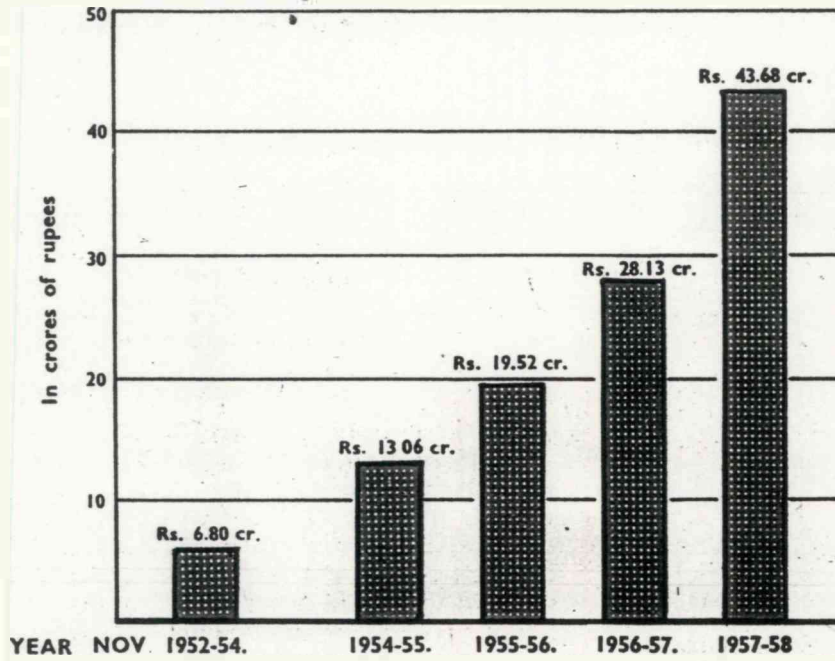
**EMPLOYEES' PROVIDENT FUND**  
**REFUND CLAIMS SETTLED AND AMOUNT PAID**  
 each year



**UNEXEMPTED ESTABLISHMENTS**



**EMPLOYEES' PROVIDENT FUND  
INVESTMENTS (Progressive)  
EXCLUSIVE OF AMOUNTS REFUNDED**



**UNEXEMPTED ESTABLISHMENTS**

(a) The increase in coverage during this year will be apparent from the following table:—

Year ending	No. of establishments	No. of subscribers
31-3-1957	4,656	18,68,549
31-3-1958	6,528	24,27,741

(b) The position in respect of establishments covered under the Statutory Scheme, i.e., unexempted establishments was as follows:—

No. of establishments	No. of employees (in lakhs)	No. of subscribers (in lakhs)
5,787	17.85	13.93

(c) The position of coverage in respect of factories/establishments exempted from the provisions of the Statutory Scheme was as shown below:—

No. of establishments	No. of employees (in lakhs)	No. of subscribers (in lakhs)
741	11.88	10.34

#### 10. Exempted establishments

The exempted establishments have their own provident fund rules duly approved

by the Employees' Provident Fund Authorities. The coverage in the exempted factories was about 87 per cent. as against 79 per cent. in unexempted establishments. This is because the establishments in exempted category are larger and better established and the labour force is not casual. In certain cases the period of qualifying service prescribed for membership of their funds is shorter than that prescribed under the Statutory Scheme.

#### 11. Contemplated extension to other Industries

During balance period of the Second Five Year Plan, it is proposed to extend the provisions of the Employees' Provident Funds Act, 1952 to as many industries as possible. The Central Government is considering the question of extending the provisions of the Act, to commercial establishments (including banks, insurance companies, hotels, studios, road transport companies, general trading concerns, etc.) as also to tobacco industry, wood and cork industry, oil-well operations and auto-mobile repairing and servicing workshops.

## ACCOUNTS

### 12. Contributions

The members of the Fund are contributing at the rate of 6½ per cent. of the basic wages and dearness allowance including cash value of any food concession. An equal amount is added by the employer and the total amount is deposited in the State Bank of India. An increase in the rate of provident fund is pending Government's examination of the economic condition of each of the industries. However, para 29 of the Employees' Provident Funds Scheme, has been amended to enable a member to contribute as his own share an amount not exceeding 8-1/3 per cent. of basic wages and the dearness allowance (including cash value of any food concession) payable to him.

A sum of Rs. 12.42 crores including the past accumulations was received in cash during the year 1957-58.

### 13. Administrative and Inspection charges

Administrative and Inspection charges are collected from the employers of non-exempted and exempted establishments at the rate of 3 per cent. and ½ per cent.

respectively on the total amount of provident fund contributions. The expenses of the administration of the Employees' Provident Fund Organisation are met from this levy. During the year under report a sum of Rs. 36.09 lakhs was received as administrative charges and a sum of Rs. 11.63 lakhs was received as inspection charges.

### 14. Income and Expenditure

A table showing the income from administrative/inspection charges and expenditure of the Organisation during the year 1957-58 is given below:—

	<i>Income</i>	<i>Expenditure</i>
	Rs.	(in lakhs) Rs.
(a) Administrative and Inspection charges	47.74	24.97
(b) Interest on investments of balances in Administrative/inspection charges	1.55	..
(c) Penal damages realized on delayed remittance of Administrative charges	0.03	..
TOTAL	49.32	24.97

Substantial part of monthly balance in this account is invested in Central Government securities and interest earned thereon credited to this account.

## 15. Interest

As in the previous year, the members were paid 3½ per cent., compound interest on the opening balances of their provident fund accumulations during the year under report.

## 16. Investments

The pattern of investment of provident fund contributions continued as follows:—

(a) National Plan Savings Certificates . . . . .	10%
(b) Medium-dated securities . . . . .	20%
(c) Long-dated securities . . . . .	70%

During the year 1957-58, a sum of Rs. 11.05 crores was invested in the above securities. The year-wise position of the investment of the Fund is shown below:—

Year	Investment (in crores)
	Rs.
1952-54 . . . . .	5.75
1954-55 . . . . .	5.90
1955-56 . . . . .	5.51
1956-57 . . . . .	7.72
1957-58 . . . . .	11.05
<b>TOTAL . . . . .</b>	<b>35.93*</b>

\*Besides Securities worth Rs. 7.75 crores were received as past accumulations.

(One crore=10 millions)

## 17. Banking Arrangements

The State Bank of India functioned as bankers to the Employees' Provident Fund Organisation except for the erstwhile P.E.P.S.U. region where the Bank of Patiala continued to receive the provident fund contributions and administrative and inspection charges. The investment of the Fund has been entrusted to Reserve Bank of India.

The balance as at the end of 31st March, 1958 in various accounts of the Fund was as under:—

	Rs.
(a) Account No. 1(P.F. Account) . . . . .	9.98 lakhs
(b) Account No. 2 (Regional Adm. Account) . . . . .	7.57 lakhs
(c) Account No. 3 (Refund A/C) . . . . .	9.78 lakhs
(d) Account No. 4 (Central Adm. A/c) . . . . .	1.11 lakhs
(e) Account No. 5 (Investment A/c) . . . . .	9.26 lakhs
(f) Account No. 6 (Interest Suspense A/c) . . . . .	107.96 lakhs
(g) Account No. 7 (Forfeiture A/c) . . . . .	28.06 lakhs

## 18. Rules regarding refund of provident fund.

Full amount including an employer's contribution and interest thereon is refunded to a member of the Fund after fifteen years' membership, permanent physical and

mental disability, superannuation, retrenchment and migration for permanent settlement abroad and to his heirs/nominees in the event of his death.

From 17th August, 1957, the rules regarding the payment of the employers' share of provident fund contributions to outgoing members have been substantially liberalised. According to the modified rules a member receives, besides his own contribution, the following proportion of the employer's contribution:—

- (i) 25 per cent if the period of his membership of the Fund is less than 3 years;
- (ii) 50 per cent if the period of membership is 3 years or more but less than 5 years;
- (iii) 75 per cent if the period of the membership is 5 years or more but less than 10 years;
- (iv) 85 per cent if the period of membership is 10 years or more but less than 15 years;
- (v) 100 per cent if the period of membership is 15 years or more.

#### 19. Settlement of claims

The position regarding settlement of claims for refund of provident fund was as follows:—

1. No. brought forward . . . . .	1,504
2. No. received during 1957-58 . . . . .	50,431
3. Total . . . . .	51,935
4. No. settled . . . . .	47,234
	(excluding 2,705 returned for re-submission).
5. Balance carried forward . . . . .	1,996
6. Amount paid (SI-4) . . . . .	Rs. 1,47,64,158

#### 20. Forfeitures of employers' contributions

A sum of Rs. 9.52 lakhs pertaining to 16,584 cases was forfeited during the year.

According to instructions of the Government of India, the amount forfeited is being utilised for:—

- (i) Payment of money order commission on remittances of provident fund accumulations to outgoing members of the Fund or to their nominees, or heirs.
- (ii) Grant of financial assistance upto an aggregate limit of 25 per cent of the opening balance of the Fund to outgoing members or their nominees, etc.; in emergent cases where

no deposits have been made or deposits made are inadequate provided that the amount so advanced in any individual case shall not exceed 25 per cent of the member's own contribution to the Fund.

During the year under report a sum of Rs. 1.47 lakhs was spent on account of money order commission for the amounts remitted to members/nominees on final settlement of their accounts. Only a sum of Rs. 6,230/- was spent in affording financial assistance to the members, nominees/heirs. The Regional Commissioners have been advised to make a more liberal use of this source.

#### 21. Loans—Statistics

As has been mentioned earlier, several factories especially textile mills closed down recently in different States due to financial difficulties or accumulation of stocks and the workers were thrown out of employment without any lay-off or retrenchment compensation. To help such employees, Government of India sanctioned advances from the provident fund

contributions to these employees within the limit of their own contributions to enable them to tide over the difficult time. The payments were made in certain cases in monthly instalments at the premises of the mills.

The table given below shows the position regarding advances granted for serious illness and for financing life insurance policies:—

	Loans for serious illness	Withdrawal for financing life insurance policies.
1. No. of cases where amount was sanctioned	337	17,660
2. Amount paid during the year (in rupees)	52,800	11,96,452

#### 22. Maintenance of Members' Accounts

Under para 73 of the Employees' Provident Funds Scheme, Regional Provident Fund Commissioners are required to send annual statements of accounts to members at the end of each financial year. The

work in the regional offices has increased enormously due to the extension of the Act to factory and non-factory establishments and also due to the raising of the limit for eligibility to the membership of the Fund from Rs. 300/- per month as basic wages to Rs. 500/- per month as pay including dearness allowance. The staff in the regional offices was inadequate to cope with the increase in work. The work of posting of individual ledgers and issue of statements fell into arrears. In many cases the statements could not be prepared as the establishments had not deposited the provident fund contributions. Appropriate action was taken against the defaulting employers after persuasion had failed.

### 23. Inspections

For the implementation of the Scheme it is essential that the covered establishments should be inspected periodically. Inspectors have also to visit other establishments to see that they do not escape the applicability of the Act. With the coverage of additional industries, existing inspectorate became quite inadequate and inspection could not be done according to

the prescribed scale. Efforts were, however, made to inspect every establishment at least once during the year.

### 24. Prosecutions and Recovery Proceedings

528 cases for recovery of unpaid amounts as arrears of land revenue were initiated during the year to recover Rs. 1,43,45,709/- as arrears of provident fund contributions and Rs. 2,82,207/- as arrears of administrative charges due from the defaulting employers. Of these and against the recovery proceedings of previous years Rs. 67,62,339/- and Rs. 2,10,836/- were received towards the provident fund contributions and administrative charges respectively during the year. At the close of the year 412 cases were pending involving a sum of Rs. 1,28,68,376/-.

### CONCLUSION

25. The Employees' Provident Fund continued to gain in popularity amongst the industrial workers. There were persistent demands from the non-participating workers for the extension of the Act to other industries; workers in smaller establishments of the covered industries have

been pressing for lowering of the prescribed minimum employment strength to attract the Act. The working in various spheres has been satisfactory. The refund claims of provident fund from outgoing members or their nominees have been settled expeditiously, the normal period being less than ten days. In cases where despite persuasive efforts and legal remedies, the total amount of contributions had not been realised, the outgoing members were paid 'on account'

to the full extent of the amount realised and the balance as and when recovered. The Board would like to express its appreciation of the efficient manner in which the officers and staff of the Organisation have been discharging their ever-increasing and onerous responsibilities, even though the payment of advances from the provident fund to the workers of closed textile mills has thrown a substantial additional burden on the regional offices.

S. N. MUBAYI,  
*Secretary,*  
Central Board of Trustees.



**APPENDIX 'A'**

**THE EMPLOYEES' PROVIDENT FUNDS SCHEME, 1952**

[Paragraph 52(3)]

*Classified summary of the Assets of the Employees' Provident Fund for the period ended 31st March, 1958*

Sl. No.	Class of Assets	Book value	Market value upto 31st March, 1958	Remarks
		(a)	(b)	(c)
(1)	(2)	(3)	(4)	(5)
		Rs.	Rs.	Rs.
1.	Government of India Securities.			
	(i) Securities in respect of investment made centrally	35,74,66,030	35,78,49,542	(X)
	(ii) Past accumulations received in shape of Government of India securities from all regional offices (Face value)	(Face value) 7,43,21,500	7,00,51,561	(X)
	(iii) Past accumulations received in shape of debentures of companies (Face value)	(Face value) 1,28,700	1,28,700	(M)
	(iv) Investment from Administration Account	59,42,527	59,25,185	(X)
2.	State Government Securities (Face value)	(Face value) 14,59,400	13,69,410	(X)
3.	Indian Municipal, Port and Improvement Trust Securities including debentures (Face value)	(Face value) 3,20,900	2,85,515	(X)
4.	Cash on deposit in Banks	Nil	Nil	
5.	Cash in hand and in current Accounts in Banks	37,70,497	37,70,497	(Y)
6.	Other assets (Purchase Price)	7,73,190	1,50,659	(Z)
	<b>TOTAL</b>	<b>44,41,82,744</b>	<b>43,98,31,069</b>	

S. N. MUBAYI,  
Central Provident  
Fund Commissioner.

(X) Based on the quotations obtained from Reserve Bank of India, Bombay.

(M) Quotations not available.

	Rs.	P.
(Y) Cash in current Accounts in Banks—E.P.F. Account No. I	9,97,910	15
„ Account No. III	9,77,682	04
„ Account No. V	9,26,587	00
„ Account No. II	7,57,095	58
„ Account No. IV	1,11,092	95
Reserve Bank of India	129	25
	<hr/>	<hr/>
	37,70,496	97

(Z) Classified summary attached

**SUMMARY OF THE LIST OF ASSETS**

Sl. No.	Name of Assets	Life in years	Purchase price	Depreciation.	Total Amount of Depreciation including broken, lost or discarded assets upto 31st March, 1958	Book value as on 31st March, 1958
1	2	3	4	5	6	7
			Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.
1.	Office Equipment, i.e., R. A. Machines, Type-writers, Duplicators, Plus Adders, etc.	9	5,81,914.06	63,445.24	2,72,123.57	3,09,790.49
2.	Furniture and Fixtures.	8	85,765.83	9,267.31	32,355.64	53,410.19
3.	Steel Almirahs, Cabinets and other Steel Equipment	20	86,752.48	3,540.02	13,634.16	73,118.32
4.	Electrical Equipment, Electric Fans etc.	15	15,724.92	949.80	3,068.49	12,656.43
5.	Bicycles	9	3,033.07	319.98	1,349.83	1,683.24
	<b>TOTAL.</b>		<b>7,73,190.36</b>	<b>77,522.35</b>	<b>3,22,531.69</b>	<b>4,50,658.67</b>

## APPENDIX 'B'

The Act applies to the following 33 industries :—

- From 1st Nov., 1952 (1 to 6)* . . . (1) Cement  
(2) Cigarettes  
(3) Electrical, mechanical or general engineering products  
(4) Iron and steel  
(5) Paper  
(6) Textiles
- From 31st July, 1956 (7 to 19)* . . . (7) Edible oils and fats  
(8) Sugar  
(9) Rubber and rubber products  
(10) Electricity including the generation, transmission and distribution thereof  
(11) Tea (except in the State of Assam where the Government of Assam have instituted a separate provident funds scheme for the Industry including plantations)
- (12) Printing, including the process of composing types for printing, printing by letter press, lithography, photogravure or other similar process or book-binding but excluding printing presses, covered under "newspaper establishments" to which the Employees' Provident Funds Act has separately been extended under section 15 of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955

- (13) Stone-ware pipes
- (14) Sanitary wares
- (15) Electrical porcelain insulators of high and low tension
- (16) Refractories
- (17) Tiles
- (18) Match factories having a production of over 5 lakhs gross boxes of matches a year
- (19) Sheet glass factories, glass shell factories and other glass factories having an installed capacity of over 600 tons per month

*From 30th Sept., 1956 (20 to 23)*

- (20) Heavy and fine chemicals, including—

- (i) Fertilizers
- (ii) Turpentine
- (iii) Rosin
- (iv) Medical and pharmaceutical preparations
- (v) Toilet preparations
- (vi) Soaps
- (vii) Inks
- (viii) Intermediates, dyes, colour lakes and toners and
- (ix) fatty acids
- (x) Oxygen, acetylene and carbon-dioxide gases industry. The Act was actually enforced in this industry with effect from the 21st July, 1957

- (21) Indigo
- (22) Lac including shellac
- (23) Non-edible vegetable and animal oils and fats

*From 31st Dec., 1956*

- (24) Newspaper establishments

*From 31st Jan., 1957*

- (25) Mineral oil refining industry

*From 30th April, 1957 (26 to 30)*

- (26) Tea plantations (other than the tea plantations in the State of Assam)
- (27) Coffee Plantations
- (28) Rubber Plantations
- (29) Cardamom Plantations
- (30) Pepper Plantations

*From 30th Nov., 1957 (31 to 37)*

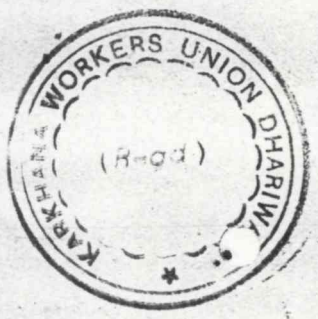
- (31) Iron-Ore Mines
- (32) Lime-stone Mines
- (33) Manganese Mines
- (34) Gold Mines
- (35) Industrial and Power Alcohol Industry
- (36) Asbestos Cement]Sheets Industry
- (37) Coffee Curing Establishments

*From 30th April, 1958.*

- (38) Biscuit making industry including composite units making biscuits and products such as bread, confectionery and milk and milk powder.

172-B.5

101



To: Office Secretary,  
All India TRADE UNION CONGRESS.  
4, ASHOK Road,  
New Delhi!!

To: THE Office Secretary,  
All India Trade Union Congress,  
4, Ashok Road, New Delhi.

No 611-A. 20.4.59.  
Dharwal

Dear Sir,  
Please acknowledge receipt on receipt  
of money asked for in your letter of 14th April. M.O.  
sent is herewith today.

With greetings

Yours v. truly,

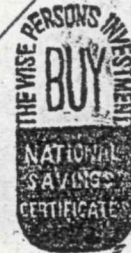
M. Ashier  
ASHIER.



C.-3

W.1

E-1 APR 1959



2085

INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

2085

Received here at H. M.

O O ROZHAKODE H 31 29 SECRETARY A T T O C 4

ASHOKA RD NEW DEHAT

REGISTRATION FEE AND APPLICATION IS BEING SENTING PLEASE SEND  
CERTIFICATE PRESIDENT TICE WORKERS - UNION PEROKK KERALA

Sent  
1-4-59

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.  
MGIFPAh.—121—30.4.57—91,370 Bks.



EMPLOYEES STATE INSURANCE CORPORATION  
(MINISTRY OF LABOUR AND EMPLOYMENT)

.....

New Delhi, the 18th May, 1959.

NOTIFICATION

No. INS.I-22(1)-1/58 :- In exercise of the powers conferred by sub-regulation (1) of Regulation 5 of the Employees' State Insurance (General) Regulations, 1950, I hereby determine that in the areas specified in the Schedule below the first contribution and first benefit period for Sets A, B and C shall begin and end in respect of persons in insurable employment on the appointed day of midnight of 9th May, 1959, as indicated in the table given below:-

Set	First contribution period		First benefit period	
	Begins on midnight of	Ends on midnight of	Begins on midnight of	Ends on midnight of
A	9-5-1959	25-7-1959	6-2-1960	30-4-1960
B	9-5-1959	26-9-1959	6-2-1960	25-6-1960
C	9-5-1959	28-11-1959	6-2-1960	27-8-1960

(ii) In pursuance of the proviso to Section 47 of the Employees' State Insurance Act, 1948, (34 of 1948) the condition regarding minimum number of twelve contributions payable during a contribution

P.T.O.

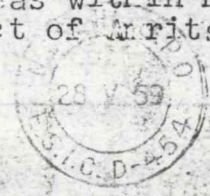
REVENUE CLAUSES  
SECTION 11

period for entitlement to sickness benefit in the corresponding benefit period is hereby waived for the first contribution period in respect of the insured persons in the areas specified in the schedule given below who are allotted Sets A & B and for whom the first contribution period begins on midnight of 9th May, 1959 and ends on midnight of 25th July, 1959 and 26th September, 1959 respectively.

Schedule.

1. The following areas of the State of Punjab.
  - (i) The areas within revenue villages of Hamidpura, Gomanpura, Khatania, Rampura and Kharmania, Had Bast Nos. 355, 354, 356, 362 and 364 respectively in the district of Amritsar.
  - (ii) The areas within Khasa Had Bast No. 365 in the district of Amritsar.

BOOK POST



V. M. Albuquerque  
Director General

*Yashwantrao Road  
Peer Delhi*

"AHUJ A"  
20.5.59

Assistant,  
E. I. Corporation,  
2/13 Anaf Ali Road,  
NEW DELHI

The President,  
All-India Trade Union Congress,  
C/15, Connaught Road, Delhi - 5.

EMPLOYEES' STATE INSURANCE SCHEME

BY S.Y. KOLHATKAR

217 Part I  
172-B

The Employees' State Insurance Act was passed in the year 1948. The scheme was inaugurated in Delhi and Kanpur in the year 1952 and is now extended to 63 centres spread over 10 States. At present the scheme covers 12.35 lakhs employees and during the 2nd five year plan period, it is proposed to cover the entire insurable population numbering about 20 lakhs employees.

The ~~ESI~~ scheme is administered by the Employees State Insurance Corporation, consisting of 35 members. Out of these 35 members, only 5 are workers' representatives, employers' have 5 representatives and 2 are members of the medical profession, 2 members of parliament and the remaining 21 are representatives of Central and State Governments. The Standing Committee of the Corporation consists of 13 members of whom only 2 are workers' representatives and the Central <sup>and</sup> State Governments are represented by 7 members. The Medical Benefit Council consisting of 23 members has 17 Central and State <sup>Government's</sup> representatives and workers are represented by only 3 members.

The funds of the Corporation are derived mainly from the contributions paid by the workers and the employers plus interest on investments. The workers contribute 2½ per cent of their wages whereas the employers at present pay 1½ per cent of wages in the implemented areas and ¾ per cent in non-implemented areas, even though under the Act the employers ought to pay 5 per cent of the wage bill every month. The employers have secured this concession from the <sup>obliging</sup> Government ~~who is always prepared to oblige them by pleading~~ <sup>on the plea of</sup> competitive disadvantage ~~to~~ <sup>to</sup> employers in implemented areas as against those in non-implemented areas. The State Governments were to share

~~it~~ 1/3 of the cost of medical benefit under the Act. But at the instance of Bombay Government, this share was reduced to 1/4 of the cost of medical benefit and it has now been decided that with the extension of ~~this~~ the scheme to families <sup>of insured workers</sup> the share of the State Governments will be further reduced to 1/8 of the cost of medical benefit. The Central Government at present contributes nothing towards the E.S.I. Scheme.

Both employers as well as the State Governments have succeeded in getting their contribution to E.S.I. Scheme substantially reduced. ~~The~~ workers' contribution, however, remains the same as was laid down in the Original Act, ~~notwithstanding~~ notwithstanding the fact that a large majority of the workers get wages ~~which are~~ below the norm of minimum wages recommended by the 15th Indian Labour Conference.

During the last 3 financial years beginning from March 1955, the respective contributions of the workers and employers towards the Scheme have been as follows.

<u>Year</u>	<u>Employees' Contribution</u>	<u>Employers' Contribution</u>
1955-56	Rs. 2,39,61,290	Rs. 2,25,29,288
1956-57	Rs. 3,22,02,834	Rs. 2,39,39,404
1957-58	Rs. 3,52,35,954	Rs. 2,83,41,328

The total contribution made by the workers during the last 7 years of the Scheme is Rs. 10.78 crores. The total benefits received by the workers including the cost of medical benefit ~~approximately~~ <sup>approx</sup> <sup>approximated</sup> to Rs. 8.28 crores. It will be thus seen that the workers have not received from the Scheme even what they had contributed out of their hard-earned wages and the Corporation had made a net saving of Rs. 2.50 crores out of workers contributions alone, leaving the employers contributions almost untouched.

The total contributions so far made by the employers towards E.S.I. Scheme is Rs. 12.64 crores. This amount, the Corporation was able to get from the employers even after reducing their contribution from 5% to  $1\frac{1}{2}\%$  and  $\frac{3}{4}$  per cent respectively of the wage-bill.

No wonder, therefore, that the E.S.I. Corporation has been able to amass the huge reserves of Rs. 13.88 crores which is invested in National and State Loans and Government Securities. In addition to this the Corporation has ~~two~~ two separate Reserves funds for ~~The~~ Dependents benefits and Permanent Disablement benefits amounting to Rs. 13.90 lakhs and Rs. 41.72 lakhs respectively.

The administrative expenses of the Corporation have been mounting from year to year. The expenses which were Rs. 21 lakhs in the year 1952-53 have gone up to Rs. 61.36 lakhs in the year 1957-58. The total administrative expenses of the Scheme during all these seven years ~~xxxxxxx~~ have been to the tune of Rs. 2.38 crores.

This picture of the financial position of the E.S.I. Corporation is also reflected in the annual report of the Corporation for the year 1957-58. In this year receipts from workers contribution were Rs. 3.52 crores, from employers contribution Rs. 2.83 crores, from interest on investments and other income about Rs. 31.34 lakhs. Out of this total income of Rs. 6.67 crores, the cash benefits paid to the workers amount to Rs. 2.14 crores. Payments made to the State Governments for medical benefit ~~x~~ (large part of which is for previous years also) amount to Rs. 1.61 crores. The administrative expenses have been as stated above Rs. 61.80 lakhs. After deducting all these expenses the Corporation has made a net saving of Rs. 2.30 crores in the year 1957-58 alone.

The brief facts stated above make it absolutely clear that the financial position of the E.S.I. Corporation ~~xxxxxxx~~

Contd...4.

-ration is extremely sound and stable. In fact this position would have been still better had the Government compelled the employers and State Governments to pay their full share of the contributions as laid down in the Act.

Let us now see whether the benefits conferred by the Scheme upon the workers are really commensurate with the financial ability of the Corporation. The Corporation at present pays only half of the average daily wages to workers who are disabled due to either injury or sickness. These cash benefits are paid for only 56 days except in the case of T.B. patients, who get only  $\frac{1}{4}$  of average Wages after 56 days, upto a further period depending on their services. The medical benefit is as <sup>yet</sup> at not extended to families except in one or two centres even though there has been a pressing demand for the same. The benefit proposed to families of insured workers is only general out-door treatment without hospitalisation or specialist medical aid. The monthly or daily benefits paid to these injured while on duty are, to say <sup>the</sup> least, niggardly and very small. The Corporation does not take any responsibility for dental and eye treatment or skin diseases nor are dentures or spectacles supplied free of cost to insured workers.

There is no doubt that these benefits paid by the E.S.I. Corporation can be immediately enhanced without causing any financial strain on the present resources of the Corporation. If the Government realises the full contributions of the employers and the State Governments, the Corporation will be definitely in a position to provide much better benefits than are at present conferred under the E.S.I. Scheme.

Immediate extension of the Scheme to the families of insured workers has been agreed to by all parties in Corporation. The Corporation authorities had contended

that unless the employers contribution was raised to the ~~full~~ full limit under the Act this would not be financially possible. The Labour Ministers Conference at Nainital had agreed that this should be done immediately. However, the employers representative on the Corporation ~~was~~ opposed immediate enhancement <sup>of</sup> employers' contribution on the ground that no case has <sup>been</sup> made out to show that the present income of the Corporation would be insufficient to bear the burden of extra cost consequent upon extension of the Scheme to families. The Government, therefore, retreated and agreed that extension of the Scheme to families should proceed till such time as it is possible to meet the extra cost from the current revenues of the Corporation and it is only when this limit is reached that the employers contribution should be increased.

The opposition to extension of the Scheme to families does not however come from the employers alone. The State Governments who will have to share the higher cost of the medical benefit were equally opposed to this. The E.S.I. Report for the year 1957-58 states on page 1 that "the state governments were not all in favour of this approach" (extension to families). This remains the attitude of the State Governments even after the Corporation agreed to reduce their share to 1/8 and the Planning Commission reviewed the State Governments allocations and made room for the programme of extension of coverage and inclusion of families to go through as planned. It is due to this fact that the Scheme is now extended to families only in Bangalore and Rajasthan and is likely to be extended to Punjab in the near future. But in places like Bombay and Calcutta where the overwhelming majority of injured workers are concentrated, there is no prospect of extension to families for quite some time, mainly on account of opposition from the State Governments concerned.

However, mere extension of the restricted medical benefit to families of insured workers will not meet fully the demand of the workers unless full medical benefit care including specialist treatment and hospitalisation are made available to the workers families. As has been stated above the Corporation is quite able to meet the cost involved from the resources available to it.

In accordance with the very modest standard fixed by the Corporation the scale of hospital beds under the scheme should be 1 general bed for about 800 employees, 1 T.B. bed for 1600 employees and 2 maternity beds for 1000 insured women. On this basis the immediate requirement for 12.35 lakhs employees is a provision of at least 2,400 beds. But the Corporation has so far been able to provide only 1,400 beds i.e. 1,000 beds short of the minimum requirement. What is the justification for these shortage of beds in the face of the huge reserve of Rs. 13.88 crores at the disposal of the Corporation, out of which Rs. 5.35 crores have been specially ear-marked for construction of hospitals? In places like Bombay and Calcutta where there is largest concentration of insured employees namely 4,70,000 and 2,30,000 respectively, the Corporation has not been able to construct a single hospital so far exclusively for the benefit of the workers. The main responsibility for this utter callousness and disregard towards workers is that of the State Governments and the Central Government. Ever since 1955 year after year the Corporation report mentions of the decisions taken, plans submitted and urgent consideration given etc. by those concerned, but till now not even land required for the hospitals has not been acquired! The Central Government throws the blame on the State Governments, the latter on their part point to shortage of steel and cement and



personnel etc. with the result that hundreds of insured employees, even those who ~~XXXX~~ are suffering from T.B. are denied admission to hospitals. At the last meeting of the Corporation, the Union Labour Minister stressed the urgent need for immediate steps in this direction but since then no concrete steps have been taken either by the Corporation or by the State Governments of Bombay or Bengal to undertake construction of hospitals. This state of affairs is not likely to change unless the insured employees themselves bring sufficient pressure on the Central and the State Governments by mass action.

Along with this question it has also become equally necessary to start a mass agitation for the reduction of workers contribution by 50% and raising the employers contribution to full statutory limit. As has been shown above the Corporation has been able to make a net saving of Rs. 2.30 crores in the year 1957-58 after paying cash benefits, administrative expenses and the cost of medical benefits to states for a number of years. Hence if the workers contribution is reduced by 50%, the income of the Corporation will be less by about Rs. 1.76 crores which means that even after this reduction the Corporation will have an excess of income over expenditure amounting Rs. 55 lakhs. This surplus will of course be very much larger if the employers contribution is raised to the full ~~xxx~~ statutory limit. The contribution of the employers for the year 1957-58 was Rs. 2.83 crores at the rate of ~~1 1/2%~~ and 3/4% of wages. Out of this the contribution paid by the employers at Bombay and Calcutta together comes roughly to Rs. 2 crores. Hence even if the contribution of employers at Bombay and Calcutta only were to be raised to the full, the Corporation would be able to get at least Rs. 8 crores, if not more annually. This surplus would be still greater if the ~~g~~

if the State Governments are made to pay their originally fixed 1/3 share of the cost of medical benefit.

There is thus a clear and irrefutable case for an immediate reduction of workers contribution by 50% and the enhancement of employers contribution to the schedule I rate under the Act. It is also equally true that the Corporation will be in a position to grant much higher benefit than present if, its funds are utilised for the benefit of the workers and not for financing the projects of the Central and State Governments. The huge ~~resources~~ reserves of Rs. 13.88 crores amassed by the Corporation are standing testimony of the manner in which the affairs of the Corporation are run. These reserves have been built at the cost of denial of elementary benefits to the workers who are contributing to the scheme from their meagre wages.

It is worthwhile to note here that the benefits recommended by the Bombay Textile Labour Enquiry Committee in 1937 and Whitlay Commission in 1931 were in some respects higher than those available under the E.S.I. Scheme. For example the Textile Labour Enquiry Committee had recommended cash benefit to the extent of 75% of average wage for a maximum period of six months in a year. The Whitlay Commission had recommended that refund should be made available to the workers who left employment after subscribing and before they had been covered by insurance for a reasonable period. A comparison of the present E.S.I. benefits with benefits of similar schemes even in capitalist countries, let alone socialist countries, will show that the E.S.I. benefits are much lower than those available there. In countries like Switzerland and Austria where the schemes are managed by workers societies the sickness benefit is paid for 28 weeks in a year as against 8 weeks of the E.S.I. The cash benefit paid in other countries is also at least 3/4 average wage as

<sup>against</sup>  
~~against~~ 1/2 average here where <sup>as</sup> the contribution from workers in those countries are no more than what workers pay here. There is thus an urgent need to radically improve the benefits granted by the E.S.I. Scheme and bring them in line with international standards. In their report for the year 1957-58 the Corporation authorities however ~~and~~ <sup>put</sup> their own back for petty and minor improvements that were made during recent years. "The process (of effecting improvements in the benefit structure of the Scheme) started in 1954 continued to gather momentum and looking back there is reason to be satisfied with the achievement" ~~says~~ says the report on page 2. And what is the improvement effected? Sending cash benefit by money orders, supply of spectacles at cost price, increase of cash benefit to T.B. patients beyond 8 weeks at reduced rate etc. Can these be called real improvements? Must we thank them for these small <sup>mercies</sup> ~~averies~~? The analysis of <sup>morbidity</sup> ~~mortality~~ data given in the report shows that the prevalence of T.B. in places of Bombay and Calcutta is as high as 13.53 and 13.11 per thousand workers. As against this high incidence of T.B. the facile claim of improved benefit made by the Corporation can only be termed as cynical. If social insurance has any meaning, should it not provide full benefit for the entire period of sickness at least in T.B. cases?

Far from making any real and substantial improvements in the benefits, the Corporation has not been able to remove even the gross anomalies <sup>and</sup> deficiencies that came to light during the last 7 years of the operation of the E.S.I. Scheme. Take for example Sec. 73 of the Act which lays down that no employer shall dismiss or discharge an employee who is under medical treatment for sickness or is absent from work due to illness duly certified. The Regulation 98 under the Act, however,

allows dismissal or discharge after six months. Now that in T.B. cases the sickness benefit is extended beyond six months, this regulation ought to have been suitably amended. This matter was brought to the notice of the Corporation as far back as six months, yet no steps have been taken to amend the regulation. Similarly it was also pointed out to the Corporation that employees whose wages fluctuate around Rs. 400/- per month due to overtime ~~ex~~ earning should be either included or ~~ex~~ excluded from the Scheme on the basis of their normal wages exclusive of overtime wages, otherwise these employees do not get any benefit of the Scheme even after paying contributions. This suggestion ~~v~~ also has not been accepted by the Corporation so far.

The Corporation has now decided that provision for artificial limbs should be made under the Scheme at the Poona Military Hospital in both ~~except~~ employment injury cases as well as normal sickness cases. But recently it has been found that a large number of disabled ~~employees~~ are waiting for a period of 4 to 6 months for admission to Poona Military Hospital because no beds are available there due to a sudden influx of military patients. One wonders what sort of an arrangement the Corporation has arrived at with the military authorities if the same is made entirely dependent on the needs of the military personnel!

This instance is symptomatic of the bureaucratic manner in which the E.S. I Corporation functions even in the cases of workers who have lost their limbs either as a result of employment injury or otherwise. Innumerable such instances of red-tapism and callous behaviour, incompetent, and high handed administration of the Corporation imposing ~~unnecessary~~ unnecessary hardships, harassment and loss of earnings on the insured persons could be cited.

The E.S.I. Scheme is an important social security measure intended solely for the workers benefit and as such it ought to be administered with the participation and co-operation of the Trade Unions and the workers representatives. But the present set up of the E.S.I. Corporation is anything but democratic. The Corporation is dominated by the Central and State ~~Government~~ Govt., representatives who occupy 21 seats out 35 in the Corporation, 7 out of 13 in the Standing Committee and 17 out of 23 seats in the Medical Benefit Council. Thus the Central Government which contributes nothing to the Scheme and the State Governments who share only 1/8 of the medical costs get ~~only five~~ a majority of seats ~~now~~ whereas workers who contribute nearly 60% of the income of Corporation get only 5 seats on the Corporation, 2 on the Standing Committee and 3 on the Medical Benefit Council. Thus the E.S.I. Corporation which is supposed to be an autonomous corporation has in reality become almost a department of the <sup>Government of India</sup> ~~Union Labour Ministry~~. When this is the top structure of the Corporation, it is not surprising that the same is repeated at the lower levels in the Regional Boards and Local Committees. In fact in the State of Bombay where there are nearly 5 lakhs insured workers the Regional Board has not met for the last three years and no Local Committee has been formed in the City of Bombay.

This entire set-up of the E.S.I. Corporation needs to be radically overhauled and democratised in order to make it more responsive to the needs of the workers. The workers representation on the Corporation must be at least doubled and Government representation must be drastically reduced in order to bring it in proportion to the contribution made by the respective parties towards E.S.I. funds.

The representation given to the A.I.T.U.C on the Corporation is highly discriminatory. There is only one representative of the A.I.T.U.C., on the Corporation while the I.N.T.U.C., is given three representatives and there is no representative of the A.I.T.U.C. on the Standing Committee while both the I.N.T.U.C., and the H.M.S., have one representative each.

The General Council of the A.I.T.U.C., which is meeting at Bangalore ought to review the functioning of the E.S.I. Scheme and decide upon <sup>a</sup> ~~an~~ plan of agitation and mass action to bring about radical improvements in its structure and the benefit provisions.

Ever since the inauguration of the Scheme, the A.I.T.U.C. Unions and State Units have made various representations suggesting improvements in the Scheme. In place like Calcutta and Amritsar and Bombay demonstrations and Conferences against the functioning of the Scheme have been held. However, so far there has not been any joint and co-ordinated agitation in all the important centres at one and the same time. Our agitation so far yielded some <sup>partial</sup> ~~vital~~ results on a local scale. But these by themselves could not bring about any radical and basic changes in the Scheme. It is, therefore, necessary that the General Council should consider and decide upon an All-India plan of action on the basis of the following immediate demands.

- (1) Reduction of workers contribution by 50% and enhancement of employers contribution to schedule I rate under the Act.
  - (2) Immediate construction of E.S.I. hospitals in Bombay and Calcutta.
  - (3) Extension of Scheme to families of insured workers and provision for full medical care and hospitalisation for families.
  - (4) Democratise the structure of E.S.I. Corporation, increase workers representation on the Corporation and on its committees and give adequate representation to the A.I.T.U.C.
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✓ Protest against exclusion of AITUC from Standing Committee

Com. S.Y. Kotharkar, Representative of the All India Trade Union Congress on the Employees State Insurance Corporation staged a walk-out from the meeting of the Corporation held at New Delhi on 17th April to register the strong protest of the A.I.T.U.C against the policy of discrimination adopted <sup>by the Corporation</sup> against the A.I.T.U.C ~~in the matter~~ by denying it representation on the Standing Committee <sup>of the Corporation</sup>. Com. Kotharkar pointed out that for the last 8 years the A.I.T.U.C had been excluded from the Standing Committee, even though it was by far the largest organization of the working class on the basis of membership as well as influence. ~~He said~~ The election of the new Standing Committee was <sup>the last</sup> one of the items of the agenda of the Corporation meeting and the above protest was lodged when the Corporation again ~~was~~ decided to select the nominees of the I.N.T.U.C and H.M.S. ~~on the~~ and postpone <sup>the last</sup> the ~~election~~ <sup>discrimination against the</sup> of A.I.T.U.C for another period of 2 years.

~~The Corporation~~ <sup>The</sup> meeting held on 17th April discussed

the report of the Corporation activities ~~since~~ since its last meeting <sup>absence of Shri G.L. Nanda</sup> the Union Labour Bureau who is the chairman of the Corporation, <sup>Shri P.M. Menon, the secretary of the report</sup> stated that during this period about 2,15,300 family units are now being ~~provided~~ provided medical care under the scheme in various implemented areas in 7 states namely Andhra, Bihar, Madhya Pradesh, Mysore, Punjab and Rajasthan. <sup>When the</sup> ~~The~~ A.I.T.U.C representative inquired <sup>why</sup> ~~about~~ the latest date for <sup>was fixed</sup> extension of medical care to families in Greater Bombay & Calcutta, ~~where there is large concentration of workers.~~ <sup>There</sup> neither the Director General nor the nominee of the Bombay Govt on the Corporation were able to give <sup>any</sup> a definite answer. ~~Com. Kotharkar~~ <sup>also</sup> they were ~~unable~~ <sup>able</sup> to state the reasons for this delay when ~~com. Kotharkar~~ <sup>pointedly</sup> ~~asked~~ <sup>asked</sup> about ~~called~~ <sup>asked</sup> them to state what were the difficulties in early extension of the scheme to families, ~~particularly after the settlement~~ <sup>had already decided the question of</sup> the Corporation ~~deciding~~ <sup>as the</sup> ~~the~~ <sup>repetition</sup> fees for the doctors.

The Corporation authorities and State Govt nominees repeated the same performance on the question of construction of hospitals for the insured employees. During the last 8 months, no progress what so ever has been made in this matter despite the ~~persistent~~ <sup>urgent</sup> need for better hospitalisation facilities voiced by workers organisations.

The A.I.T.U.C representative warned the Corporation that if no steps are taken immediately to constitute separate hospitals for workers in the near future, the workers will not keep quiet but start mass action, to press the demand.

The report also revealed that ~~no steps in State~~ no meeting of the Regional Board for Bombay State had been held for the <sup>last</sup> 3 years ever since the reorganisation of the State. Com. S. Y. Khatkar pointed out that at the last meeting of the Corporation held in August 1958, he had drawn the attention of the Chairman to the above fact and the Chairman latter had promised to look into the matter <sup>that he would</sup> and urge upon the Bombay Labour Minister to take immediate steps to constitute the Board. The Secretary of the Labour Dept of the Bombay State who was present at the meeting was not in a position to give any satisfactory ~~answer~~ explanation for <sup>the State Govt's</sup> failure in this matter.

Amendments to Regulation Employees State Insurance Regulations, Excluded medical & cash benefits for Leprosy Cancer and Mental diseases, Provision for artificial dentures to insured persons who suffer loss of teeth due employment injury and disentitlement of insured persons due to failure on the part of the employers to pay workers contribution to the Corporation. Employees State Insurance Staff regulations were the other important matters discussed in the Corporation meeting.

At the last meeting of the Corporation the A.I.T.U.C representative had suggested amendment of Regulation 98 to give <sup>protection from dismissal upto one year or more</sup> protection to employees suffering from T.B. ~~from this~~ and ~~agreed~~ at the last there was general agreement that this should be done. Accordingly the amended Regulation 98 was placed before this meeting for its approval. But in the meantime



The Corporation has ~~also~~ decided to give extended medical care to Leprosy, cancer and mental patients up to one year or more as <sup>was done</sup> in the case of T.B. patients. Com. Kothekar therefore suggested that in <sup>view of</sup> the above decision, these patients should also be given the same protection against dismissal as is sought to be given by amended Regulation 98. This suggestion was accepted by the meeting and the draft amendment was suitably modified to include Leprosy, cancer and mental diseases.

The Corporation meeting also decided to make provision for artificial dentures to insured persons who suffer loss of teeth due to employment injury. It was further decided that insured persons appearing before the Medical authority under Regulation 71(i) should be given conveyance allowance and/or compensation for loss of wages.

On the question of disentitlement of insured persons due to failure on the part of employer to pay employees contribution Com. S. Y. Kothekar suggested that employees should be given contribution cards in addition to the usual identity cards, so that Insurance inspectors could immediately check the same and take steps to continue medical treatment of those cash benefits to the insured persons despite the employer's failure to remit his contribution to E.S.I. Corporation. The Corporation ~~of~~ authorities agreed that this suggestion will be given favourable consideration.

### Transition

The changeover from panel system to Service system at Ujjain and Ratlam in Madhya Pradesh was ~~the~~ as ~~not~~ mentioned in the 2 monthly reports

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Matters before the meeting, became a subject  
matter for heated discussion in the meeting. The  
A.2.7.9.1.e representative <sup>stated</sup> ~~demanded~~ that no reasons  
have been given in the report for this change over  
and inquired whether the ~~recommendation~~ decision  
of the National Labour Ministers Conference, about  
consulting the workers organisation before such  
a change-over, ~~was~~ was followed in this case. The  
Director General was not able to state <sup>in detail</sup> the reasons

for the change and could not say whether workers organisations  
were consulted. <sup>over</sup> The representative of Madhya Pradesh  
State Govt ~~and~~ stated that the representatives of Union  
at both places had been consulted & they had  
agreed as to this change over from Panel to  
Service system.

~~The values report~~

The question of promotion of <sup>measures</sup> ~~measures~~ for  
preventive service at work places by the corporation  
and consideration of the final <sup>valuation</sup> report of the  
~~values for~~ E.S.I. Corporation were deferred  
for further discussion at the next meeting.

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RULES AND CONSTITUTION OF

MAHINDRA & MAHINDRA LTD., EMPLOYEES' UNION

1. **NAME:** The name of the Union will be MAHINDRA & MAHINDRA LTD., EMPLOYEES' UNION hereinafter referred to as the Union in this Rules.
2. **OFFICE:** The office of the Union will be at Calcutta. Any change in the address will be duly notified to all concerned and to the Registrar of Trade Unions, Government of West Bengal, within fourteen days from which such a change takes place.
3. **OBJECT:** The objects of the Union will be as follows:
  - a) To secure effective and complete organisation of the staff and employees employed in or connected with Messrs. Mahindra & Mahindra Ltd.
  - b) To promote the rights and interests of the employees in matters of economic, social, cultural and political - as far as the interest of the employees are concerned.
  - c) To improve and ameliorate the condition of the members and to safeguard their interests by negotiation with the employer and failing all means of negotiations by resorting to strikes or any other suitable course of action after giving proper notice.
  - d) To make speedy conduct and speedy and satisfactory conclusions of all strikes and to provide against lock-outs.
  - e) To adopt all legal measures in order to provide gratuity and allowances to members and their dependents on account of unemployment, oldage, sickness, accident and death.
  - f) To foster genuine trade unionism and spirit of fraternity among the members of the Union.
  - g) To be affiliated with other organisations connected with similar trade and having kindred objects.
  - h) To conduct trade disputes on behalf of the members in particular and employees of the Company in general whenever necessary.
4. **MEMBERSHIP**
  - a) Any person employed in the organisation of Messrs. Mahindra & Mahindra Ltd., and above the age of 15 years, irrespective of caste, creed, race and sex is eligible for the ordinary membership of the Union by abiding the rules of the constitution.
  - b) Any ordinary member shall have to pay Re.1/- as monthly subscription on enrolment and thereafter within the month for which it falls due. Failure in paying the monthly subscription consecutively for six months will cause the membership to be forfeited. Such person or persons can be re-admitted on payment of all his arrears on conditions as may be imposed on him or them by the Executive Committee.
  - c) As soon as a person becomes a member of the Union he is entitled to all the benefits which the Union may offer to its members.
  - d)

- c) All cheques, receipts etc., regarding the withdrawal or deposits of money shall be signed by the Secretary and the Treasurer.
- d) Persons who are not actually employed in or connected with the industry may be enrolled as honorary members to serve the cause of the employees as office-bearers in the Executive Committee.
- e) Number of such honorary members shall not exceed one-third of the total number of members of the Executive Committee.

5. MEMBERSHIP REGISTER:

- a) The Account Books shall remain open for inspection of the ordinary members.
- a) The Union shall maintain a general register of the members, ordinary and honorary, stating therein the names, age, address, occupation etc.
- b) Membership Register shall remain open for inspection of the ordinary members during the office hours of the Union.

6. REMOVAL OR FORFEITURE OF MEMBERSHIP:

- a) Any member, office bearer or ordinary member, found incompetent or hostile to the interests of the Union may be suspended from the Union by the Executive Committee with a two-thirds majority of the votes. Such suspended person or persons shall have the right to appeal to the General Meeting of the Union, and decision of the General Meeting shall be final.

7. EXECUTIVE COMMITTEE:

- a) Subject to the control of the General Members of the Union, the administration of all affairs of the Union shall be carried on by an Executive Committee of not more than nineteen and not less than nine members, including one President, not more than two Vice-Presidents, one Secretary, one Assistant Secretary and one Treasurer.
- b) All members of the Executive Committee shall be of eighteen years of age, and shall be elected at the annual general conference of the Union, and shall hold office, unless removed by death, found incompetent or hostile to the interest of the Union, till the next election of the office bearers. Any casual vacancy in the Executive Committee will be filled by the Executive Committee.
- c) The Executive Committee, subject to final approval by the General Members of the Union, shall have the power to amend, rescind, repeal and modify the rules of the Union. All changes in the constitution must be notified to the Registrar of the Trade Union, West Bengal, within fourteen days from which such change takes place.
- d) The Executive Committee shall meet at least once a month to transact business of the Union. One-third of the members present shall form the quorum. Two days' notice shall be required to hold the meeting, shorter notice of one day will suffice in case of emergency. The Secretary shall have the power to convene the meeting of the Executive Committee and of the General Members of the Union.
- e) The Secretary, on behalf of the Executive Committee shall look after the conductive of the Union, and shall be responsible to the Executive Committee. In absence the Assistant Secretary shall function.

8. FUNDS:

- a) The funds of the Union shall not be spent for purposes other than those mentioned in Section 15 of the Indian Trade Union Act, 1926.

9. ORDINARY GENERAL MEETINGS:

- b) The Secretary of the Union can retain up to Rs.25 (Rupees twenty-five) in his hands and the Treasurer Rs.50/- (Rupees fifty) for meeting the current expenditure of the Union. All other money shall be deposited with sound Bank or shall be invested in approved Securities.

- c) All cheques, receipts etc., regarding the withdrawals or deposits of money shall be signed by the Secretary and the Treasurer ~~jointly~~ jointly, or by any two officers authorised by the Executive Committee.
- d) Besides regular subscriptions of the Union can raise separate funds for specific purposes other than political purpose which shall not be spent for objects other than those of which it is raised.
- e) The Account Books shall remain open for inspection of the ordinary members during the office hours of the Union.

#### 9. FINANCIAL YEAR OF THE UNION:

The financial year of the Union will be from 1st of January to 31st December.

#### 10. ANNUAL GENERAL CONFERENCE:

- a) Every year soon after 31st December and before March the Annual General Conference of the Union will be held. The audited account of the Union shall be submitted in this Conference, whereafter the Secretary of the Union shall prepare the Annual Return of the Union in the prescribed form according to ~~the~~ Section 28 of the Indian Trade Union Act, 1926 and shall thereafter arrange for the submission of Annual Return before the Registrar of Trade Unions, before 31st March. Among other, the conference shall also do the following:-
- i) Elect Executive Committee for the ensuing year.
  - ii) Formulate the policy of the Union for the ensuing year.
  - iii) Such other discussion and business as may arise out of the then prevailing condition.
- b) Fifteen days notice shall be required to hold the conference.
- c) Two-thirds of the members present shall form the quorum. All the issues will be settled by voting by show of hands. If the prescribed quorum is not present the conference will be adjourned for three days and in the adjourned conference no quorum will be necessary. Secretary will convene the conference.
- d) The President of the conference shall have a casting vote in case of equality of votes.

#### 11. DISSOLUTION:

The Union shall not be dissolved except by a resolution of meeting called for the purpose. The quorum of such a meeting will be three-fourths of the total ~~number~~ member then in the list. The meeting will also make arrangements for the payment of liabilities. The notice of dissolution will be given to the Registrar of the Trade Unions, West Bengal, within fourteen days from the date of accepting the resolution and the dissolution shall not be effected unless a certificate to the effect is obtained from the Registrar of Trade Unions, Government of West Bengal.

#### 12. ORDINARY GENERAL MEETINGS:

If and when necessary a meeting of the General Members of the Union may be convened on 4-days notice. The Secretary or in his absence or failure the Assistant Secretary shall convene the meeting, one-third members shall form the quorum.

13. **AUDIT:** The accounts of the Union shall be audited soon after 31st December every year by an Auditor competent under the provisions of the Bengal Trade Unions Regulations, 1927.

**SIGNATURES:**

- 1. **NAME:** The name of the Union will be MAHINDRA & MAHINDRA LTD., EMPLOYEES' UNION hereinafter referred to as the Union in this Rules.
- 2.
- 3.
- 4. **OFFICE:** The office of the Union will be at Calcutta. Any change in the address will be duly notified to all concerned and to the Registrar of Trade Unions, Government of West Bengal, within fourteen days from which such a change takes place.
- 5.
- 6. **OBJECT:** The objects of the Union will be as follows:

Calcutta,

Dated November, 1957.

- a) To secure effective and complete organization of the staff and employees employed in or connected with Messrs. Mahindra & Mahindra Ltd.
- b) To improve and ameliorate the conditions of the members safeguard their interests by negotiation with the employer. Having all means of negotiations by resorting to strike and other lawful methods course of action other than proper.
- c) To make speedy settlement and speedy and satisfactory conclusion of all strikes and to provide against lock-outs.
- d) To afford legal assistance in order to provide gratuity and allowances to members and their dependents on account of employment, old age, sickness, accident and death.
- e) To foster genuine trade unionism and spirit of fraternity among the members of the Union.
- f) To be affiliated with other organizations connected with similar trade and having kindred objects.
- g) To conduct trade disputes on behalf of the members in particular and employees of the Company in general whenever necessary.

**MEMBERSHIP**

- a) Any person employed in the organization of Messrs. Mahindra & Mahindra Ltd., and above the age of 15 years, irrespective of caste, creed, race and sex is eligible for the ordinary membership of the Union by abiding the rules of the constitution.
- b) Any ordinary member shall have to pay Rs.1/- as monthly subscription as a condition and thereafter within the month for which it falls due. Failure in paying the monthly subscription continuously for six months will cause the membership to be forfeited. However, such a person can be re-admitted on payment of all his arrears on conditions as may be imposed on him or her by the Executive Committee.
- c) No person shall be a member of the Union if he is entitled to all the benefits which the Union may offer to its members.

(As amended by notification No. 2474 Com., Dt: the 9th August, 1939)

ANNUAL RETURN PRESCRIBED UNDER SECTION 28 OF THE INDIAN TRADE UNIONS ACT, 1926, FOR THE YEAR ENDING ON 31st. MARCH, 195.

Name of Union: MAHINDRA & MAHINDRA LTD EMPLOYEES  
 Registered Head Office: 129A. CIRCULAR GARDEN REACH ROAD. CALCUTTA-23  
 Number of certificate of Registration: 4253

- I. Return to be made by Federations of Trade Unions.
- (1) Number of unions affiliated at the beginning of the year:
  - (2) Number of unions joining during the year:
  - (3) Number of unions by which subscriptions due have been paid up in full:
  - (4) Number of unions disaffiliated during the year:
  - (5) Number of unions affiliated at the end of the year:

- II. Return to be made by individual trade unions.
- (2) Number of members on books at the beginning of the year: 60
  - (2) Number of members admitted during the year: 67
  - (3) Together: 127
  - (4) Number of members by whom subscription due have been paid up in full: 127
  - (5) Number of members who left during the year (deduct): NIL
  - (6) Total number of members on books at the end of the year: 127
  - (7) Males: 127
  - (8) Females:
  - (9) Number of members contributing to political funds:

A copy of the rules of the Trade Union corrected up to the date of despatch of this Return is appended. The alterations shown in the rules have/have not been registered.

Dated the 30.6.59

*Altered by Bagchi*

.....  
 SECRETARY





- 3 -  
GENERAL FUND ACCOUNT.

INCOME:		EXPENDITURE:	
	Rs. NP.		Rs. NP.
Balance at the beginning of the year:	54.82	Salaries, allowance and expenses of officers:-	360.00
Contributions from members at R 1/00.	-	Salaries, allowance and expenses of establishment:-	-
Per member:	1323.00	Auditor's Fee:	-
Donations:	-	Lwgal expenses:	-
Sales of periodicals, books, Rules etc:	-	Expenses in conducting trade disputes:	-
Interest on investments:	-	Compensation paid to members for loss arising out of trade disputes:	-
Income from miscellaneous:-	-	Funeral, old age, sickness, unemployment benefits, etc:	390.50
Sources (to be specified):	-	Eduastional, social and religious benefits:	310.50
-----		Cost of publishing Periodicals:	-
-----		Rents, rates and taxes:	60.00
-----		Stationery, printing and postage:	77.00
		Expenses incurred under section 15(j) of the Indian Trade Unions Act, 1926 (to be specified):	-
		-----	
		-----	
		Other expenses (to be specified):	-
		<u>TRAVELLING EXPENSES</u>	58.80
		-----	
		-----	
		Balance at the end of the year:-	121.02
.....		.....	
Total :-	1377.82	Total :-	1377.82
-----		-----	

Political Fund Account.

Income:		Expenditure:	
Balance at the beginning of the year .....	Rs. NP.	Payment made on subjects specified in section 16(2) of the Indian Trade Unions Act, 1926 (to be specified):	Rs. NP.
Contributions from members at .....	per month.		
Total:-		Total:-	

Expenses of management (to be fully specified).

Balance at the end of the year.

..... Treasurer

Auditor's Declaration.

The undersigned, having had access to all the books and account of the Trade Union, and having examined the foregoing statements and verified the same with account vouchers relating thereto, now sign the same as found to be correct, duly vouched and in accordance with the law subject to the remarks, if any appended hereto.

Address: 129A C.G.R. Rd.

Calcutta - 23

..... Auditor

Dated the .....

The following changes of officers have been  
made during the year:  
OFFICERS RELINQUISHING OFFICE.

Name:	Office.	Date of relin- quishing office
-------	---------	-----------------------------------

OFFICERS APPOINTED

Name:	Age.	Office.	Address.	Occupation.	Date of appt.
-------	------	---------	----------	-------------	------------------

Secretary.

A complete list of officers holding office on the 31st March 1957 (i.e. ending the year of the return), including honorary officers, is given below:

Name	Age	Office	Address	Occupation	Date of Appt.
Phani Bagchi		President			
A. K. Chakravarty		Vice President			
H. L. Mukhopya		"			
Bikash Kali Roy		Secretary			
Keshab Das		Treasurer			
C. D. Boral		Member			
S. N. Basumalik		"			
Sukumar Bose		"			
Ram Dulan		"			

Registered address: -----

Dated the 30<sup>th</sup> June 1957

SECRETARY.

# ALL-INDIA TRADE UNION CONGRESS

AFFILIATION FORM ALL INDIA NO. 195

## PARTICULARS OF THE UNION

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

1. Name Hoozhy Jute Mills Employees Union Trade Group Textile (Jute)
2. Address 77, Garden Reach Road, Calcutta - 23.
3. Date of foundation 11<sup>th</sup> Sept 1946 . Registration 822 1946.
4. Office bearers:
  - (a) President Sri Bahwan Roychondhuri
  - (b) General Secretary Sri Kashinath Senka
  - (c) Treasurer Janab Zahoor Sirdar
5. Date of the last annual meeting and election of office-bearers } 15. 7 1959.
6. Rate of Membership fees: Rs. 1. 50 as. ps. per month per year
7. Method of COLLECTION of membership fee: — ~~Monthly~~ Quarterly Yearly
8. Total INCOME of the last year ending 31st March 1959 . Rs. 960. 22
9. Total EXPENDITURE of the last year ending 31st March 1959 } Rs. 830. 07
10. Number of average paying MEMBERSHIP on 31st March 1959 — 606.
11. Advance affiliation fee sent if any: Rs. as. ps.

Receipt No.

Dt 195

Bahwan Roy Signature of the President | Kashinath Senka General Secretary

## REMARKS OF PROVINCIAL TRADE UNION CONGRESS

PROV. No.

1. Date on which the application was received by the PTUC }
2. Date on which PTUC forwarded it to AITUC }

Kudrajit Gupta Signature of Secy. PTUC

AFFILIATION FORM	COPY OF CONSTRUCTION	AUDITED STATEMENT OF A/Cs	COPY OF REPORT
duly filled in not filled in	attached not attached	Statement audited Statement not audited	attached not attached

## PROGRESS REGARDING AFFILIATION

1. Date of receipt of application \_\_\_\_\_ 195
2. Date on which it was placed before the General Council | Working Committee } 195
3. Remarks of the General Secretary—
4. Decision of the Gen. Council | W. Committee
  - B. Proviso of approval, if any:
  - C. In case of rejection, grounds on which rejected }
5. Date of approval \_\_\_\_\_
6. Membership granted \_\_\_\_\_

General Secretary, AITUC

# ALL-INDIA TRADE UNION CONGRESS

## APPLICATION FOR AFFILIATION

To  
The General Secretary,  
All-India Trade Union Congress  
1C/15 Rohtak Road,  
NEW DELHI-5.

From The President-Gen. Secretary

*Hooghly Jute Mills Employees Union.*  
*77, Garden Reach Road, Cal-23.*

Dear Comrade,

The General Body/Executive Committee of my Union desire me to request you to affiliate it to the AITUC. The union subscribes to the aims and objects of the AITUC and agrees to abide by its Rules and Regulations. I give below the full particulars of my Union. (i) Copies of the Rules and Regulations, (ii) the last Annual Report and (iii) audited Balance Sheet for the year 1958 to 1959 and (iv) the names of the present office-bearers of the Union are herewith enclosed.

Date 22<sup>nd</sup> July 1959.

Yours fraternally,

*Bhuvan B. Das*  
President/~~General Secretary~~ of the Union.

## RULES REGARDING AFFILIATION

1. The Trade Union seeking affiliation wherever possible, enclose :

- A. An Affiliation Form duly filled in.
- B. A copy of its constitution.
- C. A list of its-office bearers.
- D. A copy of its statement of accounts for the official year, giving the average paying membership for that period. duly audited by a Registered Accountant.
- E. And such other information or material as the General Secretary of the AITUC may require.

2. The Union shall be charging its members a minimum annual subscription of Rupee one for Industrial workers and annas eight for agricultural workers.

3. Each Affiliated Union shall be required to pay (A) An Annual Affiliation Fee of Rs. 10/- for a membership upto 250 or below and Rs. 15/- for a membership between 250 and 500 and at the rate of three pies per member with a minimum of Rs. 20/- for membership above 500 (B) A special levy towards meeting the affiliation fees of the world Federation of Trade Unions at the rate of Rs. 5/- per 1,000 membership or a part thereof.

(N.B. All contributions for the AITUC will be for the calendar year beginning with 1st January and ending with 31st December)

4. The application for affiliation shall be forwarded, through the PTUC wherever such a Committee exists, to the General Secretary of the AITUC, with remarks if any, made by the Provincial Committee, regarding the eligibility of the Union for affiliation under the Rules of the AITUC. Such applications shall be forwarded by Provincial Committee to the General Secretary within a period of two months. In case where it is difficult to send through PTUC, applications for affiliation may be sent direct to the General Secretary, AITUC.

5. The Union shall, if not already, registered, get itself registered under the Trade Unions Act within a year of its affiliation.

# ALL-INDIA TRADE UNION CONGRESS

AFFILIATION FORM ALL INDIA NO. 195

## PARTICULARS OF THE UNION

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

1. Name MAHINDRA & MAHINDRA LTD EMP. UNION Trade Group
2. Address 129 A, Circular Garden Road, Calcutta - 23.
3. Date of foundation 19 . Registration 4253 1958.
4. Office bearers:
  - (a) President PHANI BAGCHI
  - (b) General Secretary BIKASH ROY
  - (c) Treasurer C. D. BORAL
5. Date of the last annual meeting and election } 20<sup>th</sup> June 1959.  
of office-bearers
6. Rate of Membership fees: Rs. 0.50 as. ps. per month | ~~per year~~
7. Method of COLLECTION of membership fee: — Monthly-~~Quarterly~~ Yearly
8. Total INCOME of the last year ending 31st March 1959. Rs. 1377.82.
9. Total EXPENDITURE of the last year ending 31st } Rs. 1256.80.  
March 1959
10. Number of average paying MEMBERSHIP on 31st March 1959 — 127.
11. Advance affiliation fee sent if any: Rs. as. ps.

Receipt No.

Dt 195

Phani Bagchi

Signature of the President | ~~General Secretary~~

## REMARKS OF PROVINCIAL TRADE UNION CONGRESS

PROV. No.

1. Date on which the application was received }  
by the PTUC
2. Date on which PTUC forwarded it to AITUC

Indrajit Gupta  
Signature of Secy. PTUC

AFFILIATION FORM	COPY OF CONSTRUCTION	AUDITED STATEMENT OF A/Cs	COPY OF REPORT
duly filled in not filled in	attached not attached	Statement audited Statement not audited	attached not attached

## PROGRESS REGARDING AFFILIATION

1. Date of receipt of application \_\_\_\_\_ 195
2. Date on which it was placed before the General }  
Council | Working Committee } 195
3. Remarks of the General Secretary—
4. Decision of the Gen. Council | W. Committee
  - B. Proviso of approval, if any:
  - C. In case of rejection, grounds }  
on which rejected }
5. Date of approval \_\_\_\_\_
6. Membership granted \_\_\_\_\_

General Secretary, AITUC

# ALL-INDIA TRADE UNION CONGRESS

## APPLICATION FOR AFFILIATION

To  
The General Secretary,  
All-India Trade Union Congress  
1C/15 Rohtak Road,  
NEW DELHI-5.

From The President-~~Gen. Secretary~~

*Mahindra & Mahindra Ltd Employees Union*  
*129A, Circular Garden Reach Road.*

Dear Comrade,

The ~~General Body~~ Executive Committee of my Union desire me to request you to affiliate it to the AITUC. The union subscribes to the aims and objects of the AITUC and agrees to abide by its Rules and Regulations. I give below the full particulars of my Union. (i) Copies of the Rules and Regulations, (iii) the last Annual Report and (iii) audited Balance Sheet for the year 195 to 195 and (iv) the names of the present office-bearers of the Union are herewith enclosed.

Yours fraternally,

Date *30<sup>th</sup> July* 1959.

*Phani Bagchi.*

President/~~General Secretary~~ of the Union.

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### RULES REGARDING AFFILIATION

1. The Trade Union seeking affiliation, wherever possible, enclose :
  - A. An Affiliation Form duly filled in. ✓
  - B. A copy of its constitution. ✓
  - C. A list of its office bearers.
  - D. A copy of its statement of accounts for the official year, giving the average paying membership for that period, duly audited by a Registered Accountant. ✓
  - E. And such other information or material as the General Secretary of the AITUC may require.
2. The Union shall be charging its members a minimum annual subscription of Rupee one for Industrial workers and annas eight for agricultural workers.
3. Each Affiliated Union shall be required to pay (A) An Annual Affiliation Fee of Rs. 10/- for a membership upto 250 or below and Rs. 15/- for a membership between 250 and 500 and at the rate of three pies per member with a minimum of Rs. 20/- for membership above 500 (B) A special levy towards meeting the affiliation fees of the world Federation of Trade Unions at the rate of Rs. 5/- per 1,000 membership or a part thereof.

(N.B. All contributions for the AITUC will be for the calendar year beginning with 1st January and ending with 31st December)
4. The application for affiliation shall be forwarded, through the PTUC wherever such a Committee exists, to the General Secretary of the AITUC, with remarks if any, made by the Provincial Committee, regarding the eligibility of the Union for affiliation under the Rules of the AITUC. Such applications shall be forwarded by Provincial Committee to the General Secretary within a period of two months. In case where it is difficult to send through PTUC, applications for affiliation may be sent direct to the General Secretary, AITUC.
5. The Union shall, if not already, registered, get itself registered under the Trade Unions Act within a year of its affiliation.



# ALL-INDIA TRADE UNION CONGRESS

AFFILIATION FORM ALL INDIA NO. 195

## PARTICULARS OF THE UNION

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

1. Name Garden Reach Workshop Mazdoor Trade Group Engineering (Ship- & Staff Union) Repairing)
2. Address I/1, Garden Reach Road, Calcutta-24. (Begg House)
3. Date of foundation 7. 3. 1958 19 . Registration 23. 5. 1958 19
4. Office bearers:
  - (a) President S.A. Farooque, M.L.A.
  - (b) General Secretary Kamalapati Roy.
  - (c) Treasurer Krishnadas Kanjilal.
5. Date of the last annual meeting and election } 28th June, 19 59.  
of office-bearers
6. Rate of Membership fees: Rs. 3 as. xps. per month per year.
7. Method of COLLECTION of membership fee: — Monthly-Quarterly-Yearly-Mixed. (Monthly-Quarterly)
8. Total INCOME of the last year ending 31st March 195 9. Rs. 3928'27 nP
9. Total EXPENDITURE of the last year ending 31st } Rs. 1998'02 nP.  
March 195
10. Number of average paying MEMBERSHIP on 31st March 195 9. 2317 (1123 Full) Paid
11. Advance affiliation fee sent if any: Rs. x as. x ps. x

Receipt No.

Dt 30th June 1959

Signature of the Kamalapati Roy President/General Secretary

## REMARKS OF PROVINCIAL TRADE UNION CONGRESS

PROV. No.

1. Date on which the application was received }  
by the PTUC }
2. Date on which PTUC forwarded it to AITUC

Signature of Secy. PTUC

AFFILIATION FORM	COPY OF CONSTRUCTION	AUDITED STATEMENT OF A/Cs	COPY OF REPORT
<u>duly filled in</u> not filled in	<u>attached</u> not attached	<u>Statement audited</u> Statement not audited	<u>attached</u> not attached

## PROGRESS REGARDING AFFILIATION

1. Date of receipt of application \_\_\_\_\_ 195
2. Date on which it was placed before the General }  
Council/Working Committee } 195
3. Remarks of the General Secretary—
4. Decision of the Gen. Council/W. Committee
  - B. Proviso of approval, if any:
  - C. In case of rejection, grounds }  
on which rejected }
5. Date of approval \_\_\_\_\_
6. Membership granted \_\_\_\_\_

General Secretary, AITUC

# ALL-INDIA TRADE UNION CONGRESS

## APPLICATION FOR AFFILIATION

To  
The General Secretary,  
All-India Trade Union Congress  
4, Ashoki B.S. 1C-15 Rohtak Road,  
NEW DELHI.

From The ~~President~~-Gen. Secretary,  
Garden Reach Workshop Mazdoor & Staff  
Union.  
Regd. No. 4350  
Calcutta-24.

Dear Comrade,

The General Body/Executive Committee of my Union desire me to request you to affiliate it to the AITUC. The union subscribes to the aims and objects of the AITUC and agrees to abide by its Rules and Regulations. I give below the full particulars of my Union. (i) Copies of the Rules and Regulations, (ii) the last Annual Report and (iii) audited Balance Sheet for the year 1958 to 1958 and (iv) the names of the present office-bearers of the Union are herewith enclosed.

Yours fraternally,

Date 30th July 1959

*Kamalapati Roy*  
~~President~~ General Secretary of the Union.

## RULES REGARDING AFFILIATION

1. The Trade Union seeking affiliation wherever possible, enclose :
  - A. An Affiliation Form duly filled in.
  - B. A copy of its constitution.
  - C. A list of its office bearers.
  - D. A copy of its statement of accounts for the official year, giving the average paying membership for that period duly audited by a Registered Accountant.
  - E. And such other information or material as the General Secretary of the AITUC may require.
2. The Union shall be charging its members a minimum annual subscription of Rupee one for Industrial workers and annas eight for agricultural workers.
3. Each Affiliated Union shall be required to pay (A) An Annual Affiliation Fee of Rs. 10/- for a membership upto 250 or below and Rs. 15/- for a membership between 250 and 500 and at the rate of three pies per member with a minimum of Rs. 20/- for membership above 500 (B) A special levy towards meeting the affiliation fees of the world Federation of Trade Unions at the rate of Rs. 5/- per 1,000 membership or a part thereof.

(N.B. All contributions for the AITUC will be for the calendar year beginning with 1st January and ending with 31st December)
4. The application for affiliation shall be forwarded, through the PTUC wherever such a Committee exists, to the General Secretary of the AITUC, with remarks if any, made by the Provincial Committee, regarding the eligibility of the Union for affiliation under the Rules of the AITUC. Such applications shall be forwarded by Provincial Committee to the General Secretary within a period of two months. In case where it is difficult to send through PTUC, applications for affiliation may be sent direct to the General Secretary, AITUC.
5. The Union shall, if not already, registered, get itself registered under the Trade Unions Act within a year of its affiliation.

# ESIC EMPLOYEE

Official Organ of All India ESIC Employees' Federation.

FIRST ISSUE

DECEMBER 1958.

## ONE STEP FORWARD

**I**n our march towards progressive and legitimate trade unionism, to-day, we breathe an air of self-reliant satisfaction. With the publication of *ESIC EMPLOYEE*, our caravan has crossed one more milestone in our chequered journey. The path is, no doubt, full of obstacles, but there is nothing in this world which can prevent progress that is backed by firm will and determination.

We look back in retrospect and find how hard the beginning was. We, however, gathered spirit from a small voice of conscience within us which would not allow us to remain reticent witnesses to an adverse climate of circumstances in which we had been placed. We combined courage and strength, fixed the goal and commenced the journey. We knew that we were not alone. We had heard of similar struggles and adverse environments elsewhere. The small voices of conscience from all corners of our existence seemed to call each other. It was the call for an onward march all together and an invitation to join the caravan of our struggle. We all joined together with a will to proceed vigorously towards a cherished goal, with courage, strength, sincerity of purpose, determination and mutuality. Today, one more outpost is crossed. We see at the milestone with satisfaction. There is not the slightest doubt in our minds that we will reach a happy end of the journey.

That is how we shall metaphorically describe our existence, our actions and our ideals. The very existence of All India ESIC Employees Federation is a proof of our strength, our will and our determinations. There is no power on earth that can break through the solidarity of our existence. Once that is conceded, nothing can stop us or prevent us to champion our cause. There is an assurance from us that our actions will be in consistence with our ideals. We do not idly believe in ends justifying any means. At the same time, we equally stand firm where we believe that our existence is threatened, where somebody has an overpowering desire to crush our aims. We have not known what cowardice is. We shall resist any such moves with all the strength that is at our command till the forces of darkness are spread away from us. We have always believed in making our way clear ourselves.

*ESIC EMPLOYEE* has come to break through the grave barrier of silence that exists today between us and our semi-godly authorities. Let us wish it a godspeed in its angelic duty to make the semi-gods smile! On our part, however, we shall rest content if it succeeds in taking us one step forwards toward our aims and objectives.

## A CALL FOR ACTION

Report of the meeting of the Executive Committee of the  
All India ESIC Employees' Federation.

The emergency meeting of the Executive of the Federation was held in Bombay on 2nd Nov. 1958, to consider the serious situation arising out of the victimisation of Shri J. Josephath, General Secretary of the Federation and also other urgent matters. The following matters were discussed by the Federation Executive.

1. The victimisation of Shri Josephath and the Strike Notice served by the Madras Union on Regional Director, E.S.I.C. Madras.
2. Writ of Mandamus filed by the Madras Union in the High Court of Madras and the case filed by the Calcutta Union in High Court of Calcutta in the Registration Case.
3. Preparation and finalisation of the Charter of Demands to be issued by the Federation.
4. Preparation for an All India Strike to fight against the present policy of victimisation highlighted by the termination of service of Shri Josephath and to get the legitimate demands of the employees fulfilled by the Corporation.
5. Staff Councils and their working.
6. Issues arising out of the cancellation of the registration of the Calcutta Union and the Show Cause Notice issued to Hyderabad Union regarding registration.
7. The feasibility of running a Journal of the Federation and matters relating to management of Federation Office.
8. The position of Federation Funds.

On the question of victimisation, the Executive was of the unanimous view that the action taken against Shri Josephath is a continuation of the policy of victimisation begun with the termination of service of Shri B. G. Shetty in Bombay and is intended by the authorities to deny the right of formation of Unions and to suppress legitimate Trade Union activities of the employees of the Corporation. After considering all aspects of the question and the gravity of the situation facing us, the Executive unanimously passed the following resolutions.

1. Resolved that the action taken by the Madras Union in serving the Strike Notice on the

With Contributions from:-  
Editorial Board  
**ESIC EMPLOYEE**  
27, Military Square Lane, BOMBAY-1



Regional Director, E. S. I. Corporation, Madras, to go on strike in the event of settlement by conciliation, arbitration or even adjudication not being facilitated on or before 15th November, 58 be approved.

2. Resolved that in view of the growing agitation and restlessness among the employees in all the regions and in view of the recalcitrant attitude of the authorities of the Corporation and in view of continuing hardship suffered by the employees, notice of strike from the Federation and from affiliated unions at Calcutta, Bombay and Hyderabad be served on the appropriate authorities failing settlement of the Charter of Demands, and also the re-instatement of the General Secretary.

3. Resolved that a special session of the Council of delegates of the Federation should meet at Calcutta during the first week of Jan. 1959 to decide the date for the launching of the All India Strike.

The Committee also asked the General Secretary to prepare a draft Charter of Demands for the Federation by codifying the Charter of Demands submitted by the various units and to send a copy to all units for study and for suggestions for amendments, if any. It agreed that the Charter of Demands is to be finalised at the next session of the General Council of delegates proposed to be held in Calcutta.

It was the unanimous view of the Committee that all efforts must be made to effectively utilise the Staff Councils for realising the demands of the employees and therefore, certain directives were given to the units to be carried out.

The Committee reviewed the Federation Fund Drive and it was noted that so far about Rs. 800/-, Rs. 700/-, Rs. 300/- and Rs. 150/- have been collected at Bombay, Calcutta, Madras and Hyderabad respectively. It was decided to intensify the drive for funds.

An amount of Rs. 400/- was sanctioned for the Calcutta Union towards expenditure connected with the case of Calcutta Union's registration. The Committee also permitted the Madras Union to have fifty per cent of the collections of the Madras Union towards Federation Fund for meeting the expenditure connected with the Writ of Mandamus filed by the Madras Union in the High Court.

The Committee later decided to run for private circulation among members a Monthly Journal by the name of 'ESIC EMPLOYEE' from December, 1958. The task of editing, printing and publishing the Bulletin was entrusted to a Committee from Bombay Union which will function as the Editorial Board and which will be responsible to the Federation.

The need for sponsoring Unions in regions where there are no Unions at present also engaged the attention of the Executive Committee and it was decided to take certain immediate steps to contact employees in those regions and explore the possibilities of formation of unions.

It was decided further that in view of the tasks facing us it is necessary that a deputation on behalf of the Federation should see Shri Gulzarilal Nanda, Hon. Minister for Labour, and explain to him the problems and grievances of the employees of the Corporation. The deputation will try to take an appointment with the Minister some time in December, 1958.

The Executive Committee meeting was held at 27, Military Square lane, Bombay, 1, and Shri A. V. Srinivasan, President of the Federation was in the chair.

## THE GANDHIAN WAY!

Once Mahatma Gandhi had to go to Ahmedabad on receipt of a letter from Shrimathi Anasuyabai about the condition of the millhands in Ahmedabad. Wages were low and the labourers had long been agitating for an increment. Mahatma Gandhi held consultations with the mill-owners and requested them to refer the dispute to arbitration. But they refused to recognise the principle of arbitration. Mahatma Gandhi, therefore, advised the labourers to go on strike.

The Regional Director, Employees' State Insurance Corporation, Madras, victimised Shri J. Josephath, the General Secretary of the Madras Union and of the Federation by terminating his services for his legitimate trade union activities. Following the Gandhian way, the Madras Union has issued the strike notice on 24-10-1958 and has informed the Regional Director, Madras that the Union would be launching the strike if he refused to recognise any one of the principles of conciliation, arbitration or negotiation suggested in the strike notice for settling the dispute. Subsequently, the Executive Committee of the Federation, at its meeting held on 2-11-1958 at Bombay, endorsed this decision.

## ESIC EMPLOYEE

*Board of Editors*

Raghu Nath Kini M.A.

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Contributions are invited for publication in ESIC EMPLOYEE. The articles should be of general interest to employees of E. S. I. Corporation and should be sent to the Board of Editors in duplicate and typed in double spaced.

## CODE OF DISCIPLINE.

Adopted at the 16th Indian Labour Conference held at Nainital on May 19 & 20, 1958.

I To Maintain Discipline in Industry there has to be (i) a just recognition by employers and workers of the rights and responsibilities of either party, as defined by the laws and agreements (including bipartite agreements arrived at all levels from time to time) and (ii) a proper and willing discharge by either party of its obligations consequent on such recognition.

The Central and State Governments, on their part, will arrange to examine and set right any shortcomings in the machinery they constitute for the administration of labour laws.

### To Ensure Better Discipline in Industry.

II MANAGEMENT & UNION(S) AGREE (i) that no unilateral action should be taken in connection with any industrial matter and that disputes should be settled at appropriate level;

(ii) that the existing machinery for settlement of disputes should be utilised with the utmost expediency;

(iii) that there should be no strike or lockout without notice;

(iv) that affirming their faith in democratic principals, they bind themselves to settle all future differences, disputes and grievances by mutual negotiation, conciliation and voluntary arbitration;

(v) that neither party will have recourse to (a) coercion, (b) intimidation, (c) victimisation or (d) go-slow; and stay-in strikes and (e) lockouts;

(vi) that they will promote constructive co-operation between their representatives at all levels and as between workers themselves and abide by the spirit of agreements mutually entered into;

(vii) that they will establish, upon a mutually agreed basis, a grievance procedure which will ensure a speedy and full investigation leading to settlement;

(viii) that they will abide by various stages in the grievance procedure and take no arbitrary action which would bypass this procedure; and

(ix) that they will educate the management personnel and workers regarding their obligations to each other.

III MANAGEMENT AGREE (i) not to increase workloads unless agreed upon or settled otherwise;

(ii) not to support or encourage any unfair labour practice such as (a) interference with the right of employees to enroll or continue as union members, (b) discrimination, restraint or coercion against any employees because of recognised activity of trade unions and (c) victimisation of any employee and abuse of authority in any form;

(iii) to take prompt action for (a) settlement of grievances and (b) implementation of settlements, awards, decisions and orders;

(iv) to display in conspicuous places in the undertaking the provisions of this Code in the local language(s);

(v) to distinguish between actions justifying immediate discharge and those where discharge must be preceded by a warning, reprimand, suspension or some other form of disciplinary action and to arrange that all disciplinary action should be subject to an appeal through normal grievance procedure; and

(vi) to take appropriate disciplinary action against its officers and members in cases where enquiries reveal that they were responsible for precipitate action by workers leading to indiscipline.

No Union, or for that matter, any organisation can expect to function effectively without sufficient Reserve Fund. The need for such a fund is greater to-day when we are facing a policy of victimisation for trade union activities and with the campaign for the realisation of the Charter of Demands before us. Let us sacrifice when there is a need to sacrifice.

Donate liberally to the Union and Federation Funds.

IV UNION(S) AGREE (i) not to engage in any form of physical duress;

(ii) not to permit demonstrations which are not peaceful and not to permit rowdism in demonstrations;

(iii) that the members will not engage or cause other employees to engage in any union activity during working hours, unless as provided by law, agreement or practice;

(iv) to discourage unfair labour practices such as (a) negligence of duty, (b) careless operation, (c) damage to property, (d) interference with or disturbance to normal work, and (e) insubordination;

(v) to take prompt action to implement awards, agreements, settlements and decisions;

(vi) to display in conspicuous places in the Union offices, the provisions of this Code in the local language(s); and

(vii) to express disapproval and to take appropriate action against office-bearers and members for indulging in action against the spirit of this Code.

### ABOUT FOOLS

*There are two kinds of fools; fools who would not listen and fools who would listen but who would not act accordingly.*

## ★ ESIC EMPLOYEE ★

December 1958.

## VICTIMISATION

Since the inception of the Trade Union movement, all employers have used Victimisation as the main weapon of attack against Trade Unions until they have been driven to reconcile themselves to the reality of employees' unity. Those who preside over the destinies of the E. S. I. Corporation have not kept this weapon unused; nor have they strayed from the traditional path in this respect. But it is well to remember that tradition, while it can be a constant inspirer and a source of accumulated wisdom, very often hangs as a dead-weight on the path of progress and welfare. The bureaucratic apparatus that we have inherited from our erstwhile alien rulers has been noted for its unconcealed antipathy towards all united activities of those under it. This outmoded outlook has been the main contributing factor for maintaining the gulf between the employees and employer as wide as ever. The process of victimisation that has been set apace in the Corporation has been the logical sequence emanating out of this inherited attitude and due to a grotesque misunderstanding of the role of trade unionism in a welfare economy. That those union leaders like Shri Shetty in Bombay and Shri Josephath in Madras should be restored to their original positions is only a logical corollary to the main thesis that Victimisation in any form is totally out of place and anachronistic in an organisation which has been brought into existence for discharging the onerous responsibility of serving the welfare of organised working class of our country.

It may look superfluous to stress on the wrong step taken by the authorities. But to-day the imperative need to drive home the truth to the authorities has been particularly felt by us and, if any steps we take will in any way kindle some re-thinking among the authorities along right lines and make them come out of the rut of administrative routine, it would be a happy augury for all our future endeavours to translate the concept of welfare into a social reality. No one will be happier than we if we can achieve this with goodwill and understanding and by avoiding friction and conflict in any form. But when a situation has been created by the authorities when the alternative to eating the humble pie is resistance to injustice, with all its attendant friction and conflict, there is hardly any choice left to us. If Victimisation is not stopped we resist and justifiably so. Let not mistaken notions of administrative prestige stand in the way of a reasonable and amicable understanding.

## MESSAGES

Dr. S. D. Punekar, M.A., Ph.D. Tata Institute of Social Sciences  
Reader in Economics & Chembur, Bombay 38  
Head of Dept. of Research 27th November 1958

I am happy to learn that the All-India Federation of the ESIC Employees' Unions has proposed to publish a journal of its own. One of the most neglected activities of our trade unions is publication of books and periodicals. Official statistics show that a registered trade union incurs only 0.9 per cent of its total expenditure on "publications". Literature published by other authorities fails to present an authoritative view of our trade unions and often paints a picture prejudicial to interests of labour. A student of Indian labour problems finds some difficulty in understanding the view-points of organised labour, mainly because of the dearth of literature published by unions, which claim to represent this labour. On the other hand, the employer's side is often over-publicised in their reports and journals.

Regular and smooth communication between the executive of a union and its members is essential for successful functioning of trade unions and the publication of a periodical may serve the purpose of the means of communication. Fortunately, the membership of your Federation comprises of educated and responsible persons, who can contribute to the success of the journal. The field of modern social security is still unfamiliar to many of us and needs considerable research and investigation. The Employees' State Insurance Corporation is pre-occupied with administrative routine and has no time to bother about research. It has even failed to consider the necessity of publishing a bulletin of its own. It is a happy sign that its employees, recently organised, have undertaken a venture, with limited resources but with unlimited enthusiasm and vigour.

I wish the journal a long, happy and constructive life.

S. D. PUNEKAR

V. B. Karnik  
Member,  
Standing Committee,  
E. S. I. Corporation.

Army & Navy Building,  
Mahatma Gandhi Road,  
Fort, Bombay, 1.  
2nd December 1958.

I am happy to know that the All India E. S. I. C. Employees' Federation has decided to publish a monthly Journal.

A Journal is very important to keep members informed about the activities of the Federation. It can also invite the attention to the various problems that arise in the course of their work. It may as well serve as a link between the vast mass of insured employees and the staff of the E. S. I. Corporation which helps them to get the benefit secured to them by the Employees' State Insurance Act.

I wish the journal all success.

V. B. KARNIK.

# CHARITY BEGINS AT HOME

Dr. R. D. Kamath, Editor, Panel Practitioner.

[The Bombay Union celebrated the Fourth anniversary of the implementation of E. S. I. Scheme in Bombay on 2-10-1958. We reproduce below an interesting article by Dr. Kamath which appeared in the October issue of "Panel Practitioner" a Journal of I.M.Ps. which he edits from Bombay. We are thankful to him for allowing us to reproduce the same here. — Editor]

OCTOBER 2, in India, sees many celebrations, that day being the birthday of the greatest Indian of our times. We witness quite a good deal of spinning and speech-making on that day, while as for doctors who naturally possess no profound desire for spinning, there is the celebration of ESIC Anniversary, which commands their time and attention on that day.

October 2, this year, however, saw quite a different type of celebration besides those with which we are generally familiar. The celebration I am referring to was "born" on Oct. 2, 1958. Gathered on that day were the employees of the ESIC Employees' Union, i.e., all those who are employed in the various organisations of the ESIC. They had gathered to celebrate the Fourth anniversary of the ESI Scheme. Being an invitee-I was the only doctor present at the gathering-I was an eye-witness to the proceedings of the occasion.

Just as a man can be judged from the type of friends he keeps company with, a gathering derives its worth from the type of visitors and guests who are invited to participate in it. Contrary to the current fashion of having some ministers or deputy ministers or some big-wigs of the political set-up as distinguished guests, this gathering had as its guests such well-known trade-union leaders and pleaders as S. S. Mirajkar, Mayor of Bombay, A.S.R. Chari, Fernandes of Municipal Workers' strike fame and others.

Obviously, the organisers of the gathering had well thought about selecting their guests, for there was to be no singing of songs for the ESI Scheme, no drinking of toasts for its health; the employees of the ESIC Employees' Union were in no mood for such luxuries. Their Union is yet to be recognised, though it includes in its fold over 95% of the employees; the office-bearers of the Union were being victimised; new hands were perennially being kept "on probation"; the General Secretary of the Union had been shown the door whereas the General Secretary of the Madras branch had been thrown out of the scene. Shri Ganatra, the President of the Union, placed these facts at the gathering, and the gloomy plight of the employees was brought home to those present at the meeting.

Shri S. S. Mirajkar promised these employees the unstinted backing of the A.I.T.U.C., while Shri A.S.R. Chari exhorted them to fight militantly for the securing of their rights. But the best speech of the day came from Shri Fernandes, who cautioned the employees against relenting in their efforts at the eleventh hour. He wanted the employees to back up their demands with every constitutional method, and if necessary, to resort to strike as a final move.

I was pleased to hear these speeches and I found myself immersed in serious thoughts as I came home after the meeting. Here is a Scheme that is supposed to look after the health of every industrial worker. But what a sad thought that it ignores the welfare of its own employees? The E of the ESIC stands for Employees in general. Should it be blind to the plight of its own employees? The ESIC does not lack funds. Why then, such fundamental problems as proper accommodation in the offices, and the residential quarters for their employes, should be left hanging fire? If these employees themselves are kept disgruntled, how can they be expected to do the needful by the tens of thousands of industrial workers? At least in the name of efficient working of the ESI Scheme, is it not necessary that its employees should be kept satisfied and contented?

I questioned myself if I was being carried away by the speeches of the occasion. But the realisation soon dawned upon me that there was no escape from the conclusion that charity begins at home, and that the very purpose of the ESIC would be defeated if its own employees are kept in a dissatisfied state.

Charity begins at home even as the Employees State Insurance Corporation cannot afford to ignore the problems of its own employees.

*Nothing is worse than introducing the caste system in our administration. I do not like the classification of Class I, Class II, Class III and Class IV officers. I can understand a person begin able, more competent and capable and holding a responsible position, But such a person should not think that he belongs to a superior caste. Apart from anything else, he will not get work from others but get into more difficulties*

*Prime Minister Jawaharlal Nehru  
at Hyderabad, 23rd Oct., 1958.*

## CALCUTTA NEWS LETTER

The ESIC Employees' Union, Calcutta which is the pioneer Trade Union in E.S.I. Corporation was registered under the Indian Trade Union Act, 1926 on the 28th day of August, 1956 with a model constitution duly amended and accepted by the Registrar of Trade Union, West Bengal.

Since then the membership of the Union is on the steady increase and the employees of ESIC Calcutta have an organisation of their own to ventilate their grievances and champion their rights and privileges. The authorities of the Corporation entirely mistook the formation of the Union and regarded it as a platform wherefrom their misdeeds and highhanded activities could be challenged and exposed. The Union had both in expression and in action made it clear to the authorities that it had no intention to undermine authority in any manner but instead was inspired with the desire to serve not only the employees and the Corporation but also the working millions of the country. Since the very day of the formation of the Union it had appealed to the authorities to take cognizance of the Union which has on its roll more than 85% of the employees as its members (it is really a unique feature) constituted and managed by the employees only and always extending its co-operation and suggestions to the authorities. It represented the case of its recognition, times without number, down from the Regional authorities upto the Government of India, but it is a sorry state of affairs that the Union has not been favoured even with a single reply to its representations from any of the above mentioned sources.

Sometimes during the middle of 1957 when our representatives met the Hqrs. Officers including the the administrative Officer and C. A. O. who came over to Calcutta and tried to impress upon them the necessity of recognising the Union we were shocked to hear that the authorities of the Corporation were trying to get the registration of the Union cancelled. Though the Union had grave doubts about the probable success of the authorities in this regard, on enquiries, it was learnt that as the authorities are closely associated with the Union Ministry of Labour they have managed to persuade the Registrar of Trade Unions with the result a notice was issued by the Registrar of Trade Unions on 20-11-57 stating that it was his intention to proceed on the 3rd day of February, 1958 to cancel the certificate of registration

We regret to announce the sad demise of Kum. S. G. Moghe one of our members from Bombay. The "ESIC Employee" conveys its heartfelt sympathies to the members of the bereaved family, near relatives and friends. The Executive Committee of the Bombay Union at its meeting held on 22-11-1958 passed a resolution condoling the death of Kum. Moghe.

May her soul rest in peace!

of the Union on the following grounds unless cause be shown to the contrary in the meantime.

### Grounds :

- (1) "The certificate has been obtained by mistake. It was wrongly mentioned in the application that the E.S.I. Corporation is a profession. The E.S.I. Corporation cannot be regarded as Trade or Industry and the employees thereof cannot be regarded as "workmen" under Section 2 (g) of the Indian Trade Union Act, 1926. The Union was not, therefore, registerable".

On receipt of the said notice the matter was discussed with eminent legal practitioners of the State and veteran Trade Union leaders who were of opinion that the move of the Registrar of Trade Union was definitely questionable and accordingly a statement on behalf of the Union was given on the line stated below :—

(a) This Union denies your statement that the certificate has been obtained by mistake, instead it states that the same was duly issued after the registration and that there was no mistake made in the application. It further states that the E.S.I. Corporation is a profession and/or Industry.

(b) The Union denies your statement that employees of the E.S.I. Corporation are not workmen under Section 2 (g) of the T. U. Act and as such the Union formed by the employees is not entitled to registration. It states that the Union made the application complying with the requirements of Sections 5 & 6 of the Trade Union Act and thereby it is entitled to registration. It further says that the contention purporting to define workmen is misconceived inasmuch as Section 2 (g) defines trade disputes which is altogether a different issue and has no bearing with the present one viz. registration and issue of certificate. However, it did not satisfy the Registrar and the registration was cancelled by Registrar of Trade Union's Order dated 20-3-58.

On receipt of the same and in accordance with the provisions of the T. U. Act, 1926 it was decided to prefer an appeal against the order of the Registrar of T.U. before the High Court at Calcutta and the same has been admitted by the Hon'ble Chief Justice and a notice has been issued to the Registrar of T. U. to show cause why the order will not be expunged. Sri S. K. Acharya and Sri M. Chakraborti appeared for the Union. The first hearing of the case is due on the re-opening of the High Court and further developments will be intimated subsequently.

### Transfers to Assam Region :

It is clear that the High-ups of the Corporation have been gifted with the powers of miracle—an impartial observer cannot but come to this logical conclusion when he studies the activities of the authorities since the very day of the Implementation of the Scheme in our land and to the date of the Order for transfers to Assam Region. The victims of their misdoings are many a time the Insured Workers and not infrequently the employees of the Corporation. The following incidents will fully corroborate the above view-point.



On 26th September, 1958, at about 10 a.m. the Regional Director, Calcutta received a telephonic order from Delhi that Implementation of the Scheme in Assam has been scheduled for the following day and as such some 'flying' has to be done. Orders were immediately typed out and Front-line movements started in the Regional Office. Some names were chosen at random from among the members of the staff who were to be despatched to Assam. Information goes that the names were specially picked up by a group of 'able' assistants of the Regional Administration. A show was, however, put up to make the entire game look a fair one. But all those whose option was asked for, could not but decline in a simple and humble manner and express their inability to proceed to Assam at a few hours notice. The realisation dawned upon the authorities that this was a wrong approach and the policy was changed instantly. The 'able' assistants were then directed to name any person they liked and accordingly some persons working in the Local Offices and some others who were on leave were sent messages stating that the Regional Director desires to see them immediately. All our efforts so far to find out the basis on which the names were selected have failed.

When the employees arrived at the Regional Office, they were handed out Air passages for Gauhati (Assam) followed by orders of their transfer with instructions to report to the Air Office during the early hours of morning on the next-day. It can well be imagined how absurd was the idea for those employees to proceed to Assam on a few hours notice. It perhaps did not strike the mind of the administrators that the employees concerned were also human beings and they too have their families to look after. Some of the ingenious ones in the Administration even began playing foul tricks with the unfortunate employees. Some of the Officers, it is reported, said that the Headquarters promised immediate promotions and adequate compensation. An impression was almost created that these employees are being treated as the Sons-in-law of the Corporation (here we are reminded of the story of "Prospect of the Donkey"). One of the very enthusiastic officers even succeeded in making fools of two of the incumbents in the following manner.

When the above two came to the Regional Office and met him, he said—"Well, Messrs. So and So, you are accompanying the Regional Director to Gauhati by air to-morrow morning. Come with me and let me introduce you to the Regional Director". They were taken to the Regional Director and introduced in this way—"Well Sir, this is Mr.....and this is Mr. .... They are accompanying you to-morrow. They were obliged with patronising smiles by the Regional Director and were asked to report to him at the Air Office next morning at 6-00 hours. When the above two met us they stated that the entire show was run in such an incredible manner that they did not get even a chance to express a single word about their difficulties.

#### The Victim on the Sick Bed

This is a case of another employee who was lying on the sick bed when the desires of the Regional

(Continued on Page 8)

## MADRAS NEWS LETTER

The services of the General Secretary, Shri J. Josephath were terminated with effect from the afternoon of 14-10-1958, because of his legitimate trade union activities. On 24-10-1958 the Madras Unit issued the Strike Notice to the Regional Director with eleven demands, the first being the immediate reinstatement of the General Secretary. On 30-10-1958 a Writ of Mandamus was filed in the High Court of Judicature at Madras against the Regional Labour Commissioner (Central) Madras, as the first of the three respondents for wrongful refusal to take up the Union dispute under the Industrial Disputes Act. Following the issue of the Strike Notice the Joint Secretary of the Federation Shri R. Narayanan, the Assistant Secretary of the Union Sri M. R. Satyam and an Executive Committee member of the Union Sri A. G. Ramanathan were transferred to distant places outside Madras City. The transfer of the Joint Secretary now effected is his third transfer after the suspension of the General Secretary. He has gone to Tirupur about three hundred miles from Madras City with no office and no officer to report for duty! The Officers of the Regional Office, Madras, made a hectic attempt to get resignations of membership from the Union. They succeeded with one or two blacklegs and with two or three members of the staff who have already ceased to be members of the Union for not paying their monthly subscriptions consecutively for three months. In other cases the Officers have miserably failed.

I do not believe that we can create overnight a situation of harmonious relations between employers and workers. Schemes of joint consultation, of incentives, which are introduced simply with the idea of getting more production or higher productivity, will inevitably fail. We must start on the basis of having a "happy ship" on which human beings are treated with the dignity and respect. I believe that, the creation of the right type of environment is essentially the responsibility of the top management and I believe that people re-act to their environment and not to exhortation, nor to speeches.

Hon. Mr. Iain Macleod,  
Minister of Labour, United Kingdom.

(Continued from page 7)

Director were conveyed to him. He sent back word to the Regional Office that as he was sick he will not be able to report to Regional Office immediately but will try to reach there at about 4 p.m. if his state of health permitted. Unfortunately, he could not come to Regional Office as his health did not permit. An attack was immediately launched on him with the inevitable Memo directing him to appear before the Medical Referee, the next day. Simultaneously, a false report was circulated that the employee secretly came to Regional Office and seeing the transfer order feigned sickness. The said employee being actually sick requested that the Medical Referee be sent to his residence. It is a real mystery why the Medical Referee was not sent to his house. The authorities obviously did not want to take any chances and get exposed.

After a day or two the employee concerned resumed duty and submitted a representation requesting for cancellation of the transfer order on the grounds that (1) he was not in a good state of health, (2) his mother was ailing after having undergone a major operation and (3) he being the only earning son of his old father, his family will face extreme difficulties as he will have to maintain two establishments. It is reported that his application was strongly recommended by his Branch Officer, one of the reasons advanced by the Officer being that he was trained up as Comptometer operator at the cost of the Corporation. Despite all this, the Administration which had determined to disbelieve the employee, requested the Officer of the employee to relieve such a 'rogue element'.

The case was re-opened on arrival of Regional Director from Assam and he ordered that the employee be relieved immediately and asked to travel by train to Assam on the third day. The employee requested for preparatory leave etc., but he was denied the same and threatened. The employee finding no other alternative, communicated to the Regional Director that he is not in a position to proceed to Assam for reasons stated in his representation and sought permission to represent his case to the Director General and he also declared that if the decision of the Headquarters office goes against him, his letter under reference may be treated as the notice of resignation. In the meantime, he requested that he be allowed to stay in Calcutta for reasons explained in his representation, under the hope that at least human consideration will prevail with the Headquarters authorities. But the administration deliberately misrepresented his letter and threatened that in case he fails to comply with the transfer order, his letter will be considered as letter of resignation and accepted.

It is most shocking to note that the conditional notice of resignation was treated as unconditional one and was accepted. Thus, another trained, energetic and sincere employee found the way out of the Corporation due to the vindictive ways of the authorities. Everything is, of course, done under that most abused phrase "PUBLIC INTEREST"

### A Case of Different Standards:

Let us focus another case side by side. On personal representation of another employee, the administration allowed him to tour Assam amending the Transfer Order and he was then brought back to Calcutta. He was granted all incidental charges and daily allowances whereas the case of the other was not even heard. How long these double standards will continue is the big question.

### A Sad Story.

We are receiving reports from our friends in Assam that they are residing in some "Ghost House" and working in an office which hardly exists and which has no equipment. The cost of living is such that, it is reported they will perhaps run into debts to continue their present service, not to speak of the additional burden of maintaining their dependents left back in Calcutta.

### The Vain Hope:

The story told above has still not concluded. When our members in the Staff Council took up the matter in the last meeting and were requested to defer the discussion till the next meeting and were verbally assured that a good many things will be done in the meantime for our friends in Assam.

We know that our hopes will go in vain and there will only remain the challenge to be taken up.

*[The storm of transfers was not limited to Calcutta only. it swept over Bombay as well. One of our Senior most Managers was telegraphically ordered a transfer from Bombay to Gauhati on an illusory promotion. Could not the authorities post somebody from a nearby place or, as usual) from Delhi, the repository of able and trained personnel?*

—Ed.]

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HOW TO IMPROVE OFFICE EFFICIENCY.

Preliminary Remarks.

The Life Insurance Corporation of India is passing through a transitional stage which might last for a year or two more until the Branch and Divisional Offices begin to function fully both for new business and servicing of policies of the Corporation as well as those of the Insurers. During this period a number of difficulties are bound to crop up. We have to face them and be ready to face our task in the near future.

When thinking of increasing the efficiency of the staff stress should be laid on the quality of the work and not merely on quantity, though quantity is also important. We should not follow the pattern usually adopted by most employers when rationalising i.e. intensification of work without consideration for the workers. Every member of the staff is of course expected to put in the normal effort required and shirking and malingering should not be allowed under any circumstances. But we should see that he is not hustled and his work does not become a drudgery. All efforts must be made to help the staff to increase output and their efficiency, not by hustling and increasing workload, but by training them for better out-put without more physical effort, <sup>and with</sup> greater mechanical aid where possible.

The Corporation has along with the business of the Insurers, taken over the officers and staff of the Insurers. The standard of the staff, educational and otherwise differed very much. So when considering all questions connected with efficiency, we will have to take into consideration this factor and until either we are able to adjust the members of the staff to jobs according to their qualifications, ability and training or train them for the jobs already allotted, discussing the

increase in efficiency at this stage might prove to be premature.

Categorisation & Satisfaction of the Staff

The pay-scales of different insurers were different and in small companies the salaries were very low. Naturally in the given circumstances members of the staff of these companies including officers have suffered. This is much more so in case of Provident Societies who are just tolerated. They had suffered in the past because they had the misfortune of having joined a small company or a Provident Society and are still suffering irrespective of the length of their service, or qualifications. Or probably because they were unfortunate before, they are allowed to remain unfortunate.

Some of the officers of the small Companies and provident societies were drawing very small token salaries in the nature of Honoraria. Now because of that they are categorised either as Superintendents or Section Heads and some fortunate ones as A.B.M.s. They have to work under junior people who were fortunate enough to have served a bigger Company and were consequently ~~were~~ drawing larger salaries. We see the spectacle of a senior man, who has sacrificed for an institution, who is capable and qualified, working in a very inferior position, and it is a very sorry spectacle indeed.

It may be noted that both officers and other members of the staff in smaller companies and provident societies had to look after all departments. They may be said to be jacks of all trades and masters of none. But at the same time it has to be admitted that they had to look after various types of jobs and became alround people. It is of course true that they were not required to deal with problems of mechanisation or exchange control. But then even in bigger companies a very small percentage did technical jobs of this type.

The Standardisation Order has done a good job though it is not quite satisfactory to the members of the staff. There are a number of individual cases wherein injustice has been done. For instance the provisions of Paragraph 6(b)

are not made applicable to those who have been selected as Superintendents.

I know the case of a man in my office which is very peculiar and hence I give it in detail. Shri V.V. Kanthak, SRI No.6059 was being paid Rs.150/- per month by the Bombay Capital and Provident Insurance Co.Ltd. 3 or 4 months prior to the Ordinance the staircase leading to the office of this insurer collapsed and there was no approach to the office except through the office of some other <sup>concern</sup> office. Under this pretext the Insurer reduced the salary of this only employee to Rs.50/- promising him that it would be raised when some satisfactory arrangements about office accommodation would be made. Then came the Ordinance and neither the insurer and Shri K. N. Samant, the Custodian who took charge at the end of April 1956 could do anything in the matter. The result was that his salary was shown to be only Rs.50/- as on 31-8-56 and he got fitted accordingly as one of the junior most Assistants. He is a capable and senior man of 50 who handles jobs like preparation of Balance Sheets and Revenue Accounts and Income tax matters on his own and very useful but is still a junior. His representation has not so far borne fruit.

If the Corporation goes through all representations and deals with them quickly to set right the injustice done it would help very much. In these cases the recommendations of the Officers in charge should be importance.

There are also a number of cases where Supervisory personnel of the Insurers, both designated as such and undersigned have not been selected as Section Heads. It would be better if we become a little more liberal with appointment of Section Heads now, train them and be ready with trained supervisory personnel, when in the near future we will be having a good deal of addition to our administrative staff. A little expense now would go a long way to silence many grouses and increase efficiency and ensure better supervision.

Distribution of Supervisory Staff.

I feel that care should be taken to see that Supervisory staff is properly distributed not only for Divisions, Branches and Groups but also for departments and offices within them. Officers in charge fight shy of removing excess of such personnel in one Unit or Department, as the tendency among Officers is to cling to their original staff irrespective of need.

ATTITUDE TOWARDS MEMBERS OF STAFF & WELFARE DEPARTMENT.

Our attitude towards the members of the staff should be a little more enlightened than what it is at present. Members of the staff are looked down upon for efficiency etc., if they do not happen to come from Oriental or New India. This tendency should be changed. We should not think of the Assistants as so many automatons giving out a certain production, but as human beings who have their own individual problems. I would suggest the creation of a Welfare Department which can look after the staff in relation to their individual problems, health sports, working conditions and other amenities.

THE STAFF UNION.

There is a Union of the Administrative staff which has an overwhelming majority of the members of the staff on its role as members. It is to my knowledge not yet officially recognised. At present the only function that the Union is carrying out is to bargain for the best returns that the staff can get from the Corporation. As the Corporation also only bargains with the staff, it is very natural that the Union has to go in for an agitational approach in bargaining. I feel that this can be changed and the Unions of the Staff both administrative and field, can become live instruments in improving efficiency.

This requires a change of heart on the part of the management. One cannot forget that higher officers were nearer to the managements of the Insurers and many of them wistfully think in terms of denationalisation when the Corporation may fail. On the contrary, the members of the staff lower down

have no such nostalgic feeling. They are and hope to be better off in the Public Sector. As we go lower down in the income-groups we find people ready for Socialism and for the Socialist pattern of Society. The reverse is also true.

PARTICIPATION OF WORKERS IN MANAGEMENT.

The Central Government and the Party which has formed it, has as its declared policy the aim of participation of workers in the management of industry. I feel that if the Corporation becomes the pioneer in this matter, it would be more feasible especially because an overwhelming <sup>majority</sup> of its "Workers" are well educated.

In the administrative field with the Union cooperating to increase efficiency and thereby getting for its members a better standard as a result of increased efficiency most of the problems would become comparatively easy of solution.

I know that this is not an easy task. There has to be a change of outlook on the part of the management, officers and the rest of the administrative staff. But if in the course of time the lowest of them become confident that increase in efficiency would not increase their work load and give them a share in the gain obtained by increased efficiency, they would eventually give their wholehearted cooperation.

Our officers and management form a group of the best educated people in the country and it should and would not be difficult for them to change their psychological outlook wherever necessary.

The Union and the Corporation can appoint joint Committees in the nature of "Works Councils" at all levels and the Union can even have representation of the Board of the Corporation.

With these introductory but rather long remarks, I proceed to give my opinion on the points raised by Shri R.M. Mehta. The Introductory remarks have been rather long, because they form the main part of my observations.

DAILY REPORTING AND CONTROL ON OUTPUT.

I think that this is very much necessary. Every employee

should be given a desk diary wherein he can put in the work he has done day by day. He can also go on recording the jobs to be done and those carried forward. This will also help him to note down any following-up required in all matters.

I would suggest that the Corporation should give to members of the staff equipment like desk calendars irrespective of the grade, if that is necessary for the job allotted. Snobbery in this respect does not pay.

#### WORK STUDY AND WORK NORMS.

"In Consultation with the Staff" is a very important factor when carrying out this idea. Not only would it be necessary to fix up different norms for different types of work, but also different norms for different type and size of office. In a smaller office, an assistant cannot specialise and has to look after different types of jobs. This should not be lost sight of.

#### M I S T A K E S.

An experiment on the lines suggested should be carried out for a short period. If it is found that the assistants are really helped in reducing mistakes and being more careful the system can be continued. Excepting in case of serious mistakes or in case of mistakes arising out of gross negligence no action should be taken. If an assistant is found committing mistakes frequently, and of the same type, he should be given a different job more suitable for his qualifications and capacities.

Where an officer is found to be responsible for a serious mistake, he should also be dealt with. Because if only the assistants are to be taken to task, it would create a bad atmosphere. Care should be taken to see that an officer is <sup>w/</sup>vindictive in deciding upon the gravity of the mistakes and that he does not bring in his personal likes and dislikes.

#### I N C E N T I V E S.

This is a very good suggestion and should be carried out both for individual and group incentives. Care should be taken to see that when giving double promotions etc. no



favouritism is done.

In this connection I would suggest that the Corporation should keep at least 75% of vacancies to the officer's grade open to the staff coming from class III.

OFFICE DISCIPLINE.

Those who move about in own cars should not, as far as possible, make rules for those who have to use their legs or other means of transport and are paid very low salaries. It is difficult for those who draw high salaries and have come from higher middle class families to understand the difficulties of the staff coming from the lower income group. The problem of transport in cities like Bombay has become a very difficult one. Whether an employee travels by bus, tram, or train, he can be practically never certain of reaching office in time. This is true in the case of most employees, leaving aside a few shirkers and malingerers. There are quite a number of employees who come <sup>from</sup> distant suburbs and their cases should be considered very favourably in respect of regular attendance.

Shri Mehta's suggestion that rules for discipline should be imaginative and should also take into account the personal difficulties of individual employees is very good. Even in the observance of the rules so framed a good deal of latitude must be allowed to the officers in charge and the supervisory personnel.

LEAVE RULES.

Shri Mehta's suggestion about allowing encashment of casual leave is a good one. If that cannot be accepted, at least we can allow an employee to accumulate even his casual leave say to the maximum of 25 days or have it added to his earned leave.

In the transitional period of say two years more, provision should be made to allow encashment of privilege leave. In smaller companies many a time key personnel were unable to enjoy the leave to the extent it was earned. Even

now it becomes difficult to allow leave to some persons, because during the last 17 months, it was difficult to substitute key personnel from smaller units by others of the same grade. Had it been done, work of integrating the business of these units would have become very much more difficult. Due to exigencies of work, 3 persons in our office, for instance, lost some earned leave. This they did to help their officer and at his behest. When the Zonal Office was approached in this respect and requested to allow these persons to accumulate their leave beyond the limit as a special case or to allow the employees to encash it, The Zonal Office refused the request and told the officer that he should have allowed leave to the persons concerned. Both work and the workers suffer because of such an attitude.

#### WORKING CONDITIONS.

The suggestions of Shri Mehta are very good. The welfare department, if and when created should look after this job with the help of the Unions.

I would suggest that the working hours should be reduced by 15 minutes to 6 <sup>hours.</sup> I am sure that this reduction would not affect work output and the supervisory personnel would be better able to get employees to observe discipline.

#### TRAINING PROGRAMME.

This is a very important matter. I feel that the example of New India should be improved upon and followed in this respect. *Here I mean recently this year the staff likely to be required next year and training them.*

Training should not be considered an Extra Curricular activity as it is of vital importance to us. In fact periodical training and refresher courses for all ranks should be routine.

We should follow the example of the Armed Forces in this respect. No employee however high he might be, should be left out of periodical training. When a person is marked out for promotion to a higher grade, he should be sent for training before he takes up his job in the higher grade.

Except where an employee desires to get himself trained even if not so selected, all time spent in training should be considered as time on "duty" and where necessary overtime should be paid.

DECENTRALISATION OF AUTHORITY.

This should be done to the maximum extent possible and as early as possible, except where such decentralisation will affect uniformity of policy.

ADMINISTRATIVE AUDIT AND RESEARCH.

This is a very nice suggestion. The objection that there would be disputes about credit for increase in efficiency is not quite tenable.

For instance, there is a Research station at Khadak-wasala, Poona for research into designs for bunds, dams, bridges etc. After research the institution suggests a design or a solution of the problem, which is later executed and usually it is found that the solution offered by the institution was good. But so far as we know there are no disputes about credit.

In almost every walk of life, there has to be research into design and execution of a project. And credit for each can be taken by the persons or departments concerned for their share in the project. There is no need for a dispute. The designer of a bridge cannot take credit for the survey and other preliminary work, or the execution. Each section can take the credit due.

I feel that a department for this purpose should be set up without delay.

(Shri Muhammed Elias--Contd.)

11, 188

There is tremendous discontent among the workers because of the day to day and untold sufferings which they are facing. They had never faced this suffering before the scheme was introduced. I have not got much time to explain all those sufferings. But I want to say one or two things. First of all, my hon. friends have said about medical benefits as to how complicated a thing it is to get medical treatment from the panel doctors, from the specialists and from the hospitals. If any specialist prescribes any costly medicine which is in the schedule, that is not available in the chemist's shop. If any costly medicine is prescribed by the hospital that has to be bought by the workers themselves to get themselves treated. These things happen almost in 90 per cent cases.

In the case of accident, before this scheme was introduced the employers used to take the <sup>entire</sup> responsibility. But now if any accident occurs in any factory the employers do not take any responsibility of sending the worker to the hospital. They keep the worker <sup>lying</sup> on the floor and will just telephone the Corporation's office or the panel doctor. The panel doctors do not come. The hospitals do not send any ambulance. Many workers who met with such accidents died without any treatment, such as, in Shalimar Paint Works. One very young worker of 25 years of age fell down from the roof while he was working on the roof repairing the electric line. For six hours the employers tried their best to call the panel doctor but the panel doctor did not come. The ambulance did not come and after six hours the Company sent their man to the hospital. At ten o'clock in the night the worker died. He did not get any treatment for the internal haemorrhage that was there.

(Shri Muhammed Elias--Contd.)

11,189

He died without any treatment.

In Braithwaite factory one worker met with an accident and his leg was cut. The ambulance did not come. Then the workers had to strike work and the employee was sent by a private car to the hospital. The next day the hospital authorities sent back the worker without treating him. The workers had to strike work again. They staged demonstrations before the Corporation's Head Office and then the worker was sent to the hospital. I can give numerous examples like this showing how the workers are facing difficulties every day with regard to their treatment.

For TB patients we have got in West Bengal only 150 beds. On the waiting list about two months ago there were more than 400 TB patients. About 90 per cent of those patients need hospitalisation.

(Contd. by NN)

(16-40) (Shri Muhammed Elias ctd.)

11,190

But the Corporation cannot provide any hospitalisation for these TB patients, and many of them - we have got a list of them - have died without receiving adequate treatment.

With regard to cash benefits, in the report it has been stated that arrangements have been made to send the cash benefits to the worker's house or the factory. But in West Bengal the workers have to go to take their cash benefits from the local office. If any workers suffer for ten or fifteen days or six or eight days, to take their eight days' cash benefits they have to go to the local office not less than ten days. Everyday, whenever they go they will be told that the head office has not sent it ..

Shri Oza: If he says in writing that "I want it by money order", it is sent by money order.

Shri Muhammed Elias: The workers make the request, but their cash benefits are not sent to them or to the factories; they have to go three, four or five or even ten days for getting the cash benefits from the local office. I know all these things in detail, I need not be advised by hon. Members that cash benefit is sent by money order. It is not so.

With regard to the benefits for disabled persons, that also takes too much time. Suppose a man has met with an accident, has lost his hand or fingers. Before this scheme was introduced, under the Workmen's Compensation Act the worker used to get more. . . But now we find that after many examinations by the medical board, the worker gets less than what he got under the Workmen's Compensation Act. And it takes six months, one year, or thirteen or fourteen months to get the benefits for a disabled person.

(Shri Muhammed Elias ctd.)

11,191

Then there is the question of dependants benefits. Here they make so many enquiries before giving the benefits to the dependants. It takes more than two years in some cases, which I know very well personally. The process is such that they have to face tremendous difficulties for having their dependants benefits.

As regards patients who suffer from cancer or any tooth trouble, there is no provision in the scheme for their treatment. One cancer patient has been coming to my house for the last six months; he has been going to the Corporation's head office for the last four or five months, but there is no arrangement for any treatment of the cancer patient. There are such patients, four or five, and they have not yet been able to get any treatment from the E.S.I. Corporation. Similar is the position with regard to tooth and other cases.

So, what is the use of the workers contributing to the scheme if they do not get any benefits? In the hospital where the Corporation reserves a bed, the doctors, as was mentioned by my hon. friend Shri Narayanankutty Menon, do not take any care. Therefore in many places - in two hospitals, so far as my knowledge goes - the workers had to submit a memorandum, and the copies of the memorandum have been sent to the Labour Ministry. But up till now nothing has been done.

So, my humble submission to the Labour Ministry is that something must be done to remedy these things. As my hon. friend Shri S.M.Banerjee has stated, the most worthless government is the West Bengal Government. They are opposed to every progressive work. What is the harm to the West Bengal Government, I cannot understand, if the workers get

11, 193

Shri Muhammed Elias - Contd.

Here, it has been mentioned in the report that the West Bengal Government was opposed to construct any hospital and the Central Government is trying to persuade them to construct a hospital. We want to know what concrete steps are being taken against the West Bengal Government for not constructing the hospital. If hospitals are not constructed, there will be no meaning to this scheme, and there will be no meaning for the workers to contribute to this scheme.

Mr. Deputy-Speaker: The West Bengal Government must be getting enough kicks there. We should <sup>not</sup> send them more . . . from ~~our~~ side: not from here.

Shri Narayanankutty Menon: It is in the report.

Mr. Deputy-Speaker: That may be in the report.

Shri Muhammed Elias: In the report, it has been mentioned that some local action has been taken against 450 employees who committed default in paying their contribution. I can say, these employers have not paid their own contribution to the scheme. There are many employers who have swallowed the contributions which have been paid by the workers and no action has been taken against those employers who swallowed the money deducted from the wages of the workers. This must be looked into and proper action must be taken against those employers.

We have submitted in the course of discussions in the Informal Consultative Committee meetings more than 40 items of detailed things for mitigating the difficulties of the workers. Up till now, we have not got any replies from the Government. The All India Trade Union Congress has submitted many memoranda, many demands. Four major demands have been placed: Immediately 50 per cent of the workers'



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(Shri Muhammed Elias ctd.)

11,192

a little bit of benefit out of this E.S.I. Corporation?  
Workers are the real builders of the country and they  
are suffering in spite of contributing from their wages  
to the scheme. Rs.14 crores have been reserved, but  
the Government cannot spend the money for the treatment  
of the workers.

(ctd. by 00)

11, 194

Shri Muhammed Elias - Contd.

contributions must be reduced. They have submitted that immediately hospitals should be constructed, that the scheme should be extended to the families, that the machinery should be democratised, and proper representation should be given in the Corporation and that the A.I.T.U.C. representatives should be taken proportionately as the I.N.T.U.C. representatives.

Now, we find in West Bengal, the Corporation has issued a circular instructing all the local officers not to take any advice of the Trade unions. If the Corporation's attitude is so, the scheme cannot be good. If the Trade union leaders go to the local offices or to the Corporation offices to make any representation or they go in deputation, they do not pay any heed. They have said that they are not going to hear anything from the trade unions. At the time when the scheme was being introduced, we gave our full co-operation. They are not intending to take any co-operation from us. If this is the way in which the Corporation wants to work this Corporation, then, the scheme must be a failure. It cannot work properly. We find that in the demonstrations which have been made by the workers throughout India, especially on the 30th of March, throughout West Bengal and in every area, the workers have demanded only these four major demands and said that if these demands are not conceded by the Government, we shall withdraw our co-operation and we shall go up to strike if our contribution is deducted by the employers. I can warn the Government. If the Government does not pay any heed to the demands of the workers in West Bengal, so far as West Bengal is concerned, there will be a tremendous movement

Shri Muhammed Elias - Contd.

11, 195

by the workers against the employers and the Government, if these demands are not conceded. Therefore, I would request the hon. Minister to say something about the working of the Corporation especially in West Bengal.

Another thing that I wish to point out is about the staff. In West Bengal, we know very well that the Corporation is under-staffed.

Mr. Deputy-Speaker: I hope the hon. Member shall not withdraw his co-operation from the Chair.

Shri Muhammed Elias: I shall finish in two minutes.

The employees have formed one organisation, one union and they wanted to register it under the Indian Trade Union Registration Act. But, the Central Government has intervened and they have not allowed the employees to register their union. The case is still pending in the High Court. I would request the Government to allow the employees to form their organisations under the Trade Unions Registration Act and they should be allowed to get their demands through peaceful and legal methods. If this is not done, there will be also discontent among the employees who are working for the workers under the Corporation.

(ends)

[Fading PP]

# ALL-INDIA TRADE UNION CONGRESS

AFFILIATION FORM ALL INDIA NO.

## PARTICULARS OF THE UNION

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

1. Name Cooag District Automobile and Engineering Workers' Union Trade Group Road Transport
2. Address 160-CH. Pioneer Road, Mercara, (Mysore State)
3. Date of foundation : 25-1-1959 Registration No. : 337
4. Office bearers : \_\_\_\_\_ Date of Registration : 2-4-1959
  - (a) President Dr. B. K. Nanjundeswarra
  - (b) ~~General~~ Secretary B. N. Kuttappa
  - (c) Treasurer K. Venkataramanayya
5. Date of the last annual meeting and election } 15-2- 1959  
of office-bearers }
6. Rate of Membership fees : Rs. nP. 25 per month | per year
7. Method of collection of membership fee : Monthly/Quarterly/Yearly
8. Total income of the last year ending 31st March 1959. Rs. 203-25 nP
9. Total expenditure of the last year ending 31st March 1959. Rs. 23-28 nP
10. Number of average paying membership on 31st March 1959 - 116
11. Advance affiliation fee sent if any : Rs. 16 nP.50.  
(by m.o on 20.7.59)

Receipt No.

Dt. 20th July 1959

B. N. Kuttappa

Signature of the ~~President~~/General Secretary.

## REMARKS OF THE STATE COMMITTEE, AITUC

State TUC No.

1. Date on which the application was received }  
by the STUC }
2. Date on which STUC forwarded it to AITUC
3. Necessary papers checked and enclosed.

General Secretary, STUC.

## PROGRESS REGARDING AFFILIATION

1. Date of receipt of application : 11 AUG 1959 19
2. Date on which it was placed before the General }  
Council | Working Committee : } 19
3. Remarks of the General Secretary :
4. Decision of the Gen. Council | W. Committee :  
Proviso of approval, if any :  
In case of rejection, grounds }  
on which rejected }
5. Date of approval : \_\_\_\_\_
6. Membership granted : \_\_\_\_\_
7. Affiliation Certificate No. : \_\_\_\_\_

General Secretary, AITUC

# ALL-INDIA TRADE UNION CONGRESS

## APPLICATION FOR AFFILIATION

To  
The General Secretary,  
All-India Trade Union Congress,  
4, Ashok Road,  
NEW DELHI.

From <sup>The</sup>  
~~The President~~ General Secretary  
Coorg District Automobile  
and Engineering Workers' Union,  
160-C4, Pioneer Road,  
MERCARA. (Mysore State)

Dear Comrade,

The General Body/~~Executive Committee~~ of my Union desire me to request you to affiliate it to the AITUC. The union subscribes to the aims and objects of the AITUC and agrees to abide by its Rules and Regulations. I give below the full particulars of my Union. (i) ~~Copies of the Rules and Regulations~~, (ii) ~~the last Annual Report~~ and (iii) audited Balance Sheet for the year ~~ending 30-3-59~~ and (iv) the names of the present office-bearers of the Union are herewith enclosed.

Date: 30-7-59

Yours fraternally,

*P. N. Kuttappa*

~~President~~ General Secretary of the Union.

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## RULES REGARDING AFFILIATION

- The Trade Union seeking affiliation should forward to the AITUC the following :
    - An affiliation Form duly filled in.
    - A copy of its constitution.
    - A list of its office bearers.
    - A copy of its statement of accounts for the official year, giving the average paying membership for that period duly audited by a Registered Accountant.
    - And such other information or material as the General Secretary of the AITUC may require.
  - The Union shall be charging its members a minimum annual subscription of Rupee one for industrial workers and annas eight for agricultural workers.
  - Each Affiliated Union shall be required to pay (A) An Annual Affiliation Fee of Rs. 10/- for a membership upto 250 or below and Rs. 15/- for a membership between 250 and 500 and at the rate of two naye Paise per member with a minimum of Rs. 20/- for membership above 500. (B) A special levy towards meeting the affiliation fees of the World Federation of Trade Unions at the rate of Rs. 5/- per 1,000 membership and major fraction thereof, subject to minimum of Rs. 2.50 to be paid by Unions with less than 500 membership and (C) Rs. 4.00 as subscription to the *Trade Union Record*.
- (N.B. All contributions for the AITUC will be for the year beginning with April 1, and ending with 31st March.)
- The application for affiliation shall be forwarded, though the State TUC to the General Secretary of the AITUC, with remarks if any, made by the State Committee, regarding the eligibility of the Union for affiliation under the Rules of the AITUC. Such applications shall be forwarded by State Committee to the General Secretary within a period of two months. In case where it is difficult to send through STUC, applications for affiliation may be sent direct to the General Secretary, AITUC. The affiliation fees should be remitted direct to the General Secretary, AITUC.
  - The Union shall, if not already registered, get itself registered under the Trade Unions Act within a year of its affiliation.

(Annual return prescribed under section 26 of the Indian Trade Unions Act, for the year ending 31st March 1959)

Name of Union. COOPG DISTRICT AUTOMOBILE AND ENGINEERING WORKERS' UNION.

Registered Head Office. 160-24, Pioneer Road, Mercara.

Number of certificate of registration. 337.

Return to be made by Federations of Trade Unions.

Number of unions affiliated at beginning of year.  
Number of unions joining during the year.  
Number of unions disaffiliated at the end of the year.

This return need not be made by Federation of Trade Unions.

Number of members on books at the beginning of the year. Nil  
Number of members admitted during the year (add together) 116.  
Number of members who left during the year (deduct) Nil  
Total number of members on books at the end of the year. 116.  
Males. 116.  
Females. Nil  
Number of members contributing to political fund. Nil

A copy of the rules of the Trade Union corrected up to the date of despatch of this return, is appended.

Dated the 29th July, 1959.

*P. N. Kuttappa*  
Secretary.

Statement of Liabilities and Assets on the 31st day of March 1959.

Liabilities		Assets	
	Rs. Rs.		Rs. Rs.
Amount of General Fund.	176. 47.	Cash	
Amount of Political Fund.	Nil	In hands of Treasurer.	Nil
Loans from .. ..	Nil	In hands of Secretary	10. 97
Debts due to .. ..	Nil	In the Vijaya Bank	
Other Liabilities (to be specified)		Ltd., Mercara.	100. 00
Audit fees due. .. ..	5. 00.	Securities as per list below ..	Nil
		Unpaid subscriptions due ..	Nil
		Inmovable property.	Nil
		Goods and furniture	1. 00
<b>Total Liabilities</b>	<b>181. 47.</b>	<b>Total Assets</b>	<b>181. 47.</b>

P. M. N. Conds,  
LIST OF SECURITIES.

Particulars.	Nominal value	Market value at date on which accounts have been made up	In hands of
Nil	Nil	Nil	Nil

*K Venkateswamy*  
Treasurer.

GENERAL FUND ACCOUNT.

Income	Expenditure																																												
<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">Balance at beginning of year.</td> <td style="width: 20%; text-align: right;">Nil</td> </tr> <tr> <td>Contributions from members at 25rs per month per member. . . . .</td> <td style="text-align: right;">57. 00</td> </tr> <tr> <td>Donations . . . . .</td> <td style="text-align: right;">0. 25</td> </tr> <tr> <td>Sale of periodicals, rules, etc., . . . . .</td> <td style="text-align: right;">Nil</td> </tr> <tr> <td>Interests on investments. . . . .</td> <td style="text-align: right;">Nil</td> </tr> <tr> <td>Income from miscellaneous sources to be specified:- Admission Fee at the rate of Re.1/-, per member from 116 members . . . . .</td> <td style="text-align: right; vertical-align: bottom;">116. 00</td> </tr> <tr> <td style="border-top: 1px solid black;"><b>Total . . . . .</b></td> <td style="text-align: right; border-top: 1px solid black;"><b>203. 25</b></td> </tr> </table>	Balance at beginning of year.	Nil	Contributions from members at 25rs per month per member. . . . .	57. 00	Donations . . . . .	0. 25	Sale of periodicals, rules, etc., . . . . .	Nil	Interests on investments. . . . .	Nil	Income from miscellaneous sources to be specified:- Admission Fee at the rate of Re.1/-, per member from 116 members . . . . .	116. 00	<b>Total . . . . .</b>	<b>203. 25</b>	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">Salaries, allowances and expenses of officers . . . . .</td> <td style="width: 20%; text-align: right;">Nil</td> </tr> <tr> <td>Salaries, allowances and expenses of establishment. . . . .</td> <td style="text-align: right;">0. 64</td> </tr> <tr> <td>Auditor's fees due . . . . .</td> <td style="text-align: right;">5. 00</td> </tr> <tr> <td>Legal expenses . . . . .</td> <td style="text-align: right;">Nil</td> </tr> <tr> <td>Expenses in conducting trade disputes . . . . .</td> <td style="text-align: right;">Nil</td> </tr> <tr> <td>Compensation paid to members for loss arising out of trade disputes . . . . .</td> <td style="text-align: right;">Nil</td> </tr> <tr> <td>Funeral, old age, sickness, unemployment benefits etc., . . . . .</td> <td style="text-align: right;">Nil</td> </tr> <tr> <td>Educational, social and religious benefits . . . . .</td> <td style="text-align: right;">Nil</td> </tr> <tr> <td>Cost of publishing periodicals . . . . .</td> <td style="text-align: right;">Nil</td> </tr> <tr> <td>Rents, rates and taxes . . . . .</td> <td style="text-align: right;">5. 00</td> </tr> <tr> <td>Stationery, printing and postage . . . . .</td> <td style="text-align: right;">16. 14</td> </tr> <tr> <td>Expenses incurred under section 15(11) of the Indian Trade Unions Act, 1926 (to be specified). . . . .</td> <td style="text-align: right;">Nil</td> </tr> <tr> <td>Other expenses (to be specified) . . . . .</td> <td style="text-align: right;">Nil</td> </tr> <tr> <td>Balance at the end of the year . . . . .</td> <td style="text-align: right; border-top: 1px solid black;">176. 47</td> </tr> <tr> <td style="border-top: 1px solid black;"><b>Total . . . . .</b></td> <td style="text-align: right; border-top: 1px solid black;"><b>203. 25</b></td> </tr> </table>	Salaries, allowances and expenses of officers . . . . .	Nil	Salaries, allowances and expenses of establishment. . . . .	0. 64	Auditor's fees due . . . . .	5. 00	Legal expenses . . . . .	Nil	Expenses in conducting trade disputes . . . . .	Nil	Compensation paid to members for loss arising out of trade disputes . . . . .	Nil	Funeral, old age, sickness, unemployment benefits etc., . . . . .	Nil	Educational, social and religious benefits . . . . .	Nil	Cost of publishing periodicals . . . . .	Nil	Rents, rates and taxes . . . . .	5. 00	Stationery, printing and postage . . . . .	16. 14	Expenses incurred under section 15(11) of the Indian Trade Unions Act, 1926 (to be specified). . . . .	Nil	Other expenses (to be specified) . . . . .	Nil	Balance at the end of the year . . . . .	176. 47	<b>Total . . . . .</b>	<b>203. 25</b>
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Balance at the end of the year . . . . .	176. 47																																												
<b>Total . . . . .</b>	<b>203. 25</b>																																												

POLITICAL FINE ACCOUNT.

Balance at beginning of year .. Nil	Rs. Nil	Payments made on subjects specified in Section 10(2) of the Indian Trade Unions Act, 1926 (to be specified) ... Nil	Rs. Nil
Contributions from members at ..... Per member .. Nil	Rs. Nil	Expenses of managements (to be fully specified) Nil	Rs. Nil
		Balance at the end of the year	Nil
			Nil
Total .. Nil		Total .. Nil	

*R. Venkataswamy*  
Treasurer.

AUDITOR'S DECLARATION.

The undersigned having had access to all the books and accounts of the Trade Union and having examined the foregoing statements and verified the same with the account vouchers relating thereto now sign the same as found to be correct, duly vouched and in accordance with the law, subject to the remarks, if any, appended hereto.

The enclosed list, prepared by the Union, of the ordinary members, who had actually paid their subscriptions to the union as fixed by the rules thereof for the financial year by the 31st March, has been checked by me and a certificate to that effect is appended to the list.

M. W. E. A. S.  
29-7-1959.

Auditor.  
*George Joseph*  
Chartered Accountant.

The following changes of officers have been made during the year (No change has been made. Officers appointed on 15-2-1959, by means of election at the general body meeting is given under the heading - Officers Appointed)

OFFICERS RELINQUISHING OFFICE.

Name	Office	Date of relinquishing office.



FORM B. Contd.  
Officers Appointed.

Name	Age	Office	Address	Occupation	Date of appointment
Dr. B.E. Nanjundswara.	45.	President.	Chowk, Mercara.	Medical Practitioner	15-2-1959.
Sri. M.A. Nanthappa.	46.	Vice-President.	College Road, Mercara.	Land- Owner.	15-2-1959.
" B.N. Uttappa.	40.	Secretary.	Kiggai Village.	Byot.	"
" B.E. Venkatarasana.	30.	Assistant Secretary.	Race Course Mercara.	Byot.	"
" B.E. Venkatarasannaya	43.	Treasurer.	G.P.C.Co., Ltd., Mercara.	Booking clerk.	"
" B.N. Chinappa.	50.	Member of Executive Committee.	" "	Garrage Clerk.	"
" C. Abdul Khader.	36.	" "	" "	Bus Driver.	" "
" U.B. Biddappa.	43.	" "	" "	Bus Conductor.	" "
" M. Subbaya Bai.	38.	" "	" "	Bus Driver.	" "
" M.A. Sahiman.	27.	" "	" "	Bus Driver.	" "
" P.P. Subbaya.	57.	" "	" "	Bus Conductor.	" "
" K.V. Bhaskar.	22.	" "	" "	Sub-Agent.	" "
" John Ponniah.	38.	" "	Coorg Transport Ltd., Mercara.	Clerk.	" "
" C.G. Annaya.	55.	" "	" "	Clerk.	" "
" C.G. Annadiar.	48.	" "	" "	Bus Driver.	" "

*B.N. Kuttappa*  
Secretary.

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AITUC GENERAL COUNCIL MEETING  
Bangalore - Jan. 15-18, 1959

THE EMPLOYEES' STATE INSURANCE SCHEME

by S.Y. Kolhatkar

NOTE: The Working Committee of the AITUC which met at Darjeeling in May ~~1958~~ requested Com. T.N. Siddhant, Secretary, W. Bengal Committee of the AITUC, to prepare a booklet on the Employees State Insurance Scheme, apprising the Scheme from the TU angle. Since the manuscript of the booklet was received from Com. Siddhant, there was a meeting of the E.S.I. Corporation and latest reports of its activities were also made available. It was therefore found necessary to bring the manuscript upto date as for factual data and this job was undertaken by Com. S.Y. Kolhatkar, the AITUC representative on the ESIC, and ~~the~~ the following report posing the main issues has been prepared by him accordingly.

The Employees' State Insurance Act was passed in the year .....

COORG DISTRICT AUTOMOBILE AND ENGINEERING WORKERS' UNION.

- 7.11/13/59
1. **NAME AND OFFICE:-** (a) The name of the Union shall be the "COORG DISTRICT AUTOMOBILE AND ENGINEERING WORKERS' UNION."
- (b) The Registered Head Office of the Union shall be located in the town of Mercara in the District of Coorg.
2. **OBJECTS:-** (A) The objects of the Union shall be:-
- (a) to regulate the relation between the members and their employers;
  - (b) to render help ~~xxx~~ to the members by constitutional methods;
  - (c) to secure to them fair conditions of life and work;
  - (d) to endeavour to redress their grievances;
  - (e) to provide relief to members against sickness, old age, unemployment and death;
  - (f) to endeavour to settle disputes between the members and their employers;
  - (g) to promote the civic and political interest of the members; and
  - (h) to co-operate and federate with organisations of workers having similar objects:
- (B) For the attainment of these objects, the Union may organise centres and branches in various localities of the District of Coorg.
3. **ADMISSION OF ORDINARY MEMBERS:-** Any person employed in the Motor Transport conveyance and Engineering Workshops in the District of Coorg and who has attained the age of 15 years shall be entitled to become an ordinary member of the Union on payment of an admission fee of one rupee and a monthly subscription of 25 naya paises, provided he agrees to abide by rules and bye-laws that may be made by the Union from time to time.
4. **ADMISSION OF HONORARY MEMBERS:-** Persons who are not eligible to become ordinary members of the Union may be admitted as honorary members of the Union for the purpose of being elected or co-opted to the Executive Committee of the Union and such honorary members shall be less than half the number of members in the Executive Committee of the Union.
5. **FINES, FORFEITURES AND BENEFITS:-** (a) A member failing to pay his monthly subscription for six months, shall cease to be a member of the Union. But he shall be entitled to rejoin the Union on paying his arrears of subscription.
- (b) Every member who is not a defaulter in paying the subscription and levies, shall be entitled to receive benefits and services given by the Union. Any breach of the rules of the Union may involve forfeiture of membership and all other rights and benefits for periods specified by the General Body of the Union.
6. **REGISTER OF MEMBERS:-** (a) The Union shall keep a register of all its members containing their names and particulars of their place of work, their residence etc.,



Contd...in page 2

(b) The register shall be open to inspection by any member or officer of the Union at the Head Office during the hours during which the office of the Union is open any week day excluding holidays.

7. OFFICE-BEARERS:- The Union shall have a President, not more than three Vice-Presidents, a Secretary, not more than two Assistant Secretaries and a Treasurer. All of them shall be elected at the Annual General Body Meeting of the Union and they shall be eligible for re-election.

8. MANAGEMENT OF THE UNION:- Subject to the Provisions of the Section 21 of the Indian Trade Unions Act, 1926, the affairs of the Union, financial and otherwise, shall be conducted by an Executive Committee consisting of the Office-bearers and not more than twelve other members elected at the Annual General Body Meeting of the Union.

9. VACANCIES AND REMOVALS:- (a) Should a vacancy occur among the office-bearers or the members of the Executive Committee it shall be filled by the Executive Committee by co-option.

(b) Any office-bearer of the Union or a member of its Executive Committee can be removed by the General Body Meeting of the members of the Union by a three-fourths majority for committing any fraud or having acted against the interests of the Union, provided the office-bearer or the member to be removed is given adequate opportunity to explain his conduct.

(c) An office-bearer or a member of the Executive Committee who absents himself for three consecutive meetings of the Executive Committee without the leave of the Executive Committee shall cease to be a member of the Executive Committee.

10. MEETINGS OF THE EXECUTIVE COMMITTEE:- (a) The Executive Committee shall meet at least once in three months on such days and at such place as may be fixed by the Secretary in consultation with the President.

(b) The presence of at least one-third members of the Executive Committee shall be necessary to form a quorum. No quorum is necessary for adjourned meetings.

(c) At least three days' notice shall be given for an Executive Committee Meeting.

11. DUTIES OF THE OFFICE-BEARERS:- (a) The President shall preside over all meetings of the Union and the Executive Committee, preserve order, sign all minutes and shall be allowed to give a casting vote only. The President shall have power, if necessary, to call special meetings of the Executive Committee or of the Union, whenever necessary.

(b) Vice-Presidents shall assist the President in his work and any one of them shall act for him in his absence.

(c) The Secretary shall take minutes of all Union and Committee meetings, keep all accounts, exercise a supervision over the affairs of the Union and also keep correct account of all receipts and expenditure. He shall be responsible for submitting to the Registrar of Trade Unions all returns and notices that should be sent to that Office under the Indian Trade Unions Act, 1926. He shall prepare a balance sheet annually showing clearly every item of receipt and expenditure. He shall conduct all correspondence and shall have power to engage in consultation with the President and subject to the approval or confirmation of the Executive Committee any assistance for organising and clerical purposes he considers necessary, and all such assistants shall be under the control of the Secretary.

(d) The Assistant Secretaries shall generally help the Secretary in his work. One of them shall perform the duties of the Secretary in his absence.



(e) The Treasurer shall be responsible for all sums of money, which may from time to time be paid into the Union and for duly banking them. He shall make payments towards all expenditure sanctioned by the Executive Committee. He shall not have the power to draw money from the Bank without first having the cheque signed by the Secretary.

12. OFFICIAL YEAR OF THE UNION:- The Official year of the Union shall be from 1st April to 31st March.

13. GENERAL BODY MEETINGS:- (a) The General Body Meeting of all the members of the Union shall ordinarily be held once every year. The Annual General Body Meeting shall:-

(i) adopt the report of the work done by the Union and the audited statements of accounts;

(ii) elect the office-bearers and other members of the Executive Committee; and

(iii) transact such other business as may be brought forward with the permission of the Chairman.

(b) The President may call a general body meeting of the Union whenever he thinks necessary and shall call it on a requisition signed by one-fifth of the total strength of the Union within twenty days of the receipt of the requisition.

(c) At least fifteen days notice shall be given to the members for a general body meeting of the Union.

(d) The presence of at least one-third members shall be necessary to form a quorum at a general body meeting of the Union. No quorum is necessary for adjourned meetings.

14. GENERAL FUNDS:- The general funds of the Union shall consist of subscriptions from members, donations etc., They shall be deposited in a Bank or Banks, approved by the Executive Committee in the name of the Union. All withdraws shall be made through cheques bearing the signature of the Treasurer and the Secretary. The Secretary or the Treasurer shall not keep more than Rs.100/- with him for current expenses.

15. OBJECTS ON WHICH THE GENERAL FUNDS CAN BE EXPENDED:- Subject to the provisions of Section 15 of the Indian Trade Unions Act, 1926, the general funds of the Union shall not be spent on any other subjects than the following, namely:-

(a) the payment of salaries, allowances and expenses to officers of the Trade Union;

(b) the payment of expenses for the administration of the Trade Union, including audit of the accounts of the general funds of the Union;

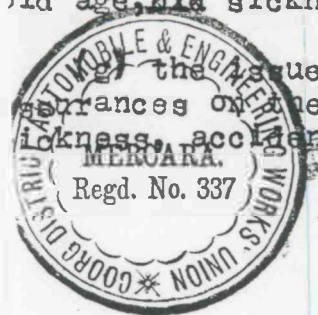
(c) the prosecution or defence of any legal proceedings to which the Trade Union or any member thereof is a party, when such prosecution or defence is undertaken for the purpose of securing or protecting any rights of the Trade Union as such or any rights arising out of the relations of any member with his employer or with a person whom the member employs;

(d) the conduct of trade disputes on behalf of the Trade Union or any member thereof;

(e) the compensation of members for loss arising out of trade disputes;

(f) allowances to members or their dependents on account of death, old age, and sickness, accidents or unemployment of such members;

(g) the issue of, or the undertaking of liability under policies of insurances on the life of members, or under policies insuring members against sickness, accident or unemployment;



(h) the provision of educational, social or religious benefits for members (including the payment of the expenses of funeral or religious ceremonies for deceased members) or for the dependants of members;

(i) the upkeep of a periodical published mainly for the purpose of discussing questions affecting employers or workmen as such;

(j) the payment in furtherance of any of the objects on which the general funds of the Trade Union may be spent, of contributions to any cause intended to benefit workmen in general, provided that the expenditure in respect of such contributions in any financial year shall not at any time during that year be in excess of one-fourth of the combined total of the gross income which has up to that time accrued to the general funds of the Trade Union during that year and of the balance at the credit of those funds at the commencement of that year; and

(k) Subject to any conditions contained in the notification, any other object notified by the appropriate Government in the official Gazette.

16. ANNUAL AUDIT:- The Union shall make due provision for the annual audit of the accounts of the Union by competent auditors appointed by the Executive Committee in accordance with Rule 15 of the Mysore Trade Union Regulations, 1951.

17. INSPECTION OF BOOKS OF ACCOUNTS:- The books of accounts of the Union shall be open to the inspection of any member or officer at the head office of the Union during the hours during which the office of the Union is open on any week day excluding holidays.

18. PROCEDURE FOR DECLARING STRIKES:- (a) The Executive Committee of the Union shall declare a strike provided a decision to that effect has been taken by a three-fourths majority. The Executive Committee may by a simple majority refer the matter regarding the decision to strike to the opinion of the ordinary members of the Union, and the decision shall have effect only if three-fourths of the members of the Union express in favour of declaring a strike.

(b) Members of the Union employed in an undertaking may go on strike provided a decision to that effect has been taken by the members of the Union in that undertaking by a three-fourths majority.

(c) Members of the Union shall not go on strike unless previous notice of the decision to strike has been given to the employer at least fourteen days before commencement of the strike.

19. AMENDMENT OF RULES:- The rules may be altered, rescinded or added to at any time by a majority of the members present at a general body meeting of the Union provided previous notice of at least fifteen days is given to the members.

20. DISSOLUTION OF THE UNION:- The Union shall not be dissolved except by the vote of a majority of three-fourths of the number of members present at a general body meeting of the Union called for the purpose, provided the total number of votes cast at such a meeting is not less than two-thirds of the total number of members then on the rolls of the Union. The funds of the Union after meeting all the liabilities shall be disposed of in accordance with decision of the dissolution meeting.



**THE EXECUTIVE COMMITTEE OF THE COORG DISTRICT AUTOMOBILE  
AND ENGINEERING WORKERS UNION MERCARA.**

At a general body meeting of the Coorg District Automobile and Engineering workers Union held at Mercara on 15.2.59 under the Chairmanship of Sri. B.N. Kuttappa, the following were elected to the Executive committee of the Union.

<u>Title</u>	<u>Name</u>	<u>Age in</u> <u>*Years*</u>	<u>Address</u>	<u>Occupation</u>
1. President.	Dr. B.K.Nanjundeswara	45.	Chowk, Mercara.	Medical Practitioner.
2. Vice-President.	M.A.Kanthappa	46	College Road "	Land owner.
3. Secretary.	B.N.Kuttappa	40	Kiggel Village Marnad.	Ryot.
4. Asst. Secretary.	B.N.Venkataramana	30	Near old race course Mercara.	Ryot.
5. Treasurer.	K. Venkataramanayya	52,	C.P.C. Co., Ltd. Mercara.	Booking clerk
6. Members.	B.M.Chinnappa	50,	" "	Garrage clerk
7. "	G.Abdul Khader	36,	" "	Bus Driver.
8. "	U.B.Biddapp	43,	" "	Bus Conductor
9. "	M. Subbaya Rai	38,	" "	Bus Driver.
10. "	John Ponniah	38,	Coorg Transport Ltd,	Clerk.
11. "	C.G. Pannayya	23	" "	clerk.
12. " "	C.C. Mannadiar	42	" "	Bus Driver.
13. "	M.A. Rahman	27	C.P.C.Co, Ltd. Mercara.	Bus Driver.
14. "	P.P. Subbaya	57	" "	Bus Conductor.
15. "	K.V. Bhaskar	22	" "	Sub-Agent.

( B.N. Kuttappa )

Secretary.

Date:- 4.3.1959.

The coorg District Automobile and  
Engineering Workers Union, MERCARA.



# ALL-INDIA TRADE UNION CONGRESS

AFFILIATION FORM ALL INDIA NO.

## PARTICULARS OF THE UNION

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

1. Name MYSORE CITY MUNICIPAL LABOUR Trade Group
2. Address UNION. P. xmi. Buildings opposite To TOWN HALL. MYSORE.
3. Date of foundation : 18th, Oct, 1956. Registration No. : 163
4. Office bearers : \_\_\_\_\_ Date of Registration : \_\_\_\_\_
  - (a) President B. A. BELLIAPPA. B A. BELLIAPPA.
  - (b) General Secretary M. N. UGRAPPA.
  - (c) Treasurer S. SOMASUNDARA SHARMA.
5. Date of the last annual meeting and election } March 1958 19  
of office-bearers
6. Rate of Membership fees : Rs. nP. 25 per month | per-year
7. Method of collection of membership fee : Monthly/Quarterly/Yearly
8. Total income of the last year ending 31st March 19 . Rs. 1311 = 66
9. Total expenditure of the last year ending 31st March 19 . Rs. 1300 - 10
10. Number of average paying membership on 31st March 1959. 315
11. Advance affiliation fee sent if any : Rs. nP.

Receipt No. 258/24.10.59  
Dt. 21.10.1959

M. N. Ugrappa  
Signature of the President/General Secretary.

## REMARKS OF THE STATE COMMITTEE, AITUC

State TUC No.

1. Date on which the application was received }  
by the STUC }
2. Date on which STUC forwarded it to AITUC
3. Necessary papers checked and enclosed,

M. C. Narasimhaiah  
General Secretary, STUC.

## PROGRESS REGARDING AFFILIATION

1. Date of receipt of application : 24.10. 1959
2. Date on which it was placed before the General }  
Council | Working Committee : } 19
3. Remarks of the General Secretary :
4. Decision of the Gen. Council | W. Committee :  
Proviso of approval, if any :  
In case of rejection, grounds }  
on which rejected }
5. Date of approval : \_\_\_\_\_
6. Membership granted : \_\_\_\_\_
7. Affiliation Certificate No. : \_\_\_\_\_

General Secretary, AITUC



# ALL-INDIA TRADE UNION CONGRESS

## APPLICATION FOR AFFILIATION

To

The General Secretary,  
All-India Trade Union Congress,  
4, Ashok Road,  
NEW DELHI.

From

The President|General Secretary

Dear Comrade,

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

Date: 21-10-1959.

*M. N. Ugrappa*

Yours fraternally,

President|General Secretary of the Union.

## RULES REGARDING AFFILIATION

1. The Trade Union seeking affiliation should forward to the AITUC the following :
  - A. An affiliation Form duly filled in.
  - B. A copy of its constitution.
  - C. A list of its office bearers.
  - D. A copy of its statement of accounts for the official year, giving the average paying membership for that period duly audited by a Registered Accountant.
  - E. And such other information or material as the General Secretary of the AITUC may require.
2. The Union shall be charging its members a minimum annual subscription of Rupee one for industrial workers and annas eight for agricultural workers.
3. Each Affiliated Union shall be required to pay (A) An Annual Affiliation Fee of Rs. 10/- for a membership upto 250 or below and Rs. 15/- for a membership between 250 and 500 and at the rate of two naye Paise per member with a minimum of Rs. 20/- for membership above 500. (B) A special levy towards meeting the affiliation fees of the World Federation of Trade Unions at the rate of Rs. 5/- per 1,000 membership and major fraction thereof, subject to minimum of Rs. 2.50 to be paid by Unions with less than 500 membership and (C) Rs. 4.00 as subscription to the Trade Union Record.
- (N.B. All contributions for the AITUC will be for the year beginning with April 1, and ending with 31st March.)
4. The application for affiliation shall be forwarded, though the State TUC to the General Secretary of the AITUC, with remarks if any, made by the State Committee, regarding the eligibility of the Union for affiliation under the Rules of the AITUC. Such applications shall be forwarded by State Committee to the General Secretary within a period of two months. In case where it is difficult to send through STUC, applications for affiliation may be sent direct to the General Secretary, AITUC. The affiliation fees should be remitted direct to the General Secretary, AITUC.
5. The Union shall, if not already registered, get itself registered under the Trade Unions Act within a year of its affiliation.

POLITICAL FUND ACCOUNT

Rs. Pp.

Rs. Pp.

Balance at the beginning  
of the year.

Payment made on objects  
specified in section  
16 (2) of the Indian  
Trade Unions Act, 1926  
( to be specifies)

contribution from  
members

Expenses of managinment/  
( to be fully specified)

Balance at the end of  
the Year.

Total

Toatal.

Auditors Declaration

The undersigned, having had access to all the books and accounts of the Trade Union and having examined the foregoing statements and verifies the same with the accounts vouchers and in accordance with the law, subject to the remarks, if any, appended hereto.

The enclosed list, prepared by the Union of the ordinary members who had actually paid their subscription to the Union as fixed by the rules thereof for the financial year by the 31st March 1957, has been checked by me and a certificate to that effect is appended to the list.

(Sd) H. N. Hanumantha Rao  
Restricted State Auditor  
22.6.1957.

GENERAL FUND ACCOUNT:

Income		expenditure	
	Rs. Np.		Rs. Np.
Balance at the begining of the year	335-81	Salaries allowance and expenses of Officers	574-00
Contribution from members at Tewnty five Np. per member	765-85	Salaries allowandes and expenses of establishment	80-00
Loans		Loans paid back	
Donation	110-00	A uditors Fee	60-00
Aale of periosicals, rules		Legal expenses	225-00
Interest on investments		Expenses in conduction trade disputes.	
Income from Miscelleneous Sources (to be specified)	100-00	Compensation paid to members arising out of trade disputes	
<i>From: municipal office towards Award.</i>		Funeral, oldage sickness unemplment benifits etc	
		Cost of publishing periodicals	
		Rents rates and taxes	14=30 201=26
		Stationary printing and postage expenses incurred under section 15(11) of the Indian tade Union Act 1926(to be specified)	90=74
		Other expenses(to be specified) starting of Union preliminary expenses)	64=80
		<i>General body exp 44.40 summit 20.00</i>	
		Balance at the end of the year,	1=56
<b>Total</b>	<u>1311=16</u>	<b>Total</b>	<u>1311-66</u>

Statement of Liabilities and Assets on the 31 day of March 1958

Liabilities		Assets.	
	Rs. Np.		Rs. Np.
Amount of General Fund as per last year - 429-42 <i>(with year excess)</i> 37-80		Cash in the hands of Treasurer	335-91
Amount of Political Loans from	391-62	In the hands of Secretary	
Debts due to		In Hands of	
Other liabilities		In hands of	
( to be specified )		In the Bank	
		In the..... Bank	
		Securities as per list below.	
		Unpaid subscription due Loans to.	
		Immovable Property	55-91
		Goods and furniture.	
		( Other assets to be specified )	
<b>Total Liabilities</b>	<u>391-62</u>	<b>Total Assets</b>	<u>391-62</u>

N.B.

LIST OF SECURITIES

Particulars.	Nominal value.	Market Value at date	In hands of
		On which accounts have been made.	

Cd. S. Somasundaram  
Treasurer

FORM E

( Annual return prescribed under Section 28 of the Indian Trade

Union Act, 1926 for the year ending 31st March 1959.

Name of the Union *Mysore city municipal labour union*

Registered Head Office. *Laxmi Buildings opp. Town Hall Mysore*

Number of certificate of registration. *Reg No 163*

Number of Unions affiliated at beginning of the Year. ....

Number of Unions joining during the year - - - - -

Number of Unions disaffiliated at the end of the year. - - - - -

Number of members on books at the beginning of the year 733

Number of members admitted during the year ( add together) - - - - -

Number of members who left during the Year ( deduct) 351 - 382

Total number of members on books at the end of the year. 315

Male 274

Female 41

Number of members contributing to political fund. nil.

A copy of the Rules of the Trade Union, corrected to the date of the despatch of this return, is appended.

Date the.

*M. N. Agrappa*  
Secretary.

*28-9-59*

13/6/57

# ALL-INDIA TRADE UNION CONGRESS

AFFILIATION FORM ALL INDIA NO.

## PARTICULARS OF THE UNION

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

1. Name Kozhikode Coffee Workers' Union Trade Group Coffee Curing (General)
2. Address Opposite Women and Childrens Hospital, Kozhikode - 1, Kerala State.
3. Date of foundation : 22-8-58 Registration No. : 279
4. Office bearers : \_\_\_\_\_ Date of Registration : 11-11-58.
  - (a) President Com. P. Kuru.
  - (b) General Secretary Com. P. Valayudhan.
  - (c) Treasurer Com. P. Muralidharan.
5. Date of the last annual meeting and election } \_\_\_\_\_ 19  
of office-bearers
6. Rate of Membership fees : Rs. — Rs. 25 per month ~~per year~~
7. Method of collection of membership fee : Monthly/~~Quarterly~~/Yearly
8. Total income of the last year ending 31st March 19 . Rs. \_\_\_\_\_
9. Total expenditure of the last year ending 31st March 19 . Rs. \_\_\_\_\_
10. Number of average paying membership on ~~31st March 19~~ at present - 150
11. Advance affiliation fee sent if any : Rs. 16 nP. 50

Receipt No.

Dt. 6-5-1959

*Valayudhan*  
6/5/59  
Signature of the President/General Secretary.

## REMARKS OF THE STATE COMMITTEE, AITUC.

State TUC No. \_\_\_\_\_

1. Date on which the application was received }  
by the STUC }
2. Date on which STUC forwarded it to AITUC
3. Necessary papers checked and enclosed.

*Wishwanath Kallat*  
General Secretary, STUC.

## PROGRESS REGARDING AFFILIATION

1. Date of receipt of application : \_\_\_\_\_ 19
2. Date on which it was placed before the General }  
Council/Working Committee : } \_\_\_\_\_ 19
3. Remarks of the General Secretary :
4. Decision of the Gen. Council/W. Committee :  
Proviso of approval, if any :  
In case of rejection, grounds }  
on which rejected }
5. Date of approval : \_\_\_\_\_
6. Membership granted : \_\_\_\_\_
7. Affiliation Certificate No. : \_\_\_\_\_

General Secretary, AITUC

# ALL-INDIA TRADE UNION CONGRESS

## APPLICATION FOR AFFILIATION

To  
The General Secretary,  
All-India Trade Union Congress,  
4, Ashok Road,  
NEW DELHI.

From  
The ~~President~~ General Secretary  
Kozhikode Coffee Workers'  
Union,  
Kozhikode - 1.

Dear Comrade,

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

Date: <sup>6-5-</sup>~~8-1-~~59.

Yours fraternally,

x   
~~President~~ General Secretary of the Union.

## RULES REGARDING AFFILIATION

1. The Trade Union seeking affiliation should forward to the AITUC the following :
    - A. An affiliation Form duly filled in.
    - B. A copy of its constitution.
    - C. A list of its office bearers.
    - D. A copy of its statement of accounts for the official year, giving the average paying membership for that period duly audited by a Registered Accountant.
    - E. And such other information or material as the General Secretary of the AITUC may require.
  2. The Union shall be charging its members a minimum annual subscription of Rupee one for industrial workers and annas eight for agricultural workers.
  3. Each Affiliated Union shall be required to pay (A) An Annual Affiliation Fee of Rs. 10/- for a membership upto 250 or below and Rs. 15/- for a membership between 250 and 500 and at the rate of two naye Paise per member with a minimum of Rs. 20/- for membership above 500. (B) A special levy towards meeting the affiliation fees of the World Federation of Trade Unions at the rate of Rs. 5/- per 1,000 membership and major fraction thereof, subject to minimum of Rs. 2.50 to be paid by Unions with less than 500 membership and (C) Rs. 4.00 as subscription to the Trade Union Record.
- (N.B. All contributions for the AITUC will be for the year beginning with April 1, and ending with 31st March.)
4. The application for affiliation shall be forwarded, though the State TUC to the General Secretary of the AITUC, with remarks if any, made by the State Committee, regarding the eligibility of the Union for affiliation under the Rules of the AITUC. Such applications shall be forwarded by State Committee to the General Secretary within a period of two months. In case where it is difficult to send through STUC, applications for affiliation may be sent direct to the General Secretary, AITUC. The affiliation fees should be remitted direct to the General Secretary, AITUC.
  5. The Union shall, if not already registered, get itself registered under the Trade Unions Act within a year of its affiliation.

101-15

# ALL-INDIA TRADE UNION CONGRESS

AFFILIATION FORM ALL INDIA NO.

## PARTICULARS OF THE UNION

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

- file*
1. Name Electrical Industries Employees Association Trade Group Electrical Engineering
  2. Address H.O. Quilon
  3. Date of foundation : 2-8-1955 Registration No. : 172/55. (Kerala State)
  4. Office bearers : \_\_\_\_\_ Date of Registration : 17-9-1955
    - (a) President N. RAMAN PILLAI
    - (b) General Secretary N. PADMALOCHANAN
    - (c) Treasurer C. GEORGE VERGHESE
  5. Date of the last annual meeting and election } September 1958  
of office-bearers }
  6. Rate of Membership fees : Rs. — nP. 50 per month per year
  7. Method of collection of membership fee : Monthly / ~~Quarterly~~ / ~~Yearly~~
  8. Total income of the last year ending 31st March 1958. Rs. 1164 - 86 mp.
  9. Total expenditure of the last year ending 31st March 1958 Rs. 1147 - 66 mp
  10. Number of average paying membership on 31st March 1959 - 115
  11. Advance affiliation fee sent if any : Rs. Nil nP..

Receipt No. \_\_\_\_\_

Dt. 11 11 19 \_\_\_\_\_

[Signature]  
Signature of the President/General Secretary.

## REMARKS OF THE STATE COMMITTEE, AITUC

State TUC No. \_\_\_\_\_

1. Date on which the application was received by the STUC 3/10/59

2. Date on which STUC forwarded it to AITUC 11/6/59

3. Necessary papers checked and enclosed.

[Signature]  
General Secretary, STUC.

## PROGRESS REGARDING AFFILIATION

1. Date of receipt of application : 12 JUN 1959 19 \_\_\_\_\_

2. Date on which it was placed before the General }  
Council/Working Committee : } 19 \_\_\_\_\_

3. Remarks of the General Secretary :

4. Decision of the Gen. Council/W. Committee : -  
Proviso of approval, if any : -

In case of rejection, grounds }  
on which rejected }

5. Date of approval : \_\_\_\_\_

6. Membership granted : \_\_\_\_\_

7. Affiliation Certificate No. : \_\_\_\_\_

General Secretary, AITUC

*X* Boys Laws and other documents -  
will be forwarded in due course.



# ALL-INDIA TRADE UNION CONGRESS

## APPLICATION FOR AFFILIATION

To  
The General Secretary,  
All-India Trade Union Congress,  
4, Ashok Road,  
NEW DELHI.

From  
~~The President~~ General Secretary  
Electrical Industries' Employees Assocn  
Quilon (Meter Company)

Dear Comrade,

The General Body ~~Executive Committee~~ of my Union desire me to request you to affiliate it to the AITUC. The union subscribes to the aims and objects of the AITUC and agrees to abide by its Rules and Regulations. I give below the full particulars of my Union.  
(i) Copies of the Rules and Regulations, (ii) the last Annual Report and (iii) audited Balance Sheet for the year 1957 to 1958 and (iv) the names of the present office-bearers of the Union are herewith enclosed.

Date: 9.6.59.

Yours fraternally,

*Pappan*

~~President~~ General Secretary of the Union.

### RULES REGARDING AFFILIATION

1. The Trade Union seeking affiliation should forward to the AITUC the following:
  - A. An application form duly filled in.
  - B. A copy of its constitution.
  - C. A list of its office bearers.
  - D. A copy of its statement of accounts for the official year, giving the average paying membership for that period duly audited by a Registered Accountant.
  - E. And such other information or material as the General Secretary of the AITUC may require.
2. The Union shall be charging its members a minimum annual subscription of Rupee one for industrial workers and annas eight for agricultural workers.
3. Each Affiliated Union shall be required to pay (A) An Annual Affiliation Fee of Rs. 10/- for a membership upto 250 or below and Rs. 15/- for a membership between 250 and 500 and at the rate of two naye Paise per member with a minimum of Rs. 20/- for membership above 500. (B) A special levy towards meeting the affiliation fees of the World Federation of Trade Unions at the rate of Rs. 5/- per 1,000 membership and major fraction thereof, subject to minimum of Rs. 2.50 to be paid by Unions with less than 500 membership and (C) Rs. 4.00 as subscription to the Trade Union Record.

(N.B. All contributions for the AITUC will be for the year beginning with April 1, and ending with 31st March.)
4. The application for affiliation shall be forwarded, though the State TUC to the General Secretary of the AITUC, with remarks if any, made by the State Committee, regarding the eligibility of the Union for affiliation under the Rules of the AITUC. Such applications shall be forwarded by State Committee to the General Secretary within a period of two months. In case where it is difficult to send through STUC, applications for affiliation may be sent direct to the General Secretary, AITUC. The affiliation fees should be remitted direct to the General Secretary, AITUC.
5. The Union shall, if not already registered, get itself registered under the Trade Unions Act within a year of its affiliation.

Rival unions (1) Electrical Employees Union - membership only 7.  
related to B. U. T. U. C.  
(2) Meters Employees Association - membership 33.  
related to I. N. T. U. C.

FORM L.  
ANNUAL RETURN PRESCRIBED UNDER SECTION 28  
OF THE INDIAN TRADE UNION ACT  
ACT XVI of 1926.

(See Section 28 and Regulation 21)

For the year ending 31st day of March 1958.

Name of Union:

Electrical Industries Employers Association

Registered Head Office:

Amilan.

Number of Certificate of Registration:

172/55

Return to be  
made by the  
Federations of  
Trade Union.

Number of Unions affiliated  
at the beginning of the year

Number of Unions joining  
during the year.

Number of Unions disaffilia-  
ted during the year.

Number of Unions affiliated  
at the end of the year.

Number of Members on books  
at the beginning of the year.

61

Number of Members admitted  
during the year.

Nil

Add Together:

61

Number of Members who left  
during the year.

Deduct:

15

Total Number of Members on  
books at the end of the year.

46

Males

40

Females

6

Number of Members contri-  
buting to Political Fund.

Nil

This Return need  
not be made by  
Federations of  
Trade Unions.

A copy of the rules of the Trade Union corrected up to the date  
of despatch of this return is appended

Dated this the

31st

day of

May 1958

*Duffen*  
SECRETARY.

True copy

FORM L. (Contd).

STATEMENT OF LIABILITIES AND ASSETS ON THE 31<sup>st</sup> DAY OF March 1954

Liabilities.	Rs. nP.	Assets.	Rs. nP.
Account of General Fund.	9.38	CASH	10.95
Amount of political Fund.	0.32	In the hands of Treasurer.	
		In the hands of Secretary.	
Loans from:		In the hands of	
<i>Sundry Parties</i>	59.84	<i>Canara Bank</i>	6.25
		In the Bank	
Debts due to:		In the Bank	
		Securities as per list below	
Other liabilities (to be specified)	<i>nil</i>	Unpaid subscriptions due	
		Loans to	
		Immovable Property	
		Goods and Furniture	43.0
		Other assets (to be specified)	
<b>Total Liabilities:</b>	<u>60.20</u>	<b>Total Assets:</b>	<u>60.20</u>

LIST OF SECURITIES

Particulars	Naminal Value	Market value of date in which accounts have been made up	In hands of
		<i>nil</i>	

(Sd)  
TREASURER.

**Form L (Contd.)**  
**GENERAL FUND ACCOUNT**

Income	Rs. nP.	Expenditure	Rs. nP.
Balance at beginning of the year	213.69	Salaries, allowance and expenses of officers	254.06
Contribution from members at per member	167.06	salaries, allowance and expenses of establishment.	25.80
Admission fees	" "	Auditor's fees	172.75
Subscriptions	" "	Legal expenses <i>adjudication</i>	29.41
Donations	793.86	Expenses in conducting Trade disputes. <i>Councilisation</i>	29.41
Interest on investments	0.25	Compensation paid to members for loss arising out of Trade disputes.	
		Funeral, Old age, sickness unemployment benefits etc.	
		Education, social and religious benefits	
Income from miscellaneous sources (to be specified)	<i>nil.</i>	Cost of publishing periodicals	
		Rents	23.00
		Stationery, Printing and Postage.	123.80
		Expenses incurred under Sec. 15 (1) of the Indian Trade Unions Act 1926 (Act XVI of 1926) (to be specified) <i>Travelling</i>	349.01
		Other expenses (To be specified) <i>misc. exp.</i>	124.57
		Other expenses (To be specified) <i>misc. exp.</i>	15.87
		Other expenses (To be specified) <i>office exp.</i>	42.57
		Other expenses (To be specified) <i>Repair</i>	4.50
		Balance at the end of the year.	0.82
<b>Total</b>	<b>1164.86</b>	<b>Total</b>	<b>1164.86</b>

**POLITICAL FUND ACCOUNT**

Balance at beginning of the year		Payments made on objects specified in Sec. 16 (2) of the Indian Unions Act 1926 (Act XVI of 1926) to be specified)	
Contribution from members at per member	<i>nil</i>	Expenses of management (to be specified fully)	<i>nil</i>
		Balance at the end of the year.	
<b>Total</b>		<b>Total</b>	

(Sd)

Treasurer

*True copy*

**AUDITOR'S DECLARATION**

The undersigned having had access to all the books and accounts of the Trade Union, and having examined the foregoing statements and verified the same with the account vouchers relating thereto, now sign the name as found to be correct, duly vouched and in accordance with the law.

Quilon, 31-5-58 Auditor: . . . . .  
 Auditor: . . . . .

The following changes of officers have been made during the year. . . . .

**THE OFFICERS RELINQUISHING OFFICE**

Name	Office	Date of relinquishing office

**OFFICERS APPOINTED**

Name	Address	Occupation	Age	Title of office	Date of appointment
(1) M. Raman Pillai	Advocate Quilon	Lawyer	32	President	2.8.55
(2) M. Balakrishnan Pillai	M.E.T.LD Quilon	Operator	30	Vice President	60
(3) M. Padmalochanan	M.E.T.LD Quilon	Operator	21	General Secretary	60
(4) C. George Vargies	M.E.T.LD Quilon	Operator	23	Treasurer	24.2.57

Secretary Lappan

# ALL-INDIA TRADE UNION CONGRESS

AFFILIATION FORM ALL INDIA NO.

## PARTICULARS OF THE UNION

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

1. Name The Kundara Starch Factory Trade Group Industrial
2. Address Cherumoodu, Kundara P.O.
3. Date of foundation: 3-8-1958 Registration No. 179/55
4. Office bearers: Date of Registration: 1-10-1955
  - (a) President S. Gilliamous B.A.B.I.
  - (b) General Secretary N. Balakrishnan Aary
  - (c) Treasurer R. Sankara Pillai
5. Date of the last annual meeting and election of office-bearers: 22-3-1958
6. Rate of membership fees: Rs. — nP. 25 per month/per year
7. Method of collection of membership fee: monthly/Quarterly/Yearly
8. Total income of the last year ending 31 st March 1959. Rs. 767.36
9. Total expenditure of the last year ending 31 st March 1959. Rs. 569.95
10. Number of average paying membership on 31 st March 1959. 105
11. Advance affiliation fee sent if any: Rs. — nP.

Receipt No.

Dt. 7-7-1959

Signature of the President/General Secretary.

## REMARKS OF THE STATE COMMITTEE, AITUC

State TUC No.

1. Date on which the application was received by the STUC } 19
2. Date on which STUC forwarded it to AITUC
3. Necessary papers checked and enclosed.

General Secretary, STUC.

## PROGRESS REGARDING AFFILIATION

1. Date of receipt of application: 19
2. Date on which it was placed before the General Council/Working Committee: 19
3. Remarks of the General Secretary:
4. Decision of the Gen. Council/W. Committee  
 Proviso of approval, if any:  
 In case of rejection, grounds on which rejected
5. Date of approval:
6. Membership granted:
7. Affiliation Certificate No.:

No. 1705

Received Rupees (in words) only

being amount of money order payable to (payee's name)



The General Secretary  
 All India Trade  
 Union Congress  
 Commission Rs. 0-80 As. M.O. Clerk.

FORM I

ANNUAL RETURN PRESCRIBED UNDER SECTION 28 OF THE INDIAN TRADE UNION ACT

(Act XVI of 1926)

(See Section 28 and Regulation 21)

For the year ending 31st day of March 1959

Name of the Union. *The Kundara Starch Factory Workers Union*

Registered Head Office *Cherumoodu, Kundara.*

Number of certificate of registration. *179/55*

Return to be made by Federations of Trade Union

Number of Union affiliated at the beginning of the year

Number of Unions joining during the year

Number of Unions disaffiliated during the year

Number of Unions affiliated at the end of the year

This return need not be made by federations of Trade Unions

Number of Members on books at the beginning of the year

78

Number of members admitted during the year (add)

38

Together:

116

Number of members who left during the year

11

(Deduct)

105

Total number of members on books at the end of the year

105

Males

105

Females

Nil

Number of Members contributed to political fund

A copy of the rules of the Trade Union corrected upto the date of despatch of this return is appended.

Dated this the 31<sup>st</sup> day of March 1959

SECRETARY

*M. Balakrishnan Asan*

FORM L (Contd.)

GENERAL FUND ACCOUNT FOR THE YEAR ENDED.

	Rs. NP.		Rs. NP.
Balance at beginning of the year	160.36	Salaries, allowances and expenses of officers, salaries, allowances and expenses of establishment	94.46
Contribution from members		Auditor's fees, legal expenses in conducting Trade Disputes, compensation paid to members for loss arising out of Trade Disputes, Funeral old age, sickness unemployment benefits etc.	15.00
Admission fees	19.00		
Monthly Subscription	145.00	Education, social and religious benefits cost of publishing periodicals, Rents, rates and taxes, Stationery, printing and postage.	10-99
Donation	442.00		25-00
Sale of periodicals books, rules etc.		Expenses incurred under Section 15 (j) of the Indian Trade Unions Act 1926 (Act XVI of 1926) (to be specified) office equipments.	
Interest on investments		Annual General Meeting, Office expenses.	
Income from miscellaneous sources (to be specified)		T.A.	
		Other expenses (to be specified)	424.50
Excess at the end of the year		Balance at the end of the year.	197-16
	767.36	Total	767-11

POLITICAL FUND

Balance at beginning of the year		Payments made on objects specified in Section 16 (2) of the Indian Trade Unions Act 1929 (Act XVI of 1926) (to be specified)	
Contribution from members at per member.	Nil	Balance at the end of the year.	Nil

Secretary M. Balakrishna Am  
TREASURER.



Statement of Liabilities and Assets on the 31<sup>st</sup> March 1959

Liabilities	Rs. nP.	Assets	Rs. nP.
Amount of General Fund	197.16	Cash	
		In the hands of Treasurer	
Amount of Political		In the hands of Secretary	197.16
		In hands of :-	
Loans from:		In the Bank	
		In the Bank	
		Securities as per list-below.	
Debts due to:		Unpaid subscriptions due	
Other liabilities (to be specified)		Loans to:-	
		Immovable property	
		Goods and furniture	
		Others assets (to be specified)	
<b>Total liabilities</b>	<b>197.16</b>	<b>Total assets</b>	<b>197.16</b>

LIST OF SECURITIES

Particulars	Nominal value	Market value of date on which accounts have been made up	In hands of

R. Sankara Pillai (s)  
TREASURER.

AUDITORS DECLARATION

The undersigned having had access to all the books and accounts of the Trade Union, and having examined the foregoing statements and verified the same with the account vouchers relating thereto, now sign the same as found to be correct, duly vouched and in accordance with the law; subject to the remarks, if any, appended hereto.

Kandara.  
6-6-59

Auditor: M. G. John (sd)

Auditor: Y. Aloysius (sd)

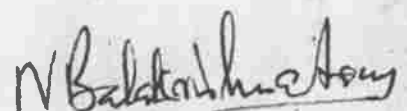
The following changes of officers have been made during the year

OFFICERS RELINQUISHING OFFICE

Name	Office	Date of relinquishing office
Elected on 22-3-58 in the Annual Meeting <sup>business</sup>		

OFFICERS APPOINTED

Name	Address	Occupation	Age	Title of office	Date of appointment
S. G. Marinos BABL	Advocate Auilow.		32	President	22-3-58
N. Karunakaran Pillai	Factory Employee Kandara.		27	Vice President	22-3-58
N. Balakrishnan Asary		Do	30	General Secretary	22-3-58
P. A. Philip		do	28	Joint Secretary	22-3-58
R. Sankara Pillai		do	34	Treasurer	22-3-58

  
 SECRETARY.

# ALL-INDIA TRADE UNION CONGRESS

AFFILIATION FORM ALL INDIA NO.

## PARTICULARS OF THE UNION

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

- Name Fort Cochin Municipal Trade Group Municipal
- Address Memorial Hospital Union - Cochin - 1.  
Kerala State
- Date of foundation : 1951 Registration No. 1366
- Office bearers : \_\_\_\_\_ Date of Registration : 2-11-1951
  - President K. A. Rajan
  - General Secretary M. K. Thankappan
  - Treasurer P. K. Chakrapani
- Date of the last annual meeting and election of office-bearers : 2-9-1958 19
- Rate of membership fees : Rs. 0/2/0 ~~Rs. 250~~ per month/per year
- Method of collection of membership fee: monthly/Quarterly/Yearly
- Total income of the last year ending 31 st March 1959 . Rs. 604-63
- Total expenditure of the last year ending 31 st March 19 59. Rs. 403-65
- Number of average paying membership on 31 st March 1959 . 88
- Advance affiliation fee sent if any : Rs. 12 nP50

Receipt No. \_\_\_\_\_

19

K. A. Rajan Thankappan  
Signature of the President/General Secretary.

## REMARKS OF THE STATE COMMITTEE, AITUC

State TUC No. \_\_\_\_\_

- Date on which the application was received } 19  
by the STUC }
- Date on which STUC forwarded it to AITUC
- Necessary papers checked and enclosed.

General Secretary, STUC.

## PROGRESS REGARDING AFFILIATION

- Date of receipt of application : 29<sup>th</sup> July 19 59
- Date on which it was placed before the General } 19  
Council/Working Committee : }
- Remarks of the General Secretary :
- Decision of the Gen. Council/W. Committee :  
Proviso of approval, if any :  
In case of rejection, grounds }  
on which rejected }
- Date of approval : \_\_\_\_\_
- Membership granted : \_\_\_\_\_
- Affiliation Certificate No. : \_\_\_\_\_ General Secretary, AITUC

# ALL-INDIA TRADE UNION CONGRESS

## APPLICATION FOR AFFILIATION

To

The General Secretary,  
All-India Trade Union Congress,  
4, Ashok Road,  
NEW DELHI.

From

The President/General Secretary

Dear Comrade,

The General Body/Executive Committee of my Union desire me to request you to affiliate it to the AITUC. The union subscribes to the aims and objects of the AITUC and agrees to abide by its Rules and Regulations. I give below the full particulars of my Union. (i) Copies of the Rules and Regulation, (ii) the last Annual Report and (iii) audited Balance Sheet for the year ended ~~31-3-59~~ (iv) the names of the present office-bearers of the Union are herewith enclosed.

Date: 9th July 1959.

Yours fraternally,

12.10.12ojan

President / General Secretary of the Union.

## RULES REGARDING AFFILIATION

1. The Trade Union seeking affiliation should forward to the AITUC the following:

- A. An affiliation Form duly filled in.
- B. A copy of its constitution.
- C. A list of its office bearers.
- D. A copy of its statement of accounts for the official year, giving the average paying membership for that period duly audited by a Registered Accountant.
- E. And such other information or material as the General Secretary of the AITUC may require.

2. The Union shall be charging its members a minimum annual subscription of Rupee one for industrial workers and annas eight for agricultural workers.

3. Each Affiliated Union shall be required to pay (A) An Annual Affiliation Fee of Rs. 10/- for a membership upto 250 or below and Rs. 15/- for a membership between 250 and 500 and at the rate of two naya Paise per member with a minimum of Rs. 20/- for membership above 500. (B) A special levy towards meeting the affiliation fees of the World Federation of Trade Unions at the rate of Rs. 5/- per 1,000 membership and major fraction thereof, Subject to minimum of Rs. 2. 50 to be paid by Unions with less than 500 membership and (C) Rs. 4. 00 as subscription to the *Trade Union Record*.

(N. B. All contributions for the AITUC will be for the year beginning with January 1, and ending with 31st December)

4. The application for affiliation shall be forwarded, through the State TUC to the General Secretary of the AITUC, with remarks if any, made by the State Committee, regarding the eligibility of the Union for affiliation under the Rules of the AITUC. Such applications shall be forwarded by State Committee to the General Secretary within a period of two months. In case where it is difficult to send through STUC, applications for affiliation may be sent direct to the General Secretary, AITUC. The affiliation fees should be remitted direct to the General Secretary, AITUC.

The Union shall, if not already registered, get itself registered under the Trade Unions Act within a year of its affiliation.

6. State if there are any rival Unions in the concerned Factory or including.

7. State whether the Unions was affiliated to any other central organisation.

FORM L.

ANNUAL RETURN PRESCRIBED UNDER SECTION 28 OF THE INDIAN TRADE UNIONS ACT.

Act XVI of 1926.

(See Section 28 and Regulation 21.)

For the year ending 31st day of March 19...59.

Name of Union... Kerala Government Prices Workers Union.

Registered Head Office... Thiruvananthapuram.

Number of certificate of Registration... 208 of 1955.

Return to be made by federations of Trade Union.	Number of Unions affiliated at the beginning of the year ...	...
	Number of Unions joining during the year ...	...
	Number of Unions disaffiliated during the year ...	...
	Number of Unions affiliated at the end of the year ...	...
This return need not be made by federations of Trade Unions.	Number of Members on books at the beginning of the year ...	225
	Number of Members admitted during the year (add) ...	60
	Together ...	285
	Number of Members who left during the year ...	101
	(deduct) ...	<del>200</del>
	Total number of Members on books at the end of the year ...	184
	Males ...	182
Females ...	2	
Number of Members contributing to Political Fund ...	Nil	

A copy of the rules of the Trade Union corrected up to the date of despatch of this return is appended.

Dated this the... day of 31 July 1959.

Secretary.

Statement of Liabilities and Assets on the 31st day of March 1959

Liabilities.	Rs.		Ps.		Assets.	Rs.		Ps.	
Amount of General Fund ..	321	87			Cash:—				
Amount of Political Fund ..					In hands of Treasurer ..	203	37		
Loans from:—					In hands of Secretary ..				
.. ..					In hands of:—				
.. ..					In the..... Bank ..				
Debts due to:—					In the..... Bank ..				
.. ..					Securities as per list below ..				
.. ..					Unpaid subscriptions due ..	118	50		
Other Liabilities (to be specified) ..					Loans to:—				
.. ..									
.. ..					Immovable property ..				
.. ..					Goods and furniture ..				
.. ..					Other assets (to be specified) ..				
<b>Total liabilities ..</b>	<b>321</b>	<b>87</b>			<b>Total Assets ..</b>	<b>321</b>	<b>87</b>		

LIST OF SECURITIES.

Particulars.	Nominal value.	Market value of date on which accounts have been made up.	In hands of.

Treasurer.

GENERAL FUND ACCOUNT.

Income.	Rs.			Expenditure.		
	Rs.	As.	Ps.	Rs.	As.	Ps.
Balance at beginning of the year ..	77	00		Salaries, allowances and expenses of officers salaries, allowances and expenses of establishment ..	150	28
Contribution from members at per member ..	433	50		Auditor's Fees ..		
Donations ..	277	43		Legal Expenses ..		
Sale of periodicals, books, rules etc. ..				Expenses in conducting trade disputes ..		
Interest on investments ..				Compensation paid to members for loss arising out of Trade Disputes ..		
Income from miscellaneous sources (to be specified) ..				Funeral, Old age, Sickness Un-employment benefits etc. ..		
.. ..				Education, social and Religious benefits ..		
.. ..				Cost of publishing periodicals ..	181	00
.. ..				Rents, rates and taxes ..		
.. ..				Stationery, printing and postage ..	11	17
Membership Fee ..	30	00		Expenses incurred under Section 15 (j) of the Indian Trade Unions Act, 1926 (Act XVI of 1926) (to be specified) ..		
.. ..				Other expenses (to be specified) ..	89	41
.. ..				Aid to other Union and Contributions, AITUC Meetings ..	51	00
.. ..				Balance at the end of the year ..	203	37
<b>Total</b> ..	<b>817</b>	<b>93</b>		<b>Total</b> ..	<b>817</b>	<b>93</b>

POLITICAL FUND ACCOUNT

	Rs.			Rs.		
	Rs.	As.	Ps.	Rs.	As.	Ps.
Balance at beginning of the year ..				Payments made on objects specified in Section 16 (2) of the Indian Trade Unions Act 1926 (Act XVI of 1926) (to be specified) ..		
Contributions from members at per member ..				Expenses of management (to be fully specified) ..		
.. ..				Balance at the end of the year ..		
<b>Total</b> ..				<b>Total</b> ..		

Treasurer.

### AUDITOR'S DECLARATION.

The undersigned having had access to all the Books and Accounts of the Trade Union, and having examined the foregoing statements and verified the same with the account vouchers relating thereto, now sign the same as found to be correct, duly vouched, and in accordance with the Law, subject to the remarks, if any, appended hereto.

Auditor.....

Auditor.....

The following changes of Officers have been made during the year.....

### OFFICERS RELINQUISHING OFFICE.

Name.	Office.	Date of relinquishing Office.

### OFFICERS APPOINTED.

Name.	Address.	Occupation.	Age.	Title of Office.	Date of appointment.
H.K. Kumaran M.P.	Kerala Kaumudi Pettaib, Trivandrum	member of Parliament	49	President	27-10-5
A.V. Surendraneth.	Communist Party State Committee Office Trivandrum	Political Worker	36	Vice President	do
K. Amruthan	Travankeralan Press Conlonment. V.M.	do	35	General Secretary	do
A. Kaminakara	Corporation Council T.V.M.	Advocate	29	Joint Secretary	16/12-5
A. Kaminakara	Government Press T.V.M.	Compositor	36	do	27-10-5
S. Gopalakrishnan Chattiyar	do	do	48	do	do
N. Krishna Pillai	do	Binder	31	Treasurer	do

Secretary. /



(10)

Old 7/9/51

# ALL-INDIA TRADE UNION CONGRESS

AFFILIATION FORM ALL INDIA NO.

## PARTICULARS OF THE UNION

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

1. Name Dr. Motor Transport Employees Union Trade Group Motor
2. Address The Dr. Motor Transport Employees Union  
Palghat. (Kerala)
3. Date of foundation : 11-11-1957 Registration No. 81/58
4. Office bearers : \_\_\_\_\_ Date of Registration : 27-2-58
  - (a) President E.K. Sambichi Bava
  - (b) General Secretary Krishna Das
  - (c) Treasurer C.P. Gangadharan
5. Date of the last annual meeting and election  
of office-bearers } 31-1- 1959
6. Rate of membership fees : Rs. 0 nP. 50 per month/per year
7. Method of collection of membership fee : monthly/Quarterly/Yearly
8. Total income of the last year ending 31 st March 1959. Rs. 3041.63
9. Total expenditure of the last year ending 31 st March 19 59 Rs. 2068.45
10. Number of average paying membership on 31 st March 1959. 412
11. Advance affiliation fee sent if any : Rs. 24 nP. —

Receipt No. 17/4/2-4-59

Di. 20-8- 1957

Handwritten Signature  
Signature of the President/General Secretary.

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## REMARKS OF THE STATE COMMITTEE, AITUC

State TUC No.

1. Date on which the application was received } \_\_\_\_\_ 19  
by the STUC }
2. Date on which STUC forwarded it to AITUC
3. Necessary papers checked and enclosed.

General Secretary. STUC.

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## PROGRESS REGARDING AFFILIATION

1. Date of receipt of application : \_\_\_\_\_ 19
2. Date on which it was placed before the General } \_\_\_\_\_ 19  
Council/Working Committee : }
3. Remarks of the General Secretary :
4. Decision of the Gen. Council/W. Committee :  
Proviso of approval, if any :  
In case of rejection, grounds }  
on which rejected }
5. Date of approval : \_\_\_\_\_
6. Membership granted : \_\_\_\_\_
7. Affiliation Certificate No. : \_\_\_\_\_

General Secretary, AITUC

# ALL-INDIA TRADE UNION CONGRESS

## APPLICATION FOR AFFILIATION

To

The General Secretary,  
All-India Trade Union Congress,  
4, Ashok Road,  
NEW DELHI.

From

The President/General Secretary

At: Metro Transport Employees  
Palghat

Dear Comrade,

The General Body/Executive Committee of my Union desire me to request you to affiliate it to the AITUC. The union subscribes to the aims and objects of the AITUC and agrees to abide by its Rules and Regulations. I give below the full particulars of my Union. (i) Copies of the Rules and Regulation, (ii) the last Annual Report and (iii) audited Balance Sheet for the year 1980-81 and (iv) the names of the present office-bearers of the Union are herewith enclosed.

Date: 20-8-59

Yours fraternally,

*(Signature)*  
President/General Secretary of the Union.

## RULES REGARDING AFFILIATION

Non seeking annual dues forward to the AITUC the following:

- A. An affiliation Form duly filled in.
- B. A copy of its constitution.
- C. A list of its office bearers.
- D. A copy of its statement of accounts for the official year, giving the average paying membership for that period duly audited by a Registered Accountant.
- E. And such other information or material as the General Secretary of the AITUC may require.

2. The Union shall be charging its members a minimum annual subscription of Rupee one for industrial workers and annas eight for agricultural workers.

3. Each Affiliated Union shall be required to pay (A) An Annual Affiliation Fee of Rs. 10/- for a membership upto 250 or below and Rs. 15/- for a membership between 250 and 500 and at the rate of two naya Paise per member with a minimum of Rs. 20/- for membership above 500. (B) A special levy towards meeting the affiliation fees of the World Federation of Trade Unions at the rate of Rs. 5/- per 1,000 membership and major fraction thereof, Subject to minimum of Rs. 2.50 to be paid by Unions with less than 500 membership and (C) Rs. 4.00 as subscription to the *Trade Union Record*.

(N. B. All contributions for the AITUC will be for the year beginning with January 1, and ending with 31st December)

4. The application for affiliation shall be forwarded, through the State TUC to the General Secretary of the AITUC, with remarks if any, made by the State Committee, regarding the eligibility of the Union for affiliation under the Rules of the AITUC. Such applications shall be forwarded by State Committee to the General Secretary within a period of two months. In case where it is difficult to send through STUC, applications for affiliation may be sent direct to the General Secretary, AITUC. The affiliation fees should be remitted direct to the General Secretary, AITUC.

The Union shall, if not already registered, get itself registered under the Trade Unions Act within a year of its affiliation.

6. State if there are any rival Unions in the concerned Factory or including.

7. State whether the Unions was affiliated to any other central organisation.

# ALL-INDIA TRADE UNION CONGRESS

AFFILIATION FORM ALL INDIA NO.

## PARTICULARS OF THE UNION

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

- TRIVANDRUM DISTRICT MOTOR SERVICE WORKSHOP EMPLOYEES
1. Name UNION, TRIVANDRUM Trade Group
  2. Address C/o District T.U. Council (AITUC) TRIVANDRUM
  3. Date of foundation : August-1948 Registration No. 177/55
  4. Office bearers :  Date of Registration : 1-10-1955
    - (a) President K.V. Sureshchandra nath
    - (b) General Secretary K. Anirudhan
    - (c) Treasurer P. Velu Pillai
  5. Date of the last annual meeting and election of office-bearers : 19-10-1957
  6. Rate of membership fees : Rs. nP. 50 per month/per year
  7. Method of collection of membership fee : monthly/Quarterly/Yearly
  8. Total income of the last year ending 31 st March 1959. Rs. 3306.64
  9. Total expenditure of the last year ending 31 st March 1959. Rs. 3306.64
  10. Number of average paying membership on 31 st March 1959. 242
  11. Advance affiliation fee sent if any : Rs. Rs. 16 nP. 50.

Receipt No. 2128

Dt. 27-8-1959

Signature of the President/General Secretary.

K. ANIRUDHAN

## REMARKS OF THE STATE COMMITTEE, AITUC

State TUC No.

1. Date on which the application was received by the STUC
2. Date on which STUC forwarded it to AITUC
3. Necessary papers checked and enclosed.

20th August 1959

27-8-59

Ceylon  
General Secretary, STUC.

## PROGRESS REGARDING AFFILIATION

1. Date of receipt of application :  19
2. Date on which it was placed before the General Council/Working Committee :  19
3. Remarks of the General Secretary :
4. Decision of the Gen. Council/W. Committee :  
Proviso of approval, if any :   
In case of rejection, grounds on which rejected :
5. Date of approval :
6. Membership granted :
7. Affiliation Certificate No. :

General Secretary, AITUC

# ALL-INDIA TRADE UNION CONGRESS

## APPLICATION FOR AFFILIATION

To

The General Secretary,  
All-India Trade Union Congress,  
4, Ashok Road,  
NEW DELHI.

From

The President/General Secretary

Dear Comrade.

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

Date :

Yours fraternally,

*K. Anirudhan*

K. ANIRUDHAN,  
President + General Secretary of the Union.

*General Secretary*

## RULES REGARDING AFFILIATION

1. The Trade Union seeking affiliation should forward to the AITUC the following:
    - A. An affiliation Form duly filled in.
    - B. A copy of its constitution.
    - C. A list of its office bearers.
    - D. A copy of its statement of accounts for the official year, giving the average paying membership for that period duly audited by a Registered Accountant.
    - E. And such other information or material as the General Secretary of the AITUC may require.
  2. The Union shall be charging its members a minimum annual subscription of Rupee one for industrial workers and annas eight for agricultural workers.
  3. Each Affiliated Union shall be required to pay (A) An Annual Affiliation Fee of Rs. 10/- for a membership upto 250 or below and Rs. 15/- for a membership between 250 and 500 and at the rate of two naya Paise per member with a minimum of Rs. 20/- for membership above 500. (B) A special levy towards meeting the affiliation fees of the World Federation of Trade Unions at the rate of Rs. 5/- per 1,000 membership and major fraction thereof, Subject to minimum of Rs. 2. 50 to be paid by Unions with less than 500 membership and (C) Rs. 4. 00 as subscription to the Trade Union Record.

(N. B. All contributions for the AITUC will be for the year beginning with January 1, and ending with 31st December)
  4. The application for affiliation shall be forwarded, through the State TUC to the General Secretary of the AITUC, with remarks if any, made by the State Committee, regarding the eligibility of the Union for affiliation under the Rules of the AITUC. Such applications shall be forwarded by State Committee to the General Secretary within a period of two months. In case where it is difficult to send through STUC, applications for affiliation may be sent direct to the General Secretary, AITUC. The affiliation fees should be remitted direct to the General Secretary, AITUC.
- The Union shall, if not already registered, get itself registered under the Trade Unions Act within a year of its affiliation.
6. State if there are any rival Unions in the concerned Factory or including.
  7. State whether the Unions was affiliated to any other central organisation.

# ALL-INDIA TRADE UNION CONGRESS

AFFILIATION FORM ALL INDIA NO.

## PARTICULARS OF THE UNION

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

1. Name Kerala Govt Press Workers Union Trade Group Printing.
2. Address Streeemoolam Buildings, Puthencherry,  
Trivandrum-1, Kerala State.
3. Date of foundation : 9-11-1955 Registration No. 208/55.
4. Office bearers : \_\_\_\_\_ Date of Registration : 9-11-1955.
  - (a) President M. K. Kumaran M.P., Vice-President - K.V. Sundaranath B.Sc.
  - (b) General Secretary H. Amundham
  - (c) Treasurer N. Krishna Pillai
5. Date of the last annual meeting and election of office-bearers } 27th October 1957.
6. Rate of membership fees : Rs. 25 per month/~~per~~ year
7. Method of collection of membership fee : monthly/Quarterly/Yearly
8. Total income of the last year ending 31 st March 1959. Rs. 817/93.
9. Total expenditure of the last year ending 31 st March 1959. Rs. 614/56.
10. Number of average paying membership on 31 st March 1959. - 184.
11. Advance affiliation fee sent if any : Rs. 16 nP. 50.

(M.O) Receipt No. 224 dated 27-8-59.

Dt. 27th August 59

M. K. Kumaran  
Signature of the President/General Secretary.

## REMARKS OF THE STATE COMMITTEE, AITUC

State TUC No. \_\_\_\_\_

1. Date on which the application was received by the STUC } \_\_\_\_\_ 19
2. Date on which STUC forwarded it to AITUC } \_\_\_\_\_
3. Necessary papers checked and enclosed. } \_\_\_\_\_  
*George*  
General Secretary, STUC.

## PROGRESS REGARDING AFFILIATION

1. Date of receipt of application : \_\_\_\_\_ 19
2. Date on which it was placed before the General Council/Working Committee : \_\_\_\_\_
3. Remarks of the General Secretary : \_\_\_\_\_
4. Decision of the Gen. Council/W. Committee : \_\_\_\_\_  
Praviso of approval, if any : \_\_\_\_\_  
In case of rejection, grounds on which rejected : \_\_\_\_\_
5. Date of approval : \_\_\_\_\_
6. Membership granted : \_\_\_\_\_
7. Affiliation Certificate No. : \_\_\_\_\_  
General Secretary, AITUC

# ALL-INDIA TRADE UNION CONGRESS

## APPLICATION FOR AFFILIATION

PARTICULARS OF THE UNION

To

The General Secretary,  
All-India Trade Union Congress,  
4, Ashok Road,  
NEW DELHI.

From

The President/General Secretary

Kerala Govt Press Workers Union,  
Greenoolam Building,  
Puthenchanthrai, Trivandrum-1.

Dear Comrade,

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

Date :

Yours fraternally,

  
General Secretary of the Union.

## RULES REGARDING AFFILIATION

1. The Trade Union seeking affiliation should forward to the AITUC the following:
    - A. An affiliation Form duly filled in.
    - B. A copy of its constitution.
    - C. A list of its office bearers.
    - D. A copy of its statement of accounts for the official year, giving the average paying membership for that period duly audited by a Registered Accountant.
    - E. And such other information or material as the General Secretary of the AITUC may require.
  2. The Union shall be charging its members a minimum annual subscription of Rupee one for industrial workers and annas eight for agricultural workers.
  3. Each Affiliated Union shall be required to pay (A) An Annual Affiliation Fee of Rs. 10/- for a membership upto 250 or below and Rs. 15/- for a membership between 250 and 500 and at the rate of two naya Paise per member with a minimum of Rs. 20/- for membership above 500. (B) A special levy towards meeting the affiliation fees of the World Federation of Trade Unions at the rate of Rs. 5/- per 1,000 membership and major fraction thereof. Subject to minimum of Rs. 2. 50 to be paid by Unions with less than 500 membership and (C) Rs. 4. 00 as subscription to the Trade Union Record.

(N. B. All contributions for the AITUC will be for the year beginning with January 1; and ending with 31st December)
  4. The application for affiliation shall be forwarded, through the State TUC to the General Secretary of the AITUC, with remarks if any, made by the State Committee, regarding the eligibility of the Union for affiliation under the Rules of the AITUC. Such applications shall be forwarded by State Committee to the General Secretary within a period of two months. In case where it is difficult to send through STUC, applications for affiliation may be sent direct to the General Secretary, AITUC. The affiliation fees should be remitted direct to the General Secretary, AITUC.
- The Union shall, if not already registered, get itself registered under the Trade Unions Act within a year of its affiliation.
6. State if there are any rival Unions in the concerned Factory or, including
  7. State whether the Unions was affiliated to any other central organisation.



# ALL-INDIA TRADE UNION CONGRESS

AFFILIATION FORM 'ALL INDIA NO.

## PARTICULARS OF THE UNION

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

1. Name Cannanore District P.W.D. Trade Group N. M. R.
2. Address Gang Labour Union  
Taliparamba (Kerala state)
3. Date of foundation: 21-1-58. Registration No. 23/59.
4. Office bearers: Date of Registration: 28-1-1959.
  - (a) President P. ANANDAN
  - (b) General Secretary K. K. N. PARIYARAM.
  - (c) Treasurer M. KUNHI RAMAN NAMBIAR.
5. Date of the last annual meeting and election of office-bearers: 8-6-1958
6. Rate of membership fees: Rs. 2-nP. .. per month/per year
7. Method of collection of membership fee: monthly/Quarterly/Yearly
8. Total income of the last year ending 31 st March 1959. Rs. 408-37. NP.
9. Total expenditure of the last year ending 31 st March 1959. Rs. 393-52. NP.
10. Number of average paying membership on 31 st March 1959. 200.
11. Advance affiliation fee sent if any: Rs. .. nP. .. ..

Receipt No. 135/26-6-59

Dt. 1-5-1959.

K. K. N. Pariyaram  
Signature of the President/General Secretary.

## REMARKS OF THE STATE COMMITTEE, AITUC

State TUC No.

1. Date on which the application was received by the STUC } 19
2. Date on which STUC forwarded it to AITUC }
3. Necessary papers checked and enclosed.

Paul A. de la Haza  
General Secretary. STUC.

## PROGRESS REGARDING AFFILIATION

1. Date of receipt of application: 7 JUL 1959 19
2. Date on which it was placed before the General Council/Working Committee: ) 19
3. Remarks of the General Secretary:
4. Decision of the Gen. Council/W. Committee:
  - Proviso of approval, if any:
  - In case of rejection, grounds on which rejected:
5. Date of approval: \_\_\_\_\_
6. Membership granted: \_\_\_\_\_
7. Affiliation Certificate No.: \_\_\_\_\_

General Secretary, AITUC

# ALL-INDIA TRADE UNION CONGRESS

## APPLICATION FOR AFFILIATION

To

The General Secretary,  
All-India Trade Union Congress,  
4, Ashok Road,  
NEW DELHI.

From

The President/General Secretary  
Cannanore District P.W.D -  
Gang Labour Union,  
Po. Taliparamba.  
(Kerala State)

Dear Comrade,

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

Date: 1-5-59.

Yours fraternally,

*K. P. M. Panigrahi*  
President / General Secretary of the Union.

## RULES REGARDING AFFILIATION

1. The Trade Union seeking affiliation should forward to the AITUC the following:

- ✓ A. An affiliation Form duly filled in.
- ✓ B. A copy of its constitution.
- ✓ C. A list of its office bearers.
- ✓ D. A copy of its statement of accounts for the official year, giving the average paying membership for that period duly audited by a Registered Accountant.
- E. And such other information or material as the General Secretary of the AITUC may require.

2. The Union shall be charging its members a minimum annual subscription of Rupee one for industrial workers and annas eight for agricultural workers.

3. Each Affiliated Union shall be required to pay (A) An Annual Affiliation Fee of Rs. 10/- for a membership upto 250 or below and Rs. 15/- for a membership between 250 and 500 and at the rate of two naya Paise per member with a minimum of Rs. 20/- for membership above 500. (B) A special levy towards meeting the affiliation fees of the World Federation of Trade Unions at the rate of Rs. 5/- per 1,000 membership and major fraction thereof, Subject to minimum of Rs. 2. 50 to be paid by Unions with less than 500 membership and (C) Rs. 4. 00 as subcription to the Trade Union Record.

(N. B. All contributions for the AITUC will be for the year beginning with January 1, and ending with 31st December)

4. The application for affiliation shall be forwarded, through the State TUC to the General Secretary of the AITUC, with remarks if any, made by the State Committee, regarding the eligibility of the Union for affiliation under the Rules of the AITUC. Such applications shall be forwarded by State Committee to the General Secretary within a period of two months. In case where it is difficult to send through STUC, applications for affiliation may be sent direct to the General Secretary, AITUC. The affiliation fees should be remitted direct to the General Secretary, AITUC.

The Union shall, if not already registered, get itself registered under the Trade Unions Act within a year of its affiliation.

6. State if there are any rival Unions in the concerned Factory or including.

7. State whether the Unions was affiliated to any other central organisation.



FORM L.

ANNUAL RETURN PRESCRIBED UNDER SECTION 28 OF THE  
INDIAN TRADE UNIONS ACT.

Act XVI of 1926.

(See Section 28 and Regulation 21.)

For the year ending 31st day of March 19...59...

Name of Union Kerala Electricity Non-Residential Employees Union

Registered Head Office Narothamcode, Trivandrum

Number of certificate of Registration 43/56

Return to be made by federations of Trade Union.	Number of Unions affiliated at the beginning of the year	<del>74</del>
	Number of Unions joining during the year	<del>132</del>
	Number of Unions disaffiliated during the year	
	Number of Unions affiliated at the end of the year	

This return need not be made by federations of Trade Unions.	Number of Members on books at the beginning of the year	74
	Number of Members admitted during the year (add)	132
	Together	
	Number of Members who left during the year (deduct)	nil
	Total number of Members on books at the end of the year	206
	Males	206
	Females	nil
Number of Members contributing to Political Fund	nil	

A copy of the rules of the Trade Union corrected up to the date of despatch of this return is appended.

Dated this the 7/15 day of August 19...59...

Secretary.

Statement of Liabilities and Assets on the 30<sup>th</sup> day of April 1958.

Liabilities.	Rs.	nP.	Assets.	Rs.	nP.
Amount of General Fund	40	34	Cash :—		
Amount of Political Fund			In hands of Treasurer	35	34
Loans from :—			In hands of Secretary	5	
			In hands of :—		
			In the ..... Bank		
Debts due to :—			In the ..... Bank		
			Securities as per list below		
			Unpaid subscriptions due		
Other Liabilities (to be specified)			Loans to :—		
			.....		
			.....		
			.....		
			Immovable property		
			Goods and furniture		
			Other assets (to be specified)		
Total liabilities	40	34	Total Assets	40	34

## LIST OF SECURITIES.

Particulars.	Nominal value	Market value of date on which accounts have been made up.	In hands of
	nil	nil	nil

Treasurer.

GENERAL FUND ACCOUNT.

Income.	Rs.	nP.	Expenditure.	Rs.	nP.
Balance at beginning of the year...	24	39	Salaries, allowances and expenses of officers, salaries, allowances and expenses of establishment	417	
Contribution from members at 50 n.P per member			Auditor's Fees		
Donations	923		Legal Expenses		
Sale of periodicals, books, rules etc.			Expenses in conducting trade disputes	160	27
Interest on investments			Compensation paid to members for loss arising out of Trade Disputes		
Income from miscellaneous sources (to be specified)			Funeral, Old age, Sickness, Unemployment benefits etc.		
<i>P. d. scrip in office</i>	132		Education, social and Religious benefits		
			Cost of publishing periodicals	60	
			Rents, rates and taxes		
			Stationery, printing and postage <i>Phone charges</i>	112	17
			Expenses incurred under Section 15 (j) of the Indian Trade Unions Act, 1926 (Act XVI of 1926) (to be specified)		
			<i>Electricity bills for creation</i>	84	
			Other expenses (to be specified) <i>general body meeting</i>	9	50
			<i>Travelling</i>	118	55
			<i>T. U. R. CAITHUD dualin</i>	55	56
			Balance at the end of the year	40	36
Total	1079	39	Total	1079	39

POLITICAL FUND ACCOUNT

	Rs.	nP.		Rs.	nP.
Balance at beginning of the year			Payments made on objects specified in Section 16 (2) of the Indian Trade Unions Act 1926 (Act XVI of 1926) (to be specified)		
Contributions from members at per member			Expenses of management (to be fully specified)		
			Balance at the end of the year		
Total			Total		

Secretary.

## AUDITOR'S DECLARATION.

The undersigned having had access to all the Books and Accounts of the Trade Union, and having examined the foregoing statements and verified the same with the account vouchers relating thereto, now sign the same as found to be correct, duly vouched, and in accordance with the Law, subject to the remarks, if any, appended hereto.

Auditor.....

Auditor.....

The following changes of Officers have been made during the year.....

### OFFICERS RELINQUISHING OFFICE.

Name.	Office.	Date of relinquishing Office.

### OFFICERS APPOINTED.

Name.	Address.	Occupation.	Age.	Title of Office.	Date of appointment.

*Secretary.*

# ALL INDIA TRADE UNION CONGRESS

AFFILIATION FORM ALL INDIA NO.

## PARTICULARS OF THE UNION

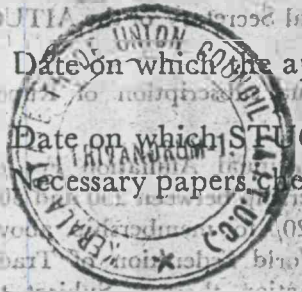
(To be filled in by the Secretary of the Union)

1. Name Kerala Electricity Non-Pensionable Employees Union Trade Group Electricity
2. Address Nanthancode, Trivandrum
3. Date of foundation : X Registration No. 43/56
4. Office bearers : Date of Registration : 27-2-56
  - (a) President K. P. Kosala Rama Das
  - (b) General Secretary K. Karai Suresh
  - (c) Treasurer K. Thambappan
5. Date of the last annual meeting and election of office-bearers : 17-4-1958
6. Rate of membership fees : Rs. — nP. fifty per month/per year
7. Method of collection of membership fee : monthly/Quarterly/Yearly
8. Total income of the last year ending 31 st March 1959. Rs. 1079 - 39
9. Total expenditure of the last year ending 31 st March 1959. Rs. 1039 - 05
10. Number of average paying membership on 31 st March 1959. 206 (Two hundred & six only)
11. Advance affiliation fee sent if any : Rs. — nP.

Receipt No. \_\_\_\_\_  
 Dt. 12  
 Signature of the President/General Secretary. [Signature]

## REMARKS OF THE STATE COMMITTEE, AITUC

- State TUC No. \_\_\_\_\_
1. Date on which the application was received by the STUC : 11-8-1959
  2. Date on which STUC forwarded it to AITUC : \_\_\_\_\_
  3. Necessary papers checked and enclosed. [Signature]  
General Secretary, STUC.



## PROGRESS REGARDING AFFILIATION

1. Date of receipt of application : 10 SEP 1959 19
2. Date on which it was placed before the General Council/Working Committee : \_\_\_\_\_ 19
3. Remarks of the General Secretary : \_\_\_\_\_
4. Decision of the Gen. Council/W. Committee : \_\_\_\_\_  
 Proviso of approval, if any : \_\_\_\_\_  
 In case of rejection, grounds on which rejected : \_\_\_\_\_
5. Date of approval : \_\_\_\_\_
6. Membership granted : \_\_\_\_\_
7. Affiliation Certificate No. : \_\_\_\_\_ General Secretary, AITUC

# ALL-INDIA TRADE UNION CONGRESS

## APPLICATION FOR AFFILIATION

PARTICULARS OF THE UNION

To

The General Secretary,  
All-India Trade Union Congress,  
4, Ashok Road,  
NEW DELHI.

From

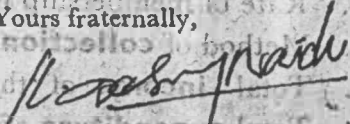
The President/General Secretary

Dear Comrade,

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

Date :

Yours fraternally,

  
President / General Secretary of the Union.

## RULES REGARDING AFFILIATION

1. The Trade Union seeking affiliation should forward to the AITUC the following:

- A. An affiliation Form duly filled in.
- B. A copy of its constitution.
- C. A list of its office bearers.
- D. A copy of its statement of accounts for the official year, giving the average paying membership for that period duly audited by a Registered Accountant.
- E. And such other information or material as the General Secretary of the AITUC may require.

2. The Union shall be charging its members a minimum annual subscription of Rupee one for industrial workers and annas eight for agricultural workers.

3. Each Affiliated Union shall be required to pay (A) An Annual Affiliation Fee of Rs. 10/- for a membership upto 250 or below and Rs. 15/- for a membership between 250 and 500 and at the rate of two naya Paise per member with a minimum of Rs. 20/- for membership above 500. (B) A special levy towards meeting the affiliation fees of the World Federation of Trade Unions at the rate of Rs. 5/- per 1,000 membership and major fraction thereof, Subject to minimum of Rs. 2.50 to be paid by Unions with less than 500 membership and (C) Rs. 4.00 as subscription to the 'Trade Union Record'.

(N. B. All contributions for the AITUC will be for the year beginning with January 1, and ending with 31st December)

4. The application for affiliation shall be forwarded through the State TUC to the General Secretary of the AITUC, with remarks if any, made by the State Committee, regarding the eligibility of the Union for affiliation under the Rules of the AITUC. Such applications shall be forwarded by State Committee to the General Secretary within a period of two months. In case where it is difficult to send through STUC, applications for affiliation may be sent direct to the General Secretary, AITUC. The affiliation fees should be remitted direct to the General Secretary, AITUC.

The Union shall, if not already registered, get itself registered under the Trade Unions Act within a year of its affiliation.

6. State if there are any rival Unions in the concerned Factory or including.

7. State whether the Unions was affiliated to any other central organisation.

# ALL-INDIA TRADE UNION CONGRESS

AFFILIATION FORM ALL INDIA NO. 195

## PARTICULARS OF THE UNION

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

1. Name MUNICIPAL WORKERS UNION Trade Group
2. Address TRICHUR  
KERALA STATE
3. Date of foundation May 1952. Registration No. TU 171/1952.
4. Office bearers:
  - (a) President V.V. Raghavan
  - (b) General Secretary N. Ramaswamy
  - (c) Treasurer C.S. David
5. Date of the last annual meeting and election of office-bearers 13.12.57 1957.
6. Rate of Membership fees: Rs. as 2 ps. — per month/Per year
7. Method of COLLECTION of membership fee:—Monthly Quarterly Yearly
8. Total INCOME of the last year ending 31 st March 1957. Rs. 608-9-8
9. Total EXPENDITURE of the last year ending 31 st March 1957 } Rs. 601-2-9
10. Number of average paying MEMBERSHIP on 31 st March 1957 — 207.
11. Advance affiliation fee sent if any: Rs. 19 as — ps —  
Receipt No. 1027 dated 22.12.57  
Dt 13-12-1957. VVRaghavan  
*Signature of the President/General Secretary*

## REMARKS OF PROVINCIAL TRADE UNION CONGRESS

PROV. No.

1. Date on which the application was received }  
by the PTUC
2. Date on which PTUC forwarded it to AITUC

*Signature of Secy PTUC*

AFFILIATION FORM	COPY OF CONSTRUCTION	AUDITED STATEMENT OF A/Cs	COPY OF REPORT
duly filled in	attached	Statement audited	attached
not filled in	not attached	Statement not audited	not attached

## PROGRESS REGARDING AFFILIATION,

1. Date of receipt of application ..... 1957
2. Date on which it was placed before the General }  
Council/Working Committee } 1957
3. Remarks of the General Secretary—
4. Decision of the Gen. Council/W. Committee
  - B. Proviso of approval, if any:
  - C. In case of rejection, grounds }  
on which rejected
5. Date of approval .....
6. Membership granted .....

*General Secretary, AITUC*

# ALL-INDIA TRADE UNION CONGRESS

## APPLICATION FOR AFFILIATION

To  
The General Secretary,  
All-India Trade Union Congress  
1C/15 Rohtak Road,  
NEW DELHI-5.

From The President-Gen. Secretary

Municipal Workers  
Union, TRICHUR.

Dear Comrade,

The General Body/~~Executive Committee~~ of my Union desire me to request you to affiliate it to the AITUC. The union subscribes to the aims and objects of the AITUC and agrees to abide by its Rules and Regulations. I give below the full particulars of my Union, (i) Copies of the Rules and Regulations, (ii) the last Annual Report and (iii) audited Balance Sheet for the year 195 to 195 and (iv) the names of the present office-bearers of the Union are herewith enclosed.

Yours fraternally,

Date 13 - 12 - 1957 -

V. R. Raghavan

President/General Secretary of the Union.

## RULES REGARDING AFFILIATION

1. The Trade Union seeking affiliation wherever possible, enclose:

- A. An Affiliation Form duly filled in.
- B. A copy of its constitution.
- C. A list of its office bearers.
- D. A copy of its statement, of accounts for the official year, giving the average paying membership for that period duly audited by a Registered Accountant.
- E. And such other information or material as the General Secretary of the AITUC may require.

2. The Union shall be charging its members a minimum annual subscription of Rupee one for Industrial workers and annas eight for agricultural workers.

3. Each Affiliated Union shall be required to pay (A) An Annual Affiliation Fee of Rs. 10/- for a membership upto 250 or below and Rs. 15/- for a membership between 250 and 500 and at the rate of three pias per member with a minimum of Rs. 20/- for membership above 500 (B) A special levy towards meeting the affiliation fees of the world Federation of Trade Unions at the rate 5/- per 1,000 membership or a part thereof

(N. B. All contributions for the AITUC will be for the calendar year beginning with 1st January and ending with 31st December)

4. The application for affiliation shall be forwarded through the PTUC wherever such a Committee exists, to the General Secretary of the AITUC, with remarks, if any, made by the Provincial Committee, regarding the eligibility of the Union for affiliation under the Rules of the AITUC. Such applications shall be forwarded by Provincial Committee to the General Secretary within a period of two months. In cases where it is difficult to send through PTUC, applications for affiliation may be sent direct to the General Secretary, AITUC.

5. The Union shall, if not already, registered, get itself registered under the Trade Unions Act within a year of its affiliation.



FORM L.

ANNUAL RETURN PRESCRIBED UNDER SECTION 28 OF THE INDIAN TRADE UNION ACT.

Act XVI of 1926.

(See Section 28 and Regulation 21)

For the year ending 31st day of March 1959.

Name of Union Theruvu Coochi Sawmill Workers Union

Registered Head Office Quilon

Number of certificate of Registration 67/55

Return to be made by federations of trade Union	Number of Unions affiliated at the beginning of the year	...		
	Number of Unions joining during the year...	...		
	Number of Unions disaffiliated during the year	...		
	Number of Unions affiliated at the end of the year	...		
This return need not be made by federations of Trade Unions	Number of Members on books at the beginning of the year	...	674	
	Number of Members admitted during the year (add)	...	33	
		Together	...	707
	Number of Members who left during the year	...	NIL	
		(deduct)	...	707
	Total Number of Members on books at the end of the year	...	707	
		Males	...	689
		Females	...	18
	Number of Members contributing to Political Fund	...		

A copy of the Rules of the Trade Union corrected up to the date of despatch of this return is appended.

Dated this the.....31st...day of.....March 1959.

Secretary.

(TRUE COPY)

B. P. Rajan  
 Secy. Secretariat

Statement of Liabilities and Assets on the 31<sup>st</sup> day of March 19 59

Liabilities	Rs.	nP.	Assets	Rs.	nP.
Amount of General Fund ..	335	54	Cash:—		
Amount of Political Fund ..			In hands of Treasurer ...		
Loans from:—			In hands of Secretary ...	213	57
... ..			In hands of:—		
... ..			In the..... Bank ...		
... ..			In the..... Bank ...		
Debts due to:—			Securities as per list below ...		
... ..			Unpaid subscriptions due ...		
... ..			Loans to:— <i>as per last B/S.</i>		
... ..			... .. 32.97..		
Other Liabilities (to be specified)			... .. 25.00	57	97
... ..			Immovable property ...		
... ..			Goods and furniture <i>as per last B/S.</i>	64	00
... ..			Other assets (to be specified) ...		
Total Liabilities ..	335	54	Total Assets ...	335	54

LIST OF SECURITIES

Particulars	Nominal Value	Market Value of date on which accounts have been made up	In hands of

Treasurer.

*[Signature]*  
 Secy: Seena Lany

Theru Cochi Sawmill Workers Union

For the year ended 31-3-1959

FORM L-(contd.)

GENERAL FUND ACCOUNT.

3

Income	Rs		nP.	Expenditure	Rs.		nP.
Balance at beginning of the year	333	26		Salaries, allowances and expenses of officers salaries, allowances and expenses of establishment	417	55	
Contribution from members at per member	12	61		Auditor's Fees	344	01	
<i>Admission fee</i>				Legal Expenses			
<i>Monthly Subscrip. &amp; Donations</i>	354	22		Expenses in conducting trade disputes	64	95	
	954	56		Compensation paid to members for loss arising out of Trade Disputes			
Sale of periodicals, books, rules etc.				Funeral, Old age, Sickness Un employment benefits etc.			
Interest on investments				Education, social and Religious benefits			
Income from miscellaneous sources (to be specified)	120	00		Cost of publishing periodicals			
				Rents, rates and taxes	192	00	
				Stationery, printing and postage	68	25	
				Expenses incurred under Section 15 (j) of the Indian Trade Unions Act, 1926 (Act XVI of 1926) (to be specified)			nil
				Other expenses (to be specified)	352	35	
				Balance at the end of the year	335	54	
Total	1774	65		Total	1774	65	

POLITICAL FUND ACCOUNT.

	Rs		nP.		Rs.		nP.
Balance at beginning of the year				Payments made on objects specified in Section 16 (2) of the Indian Trade Unions Act 1926 (Act XVI of 1926) (to be specified)			
Contributions from members at per member				Expenses of management (to be fully specified)			nil
				Balance at the end of the year			
Total				Total			

TREASURER.

*DP. Rama*  
*Secy*

**AUDITOR'S DECLARATION.**

The undersigned having had access to all the Books and Accounts of the Trade Union and having examined the foregoing statements and verified the same with the account vouchers relating thereto, now sign the same as found to be correct, duly vouched, and in accordance with the law, ~~subject to the remarks, if any, appended hereto.~~

Quinton  
20-7-59.

Auditor G. S. Chellam (Sd.)  
Auditor Reg. State Auditor,

The following charges of Officers have been made during the year.....

**OFFICERS RELINQUISHING OFFICE.**

Name	Office	Date of relinquishing Office

**OFFICERS APPOINTED.**

Name	Address	Occupation	Age	Title of Office	Date of appointment

Secretary.

W. R. Payne  
Gen. Secretary

# ALL-INDIA TRADE UNION CONGRESS

AFFILIATION FORM ALL INDIA NO. 195

## PARTICULARS OF THE UNION

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

1. Name Thiruvak: Saramill workers Union Trade Group Thiruvak
2. Address General Secretary, Thiruvak: Saramill workers Union, H.O. Cuddalore
3. Date of foundation 17<sup>th</sup> Oct: 1954. Registration 19
4. Office bearers:
  - (a) President J. Chidambaram
  - (b) General Secretary K.P. Thandappan
  - (c) Treasurer P.K. Sureshwaran
5. Date of the last annual meeting and election of office-bearers } 19
6. Rate of Membership fees: Rs. " as 3 ps. " per month per year
7. Method of COLLECTION of membership fee: — Monthly-Quarterly-Yearly
8. Total INCOME of the last year ending 31st March 195 . Rs.
9. Total EXPENDITURE of the last year ending 31st March 195 } Rs.
10. Number of average paying MEMBERSHIP on 31st March 195
11. Advance affiliation fee sent if any: Rs. 19 as. 50 ps.

Receipt No. 3167 7.10.59  
Dt 24/7/95 14.10/59

Signature of the President/General Secretary

## REMARKS OF PROVINCIAL TRADE UNION CONGRESS

PROV. No.

1. Date on which the application was received by the PTUC } 19-11-59
2. Date on which PTUC forwarded it to AITUC

Signature of Secy. PTUC



AFFILIATION FORM	COPY OF CONSTRUCTION	AUDITED STATEMENT OF A/Cs	COPY OF REPORT
duly filled in not filled in	attached not attached	Statement audited Statement not audited	attached not attached

## PROGRESS REGARDING AFFILIATION

1. Date of receipt of application \_\_\_\_\_ 195
2. Date on which it was placed before the General Council/Working Committee } 195
3. Remarks of the General Secretary—
4. Decision of the Gen. Council/W. Committee
  - B. Proviso of approval, if any:
  - C. In case of rejection, grounds on which rejected }
5. Date of approval \_\_\_\_\_
6. Membership granted \_\_\_\_\_

General Secretary, AITUC

# ALL-INDIA TRADE UNION CONGRESS

## APPLICATION FOR AFFILIATION

To  
The General Secretary,  
ALL-INDIA Trade Union Congress  
1C/15 Rohtak Road,  
NEW DELHI-3.

From The President-Gen. Secretary

Dear Comrade,

The ~~General Body~~ Executive Committee of my Union desire me to request you to affiliate it to the AITUC. The union subscribes to the aims and objects of the AITUC and agrees to abide by its Rules and Regulations. I give below the full particulars of my Union. (i) Copies of the Rules and Regulations, (ii) the last Annual Report and (iii) audited Balance Sheet for the year 1958 to 1959 and (iv) the names of the present office-bearers of the Union are herewith enclosed.

Date 195

Yours fraternally,

President General Secretary of the Union.

## RULES REGARDING AFFILIATION

1. The Trade Union seeking affiliation wherever possible, enclose:

- A. An Affiliation Form duly filled in.
- B. A copy of its constitution.
- C. A list of its office bearers.
- D. A copy of its Statement of accounts for the official year, giving the average paying membership for that period duly audited by a Registered Accountant.
- E. And such other information or material as the General Secretary of the AITUC may require.

2. The Union shall be charging its members a minimum annual subscription of Rupee one for Industrial workers and annas eight for agricultural workers.

3. Each Affiliated Union shall be required to pay (A) An Annual Affiliation Fee of Rs. 10/- for a membership upto 250 or below and Rs. 15/- for a membership between 250 and 500 and at the rate of three pies per member with a minimum of Rs. 20/- for membership above 500 (B) A special levy towards meeting the affiliation fees of the world Federation of Trade Unions at the rate of Rs. 5/- per 1,000 membership or a part thereof.

(N.B. All contributions for the AITUC will be for the calendar year beginning with 1st January and ending with 31st December)

4. The application for affiliation shall be forwarded, through the PTUC wherever such a Committee exists, to the General Secretary of the AITUC, with remarks if any, made by the Provincial Committee, regarding the eligibility of the Union for affiliation under the Rules of the AITUC. Such applications shall be forwarded by Provincial Committee to the General Secretary within a period of two months. In case where it is difficult to send through PTUC, applications for affiliation may be sent direct to the General Secretary, AITUC.

5. The Union shall, if not already, registered, get itself registered under the Trade Unions Act within a year of its affiliation.

# ALL INDIA TRADE UNION CONGRESS

AFFILIATION FORM ALL INDIA NO. 195

## PARTICULARS OF THE UNION

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

1. Name RICHARDSON CROODS Trade Group Engineering
2. Address STFP UNION, 12/13, Angappa  
Naidu St. Madras 1
3. Date of foundation 1952. Registration R.1413, 19
4. Office bearers:
  - (a) President Shri S. Mohan Kumaravelu
  - (b) General Secretary Shri V. Subramania & V. Balasubramanian
  - (c) Treasurer Shri A. Sivasubramanian
5. Date of the last annual meeting and election of office-bearers } 2.2.1958
6. Rate of Membership fees: Rs. 0 <sup>50 ml.</sup> as ps. per month/per year
7. Method of COLLECTION of membership fee: — Monthly-Quarterly-Yearly
8. Total INCOME of the last year ending 31st March 1959. Rs. 471 = 85
9. Total EXPENDITURE of the last year ending 31st March 1959 } Rs. 572 = 34
10. Number of average paying MEMBERSHIP on 31st March 1959 - 85
11. Advance affiliation fee sent if any: Rs. 16 as 50 ml. ps.

Receipt No.

Dt 195

V. Balasubramanian  
Signature of the President/General Secretary

## REMARKS OF PROVINCIAL TRADE UNION CONGRESS

PROV. No.

1. Date on which the application was received by the PTUC } 21-5-59
2. Date on which PTUC forwarded it to AITUC } 5-8-59  
J. R. Jaganathan  
Signature of Secy. PTUC

AFFILIATION FORM	COPY OF CONSTRUCTION	AUDITED STATEMENT OF A/Cs	COPY OF REPORT
<u>duly filled in</u> not filled in	<u>attached</u> not attached	<u>Statement audited</u> Statement not audited	<u>attached</u> not attached

## PROGRESS REGARDING AFFILIATION

1. Date of receipt of application 195
2. Date on which it was placed before the General Council/Working Committee } 195
3. Remarks of the General Secretary—
4. Decision of the Gen. Council/W. Committee
  - B. Proviso of approval, if any:
  - C. In case of rejection, grounds on which rejected
5. Date of approval \_\_\_\_\_
6. Membership granted \_\_\_\_\_

General Secretary, AITUC

# ALL-INDIA TRADE UNION CONGRESS

## APPLICATION FOR AFFILIATION

To  
The General Secretary,  
All-India Trade Union Congress  
1C/15 Rohtak Road,  
NEW DELHI-5.

From The President-Gen. Secretary

*Richardson & Co. Ltd. New Union*  
*12/13 Angappa Naicker Pr.*  
*Madr. 1.*

Dear Comrade,

The General Body/Executive Committee of my Union desire me to request you to affiliate it to the AITUC. The union subscribes to the aims and objects of the AITUC and agrees to abide by its Rules and Regulations. I give below the full particulars of my Union. (i) Copies of the Rules and Regulations, (ii) the last Annual Report and (iii) audited Balance Sheet for the year 195 to 195 and (iv) the names of the present office-bearers of the Union are herewith enclosed.

Date 195

Yours fraternally,

*V. Balasubramaniam*

*President/General Secretary of the Union.*

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## RULES REGARDING AFFILIATION

1. The Trade Union seeking affiliation wherever possible, enclose :

- A. An Affiliation Form duly filled in.
- B. A copy of its constitution.
- C. A list of its office bearers.
- D. A copy of its statement of accounts for the official year, giving the average paying membership for that period, duly audited by a Registered Accountant.
- E. And such other information or material as the General Secretary of the AITUC may require.

2. The Union shall be charging its members a minimum annual subscription of Rupee one for Industrial workers and annas eight for agricultural workers.

3. Each Affiliated Union shall be required to pay (A) An Annual Affiliation Fee of Rs. 10/- for a membership upto 250 or below and Rs. 15/- for a membership between 250 and 500 and at the rate of three pies per member with a minimum of Rs. 20/- for membership above 500 (B) A special levy towards meeting the affiliation fees of the world Federation of Trade Unions at the rate of Rs. 5/- per 1,000 membership or a part thereof.

(N.B. All contributions for the AITUC will be for the calendar year beginning with 1st January and ending with 31st December)

4. The application for affiliation shall be forwarded, through the PTUC wherever such a Committee exists, to the General Secretary of the AITUC, with remarks if any, made by the Provincial Committee, regarding the eligibility of the Union for affiliation under the Rules of the AITUC. Such applications shall be forwarded by Provincial Committee to the General Secretary within a period of two months. In case where it is difficult to send through PTUC, applications for affiliation may be sent direct to the General Secretary, AITUC.

5. The Union shall, if not already, registered, get itself registered under the Trade Unions Act within a year of its affiliation.



# ALL-INDIA TRADE UNION CONGRESS

AFFILIATION FORM ALL INDIA NO.

## PARTICULARS OF THE UNION

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

- File
- 1576/59
1. Name HALAR JILLA LOCAL BODIES EMPLOYEES UNION Trade Group LOCAL BODIES
  2. Address Trade Union House, Ranjit Road, JAMNAGAR (Bombay State)
  3. Date of foundation : 2nd January, 1959 Registration No. : 3326
  4. Office bearers : \_\_\_\_\_ Date of Registration : 14th March, 1959
    - (a) President Com. Shantilal K. Shah
    - (b) General Secretary Com. Shantilal Vasa
    - (c) Treasurer Com. Manashanker Trivedi.
  5. Date of the last annual meeting and election } 2nd January, 1959  
of office-bearers }
  6. Rate of Membership fees : Rs. 10/50 nP. per month | per year
  7. Method of collection of membership fee : Monthly/Quarterly/Yearly
  8. Total income of the last year ending 31st March 19 . Rs. not applicable
  9. Total expenditure of the last year ending 31st March 19 . Rs. not applicable
  10. Number of average paying membership on 31st March 1959 160
  11. Advance affiliation fee sent if any : Rs. 10/- nP.

Receipt No. 43 dated 4th April, 1959.  
Dt. 10th June, 1959

FOR HALAR JILLA LOCAL BODIES

Shasa  
Signature of the ~~President~~ / General Secretary.

## REMARKS OF THE STATE COMMITTEE, AITUC

State TUC No.

1. Date on which the application was received }  
by the STUC }
2. Date on which STUC forwarded it to AITUC
3. Necessary papers checked and enclosed.

Not received.  
General Secretary, STUC.

## PROGRESS REGARDING AFFILIATION

1. Date of receipt of application : \_\_\_\_\_ 19
2. Date on which it was placed before the General }  
Council | Working Committee : } 19
3. Remarks of the General Secretary :
4. Decision of the Gen. Council | W. Committee :  
Proviso of approval, if any :  
In case of rejection, grounds }  
on which rejected }
5. Date of approval : \_\_\_\_\_
6. Membership granted : \_\_\_\_\_
7. Affiliation Certificate No. : \_\_\_\_\_ General Secretary, AITUC

# ALL-INDIA TRADE UNION CONGRESS

## APPLICATION FOR AFFILIATION

To

The General Secretary,  
All-India Trade Union Congress,  
4, Ashok Road,  
NEW DELHI.

From

~~The President~~ General Secretary  
Halar Jilla Local Bodies Employees Union  
Registered No. 3326.  
Trade Union House, Ranjit Road,  
JAMNAGAR (Bombay State)

Dear Comrade,

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

Date :

Yours fraternally,  
FOR HALAR JILLA LOCAL BODIES EMPLOYEES UNION,

*Nasa*  
~~President~~ General Secretary of the Union.

---

## RULES REGARDING AFFILIATION

1. The Trade Union seeking affiliation should forward to the AITUC the following :
    - A. An affiliation Form duly filled in.
    - B. A copy of its constitution.
    - C. A list of its office bearers.
    - D. A copy of its statement of accounts for the official year, giving the average paying membership for that period duly audited by a Registered Accountant.
    - E. And such other information or material as the General Secretary of the AITUC may require.
  2. The Union shall be charging its members a minimum annual subscription of Rupee one for industrial workers and annas eight for agricultural workers.
  3. Each Affiliated Union shall be required to pay (A) An Annual Affiliation Fee of Rs. 10/- for a membership upto 250 or below and Rs. 15/- for a membership between 250 and 500 and at the rate of two naye Paise per member with a minimum of Rs. 20/- for membership above 500. (B) A special levy towards meeting the affiliation fees of the World Federation of Trade Unions at the rate of Rs. 5/- per 1,000 membership and major fraction thereof, subject to minimum of Rs. 2.50 to be paid by Unions with less than 500 membership and (C) Rs. 4.00 as subscription to the *Trade Union Record*.
- (N.B. All contributions for the AITUC will be for the year beginning with April 1, and ending with 31st March.)
4. The application for affiliation shall be forwarded, though the State TUC to the General Secretary of the AITUC, with remarks if any, made by the State Committee, regarding the eligibility of the Union for affiliation under the Rules of the AITUC. Such applications shall be forwarded by State Committee to the General Secretary within a period of two months. In case where it is difficult to send through STUC, applications for affiliation may be sent direct to the General Secretary, AITUC. The affiliation fees should be remitted direct to the General Secretary, AITUC.
  5. The Union shall, if not already registered, get itself registered under the Trade Unions Act within a year of its affiliation.

**Circular to STUCS  
and all Affiliated Unions**

## ON VERIFICATION OF MEMBERSHIP

Dear Comrades,

The verification of claims of membership of central trade union organisations for the year ending March 31, 1959 is now going on and officers of the Labour Ministry will be visiting officers of the unions for checking records and spot verification.

As you are aware the results of the verification done for the period 1957-58 have shown a wide gap between our claim and the officially verified figures. The biggest shortcoming on our part was that our unions paid insufficient attention to filing of returns, keeping records in order, etc.

This circular is therefore addressed to you in order that adequate preparations are made for the verification being done for the current year, i.e., year ending 31.3.1959.

In this connection, we would ask you to pay immediate attention to the following:

1 Those unions which have not yet sent their annual returns for the year ending 31.3.59 should do so immediately. The authorities have agreed to take into account returns submitted latest by the end of this month. It has also been agreed that Verifying Officers, on checking records of the Registrar's office will write (under registered ack. due cover) to the unions which have not sent returns, to do the needful within a fortnight. But unions need not wait till they get this intimation but should send returns on their own immediately.

In future, it is reliably learnt that action for de-registration will be taken by the Registrars, if the unions do not submit annual returns within the stipulated period. This procedure is likely to be uniform throughout India, i.e., to take steps to de-register the unions which fail to submit returns by 31st July each year. Extension will be given only in rare cases.

2 In cases where returns have been sent back by the Registrar for corrections, etc., these returns should also be re-submitted before the end of Novem-

ber 1959. Such unions will also receive notices from Verifying Officers as in cases described in (1) above.

3 At the meeting between the officers of the Labour Ministry and the trade union centres held at New Delhi on November 11, 1959, on verification, it was decided that copies of notices to unions to produce records on specified dates, would also be sent to the State Committees of the central TU organisations and to their headquarters. Only two opportunities will be given for the production of records. If due to any special reasons, unions are unable to produce records on specified dates, this should be immediately communicated to the verifying officer, the RLC, the CLC and this office, after the first notice is received. Adjustment to suit both parties can be made if representation is made before the second notice reaches the union.

4 If 'Inspection Notes' are made by verifying officers on their findings with regard to the records of the union, copies of such notes will be sent to the central TU organisation concerned. Thus central organisations will be kept informed if unions fail to furnish records to be checked.

5 In order that worker may not be afraid of admitting membership and answering questions put to him by the Verifying Officers in spot verification, they have been asked to clarify and reassure the worker regarding the purpose of interrogation of individual workers. This is desired because not knowing why he is interrogated, our worker may not admit membership and testify correctly for fear of victimisation. It was also agreed that during the spot verification, no employer or his representative will be allowed to be present.

6 If there are *Branch* unions, where part of the records, for instance, counterfoils of membership receipts may be kept but the full membership roll is kept only at the headquarters, information about such branches should be communicated to us and the CLC accordingly. Last time there were cases, in which we lost some membership for the simple reason that

counterfoils could not be produced at the *headquarters* of the union. If checking of such records is desired at Branches, it should be stated as such or otherwise all records should be collected at the union's headquarters. For this year, this information should be conveyed to the AITUC office *within a week from now*.

7 The 'Stipulated Principle' will *not* apply during the current verification, unless it is provided for in the constitution of the union. (Under 'Stipulated Principle', only members who paid for 3 months in the last 6 months of the year were taken into account.) Since unions are not acquainted with this procedure, this principle has been dropped *for this year only*.

The verifying officer will check up membership according to the provisions in the constitution of the union, e.g., where the constitution provides collection of dues yearly, part payment by any member will not entitle him to membership.

8 If State TUCs do not have ready information about registration numbers of unions, they may approach the Registrar of Trade Unions of the State and get the required information. It was agreed that instructions to give this facility will be sent to the authorities concerned.

9 In seasonal industries such as sugar, or where workers remain away from centre as seamen, etc., spot verification may not be possible. In such cases, the membership claimed in the returns will be accepted.

10 It should be noted that in accordance with the decision of the 17th Indian Labour Conference, the Registrar of Trade Unions has been authorised to check membership register, cash book, etc., in order to verify the annual returns.

11 If any union finds any particular difficulty in meeting with the requirements of verification procedure, or if there are any complaints against

verifying officers, the AITUC office should be informed immediately. Such reports should be specific and documented.

It should be borne in mind in this connection that the verifying officers have to complete their work within a stipulated time, and hence due note of this factor should be taken by unions while asking for extension of time or other facilities. It has generally been agreed that within the general framework of rules framed in this connection (See TRADE UNION RECORD dated November 20, 1958), every effort will be made to do the job to the convenience of both parties.

Therefore, if unions anywhere feel that either in respect of the programme of visiting union offices, production of records, or distances over which records have to be taken, etc., they have any particular difficulty and need a change, this should be reported to the CLC, the STUC and this office.

12 It has been suggested that each State TUC should set apart one responsible person and some cadres whose primary job during the next few weeks should be to prepare the unions to get their records and claims verified correctly. The grave shortcomings on the part of unions which were evident during the last verification should in no case be allowed to be repeated. Due to such shortcomings, the trade union movement as represented by the AITUC loses in prestige and standing and consequently serious harm is done to the working class.

If unions require any further informations in this regard, please write to us immediately.

Yours fraternally,  
K. G. SRIWASTAVA,  
Secretary, AITUC.

New Delhi,  
November 16, 1959.

GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT  
OFFICE OF THE CHIEF LABOUR COMMISSIONER.

No. 35(17)/5B-VII-Pt.II. New Delhi-I dt. the 6th Nov. '59.

To

1. The General Secretary,  
Indian National Trade Union Congress,  
17, Jangpeth, New Delhi.
2. The General Secretary,  
All India Trade Union Congress,  
4, Ashok Road, New Delhi.
3. The General Secretary,  
Hind Mazdoor Sabha,  
Servants of India Society's Home,  
Sarlar Patel Road, Bombay-4.
4. The General Secretary,  
United Trade Union Congress,  
249, Bow Bazar Street (1st floor),  
Calcutta-12.

Subj:- Verification of trade union membership for the  
year ending 31-3-1958 - Meeting of representa-  
tives of four Central Trade Union Organisations  
held on 19th October 1959.

Sir,

I have to invite a reference to this office  
letter of even number dated the 6/7th October 1959  
and to forward herewith a copy of conclusions  
reached in the above meeting.

Yours faithfully,

  
(S.B. Kale)  
for CHIEF LABOUR COMMISSIONER.

GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT  
OFFICE OF THE CHIEF LABOUR COMMISSIONER.

A meeting of the representatives of the four All India Trade Union Organisations was held at 10 a.m. on 19th Oct. 1959 in the office of the Chief Labour Commissioner (Central) to consider the objections raised by these organisations on the verification results for the year ending 31st March 1958. The following representatives of the Trade Union Organisations were present:-

- |  |   |
|--|---|
| (1) Indian National Trade Union Congress | .. Sri Kanti Mehta<br>Sri N.K. Bhatt (Adviser)          |
| (2) All India Trade Union Congress.      | .. Sri K.G. Srivastava.<br>.. Sri M. Achuthan (Adviser) |
| (3) United Trade Union Congress.         | .. Sri P. Chaudhuri.                                    |

Shri Ram Dasai, representative of Hind Mazdoor Sabha, could not attend the meeting as he failed to get air/rail passage to Delhi to enable him to attend the meeting in time.

2. Sri B.E. Kale, Regional Labour Commissioner (Verification) presided over the meeting as the Chief Labour Commissioner was away on tour attending to some important work.

3. At the outset, Sri Kale stated that the total number of objections received from all the Organisations was 778 and he also circulated amongst the representatives a statistical summary of objections received from each organisation indicating therein the estimated increase in the verified membership strength of each Organisation following the scrutiny and investigation of the objections raised. He explained the various stages of verification procedure and stated that the membership figure was arrived at after careful scrutiny and investigation of each of the objections raised. He further stated that as far as Chief Labour Commissioner's Organisation was concerned, he was prepared to discuss each of the objections raised in the meeting if the members representing the organisations were willing to do so.

After some discussion, the ~~xxx~~ representatives of INTUC & UTUC suggested that it would take a long time to discuss all the 778 objections in the meeting and such a discussion may not be of advantage. They stated that this discussion was more or less in the form of a post-mortem therefore they felt that instead of spending time on these objections, it would be preferable if the Org concentrated themselves in making suggestions for

and speeding up the existing verification procedure if such an improvement was considered necessary. The representative of the A.I.T.U.C., however, wanted to know the results of verification in respect of objections raised by them. After some exchange of views, it was unanimously decided that the objections raised by each Organisation should be discussed by the Organisation concerned with the Chief Labour Commissioner's office individually in the first instance. This would be of advantage to the organisations concerned from the organisational point of view and would also help in minimising the number of objections. Such of the objections which remain unresolved and which the organisation concerned wishes to keep before the meeting of the All India Organisations should only be discussed in the subsequent meeting of the representatives of the four Organisations to be held in the second week of November 1959.

5. Sri Kale emphasised the urgency for finalising the objections in view of the verification work for the year ending 31st March 1959 which was already in hand. It was, therefore, decided that the representatives of the organisations should call at the Chief Labour Commissioner's Office on the following dates to discuss the objections raised by their Organisations.

ITUC	.. 19th October 1959
UIS	.. 26th October 1959
AITUC	.. 27 or 28th October 1959
NEFUC	.. Between 2nd & 4th Nov. 1959.

6. It was further decided that another meeting of the four Organisations be convened between 9th and 14th November 1959 to consider the objections which remain unresolved after individual meetings of the representatives of All India Organisations concerned with the Chief Labour Commissioner or his representative.

7. The representatives of the three Organisations, viz. I.T.U.C., A.I.T.U.C. and U.T.U.C. stated that the time-limit of 15 days prescribed for furnishing objections on the claimed lists of the four organisations for the year ending 31st March 1959 was inadequate and therefore the same may be extended by 15 days i.e. the last date for receipt of objections from the Organisations be fixed at 12th November 1959. Sri Kale said that he would convey the request of the Organisations to the Min. of Labour & Employment and the decision taken by the Ministry thereon would be communicated to them.

I. N. T. U. C.

1. Total number of unions/membership claimed. ...	1066/13,80,249
2. Total number of unions/membership (provisional) accepted on verification. ...	698/ 8,99,527
3. Approximate membership increase on account of objection. ...	11,331

1. Total number of objection raised in respect of unions affiliated to I.N.T.U.C. by their own organisation as well as other organisations.

By own organisation. (INTUC) - 257	} Total:- 281.
By other orgn. (AITUC) - 3	
" " " (H.M.S) - 21	

2. Classification of objections.

<u>(i) Submission of Annual Returns</u>	<u>INTUC</u>	<u>AITUC</u>	<u>HMS</u>	<u>Membership increase/decrease if any.</u>
(a) Unions found to have submitted Annual Return before the visit of the Verification Officer.	26	-	- = 26	26/10741.
(b) Unions having submitted returns after the visit of Verification Officer.	120	-	- = 120	
(c) Unions having not submitted return at all.				
(ii) <u>Production of Records.</u> ...	39	-	- = 39	
(iii) <u>Defective verification.</u> ...	59	1	21 = 81	
(iv) <u>Registration.</u> ...	6	-	- = 6	
(v) <u>Defunct.</u> ...	1	-	- = 1	
(vi) <u>Incorrect affiliation.</u> ...	5	2	- = 7	1/ 590
(vii) <u>Repetition.</u> ...	1	-	- = 1	<u>27/11331</u>
Total:-	257	3	21 = 281.	



A.I.T.U.C.

- |  |                |
|--|----------------|
| 1. Total number of unions/membership claimed.                                | 1409/14,00,141 |
| 2. Total number of unions/membership (provisional) accepted on verification. | 768/ 5,17,306  |
| 3. Approximate membership increase on account of objection.                  | 38/ 19,886.    |

39/ 20,261

1. Total number of objections raised in respect of unions affiliated to AITUC by their own organisation as well as other organisations.

By own organisation. (AITUC)-118	Total:- 424.
By other orgn. (INITUC)-284	
By other orgn. (R.N.S)- 22	

2. Classification of objections.

	<u>AITUC</u>	<u>INITUC</u>	<u>RNS</u>	
(i) <u>Submission of Annual Returns</u>				
(a) Unions found to have submitted Annual Return before the visit of the Verification Officer.	35	-	-	= 35
(b) Unions having submitted returns after the visit of Verification Officer.	25	-	-	= 25
(c) Unions having not submitted return at all.	12	-	-	= 12
(ii) <u>Production of Records.</u>	22	274	20	= 316
(iv) <u>Registration.</u>	11	1	-	= 12
(v) <u>Defunct.</u>	-	3	2	= 5
(vi) <u>Incorrect affiliation.</u>	13	5	-	= 19
<b>G. Total.</b>	<b>118</b>	<b>284</b>	<b>22</b>	<b>= 424</b>

Membership Increase/ decrease if any.  
 25/193750 = 31/17442  
 -4/ 19250

7/ 2439  
 38/19886.

H.M.S.

1. Total number of unions/membership claimed : 236/3,57,859.
2. Total number of unions/membership (provisionally) accepted on verification. : 145/1,84,084.
3. Approximate membership increase on account of objection. : 8,864.

.....

1. Total number of objections raised by H.M.S. in respect of their own unions. ... 30.

NOTE:- No objection has been raised by any ~~local~~<sup>other</sup> organisation in respect of unions affiliated to H.M.S.).

2. CLASSIFICATION OF OBJECTIONS.

<u>(1) Annual Return.</u>	<u>No. of unions</u>	<u>Membership increased, if any.</u>
(a) Unions found to have submitted Annual Return before the visit of the Verification Officer but not brought on records in the Registrar's office till the Verification Officer's visit.	5	7455
(b) Unions found to have submitted Annual Return after the visit of the Verification Officer to the Registrar's Office.	10	-
(c) Unions having not submitted Annual Return at all.	3	-
(ii) Non-production of records.	7	-
(iii) Physical/spot verification.	5	1409
Total No. of objected unions. ...	30	Total increase in verified membership. ....8864

U. T. U. C.

- |  |     |               |
|--|-----|---------------|
| 1. Total number of unions/membership claimed.                                  | ... | 285/1,96,978. |
| 2. Total number of unions/membership (provisionally) accepted on verification. | ... | 176/ 80,345.  |
| 3. Approximate membership increase on account of objection.                    | ... | 1,656.        |

.....

1. Total number of objections raised by U.T.U.C. in respect of their own unions. ... .. 43.

(NOTE:- No objection has been raised by any <sup>other</sup> rival organisation in respect of unions affiliated to U. T. U. C.).

2. CLASSIFICATION OF OBJECTIONS:

(i) Annual Return.	<u>No. of unions</u>	<u>Membership increased, if an</u>
(a) Unions found to have submitted Annual Return before the visit of the Verification Officer but return not brought on records in the Registrar's Office till the Verification Officer's visit.	6	1656
(b) Unions found to have submitted Annual Return after the visit of the Verification Officer to the Registrar's Office.	8	-
(c) Unions having not submitted Annual Return at all.	2	-
(ii) Non-production of records.	16	-
(iii) Not affiliated.	4	-
(iv) Registration cancelled.	2	-
(v) Not registered.	3	-
(vi) Physical/spot verification.	1	-
(vii) Defunct.	1	-
TOTAL:-	43	1656

I. H. J. U. S.

Statement showing the particulars of unions whose membership is to be allowed to INTUC on account of Annual Return.

Sl.No.	Name of the Union.	Membership to be allowed.
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UTTAR PRADESH

1.	Gandhi Adresh Chini Mill Mazdoor Union, Rohan Kalan, Distt. Mussaffarnagar.	426.
2.	General Engineering; Karibanda Karanabadi Sangh, Congress Mazdoor Karyala, Grand Hotel, Bldg., Aminabad, Lucknow.	734.
3.	U.P. Electric Supply workers Union, Grand Hotel, Bldg., Aminabad, Lucknow.	598.
4.	Kaya Construction Mazdoor Sangh, Leader Road, Allahabad.	146.
5.	Carows Mazdoor Union, Ross, Shahjahanpur.	690.
6.	Rashtriya Chini Mill Mazdoor Sangh, Sadar Nagar, Distt. Gorakhpur.	250.
7.	K.S.M. (Mahalaxmi) Sugar Mill Karamachari Union, Iqbalpur P.O. Rurki.	402 <del>22</del>
8.	Amrit Mazdoor Sabha C.I. Road Ghaziabad.	150.
9.	Rashtriya Mazdoor Sabha Modl Tal Paint Factory, Modinagar.	218.
10.	Distillery & Brewery Workers Union, Grand Hotel, Bldg., Aminabad, Lucknow.	150
11.	Flour & Dal Mills Workers Union, Surajbhans Gate, Balanganj, Agra.	32.
12.	U.I.C. Paper Mill Mazdoor Sangh c/o City Congress Mazdoor Karyalaya, Lucknow.	111
13.	C.O.D. Rashtriya Mazdoor Union, Opp. Shara Sadar Bazar, Agra Cantt.	2075.
14.	Inspectorate Employees Union, Arrapore Estate, Kanpur.	305.
Total:-		<u>6387.</u>

ANDHRA PRADESH

1.	Welli-Marla Jute Mill workers Union, Welli-Marla, Visagapatam.	1325.
2.	Ranagundan Thermal Power Station workers Union, Ranagundan C.I.	523
3.	Krishna Distt. Motor Labour Union, Hyderabad Road, Vijaywada.	130.
4.	Chirra Pirka Agriculture Labour Congress, Chirra Distt. Guntur.	39.
5.	Panna Salt Factory Workers Union, Bellare, Bellare Workers Union, Bellare.	148.
6.	Govt. Distilleries Workers Union, Karayada, Hyderabad.	145.

8.	Eluru Jatiya Press Workers Union, Near Foot Bridge C.H.T. Road, Eluru.	106 206.
9.	Taj Glass Factory Workers Union, Gandhi Bhawan, Nampally, Hyderabad.	350-
		<u>3125.</u>

KERALA

1.	Ambalapuzha Malay Hindustani Conveyance Workers Union, Changanassery, Alappuzha.	630.
		<u>630.</u>

MYSORE

1.	Bendi Mandbar Kuchit, Near English High School, Hubli.	250. <u>250.</u>
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BOMBAY

1.	Dahuva Major Mahajan Sangh, P.O. Dahuva.	332 <u>339.</u>
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Statement showing the names of unions whose membership is to be allowed to INUC which was not allowed previously.

Sr.No.	Name of the Union.	Membership is to be allowed.
--------	--------------------	------------------------------

WEST BENGAL

1.	Guest Keon William Staff Association 6, Rana Kumar Ganguli Lane, P.O. Botanic Garden, Howrah.	590. <u>590.</u>
----	---	---------------------

G-Total 11, 331

Increase in membership due to acceptance of annual returns to AITUC.

<u>Name of State</u>	<u>Increase in membership.</u>
Audhra.	7934
Kerala.	- (-) 135.
Punjab.	901
Uttar Pradesh.	4935
West Bengal.	2231
Assam	
Mysore.	591
Madras.	991
	<u>Total. 17583 (-) 135 = 17,448.</u>

35/19373  
 -4/ 1925  
31/17448

Increase due to Annual Returns;	17448.
" " " Affiliation.	2438
	<u>19886.</u>

Statement showing the particulars of unions whose membership is  
be allowed to A.I.T.U.C. on account of Annual Return

Sl. No.	Name of the union.	Membership is to be allowed.
<b>ANDHRA</b>		
1.	Guntur Pathana Pegaku Karamika Sangham Guntur.	4987.
2.	Factory Labour Union, 9/237, Velagalolivan Street, Vijaywada.	43.
3.	Jatlu Labour Union, Rajahmundry.	856
4.	City Hotel Workers Union, Guntur.	323
5.	Bidi - Cigar Workers Union.	497
6.	Tobacco Workers Union Chilakalurpu.	436
7.	Andhra Scientific Co. Employees Union.	309
8.	Bamkrishna Cement Factory Workers Union.	470
9.	Distt. Transport Workers Union, Cuddapu.	193
10.	Andhra Sugar Factory Workers Union.	15.
		8129
	(To be disallowed on account of repetition).	
	(I) Kakinada Libre workers Union (Andhra) Kakinanda.	(-) 195
		7,934
<b>KERALA</b>		
1.	Steam & Motor Boat Crew Association, Alleppey.	1700.
<u>Note</u>	Aiky Kerala Navika Thozhilali Union.	758 & not 1700 as accepted. Therefore 758 to be added only.
	(To be disallowed on account of repetition).	
1.	Coir Factory Workers Union, Kozhikode.	893
		-135
	Total.	
<b>PUNJAB</b>		
1.	Iron & Steel Workers Union, Batala.	901
		901

Statement showing particulars of unions whose membership is to be allowed to AITUC. on account of Annual Return.

UTTAR PRADESH

Sl.No.	Name of the union.	Membership to be allowed.
1.	Kalson Mazdoor Union, Bhadohi, Varanasi.	577
2.	Sukh Samcharak Karamchari Sangh, Mathura.	126.
3.	Safai Mazdoor Union, Jhansi.	102.
4.	Banaras Press Mazdoor Union.	241.
5.	Kanpur Tannery & Leather Workers Union.	1038.
6.	Bharatiya Mill Mazdoor Union Samity, Muzaffarnagar.	876
7.	Labour Union, Bahedi.	803.
8.	Cha Baghan Mazdoor Union, Dehra Dun.	549.
9.	Garhwal Motor Transport Workers Union, Kotdwaha.	249.
10.	Elect. & Engineering Workers' Union, Allahabad.	70.
11.	Elect. & Mechanical Workers Union, Varanasi.	115.
12.	Engineering Workers Union, Lucknow.	189.
		Total: 4935.

WEST BENGAL

1.	Belur Iron & Steel Union.	1172.
2.	Bharat Elect. Industries Workers Union.	124.
3.	C. Comens Mazdoor Union.	223.
4.	Bharamchari Research Institute Karamchari Samity.	69.
5.	Kolghat Mazdoor Karamchari Union.	62.
6.	West Bengal Fruit Seller's Union	394.
7.	Cha Mazdoor Union, Borbhate.	1024.
		3068.

(To be disallowed on account of repetition).

1.	Anglo Brothers Workers Union, Calcutta.	425.
2.	Hindustan Pinikgton Employees Union.	412

Total:- 837

3068-837 = 2231.

MYSORE

1.	S.K. Weavers Union, Mahanavankatta.	591.
		591.

MADRAS

1.	Caltex Employees Union.	374.
2.	Standard Vacum Employees Union.	594.
3.	Ananda Handloom Dock Workers Union.	23.
		991.



Increase in membership due to acceptance of affiliation to AITUC.

<u>Name of State.</u>	<u>No. of unions.</u>	<u>Increase in membership.</u>
<u>Madras</u>	1	275
Andhra.	6	2155.
	<u>7</u>	<u>2430.</u>

Statement showing particulars of unions whose membership is to be allowed to AIFUC due to acceptance of affiliation.

<u>Sl.No.</u>	<u>Name of the union.</u>	<u>Membership is to be allowed.</u>
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MAHARASHTRA

1.	G.S.C. Employees Union.	273. ✓ <del>273.</del>
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ANDHRA

1.	Sankot Tile Factory Workers Union.	215. ✓
2.	Secunderabad City Hotel Workers Union, Secunderabad.	174. ✓
3.	Andhra Provincial Hospital Employees Union.	882. ✓
4.	Drainage Employees Union, Hyderabad.	250
5.	G.S.C. Workers Union, Adusumali Guntur.	400
6.	Nagarajansagar Project Employees & Labour Union.	244
	Total.	<u>2165</u>

H.M.S.

Statement showing particulars of unions whose membership is to be allowed to H.M.S.

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Sl. No.	State	Name of the union	Membership to be allowed	Remarks.
1.	Bihar	Baulia Quarries Mazdoor Sangh, Baulia.	1,300	
2.	Andhra	Sugar Factory Mazdoor Sabha, P.O. Shankarnagar	5,200	
3.	Bombay	Nagpur Textile Union, Nagpur.	1,400	
4.	West Bengal	Cossipore Jute Press Workers Union.	148	
5.	"	National Carbon Mazdoor Union, Calcutta.	650	
6.	"	Geuripore Elect. Supply Mazdoor Union.	148	
TOTAL			8,854	

U.T.U.C.

Statement showing particulars of unions whose membership is to be allowed to U.T.U.C.

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<u>Sl. No.</u>	<u>State</u>	<u>Name of the union</u>	<u>Membership to be allowed</u>	<u>Remarks</u>
1.	U.P.	Sugar Mill Mazdoor Union, Maiterganj.	490	
2.	"	Sugar Mill Mazdoor Union, Dehradun.	75	
3.	"	Balaki Mazdoor Union, Dehradun.	731	
4.	"	P.M.S. Workers Union, Ludhiana.	72	
5.	"	Safal Karamchahi Sangh, Baharainia.	191	
6.	"	Agra Mazdoor Union, Agra.	97	
Total			*****	<u>1,656</u>

CLARIFICATIONS GIVEN BY C.L.C. AS TO WHY  
OBJECTIONS WERE NOT UPHOLD

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1. SINGARENI COLLIERIES WORKERS UNION

The union failed to produce counterfoils against membership aggregating 3109. Three chances were given, i.e., 23.4.59, 7.5.59 and 25.5.59. When the officer visited the Union office on 18th May, the office was found closed. There were no cash receipt books of No.2 incline, No.3 incline, etc. If union was desirous of showing the records, the officer could have been contacted at Kothagudem itself, since the HQ of this officer was there.

2. MUNICIPAL WORKERS UNION, KARIMNAGAR

The return submitted by the union was found defective and hence was returned back in July 1958. It was re-submitted only on 19.5.59.

(A point was raised that trade unions should not be scored out on technical grounds alone, as this case. If the Registrar had retained the Return and only called for the additional information or correction, there would have been no difficulty.)

3. MUNICIPAL WORKERS UNION, MEDAK

Return was not received till 31.12.58. Show cause notice was sent to the union on 7.1.59. The Return was accepted on 19.3.59.

4. HYDERABAD HOTEL KANGAR UNION

Same as in No.3 above.

~~See~~ (IT WAS CLARIFIED AT THIS STAGE THAT DURING THE VERIFICATION, RETURNS RECEIVED TILL 31.12.58 WERE TAKEN INTO ACCOUNT.

(FOR VERIFICATION ON 1958-59 CLAIMS, RETURNS RECEIVED TILL NOVEMBER 5, 1959 WILL BE TAKEN INTO ACCOUNT)

5. CINEMA EMPLOYEES UNION, HYDERABAD

The list compiled by Andhra Pradesh Government <sup>in December 1958</sup> showed that the Union was Independent.

If evidence is produced to the contrary, this union may be accepted as AITUC.

6. CITY LABOUR UNION, HYDERABAD

Return was sent only on 4.4.59.

7. TALUQ FISHERMEN'S UNION

Return was sent on 8.4.59.

BIHAR

1. COAL WORKERS UNION, GIRIDIH

The V.O. sent a letter on 11.1.59 to the union fixing date for 27.1.59. Ag.G.S. of Union replied on 18.1.59 stating that G.S. is on leave and asking for extension of time. A telegram was sent to union on 28.1.59 fixing 30.1.59. One Ramchandra Lal replied by a telegram on 29.1.59 stating that "nobody is in union office".

The union produced the records on 28.3.59, in connection with some other inquiry - long after the present verification was over.

2. EASTERN COAL WORKERS UNION, BHOWRAH

The union's claim was 3137, returns showed 3556. On spot inquiry, 59 workers were interrogated and all of them denied they were members. Hence the claim of the union was in toto rejected.

(LIST OF PERSONS WHO WERE INTERROGATED WERE ASKED FOR)

3. BHOWRAH COKE PLANT WORKERS UNION, BHOWRAH

The union could not produce counterfoils. These were to have been shown on 28.3.59 but no union representative turned up with these records.

(IT WAS SUGGESTED THAT THE TERM "RECORDS NOT PRODUCED SHOULD BE MADE MORE CONCRETE. IN THIS INSTANCE SOME RECORDS WERE PRODUCED AND SOME WERE NOT. SO THE GENERAL REMARK THAT NO RECORDS WERE PRODUCED WAS NOT SPECIFIC ENOUGH)

4. BIHAR MICA MAZDOOR SANGHATAM

Even though it is claimed that the union has a paid membership of 2358 (showed in return), out of 58 workers interrogated, 47 denied. Hence the claim was cut proportionately.

(LIST OF WORKERS INTERROGATED WAS ASKED FOR)

5. JAMSHEDPUR MAZDOOR UNION

Out of 261 workers examined, 222 denied they were members.

The union could not produce counterfoils for cross checking with the register.

At the time of spot inquiry, only the verifying officer and worker were present and this was not done in the presence of management representatives.

According to union's constitution, the membership fee of Re.1 per quarter should be cleared before the next quarter; otherwise an admission fee of 4 as should be paid afresh. This clause in the constitution was not observed. However, the V.O. overlooked this technical point. (Rule 4 in Union's constitution) 4000 members were affected by this clause.

(LIST WAS ASKED FOR)

DELHI

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1. KAPRA MAZDOOR EKTA UNION

During verification between 24.1.59 and 27.1.59, the Union could not produce all records. The subscription register did not contain receipt nos. Counterfoils were not available, and hence no sample cross-checking between the register and counterfoils was possible.

The above observations were written down by the Verifying Officer and the same was countersigned by Asha Ram on behalf of the union.

2. CPWE WORKERS UNION

Union could not produce counterfoils relating to Branch union. Union asked for extension of time. This was not granted. The Union could not produce Membership register.

(INSTRUCTIONS SHOULD BE GIVEN TO VERIFICATION OFFICERS TO VISIT BRANCH UNIONS ALSO)

KERALA

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1. ALWAYS TEXTILE WORKERS UNION

Registrar stated that return was not sent - letter dated 28.9.59.

2. KOTTAYAM TALUK HANDLOOM WORKERS UNION

The union in a letter dated 8.2.59 said that the union has decided to affiliate to AITUC but no fee could be paid.

3. TITANIUM WORKERS UNION

At the time of verification on 9.2.58, the Union officials stated that it is not affiliated. No counterfoil of receipts could be produced. The union was not functioning during 1957-58.

4. KERALA STATE TRANSPORT EMPLOYEES UNION

The union could not produce records relating to its branches in Alwaye and Trichur districts.

5. ATPM & M WORKERS UNION, KAYANKULAM

Records produced were incomplete. No entries for the period Jan-March 1958. No counterfoils.

6. KUNNATHUR THOTTAM THOZHILALI UNION

The records produced by the Union were for the year 1958-59 and not for 1957-58.

7. ERNAD TALUK PLANTATION LABOUR UNION

The plea of the union that the distance of 64 miles was a factor preventing it from producing records MAY BE CONSIDERED.

8. RANNI PLANTATION WORKERS UNION

The contention of the union that no intimation was received is incorrect. Two registered letters were received by union: on 7.2.59 by N.Nataraja Pillai and on 12.2.59 by Vasu Pillai.

9. FEROKE COMMONWEALTH TRUST TIE WORKERS UNION

The Registrar denies that return was sent by union.

10. TRIVANDRUM CITY PRISSE WORKERS UNION

Union could not produce subscription register.

11. KERALA HOSPITAL CONTINGENCY EMPLOYEES UNION

The union did receive intimation. Registered letter was received by M.Sreedharan Nair, Secretary, on 7.2.59.

12. TRAVANCORE COIR FACTORY WORKERS UNION, ALLEPPEY

Entries in registers showed that only 1218 members paid for the second half, which was taken into account under the S.P. K.K.Kunjan, Secretary of the Union was present when the officer went through the records.

13. PARAVUR COIR FACTORY WORKERS UNION - There was intimation. Krishnan, Secretary, signed receipt on 7.2.59.

14. THIRU-COCHI KASUANDI THOZHILALI COUNCIL - K.C.Mohanan, Secretary, said that the union was not affiliated to any central union. The counterfoils and registers could



## UTTAR PRADESH

1. Banaras Cotton & Rolling Mill Mazdoor Sangh - return was sent only on 24.2.59
2. Bijlighar Mazdoor Sabha, Mirzapur - return sent only on 7.2.59
3. Iron & Engineering Workers Union - return sent on 11.3.59
4. Rickshaw Union, ~~Varanasi~~ Saharanpur - return ~~sent~~ not submitted. registration cancelled.
5. Rickshaw Union, Jaunpur - return sent on 21.1.59
6. Shoe Mazdoor Union, Agra - return sent on 23.1.59
9. Aligarh Press Workers Union - return sent on 9.2.59
10. Jalkal Mazdoor Sabha - in the return it was stated that the union is not affiliated.
11. Hotel Workers Union, Agra - return sent on 21.1.59
12. U.P. Bandh Vibhag Karamchari Union - return sent on 9.1.59
13. Hind Employees Association - failed to produce records. A letter was sent on 3rd January that G.S. Sinha was not available.

## PUNJAB

1. Panipat Woollen Workers Union, Kharar - return sent on 1.8.59
2. Dt. Transport Workers Union, Gurgaon - information about membership was not given in the Return.
3. Road Transport Employees Union, Yamunanagar - R. sent on 4.9.59
4. Sugar Labour Union, Yamunanagar - return sent on 4.8.59 (only 445 membership shown against claim of 1900)
5. Janta Cooperative Sugar Mills Mazdoor Union, Bhogpur - Till 4.7.59 not registered. Only applied for registration.
6. United Timber Works Labour Union - registration was cancelled.
7. Imarti Mazdoor Union, Panipat. - Return showed membership of 90 against claim of 300. S.P. showed nil membership. The name of the union is "Mazdoor Union", Panipat
8. Chakki Workers Union, Hissar - return sent on 4.9.59
9. Labour Union, Khanna. Regd. No. 11 of 1954 belongs to a union in Gobindgarh.

## ORISSA

1. KEONJHAR MINES & FOREST WORKERS UNION - LIV Cuttack fixed 17 18 Feb at Barbil for verification. On 10 Feb Union asked for another date. March 11 was fixed but nobody was available on this date, and the union's telegram stating that they had court cases and seeking another date was not received by the LIV in time. More than two changes were given to the Union.

MADHYA PRADESH

1. Mazdoor Sabha, ~~Muzakur~~ Gwalior. Returns for 53, 54, 55 were submitted only on 7.5.58. 57-58 return was sent on 31.8.59.
2. Mazdoor Sabha, Ujjain. 57-58 return was not accepted for want of auditor's report. Return resubmitted in March 59.
3. Tonga Workers Union, Bhopal. Return was sent on 26.3.59
4. Sugar Workers Union, Sehore. The regn. no. 64/53 quoted is wrong (we corrected it ourselves). return was defective.

(QUESTION OF DEFECTIVE RETURNS SHOULD BE CONSIDERED)

MADRAS

1. Karur Handloom Workers Union - irregular return. did not rectify the mistakes. registration was cancelled on 28.9.59.
2. Dalavaipuram Handloom Factory Workers Union - regn. cancelled on 23.9.59
3. Vikramasingapuram Textile Workers Union - Out of 100 cross checks, in 6 cases names were different and two were blank. So membership was reduced 8%.
4. Salem Magnesite Syndicate Workers Union - defective return - resubmitted on 2.1.59 - wrote ~~xxx2431x59~~ that affiliation has been applied for, on 24.1.59 (letter from union dated 4.2.59).
5. Cement Workers Union, Talujuthu - rectified return resubmitted on 14.2.59.
6. Madras United Beedi Workers Union - checked on 14.2.59. Receipt counterfoils of partly paid members were not produced. records were not upto date.
7. Madras Provincial Bidi Branch Managers Union, Madras - In the return it was stated that "This union is not affiliated to any central TU organisation" - signed by A.V.Kumaran, General Secretary.
8. Tiruchi Dt. Cigar & Cobacco Workers Union - rectified return sent on 14.2.59.
9. Madras Press Labour Union, Madras - The fully paid membership was 1139. Those who paid in the last quarter was only 13.
10. Madras Harbour Workers Union - the membership collected during the last quarter was credited to arrears of the previous quarter. Thus when the SF was applied, the union was not able to produce counterfoils for the last quarter.
11. Madras Port United Labour Union - same as above.

## WEST BENGAL

1. Garden Reach Textile Workers Union. During spot verification, 24 out of 40 interrogated denied they were members. The claim was proportionately cut.  
(LIST WAS ASKED FOR)
2. Panitali Cotton Textile Workers Union - return not received and regn. cancelled on 26.5.59
3. Textile Workers Union (Mohini Mill No.2) - 330 members did not pay annual subscription. 1 out of 45 interrogated denied and thus 16 was cut in membership claim in addition.
4. United Iron & Steel Workers Union - Out of 200 interrogated (123 in Burnpur and 77 at Kulti), 64 workers denied (21 at Burnpur and 43 at Kulti) that they were members. The claim was proportionately cut. Denied that interrogation was done in presence of management.
5. Calcutta Tramways Workers Union - 10,000 claim, 3077 showed in annual return. A scrutiny of cash and account books, counterfoils, etc., showed that 2700 had defaulted in paying membership dues.  
(THIS CAN BE RECONSIDERED IF PROOF IS PRODUCED THAT THE ABOVE FINDING IS INCORRECT)
6. Darjeeling Dt. Chia Kaman Mazdoor Union - 212 members defaulted. Spot inquiry in 6 tea gardens covering 108 workers. 14 denied. No reduction was made on account of bigha or temporary workers.
7. Zilla Cha Bagan Workers Union - 1991 members defaulted. 14 out of 160 denied and hence 1943 reduced. The claim of 1232 members in two gardens exceeded working strength in these two gardens.
8. Colliery Mazdoor Sabha - fully paid membership was 14,731. In spot inquiry, 90 out of 156 denied and hence 8498 were cut. Denials were mainly in Dhemu Main, East Satgram & Topsis.
9. Bengal Mariners Union - provision in Constitution re. payment of membership fees was not taken into account. No spot verification was possible.

(MAY BE RECONSIDERED)

## INTUC - PUNJAB

1. TIT Karamchari Sangh, Bhiwani - No spot inquiry was done since objection did not specify extent of inflation.
2. Ambala Electric Supply Co. Workers Union - L.I. Central (V) Ambala says it is affiliated to INTUC.
3. Bhupendra Cement Workers Union - In annual return it was stated as having paid aff. fee and being affiliated to INTUC.

## Analysis of objections

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1. A large number of ATUC unions which submitted returns in time were listed as not having submitted returns.
2. The Verifying Officers checked the accounts of the unions but in the verified list it is stated that records were not produced.
3. There are many instances where the Verifying Officers did not care to scrutinise the lists and books of the unions but nevertheless gave verdict that unions were not affiliated to the ATUC (Instances: Nagarjunsagar Project Emp.Union, Drainage Emp.Union, Hyderabad, Andhra Provincial Hospital Employees Union, Secunderabad City Hotel Workers Union, Samalkot Tile Factory Workers Union, etc.)
4. Stipulated Principle has not been applied properly (Vikramasingapuram Textile Workers Union, Madras Press Labour Union, &c)
5. In some cases, unions' registration was stated as cancelled, which was not a fact (Caltex Emp.Union, Madras)
6. In the case of all-India unions, (e.g., CPWD Workers Union, Delhi), only Head Office rolls were taken into account and the difficulty in producing records in Branches was overlooked, thus considerably reducing unions' membership.
7. Union was asked to produce records at distant places (Ernad Taluk Plantation Labour Union, Ernad asked to take records 64 miles to Kozhikode)
8. No intimation was sent to unions to produce records but the unions were listed, however, as having not produced records.
9. Spot verification was done in the presence of representatives of the management (United Iron & Steel W.U., Burnour-Kulti)
10. Even in case of unions where dues are collected annually from members, they were shown with less membership due to alleged application of S.P. (Calcutta Tramways Workers Union) (Zilla Cha Bagan W.U., Jalpaiguri)
11. Temporary workers who are members of the union, but who were not present because it was off-season, during the time of verification were scored out from union's lists (Darjeeling Dt. Chia Kaman Mazdoor Union)
12. Due to specific nature of work, as in the case of mariners, union's constitution provides that arrears could be cleared one in two years. This peculiarity was overlooked in the case of Bengal Mariners Union, Calcutta, thus reducing its membership.

Serious complaints against Verifying Officers were made in the case of:

- 1) Coal Workers Union, Giridih (stated as not having produced records while in actual fact all records were taken to the officer and he had gone thru it).
2. Kapra Mazdoor Ekta Union, Delhi - same as above.
3. Jamshepur Mazdoor Union - not given sufficient notice.
4. Keonjhar Mines Forest Workers Union, Barbil (officer failed to turn up on appointed date. Earlier he said he wants additional help since the records were voluminous and promised to come again).

xx

STATEMENT SHOWING OBJECTIONS TO VERIFICATION RESULTS IN RESPECT  
OF UNIONS AFFILIATED TO AITUC IN THE STATE OF ANDHRA

Sl. No.	State	Industry	Name of Union	Sl. No. in verified list	Specific objections concerning verification results
1.	Andhra	Transport	Dist. Transport Workers Union	1	The union submitted annual returns for the year 1957-58 on 20-9-58.
2.	"	Coal Mines	Singareni Colliceries Workers Union	1	<p>The verification of the union was never completed and the verification officer without checking all the records that he asked for and the union produced before him, gave his verdict.</p> <p>The first checking was done on June 2, 1959, the second on June 5, 1959. The verification was not complete even on his second visit. Hence he informed the union that he will come back after five days and check the remaining departments. But the gentleman never came back and the records of some of the departments were never checked.</p> <p>Thus the figure of verified membership given by him is not correct.</p>
3.	"	Sugar	Andhra Sugar Factory Workers Union	5	The union submitted its annual returns for the year 1957-58 on 27-6-58
4.	"	Cement	Ramakrishna Cement Factory Workers Union	3	The union submitted its annual returns for the year 1957-58 on 6-10-58.
5.	"	Chemicals	Andhra Scientific Co. Employees Union,	2	The union submitted its returns for the year 1957-58 on 26-10-58
6.	"	Building & Public Works	<del>Kangaj</del> Nagarjansagar Project Employees & Labour Union	3	The records of the union were never checked. Hence it is not known on what basis the verification officer arrived at this conclusion that the union is not affiliated to AITUC. The union has been affiliated to AITUC ever since its formation in 1956.

1	2	3	4	5	6
7.	Andhra Tobacco	Tobacco Workers Union, Guntur	4		The union submitted its annual returns for the year 1957-58 on 31-10-58.
8.	"	"		7	The statement that the union is not affiliated to AITUC is wrong. The union is affiliated to AITUC since long.
9.	"	"		8	The union submitted its annual returns for the year 1957-58 on 1-10-58
10.	"	Local Drainage Employees Union Bodles Hyderabad		2	The records of the union were never checked. Hence it is not known on what basis the verification officer arrived at this conclusion that the union is not affiliated to AITUC.
11.	"	"		5	The union has submitted its annual returns for the year 1957-58.
12.	"	"		7	The union submitted its annual returns for the year 1957-58 on 31-3-58
13.	"	Personal Andhra Prov. Hospital services Employees Union		4	The records of the union were never checked. Hence it is not known on what basis the verification officer arrived at this conclusion that the union is not affiliated to AITUC
14.	"	"		7	The union submitted its annual returns for the year 1957-58
15.	"	"		1	The union submitted its annual returns for the year 1957-58 on 8-12-58
16.	"	"		8	The records of the union were never checked. Hence it is not known on what basis the verification officer arrived at this conclusion that the union is not affiliated to AITUC.
<del>XXXXXXXXXXXXXXXXXXXX</del>					
17.	"	miscellaneous Samalkot Pile Factory Workers Union		2	The records of the union were never checked. Hence it is not known on what basis the verification officer arrived at this conclusion that the union is not affiliated to the AITUC.

1	2	3	4	5	6
18.	Andhra	Miscellaneous	Kamalkar Jatlu Labour Union, Rajah- mundry	3	The union submitted its annual returns for the year 1957-58 on 29-9-58
19.	"	"	Cinema Employees Union Hyderabad	5	The records of the union were <del>preserved</del> never checked. Hence it is not known on what basis the verification officer arrived at this conclusion <del>xxx</del> that the union is not affiliated to AITUC.
20.	"	"	City Labour Union	12	The union submitted its annual returns for the year 1957-58 on 20-10-58
21.	"	"	Factory Labour Union Vijayawada	13	The union submitted its annual returns for the year 1957-58 on 27-10-58
22.	"	"	Taluk Fishermen's Union	15	The union has submitted its annual returns
23.	"	Tobacco	Suntur Pattana Jogaku Karnika Ganjam	6	The union submitted its annual returns for the year 1957-58 on 30-11-58



STATEMENT SHOWING OBJECTIONS TO THE VERIFICATION RESULTS IN RESPECT  
OF UNION AFFILIATED TO AITUC IN THE STATE  
OF ASSAM

Sl. No.	State	Industry	Name of union	Sl. No.	Specific objections in verification results list
1.	Assam	Plantation	Cha Mazdoor Union Borbhata	4	<del>XXXXXXXXXXXXXXXXXXXX</del> The union's registration No. was cancelled in an irregular manner by the registrar, who later <del>was</del> restored it. The union is a registered one and has submitted a membership of 1,024 in its annual returns for the year 1957-58.

STATEMENT SHOWING OBJECTIONS TO THE VERIFICATION RESULTS IN RESPECT OF  
UNIONS AFFILIATED TO AITUC IN THE STATE OF BIHAR

Sl. No.	State	Industry	Name of Union	Sl. No. in verified list	Specific objections concerning verification result.
2.	Bihar	Mining	Coal workers' Union, Giridih	2	(1) The contention of the verifying officer that the union did not produce records is not true. The office-bearers of the unions themselves went to the office of the Regional Labour Commissioner and produced all the paper asked for by him. The membership of the union shown in the annual records is 20,391.
3.	Bihar	Mining	Eastern Coal workers' Union, Bhowrah	3	The contention of the verifying officer that the union did not produce records is not true. The union did produce all the records asked for and they were checked by the verifying officer.
4.	Bihar	Mining	Bhowrah Coke Plant Workers Union, Bhowrah	6	The contention of the verifying officer that the union did not produce records is not true. The union did produce all the records asked for and they were checked by the verifying officer.
5.	Bihar	Mining	Bihar Pica Hazdoor Sangham,	12	The verified membership of the union is incorrect. The union has paid membership of 2687.
1.	Bihar	Iron & Steel	Jamshedpur Hazdoor Union.	1	The Union received first intimation about verification in January, 59 vide Regional Labour Commissioner (c) letter No. D-4/3(5)/59, dated January 9, 1959 to produce their records on Jan. 23, 1959. Accordingly the union produced all the relevant papers for inspection. The inspection continued for three days. After inspection the Regional Labour Commissioner (c) asked the union to send him some of the books as per his letter No. D-4/3(5)/59 dated Jan. 30, 1959. The records as asked were sent as per letter No. JMG /Govt, 2/5/39/59 dated February 24, 1959.

1 2 3 4 5 6

on May 18.

The Union was again asked to produce its membership register on May 20, 1959, as per Regional Labour Commissioners' letter No. B4/3(5)/59, dated May 16, 1959. As the union was busy preparing for the observance of the anniversary of Jamshedpur Firing of 1954, it asked for a postponement. On 22nd May the union received a telegram asking them to produce records on May 27, 1959.

On May 26, 1959, the union received another telegram asking them to produce their records on May 28, 1959. No body turned up on May 28 to verify the records.

On June 3, 1959, verification officers came to Jamshedpur without any previous information and inspected the membership registers for two days.

On June 11, 1959, the union again received a telegram from the Regional Labour Commissioner that the records of the union will be inspected on June 12, 1959. But since the records of the union were with the auditors, the union could not produce them and informed the verification officer about it.

Thus the records of the union were checked and rechecked many times. In the post week of May, the verification officer, made spot verification of the membership in Tisco, Finplate and Telco. In spite of the objections raised by the union spot verification in Tisco was conducted in the presence of the supervisory staff, in the foreman's office in his presence.

As such the union and the AITUC refuse to accept the figure of membership arrived at after the ~~no-objection~~ verification.

Statement showing Objections to the Verification  
Results in respect of unions affiliated  
to AITUC in the State of MADRAS

Sl. No.	State	Industry	Name of Union	Sl. No. in verified list	Specific objections concerning verification result
1.	MADRAS	Textiles (Handloom)	Ananda Handloom Duck Workers Union, Coimbatore	20	Returns had been submitted and its membership is 23 (See G.O.No. 3984 dated 16-10-58 - Govt of Madras - Report on the working of the Indian Trade Union Act during the year 1957-58).
2.	"	"	Karur Handloom Workers' Union	21	Returns submitted - See G.O. referred above - Membership is 133.
3.	"	"	Dalavaipuram Handloom Factory Workers Union, Dalavaipuram, Rajapalayam	27	See G.O. referred above - Union is registered and No. is 1863 - Membership 323
4.	"	"	Vikramasingapuram Textile Workers Union,	10	The Union contends that even according to S.P., its membership should be 1253 (1014 paid for full 12 months and 239 paid for at least 3 months in the period between Oct. 57 and March 58). Otherwise, the actual membership of the union for the year 1957-58 is 1982 as submitted in the annual returns.)
5.	"	ENGINEERING	G.S.C. Workers Union, Madras	8	Regn.No.1404 and it is affiliated to AITUC. Its membership is 273. The name of the Union was changed to G.S.C. Employee Union subsequently.
6.	"	MINING	Salem Magnesite Syndicate Workers Union	2	Returns had been submitted - Membership as per Registrar's records is 3438 (See G.O. referred in 1 above).
7.	TK	CEMENT	Cement Workers Union, Talayuthu	2	Returns had been submitted - See page 13 of G.O. referred above - Membership is 594.)
8.	"	TOBACCO	Madras United Beedi Workers' Union	3	112 is the list of fully paid members and total membership is 812. The verification officer has overlooked the Stipulated Principle.
9.	"	"	Madras Provincial Bidi Branch Managers Union, Madras	20	The union is affiliated to AITUC Membership as per Registrar's return is 423.

PTO

Sl. No.	State	Industry	Name of Union	Sl. No. in verified list	Specific objections concerning verification result
10.	MADRAS	TOBACCO	Tiruchi District Cigar and Tobacco Workers Union	21	Returns had been submitted - See page 19 of G.O. referred above - Membership 329.
11.	"	PETROLEUM	Standard-Vacuum Employees Union, Madras	1	Registration not cancelled - See page 45 of G.O. referred above - Membership 594.
12.	"	"	Caltex Employees Union, Madras	2	Registration not cancelled - See page 64 of G.O. referred above. Membership 374.
					The above two unions (Nos. 11 & 12) were subsequently merged together in the new name, "Petroleum Workers Union".
13.	"	PRINTING	Madras Press Labour Union, Madras	1	The number of fully-paid members is 1152. The verification officer has not adopted the stipulated principle. The membership as per registrar's records is 2186.
14.	"	PORT & DOCK	Madras Harbour Workers Union	1	The number of fully-paid members of the union is 1617. The total membership of the union is 3837. <i>He claims even L.P. has not been applied in this case.</i>
15.	"	"	Madras Port United Labour Union, Madras	2	358 is the number of fully-paid members of the union. The verification officer has not conformed to the stipulated principle. The membership of the union is, as per G.O. referred above, 1575.

STATEMENT SHOWING OBJECTIONS TO THE VERIFICATION RESULTS IN RESPECT  
OF UNIONS AFFILIATED TO AITUC IN THE STATE OF MYSORE

Sl. No.	State	Industry	Name of Union	Sl. No. in verified result	Specific objections concerning verification result
1.	Mysore	Textiles	S.S. Weavers' Union	2	<p>The contention of the verification officer that the union did not submit annual returns for the year 1957-58 is wrong. The union did send the annual returns for the year on May 28, 1958 and received acknowledgement from the registrar's office on May 29, 1958. This fact was intimated to the registrar again on Sept. 9, 1959 in reply to his office notice No. T2-161/58-59, dated Sept. 3, 1958.</p> <p>The membership submitted in the annual returns is 591.</p>

STATEMENT SHOWING OBJECTIONS TO THE VERIFICATION RESULTS IN RESPECT OF  
UNIONS AFFILIATED TO AITUC IN THE STATE OF DELHI

Sl. No.	State	Industry	Name of Union	Sl. No. in verified list.	specific objections concerning verification result
1.	DELHI	TEXTILES	Kapra Mazdoor Ekta Union.	1	<p>(i) The contention of the verifying officer that the union did not produce the records is not true.</p> <p>(ii) Thorough inspection of the union records was done by Shri Chadda and Shri Joshi from the Regional Labour Office, Kanpur, on January 24th and 27th, 1959, in the presence of the officials of the union and the General Secretary of the State TUC.</p> <p>(iii) Both these officers have <del>not</del> put their initials in the union books at many places</p> <p>(iv) All the books demanded by the above officers were produced before them and were checked by them, putting their initials here and there.</p> <p>(v) Not only that, they have also done spot verification in the factory premises.</p> <p>(vi) Though the union has shown only 11,809 membership in the annual returns for the year 1957-58, the actual fully paid membership for that year exceeds 12,000</p> <p>(vii) Documentary evidence for the above statement can be produced if necessary. Fully <del>paid</del> paid membership of the union should be shown against this union.</p>
2.	DELHI	Building & Public Works	C.P.W.U. Workers Union	2	<p>(i) Though the union is an All-India Union, the verifying officer took into account only its Delhi membership and did not include the membership of the branches (Dehradun, Simla, Calcutta etc.) in the overall membership of the union.</p> <p>(ii) We produced our cash book</p>

1            2            3            4            5            6

in the Central Office to prove that the Branches paid membership fee to the Centre in respect of members enrolled in the Branches.

(iii) Membership from of those workers enrolled by the Branch were not at the Central Office at the time of checking. These could have been checked in the Branches along with other unions in those stations. The union gave the names of Branches and the membership.

(iv) We therefore demand that membership of the branches should also be included in the membership of the union.



## STATEMENT SHOWING OBJECTIONS TO VERIFICATION RESULTS IN RESPECT OF

## UNIONS AFFILIATED TO AITUC IN MADHIA PRADESH

Sl. No.	State	Industry	Name & address of Union	Sl.No. in verified list.	Specific objections concerning verification results
1.	Madhya Pradesh	Textiles	Mazdoor Sabha, Gwalior	2	The contention of the verification officer that the the union did not submit annual returns for the year 1957-58 is wrong. The union submitted annual returns long before the verification took place.
2.	"	"	Mazdoor Sabha, Ujjain,	3	The union submitted its annual returns for the year 1957-58 on 31-10-58. The reason for this delay on thopart of the union was due to registrars' demand on the union for the submission of 52-53, 53-54 and 54-55 balance sheets of the union.
3.	"	Transport	Tonga workers' Union, Bhopal	2	The union did submit its annual return for the year 1957-58 and the registrar acknowledged its receipt as per his letter No. 4560/22/RTV 59 dated April 13, 1959
4.	"	Sugar	The Sugar workers' Union, Sehore	1	The union is a registered union ever since 1953. The registered name is Sugar Factory Mazdoor Union Sehore. They submitted their annual return in the month of July 1958. The membership shown in the annual return for 1957-58 is 590. The registration No. is 83 under the new M.P. Trade Union Act.

Statement showing objections to the verification  
results in respect of unions affiliated  
to AITUC in the State of UTTAR PRADESH

Sl. No.	State	Industry	Name of Union	Sl.No. in verified list	Specific objections concerning verification results
1.	UTTAR PRADESH	TEXTILES	Banaras Cotton & Rolling Mill Mazdoor Sangh	2	Returns were submitted by the Union
2.	"	ENGINEERING	Engineering Workers Union, Lucknow	1	Returns were submitted on 29.12.58
3.	"	"	Bijlihar Mazdoor Sabha, Mirzapur	3	Returns were submitted by the union.
4.	"	"	Electrical & Mechanical Workers Union	4	Returns submitted on 4.8.58
5.	"	"	Iron & Engineering Workers Union	5	Returns were submitted by the union
6.	"	"	Electric & Engineering Workers Union	6	Returns submitted on 9.9.58
7.	"	TRANSPORT	Garhwal Motor Transport Workers Union	2	Return submitted on 1.8.58
8.	"	"	Rickshaw Mazdoor Union, Saharspur	4	Return submitted on 6.8.58
9.	"	"	Rickshaw Union, Jaunpur	5	Return submitted by the union
10.	"	PLANTATIONS	Cha Bagan Mazdoor Union	1	Returns submitted on 30.12.58
11.	"	SUGAR	Labour Union, Bahadri	1	Return submitted on 10.12.58
12.	"	"	Bhartiya Mill Mazdoor Union	3	Return submitted on 28.7.58
13.	"	"	Panna Jee Sugar Mills Workers Union	5	Return submitted on 23.6.58
14.	"	BUILDING & PUBLIC WORKS	CPWD Workers Union, Dehra Dun	1	This is a branch of CPWD workers Union, Delhi but its membership was not included in the central union's membership. (See Delhi objections)
15.	"	TANNERY & LEATHER	Kanpur Tannery & Leather Workers Union	1	Return submitted on 12.12.58
16.	"	"	Shoe Mazdoor Union, Agra	2	Return submitted by the union

P.T.O.

Sl. no.	State	Industry	Name of Union	Sl.No. in verified list	Specific objections concerning verification results
17.	UTTAR PRADESH	PRINTING & PUBLISHING	Banaras Press Mazdoor Sabha	1	Return submitted on 6.12.58
18.	"	"	Aligarh Press Workers Union	5	Return submitted by union
19.	"	LOCAL BOBING	Safai Mazdoor Union, Jhansi	2	Return submitted on 7.8.58
20.	"	"	Jalkal Mazdoor Sabha	3	This is an AITUC union and not an independent union.
21.	"	MISCELLANEOUS	Hotel Workers Union, Agra	3	Return submitted by union
22.	"	"	Sukh Sancharak Karmachari Sangh	5	Return submitted on 3.10.58
23.	"	"	Kalsen Mazdoor Union, Bhadoli	11	Return submitted on 13.12.58
24.	"	"	U.P. Bandh Vibhag Karmachari Union	16	Return submitted by union
25.	"	"	Hind Employer Association	17	Return submitted on 29.10.58

Statement showing objections to the verification  
results in respect of unions affiliated  
to AITUC in the State of KERALA

Sl. No.	State	Industry	Name of the Union	Sl.No. in verified list	Specific objections concerning verification results.
1.	KERALA	TEXTILES	Always Textile Workers Union	6	The union did submit the annual returns, though late. Sanction for submitting late was obtained from the Labour Commissioner of Kerala.
2.	"	"	Kottayam Taluk Handloom Workers Union	24	The union is affiliated to the AITUC. Documentary proof can be produced to substantiate this claim.
3.	"	METAL TRADES	Titanium Workers Union	1	-do-
4.	"	TRANSPORT	Steam & Motor Boat Crew Association	6	The union did submit its annual returns in May 1958. Returns were sent by registered post on 31.5.58 (Registration receipt No.128 can be produced)
5.	"	"	Kerala State Transport Employees Union	15	The contention that the union did not produce records is incorrect. The Union did produce all the records asked for by the verifying officer and the officer checked them all.
6.	"	"	A.T.P.M.M. Workers Union, Kayankulam	16	The officials of the All-Travancore Private Motor & Mechanical Workers Union (A.T.P.M.M. Workers Union) went to Quilon Rest House on 9.2.59 and produced all the required papers before the Labour Inspector (Central) who verified them thoroughly and put his signatures on union records. It is therefore strange how it can be stated that the union did not produce records.
7.	"	PLANTATIONS	Kunnathur Thottam Thozhialali Union	6	The union produced all the required books before the verifying officer who somehow chose to check only the membership and subscription registers only. And to make matters worse, he wrote on the register certain remarks to the effect that only the subscription register was produced. The union could not at the time decipher these remarks and hence could not protest on the spot. Such practice on the part of the verifying officer is highly objectionable.
8.	"	"	Arnad Taluk Plantation Labour Union	10	Since the union was asked to produce the records at a place 64 miles away, the Union wrote to the RLC on Feb.7,1959 to for fix a nearer station. No reply was received from the RLC (C), Madras.

Sl. No.	State	Industry	Name of the Union	Sl. No. in verified list	Specific Objection concerning verification results
KERALA					
9.	MINE	PLANTATIONS	Ranni Plantation Workers Union	16	The union never received any intimation from any verifying officer, asking them to produce records.
10.	"	BUILDING & PUBLIC WORKS	Fercke Commonwealth Trust Tile Workers Union	40	The union did submit the annual returns in time.
11.	"	PRINTING & PUBLISHING	Trivandrum City Press Workers Union	4	The union did produce all the records before the verifying officer who checked them thoroughly.
12.	"	PERSONAL SERVICES	Kerala Hospital Contingency Employees Union	3	The union never received any intimation from the verifying officer.
13.	"	MISCELLANEOUS	Travancore Coir Factory Workers Union	31	The membership stated as verified is incorrect. The union has a paid membership of 10,727.
14.	"	"	Paravur Coir Factory Workers Union	47	The union never received any intimation about verification.
15.	"	"	Thiru-Cochi Kasuandi Thozhilali Council	171	The union is affiliated to AITUC since long. Documentary evidence can be produced to prove this fact.

**STATEMENT SHOWING OBJECTIONS TO VERIFICATION RESULTS IN RESPECT OF  
UNIONS AFFILIATED TO AITUC IN THE STATE OF PUNJAB**

Sl. No.	State	Industry	Name of Union	Sl. No. in verified list	Specific objections concerning verification results
<b>IN PUNJAB</b>					
1.	Punjab	Textiles	The Panipat Woollen Workers Union, Bharar	11	The statement that the union did not submit its returns for the year 57-58 is wrong. The union did submit its annual returns, long before the verification took place.
2.	"	Engineering	Iron & Steel Workers' Union, Batala	1	The union submitted a membership of 1,000 in its annual returns and not 100 as stated.
3.	"	Transport	Dist. Transport Workers Union, Sargaon	4	The statement that the union did not submit its returns for the year 57-58 is wrong. The union did submit its annual returns, long before the verifications took place.
4.	"	"	Road Transport Employees Union, Yamunanagar	6	The statement that the union did not submit its returns for the year 57-58 is wrong. The union did submit its annual returns, long before the verification took place.
5.	"	Sugar	Sugar Labour Union, Yamunanagar	3	The statement that the union did not submit its returns for the year 57-58 is wrong. The union did submit its annual returns long before the verification took place.
6.	"	"	Janta Cooperative Sugar Mills Mazdoor Union, Bhogpur	5	The statement that the union did not submit its returns for the year 57-58 is wrong. The <del>union</del> union did submit its annual returns long before the verification took place.
7.	"	Building & Public Works	United Timber Workers Labour Union	1	<sup>of 200 workers</sup> The 200 membership claimed by the union has been deleted without giving any reason in the statement.
8.	"	"	Imarti Mazdoor Union, Panipat	5	The statement that no worker paid subscription is incorrect.

1 2 3 4 5 6

- |    |                      |                                    |   |   |
|----|----------------------|------------------------------------|---|---|
| 99 | Punjab Food & Drinks | Chakki Workers' Union, Bissar      | 1 | The statement that the union did not submit its returns for the year 57-58 is wrong. The union did submit its annual returns long before the verification took place.                       |
| 10 | "                    | Miscellaneous Labour Union, Khanna | 2 | The union is a registered and functioning union. Its registration No. is 11 of March 10, 1954. Hence the statement that the union does not exist with the registrars' records is untenable. |

STATEMENT SHOWING OBJECTIONS TO THE VERIFICATION RESULTS IN RESPECT OF  
THE UNIONS AFFILIATED TO AITUC IN THE STATE OF WEST BENGAL

Sl. No.	State	Industry	Name of Union	Sl. No. in verified list	Specific objections concerning verification results
1.	W. Bengal	Textiles	Garden Reach Textile Workers Union	1	The union has fully paid membership of 10,124. That all these members fully paid their subscriptions during the period ending 31st March 1958, was shown to the verification officer with relevant documents and records. According to the union Constitution all the membership dues are realised from the members at a time.
2.	"	"	Panitali Cotton Textile Workers' Union	4	Returns were duly submitted by the union.
3.	"	"	Textile Workers' Union, (Mohini Mill No. 2)	5	The union has fully paid membership dues according to the union constitution are realised once in a year.
4.	"	Iron & Steel	United Iron & Steel Workers' Union	1	(i) The union has fully paid membership of 15,169 for the year 1957-58 hence the question of applying stipulated principle does not arise.  (ii) Spot verification, inspite of protests from the union, was conducted in the presence of the representatives of the management. The union informs us that the spot verification was practically conducted under the guidance of the management.
5.	"	Engineering	Belur Iron & Steel Workers Union	25	The registration of the union was not cancelled.
6.	"	"	Bharat Electrical Industries Workers Union	28	Both these union submitted their annual returns in the month of June 1958. The unions can produce acknowledgement receipts to prove this.
7.	"	"	C.Comens Mazdoor Union	32	
8.	"	Transport	Calcutta Tramways Workers' Union	6	The union has a fully paid membership of 8,077. According to the union constitution dues are collected once in a year from the members.

\* of 1018 and the membership



1	2	3	4	5	6
9.	West Bengal	Plantation	Darjeeling Dist. Chia Kaman Mazdoor Union.	1	The Union has a fully paid membership of 14,012 which include temporary and Bigha (extra) workers also who were not present at the tea gardens at the time of verification. But they nevertheless remain members of the union.
10.	"	"	Zilla Cha Bagan Workers Union	2	(i) The union has a fully paid membership of 25,309. According to the Constitution of the union total dues are collected once in a year.  (ii) Here again the verifying officer conducted the spot verification with the help of and in the presence of the management.
11.	"	Mining	Colliery Mazdoor Sabha	1	(i) The union has a fully paid membership of 14,731. All members are fully <del>xxx</del> paid members and the dues are realised in one single instalment.  (ii) Though it is stated in the statement of verification that spot verification was done, the union informs us to the contrary that no spot verification was ever done in the collieries.
12.	"	Transport	Bengal Mariners Union	1	The union has a membership of 7,995. The <del>xxx</del> nature of work is such that very often a member of the union returns after two years from his voyage, hence there is a provision in the union constitution that even if the dues are not cleared for two years the member retains his membership.  In view of this peculiar nature of work neither stipulated principle nor spot verification can give any idea of the true membership of the union. Hence the figure <del>ix</del> submitted by the union in the annual returns and the membership register should be accepted.

1	2	3	4	5	6
13.	W.Bengal	Chemicals	Brahmachari Research Institute Karmachari Samiti	11	The registration of the union has not been cancelled.
14.	"	Building & Public Works	C.P.W.D. Workers' Union	3	The union is a branch of the All-India Union <del>xxxx</del> i.e. Central P.W.D. Workers' Union, New Delhi, but the membership of the union has not been included in the membership of the All-India union.
15.	"	Miscellaneous	Kolghat Mazdoor Karmachari Union	14	The union has submitted its annual returns.
16.	"	"	W.Bengal Fruit Sellers Union	43	The statement that the union is not registered is wrong. The union was registered <del>ix wrong</del> on May 28, 1953 and the registration number is 2810. The union has been registered ever since.

STATEMENT SHOWING OBJECTIONS TO THESE VERIFICATION RESULTS IN  
RESPECT OF UNIONS AFFILIATED TO INTUC IN THE STATE OF PUNJAB

Sl. No.	State	Industry	Name of Union	No. of in-veri- fied list	specific objections concerning verification results
1.	Punjab	Textiles	F.I.T Karmacha- ri sangh, Shivani	6	The membership claimed in the annual returns is also inflated. Our original objection still stands
2.	"	Engineering-	The Ambala Electric Supply Co. Ltd. Workers Union, Ambala Cantt.	6	<i>since in spite of our objection verification was not done.</i> The original objection that union is not affiliated to INTUC is repeated. It is an independ- ent union.
3.	"	Cement	Bhupendra Cement Workers Union	3	The union writes to say vide their letter No. LU/BCW/4/33, dated July 24, 1959, addressed to Chief Labour Commissioner, New Delhi with a copy to Shri S.A. Dange, General Secretary, AITUC, that their union had never been affiliated to INTUC. Hence the union should be scored out from the INTUC list.

TOTAL AITUC OBJECTIONS AGAINST HMS

	Total	Sustained	Partly sustained	Not sustained
Delhi	2	2	x	x
U.P.	9	8	x	1
Rajasthan	2	2	x	x
Mysore	4	4	x	x
Bihar	4 (one dropped)	3	x	x
Madras	4	3	x	1
West Bengal	25	21	1	3
Bombay	6	5	1	1
Andhra	1	1	x	x
	57	49	2	5

TOTAL AITUC OBJECTIONS AGAINST UTUC

	Total objections	sustained	partly sustained	not sustained
Kerala	20	19	x	1
U.P.	2	2	x	x
Bihar	10	9	x	1
West Bengal	14	10	1	3
	46	40	1	5

STATE-WISE CHART OF OBJECTIONS RAISED TO INTUC CLAIMS  
BY A.I.T.U.C.

Total No. of Objections	Sustained	Partly Sustained	Not Sustained
Andhra 30 (one union dropped)	23	x	6
Bihar 23	18	1	4
Bombay 14	11	x	3
Kerala 13	13	x	x
M.P. 10	8	x	2
Madras 25	15	1	9
Mysore 7	6	x	1
Punjab 39 (one union dropped)	27	1	10
Rajasthan 14	10	x	4
U.P. 20	16	x	4
West Bengal 73	63	x	10
Delhi 21	17	1	3
Orissa 9	7	x	2
Assam 11	6	x	5
309	240	4	63

Total number of letters written to individual unions.

104 on July 15, 1959; 31 subsequent acknowledgements etc.

First circular sent on July 7, 1959

Second Circular sent on July 23, 1959

Third circular sent on

Total Number of replies received 86  
from PTUCs.

1. Madhya Pradesh Particulars sent
2. Punjab Particulars sent
3. Uttar Pradesh Trade Union Congress Particulars sent
4. Bihar
5. West Bengal Particulars sent
6. Madras Particulars sent
7. Bombay Particulars sent
8. Kerala Particulars sent
9. Mahagujrat
10. Andhra Particulars sent

TOTAL AITUC OBJECTIONS AGAINST INTUC CLAIMS

1. Madhya Pradesh	10
2. Kerala	13
3. Punjab,	39
4. Delhi	21
5. Uttar Pradesh	20
6. Rajasthan	14
7. Mysore	7
8. Bihar	23
9. Madras	25
10. Assam	11
11. Orissa	9
12. West Bengal	73
13. Bombay	14
14. Andhra	30

309