

Indian Labor
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The Indian Labour Journal

Official organ of the B. N. Railway
Indian Labour Union.

EDITOR—V. V. GIRI.

Bar-at-Law.

Vol. III

March & April 1926.

No. 6 & 7

“Millions of Newspapers definitely hostile to Labour circulate everyday, because they are bought by the working men who have not yet acquired the habit of spending their money on a friend instead of an enemy.”

J. R. CLYNES M. P.

*Lord Privy Seal and Ex Leader
of the House of Commons.*

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Indian Labour Journal which wants more readers,

BUSINESS NOTICE.

—:o:—

All communications and articles intended for publication in the Indian Labour Journal must be accompanied by the name and address of the writer not necessarily for publication, but as a guarantee of good faith. Correspondents are requested to write legibly on one side of the paper only. The rejected contributions cannot be returned unless a stamped and addressed envelope is enclosed for the purpose.

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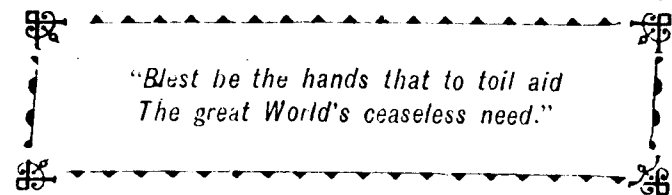
All literary communications such as contributions, reports of events, etc., should be sent to Mr. V. V. Giri, Bar at law, Editor, the Indian Labour Journal, Berhampur, B. N. Ry., (Ganjam District)

Business communications of every kind such as subscriptions, advertisements, complaints, changes of address etc. should be addressed to the General Secretary, B. N. Ry. Indian Labour Union, Khargpur.

Notice to Subscribers.

—:o:—

The attention of the subscribers is drawn to the fact that their subscriptions expire with the September 1925 number. The Indian Labour Journal commences its third year from October 1925. Present as well as all other intending subscribers are therefore requested to send by money order Rs. 2-0-0 subscription for the year ended September 1926 to the General Secretary B. N. Ry. Indian Labour Union, Khargpur. Present subscribers wishing to discontinue the Journal should at once intimate the manager of their intentions. In the absence of any such intimation the Journal will be sent to them per V. P. P. for Rs. 2-6-0



"Blest be the hands that to toil aid
The great World's ceaseless need."

The Indian Labour Journal.

March & April 1926.

Robertson Enquiry Committee.



WE have very great pleasure in reviewing the work of what has been very aptly & happily styled as the Robertson Enquiry Committee, which was appointed at the momentous interview held on 13th February 26 between the representatives of the B. N. Ry. Indian Labour Union headed by the President and Mr. H. L. Cole the Chief Mechanical Engineer.

A cloud no bigger than a man's head appeared on the horizon at Khargpur about the beginning of December '25 and very soon a storm in the shape of 'Retrenchment' ranged in the workshops from the 7th to the 19th December '25. The United front put up by the workers who were prepared to make any sacrifice

and stand by their Union preserve their home & hearth on the one hand and in consequence, the reasonable attitude taken up by the administration on the other has averted a cyclone which would otherwise have ended in a disaster resulting in an undesirable strain on the reasonably good relations between the Railway administration and the Union.

We then considered, we closed the year one thousand nine hundred twenty five happily only to begin the new year with peace and plenty. But our hopes did not come to pass. Unfortunately it may be, there was a growing feeling amongst the employees, especially at Khargpur, that the treatment meted-out by certain officers especially the Loco

Auditor in the introduction of his notorious disc and punching system which knocked at the very root of the self-respect of the worker (which was so much insisted on by Sir George Godfrey the ex-popular agent B. N. Ry. in one of his memorable utterances at an annual meeting of the union) and consequently there was huge agitation at Khargpur. Added to this the very existence of the investigation department in the workshops with undesirable representatives in the nominated workshop committee to help it, became a menace to the safety & welfare of those who were working in the shops at Khargpur.

Further more, there was a growing feeling that indiscriminate & unjust dismissals without proper enquiry were going on for some time past making the conditions of service very risky on the Railway. Above all these, there was the retrenchment scare consequent on the arrival of Mr. Hazeltine. The result of all this was a great discontent on the part of the men undesirable in the interest of an orderly administration. Feelings ran high and at one time we feared that the ship of peace was drifting directly against the rocks. We don't want to go into the details of the controversy so well known but we contend ourselves by stating that the fair mindedness & in

responsibility of Mr. H. L. Cole saved an unhappy and critical situation which would otherwise have disturbed the future interests of the men, the happy relations between the union and the administration and ultimately the very prestige of the B. N. Ry. Company. Mr. H. L. Cole's name will go down to posterity as a statesman who in conceding the formation of an enquiry committee has enunciated a principle of a far-reaching character whereby he has practically admitted that in a moment of crisis, it would be safe for the representatives of the administration & that of the men, to sit & dispassionately go into the whole matter and arrive at some understanding. In our humble opinion such a step would always end in happy results and from the little experience we possess of labour conditions in this country any grave labour crisis could be averted in such a manner.

Some critics as well as sympathisers of our movement were sceptical about the findings of the enquiry committee as to whether the union representatives would or could see eye to eye with the responsible officers of the administration sitting on the committee and whether after all the findings if favourable to the men, would be acted on the part of the administration.

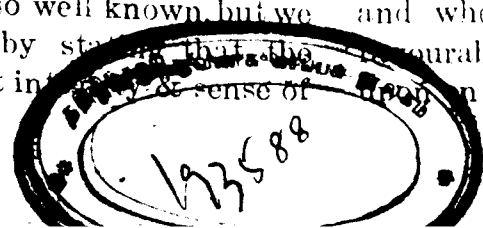
We must make it clear, that we always believed that the understanding arrived at at the interview would be acted upon & given effect to without question both by the employer & the employee. Judging by the results, we are happy to state we did not prove a bad prophet. We are proud to feel that the enquiry committee, which sat for about twenty days and gone into all matters under reference in such a dispassionate way, that their finding would have done credit to any judicial tribunal in the land. We must unhesitatingly acknowledge the way in which Messrs Robertson the Chairman & Mr. Cronan have treated their colleagues Messrs Kashinath Muttu, Venkatarayulu & Row, though apart from their positions in the committee & the Union, they were their subordinates. We only hope this noble example set up by these high minded gentlemen will be followed by other officers.

At the same time we will be doing bare justice to Messrs Venkatarayulu Kasinath Muttu and P. R. Row if we state that they have stood by their Union and indirectly by the thousands of men whom they heroically represent at a very great risk to their very bread. We hope every Indian employee on the Railway will follow the noble example set up by them.

We heartily endorse every sentiment expressed in the resolution passed at the monster meeting held under the auspices of the executive council (central) of the B. N. Ry. Indian Labour Union on 21st March congratulating Mr Cole for his "spirit of fairness sympathy and broad mindedness". We can only assure the C. M. E. that the resolution passed was not one to record a formal thanks but that everyone at the gathering felt sincerely what Mr. Cole has done for the men & in the interests of an orderly administration.

Mr L. Greenham the agent of the Railway had to face some of these matters of difficulty at the outset of his regime. But however we have been told & we are glad to record the same here, that he handled the situation in an able manner by supporting Mr. Cole in all his actions & finally by accepting the findings of the committee. For this wise step he deserves the thanks of the employees on the Railway. We only hope that he will handle the situation carefully even in respect to the retrenchment. We hope the resolutions passed at the highly representative mass meetings held at G. R. C & K. G. P. have been brought to his notice.

We have not much to criticise the findings of the enquiry committee & we therefore contend ourselves by



stating that we subscribe to the findings given and we published the same elsewhere for the information of the reader. We are not in a position to agree with some of the observations made by Mr. Oldfield on the findings but at the same time we are glad to mention that he readily agreed with the proposal for the formation of an enquiry committee so soon as Mr. Cole talked to him on the phone at the time of the interview on 13-2-25. We do however hope that he realizes that the B. N. Ry. Union is not an unreasonable body but one which is

always ready to shoulder responsibility to bring about happy relations between the employer and the employee.

We are glad that Mr. Cole has practically given his assent to the findings arrived at at the enquiry committee & furthermore considered that the existence of the investigation department as at present constituted is unnecessary if not undesirable.

We do consider that with good will & co-operation matters can always be adjusted in a manner creditable to all parties concerned.

B. N. Ry. Indian Labour death Benefit Fund

TO THE GENERAL SECRETARY

INDIAN LABOUR UNION KHARGPUR.

Dear Sir,

WITH reference to your letter No. D 3 1887 dated 1st April 1926 I beg to state that I am issuing necessary instructions to my Chief Auditor to transact the business as usual with the Indian Labour Union Benefit Fund and to remit all amounts to the Bank held in trust during the period the work was suspended, and advising the same to the General Secretary Indian Labour Union Death Benefit Fund Chakardharpur as requested.

The Editor, B. N. Ry. Gazette, is also directed to publish notices regarding "calls" which will be under the signature of the Secretary Death Benefit Fund, Chakardharpur, & those of meetings under the signature of the Secretary countersigned by the President.

Copy to V. V. GIRI ESQ. President B. N. RY.

Indian Labour Union for information.

(Sd.) A. B. GEORGE,
For Agent.

Yours truly
(Sd.) A. B. GEORGE,

For Agent.

Representation Gazette.

No. 34

It was brought to the notice of Dist. Transportation Officer, B. N. Ry., Khargpur that Mr. Thomson, Yard Master at Khargpur Station assaulted one of the staff named Seshayya and that within the course of three months, he had to his credit 4 assaults on the staff. When the General Secretary inquired of the District Transportation Officer, what he proposed to do in connection with the case in order to guard against such irregularities in future, he curtly replied that "what action is taken is no business of the Labour Union". This is mentioned merely to show the attitude of some responsible officials of the Railway who do great disservice to their administration by such acts.

No. 35

When the General Secretary was at Manharpur, it was brought to his notice that the arrangement for drainage of the A. S. Master's quarter was insufficient, making the place quite insanitary. When the matter was represented to the District Engineer, Chakradharpur, he informed the Union that the drainage has since been set right.

No. 36

Hansikhan, Cabin Jamadar, Khargpur was badly assaulted by some Khansamas, while on duty, in his act

of preventing them from crossing the line while a goods train was being admitted. The Medical authorities could not certify that the injuries were caused when the man was on duty and consequently the period of his sickness from 21-10 to 9-11-24 (20 days) was not treated by the authorities as "Special Leave injured on duty".

The case was represented by the Central Council of the B. N. Ry Indian Labour Union, Khargpur as a result of which the D. C. O., Khargpur states that the Agent has since decided to treat the period of sickness as "Special leave on full pay due to his being injured on duty."

Thanks of the Union are due to the Administration.

No. 37

A joint representation against the Establishment clerk of Bhojudih was sent to the Central Council of the Union by the staff of the Traffic Department who have been put to a severe test regarding their leave, passes increment, debits, sick reports etc. The matter was brought to the notice of the Superintendent General, Kidderpore for alleviating the situation. An enquiry was made by Mr. Firth and the Superintendent General. Kidderpore thought it would be quite safe to leave the matter in his hands.

No. 38

On the S. I. Ry. there is a general practice that those employees who after 30 years approved service are granted free passes over their home line twice a year during the rest of their life time in recognition of their services. The Central Council approached the agent to grant such a privilege to all employees who retire from the service of the Railway after rendering faithful service, so that it will be an incentive to many of the employees to qualify themselves for the privilege; but the Agent does not propose to alter the existing procedure.

No. 39.

Guard B.N. Chatterjee was reverted from the category of Indian guards to a Relieving clerk and on enquiry he denied having made any statement to the Traffic Convasser save that the latter asked the former to extend passengers travelling without tickets which he did and realised the amount due from the passengers and not paid from his pocket as presumed by the

Traffic Convasser. The Central Council approached the District Commercial Officer, Khargpur to give him another chance as a guard in some other section of the line instead of being reverted to a lower grade. The Superintendent General, Kidderpore informed the District Commercial Officer, Khargpur that he was not prepared to re-open the case. On further representation the Superintendent claims informed the Union that he was drawing Rs. 50/- from 1-10-1925 which was more than what he was actually drawing in his capacity as an Assistant Parcel clerk.

No. 40

Painter Gafuruddin, Raigarh was not paid the amount of Rs. 17-4-0 being his travelling allowance and Rs. 1-11- on account of house rent for July 1923. The matter was represented to the Chief Engineer, Calcutta who was kind enough to issue instructions to the District Engineer Chakradharpur to prepare and send in for sanction a bill in settlement of his dues.

Proceedings of the mass meeting on 5-3-26 at Garden Reach Branch.

A monster mass meeting of the employees of the Bengal Nagpur Rly. Head Offices at Garden Reach was held under the auspices of the Bengal

Nagpur Railway Indian Labour Union Garden Reach Branch, at the Hindu Tiffin Room, B. N. Railway House, Calcutta, on Friday, the 5th March 1926 at 5 P. M.

Mr. V. V. Giri, Bar-at-law, President, was on the chair.

Amongst others Messrs. P. K. Chakrabarty, Editor, Forward, Kishori Lal Ghosh, Joint Editor, Patrika and Sanjib Chowdhury Secretary, Press Employees' Association attended the meeting.

In spite of the inclement weather just as the clock struck the closing office hours, the employees thronged in and within 5 minutes the spacious Hall was packed to the full. Many could not find place in the Hall and so took their stand outside the windows and watched the meeting with abated breath. Signs of resentment were clearly marked on every face and chorus of indignant protests was heard from the crowd from the very start to the finish of the meeting for the inconsistent policy of the Administration in dispensing with the services of ill-paid Indian Subordinates and menials in the name of Retrenchment at a time when the princely salaries of the Non-Indian Officers are augmented by giving effect to certain portions of Lee Commission's recommendations involving a huge recurring expenditure.

At the very outset the President said that in the top heavy administrations like Railways in India, retrenchment should begin from the top and not from the bottom and the poor over-

worked Indian employees who somehow manage to keep body and soul together should not be made victims of the Retrenchment Axe. He also deplored the fact that this Union, recognised though it is, was not given an opportunity to express its opinion on the Report of Mr. Heseltine, before it was sought to give effect to it.

Some of the employees dwelt at length on the inconsistent policy of the Administration in taking away the morsels of bread from the ill paid subordinates on the one hand in the name of retrenchment of Working Expenses, while enriching the already rich Non-Indian Officers in the name of granting them the boons of the recommendations made by the Lee Commission.

They continued that in accordance with the Report of Mr. Heseltine there is every likelihood of numerous subordinate employees being thrown out of employment resulting in the starvation of hundreds of poor families of employees who have spent the best portions of their lives in serving this Railway and are now going to be thrown out for no fault of theirs when they can ill afford to begin life afresh. The policy which dictates the Authorities to ride rough shod over the feelings and privileges of the Indian employees was strongly deprecated.

After some more employees had addressed the meeting regarding the impending peril which might overtake them, Mr. P. K. Chakraborty, Editor, Forward, in course of a nice little speech remarked that though justice was on the side of Labour, yet as the Hebrew prophet had said, "justice stands afar off and judgment has been turned back". If they want justice, he went on to say, they must stretch out their hands to drag justice to their side. God has sent justice to this world but they must have to get it by their own sustained and organised effort, they must wrest it from unwilling hands. Suffering and stern determination coupled with unity will enable them to get to their destined goal.

In conclusion Mr. Chakraborty appealed to the audience to always bear in mind the well known maxim which figured in their notice bill "United we stand, divided we fall".

Messrs. Kishori Lal Ghosh, Joint Editor, Patrika, and Sanjib Choudhury Secretary, Press Employees Association, also spoke dilating on the same point and on the principles of Trade Unionism.

The meeting then adjourned late at night.

The following resolutions were unanimously passed without a single dissentient voice:—

Resolution No. 1

This meeting strongly disapproves the action of the Administration in giving effect to Mr. Heseltine's Report with regard to Retrenchment; so far as the ill-paid Subordinate employees are concerned, while holding in abeyance any such action with reference to the recommendations of the said Report in respect of the employees of the Superior Establishment.

Resolution No. 2

Whereas on the one hand the Administration takes recourse to doing away with the services of some of the ill-paid Subordinate employees over this Railway in the name of Retrenchment consequent upon the Report of Mr. Heseltine and on the other hand immensely benefits the other class of employees of the non-Indian Superior Establishment by way of adopting some recommendations of the Lee Commission, this meeting is of opinion that the Administration has displayed its utter inconsistency and has decisively proved itself partial.

Resolution No. 3

In view of the fact that the middle class workers are the worst victims of unemployment and low wages, it is most disappointing to find that this Railway has taken recourse to Retrenchment at a juncture when the

Government and the Public are endeavouring their best to solve this acute problem, and this meeting therefore, strongly protests against such actions or any further action likely to be taken under the unpublished Heseltine Report which will do nothing but swell up the bulk of the unemployed.

Resolution No. 4

This meeting recommends to the Central Council of the Indian Labour Union to find out ways and means to meet the serious situation namely Retrenchment consequent upon Mr. Heseltine's Report and to arrange for a representative deputation, if necessary, to wait upon the Agent at an early date.

Resolution No. 5

This meeting takes strong exception to the granting of salaries of Rs. 18, Rs. 24 etc., per month to certain recruits of the clerical establishment of this Railway in continuation to the Gazette Notification (Standing Order No. 3, No. 1 of 1st January 1921) fixing their minimum pay in the Offices at Rs. 33 per mensem, a figure in itself too low and not a living wage.

"**Child Labour**" by Julia E. Johnson, published by the H. W. Company, New York, in the Handbook Series.

Mrs. Johnson was a factory inspectress, and had good opportunity to study the subject first hand. She actually examined hundreds of boys and their guardians, and draw her conclusions. She also got them verified by comparing the writings of other observers.

She finds that the primary cause of employment of child labour is the pressure of economic conditions.

(1) The income of child labour goes to supplement the income of the parents or the guardians.

(2) The child has to be prepared early to enable him to maintain himself in future.

(3) Child labour is employed owing to its cheapness.

Early employment of children has a very deteriorating effect on the future life of the child. He suffers physically, mentally, and morally. He turns out a bad citizen, an inefficient worker, and an ineffective soldier. A Child is the Nation's chief asset, being the future citizen. Any expense and trouble undertaken to improve the efficiency of the child will

not be wasted. To prevent the deterioration of the future citizen, education including that in the continuation schools, and preventive legislation are suggested. The minimum age should be raised. Local or provincial legislation has not been found effective. Inter-provincial and if possible, international legislation is recommended. Localities adopting anti-child-labour legislation, find themselves at a disadvantage, when their neighbours do not adopt the same. The book is not an exclusive work of the author, but is a compilation of similar writings of others. I recommend the book to all those, who have their country's good at heart.

The results of the adoption of the Eight-Hour Day. The eight-hour day and the Human factor in production by Professor Edgar Milbourn.

This is an article written in the International Labour Review No. 2 February 1926. The sources of information and observation are various government departments and statistics and the reports of commissions specially appointed to investigate the matter. Evidence is taken, in addition, from large firms, whose records are also consulted. The conclusions arrived at are:—

(1) The reduction of hours of labour is invariably followed by better health

of the workers, reduction in accidents, reduction in unrest, and alcoholism, improvement in their intelligence and morals.

(2) The reduction of the hours is also followed by production better in quality and quantity, where hand-work predominates machine work, such as mining, fitting, machining, transport &c. &c.

(3) But where comparatively automatic machines are working, such as spinning in cotton and woolen mills where machines are working without human effort, but are supervised by men, the production does not show any increase, but on the contrary shows a little decrease, if not pro-rata.

(4) These results are attributable to the reduction of lost time, increase of production per actual working hour, and the change of remuneration introduced by the employers, after the adoption of eight-hour day.

It has to be noted that there are no machines which work without human supervision for adjustment and replenishment of raw material, in any industry, day in and day out. Human factor, however small, is absolutely necessary and the hours of labour must always be regulated in relation to the limited amount of stamina and power of endurance in the human frame. It

has, further to be noted that industry is meant for humanity, and not the reverse.

Poona. } D. R. THENGDI,
Ex. President,
All India Trade Union Congress

Important Correspondence regarding the workshop committee

To
THE GENERAL SECRETARY,
Indian Labour Union,
KHARGPUR.

Dear Sir,

Arising out of representations and my notes of discussions held from time to time with Mr. Giri and representatives of the workmen, certain matters have been under examination with a view to adjusting specific complaints mentioned in connection with (A) questions relating to quarters, and (B) the functions of the Workshop Committee.

The results of this examination are given hereunder for your information.

A. REGARDING QUARTERS:—

Note:—(1) The House Inspectors to be under the Executive Officer.

ACTION:—The alteration is being arranged so far as this Department is concerned, between the Departmental Officers and the Executive Officer.

Note:—(ii) Waiting list of applicants for quarters to be based generally on length of service.

ACTION:—The whole question of the allotment and distribution of quarters is under revision at the present time, and all Departments have been referred to.

This proposal will be dealt with amongst other details in the revised arrangements when the latter are framed.

Note:—(iii) The system of giving the informer the quarters from which a person informed against has been evicted leads to bad results.

ACTION:—The practice referred to appears to be open to abuse. This also will be referred to the new authority for the allotment and distribution of quarters.

B. REGARDING THE WORKSHOP COMMITTEE:—

Note (iv). The Workshop Committee is not intended to interfere with matters outside the Workshops.

ACTION:—Instructions to make this clear have already been brought into force.

Note:—(v)-(a). The election of Workshop Committee Members to be preferably by show of hands in the presence of a responsible officer.

(b) If there is a responsible official of the Indian Labour Union present at the election of the Workshop Committee members, the Indian Labour Union will undertake to refer or to leave to the Workshop Committee all complaints which, being of a local or individual nature, lie properly within the province of the Workshop Committee to settle direct with the Management.

(c) The functions of the Workshop Committee to be clearly defined and differentiated from those of the Labour Union.

ACTION:—(a) & (b) Have been discussed with the Superintendent of Workshops, and agreed to. Details of the Election Rules, the formation of an Election Board, and definitions to cover the eligibility of candidates for election, will be framed accordingly, by the Superintendent of Workshops, who, in view of item (b) above, is authorised to consult with the General Secretary and if necessary with other officials of the Indian Labour Union in dealing with this matter.

(c) The status and functions of the Workshop Committee have been reviewed and revised, to define clearly the scope and limits of the Committee's work and objects.

Status and Functions of the Workshop Committee.

(Revised February 1926.)

I. STATUS:—

The Workshop Committee is a consulting body for the assistance of the Workshop management with a view to the prompt and equitable settlement of individual complaints or localised workshop disputes.

II. FUNCTIONS:—

It will bring to the direct notice of the Workshop Management, matters causing hardship or annoyance to the staff in the course of their employment in the Workshops, and will assist as far as possible in smoothing out such matters with the least possible delay.

III. COMPOSITION:—

The Workshop Committee will consist of a limited number of workmen elected by their fellow-workmen under approved election rules, to represent the different shops employed in the Workshops.

IV. USES:—

The Management will utilise the Workshop Committee to endeavour to secure a correct understanding of the employee's point of view and on the other hand to convey to employees, if and when requisite, a correct explanation

tion of any orders or action that may be necessary in the interests of discipline, efficiency and output.

V. POWERS:—

The Workshop Committee has no executive powers. It is concerned only with matters pertaining to workers in the shops and not with

matters outside the Workshop boundaries. Except in its purely consulting capacity in cases of alleged hardship or dispute, it has nothing whatever to do with the engagement, promotion, reduction, discharge, or dismissal of staff; and it has no authority to interfere with the management of the Workshops.

N. M. Joshi's Visit to Kharagpur

—O—

Srijut N. M. Joshi, M. L. A., General Secretary, All India Trade Union Congress, Bombay, and Labour Representative arrived at Kharagpur on 2nd Jan. 1926 by night train at 1-30 A. M. A formal reception was accorded to him on the platform by the members and Officials of the B. N. Ry. Indian Labour Union, Kharagpur.

A procession was arranged at 6-30 A. M. and he was escorted by the B. N. Ry. Indian Labour Union. Volunteers to the Guest house. Another huge procession was arranged at 2 P. M. and he was conducted in a gharry to inspect B. N. Ry. Quarters No. 1 & 2, 3, 4 & 5 types. He also visited the B. N. Ry. Indian Labour Union Office at Khurda & thence presided over a Mass Meeting of the B. N. Ry. Indian Labour Union consisting of about Six Thousand employees held in front of the Indian Re-

creation Ground at 3 P. M. Great enthusiasm prevailed.

The following resolutions were passed unanimously.

At a Mass Meeting attended by over 6,000 men of the Kharagpur B. N. Ry. Indian Labour Union held on Saturday the 2nd January, 1926 at 3 P. M. under the Presidency of Srijut N. M. Joshi M. L. A. (Labour Representative) and General Secretary "All India Trade Union Congress, Bombay, who addressed the Audience, the following resolutions were unanimously passed.

1. Wherein various grievances of a serious nature exist among all classes of employees on the Bengal Nagpur Railway, this meeting is deliberately of opinion that there must be a thorough enquiry into such grievances and urges on the Government of India the immed-

date necessity of appointing a Committee of enquiry as recommended by the Legislative Assembly on 5th Feb. 1925, to go into details and take evidence from the workers representatives and formulate measures for their redress.

2. That in view of the great discontent that prevails among the Railway Employees, this meeting requests the members of the Imperial Legislative Council to bring a pressure upon the Government to bear in the matter.

3. That a memorial of all the important grievances of the Indian employees of Bengal Nagpur Railway, signed by 60,000 or more people including labour staff, regarding (a) inadequate salaries and daily wages, (b) racial inequality, (c) leave and pass privileges, (d) harsh treatment of the Officers, (e) indiscriminate punishments, (f) infliction of heavy fines, (g) illegal dismissals, (h) Gratuity, (i) inadequate quarters, (j) insufficient medical aid, (k) want of technical education, (l) provident fund, (m) selfish and unjust retrenchment should be submitted to the Secretary of State for India, Railways, London; The Imperial Cabinet of England; The Managing Director of the B. N. Rly. Home Board, London; and Government of India and copies to the Agent, B. N. Ry. Calcutta. The Chief Mechanical

Engineer, B. N. Ry. Khargpur, Railway Board, Simla, and Public Press in India and England.

That for the compilation of the grievances of the staff and taking signatures on the printed memorial and for the complete enrollment of Employees at Head Quarters and on the line, about half a dozen of competent paid Organisers shall be appointed and their expenses met from the Union Fund, for a period of about six months.

4. That this meeting is of opinion that the gratuity should be granted as right to the employees after completing 15 years service and not as gift, and that gratuities should be allowed at the rate of one month's salary for each year.

5. That daily rated staff should also be granted a month's leave with pay in a year (calculated on 24 working days in a month) and in cases where such leave is not taken or granted, the daily paid staff should be paid a month's pay in lieu thereof. They should also be given the same privileges as fixed paid staff, as regards leave passes, Provident Fund and Bonus; Gratuity rules be converted into monthly rate system.

6. That the leave and pass rules should be made one and the same for both Europeans and Indians & Officers and subordinates.

7. That in the opinion of this meeting Nos. 1 & 2 types of quarters at Khargpur and menial staff quarters on line built by the B. N. Ry. Company are quite unfit for human habitation and that the Administration should take steps to improve this type of quarters by dismantling the old ones. Quarters are proportionately very less in comparison with the number of Indian Employees particularly superior quarters for the middle class and supervising staff, and the higher and lower type of quarters shall be built proportionately on a better improved scale as rapidly as possible to meet the demand.

8. That the racial distinction in the matter of promotion, wages etc., of Indian Employees on P. N. Rly. doing the same work should be removed by the Administration.

9. That equal rights, remuneration and privileges should be granted to all B. N. Ry. employees doing the same kind of work, irrespective of race, creed or colour.

10. That the women coolies, Indian Midwives and maid sweepers should be granted leave with pay, similar to Lady Ticket Collectors, Booking Clerks, Nurses, Midwives, and Typists etc., who are granted 3 months leave before confinement, the former are at

present compelled to resign their appointments while they are in the advanced state of pregnancy.

11. That a legal Board should be established and cases of employees not properly enquired and dealt with by the Railway Authorities on the Union representation, should be taken to Court for redress at the expenses of the Union.

12. Resolved that the attitude of the B. N. Ry. Administration since 1920 in withholding the increments of 2nd class Signallers, drawing Rs. 38 & 44 per month, unless they passed the A. S. M's. examination, is highly detrimental to the economical condition of signallers and against the system followed on other Railways. The Railway Administration should therefore be requested to withdraw the compulsion on signallers to pass the A. S. M's test unless they are willing to do so and increments due should be granted in their own grade.

13. Resolved that this meeting strongly protests against the action of the Traffic Authorities in appointing junior office and Telephone Clerks, as controllers class II overlooking the claims of senior, better paid and qualified A. S. M's. in spite of protests made direct and through the Labour Union and urges on the Administration to

promote the staff according to their qualifications and to grant an interview to the General Secretary of the B. N. Ry. Indian Labour Union, Khargpur, to discuss the cases of men who applied before such appointments were made.

14. Resolved that to improve the working factors of the Union, the Extra-ordinary General Meeting of the B. N. Ry. Indian Labour Union should be called for as soon as possible to consider and carry out the following agenda.

1. Passing of the Union Accounts up to the end of December 1925
2. Official year of the B. N. Ry. Indian Labour Union to be changed from 1st April to 31st March, to 1st January to the 31st December.
3. Yearly subscriptions for the Union Membership to be reduced.

B. N. Ry. Indian Labour Union Death Benefit Fund:

AT CHAKRADHARPUR 13-12-25

The second Annual General Meeting of the B. N. Ry. Indian Labour Union Death Benefit Fund held at Chakardharpur on 13-12-25 in the Indian Institute Hall was a unique

4. Fresh elections of office bearers and the Executive Council members for the year 1926 to be made.
5. Question of B. N. Ry. Indian Labour Union Death Benefit Fund to be discussed and its connection with the Union finally decided.
6. Certain Rules and Regulations of the Union as submitted by Mr. W. V. R. Naidu, Branch Secretary Khargpur, to be amended.
7. Appointment of better paid whole time hands of the Union Office work, organisation and enrolment of members on the line.
8. Sanctioning the Budget Estimated Expenditure for the year 1926.
9. Demanding improved Recognition terms of the Union from the Administration.

N. M. JOSHI,
Chairman.

success. The meeting was of highly representative character and great enthusiasm and interest were shown by the Members present in its deliberation.

The following undertaking signed by the representatives of almost all the Branches of the B. N. Ry. Indian Labour Union who convened an informal Conference at Hill View, Chakardharpur in pursuance of the resolution passed by the Adra Branch on 29-11-25 just before the Annual General Meeting was read.

UNDERTAKING.

We the undersigned representatives of our respective Branches assembled at Chakardharpur on the 13th Dec. 1925 do hereby agree that we are willing to abide by the decisions arrived at by this conference regarding the Death Benefit Fund of the B. N. Ry. Indian Labour Union and take the responsibility for our Branches accepting the same and the decisions arrived at this informal conference will be duly placed for the consideration of the 2nd. annual General Meeting of the B. N. Ry. Indian Labour Union Death Benefit Fund to be held to-day at the Indian Institute, Chakardharpur.

It is further resolved that questions regarding the Union matters will also be decided at this meeting after the Fund matters are settled.

SIGNATORIES.

- (Sd.) V. V. GIRI, President, B. N. Ry. Indian Labour Union & Death Benefit Fund, dated 13-12-25

GARDEN REACH BRANCH.

- (Sd.) J. L. GANGULY,
(General Secretary, Death Benefit Fund, Executive Committee Garden Reach).

- (Sd.) K. P. CHATTERJEE,
Representative deputed to attend this compromise meeting on behalf of the Garden Reach Branch dated 13-12-25.

KHARGPUR BRANCH.

- (Sd.) W. V. R. NAIDU, Secretary, Khargpur Branch & (General Secretary, Death Benefit Fund, Khargpur).

- (Sd.) P. RAMACHANDRA RAO,
Committee Member, Khargpur Branch and General Secretary, Executive (Central) Council dated 13-12-25.

ADRA BRANCH.

- (Sd.) S. N. DUTT,
Vice President, Adra Branch.

- (Sd.) PATVARDHAN,
Member, Executive Council, Adra Branch, dated 13-12-25.

CHAKARDHARPUR BRANCH.

- (Sd.) P. S. S. IYER, Hony. Secretary Chakardharpur Branch

- (Sd.) K. S. NAGARKAR,
Member, Executive Council, C. K. P. Branch dated 13-12-25

SHALIMAR BRANCH.

(Sd.) V. R. KALAPPA,
Vice President, Shalimar Branch.

(Sd.) B. N. DAS, Secretary,
Shalimar Branch dated 13-12-25.

BILASPUUR BRANCH.

(Sd.) A. K. MITRA,
Vice President B. S. O. Branch.

(Sd.) L. L. CHOUDHARY, d/ 13-12-24

NAINPUR BRANCH

(Sd.) H. K. BANERJEE, Secretary,
Nainpur Branch.

(Sd.) B. C. GEORGE, Representative of
Nainpur Branch, dated 13-12-25.

KHURDA ROAD BRANCH.

(Sd.) R. N. SINGH, Representative of
Khurda Road Branch, d/ 13-12-25

The following resolution was
unanimously passed:—

1. This 2nd Annual General Meeting of the B. N. Ry. Indian Labour Union Death Benefit Fund resolves to place on record its fullest confidence in Mr. V. V. Giri, the President of the B. N. Ry. Indian Labour Union and Ex-Officio President of the B. N. Ry. Indian Labour Union Death Benefit Fund and endorses all measures taken by him in suspending the activities of the said Fund and calling the second annual General Meeting at C. K. P. (Passed).

2. Resolved that though it is admitted that the Head Quarters of the B. N. Ry. Indian Labour Union Death Benefit Fund should be at Khargpur for the reason that the Head Quarters of the Executive (Central) Council of the B. N. Ry. Indian Labour Union is there, yet, in view of the present controversy the office of the said fund be shifted to a suitable place other than GRC or Khargpur.

Proposed by Mr. S. N. Dutt.

Seconded by Mr. K. P. Chatterjee.

Supported by Mr. V. R. Kalappa.

(Passed).

3. Resolved that the Head Quarters of the B. N. Ry. Indian Labour Union Death Benefit Fund be located at C.K.P.

Proposed by Mr. V. R. Kalappa.

Seconded by Mr. P. R. Rao.

Supported by Mr. Ramnarayan Singh

(Passed).

4. Resolved that whenever there is any controversy within a year regarding Head Quarters of the Fund or any other matter relating to the fund, it should be referred to the Executive Committee of all Branches, which shall depute two representatives from each branch to meet and decide the same.

Proposed by Mr. A. K. Mitra.

Seconded by Mr. Dutt. (Passed).

5. Resolved that the following gentlemen do constitute the Executive Committee for the year 1925-26.

Mr. V. V. Giri, Ex-Officio President.

Mr. A. Pathanker, Vice President.

Mr. D. K. Ghose, General Secretary.

Mr. K. S. Nageerker, Trustee.

Mr. A. K. Mitra, "

COMMITTEE MEMBERS.

Mr. P. S. S. Iyer.

Mr. Balwant Singh.

Mr. J. L. Chowdhury.

Mr. N. C. Roy.

Mr. H. K. Banerjee.

Mr. V. N. Vaidya.

Mr. J. L. Ganguly.

Mr. M. N. Mukherjee.

Mr. Ramkrishna Jha.

Mr. V. R. Kalappa.

Mr. P. R. Rao.

Mr. B. K. Biswas.

Mr. A. N. Bose.

Mr. B. Satya Rao.

Mr. Nazim Mahomed.

AUDITOR.

Mr. Patuwardhan.

The meeting terminated with vote of thanks to the Chair.

The Editor, Labour Journal

Dear Sir,

Encouraged by the support given to the cause of Labour I crave the indulgence of your much esteemed journal and approach you with the following few lines for favour of publications.

The readers of the dailies are aware of the most unhappy incident which took place at Santragachi on the 13th instant when an Oriya cooly boy of the carriage Department of the B. N. Railway met with a watery grave while under orders to fetch some birds shot by some Anglo-Indian employees of the B. N. Railway Carriage Department. The matter was under very careful investigation of the Executive of the B. N. Railway Indian Labour Union of the Shalimar Branch and from the evidence adduced the above Union is given to understand that the deceased who served in the Carriage Department under one of these three Anglo-Indians in question, while he was on duty on the date of occurrence, was asked to get into the water, with a view to bring the 'birds shot'. The Oriya cooly (deceased) twice refused to get into the water in view of the fact that the borrow-pit is full of aquatic creepers and weeds and is an abode of snakes and crocodiles, but ultimately he was prevailed upon and to which he had to submit lest he loses his employment. The boy however, under circumstances explained, plunged into the water

and soon got hold of the birds, but while coming back to the land, where his master with his other two companions were standing perhaps lost his route and got his feet entangled in the aquatic creepers. He then raised a cry and struggled to disentangle himself, but soon got exhausted and his struggle and cry were in vain. From the evidence adduced it appears that the three Anglo-Indians who were standing to receive the objects of their game, instead of rendering any help to save the poor boy from drowning, or taking any action to recover the drowned boy from water and render first aid, promptly took to their heels and made their escape. Some man who appear to be the eye-witness of the unfortunate incident raised an alarm and whereupon a large crowd, mainly consisting of the staff of the Carriage Department, rushed on the scene; but more melancholy it is to note that one Mr. Goudoin a Senior Subordinate of the Carriage Department, who also appeared on the scene, instead of arranging to recover the body of the drowned boy, was observed persuading the Carriage Staff to quit the place and join their work and which the poor workers had to do under threats of punishment. Some gentlemen however, of other departments managed to get a "Donga" from the neighbouring village and with the help of same recovered the body of the poor boy which was then found to be stiff and motionless.

In this connection it is to be stated that the Shalimar Branch of the B. N. Ry. Indian Labour Union have made a representation to the District Loco and Carriage Superintendent, B. N. Railway, Khurpur asking that officer to arrange for compensating the dependents of the unfortunate victim and we understand the matter is under very careful consideration of that officer.

As the feeling among the employees of the B. N. Railway at Santragachi was observed rising high, the B. N. Railway Indian Labour Union, to allay the situation and clear misunderstandings arranged to hold a mass meeting at Santragachi on the 24th instant and recorded in the said meeting further statements made by some witnesses in the above case. The actions taken by the Labour Union in this matter were also explained and the workers in that meeting assembled passed the following resolutions:—

1. "We the Railway Workers of Santragachi gathered together here under the auspices of the B. N. Railway Indian Labour Union do collectively and individually express our heartfelt condolence to the bereaved family of the deceased comrade Bhasker who met with a watery grave on 13-3-26 for no fault of his".

2. "That the Railway administration do take such steps to prevent such unhappy cases in future and also arrange for suitably compensating the dependants of the deceased Bhasker".

Summary report of the Annual General meeting of Indian Colliery Employees Association, JHARIA.

The annual general meeting of the Indian Colliery Employees' Association was successfully held on the 10th January 1926 in the Charitable Dispensary ground Jharia under the Presidentship of Srijut J. M. Sen Gupta amidst great enthusiasm. There was a huge gathering of miners and other colliery employees, a great number of whom came from the remote collieries. After the opening the Secretary Mr. P. C. Bose read the report of the year 1925 and submitted the accounts upto-date. The office bearers for 1926 were then appointed Mr. I. B. Sen, Bar-at-law and Mr. K. N. Sen Gupta were unanimously elected the President and Vice President for the year.

It was then resolved (1) "that special efforts be made to enlist miners and other workmen as members on payment of a weekly subscription of one pice for each member.

(2) "That co-operative stores in suitable centres be opened for the benefit of the miners in general and workmen in particular".

From The General Secretary, B. N. Ry. Indian Labour Union,
To The Commercial Traffic Manager
GRIEVANCES OF THE SIGNALLERS ON THE B. N. Ry.

I am directed by my Council to approach you on behalf of the Signallers on the B. N. Railway, with their following grievances for favour of your consideration.

(3) That the miners incapacitated through illness, certified by Doctors approved by the association and in cases of women miners during the period of their actual confinement be paid annas four per day for each such person provided that the minimum number of miner member reaches the figure 10,000".

Letters expressing sympathy with the cause and regretting inability to attend were received from Messrs T. C. Goswami, Atriali Kanti Bose and others.

The B. N. Railway Indian Labour Union was very ably represented by three members who addressed the meeting. Messrs. Jimutbaban Sen, Prabhadayal Gupta, N. G. Mehta, K. N. Bhattacharjee and Ghotlul Jain addressed the meeting.

The President's speech emphasised the need of a combined Union of miners and other colliery employees for their improvement. Great enthusiasm prevailed.

1 According to Traffic Circular No. 4, paid Telegraph candidates are required to pass the Line Clear Examination before being appointed as Signallers on Rs. 30 per mensem and

their further increment is restricted to Rs. 38 till they pass the A. S. M's Examination. This rule was promulgated on 1-4-1920 and therefore it should not operate on those who were in service prior to that date.

2. There are Signallers who have no taste to work as an A. S. M. but wish to stick up to the Telegraph line since such a system was in existence on the B. N. Rly. at the time of their engagement and therefore they should not be compelled to undergo the A. S. M's Examination and the conditional bar to their increment over Rs. 38 should be removed.

3. The fact that as Signallers they are being given no opportunity of training themselves as A. S. M's is in itself a proof that they cannot be expected to train themselves as A. S. M's while working as Signallers and as such the condition laid down seems to be unjustifiable.

4. From my enquiry in this connection from other Railways I find that the following arrangements exist in different Railways for the training of A. S. Ms.

(a) On the E. B. Rly Signallers are not compelled to pass the A. S. M's examination nor is there a bar to their grade increment on this account but those who

desire to be A. S. Ms, appear at the Train passing Coaching and Goods Examination held from time to time.

The following is the scale of pay of Signallers on that Railway.

A Class	Rs. 30/-	4/-	70/-
B Class	„ 75/-	5/-	115/-
Special Class	120/-	10/-	170/-

(b) On the East Indian Railway if Signaller is willing to appear in the A. S. M's Examination he is examined by the A. T. S. or some other Officer deputed for the purpose.

There is neither any compulsion on signallers to pass the A. S. M's examination nor is their promotion barred in any way, but their grade increase is always open to them in the capacity of Signallers.

The following are the grades on that Railway:—

Signallers Class A	Rs. 30/-	2/-	38/-
B	40/-	2/-	52/-
C	6/-	3/-	75/-
D	78/-	3/-	90/-
E	100/-	5/-	140/-

(c) On the S. I. Rly. A. S. Ms are recruited from Signallers, General Clerks, coaching clerks parcel and luggage clerks and Train clerks if they pass the A. S. M's test but the option of accepting the A. S. M's post is with the man himself.

The following is the grade on that Railway. willingness to go up for that examination.

25/-	21½	35/-
35/-	21½	45/-
45/-	21½	60/-
60/-	5/-	70/-
75/-	5/-	95/-

(d) On the M. & S. M. Rly. there is a separate Traffic Telegraph Department and the following grades have been fixed for Signallers.

D Class	22½ to 40/-
C „	41/- to 55/-
B „	56/- to 75/-
A „	76/- to 120/-

They work as signallers only and are not compelled to pass the A. S. M's examination until they express their

5 Under the circumstances explained above my Council shall be pleased by your kindly looking into the matter thoroughly and removing the bar to the increment of Signallers who wish to stick up to that line as before without passing the A. S. M's examination as notified in the Traffic Circular. Even after passing the A. S. M's Examination if a man is unwilling to accept the position he should not be pressed to accept it and he should not be debarred from further increments as Signallers.

Hoping to hear further.

Crisis in the B. N. Ry Workshop its termination.

RESOLUTION PASSED AT A MONSTER MEETING OF WORKERS
AT KHARGPUR ON 29th, 30th, 31st JANUARY 1926

This meeting expresses its deep dissatisfaction at the unwarranted interference of the Workshop Committee in matters of settlement with Railway Authorities and expresses its resentment at the high-handed and illogical attitude of the said committee in the past as the said attitude has led to grave discontent amongst its members, being entirely opposed to the fundamental principles that characterise the

constitution of Trade Unions. It further desires to impress on the Administration that it should take the Union into confidence and that the Workshop Committee which has the Locus Standi of a middle man is out of place.

2. This meeting regrets to note that the administration has not, even after many representations from the Union, withdrawn the shop orders allotting

quarters to informants who are to a great extent set up by the workshop committee with selfish motives as the existence of those summary orders have been the root cause for such complaints and urges on the authorities to take immediate steps to rectify the matters and revoke the rules under reference.

3. This meeting resolves to communicate to the authorities their surprise at the non-conciliatory attitude of the Workshop Investigation Officer in that he has not responded to the representation to investigate into the cases of the recent dismissals of the men in the New Wagon Shop, Foundry and other shops and to effect a satisfactory settlement in spite of the written & personal representations from the Union and urges on the Authorities the immediate necessity to constitute an enquiry committee consisting of an equal number of representatives from both the administration and the Union to dispose of the said cases. This meeting further views the said attitude of the Workshop Investigation Officer as inimical to developing a spirit of harmony in settling matters that fall within the legitimate duties of Trade Unions as a matter of principle.

4. In view of certain facts that go to establish that the following employees of the workshop are playing

an active part, in the name of administration in fomenting feeling of discord and discontent amongst the workshop staff in general this meeting resolved that the authorities be requested to take necessary action against the said employees so that there will not be a recurrence of their activities in that direction in future.

1. Jagatram.
2. Puttulal.
3. Prag Dutt Towari.

5. This meeting respectfully invites the attention of the Chief Mechanical Engineer to the resolution No. 6 passed at a meeting of the members of this Union held on 14-12-25 and urges upon him to set aside immediately his Accounts Branch Order No. 25 d/20-11-25 introducing disc and punching system as this order is felt by the clerical staff as most humiliating and unreasonable.

6. That this meeting resolves that a deputation of the undermentioned members should wait upon the Chief Mechanical Engineer to place before him the above resolutions and discuss any side-issues thereof. It further authorises the Secretaries to request the Chief Mechanical Engineer to receive the said deputation as early as possible.

1. Pandit Kashinath Muttu.
2. Mr. W. V. R. Naidu

3. Mr. P. R. Rao.
4. B. N. Sircar.
5. Idookhan.

Then the Executive Committee's decision accepting the resignations of Pandit Jagatram and Puttulall confirming the expulsion of Pragdutt Tewari from the Union and the election of Messrs. B. N. Sircar and Idookhan as Joint Vice Presidents of the Khargpur Branch till the ensuing Annual General Meeting was placed before the Meeting for confirmation. The same was approved and confirmed by the masses unanimously with the addition that Pandit Jagatram and Puttulall

also be expelled from the Union in terms of the Union rule 2nd para page 10 which reads as follows.

Any member found to be working against the interests of the Union or found guilty by a competent court of any non compoundable offence, may be expelled by the Executive Council and will forfeit all claims, to the privileges and benefits of the Union.

Carried Unanimously.

The meeting was then declared closed with a vote of thanks to the Chair.

IDOOKHAN,
Chairman.

An abstract Proceedings of the mass meeting held at Khargpur on 7th February 26

An Extra-ordinary General Meeting of the B. N. Ry. Employees was held at Khargpur under the auspices of the B. N. Ry. Indian Labour Union, Khargpur Branch, on the Seventh inst. About Ten Thousand Employees were present. Munshi Edukhan Presided. Great excitement prevailed throughout. The Union tried best to maintain peace. The Chief cause of agitation was refusal of Enquiry Committee by the Supdt. of Workshop regarding several recent dismissals and other burning grievances in the Workshops. The Following important resolutions

were amongst others passed unanimously. A Union deputation waited on the Chief Mechanical Engineer at 9.30 hours date. Another big mass meeting was announced at 6 P. M. today. Results are keenly awaited.

1. Resolved that this meeting reaffirms the resolutions already passed at the three mass meetings held on 29th, 30th and 31st January 1926, and urges on the Railway Administration to immediately remove from Khargpur the three men 1. Jagatram, 2. Puttulall and 3. Pragdutt Tewari who have been

repeatedly declared to have been creating frequent troubles to the peaceful occupation of the Workshop employees both inside and outside the Workshops whether connected with their duties in the shops or otherwise.

2. Resolved that this meeting urges on the Chief Mechanical Engineer to immediately remove Messrs. Tyres Jagatram, Puttulall and Praglutt Tewari out of the Khargpur Workshops failing which the Union will be compelled to order the men to down their tools after 10-30 A. M. on Eighth February.

Extracts from the Proceedings of the mass meeting held at Khargpur on 8th February 26

—:O:—

This meeting urges on the C. M. E. to receive a special deputation consisting of Mr. V. V. Giri the President of the Union and the All India Railwaymen's Unions Federation Mr. Mukundlal Sircar, the Secretary of the All India Trade Union Congress and All India Railwaymen's Unions Federation, Mr. P. Jannaschandra Rao the General Secretary of the Union Mr. Kashinath Muttu, Vice President of the Union and W. V. R. Naidu the Branch Secretary of the B. N. Ry. Indian Labour Union and

3 This meeting authorises the following members of the Union to wait a deputation on the Chief Mechanical Engineer on the 8th February at 9-30 A. M. and request the Chief Mechanical Engineer to give effect to the above Resolutions and communicate the result to the masses by 10-30 A. M. who will be waiting for the same.

Messrs. Kashinath Muttu, B. N. Sircar and Ch. Jogarow.

(Sd.) EDUKHAN,
Chairman of the meeting.

appoint a date, very early and time to consider the situation created by the wide-spread discontent among the workshop men.

This mass meeting urges on the Central Council of the B. N. Ry. Indian Labour Union to summon an emergent meeting at the earliest possible date to consider the grave situation created by the wide-spread discontent of the workshop men and the resolution passed at the Mass Meeting held on 7-2-26 and further urges on the Central

Council to take all the necessary steps to pacify the situation and in the meantime the Council should take immediate and effective steps for educating public opinion in the matter of the B. N. Ry. workers' grievances.

Resolved that a memorial embodying the present pressing grievances be immediately prepared and published for submitting the same to the Railway and Government and other public authorities concerned.

Resolved that an Extra-ordinary General Meeting of the B. N. Ry. Indian Labour Union be held on the 20th inst. to finally decide the issue and to keep all the Branches sufficiently informed of the activities of this Branch by daily Bulletins.

With a vote of thanks to the Chair the meeting was declared closed.

(Sd.) JOTIPRASHAD CHATTERJEE,
Chairman.

Memorandum of meeting held on C. M. E's office on 12th February 26

The Chief Mechanical Engineer, received a deputation this morning consisting of the following:—

- Mr. V. V. Giri, President, B. N. Ry. Indian Labour Union.
- " P. Ramachandra Rao, General Secretary Indian Labour Union.
- " Kashinath Muttu, Vice President Indian Labour Union.
- " W. V. R. Naidu, Branch Secretary, Indian Labour Union.
- " Mukundlal Sircar, General Secretary, All India Trade Union Congress.

2. It was agreed that a Special inquiry should be held into several cases of alleged fraud, other offences, and the

consequent dismissals. The Chief Mechanical Engineer wished the deputation to make their own suggestions in regard to the personnel of this Investigating Committee, but he said that the findings should be submitted to L. S. W. when the investigation was completed and he also suggested that it was desirable, more especially in connection with alleged piece-work frauds to have an Accounts Officer present.

W. V. R. Naidu proposed Mr. Robertson should conduct the Enquiry and mentioned Mr. Cronan as well.

Mr. Giri was unable to take part since he was going to Delhi and the other three B. N. Ry. Indian Labour

Union Officers were finally Nominated to serve.

3. The Chief Mechanical Engineer made it quite clear that the Indian Labour Union should abide by the findings of their own Nominated Committee and it was agreed (with regard to dismissals).

- (a) That in event of any men found guilty, the dismissal must stand.
- (b) In cases where, in the opinion of the Committee a man's guilt was not definitely and sufficiently established, he (the C. M. E.) would give the men the benefit of the doubt.
- (c) Should any men be cleared of the charges brought against them they would be reinstated and they would draw full pay for the period of absence.

This was also agreed to.

4. The following remarks appeared in the minutes of the Mass Meeting held on 8-2-1926.

"Mr. Joga Row having explained the futility of the deputation (viz., received by C. M. E. on morning of 8th) and the scant courtesy received by its members from Mr. Cole who barely gave them time to explain".

C. M. E. said he objected to this very strongly; he reminded them that that meeting lasted an hour; he disliked the appearance, which the above wording gave, of discourtesy to all officials. Mr. Giri warmly repudiated such a suggestion and gave an unqualified apology for the inclusion of anything which was likely to lend colour to it. He was not himself aware of the paragraph complained of. The other members appeared surprised and did not seem quite clear how it found its way into the minutes. In concluding the discussion on this particular topic the C. M. E. said that he had an ultimatum, not only sent to, but held at, him and in any event the nature and terms of that ultimatum demanding as it did the removal of an officer and three men, did not leave any grounds for argument and barely any avenues for exploration.

C. M. E. said that he did not think the present piece-work system was very satisfactory and he hoped to do away with it and pending the introduction of a more modern system to place all men on straight time. He mentioned this since he did not want to make a move in that direction without ascertaining the views of those present and finding out the possibilities of trouble if such a change was contemplated. The meeting entirely agreed that a change was

desirable and the present system was unsatisfactory. Some considerable time after the matter had been to all intents and purposes settled and an opinion was expressed that the change might not be popular with those whom it at present benefitted.

After Mr. Oldfield had been asked on the telephone to arrange details of the investigation and to urge these arrangements the meeting broke up. The discussion between the C. M. E. and the Labour Union officials was throughout most amicable.

Minutes of the Proceedings of the executive (Central) Council meeting of the B. N. Ry. Indian Labour Union held at Chakardharpur on 14-2-26

PRESENT.

- 1 V. V. Giri Esq.
- 2 W. V. V. B. Ramalingam Esq.
- 3 Mr. G. A. Narasimharao
- 4 „ W. V. R. Naidu
- 5 „ M. N. Mukerjee
- 6 „ Ramakrishna Jado
- 7 „ B. N. Dass
- 8 „ R. N. Santra
- 9 „ Elukhan
- 10 „ Nazeer Mohd
- 11 „ Ramchandra Prasad
- 12 „ P. S. S. Iyer
- 13 „ A. K. Iyer
- 14 „ R. K. Mitter
- 15 „ J. L. Ganguli
- 16 „ A. N. Bose
- 17 „ Patankar
- 18 „ Nagarkar
- 19 „ D. K. Ghose
- 20 „ Muzumdar

21 Mr. P. Satyanarayana

Head Signaller

22 „ P. R. Rao, General Secretary

The situation regarding Khargpur serious situation was explained by the President at great length and the Committee approved his action in interviewing the Chief Mechanical Engineer on the situation.

The following resolutions were passed:—

1 While sympathising with the condition of the workers at Khargpur, this Council resolves to tender its thanks to the Chief Mechanical Engineer for conceding to the proposals placed by the deputation that waited on him on 12-2-26.

Namely— the appointment of a

Committee consisting of Messrs. Robertson, Cronan, Kashinath Muttu, Venkatarayulu and Ramachandrarow to go into the details of the cases relating to dismissals pending disposal.

Further for removing the obnoxious disc system which effects the dignity of the Clerical staff of the Chief Mechanical Engineer's Office Accounts Branch.

Resolved that this Council further considers it expedient that the Administration should remove Messrs. Jagatram, Pragbhatt Tewari, Pattuhall from Khargpur immediately, not only in the interests of the individual selves but also in the interests of the Administration and maintain peace and harmony among the employees.

In view of the successful conclusions arrived at and the sympathetic attitude shown by Mr. Cole at the interview dated 12-2-26, this Council resolves that the Khargpur Branch be directed to cease all activities in this direction till the 20th inst.

In the event of the President Mr. V. V. Giri not returning from Delhi by the 29th the Branch Secretary be requested to explain to the Masses the resolutions of the Council, above mentioned, and postpone further action till his return.

2 Resolved that the General Secretary be requested to follow the President to Delhi in order to ventilate the grievances of the employees in the B. N. Railway

V. V. GIRI,
President.

Under the auspices of the B. N. Railway Indian Labour Union, Khargpur Branch, a monster Mass Meeting was held on Saturday the 20th February 1926, near the New Traffic Quarters, when Munshi Edekhun, the Vice President of the Branch presided.

Then the following resolution was unanimously carried:-

"Resolved that in view of the maintenance of the Central Executive Council of the B. N. Railway Indian Labour Union, Khargpur which held its sitting at Chakraborty on 14-2-26 this meeting be adjourned until the arrival of their President Mr. V. V. Giri, Bar-at-Law from Delhi and the detailed minutes of today's meeting be forwarded to the Railway Administration the President of the Union, the Branches and other necessary bodies."

(Sd.) IDUKHAN,
President.

Report of the Robertson's Enquiry Committee.

Report of the Enquiry Committee constituted in accordance with the Chief Mechanical Engineer's Memorandum drawn up in conjunction with the deputation that waited on him in the Chief Mechanical Engineer's Office on 12th February 1926.

Personnel of the Committee Chairman

A. M. Robertson Esq
MEMBERS.

Messrs. C. P. Cronan, Loco Asst. Auditor, 2. Kashinath Muttu, Vice President, Central Executive Council of the Union, 3. P. Ramachandrarao, General Secretary of the Union and W. V. R. Naidu, Secretary, Khargpur Branch Union.

The Committee commenced its work from Monday the 15th February 1926, from 9 A. M. and concluded at 4.30 P. M. on 3rd March 1926.

Hours of business conducted thrice daily at 1.30 A. M., 1 P. M. and 4.30 P. M. three sittings. (6.30 P. M. to 9.30 P. M.)

Mr. P. R. Rao, General Secretary was away from the Committee from 18th February 1926, to 28th February 26, for attending Legislative Assembly Session at Delhi in connection with the

proposal for a Committee of enquiry into the grievances of Subordinate services, and resumed on 2nd March 1926. Pandit Kashinath Muttu was unavoidably absent from the Committee from 24-2-26 on account of an attack of Small-Pox to his children.

The following 44 cases were investigated into and findings arrived at in each of the cases vide proceedings enclosed. List of cases enquired into in detail, evidence recorded thereof and findings given in respect of each.

1. Falsification of piece work bills case resulting in the dismissal of 12 men in the New Wagon shops.
2. Foundry shop 4 men's dismissal case
3. Mistry Jawahirmall's case T. No. 2912.
4. Mistry Gurbagsing's case, T. No. 2513
5. Khadarbeg, T. No. 3298.

Details of evidence and findings attached

6. Ganesia, T. No. 3885 and Baldev, T. No. 3325.
7. Kedari, T. No. 3623.
8. Ramsi, T. No. 2479 & Chainoo T. No. 6064.
9. Satyanarayan Misser T. No. 4211

10. Poddu, T. No. 1942.
11. Appalishwamy, T. No. 9795.
12. Kishanball Mistry, T. No. 1993.
13. Abdul Hayi T. No. 13446.
14. Marjadia widow of Mistry Behn-
rilall of Wagon Shop.
15. Ramkrishna Das, T. No. 562).
16. Tatayya, T. No. 113.
17. Balgovind, T. No. 3069.
18. Shamsirbeg, T. No. 2849.
19. Babukhan, T. No. 7056.
20. Gurumurty, T. No. 9743.
21. Jagannatham, T. No. 4364.
22. Venkanna, T. 10.931
23. Ranganikulu, T. No. 2,896 &
Kuppuswamy, T. No. 13,419
24. Mistry Deen Mohd: T. No. 11,358
25. Gulam Mohammed, T. No. 1,667.
26. Malikram, T. No. 16,758.
30. B. Swamy, T. No. 119, L. S. Ws'.
Orders upheld.
31. 2nd Clerk Inaitullah } D.O.
of Erecting Shop. }
32. Abdul Kareem T. 2,959 D.O.
33. Govind Naidu, T. No. 3,614, L.S.
W's orders upheld.
34. Matyahu, T. No. 3,293. Pending
information from Medical Officer
35. Rubrith, T. No. 3,397, L. S. W's
Orders upheld.
36. Bahuram, T. No. 7,490, L. S. W's
Orders upheld.
37. Mohd: Ali, T. No. 16,157, L. S.
W's Orders upheld.
38. Shaik Rahiman, T. No. 15,400,
Pending information from Jail
Superintendent.
39. Shaik Rabbani, T. No. 18,479,
Recommended L. S. W. for re-
engagement.
40. Hussain Saareef, T. No. 11,528,
case transmitted to W. I. O. for
giving the man his quarter back.
41. Bhagwati, Clerk, C. M. E's Office,
L. S. W's orders upheld.
42. Samuel, T. No. 10,272, recom-
mended that he be given his
quarter back.
43. Bala, T. No. 1,214, L. S. W's
orders upheld.
44. Santkumar, T. 3,243 D.O.

Cases dealt as summary Disposal

27. Mistry Ashu Dabey, T. No. 11,361
of New Wagon Shop, recommen-
ded to allow withdrawal of his
resignation.
28. Jaggarao, T. No. 3,545 recom-
mended re-engagement from 1st
April 1926, and transfer of his
quarter to his brother's name
Apparao, T. No.
29. Sitaramaswamy } Pending till
T. No. 7,126 & } the return of
Somulu T. 4,969 } Clerk Dakshi-
namurty from
leave.

The following general grievances
of the Kharagapur Workshops and Loco
Head Office staff were discussed and re-
commendations made thereon:—

1. Quarters allocation.
2. Insufficient quarters.
3. Want of superior quarters.
4. Repairs and regular white wash-
ing to quarters.
5. Pass restrictions.
6. Accidents on duty.
7. Short time.
8. Gate accommodation.
9. Dismissals on flimsy grounds.
10. Indian Apprentices.
11. Holidays for Workshop Clerical
staff.
12. Grades of daily paid staff.
13. Expediting of final settlements.
14. Gate passes for urgent cases
Funerals etc.
15. Shop Clerks and Muster Roll
Keepers grades.
16. Union representations.

Members of the Enquiry Committee.

- (Sd.) C. P. Cronan
(Sd.) P. Ramachandrarao.
(Sd.) W. V. R. Naidu.
(Sd.) Kasinath Muttu

A. M. ROBERTSON,
Chairman Enquiry Committee.

Special findings of the Enquiry Committee relating to

(1) Jagatram. (2) Puttu Lall and (3) Prag Dutt Tewari

—:O:—

The allegations made by the Labour
Union against Mistry Puttu Lall,
Jagatram and Prag Dutt are—

1. That they harassed the workmen
by using their position on the Work-
shop Committee to further private
grudges, and for pecuniary benefit.

2. That because of the fact that they
were engaged on enquiries on behalf of
the Workshop Investigation Officer,
they had opportunities of doing less
work than other workmen and took

advantage of this to come and go from
Workshops on gate passes during work
ing hours.

If Public opinion is to be trusted
and the evidence given by witnesses at
the enquiry be considered in all its as-
pects, there is clearly a case against
these men, although legally it might be
difficult to prove owing to the delicate
nature of the allegations made against
them and as such not possible to prove
to the hilt (in cases of this sort) which
courts of law require, though for the

purposes of good administration the charges relating to them have been fairly substantiated.

The Majority of the cases dealt with during this enquiry have been conducted, enquired into, or dealt with in one way or another by these three men, which lends colour to the charge that they were regarded as trusted advisers by the Workshop Investigation Officer.

This Officer has had a most difficult job to fulfil, with a volume of routine work, passes, appointments, quarters, leave etc., to deal with, which has necessitated his having had an assistant officer given to him. Cases of punishment and dismissal, are put to L. S. W. from W. I. O. direct without the knowledge of the Works Manager concerned, who thus has no chance of saying whether he wishes to retain the man's services or in cases where his conduct and abilities are good and service considerable, suggesting anything to L. S. W. in finally disposing of cases investigated by W. I. O.

It was difficult for Mr. Tyres to attend to every detail of each case and it appears that he took the word of these three men as being trustworthy and perhaps in the beginning it was so.

From a perusal of the cases and the evidence heard these men have apparently abused his confidence.

Puttu Lall Maistry and Jagatram so far as their work is concerned give no cause for complaint while at work.

On the other hand the Mill Wright Foreman has on one occasion recommended Prag Dutt Tewari for dismissal and says he is no good as a workman.

A case of a quarter which was ordered to be vacated solely on the word of Jagatram has been shown to the Committee. "Case of Samuel". In this case a man of ten years service loses his quarter and a boy of 19 years of age and two years service who is the informant gets the quarter. This informant is a friend of Jagatram and takes food at his house.

In the case of Joharnal Maistry these three men come very prominently into the picture, doing enquiry work taking statements apart from the Workshop Investigation Officer, and generally doing what might be called detective work.

There is no direct evidence to prove that these three men took bribes. There are allegations made by witnesses to the effect that they asked for bribes, but the men on being confronted by these witnesses denied the charge.

During the enquiry whenever a statement was made by a witness against these three men, I called them to hear

the accusation and allowed them to cross-examine the witness.

The cumulative effect of hearing all these statements prompts the question. By what motive were these men actuated in their activities in all these cases?

The answer is difficult to find. For one thing they got away from work a great deal. Mr. Leigh Bennett made a report on Jagatram at one time,

Foundry Foreman, Mr. Newton also reported Jagatram, who as a Head Piece Worker was in a responsible position, for hardly ever being at his work. Mr. Mac Laren has said Prag Dutt was no use to him, as he was always away.

This was one advantage they got.

I have asked Mr. Tyres whether he reposed absolute confidence in these men's integrity. He says he did and still does so.

It is in the evidence of a Court Case submitted to the Committee, that Jagatram who resigned the Vice Presidency of the Labour Union on 3-12-25, stated on 5-2-26 that he was the Vice

President of the Labour Union and that Maistry Puttu Lall was on the Managing Committee. Both these statements were false.

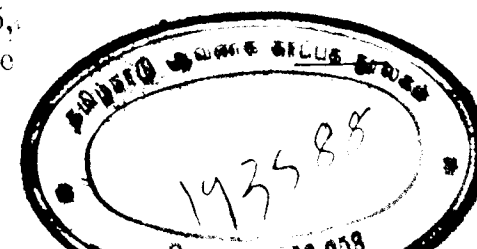
The weight of public opinion, and the general trend of the witnesses during the enquiry, make it evident that these three men have not been an influence for good but for discord, among their fellow workmen, and have used their stronger personality and intellects, to dominate and overawe the more ignorant among the workmen.

In conclusion I am of opinion that the retention of Prag Dutt Tewari in Company's service is most undesirable and the immediate transfer of Jagatram and Puttu Lall is absolutely necessary for their own well-being and in the interests of administration.

1. (Sd) C. P. Cronan.
2. (Sd) P. Ramachandrarao.
3. (Sd) W. V. R. Naidu.

MEMBERS OF THE ENQUIRY COMMITTEE.

A. M. ROBERTSON,
Chairman, of the Enquiry Committee



All communications and articles intended for publication in the Indian Labour Journal must be accompanied by the name and address of the writer not necessarily for publication, but as a guarantee of good faith. Correspondents are requested to write legibly on one side of the paper only. The rejected contributions cannot be returned unless a stamped and addressed envelope is enclosed for the purpose.

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—:—

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- (3) Restriction of family members to five is regarded as hardship.
- (4) Disallowance of mail passes for long distances for subordinate employees, Special cases.
- (5) Insistence on medical examination before granting passes to dependant family members of menials irrespective of age or sex. No questions asked in Engineering or Traffic Departments.
- (6) Escort to members of family travelling without the male head used to be allowed, is now disallowed.

Insisting in the same number of members travelling both ways

This is not convenient to employees who may wish to take family members to their native country and leave them there, or who wish to bring a dependant family member back who has been living at home

Passes are generally distributed on the day men good leave

Issuing passes on the last day before holidays gives no opportunity for correcting mistakes and leads to confusion. Passes should be issued to workmen at least 4 days before a big holiday.

Special trains are required to stop at every station as employees find it difficult to tranship with many family members.

Accidents on duty

The Labour Union pointed out that of late there have been many cases of men who have been reported injured on duty who have been given half pay for an injury described by the Foreman as accidental. Also men who have been granted unfit certificate for say 12 days have only been paid for 8 days.

The Medical officer said to the Committee that when he thought an injured man fit for light duty, he gave him a certificate for light duty as he thought the man might be employed on some light duty, until he was actually fit to resume work.

It was pointed out that this was undesirable both from the point of view of the employer and the employee. The Smithy Foreman had spoken to this effect. L. W. L. also said various Foremen had spoken to him regarding this.

SHORT TIME

The Labour Union desire to represent that under the peculiar

conditions in Khargpur, short time imposes a very great hardship on the daily-paid workmen.

The majority of the workmen in Khargpur come from far away.

There is not, as in the case of a big town, any other means of finding employment during a period of short time or compulsory leave.

The margin between a bare living wage and want, is so close that in the case of many, short time means a recourse to money lenders and a burden of debt which it is almost impossible to repay.

GATE ACCOMODATION

It is alleged that owing to insufficient gate accommodation congestion is caused at the entrance gate resulting in the formation of queues and as a result men and on arrival at their shops that the Ticket Boards are shut.

Dismissals on flimsy grounds

It is brought to notice that many cases of first offence are dealt with by dismissal, even in the case of men with long service.

It is urged that as dismissal is a very severe punishment, some system

of warning before actual dismissal, and greater consideration for good service, may be introduced.

Indian Apprentices

The question of the training and prospects of Indian apprentices was brought up and the Labour Union pointed out that there was no direct interest taken by Maistries and workmen, in the training of these boys. It was pointed out that the general question of training Indian Apprentices was being gone into by the Chief Mechanical Engineer.

Holidays for clerical staff

The Clerical staff in workshops crave consideration of their claims to all gazetted holidays. They have to work longer hours than ordinary clerks and the new ruling that sectarian holidays taken by them should be treated as leave without pay is a great hardship, as most of them have religious observances which from time immemorial they have observed on the occasions and which they do not desire to forego. Working by batches is suggested as one remedy.

Grades in daily paid staff

Many men in the shops have reached the maximum of the grades

and have been in this maximum for some years. Failing the occurrence of vacancies in a higher grade they cannot get increase. This, it is suggested may be considered favourably

Expediting of final settlement

This causes undue hardship
This takes 10 to 15 days as a rule

QUARTERS

A man should not be asked to vacate quarters until his final settlement payment is made

Gates passes for urgent cases funerals etc.

It is complained that in certain shops undue restraint is put on granting these. The social customs of the people should be taken into consideration

Case of nine head piece workers

FINDING

Our opinion after going into the specific charges against the 9 Head Piece Workers, is that owing to the system of booking piecework being out of their control, and as they are illiterate men who could not check

Shop clerks and muster roll keeper

The question of promotion to "C" Grade for the above requires settlement as it is considered that there are certain shops in which the work justified this grade

Union Representation

Reference to cases by letter is not satisfactory and it is desired that the Union representative might have a definite allotment of time given for verbal discussion. This is recommended for favourable consideration

- 1 Sd. C. P. Cronan
- 2 Sd. P. Ramchandrarao
- 3 Sd. W. V. R. Naidu

Members of the Enquiry Committee.

Sd. A. M. Robertson

*Chairman
Enquiry Committee.*

accurately the numbers entered by a second party in their piecework books from which abstracts for bills were prepared, they cannot in our view be held responsible with the exception of 11383 Satyanarayana who is proved to

have connived at fraud. His dismissal should stand good.

The others should not be dismissed as in all the specific cases quoted by the W. I. O. a similar wagon No. was found to be in shops at the time the bills were prepared, and in no case among these specific cases, was there payment or booking for one item twice on any two wagons with similar numbers.

This, so far as these specific cases are concerned, resolves itself into booking incorrect wagon numbers.

These men should not again be given a post of any responsibility, as they say they cannot read or write.

The case of Mr. Agacy, Harnam Singh and the Piece work Clerk Raju is different.

Mr. Agacy we consider responsible for the slack working which resulted in wrong numbers being billed for in so many cases. A point in his favour is that he first called the attention of his Foreman to the case in which T. No. 11383 received a payment of Rs. 65-7-6 on account of work not performed, and paid for, because a number had been altered in a final piecework bill.

The papers in connection with this charge were handed to us on the second day of the enquiry. They had not been put up to you although d/ 24-11-25 from L. W. W's Office through W. I. O.

This report of Chargehand Agacy focussed attention on the whole piece-work system of shop No. 32.

This he stated to have been the cause of the accusations made against him.

The Maistry Harnam Singh actually entered up the books of three of the men dismissed. Our opinion is that he was guilty of gross carelessness in checking wagon numbers.

The Clerk Raju was also guilty of gross carelessness and in our opinion must have been in collusion with the parties who carried out frauds.

It is only fair to say that in the specific cases brought forward in W. I. O's report no actual double charge was discovered, simply wrong numbers, wagons with similar numbers being discovered in shops at the same time.

There is no means of checking the actual work done against the wagons turned out, for instance the number of solebar flanges straightened was never checked against the outturn total.

Until Assistant Foreman Murphy came there was no check of wagon numbers on P. C. Bills against the outturn register, which might earlier have shown differences in wagon numbers.

The only case of altering the quantities of pucca piece work bills after preparation in the Foreman's office suggests that there is some one further concerned as in the ordinary course of events, the shop men or clerk could not have tampered with the finished bill except on the way from wagon shop office to Accounts Branch.

After consideration of the case we are of opinion that the very heavy sentences imposed on the Chargehand Maistry and Clerk deserve reconsideration, and, if the administration approve modification, as no direct proof of falsifying pucca piecework bills, which are prepared in Foreman's Office, could be traced to them

1 Sd. C. P. Cronan

2 Sd. P. Ramchandrarao

3 Sd. W. V. R. Naidu

Members Enquiry Committee.

Sd. A. M. Robertson

Works Manager, Loco.

(Chairman, Enquiry Committee.)

Remarks of Mr M. H. Oldfield on Robertson Enquiry Committee Report

Memo.

The work accomplished by this Committee has without doubt helped considerably to clear the atmosphere on several points in connection with the relations between the Management of the Khargpur Workshops and staff

I do not propose here to deal with any individual case or alleged injustice or grievance but only with the principles involved and suggestions to improve the future relations between the Management and the staff.

Individual cases that have been brought to notice will be dealt with later.

There is no doubt that there has been friction between the Workshop Committee and the Committee of the Labour Union. This appears to have been due to Jealousy to a great extent although the members of the Workshop Committee are almost without exception members of the Labour Union Committee.

From the notes made by the Sp. Committee it is evident that some

members of the Workshop Committee have exceeded the functions of such a Committee not entirely through their own fault but rather through indiscreet work on the part of the Management.

It has been the recognised policy of the B. N. Ry. for the Railway to manage the Settlement as a whole without outside assistance and this principle to my mind has a considerable bearing on the present position.

I personally have had some wide experience of dealing with staff problems both in official work and domestic life and I have always found the staff prefer a departmental judgment in their domestic disputes in preference to going to a court of law.

In a district this can be done but in a Settlement such as Khargpur the staff to be dealt with is beyond the power of any Official who in addition has to deal with the technical work of his position and it is very evident that all matters connected with the staff which originate outside the Workshops will have to be taken away from the jurisdiction of the Workshop Investigation Officer. Arrangements have already been made for this.

It may be that there have been cases of injustice but most of these are due to the fact that when an enquiry

is held there is so much false evidence on both sides that the Officer making the enquiry has on many occasions to discard the evidence and use his discretion.

This point has on many occasions been put to the Labour Union Committee by myself and it has also been forcibly put to them by the representatives of the Management on this special committee, that probably in future the Management will be able to rely on evidence and so avoid the few cases in which an innocent individual is punished due to the case being misrepresented. If the Labour Union Committee can in any way influence their members in this direction a great advance will be made.

Dealing with the cases that have been investigated by the Special Committee.

FALSIFICATION OF PIECE WORK PAPERS IN THE WAGON SHOP.

The Committee have very carefully gone into this case and at great length. Re. the plea advanced that in several cases a mistake has been made in quoting Wagon Nos. and that it has not been done intentionally, this may be so but it is extraordinary how this should occur in so many cases. Where there is a possibility of its having

occurred I am prepared to take it into consideration bearing in mind also that the piece work system is far from being ideal and with the exception of Sattarayan, T. No. 11,383 the staff concerned may be re-instated. It has not to my mind been satisfactorily proved however that there has not been fraudulent work and the staff concerned to be re-instated will be treated as being on leave without pay during the period they had been off work.

In connection with the statement put forward of alleged grievances of the Khargpur Workshop staff and the Loco Head Office staff, these points will have to be gone into individually and each one will be dealt with.

I have read with interest the special finding of this committee as regards Jagatram, Puttoo Lall and Prag Dutt Tewari.

There appears to be no doubt that in certain cases the Workshop Investi-

gation Officer has been rather indiscreet in the confidence he has reposed in these men, but personally I am satisfied that Jagatram and Puttoo Lall are both reliable men.

It would however be to the interest of all concerned that Prag Dutt Tewari should not be an employee of the Railway in Khargpur, and arrangements should be made for his immediate transfer to Adra, where men are wanted in the Wagon Shops there.

As it has now been ruled that the Workshop Committee and the Workshop Investigation Officer have not to deal with any cases, that are concerned with incidents, that occur outside the Workshop boundary, the question of deputing the Workshop Committee members to make enquiries so frequently as to interfere with their work will automatically disappear and I do not anticipate that any cause for complaint in this connection will occur.

(Sd.) M. H. OLDFIELD, L. S. W.

Chief mechanical Engineers Final orders on the findings of the Robertson Enquiry Committee.

Arising out of the findings of the Special Committee, the following orders are passed on the individual cases investigated:—

(1) *Wagon shop cases:—*

Ticket No. 11868 Ramloo

Ticket No. 11860 Ramkaran Pau,

„ 11779 *Elliah*

11861 *Solapuri*

„ 11386 *Ramaiyah*

„ 11491 *Amannah*

„ 11876 *Ram Babu*

„ 11368 *Radehv*

(a) Held not responsible, being illiterate.

(b) To be taken back into service, but not appointed to any post requiring ability to read or write

(c) In view of (a) above the charge of fraud is not sustained. Their absence therefore will be treated as suspension converted into leave on full pay.

Ticket No. 11383 Satyanarayana:—

Proved to have connived at fraud.
Dismissal confirmed.

Mr. Agacy.

Found responsible for slack working
L.S.W's orders stand good.
(ie reinstated)

Maistry Harnam Singh.

Found guilty of gross carelessness in checking wagon Numbers

L.S.W's orders stand good.
(ie reinstated)

Clerk Raju:—

Found guilty of gross carelessness and in the opinion of the Committee was in collusion with parties who carried out frauds.

L. S. W's orders stand good.

(2) *Foundry Shop cases:—*

Ticket Nos. 248, 213, 129 and 400

L. S.W. cancelled dismissal notices of Nos. 213 and 129.

The Committee considers that dismissal notices should be cancelled in the cases of Nos. 248 and 400 also.

Committee's finding confirmed, with effect from the same dates as Nos. 213 and 129.

(3) *Case of T. No. 2912, Maistry Joharmall:—*

Three charges were brought against this man. The committee in the light of all the available evidence consider Joharmall innocent of all three charges and recommend his re-instatement.

Committee's recommendation accepted. The Maistry to be reinstated.

(4) *Case of T.No. 2413 Gurbux Singh:*

The Committee consider that this was not a case for the intervention of the Works Investigation Officer and that the orders passed should be cancelled.

Committee's finding confirmed.

(5) *Case of T. No. 3298, Kader Beg.*

The Committee find that the accident report was false. L. S. W's orders stand good.

(6) *Case of T. No. 3885 Ganesia and T. No. 3325, Baldeve.*

Ticket No. 3325, Baldeve has been re-engaged.

Ticket No. 3885 Ganesia may also be re-engaged.

(7) *Case of T. N. 3626, Kedari.*

The Committee hold that the pass application was made in good faith.

The pass case may be dropped.

(8) *Case of T. No. 2479, Chainoo and T. No. 6064, Ramsi.*

Three men may be re-engaged.

(9) *Case of T. No. 4211 Satyanarayan Misser.*

This case concerns the misuse of passes.

The committee's finding turns upon the interpretation of an Audit Rule.

This case must be referred to the Chief Auditor.

(10) *Case of T. No. 1942, Paddu.*

The Committee recommend that this man may be given a trial in the Brass shop in the 111 Grade.

This matter is entirely within the competence of the Works Manager.

(11) *Case of T.No. 9795 Appalswamy*

This concerns alleged misuse of passes. The Committee dissent from the Audit Ruling on which this man was dealt with.

Final orders will be passed after reference to the Chief Auditor.

(12) *Case of T. No. 1093 Maistry Kishental.*

The Committee recommend allotment of another No. 1 Unit to this maistry until such time as superior quarters become available.

Committee's recommendation has been noted and is under consideration by the Authority concerned.

(13) *Case of T.No. 13446 Abdul Haji*

This man was dismissed for alleged incompetence, on an unfavourable report from another Branch. His own Foreman gives him a good report. He has eleven years approved service.

The Chairman of the Committee, with the concurrence of the members, makes a special recommendation in this man's favour, in view of all the circumstances. Reinstated and the absence treated as leave without pay.

(14) *Case of Marjadia, (widow of T. No. 11360, Maistry Behari Lal)*

The widow appeared before the Committee to complain of the trouble she had had in obtaining payment of the Gratuity.

The delay was due to counter claims being advanced and having to be examined.

(15) *Case of T. No. 5620, Fitter Ramkrishna Dass.*—

This man was absent from work for 61 days, in six months, due to sickness of himself and his family.

His services were accordingly dispensed with for bad attendance.

The Committee recommend that in the circumstances he may be re-instated.

Assuming that he was exceptionally unfortunate during the period in question he may be re-instated conditionally on his regular attendance in future.

This case is treated as exceptional in view of the Committee's recommendation; but men who are unable to attend work regularly can not be retained indefinitely on the rolls.

(16) *Case of T. No. 113, Tatalga, (Foundry shop)*

The Committee recommends no action in this case.

(17) *Case of T. No. 3069, Baljovind (Millwright shop)*

Dealt with for idling on duty.
L. S. W.'s orders stand good.

(18) *Case of T. No. 2849 Shamthar Beg*

This case concerns misuse of passes.

The principle cannot be accepted that for the purposes of the interpretation of the pass rules a man's mistress may be regarded as his wife.

The dismissal therefore must stand good.

The Committee recommends however that Shamsher Beg may be re-engaged as vacancies occur.

The ultimate intention of the Rule under which this dismissal was made must be ascertained before final orders can issue in this case.

(19) *Case of T. No. 7048, Babu Ranga*

A case of injury on duty, stated in the first instance to be due to the man's own carelessness.

The committee after considering the circumstances of the accident recommend that the man receive full instead of half pay for the period under medical treatment.

Committee's recommendation accepted.

(20) *Case of T. No. 9743 Guru Murig*

Charged with breach of pass Rules.
The matter is under correspondence with the Munsiff of the village and the committee makes no recommendation in this case.

(21) *Case of T. No. 4554 Jaganatham*

A complaint regarding quarters.
The Committee recommends that a quarter be given to Jaganathan.

Recommendation has been noted by the authority concerned.

(22) *Case of T. No. 10931 Fitter Verkannah*

This case turns on the correct interpretation of the Pass Rules and must therefore be referred to the Chief Auditor for an authoritative ruling before final orders issued.

(23) *Case of T. No. 2896, Ranganaiikulu, and T. No. 13419 Kuppaswamy*

The Committee rejects Ranganaiikulu's claim for loss of pay, but condemns on Prag Dutt's unsavoury part in the affair.

No notice on Ranganaiikulu's claim.

(24) *Case of T. No. 11358 Maistry Din Mohamed*

A Claim for bonus which was correctly dealt with under the rules.

No action.

(25) *T. No. 1657 Gulam Mohamed*

The Committee finds that the action taken against Gulam Mahomed was correct.

(26) *Case of T. No. 16758 Malikram*

This case was dealt with personally by L. S. W. in the presence of the Foreman (who has since left) and the Works Manager, a year ago, and the statement made by Malikram before the Committee is disputed.

The Committee points out that the man had over 20 years experience with the railway, was a good workman and of value to the Railway by his knowledge of the stock and recommends his re-engagement.

L. S. W.'s original orders stand good, but the man may if required, be re-engaged in a suitable vacancy.

(28) *Case of T. No. 3293 Muthayuloo*

This man was evicted from Rly. quarters on the evidence of an informant, and his services dispensed with.

Counter-evidence was produced in the man's favour.

He has already been re-engaged and the Committee recommend that he be given a quarter when available.

The recommendation has been noted by the authority concerned.

Orders on the special finding of the Committee

The finding in the case of the allegations made against Maistry Puttu Lal, Jagat Ram and Prag Dutt is, "That these three men have not been an influence for good but for discord, among their fellow workmen, and have

used their stronger personality and intellects, to dominate and overawe the more ignorant among the workmen".

The recommendation put forward is, "That the retention of Prag Dutt

Tewari in Company's service is most undesirable and the immediate transfer of Jagat Ram and Puttu Lal is absolutely necessary for their own well being and in the interests of administration".

In accordance with this recom-

mendation, the services of T. No. 2977 Prag Dutt Tewari are no longer required

T. No. 144 Jagat Ram is transferred to Nagpur Shops.

T. No. 2898 Puttu Lal is transferred to Adra.

The following individual cases were disposed of summarily by the Special Committee.

- (27) T. No. 11,361, Mistry Ashu Dubey
Recommended to allow withdrawal of his registration
- (28) T. No. 3,545, Jaggurao
Recommended re-engagement from 1st April 1926, and transfer of his quarter to his brother's name
- (30) T. No. 119, B Sway
- (31) 2nd Clerk Inaitullah of Erecting Shop.
- (32) T. No. 2,959, Abdul Karim.
- (33) T. No. 3,644, Govind Naidu.
- (24) T. No. 3,397, Rudriah.
- (25) T. No. 7,490, Bahuram.
- (37) T. No. 10,167, Mohamed Ali.
L S. W's orders upheld.
- (39) T. No. 18,479, Shaik Rabbani:-
Recommended for re-engagement.
- (40) T. No. 11,528, Case transmitted to W. I. O. for giving back the man his quarters.

- (42) T. No. 11,279, Recommended that he be given his quarter back.
- (41) Bhagwati, Clerk.
- (43) T. No. 1214, Bala.
- (44) T. No. 3,243, Sant Kumar.
L. S. W's. orders upheld.

From
THE CHIEF MECHANICAL ENGINEER,
B. N. Ry. Khargpur
To
THE GENERAL SECRETARY,
B. N. RY. INDIAN LABOUR UNION
Executive (Central Council)
Khargpur

Dear Sir,
Your letter without date to P. A. to C. M. E.

The "General Grievances" referred to were not strictly within the terms of reference of the Committee. They are nevertheless, receiving consideration

They are not matters that can be settled by a stroke of the pen, and a number of them involve references to other departments

Except that they are all under examination and reference, therefore, and that I have taken upon myself to convey a copy to the Agent for his information, I have nothing further to communicate at the present moment.

(Sd.) H. L. COLE,
Chief Mechanical Engineer.

Report & Resolutions passed at a monster meeting of the B. N. Ry. Indian Labour Union (central) dated 21st March 26.

Extra-ordinary General Mass Meeting of the B. N. Ry. Employees was held under the auspices of the B. N. Rly. Indian Labour Union (Central) attended by about Ten Thousand employees on Twenty First March 1926, under the Chairmanship of Barrister Giri, President of the Union. Orders of Chief Mechanical Engineer of Bengal Nagpur Railway on the recommendations of Robertson Enquiry Committee regarding dismissals and General Grievances of the staff of Khargpur Workshops were read at the meeting.

Results regarding Dismissal and General cases are as follows:—

Out of Forty Six dismissals, Thirty dismissals were cancelled and men were reinstated. Thirteen dismissals were confirmed. Three cases are pending for Audit reference.

Out of 13 cases of General nature, Nine were successful & 4 unsuccessful.

Responsible men who caused hardship on the Workmen were dealt with departmentally. Services of Prag Dutt Tewari were dispensed with.

Jagatram was transferred to Nagpur
Puttulall was transferred to Adra

Punching and Discs system introduced for the Clerical staff of the Accounts Branch of Chief Mechanical Engineer's Office was abolished.

Following resolutions were passed unanimously amidst cheers.

1. Resolved:—That this mass meeting of the B. N. Ry. Employees assembled under the auspices of the B. N. Ry. Indian Labour Union records its high sense of appreciation of the spirit of fairness and sympathy and broad mindedness of the Chief Mechanical Engineer, Mr. H. L. Cole, in appointing a mixed Committee of the Officers of the Railway and the Union to investi-

Read also the statement of Mr. N. Sircar, Secretary, Garden Reach Branch of the Union that he informed the gathering that so far as his knowledge about Messrs. Jagat Ram and Prag Dutt Tewari they were turned out from Union.

This meeting of the central council of the B. N. Ry. I. L. U. repudiates the statements referred to in the A. B. Patrica, of Messrs. Jagat Ram and Prag Dutt Tewari who had ceased to be its members and records its confidence in Mr. Mukunda Lall Sircar.

Proceedings of a meeting of Labour

Sd./ N. K. SIRCAR.

Proceedings of the Executive Committee Meeting of Shalimar Branch held on 19-4-26 under the Chairmanship of Dr. T. N. Ghose, and the following resolutions were unanimously passed: -

1. This meeting of the Shalimar Branch strongly protests against the office order No. 455 dated 26-3-26 issued by the Superintendent Electrical Branch B. N. Ry., as the men punished in the said order have been over-worked under trying conditions and therefore cannot be held responsible for any bad results as alleged in the order.

2. This meeting further protests against the scathing remarks passed in the office order against Mr. V. R.

Unions of Bengal Published in the A. B. Patrica on 31-3-26.

Mr. Jagat Ram wanted to say something in the meeting. Somebody asked where he was coming from. The reply being from K. G. P. The enquiry was whether he and Prag Dutt represented B. N. Ry. I. L. U. K. G. P. upon which Mr. N. Sircar said that they were not representatives of the I. L. U., K. G. P. so far his knowledge as according to his information these two had been turned out from the Union.

Kalappa which are highly prejudicial to his prospects in as much as he has not been spared for any inspection work for the last 6 months and that he has always satisfied his immediate superior, L. E. Santragachi who has been detailing the work and satisfying himself after the completion of each job deputed.

3. This meeting while expressing its surprise at the shifting of grounds on the part of the Electrical Superin-

tendent for transferring Mr. V. R. Kalappa takes strong exception to the phrases "undivided attention", "concentrate on his work" contained in the Electrical Superintendent letter No. 4128 dated 16-4-26 as these phrases are obviously calculated to victimise Mr. V. R. Kalappa in particular and the employee office bearers of the Union in general.

4. This meeting records its indignation at the attitude of Mr. Walton the Electrical Superintendent in question and refers him to the terms of recognition accorded to the Union by the Agent.

5. This meeting apprehends serious trouble in this Branch as a result of the questionable treatment meted out to one of Mr. Kalappa's type whose sense of duty to the Railway and the Union are too well known, if the remarks are not recalled and the attitude of Mr. Walton is not changed.

6. This meeting further resolves that if the remarks referred to in the above resolutions from 1 to 5 are not withdrawn by the administration this Branch may not be in a position to control a situation whose apprehension has already been referred in resolution No 5.

Receipts and Payment Account for the year ended 31-3-25.

RECEIPTS.

To Balance on 1-4-24	Rs 3,029-15-8
„ Subscriptions—	
„ Central	145-9-0
„ Khargpur	1,233-3-9
„ Shalimar	300-0-0
„ Khurda Road	35-1-0
„ Chakradarpur	2-13-0
„ Bhojudih	4-2-0
„ Nainpur	5-0-0
„ Gondia	2-6-0
	1,728-2-9
„ Journal Subscriptions	78-15-0
„ Contribution for Typewriting Accessories	25-4-0
„ Mis Receipts	0-7-0
„ Repayment of Loan death Benefit Fund	500-0-0
„ Advances recovered	110-0-0
„ Security Deposit	50-0-0
„ Excess being error in totalling on 30-9-24	0-0-1

PAYMENTS.

OFFICE EXPENSES—	
Establishment	Rs 466-9-0
Honorarium	30-0-0
Travelling	60-8-6
House Rent	75-0-0
Lighting	20-9-9
Postage	37-11-0
Telegrams	10-11-0
Type-Writing Accessories	46-15-9
Stationery	74-4-6
Printing	95-3-0
Books	12-1-0
	939-2-9
CONTINGENCIES—	
Ry. Freight	3-8-3
Cooly	0-13-6
Repairs	4-2-6
Mis. Charges	3-5-6
	11-13-6
ORGANISATION—	
Touring Charges	288-10-9
For Branches	7-1-0
Trade Union Congress	29-14-6
	294-10-3
MEETING EXPENSES—	
General Meeting	128-14-0
Central Council meeting	24-1-0
Death Benefit Fund Meeting	113-7-0
	266-6-9
JOURNAL EXPENSES—	
Sundries	409-14-0
DEAD STOCK—	
Furniture	3-0-0
Tools & Plant	5-7-0
	8-7-0
Advances (For recovery. See contra)	215-0-0
Refund of Security Deposit (See contra)	50-0-0
	2,195-6-3
Balance in hand on 31 March 1925.	3,127-6-3
	Rs 5,522-12-6

Subject to our report of even date. Examined and found correct.

285/9 Bowbazar Street, Calcutta
20 March, 1926

This cancels previous Statement published in proceedings of the Annual general Meeting (1924-25) held at Khargpur.

(Sd) N. K. M. JUMDAR, M. A., G. D. A.,
Jaha & Mujumdar
GOVERNMENT CERTIFIED AUDITORS.

The Union's Ten Commandments.

- 1 Pay your subscriptions regularly remembering that your duty to the Union only begins and not ends with the payment.
- 2 Avoid becoming a defaulter.
- 3 In thought, word and deed be loyal to your Union and its office bearers. It is an evil bird that fouls its own nest.
- 4 Take every opportunity of enhancing the reputation of the Union and increasing its membership. Every non-member is an opponent to your Union, even though he bewails his hardship and hopes for your success.
- 5 Remember that you do not pay your Office-bearers, who work for you in their spare time therefore assist them in every way. Bear in mind that failure of one officer to discharge his duty does not justify neglect on your part.
- 6 Inform your Officers of any new rulings that come to your knowledge.
- 7 Perform your Official duties conscientiously and diligently; interest and pride in your work becomes the enthusiastic unionist.
- 8 Make the Union a real part of your life, talk of it, discuss it and if you have any suggestion for improving it do not fail to make them known.
- 9 Remember that you are legion in number and just conceive what your united efforts can achieve for you.
- 10 Remember that the loyalty of each Railwayman towards the cause of the Union means victory to all.

(Adopted from the South African Postal and Telegraph Herald)

Indian Labour Union Death Benefit Fund.

Join the Union Death Benefit Fund without any further delay. Apply to your Branch Secretary for necessary forms and information.

Truth about Death Benefit Fund

The uncertainty of life is proverbially true. The strongest and healthiest man may be stricken down in a moment by accident or disease. This uncertainty of life should be a strong inducement to provide against evil day. To do this is a moral and social as well as religious duty.

—"Smiles."

If a man does not provide for his children, if he does not provide for all who are dependent upon him and if he has not that vision of conditions to come and that care for the days that have not yet dawned then he has not opened his eyes to any adequate conception of human life.

—"President Wilson"

Bengal Nagpur Railway Indian Labour Union.

EDITOR.—V. V. Giri Esq., Bar-at-Law, Berhampore. (Ganjam District)

SUB EDITOR—Mr. V. R. Kalappa, Santragachi, Carriage Lighting Inspector

„ Mr. M. N. Mukerji, B. A., Clerk, E. Section Accounts, Audit Office
Kidderpore.

B. N. Ry. INDIAN LABOUR UNION OFFICERS

PRESIDENT:—V. V. Giri Esq., Bar-at-law, Berhampore

VICE PRESIDENT: } W. V. V. B. Ramalingam Esq. B. A. L. T.
(Organisation) } Venkateshwar Temple Street, Berhampore
Do. Mr. B. Dundapany Pantulu, Retired Senior Clerk,
C. M. E's Office, Khargpur

VICE PRESIDENT } Pandit Kashinath Muttu, Senior Clerk, C. M. E's Office,
(Office) } Khargpur

General Secretary, Mr. P. Ramachandra Rao, Clerk, Do.

Honorary Treasurer, Mr. G. A. Narasimharao, Clerk, Do.

Honorary Auditor, Mr. Benisham Wahi, Stock Verifier, Khargpur.

—:0:—

Branch Secretaries, Mr. W. V. R. Naidu, Clerk, C. M. E's Office, Khargpur.

Secretary, Mr. N. Sircar, Clerk, E. Section, Chief Auditor's Office,

Garden Reach Commercial Branch

Secretary, Mr. B. N. Dass Clerk, Claims Supdt. Office, S. H. M. Branch

Secretary, Mr. C. K. Vaidyanatha Iyer, Clerk, D. T. S. Office, Khurda Road

Secretary, Mr. A. K. Bhabany, Clerk, D. T. S. Office, Bhojudih Branch

Secretary, Mr. P. S. S. Iyer, Shorthand typist, District Traffic Supdt's office,
Chakradharpur Branch

Secretary, Mr. Mukundarao Panday Clerk Loko audit, Nagpur Branch

Secretary, H. K. Banerji, Trains Clerk, D. T. S. Office, Nainpur Do.

Secretary, Mr. K. Natrajan, Stenographer, L. C. O's Office, Adra Do.

Secretary, Mr. M. K. Tikekar Teacher Ry. School, Bilaspur Do

B. N. Ry. Labour Union Death Benifit Fund.

President:—V. V. Giri Bar at-Law Berhampore

Vice President:—P. G. Patankar accountant D. E's. Office Chakradharpur

General Secretary:—D. K. Ghose Estimator Do.

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