

Indian Labor Fund.

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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. 4

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No. 2

"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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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.

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The attention of the arrear subscribers is drawn to the fact that their subscriptions expired with September 1926 number. The Indian Labour Journal commenced its fourth year from October 1926. Present as well as all other intending subscribers are therefore requested to send by money order Rs. 2. as subscription for the year ending September 1927 to the undersigned. Present subscribers wishing to discontinue the Journal should at once intimate their intention to the effect, failing which the Journal will be sent to them per V. P. P. for Rs. 2-4-0 per annum. Readers are requested to see that no expense is unnecessarily incurred for V. P. charges if they do not wish to subscribe to the Journal.

P. Ramchandra Rao,

General secretary

B. N. Ry. I. L. Union, Khargpur.

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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.

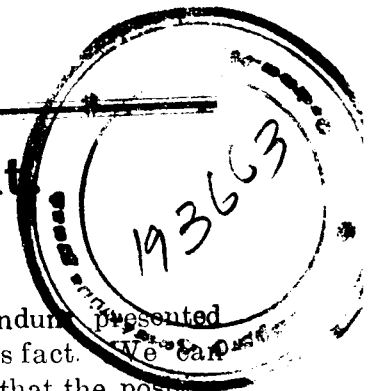
"Blest be the hands that to toil aid
The great World's ceaseless need"



THE INDIAN LABOUR JOURNAL

NOVEMBER 1926

Deputation to the Agent



Employees of the B. N. Ry as well as the readers of this journal are aware that a deputation of the representatives of the B.N.Ry Labour Union, headed by its President, waited on the Agent on 24th of November at the head office. A statement of grievances as enunciated by the deputation is published for general information.

Apart from what the result of the deputation may be on the redressal of the grievances, it must be frankly acknowledged that the deputation was received by the Agent of the Railway with great courtesy and kindness which certainly redounds to the credit of Mr. Greenham's personal affability and to the prestige of the administration. The Union put forward all the outstanding grievances pertaining to all departments of the Railway with great care and modera-

tion and the memorandum presented is positive proof of this fact. We can assure all concerned that the position taken up by the Union is not only sound but unassailable. The Agent, we are glad to state, conceded certain points then and there, as will be seen from the speech of the President at a mass meeting held soon after the deputation, under the auspices of the Khargpur branch of the Union published elsewhere in these columns.

The first and foremost point that we wish to advert to, a point to which we draw the special attention of the Administration, is about the "insecurity of service" which is glaringly noticeable on this Railway compared with other Railway Administrations. It has been our painful experience to observe that complaints of a trivial nature are, more often than not, taken

as ground for instantaneous dismissal even in cases of men who may have held a pretty good record of an uniformly long period of service. There must be a radical change in the method of investigation in cases of contemplated dismissal and it must be borne in mind by the administration that no employee should be deprived of his bread, except for grave and weighty reasons, and that after a full and impartial inquiry. Insecurity of service is a complaint made against the administration and is a fruitful source of discontent on the Railway. And, sooner the administration realises this, the better for all concerned.

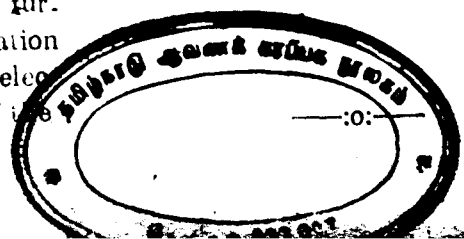
We have also to state that a great deal depends upon the way in which the superior and subordinate officers carry out the spirit underlying the directions given by the head of the administration. As an instance in point, we may state here that the Deputationist Mr. Garden Peach fully satisfied that the Agent was out to do justice when he expressed the desire that a full inquiry should be held in cases of dismissals in the shops and that the cases of the chowkidars of the Station Committee might be placed by the elected member at its meeting for discussion. But this happy atmosphere was rudely disturbed when the C. M. E. delayed so long to arrange for an inquiry when the situation demanded immediate attention and further when the President of the Station Committee refused to allow the elected member to raise the question of

chowkidars. We draw the attention of the administration to these facts with a view to establish better relationship between the employers and the employees and to foster a spirit of better understanding.

The use of abusive language, not warranted by circumstances, by subordinate staff such as foremen, has become so common that employees feel keen resentment. It is highly desirable in the interests of good administration that this should be effectively checked and put a stop to. We earnestly hope that the Agent will see his way to make these erring individuals realise that by such uncivil and impolite behaviour they are bringing the Ry administration into contempt.

As regards the question of wages the deputation was not only cautious but has even erred on the side of moderation in demand. We do hope that the administration will appreciate the reasonable attitude taken up by the Union and see that the proposals submitted by them are given effect to.

The employees are anxiously awaiting the reply of the administration on the various matters raised by the deputation and we earnestly hope that their legitimate demands will meet with ready response at the hands of the authorities, and their aspirations for receiving a living wage will be soon fulfilled.



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The great World's ceaseless need"

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NOVEMBER 1926

STATEMENT OF GRIEVANCES of the subordinate employees of the B.N.Ry.

Submitted to the Agent by a deputation

Consisting of the representatives of the B. N. Railway Labour Union

which waited on him on 24th November 1926 between 11-30 a. m. to 17-30 hours.

—()—

Insecurity of service on the B.N.Ry

Complaints against the Railway are numerous that dismissals and other serious punishments such as reductions etc. are taking place without proper investigation and that for minor or ordinary faults, highest penalties are imposed. There are cases where men of long service are suddenly dismissed on inadequate grounds. The Labour Union considers that a careful and just procedure requires to be adopted by the administration in such cases. The Robertson Enquiry Committee found that dismissals occurred in workshops without proper inquiry and that in several cases men had to be reinstated. The procedure recently introduced by the

Chief Mechanical Engineer as per his No. 29811139094 dated 1st October 1926 WITH SUFFICIENT MODIFICATIONS may be a step in the right direction to mitigate the evils aforementioned.

In short, the following procedure in the interests of fair play and justice has to be adopted to remove the wide-spread feeling of discontent and apprehension among the employees regarding insecurity of service in every branch of administration on this Railway.

1. Charge Sheet notifying the employee's fault be communicated to the Labour Union stating the official version of the case.

2. The officer to notify to the General Secretary, Khargpur at least

a week in advance the date and the hour on which he will investigate into the case so that the General Secretary may arrange for 2 Labour Union representatives to be present to take part in the investigation and help in arriving at a just decision.

A proper enquiry and decision as aforesaid would also diminish the number of cases in which the administration may be dragged into Court as in the cases of

1. D. L. N. Murty of Stores
2. Varadarajulu Naidu of Stores
3. P. Mudaliar of Traffic
4. P. C. Datta of Loco

and many others.

The retention, promotion, and more often the dismissal of Permanent Way and other Engineering subordinates is dependent on the confidential reports of the Assistant Engineers over them and it cannot but breed discontent as many reasons other than inefficiency might bring about a bad report from an Assistant Engineer.

Ill-treatment of the Subordinate Staff

Frequent assaults and ill-treatment of subordinate employees by the supervising staff have come to the knowledge of the Union. This kind of treatment cuts at the very root of good relationship between the employer and the employee. In spite of representations from the Union it has been found that instead of reprimanding and punishing the delinquents,

whoever they may be, there has been more or less an utter indifference shown to such complaints and in some cases the complainants are even dismissed or their interests prejudicially affected. The case of Sukhlal, a Workshop employee, who was dragged by his hair and kicked by Mr. Round in the presence of his co-workers, while in an unconscious condition due to an attack of sunstroke and dismissed on plea of unsatisfactory working, needs special mention.

The following are a few of the many typical assault cases that have been complained of:—

Mr. A.R. Hill's assault on Kalyan Das of CKP.

„ Courpalair's assault on Benodi Behara SRC.

„ W. H. Smith's assault on Madanmohan Das of KGP.

„ T.W. Melder's „ Seshia, Shunting Master

„ A.L. Rhind's „ Narayanarao of workshops KGP.

L.E.T. Wahab's „ Fitter Mangal of SHM.

Mr. Rothwell „ Ashik Mahommed

„ Mathew's „ A.S.M'S N. N. Singh Roy of Thulin etc.

We need hardly mention that it has become a common factor with some of the superior staff to abuse the subordinate employees. In this respect the names of Mr. W. H. Smith L. E. T. of Khargpur, Messrs. Murphy & Round of New Wagon Shops and Mr. Waugh of Khargpur Station Committee stand prominent.

Labour Union considers when such complaints of serious nature occur, an impartial enquiry consisting of the representatives of the Union and the Railway has to be held and the guilty, whoever they may be, have to be punished suitably, or otherwise the complainants in such cases may be allowed to go to Court without risk to their service.

INSUFFICIENCY OF WAGES.

The present rates at which employees skilled, or unskilled are started in services are as follows:—

Workman	Minimum per day	Per month	Maximum per day	Per Month
Coolies unskilled labour	0 7 0	10 8 0	0 9 0	13 8 0

SKILLED LABOUR

III Grade	0 10 0	15 0 0	1 3 0	28 8 0
II Grade	1 4 0	30 0 0	1 14 0	45 0 0
I Grade	2 0 0	48 0 0	2 14 0	69 0 0

MAISTRY

III Grade			Maximum	100 0 0
II Grade			„	130 0 0
I Grade			„	160 0 0
Female coolies	0 4 0	6 0 0	0 7 0	10 8 0
Traffic Menial Staff		Rs. 10 to	16	
Jamadar		Up to	18	
Sweepers		Rs. 11 to	15	
Gangmen		Rs. 13 to	15	per mensem

CLERICAL GRADES

A Grade	Rs. 28 to 60
B Grade	64 to 80
C Grade	85 to 110
D Grade	120 to 150
E Grade	160 to 200
Special E Grade	210 to 220

TRAIN EXAMINERS

Prob. Asst. Examiners	Rs. 28 to 40
Asst. Train Examiners	„ 45 to 80
Train Examiners	„ 90 to 140
Chief Train Examiners	„ 160 to 220

BOUND APPRENTICES

A Grade	B. Grade
Rs 20 to 23	Rs 11 to 20

SHED APPRENTICES

Rs 11 to 20

LOCO RUNNING STAFF

Khalasi	Rs. 13 to 16
Fireman	20 to 24
Asst. Shunter	27 to 29
Shunter	32 to 40
Driver class II	42 to 58
" I	65 to 91

TRAFFIC GRADES

Signallers	30-4-70
Ticket Collectors	30-4-60
Brakesmen	12-4-18

From the above it will be seen that the average minimum that is being paid to an un-skilled labourer is about Rs. 11 per month.

For skilled labourer the minimum is about Rs. 15 per month.

For a clerk Rs. 28 per month.

These rates which have been in force from 1919-1920 do not at present satisfy the conditions of a living wage. The minimum scales of pay have to be raised sufficiently high so as not to force the employees into the clutches of money lenders due to the insufficient scales of pay given.

Where the latter course is not resorted to, the employees getting the present wage are on starvation rations leading miserable lives. The Labour Union, after careful inquiry into the standard of living of various employees, has arrived at the following data.

LOW CLASS LABOURER MENIAL CLASS.

The minimum requirements of a family consisting of self, wife, child and one dependant are—

QUANTITY.		Total per month		
		Rs.	a.	p.
Rice	3 Seers per day	13	0	0
Dal.	1½ Seer „ „	3	12	0
Firewood	4 maunds per month	2	8	0
Til oil	1 Seer per month.	0	12	0
Kerosine oil	4 bottles per month	0	10	0

SKILLED LABOUR—Family consisting of self, wife, one dependant and one child.

	PER DAY	PER MENSEM	TOTAL.
Rice.	2 Seers.	60 Seers @ 6 Seers per rupee.	10 0 0
Flour.	1 Seer.	30 „ @ 5 Seers per rupee.	6 0 0
Dal	¾ Seer.	22½ „	5 8 0
Firewood.			3 0 0
Salt.		2 Seers.	0 2 6
Chillies		1½ Seer.	0 6 0
Garlic		1½ Seer.	0 2 6
Onions.		11½ Seers.	0 12 0
Turmeric.			0 2 0
Vegetables.			2 0 0
Meat			2 0 0
Oil		2 Seers.	1 8 0
Kerosine Oil.		5 Bottles.	0 10 0
Ghee.		1 Seer.	2 0 0
Soap for toilet.			0 8 0
Dhobi.			1 8 0
Pan & Beedi.			2 0 0
Tea, Sugar, & Milk.			2 0 0
House rent.			2 0 0

YEARLY EXPENDITURE.

1 Blanket	6 0 0	
Dhotties 2 pairs.	6 0 0	
4 Shirts	7 0 0	
2 Coats	8 0 0	
2 Carpets	4 0 0	
4 Saries	16 0 0	
4 Kudtas for child	4 0 0	
Children-dhoties 2 pairs.	3 0 0	
8 Female petty coats	4 0 0	
Shoes 1 pair	3 0 0	
2 Turbans	7 0 0	
1 Umbrella	2 0 0	
4 Chaddars	8 0 0	
Utensils.		6 8 0
		1 0 0

THE INDIAN LABOUR JOURNAL

5-B

	PER DAY.	PER MENSEM.	TOTAL.
Barber.			0 8 0
Medicines.			2 0 0
Religious ceremonies.			2 0 0
Loss of pay—	Average 2 days in a month on account of Holidays, sickness &c.		2 0 0
School fees of a child.			0 8 0
Marriage endowment.			2 0 0
Conservancy & Provident Fund.			2 0 0
Total	Rs.	60 10 0	

	Quantity	Total per month		
Masala & Spices		2	0	0
Vegetables		2	0	0
Soap for washing linen		0	8	0
Potteries & Utensils		0	4	0
Pan & Cigars tobacco		1	0	0
CLOTHING.	YEARLY			
2 Pairs of dhoties	5	0	0	
4 Saries	12	0	0	
4 Kudtas for child	3	0	0	
2 Kudtas for self	3	0	0	
3 Chaddars, one for wife, one for him- self and one child	7	8	0	
3 Mats.	2	0	0	
	32	8	0	
		2	11	0
Loss of pay on account of sickness & casual absence.		0	8	0
Miscellaneous such as Srardha and religious ceremonies, barber &c.		1	8	0
House rent.		1	0	0
		32	1	0

This is the minimum expenditure for a low class employee who is a teetotaler:

~~SKILLED LABOUR—Family consisting of self, wife, one dependent and one child.~~

CLERICAL LABOUR

Family consisting of self, wife, one dependant and a child.

Articles		Per month	Total
Rice	1 1/2 Mds. @	Rs. 10 per Maund	15-0-0
Red gram Dal	5 seers	As. 4 per seer	1-4-0
Green „ Dal	4 „	„ 5 „	1-4-0
Black „ Dal	4 „	„ 5 „	1-4-0
Mustard	1 seer	„ 8 „	0-8-0
Spices, asafoetida, Camphor, scented sticks etc.			2-0-0
Ghee	3 seers	Rs. 2-8-0 „	7-8-0

Articles	Per month	Total
Oil [sweet]	3 seers @ Re 1. per seer	Rs. 3-0-0
Chillies	1 1/2 " As. 12 "	1-2-0
Salt	2 " 0-1-6 "	0-3-0
Wheat Flour	4 " 0-4-0 "	1-0-0
Sugar	3 " 0-5-0 "	0-15-0
Tea (B. B.)	1 tin Rs. 1-12-0 per tin	1-12-0
Coffee	1 1/2 lb " 1-12-0 per lb.	0-14-0
Milk	1 1/2 seer daily 15 seers @ 0-5-4 per day.	5-0-0
SERVANTS—One maid servant for cleaning utensils, sweeping the house and doing other works monthly		
		3-0-0
Barber		1-0-0
Dhobi		2-8-0
CLOTHING FOR SELF—4 pants, 4 coats, 8 shirts, 2 payjams, 6 pairs socks, 2 ties, 4 bed sheets, 4 towels, 2 pairs dhoties &c. yearly Rs. 70-Monthly		
		5-14-0
" " FAMILY—4 Sarees, 20 yds. white cloth 10 yds. jacket cloth etc., Yearly Rs. 45 Monthly		
		3-12-0
Foot wear-Shoes	3 pairs yearly Rs. 15 or monthly	1-4-0
Winter clothing	3 Blankets for 2 years @ Rs. 12 per blanket monthly	1-8-0
Utensils		1-0-0
Barber		0-8-0
Medicines		2-0-0
Religious ceremonies		2-0-0
Loss of pay—	Average 2 days in a month on account of Holidays, sickness &c.	2-0-0
School fees of a child		0-8-0
Marriage endowment		2-0-0
Conservancy & Provident Fund.		2-0-0
Expenses for each trip to go home	Rs.15-for 2 trips in a year Rs.30 or monthly	2-8-0
House rent		2-12-0
Medical charges yearly	Rs 50-monthly	4-3-0
Firewood		3-0-0
Vegetables		8-0-0
Religious		2-0-0
Marriage endowment		3-0-0

Deductions Monthly—Provident Fund Rs. 6- 2-0 }
 Conservancy cess 0-12-0 }
 Institute 1-0-0 }

7-14-0

Total Rs. 94-13-0

Minimum Wage

Considering all the aspects of the question namely, the prices of food-stuffs and other general conditions prevailing, the Indian Labour Union, has come to the deliberate conclusion that the minimum wage they are now proposing for each of the various classes of the employees is the irreducible minimum which may not after all satisfy the full requirements with which they are daily faced.

According to our investigation, the minimum wage for an un-skilled labourer ought not to fall below Rs. 32.1-0 per mensem. The Bombay Labour Office after a complete inquiry concluded some time ago that an average Indian Labourer's family requires a monthly income of more than 43s, i.e., more than Rs. 30 per month at the lowest. Similarly the all India Trade Union Congress and all India Railwaymen's Federation after careful inquiry recommended that at least Rs. 30 ought to be the minimum wage of an unskilled Railway employee. Therefore at least the following scales of pay require immediately to be introduced.

For Mukadams etc. Rs 45—2—65
 For Coolies " 25—1—35
 For Female coolies 20—1—30
 On daily rate system, the rates should be fixed not to fall below an

average monthly income suggested in the above scales of pay.

SKILLED LABOURER

It has been found that at least an income of Rs. 62 per month is necessary for the maintenance of an average skilled labourer's family. Therefore the following scales of pay are recommended to this class of employees.

II Grade Rs 45—5—100

I Grade 100—10—150

For labour Supervisors such as Maistries and Chargehands Rs. 160—15—300.

CLERICAL STAFF

Junior grade class II comprising the following classes:—

	Mini-mum	maxi-mum
Copyists	45—5—	100
Time Checkers	" "	"
Muster Roll Keepers	" "	"
Store Line Distributors	" "	"
Adult School Teachers	" "	"
Compounders	" "	"
Institute Clerks	" "	"
Telephone Clerks	" "	"
Ticket Collectors	" "	"
Despatchers etc.	" "	"

JUNIOR GRADE CLASS I

Typists	45—7—	150
Head Ticket Collectors	" "	"
Booking Clerks	" "	"
Shed Clerks	" "	"

Parcel Clerks	45—7—150
Signallers	" " "
Accounts Clerks	" " "
Correspondence Clerks	" " "
Senior grade Clerks	160—10—300

The deputation suggested a time scale in the following manner.

1st scale	45—5—150
2nd scale	150—15—300

It is also proposed there their should be from at least 40 per cent of the employees in the 2nd scale and not more than 60 per cent of the employees in the 1st scale.

In general it is requested of the administration to revise the scales of pay of all the grades in all departments on the basis of the living wages.

SHOP BOUND APPRENTICES.

At present there exist two grades for Indian Shop Bound Apprentices. The Indian Apprentices belonging to the 'A' grade are generally educated lads whose abilities compare not unfavourably with those of the European and Anglo-Indian lads. In view of the fact that the 'A' grade Apprentices are fairly educated it is but fitting that they ought to be equally treated with their Anglo-Indian brethren in respect of pay. Moreover the scales of pay allotted to the 'B' grade Apprentices who start on a minimum of only Rs. 11 are very low and hence it is suggested that (1) the present 'B' grade be abolished (2) the 'A' grade scales of pay be given to the Apprentices classed under 'B' grade at present and (3) that the educated Indian Apprentices be equally treated

with the European and Anglo-Indian Apprentices with regard to pay.

SHED APPRENTICES.

As in the case of Shop Bound Apprentices it is necessary to modify the present scales of pay fixed for Indian Shed Apprentices who are not sufficiently educated in accordance with the 'A' grade scales of pay prevailing with the Shop Bound Indian Apprentices. As for the educated Indian Shed Apprentices they deserve being given similar scales of pay obtaining among the European and Anglo Indian Apprentices in shops.

MUSTER ROLL KEEPERS OF KHARGPUR WORKSHOPS

Most of the Muster Roll Keepers have reached their maximum and are suffering from this disadvantage for years. The revision of their grades has long been overdue and it is hoped the Agent will see his way to do this.

In revising the grades, it will please be taken into consideration the extra duties of accounts clerks which have devolved on them recently by the orders of the Loco Auditor.

Unlike other employees, they are forced to work for 10 hours a day from 5.45 A. M. to 5 P. M. with 2 hours interval from 8 to 10 A. M. and that too without any allowance being given for them. Not content with this, they are made to work on all days alike, no exception being made of Gazetted or public holidays. The Agent may please grant some sort of overtime to these Muster Roll Keepers as is given to Mistries and Charge-hands.

PAY CLERKS

The grade of the Pay Clerks is Rs. 60-4-100 with no further prospects above 100 whatever their service be. This is hard and a revision of the grade is necessary. These pay clerks enjoy all the privileges such as leave, passes, free quarters etc., just like the other bonafide Railway employees excepting that they are not allowed to contribute to the Provident Fund etc and are debarred from the privileges of bonus, gratuity etc. Considering that their deposit of Rs. 1000/- as security without interest and that their duties are more responsible and liable to danger in as much as they deal in huge sums of money, it is hard to reconcile their lot with the rest of the employees and a consideration of the matter is requested.

GRADES

Instances of stoppages of increments due to the employees reaching the maximum of their grades and the lack of sanctioned provision of the higher grades are many. It might here be mentioned that the grades were fixed in 1920 and many were the instances where persons who were far advanced in a certain grade were confirmed in that grade only.

		Average time Since stoppage
Nagpur Shops	15 clerks 65 workmen	} 3 years
Khargpur Machine shop	100 workmen	
Tool Shop	16	" "
Shop No. 15	12	" "
Shop No. 16	5	" "
Shop No. 19	94	" 4 Years.

ASSEMBLY STORES.

Clerks and } Inspectors. }	17 workmen	4 Years.
Paint Shop & Trimming Shop. 323 }	"	3 Years.
Saw Mill Shop 113	"	"
Boiler Shop. 213	"	"

There are many instances of the above sort in all departments of the Railway in all grades of service. The Labour Union submits that this state of things should be remedied.

GRIEVANCES OF TRAFFIC STAFF.

(1) Promotions: Juniors superseding seniors without any regard to the claims of efficient men. A case in point being the recent appointment of Train Controllers.

(2) Promotions in grade but reduction in pay.—An Assistant Station Master drawing the maximum of the grade i. e., Rs. 100/- is promoted as Station Master but on Rs. 75/- or 80/- the maximum of the Station Masters class 8.

(3) Subordinates drawing more pay than the superiors:—A Station Master is the head & responsible man of a station controlling Assistant Station Masters, Jamadars, Points-men, Ticket Collectors &c.

At Ramrajtala the Station Master's grade is Rs. 52-4-80, whereas that of the Ticket Collectors is 80-5-120. The pay of the Station Master and the Assistant Station Master who are dealing with the safe working and responsible for all the accidents and other duties such as up-keep of Station, public dealings, booking of passengers, parcels etc,

must get more pay and other privileges than Ticket Collectors, Train Controllers etc. The Train Controllers' duties are nothing but the duties of Telephone Clerks and the present Train Controllers do nothing but simply mark in and out reports received from the line. For this work no training is required, but still they are paid more and are started on a considerably higher grade.

(4) **SIGNALLERS:**—The custom that used to be in vogue before the present grades, vide Traffic Circular No. 4 of 1920, were enforced was to grant increments after passing the grade examination in Telegraphy only. But now many signallers all over the line have been stopped their due increments for years together because they did not pass the Assistant Station Master's examination. No such bar exists in any other Railway. The bond executed at the beginning of the service lays down no such restriction. This is a grave matter and a consideration of the matter is requested. The bar was removed, vide B. N. Railway Gazette Notification No. 189 dated 7th August 1926 and all the signallers were glad over this but the same has been rescinded for one year i.e., till 1st September 1927, vide P. S.G. letter No. E-4-117-189/2.11.26. This has caused great disappointment amongst the signallers and the feeling runs high.

(5) **GUARDS:**—Besides the racial discrimination in Guards, there is now keeping off Indian Guards from Mail, Passenger Trains which they were al-

lowed to work in their turn on the linking system which used to exist some 6 months back.

The guards at Santragachi who used to work local trains from and to Howrah are now denied the privilege. Running rooms for Guards, Drivers and Breaksmen should be provided at all engine changing Stations as are provided for all Anglo-Indian and European Guards and Drivers.

UNIFORM CLOTHING:—The regulations which used to exist regarding this from 3 years back should now be enforced. The menials who discharge more responsible duties and work longer hours than the Choukidars should be given the same uniform clothing, if not more than what the Choukidars get.

• **DISPENSARY:**—The necessity for a dispensary in the Traffic Settlement, Khargpur has been long pressed for by the Union but in vain. The Branch Dispensary is about a mile off and if the men were able to attend the dispensary for daily medicines they would have been in a fit state to work. The settlement is growing and the dispensary is indispensable.

PROPOSED GRADES FOR THE TRAFFIC RUNNING AND LINE STAFF.

Station Masters should be classed as under, fixing the minimum pay at Rs. 30/- as they have to perform the most important duty on the Railway in comparison with other classes of services.

Station Master Class I.	Rs. 300-20-400
" " " II.	200-20-300
" " " III.	120-10-200
" " " IV.	80-8-120

Similarly the grades of the Assistant Station Masters require to be revised as the Assistant Station Masters perform the same duty in the absence of the Station Masters which calls for responsibility.

Asst. Station Masters.	
Class I.	200-20-320
" " II.	110-10-200
" " III.	60-8-100

It is often complained that Assistant Station Masters when promoted to Station Masters post are given the minimum of the lowest grade, thus practically reducing them to a lower pay than giving them an increase. This is altogether a strange system of promotions. There are several roadside stations where only one man is practically asked to work the whole 24 hours, thus denying him any rest and comforts which are necessary to a human being. At least 3 men should be put on each station, however little work there may be, as one man cannot be expected to be always on the alert for the whole of the day and night.

NUMBER TAKERS.

Number Takers.	Rs 45-5-75
Asst. Head Number Takers.	60-5-100
Head Number Takers.	100-10-150

TICKET COLLECTORS.

Starting of the Ticket Collectors should not be less than Rs. 45.

COACHING CLERKS.

Asst. Coaching Clerks.	45-5-75
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Coaching Clerks Class II.	60-5-100
" " I.	100-5-130
Head Coaching Clerks.	110-5-150
Similar grades should be given to the parcel clerks.	

GOODS CLERKS.

Shed Clerks.	45-5-75
Asst. Goods Clerks.	55-5-85
Goods Clerks, Class II.	70-5-90
" " I.	90-5-120
Head Goods Clerks.	100-5-150

TRANSHIP CLERKS.

Class II.	70-5-100
" I.	100-5-150

WAY BRIDGE CLERKS

Way Bridge Clerks	45-5-75
Asst. Way Bridge clerks.	80-5-100
Head Way Bridge Clerks.	100-5-130

SIGNALLERS.

Signallers.	50-5-85
Asst. Head Signallers.	85-5-120
Head Signallers.	125-5-160

BAR LINE TIME RECORDERS.

The pay of the Bar Line Time Recorders in the West Cabin, Khargpur, should be put on a level with the the other Bar Line Time Recorders at the same Station.

PROMOTIONS.

The promotions of the employees be made on a systematic basis according to seniority in service or grade. In cases where seniority does not count and a junior man is given precedence, it should only be as the result of a competitive examination thereby eliminating the possible allegation of favouritism.

1. Train Controllers are recruited mostly from juniors overlooking the

claims of experienced Assistant Station Masters and Station Masters.

2. Dining Car Managers have been recruited from outside, while Assistant Managers of Refreshment Rooms with catering experience are available.

&c. &c.

Instances of individual preferment without any apparent merit are many everywhere, and as the feeling is running high, the Union points the above as the only solution to this evil.

HOURS OF WORK.

The hours of work have been limited all over the world to eight hours in consideration of the fact that overwork while undermining the health of the employee and making him less and less efficient, would often result in public danger and loss to the Railway and the Union requests that this should be strictly adhered to in this Railway.

THE WAGON SHOP DISMISSALS.

There was a good deal of agitation amongst the workmen at Khargpur recently because they felt that there were indiscriminate dismissals in the wagon shop and harassment from the Supervising Staff such as Messrs. Tipler, Murphy, and Round and as a consequence thereof there was such a commotion amongst the workmen that the men laid down their tools as a protest. Untoward events might have happened but for the fact that the responsible Office Bearers of the Union interfered and almost compelled the men against their wishes to resume work promising that there will be an enquiry as assured by the Chief Me-

chanical Engineer into all the allegations made and justice done.

A reply dealing with a few cases only was received from the Chief Mechanical Engineer, a perusal of which unfortunately compels us to state that the enquiry was onesided and the evidence, if any, taken was neither appreciated nor sifted properly. We are reliably informed that in fact no evidence was taken and evidently the Chief Mechanical Engineer based his reply to the Union on the information of his subordinates. This unfortunate way of dealing with serious matter places the responsible officers of the Union at a great disadvantage both with the men and the administration. They had to take great risks both in allaying the men and the situation but they now find that the enquiry was so meagre that it would, under no circumstances, satisfy us or the men. Neither would it redound to the prestige or justice of the administration.

It need hardly be stated that the B. N. Ry Indian Labour Union has always taken a bold stand even in critical times and the authorities, whenever such occasions arose, had to express appreciation at the same view taken by the Union officers and the way in which they adjusted the differences between the employees and employers.

The Union officers have always realised, most of them being employees, that although they represent the employees' grievances, yet their well-being is dependent on the good will and prosperity of the administration.

Cases in point being:—

1. the representation of the forgery gate passes
2. the troubles in the Engineering workshops, Khargpur, in the year 1923 (when Mr. Shortland reinstated 29 coolies on the Union representing the case).
3. the case of blackmail in Millwright shop in 1921 which resulted in the dismissal of the oppressor. This man afterwards went to the Court against the Company, when the Union helped the administration by lending their file which elicited the appreciation of the officers.
4. Stoppage of lightning strikes at Khargpur in the Traffic yard in 1922, Gas Factory in 1922, Erecting Shops in 1922, Engineering Gangmen Danton in 1922, and in all these cases the help rendered by the Union was acknowledged.
5. The strike at Shalimar in 1925 and lastly
6. the events that culminated in the Robertson Enquiry Committee.

Under the circumstances the Union begs to submit that the only course that ought to be adopted by the Administration is to put the whole matter above board by an enquiry by a Committee consisting of independent responsible officers of the Administration and the Union.

LEAVE ACCUMULATED.

Accumulated leave which the peons, Engine Khalasis, and the like

employees hitherto enjoyed has since been denied to them in spite of repeated representations from the Union. This was also represented to the Agent at the interview granted by him on 15-5-26 and he was pleased to assure the President of the Union that he would enquire into the matter, but up till now this matter has remained undisposed of. These low paid employees do often suffer from sickness due to insufficient meals and clothing and inadequate and insanitary accommodation and therefore the sanction of accumulated leave to them is a blessing.

LEAVE PREPARATORY TO RETIREMENT.

Running Staff due to the nature of their work entailing untimely meals and sleep do often get defect in their sight, comparatively at a younger age and therefore they may not be deprived the privilege of their leave at the time of their discharge from service. This defect they contract while on duty and not due to their own carelessness and therefore the Union represented their case but this was also not conceded as yet. The Union now appeals to the administration to allow them this leave.

LEAVE PREPARATORY TO TRANSFER

The employees in the Government service, when they are transferred from one station to another, are allowed extra casual leave for this purpose but this is not the case in the case of

Railway employees although Railway employees are often liable for transfers from one place to another. The Union requests that the administration may be pleased to allow its employees this concession.

LEAVE—COMPENSATORY.

Such of the Running and Line staff whose duties are such that they cannot be spared on Sundays and other gazetted holidays may be granted at least a fortnight's additional casual leave in a year to compensate them for the above.

QUARTERS AT KHARGPUR

The insufficiency of accommodation in the type of quarters built for the staff and the lack of sufficient quarters even for the employees have long been a vital point of representation by the Labour Union and while thanking the Agent for the kind sympathy, the administration is requested to push on construction of more quarters of a superior type for the clerical and other supervising staff on more sanitary and hygienic principles allowing a little more accommodation than at present. The Union has now officially ascertained the correct population of Khargpur as 25,000 and therefore the authorities are requested to start the construction of the next instalment of quarters at a very early date to relieve a major portion of the employees from their existing hardship, since Khargpur is a Railway Settlement and no private quarters are available within the area.

In this connection the Union

desires to bring to the notice of the authorities that for want of sufficient accommodation in the present quarters the employees are obliged to raise structures adjoining their units with the previous permission of the authorities. Now it is brought to the notice of the Union that the Executive Officer is contemplating either to demolish those structures or to levy land rent on the area thus occupied by the tenants. The authorities have, in the past, realising the insufficient accommodation afforded to the employees in some cases granted permission to raise such structures and in some cases led the way by raising sample structures themselves and it does not believe the administration want to inconvenience or tax the people now for same.

In the Traffic Settlement at Khargpur the Shunting Masters, though a class of subordinate supervisors, are not provided with a better type of quarters proportionate to their rank. They are obliged to live in menial type of quarters. This grievance of theirs deserves early consideration. The old types of 1, 2, 3, & 4 quarters at Khargpur are insanitary and incommodious and the employees are very eager to have these quarters improved on the lines suggested by the Union in its previous correspondence on the subject, vide Union's letter No. S/6/2921 dated 26-8-26, S6/3605 dated 6-10-26.

QUARTERS AT KHURDA ROAD

There are no quarters for the menial staff attached to the Catering

Department at this station. These employees find it difficult to attend to their duties from their homes in the adjacent villages during nights and therefore they start from their homes early in the evening and spend the nights on the verandah of the station building and thus they are exposed to all weathers even in winter nights. The Administration is requested to sanction the construction of quarters for them early.

QUARTERS AT NAGPUR

The quarters constructed for the staff at this Station are defective and they may therefore be improved as mentioned below:—

[1] A door should be fixed between the main room and the store room.

[2] Bath rooms and latrines be covered with roofs.

[3] A verandah be provided similar to the one in the backside with a door in replacement of the window in the front side

[4] The roof which is too low be raised by at least 3 feet.

A rough drawing showing the position of the quarters is herewith for ready reference.

QUARTERS AT NAINPUR.

The Indian Drivers' quarters require wooden ceiling as there are gaps between one tile and another with the result that the inside of the houses are exposed to rain and cold.

The floorings of the menial quarters close to the Drivers' line are so moist that even after the rainy

season the walls and the floors ooze water and emit stinking smell. This may be rectified.

Quarters generally at Chakradhar-pur and Bilaspur need improvements on the lines already reported.

MEDICAL

A Zenana Hospital is very necessary at least at Khargpur in consideration of its large population. Many of the employees whose women folk require treatment do resort to Khargpur. The absence of such an institution is keenly felt. This matter was already represented at great length. The Union requests the administration to remove this long felt want at an early date.

One Dispensary is required for the Traffic Settlement as the position of this settlement will show that it is situated at one end & it is at a distance of about a mile from any of the existing Dispensaries. This was also represented to the Agent in the past.

Medical Certificates granted by Ayurvedic, Homeopathic and Unani Doctors may be recognised.

EDUCATIONAL

One II grade college at Khargpur is an immediate need as many of the employees have had to discontinue the studies of their promising boys after passing from the high school since these employees cannot afford to educate their children at an outstation within their slender resources. If a II grade college is established at Khargpur

many of the employees expressed their desire to send their children from the line. Attached to the proposed college there should be a Hostel.

High English Schools to be opened at Nainpur, Jharsuguda, Dongar-garh, Bhadrak, Shalimar and Sahdol.

STATION COMMITTEE.

Resolution No. 1. On 3-10-26 Naik Abdul Gaffoor was charged for absence from duty. His evidence refuting the charge was ignored and his good conduct badge was taken away from him. This brought in economic distress on him pecuniarily and therefore he preferred a representation through Labour Union on 22-10-26. Ultimately the Executive Officer interned him on 27-10-26 in his room and subsequently dismissed him from service on 12-11-26.

The Risaldar wanted to replace some of the Watchmen by bringing his own men and to this end, he oppressed some of them who happened to report against his own men already in the service as for example Havildar Alikhan reported Watchman Maktoolsingh No. 58 and Umarkhan No 51 for being absent from their sentinel posts. These two men are Risaldar's men and therefore the reports were overlooked and Havildar Alikhan was oppressed and subsequently dismissed. Havildar Seokaran and Naik Faizali are the Risaldars' men. At their instance Watchmen Raghubir and Satbir were dismissed.

Seeing the injustice from the Risaldar some of the staff put in a peti-

tion to the executive Officer requesting to alleviate their hardships from the Risaldar. Instead of redress, they met with dismissals. The Union is not interfering in the discipline of the Station Committee but suggested a fair enquiry so as to arrive at correct conclusions. This was denied and hence the representation to the Agent.

If the conditional resignation of the Chowkidars was accepted there was no need for dismissing the men. It was not done so but the men were put to humiliation and privations by ejecting them from quarters with very short notice.

REPRESENTATION IN THE STATION COMMITTEE

Resolution No. 2

Population of the settlement:—

	No. of quarters	Approximate population	No. of votes
South side } Europeans }	700	966	527
North side } Indians }	6000	22000	3308

Representation on the Station Committee:—

Elected members	North side 8
	South side 7
	Ex. Officios 9
	President } 3
	Vice President }
	Executive Officer }
	Total 27

Practically speaking, the representation in the Station Committee is overcrowded with officialdom by a majority and therefore it is not possible to

convince the Committee with the people's needs. Therefore representation should be based on numerical strength.

Minutes of the Station Committee meetings dated the 14th May 1924 and 11-8-26 will prove the above facts.

AMENDMENT OF THE RULES

Resolution No. 8

There was a rule in the old constitution that a list of fines, suspensions, dismissals and reductions be placed before the monthly meeting of the Station Committee where the aggrieved party had the opportunity to appeal against the decision to the Committee. This rule has been amended in the New Constitution and full powers are delegated to the Executive Officer, which powers are not exercised even by the Heads of Departments on the Railway, in consequence whereof the Executive Officer has acted arbitrarily in the following cases:—

- (1) Infliction of heavy punishments on his staff for 1½ days absence in the beginning of the riots whereas other officers have recognised the absence of staff on this occasion for 3 days.
- (2) Dismissal of Cemetery Clerk J. Williams.
- (3) Dismissal of License Collector Jahedali.
- (4) " " Watchmen.
- (5) " " Cattle Catcher
- (6) " " Peon of K. S. C. of 20 years service
- (7) One Sanitary Sub Inspector Syed Ibrahim was compelled to retire under threat of dismissal.

(8) One Land Rent Collector suspended and subsequently compelled to resign.

(9) One Sanitary Jemadar dismissed for absenting during communal riots.

(10) One Office Clerk who was absent for 1½ days during riots was reduced from 'D' to 'C' from Rs. 105 to 100.

RESOLUTION NO. 4.

Since the advent of the present Secretary into the Station Committee troubles have begun due to his hostility towards the Indian staff. His threatening the Bustee people, his ill-treatment of the Watchmen, and his attitude towards the staff in prejudicing the Executive Officer against the staff i.e. the Cemetery Clerk are instances. Hence the resolution No. 5 D/- 29-9-26 happened to be passed but the Chief Mechanical Engineer declined to take any action in this direction.

GRATUITY.

1. When an employee resigns his job or is dismissed for any reason and reinstated after some time, his previous service is not condoned at the time of his second appointment but he is told that the same would be considered at the time of his settlement.

This system is incorrect as the illiterate employees are apt to forget the date of their previous service and thus the condonation of service is liable to be ignored.

Therefore, it is desirable that the previous service should be condoned

immediately after the second appointment.

2. In some cases gratuity has been refused to employees brought under reduction even on Medical grounds, on the plea of their services being under 15 years and coming under the operation of the 2nd para of note 1 on page 3 of the Gratuity rules. This rule need not be applied at least in cases of men appointed before the 15th June 1922 when the restriction of appointing men of over 40 years of age was promulgated.

Before the issue of the above rules, the actual age of all workmen was entered in Khargpur Workshops records which have since been mislaid and fresh ages recorded approximately at the discretion of the Officers with the result that the current figures differ greatly with the previous ones and so it is difficult to arrive at a correct decision at the time of calculating the age for eligibility of Gratuity.

Thus many workmen suffer and are deprived of their gratuity under this rule of age over 40 at the time of appointment.

FREE PASSES

The Loco Department is putting restrictions in case of low paid staff in granting passes for their dependent family members such as widowed daughters, sisters, mother, minor brothers etc., and these employees are often denied passes for such of their dependants until they produce medical certificates, testifying that

their daughters, sisters, or mothers are not in a position to earn their own livelihood. Many of these employees through poverty though accept menial jobs grumble their daughters, sisters etc., for medical examination for the purpose of passes. Many complaints have been lodged before the Union which has represented them to the Chief Mechanical Engineer. As this procedure unnecessarily entails work both to the Union and the Loco offices it is requested that such byelaws in consistent with the general rules applicable to other departments may not be introduced for the Loco Department.

2. The provision restricting the number to not more than 5 members when a pass applied for includes a dependant is very trying and causing great inconvenience. As a member of the Hindu family he will have one or two dependants on him however poor he be and he cannot but have children the number of which he cannot regulate and to limit his pass only to 5 would either mean extra travelling expense which he can ill afford or leaving off his children and relatives behind which is not possible. This man can be represented by the Union and it is sincerely hoped that the Agent will remove this limitation and free the employees from anxiety.

Foreign line passes were formerly granted to daily paid staff but this has now been disallowed. It is requested that the same privilege be restored for the daily rated staff as most of them are recruited from distant places in

India.

RACIAL DISCRIMINATION.

From the following it will be evident that the higher posts in the subordinate grades are given to Europeans and Anglo-Indians, while the lower ones are given to Indians. The allotment of grades is clearly on racial grounds. Even for the same work, higher rates are paid to Europeans and Anglo-Indians than those for Indians. Racial discrimination cannot be carried to any greater extent. This requires effective remedies as it is con-

trary to repeated declarations of Government. Attention is especially drawn to the following scales of salaries for Europeans and Anglo-Indians & for Indians employed in the Running and Station staff and doing the same work.

There are certain appointments even in the ministerial grades hitherto filled creditably by Indians have of late been reserved for Europeans and Anglo-Indians e. g. Chief Clerks in District Commercial Offices &c., &c.

TRAFFIC DEPARTMENT.

European & Anglo-indian Grades.	Sanctioned number.	Designation.	Indian grades.
500 25 550	1	Station Superintendent	None.
400 20 500	6	Chief Station Masters	None.
330 15 400	5	Station Masters class I	None.
300 10 350	4	do II	None.
230 1 320	6	do III	None.
130 10 200	7	do IV	A few places are given to Indians
130 10 200	11	Station Masters class V	100 5 160
" " "	18	do. IV	85 5 120
" " "	33	do. VII	60 5 100
		do. (all the rest of the stations) VIII	52 4 80
230 10 320	8	Asstt. Station Masters class I	None.
180 10 250	3	" class II	None.
80 5 120	15	" III	80 5 120
			only a few for Indians.
" " "	22	" IV	60 5 100
" " "	51	" V	50 5 85
		" VI (all the rest of the stations)	40 4 70

European and Anglo-Indian Grades	Sanctioned number	Designation	Indian grades.
400 20 500		Sub. Asstt. Station Masters Yard Masters Special class at selected places.	30 4 60
		do. class I	None.
300 15 400	5	Asstt. Yard Masters	None.
250 10 330	8	Asstt. Hd. Ticket Collectors	60 5 85
80 5 120		Ticket Collectors	30 4 60
40 4 80		Guards class I	None.
150 10 200		do. II	30 5 90
85/95 10 180		do. III	Cillery Dist. 28 4 80
		do. IV	other Dist. 12 4 18
		Brakemen	40 1 80
		Tranship guards	40 4 76
		Signallers class I	30 4 60
		do. II	None.
280 20 500	8	Dist. Inspectors	None.
280 15 400	9	Traffic Inspector T. T. Ry	None.
250 10 350	9	Traffic Inspectors.	None.
230 10 320		Train Inspectors.	None.
250 10 350	4	Commercial Inspectors	None.
400 20 500		Telegraph Inspectors	None.
400 20 500		Head Train Controller	None.
230 10 320		Train Controller class I	None.
100 5 160		Train Controller class II	Very few places are given to Indians.
60 5 100		Train Controller clerks.	do.
400 20 500		Yard Masters Special class.	None.
300 15 400	5	do. class I	None.
250 10 330		Asstt. Yard Masters	None.
120 10 200	10	Yard Masters class special	Very few places are given to Indians.

STOCK VERIFIERS

The senior stock verifiers on the Railway are suffering under the mortification that their claims had been overlooked and the post of Head

Stock Verifier which has fallen vacant through the discharge of Mr. Benisham Wahie given away to a Mr. Silver who had only experience as a T. T. I. The Senior Stock Verifiers

Messrs A.N. Bose, P. C. Banerjee, and K. Rangannah and ignoring the fact that they had not less than 13 years of service as Stock Verifiers and that they had applied for the post fearing lest the fact of their not applying should be put forth as a plea for supercession, the Officers appointed Mr. Silver.

—(O)—

T. T. Is.

Anglo-Indian and European T. T. Is are always given a preference over the Indian T. T. Is who carry out the same duties as they in as much as they are always started on Rs. 160 as against the start of Rs. 130 to Indians and are given the Batch in-charge ship which is denied to Indians and to this end seniority in grade and service are overlooked, the European or Anglo-Indian is given the higher grade and pay when a vacancy of Batch-in-Charge comes in.

—(O)—

RECOGNITION RULES.

(1) Passes may be given to the Branches and the Executive (Central) Council as shown below. This matter was explained at the interview on 15.5.

26 and the Agent was pleased to say that he would consider the matter but this is still pending and therefore the Union begs to request the Administration to help it in its Organisation. The advantages in having a healthy and well organised Union need no dilation.

Additional Card Passes required as under:—

One First Class Pass for the Vice President
(Central)
One Inter „ „ for the Executive
(Central) Council.
One Third „ „ do

These for the whole line.

One Inter Class pass for each Branch within its district jurisdiction and up to Khargpur.

(2) Employee workers of the Union be given facilities for Organisation and settlement of disputes.

(3) Employee Officials of the Union may not be shifted from one place to another at least for a term of 5 years from this date.

(4) Outside gentlemen may be permitted to hold offices in the Union.

(5) Room for Union Offices and Co-operative Stores be provided at each Branch head-quarters.

—(O)—

CONCLUSION

These are some of the outstanding grievances which the Union is constrained to submit to the Agent for careful consideration. The Union hopes that

the administration would ponder over the matters stated and give justice to the subordinate employees which, in our humble opinion, has been long overdue.

(Sd.) V. V. Giri, President, B. N. Ry Indian Labour Union.
 Pandit Kashinath Muttu, Vice President, "
 P. Ramachandra Rao, General Secretary "
 W. V. R. Naidu, Branch Secretary, Khargpur "
 V. R. Kalappa, " " Gondia "
 N. K. Sircar, " " G. R. C. "
 H. K. Banerjee, " " N. L. R. "
 B. N. Sircar, Vice President, KGP Branch "
 M. N. Mukerjee " SHM " "
 G. V. Somayajulu, Asstt. Branch Secretary "
 Nazir Mohamed, Executive Council Member, "
 Khargpur Branch.

—O—

Proceedings of a General meeting

OF

The B. N. Ry Indian Labour Union held just opposite the workshop Post Office at 17 hours on 25-11-26 to announce the results of the Labour Deputation to the Railway Administration at Kidderpore on 24-11-26. There was a large gathering of all classes of Labour numbering about six thousand.

Mr. Giri occupied the Chair and the Presidential speech ran thus:-

"We feel very glad to see you. I must tell you we have done nothing for you. If we have done anything, we have done it because we are your humble servants. Yesterday when we went, I was the first man to enter into the Agent's room. At that time, there were Mr. Greenham, Mr. Carroll, Mr.

Jerrad, Mr. Duncan, Mr. Pallister Young and Mr. Bluett.

Firstly Mr. Greenham introduced me to Mr. Carroll who was reminded of an engagement given by him as Counsel for the B. N. Ry in a criminal case some years ago which brought me a handsome fee. Gentlemen, I may tell you that I now appeared before them as an unpaid servant of

Labour and if asked which service I liked best, the service which paid me well or the unpaid service which I have been rendering you, I would unhesitatingly tell anybody that I feel my responsibility all the greater because I am an unpaid servant of yours and that I am proud to be an unpaid servant of my countrymen. We would have been really glad for being garlanded when your Agent himself has officially replied to what he is going to do as a result of our deputation.

The Chief question and the important question that we placed before the Agent was about the grading and the increase in the wages and we discussed with him nearly for three hours. We placed before him & his Officers all the aspects of the question. We presented a lengthy tabular statement giving the rates of food stuffs and other necessities of life for the years 1924, 1925 & 1926. We showed them how from year to year, there has been an increase in the price of various articles of consumption.

We divided labour into skilled and unskilled labour. We showed them that what the Railway is paying the skilled and unskilled labour at the present moment does not compare favourably with these figures. We explained that for the unskilled labour which consists of the coolies and others that unless they get at least Rs. 32/1/- they cannot really live with ordinary comforts. We told them that the menial class for a family which consists self, wife, one dependant, and one

child will require the following:—

	Total per month.
	Rs. as. ps.
Rice	13 0 0
Dal	3 12 0
Firewood	2 8 0
Til Oil	0 12 0
Kerosine Oil	0 10 0
Masala and spices	2 0 0
vegetables	2 0 0
Soap for washing linen	0 8 0
Posteries and utensils	0 4 0
Pan and Cigars	1 0 0
Clothing	2 11 0
Loss of pay on account of sickness and casual absence	0 8 0
Miscellaneous such as Sradha, religious ceremonies, barber etc	1 8 0
House rent	1 0 0
Total	32 1 0

and we told them further that if there are unfortunately among our unskilled labourers any one addicted to drink it will be much more.

Then the next question Mr. Greenham put to us was "How are they now getting on with Rs. 11/-. 15/-. and 18/-. We replied to him by saying we have to unfortunately get into the clutches of the money lenders if we can get help from them or we live on starvation rations i.e. where we take two meals a day we have to satisfy ourselves with one meal and where we have a large family sometimes we have to go without a meal and we further told him that the winter night would not be less cold to a labourer because he is

without a blanket to wrap himself up.

We told the administration that we have a right to demand a living wage. We told them that it is not only our right to have it but it is the duty of the administration to give it.

So also, then as regards skilled labour we showed that at least they require Rs.60/10/- in this manner. We also gave the figures of the Government which also showed that we require this much for a living wage. We showed that the clerical labour and Maistries require at least Rs. 91/- in a similar manner.

So we said that we would take only the moderate course even if it is Rs.32/- we are not going to demand so much. So for male coolies we demanded

	Rs. 25-1-35
For female coolies	20-1-30
For Muccadams	40-5-65
For skilled labour we proposed the following:—	
II Grade	40-5-100
I „	100-10-150
Supervising labour such as Maistries and Chargehands.	160-15-300
We divided the clerks into two grades:—	
Junior grade clerks	45-7-150
Senior „ „	160-10-300

We further wanted that there should be at least 40 per cent in the I grade and 60 per cent in the II grade.

Gentlemen, I tell you we have put our demands very moderately. We have a right to expect that these

demands should be fulfilled.

I may tell you this that the Agent has not given any assurance that he is certainly going to do this but he said that he will consider this matter very carefully (most probably with Sir T. R. Wynne, the Managing Director who is expected here in December). From the interview we had and the way in which we were treated by the Agent & his Officers we almost feel sure that something is coming up. I must tell you this, you have got indeed a very sincere man in Mr. Greenham. When he promises a thing he does it. When he promises he would consider a thing he would surely consider it. He would not merely tell us to please us for the time and then put us in the wrong scent. Mr. Kashinath Muttu very nicely put it yesterday to the Agent when he inquired whether he will have to reply for everything that "we do not want your empty replies, but we want something substantial".

Of course we also proposed the same increases so far as the daily rated staff are concerned. But I must tell you one thing very seriously and that is this: Mr. Greenham and others seem to think we the Labour on this Ry. is not as strong as some believe it to be. They seemed to be of opinion that there are a few leaders such as Messrs. Kashinath Muttu, Ramachandra Rao, Venkatrailu, B. N. Sircar, Nazir Mohamed, B. N. Das, V. R. Kalappa and others and that they are only creating an outward appearance of public agitation.

But I can tell you I made the administration understand that every labourer, be he a skilled or unskilled labourer, be he a clerk or workman stand by us in the proposals that I put forward on your behalf. Your energetic Secretary, Mr. Venkatrailu, has practically told the Agent that he will produce a list to the Agent and show that every one (in Khargpur at least 90 p c.) is a member of the Union & I can tell you this that if we cannot prove this small thing that all are members of the Union we do not deserve to get anything, and if we don't, I shall certainly not be sorry for it. Our strength lies in our unity. I can also tell you this that if every one of you will not keep your word by becoming a member so far as the results are concerned I can assure you nothing and if you have the strength we are sure to get all the reasonable demands fulfilled. On our part, I can assure you we are prepared to make any sacrifice for your well being.

We have also represented the grievances of the Shop Bound Apprentices. We showed them the necessity of removing the 'B' scale altogether and so wanted 'B' scale lads to be given the 'A' scale and that the 'A' scale lads be treated along with their Anglo-Indian and European brethren.

We placed the grievances of the Muster Roll Keepers of Khargpur workshops. We showed how they are working longer hours than others. We requested the administration to pay at least to them some overtime

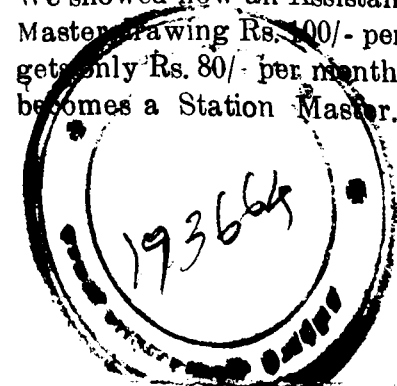
allowance and I believe that something is going to be done for them.

We also represented the grievances of the Pay clerks and wanted the administration to treat them as ordinary Railway employees and grant them all such privileges. We have represented at great length the grievances of the Traffic Department, though we are sorry to say that these gentlemen are not very active in their support to the Union. The same charge applies to us the Babu class (Cries of Shame).

On behalf of the workmen I pray both the Babu Class and the Traffic gentlemen to become members at once without a single exception. It is not for myself that I appeal to them, but in the best interests of themselves and their families. So workmen, Traffic gentlemen, clerical staff and the Babu class, every one of you must realise that all of you should become members of the Union if you want to get any benefits.

In the Traffic Department, we stated how the juniors are superseding the seniors and we showed how certain very juniors have become Controllers when the senior Station Masters and Asstt. Station Masters are existing without any encouragement.

We told the Railway if at any time they want the best type of men for certain posts there should be a competitive test and not favouritism. We showed how an Assistant Station Master drawing Rs. 100/- per mensem gets only Rs. 80/- per mensem when he becomes a Station Master. This is a



peculiar system that prevails on this Railway and Mr. Greenham stated that he was not up to now aware of this system and he agreed with us that this ought not to exist.

The Signallers were given certain concessions which were recently rescinded. The Agent was surprised at this and promised that the subsequent letter of the Superintendent General will be cancelled.

As regards clothing for menials, they will, I think, very soon get more sets and that too of the best type as before.

I am glad to tell you that you gentlemen of the Traffic Department will soon have a hospital in your new Traffic Settlement.

I may tell you, all Khargpurians, be they workmen or any others, they will soon have a Zenana hospital to the comfort of one and all of us and to the comfort of their women folk.

We also proposed various special grades for the Station Master as under

	Rs.	Rs.	Rs.
Station Masters class I	300	20	400
" " II	210	20	300
" " III	120	10	200
" " IV	80	8	120
Asstt. Station Masters I	200	20	320
" " II	110	10	200
" " III	60	8	100

and I hope all this will receive the attention of the Agent.

We also stated about the 8 hour work that ought to be introduced on the Railway and the Agent stated

that he would give a consideration into the matter.

About the Wagon Shop Dismissals we had to discuss the matter at great length, say two hours. Mr. Venkat-railu had to represent the whole matter at great length. I made the administration understand that under no circumstances are we prepared to receive abuses from anyone, whoever he may be.

In this connection I must tell you Anglo-Indian brothers who are brought and bred up here that they should take a note of this point. (Loud Cheers) and I tell you this on behalf of the Agent that he will be very happy indeed if such complaints are not received by him in future.

I may say this that we are as much interested in our Anglo-Indian brothers as we are interested in ourselves. Let them remember that we have got the same feeling of self respect as they have. This Union was responsible in getting them Casual Leave as we got it for us. We fought 5 long years for this and practically at the last interview we had with Mr. Greenham in May last he conceded it.

The agent has promised compensatory leave for the Running Staff and Station Staff.

He also said he would consider about the Preparatory Leave on transfer to the employees.

He said he would also favourably consider about the accumulated leave to the Indian Khalasis.

As regards engine drivers we complained that Indians are not allowed to drive passenger & mail trains and we showed further that on N. W., E. B. and other Rys. Indians are considered fit to drive the passenger trains. There was some discussion in this matter and the Agent considered that if it were a fact that some Railways are allowing Indians to drive passenger trains, he remarked that he is inclined to concede the point in our favour.

As regards the Wagon Shop dismissals after a good deal of deliberation the Agent has accepted that their cases will be re-opened and an impartial enquiry will be gone into in the presence of the Labour representatives. But I from this platform make an appeal to Mr. Bluett, Chief Mechanical Engineer, on behalf of all the workshop employees and on behalf of the Labour Union to forget and forgive. I appeal to him that enquiry or no enquiry and if possible without an enquiry, they may be reinstated at once. The Agent himself felt that we should all begin work with a clean slate and I do hope that Mr. Bluett with his kind disposition would carry the spirit and letter of the Agent's wishes. We have no enmity even with Mr. Round and Mr. Murphy but let them remember that we shall certainly not receive insults or abuses from them. If they are prepared to treat us as gentlemen and men we are prepared to respect them as our superiors. Let them remember that

they will not do any service to themselves or to the Railway administration if they go on in the way in which they are doing. I am prepared to extend my friendly hand if they are prepared to extend theirs to Labour in the workshops.

As regards the unfortunate dismissals in the Station Committee and as regards Cemetery Clerk Mr. Williams we made certain representations and I hope that Col. Anderson will earn our gratitude if he at once takes them back. Now gentlemen, I cannot go on at great length but I will tell you briefly all the rest.

As regards quarters in Khargpur, Khurda Road, Adra, Bilaspur, Chakradharpur, Nagpur etc. we requested the Agent to carry out certain suggestions.

We also stated that our Indian Drivers and Guards should have the same accommodation and same amount of comfort so far as the Running Rooms are concerned and the Agent has promised to do so because he said he wanted the same amount of comfort for my Indians as for his Anglo-Indians.

As regards passes we had discussed at great length. The Agent has consented to look into this.

We also represented the grievances of Stock Verifiers, Travelling Ticket Collectors etc. The Agent has promised to give a careful consideration.

We also mentioned about the amendment of the recognition rules so far as the Union is concerned.

As regards the Station Committee Chowkidars, Col. Anderson will give a helping hand and should any untoward events happen we shall move in the Station Committee meeting.

We told the administration particularly that the services on the B. N. Ry have become very insecure. A man who has put in 15 years service one fine morning will find that he is dismissed without any reason. A man who has got good testimonials to-day may be dismissed the next day if he incurs the displeasure of his officers. We said that the time has come when such things should not prevail on the B. N. Ry. We wanted that in the case of contemplated dismissals there ought to be an impartial enquiry in the presence of two labour representatives and the General Secretary, Labour Union, will have to be advised eight days in advance about the official version of the case. The agent took note of this. Already the Chief Mechanical Engineer has issued a circular and I am sure other circulars regarding other departments will soon follow.

As regards the Carriage Department grievances, the Agent has written to the General Secretary to have an interview with the Chief Mechanical Engineer.

I have practically told you the gist of all that occurred during the course of the deputation which lasted for five long hours. I arrived here the day before yesterday (23-11-26) and from 10 O'clock in the morning up to 3 A.M. on the 24th we all sat together

to decide and compile our demands with great care & caution and left by Bombay Mail for Calcutta. Every one of us has signed this memorandum and presented it to the Agent. I take no responsibility for getting any of these matters satisfactorily settled unless Mr. Venkatrailu and the General Secretary assure me that most of you are enrolled as members of the Labour Union. It is the duty of every member of the Labour Union to sit at the door of every employee who is not a member of the Union and persuade him to become a member. Don't expect the Union Secretary or his Agent to go to your houses. You do your duty by going to the Union Office & pay the modest subscription namely a day's wage in a year and obtain a receipt for the same.

I am not going to detain you longer although there are many more things to discuss with you as I have to go home by Madras Mail to-night.

On behalf of the Labour Union and in the name of the sacred cause which we represent, & above all in the name of our country I request you, I beseech one and all of you with all the sincerity I can command to become members without delay so that united we stand we shall make our legitimate demands heard. (loud and prolonged cheers).

Pandit Kashinath Muttu translated into Hindi sentence by sentence the speech of the President.

Then the following resolutions were unanimously passed:—

I. "That this mass meeting of the B. N. Ry Employees under the auspices of the B. N. Ry Indian Labour Union tenders its heartfelt thanks to Mr. L. Greenham, the popular Agent of the Railway for receiving a Deputation and for giving a patient and sympathetic hearing to the outstanding grievances of the employees specially regarding.

1. Insecurity of service.
2. Insufficiency of wages.
3. Ill-treatment and harassment by supervising staff.
4. General grievances.

This meeting further hopes that suggestions mentioned in the memorandum presented to him along with other grievances brought to his notice will be given effect to at an early date.

2. That this meeting prays that the Agent be pleased to give an early decision in all matters represented by the Deputationists, especially regarding percentage increases and re-grading

and thus allay the serious economic situation that prevails amongst the employees.

3. That this meeting appeals to the good sense and kind disposition of Mr. Bluett, Chief Mechanical Engineer and requests him to remove the main grievances in Khargpur workshops either by immediately reinstating the dismissed thereby enhancing the prestige of the administration for broad sympathy, or if that course be not possible, to institute full impartial enquiry in presence of two Labour Representatives as per his own Circular at an early date.

4. That this meeting requests the Executive Officer, Khargpur Station Committee, to sympathetically reconsider his decision by reinstating the Chowkidars and Cemetery Clerk Williams immediately.

(Sd). V. V. Giri.
President, B. N. Ry. Indian
Labour Union.

- 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’

B. N. Railway Indian Labour Union

OFFICERS

V. V. Giri Esq, Bar-at Law, Berhampore.	President.
Mr. W. V. V. B. Ramalingam B. A., L. T., Venkateswar Temple Street, Berhampore.	Vice-President.
Pandit Kasinath Muttu, Senior Clerk, C. M. E's Office, Khargpur.	Vice-President.
Mr. P. Ramachandrarao, Clerk, C. M. E's Office, Khargpur.	General Secretary.
Mr. G. A. Narasimharao, Clerk, C. M. E's Office, Khargpur.	Assistant General Secretary [Accounts]

B. N. Railway Indian Labour Union

Mr. B. Dondapany Pantulu, Clerk, B. N. Ry Officers' Club, Khargpur.	Treasurer & Trustee.
Messrs. Saha & Mazumdar, Government certified Accountants & Auditors, 285-9 Bowbazar Street Calcutta.	Auditors.
Mr. W. V. R. Naidu, Clerk, C. M. E's Office, Khargpur.	Branch Secretary, Khargpur.
Mr. N. Sircar, Clerk, E. Section, Chief Auditor's Office, B. N. Railway, Kidderpore	Branch Secretary Garden Reach.
Mr. B. N. Das, Clerk, Claims Superintendent's Office, B. N. R. Garden Reach,	Branch Secretary Shalimar.
Mr. C. K. Vaidyanath Iyer, Clerk, D. T. S. Office, B. N. Ry, Khurda Road.	Branch Secretary Khurda Road.
Mr. N. M. Modhi, Train Controller, Bhojudih.	Branch Secretary Bhojudih.
Mr. K. Natarajan, D. L. O's Office, Stenographer, Adra.	Branch Secretary Adra.
Mr. P. S. S. Iyer, General Clerk, D. C. O's Office, Chakradharpur.	Branch Secretary, Chakradharpur.
Mr. K. M. Tilekar, Teacher, B. N. Ry. Indian School, Bilaspur,	Branch Secretary Bilaspur.
Mr. R. R. Shingweker, Clerk, Loco Accounts Branch B. N. Ry, Nagpur	Branch Secretary Nagpur.
Mr. H. K. Banerjee, Trains Clerk, D. C. O's Office, Nainpur.	Branch Secretary, Nainpur.

Indian Labour Journal

V. V. Giri Esq, Bar-at-Law, Berhampore,	Editor.
Mr. V. R. Kalappa, Electrical Charge Hand, Saranda.	Sub Editor.
Mr. M. N. Mukerjee B. A., Clerk, E. Section Accounts, Chief Auditor's Office, Garden Reach, Calcutta.	Sub Editor.

DEATH BENEFIT FUND.

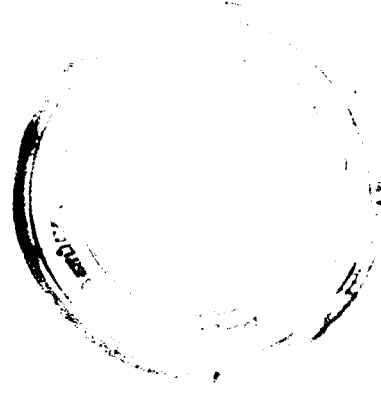
V. V. Giri Esq, Bar-at-Law, Berhampore.	President.
Mr. P. G. Patankar, Accountant, D. E's Office, Chakradharpur	Vice President.
Mr. D. K. Ghosh, Estimator D. E's Office, Chakradharpur.	General Secretary.

Chillies (dry)	"	0-7 6	do	"	0 8 0	do	"	0-11-0	do
Dhania	"	0-3-6	do	"	0-4-0	do	"	0-5-0	do
Sheeka Kayee	"	0-5-0	do	"	0-5-0	do	"	0-7-0	do
Tea one pound (Green)	"	1-3-6	per tin	"	1 5-6	per tin	"	1-7-0	per tin
o (Red)	"	1-7-6	do	"	1-8-0	do	"	1-11-0	do
Coffee one pound	"	1-3 0	do	"	1-4-0	do	"	1-6-0	do

VEGETABLES

Brinjals	"	0-0-9	per seer	Rs. 0-1-6	per seer.	"	0-4-0	per seer.
Bendi	"	0-1-6	do	"	0-2-6	do	"	0-5-0
Turai	"	0-0-9	do	"	0-2-0	do	"	0-3-0
Samefally	"	0-1-6	do	"	0-2-6	do	"	0-6-0
Onians (Red)	"	0-1-9	do	"	0-2-6	do	"	0-7-0
Chillies (Green)	"	0-2-6	do	"	0-3-0	do	"	0-8-0
Potatoes	"	0-2-0	to 0-2-6	"	0-2-6	to 0-3-0	"	0 5-6 to 0-6-0
			per seer.			per seer.		

The prices of all other miscellaneous vegetables are comparatively greater than the previous two years by one to two rates.



5-B

	PER DAY.	PER MENSEM.	TOTAL.
Barber.			0 8 0
Medicines.			2 0 0
Religious ceremonies.			2 0 0
Loss of pay—	Average 2 days in a month on account of Holidays, sickness &c.		2 0 0
School fees of a child.			0 8 0
Marriage endowment.			2 0 0
Conservancy & Provident Fund.			2 0 0
Total	Rs.		60 10 0

THE INDIAN LABOUR JOURNAL

5

	Quantity	Total per month		
Masala & Spices		2	0	0
Vegetables		2	0	0
Soap for washing linen		0	8	0
Potteries & Utensils		0	4	0
Pan & Cigars tobacco		1	0	0
CLOTHING.	YEARLY			
2 Pairs of dhoties	5	0	0	
4 Saries	12	0	0	
4 Kudtas for child	3	0	0	
2 Kudtas for self	3	0	0	
3 Chaddars, one for wife, one for him- self and one child	7	8	0	
3 Mats.	2	0	0	
	32	8	0	
Loss of pay on account of sickness & casual absence.		0	8	0
Miscellaneous such as Srardha and religious ceremonies, barber &c.		1	8	0
House rent.		1	0	0
	32	1	0	

This is the minimum expenditure for a low class employee who is a teetotaler:

~~SKILLED LABOUR Family consisting of self, wife, one dependent and one child~~

CLERICAL LABOUR

Family consisting of self, wife, one dependant and a child.

Articles	Per month	Total.
Rice	1 1/2 Mds. @ Rs. 10 per Maund	15-0-0
Red gram Dal	5 seers As. 4 per seer	1-4-0
Green „ Dal	4 „ „ 5 „	1-4-0
Black „ Dal	4 „ „ 5 „	1-4-0
Mustard	1 seer „ 8 „	0-8-0
Spices, asafoetida.		
Camphor, scented sticks etc.		2-0-0
Ghee	3 seers Rs. 2-8-0 „	7-8-0

Articles	Per month	Total
Oil [sweet]	3 seers @ Re 1. per seer	Rs. 3-0-0
Chillies	1 1/2 " As. 12	1-2-0
Salt	2 " 0-1-6	0-3-0
Wheat Flour	4 " 0-4-0	1-0-0
Sugar	3 " 0-5-0	0-15-0
Tea (A. B.)	1 tin Rs. 1-12-0 per tin	1-12-0
Coffee	1/2 lb " 1-12-0 per lb.	0-14-0
Milk	1/2 seer daily 15 seers @ 0-5-4 per day.	5-0-0
SERVANTS—One maid servant for cleaning utensils, sweeping the house and doing other works monthly		
Barber		3-0-0
Dhobi		1-0-0
		2-8-0
CLOTHING FOR SELF—4 pants, 4 coats, 8 shirts, 2 payjams, 6 pairs socks, 2 ties, 4 bed sheets, 4 towels, 2 pairs dhoties &c. yearly Rs. 70. Monthly		
		5-14-0
" " FAMILY—4 Sarees, 20 yds. white cloth 10 yds. jacket cloth etc., Yearly Rs. 45 Monthly		
		3-12-0
Foot-wear-Shoes	3 pairs yearly Rs. 15 or monthly	1-4-0
Winter clothing	3 Blankets for 2 years @ Rs. 12 per blanket monthly	1-8-0
Utensils		1-0-0
Barber		0-8-0
Medicines		2-0-0
Religious ceremonies		2-0-0
Loss of pay—	Average 2 days in a month on account of Holidays, sickness &c.	2-0-0
School fees of a child		0-8-0
Marriage endowment		2-0-0
Conservancy & Provident Fund.		2-0-0
Expenses for each trip to go home	Rs.15-for 2 trips in a year Rs.30 or monthly	2-8-0
House rent		2-12-0
Medical charges yearly	Rs 50-monthly	4-3-0
Firewood		3-0-0
Vegetables		8-0-0
Religious		2-0-0
Marriage endowment		3-0-0

Deductions Monthly—Provident Fund Rs. 6- 2-0 }
 Conservancy cess 0-12-0 }
 Institute 1-0-0 }

7-14-0

Total Rs. 94-13-0

Minimum Wage

Considering all the aspects of the question namely, the prices of food-stuffs and other general conditions prevailing, the Indian Labour Union, has come to the deliberate conclusion that the minimum wage they are now proposing for each of the various classes of the employees is the irreducible minimum which may not after all satisfy the full requirements with which they are daily faced.

According to our investigation, the minimum wage for an un-skilled labourer ought not to fall below Rs. 32-1-0 per mensem. The Bombay Labour Office after a complete inquiry concluded some time ago that an average Indian Labourer's family requires a monthly income of more than 43s, i. e., more than Rs. 30 per month at the lowest. Similarly the all India Trade-Union Congress and all India Railwaymen's Federation after careful inquiry recommended that at least Rs. 30 ought to be the minimum wage of an unskilled Railway employee. Therefore at least the following scales of pay require immediately to be introduced.

For Mukadams etc. Rs 45—2—65
 For Coolies " 25—1—35
 For Female coolies 20—1—30
 On daily rate system, the rates should be fixed not to fall below an

average monthly income suggested in the above scales of pay.

SKILLED LABOURER

It has been found that at least an income of Rs. 62 per month is necessary for the maintenance of an average skilled labourer's family. Therefore the following scales of pay are recommended to this class of employees.

II Grade Rs 45—5—100

I Grade 100—10—150

For labour Supervisors such as Maistries and Chargehands Rs. 160—15—300.

CLERICAL STAFF

Junior grade class II comprising the following classes:—

	Mini-mum	maxi-mum
Copyists	45—5—100	
Time Checkers	" " "	
Mustar Roll Keepers	" " "	
Store Line Distributors	" " "	
Adult School Teachers	" " "	
Compounders	" " "	
Institute Clerks	" " "	
Telephone Clerks	" " "	
Ticket Collectors	" " "	
Despatchers etc.	" " "	

JUNIOR GRADE CLASS I

Typists	45—7—150
Head Ticket Collectors	" " "
Booking Clerks	" " "
Shed Clerks	" " "

must get more pay and other privileges than Ticket Collectors, Train Controllers etc. The Train Controllers' duties are nothing but the duties of Telephone Clerks and the present Train Controllers do nothing but simply mark in and out reports received from the line. For this work no training is required, but still they are paid more and are started on a considerably higher grade.

(4) **SIGNALLERS:**—The custom that used to be in vogue before the present grade, vide Traffic Circular No. 4 of 1920, were enforced was to grant increments after passing the grade examination in Telegraphy only. But now many signallers all over the line have been stopped their due increments for years together because they did not pass the Assistant Station Master's examination. No such bar exists in any other Railway. The bond executed at the beginning of the service lays down no such restriction. This is a grave matter and a consideration of the matter is requested. The bar was removed, vide B. N. Railway Gazette Notification No. 189 dated 7th August 1926 and all the signallers were glad over this but the same has been rescinded for one year i.e., till 1st September 1927, vide T. S.G. letter No. **E-4-117-189/2.11.26**. This has caused great disappointment amongst the signallers and the feeling runs high.

(5) **GUARDS:**—Besides the racial discrimination in Guards, there is now keeping off Indian Guards from Mail, Passenger Trains which they were al-

lowed to work in their turn on the linking system which used to exist some 6 months back.

The guards at Santragachi who used to work local trains from and to Howrah are now denied the privilege. Running rooms for Guards, Drivers and Breaksmen should be provided at all engine changing Stations as are provided for all Anglo-Indian and European Guards and Drivers.

UNIFORM CLOTHING:—The regulations which used to exist regarding this from 3 years back should now be enforced. The menials who discharge more responsible duties and work longer hours than the Choukidars should be given the same uniform clothing, if not more than what the Choukidars get.

DISPENSARY:—The necessity for a dispensary in the Traffic Settlement, Khargpur has been long pressed for by the Union but in vain. The Branch Dispensary is about a mile off and if the men were able to attend the dispensary for daily medicines they would have been in a fit state to work. The settlement is growing and the dispensary is indispensable.

PROPOSED GRADES FOR THE TRAFFIC RUNNING AND LINE STAFF.

Station Masters should be classed as under, fixing the minimum pay at Rs. 80/- as they have to perform the most important duty on the Railway in comparison with other classes of services.

Station Master Class I.	Rs. 300-20-400
" " " II.	200-20-300
" " " III.	120-10-200
" " " IV.	80-8-120

Similarly the grades of the Assistant Station Masters require to be revised as the Assistant Station Masters perform the same duty in the absence of the Station Masters which calls for responsibility.

Asst. Station Masters.	
Class I.	200-20-320
" " II.	110-10-200
" " III.	60-8-100

It is often complained that Assistant Station Masters when promoted to Station Masters post are given the minimum of the lowest grade, thus practically reducing them to a lower pay than giving them an increase. This is altogether a strange system of promotions. There are several roadside stations where only one man is practically asked to work the whole 24 hours, thus denying him any rest and comforts which are necessary to a human being. At least 3 men should be put on each station, however little work there may be, as one man cannot be expected to be always on the alert for the whole of the day and night.

NUMBER TAKERS.

Number Takers.	Rs. 45-5-75
Asst. Head Number Takers.	60-5-100
Head Number Takers.	100-10-150

TICKET COLLECTORS.

Starting of the Ticket Collectors should not be less than Rs. 45.

COACHING CLERKS.

Asst. Coaching Clerks.	45-5-75
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Coaching Clerks Class II.	60-5-100
" " " I.	100-5-130
Head Coaching Clerks.	110-5-150
Similar grades should be given to the parcel clerks.	

GOODS CLERKS.

Shed Clerks.	45-5-75
Asst. Goods Clerks.	55-5-85
Goods Clerks, Class II.	70-5-90
" " " I.	90-5-120
Head Goods Clerks.	100-5-150

TRANSHIP CLERKS.

Class II.	70-5-100
" " I.	100-5-150

WAY BRIDGE CLERKS

Way Bridge Clerks.	45-5-75
Asst. Way Bridge clerks.	80-5-100
Head Way Bridge Clerks.	100-5-130

SIGNALLERS.

Signallers.	50-5-85
Asst. Head Signallers.	85-5-120
Head Signallers.	125-5-160

BAR LINE TIME RECORDERS.

The pay of the Bar Line Time Recorders in the West Cabin, Khargpur, should be put on a level with the the other Bar Line Time Recorders at the same Station.

PROMOTIONS.

The promotions of the employees be made on a systematic basis according to seniority in service or grade. In cases where seniority does not count and a junior man is given precedence, it should only be as the result of a competitive examination thereby eliminating the possible allegation of favouritism.

1. Train Controllers are recruited mostly from juniors overlooking the

claims of experienced Assistant Station Masters and Station Masters.

2. Dining Car Managers have been recruited from outside, while Assistant Managers of Refreshment Rooms with catering experience are available.

&c. &c.

Instances of individual preferment without any apparent merit are many everywhere, and as the feeling is running high, the Union points the above as the only solution to this evil.

HOURS OF WORK.

The hours of work have been limited all over the world to eight hours in consideration of the fact that over work while undermining the health of the employee and making him less and less efficient, would often result in public danger and loss to the Railway and the Union requests that this should be strictly adhered to in this Railway.

THE WAGON SHOP DISMISSALS.

There was a good deal of agitation amongst the workmen at Khargpur recently because they felt that there were indiscriminate dismissals in the wagon shop and harassment from the Supervising Staff such as Messrs. Tipler, Murphy, and Round and as a consequence thereof there was such a commotion amongst the workmen that the men laid down their tools as a protest. Untoward events might have happened but for the fact that the responsible Office Bearers of the Union interfered and almost compelled the men against their wishes to resume work promising that there will be an enquiry as assured by the Chief Me-

chanical Engineer into all the allegations made and justice done.

A reply dealing with a few cases only was received from the Chief Mechanical Engineer, a perusal of which unfortunately compels us to state that the enquiry was onesided and the evidence, if any, taken was neither appreciated nor sifted properly. We are reliably informed that in fact no evidence was taken and evidently the Chief Mechanical Engineer based his reply to the Union on the information of his subordinates. This unfortunate way of dealing with serious matter places the responsible officers of the Union at a great disadvantage both with the men and the administration. They had to take great risks both in allaying the men and the situation but they now find that the enquiry was so meagre that it would, under no circumstances, satisfy us or the men. Neither would it redound to the prestige or justice of the administration.

It need hardly be stated that the B. N. Ry Indian Labour Union has always taken a bold stand even in critical times and the authorities, whenever such occasions arose, had to express appreciation at the sane view taken by the Union officers and the way in which they adjusted the differences between the employees and employers.

The Union officers have always realised, most of them being employees, that although they represent the employees' grievances, yet their well-being is dependent on the good will and prosperity of the administration.

Cases in point being:—

1. the representation of the forgery gate passes
2. the troubles in the Engineering workshops, Khargpur, in the year 1923 (when Mr. Shortland reinstated 29 coolies on the Union representing the case).
3. the case of blackmail in Millwright shop in 1921 which resulted in the dismissal of the oppressor. This man afterwards went to the Court against the Company, when the Union helped the administration by lending their file which elicited the appreciation of the officers.
4. Stoppage of lightning strikes at Khargpur in the Traffic yard in 1922. Gas Factory in 1922, Erecting Shops in 1922, Engineering Gangmen Danton in 1922, and in all these cases the help rendered by the Union was acknowledged.
5. The strike at Shalimar in 1925 and lastly
6. the events that culminated in the Robertson Enquiry Committee.

Under the circumstances the Union begs to submit that the only course that ought to be adopted by the Administration is to put the whole matter above board by an enquiry by a Committee consisting of independent responsible officers of the Administration and the Union.

LEAVE ACCUMULATED.

Accumulated leave which the peons, Engine Khalasis, and the like

employees hitherto enjoyed has since been denied to them in spite of repeated representations from the Union. This was also represented to the Agent at the interview granted by him on 15.5.26, and he was pleased to assure the President of the Union that he would enquire into the matter, but up till now this matter has remained undisposed of. These low paid employees do often suffer from sickness due to insufficient meals and clothing and inadequate and insanitary accommodation and therefore the sanction of accumulated leave to them is a blessing.

LEAVE PREPARATORY TO RETIREMENT.

Running Staff due to the nature of their work entailing untimely meals and sleep do often get defect in their sight, comparatively at a younger age and therefore they may not be deprived the privilege of their leave at the time of their discharge from service. This defect they contract while on duty and not due to their own carelessness and therefore the Union represented their case but this was also not conceded as yet. The Union now appeals to the administration to allow them this leave.

LEAVE PREPARATORY TO TRANSFER

The employees in the Government service, when they are transferred from one station to another, are allowed extra casual leave for this purpose but this is not the case in the case of

Railway employees although Railway employees are often liable for transfers from one place to another. The Union requests that the administration may be pleased to allow its employees this concession.

LEAVE—COMPENSATORY.

Such of the Running and Line staff whose duties are such that they cannot be spared on Sundays and other gazetted holidays may be granted at least a fortnight's additional casual leave in a year to compensate them for the above.

QUARTERS AT KHARGPUR

The insufficiency of accommodation in the type of quarters built for the staff and the lack of sufficient quarters even for the employees have long been a vital point of representation by the Labour Union and while thanking the Agent for the kind sympathy, the administration is requested to push on construction of more quarters of a superior type for the clerical and other supervising staff on more sanitary and hygienic principles allowing a little more accommodation than at present. The Union has now officially ascertained the correct population of Khargpur as 25,000 and therefore the authorities are requested to start the construction of the next instalment of quarters at a very early date to relieve a major portion of the employees from their existing hardship, since Khargpur is a Railway Settlement and no private quarters are available within the area.

In this connection the Union

desires to bring to the notice of the authorities that for want of sufficient accommodation in the present quarters the employees are obliged to raise structures adjoining their units with the previous permission of the authorities. Now it is brought to the notice of the Union that the Executive Officer is contemplating either to demolish those structures or to levy land rent on the area thus occupied by the tenants. The authorities have, in the past, realising the insufficient accommodation afforded to the employees in some cases granted permission to raise such structures and in some cases led the way by raising sample structures themselves and it does not believe the administration want to inconvenience or tax the people now for same.

In the Traffic Settlement at Khargpur the Shunting Masters, though a class of subordinate supervisors, are not provided with a better type of quarters proportionate to their rank. They are obliged to live in menial type of quarters. This grievance of theirs deserves early consideration. The old types of 1, 2, 3, & 4 quarters at Khargpur are insanitary and incommodious and the employees are very eager to have these quarters improved on the lines suggested by the Union in its previous correspondence on the subject, vide Union's letter No. S/6/2921 dated 26-8-26, S6/3605 dated 6-10-26.

QUARTERS AT KHURDA ROAD

There are no quarters for the menial staff attached to the Catering

Department at this station. These employees find it difficult to attend to their duties from their homes in the adjacent villages during nights and therefore they start from their homes early in the evening and spend the nights on the verandah of the station building and thus they are exposed to all weathers even in winter nights. The Administration is requested to sanction the construction of quarters for them early.

QUARTERS AT NAGPUR

The quarters constructed for the staff at this Station are defective and they may therefore be improved as mentioned below:—

- [1] A door should be fixed between the main room and the store room.
- [2] Bath rooms and latrines be covered with roofs.
- [3] A verandah be provided similar to the one in the backside with a door in replacement of the window in the front side
- [4] The roof which is too low be raised by at least 3 feet.

A rough drawing showing the position of the quarters is herewith for ready reference.

QUARTERS AT NAINPUR.

The Indian Drivers' quarters require wooden ceiling as there are gaps between one tile and another with the result that the inside of the houses are exposed to rain and cold.

The floorings of the menial quarters close to the Drivers' line are so moist that even after the rainy

season the walls and the floors ooze water and emit stinking smell. This may be rectified.

Quarters generally at Chakradhar-pur and Bilaspur need improvements on the lines already reported.

MEDICAL

A Zenana Hospital is very necessary at least at Khargpur in consideration of its large population. Many of the employees whose women folk require treatment do resort to Khargpur. The absence of such an institution is keenly felt. This matter was already represented at great length. The Union requests the administration to remove this long felt want at an early date.

One Dispensary is required for the Traffic Settlement as the position of this settlement will show that it is situated at one end & it is at a distance of about a mile from any of the existing Dispensaries. This was also represented to the Agent in the past.

Medical Certificates granted by Ayurvedic, Homeopathic and Unani Doctors may be recognised.

EDUCATIONAL

One II grade college at Khargpur is an immediate need as many of the employees have had to discontinue the studies of their promising boys after passing from the high school since these employees cannot afford to educate their children at an outstation within their slender resources. If a II grade college is established at Khargpur

many of the employees expressed their desire to send their children from the line. Attached to the proposed college there should be a Hostel.

High English Schools to be opened at Nainpur, Jharsuguda, Dongar-garh, Bhadrak, Shalimar and Sahdol.

STATION COMMITTEE.

Resolution No. 1. On 3-10-26 Naik Abdul Gaffoor was charged for absence from duty. His evidence refuting the charge was ignored and his good conduct badge was taken away from him. This brought in economic distress on him peculiarly and therefore he preferred a representation through Labour Union on 22-10-26. Ultimately the Executive Officer interned him on 27-10-26 in his room and subsequently dismissed him from service on 12-11-26.

The Risalder wanted to replace some of the Watchmen by bringing his own men and to this end, he oppressed some of them who happened to report against his own men already in the service as for example Havildar Alikhan reported Watchman Maktoolsingh No. 58 and Umarchan No 51 for being absent from their sentinel posts. These two men are Risalder's men and therefore the reports were overlooked and Havildar Alikhan was oppressed and subsequently dismissed. Havildar Seokaran and Naik Faizali are the Risaldars' men. At their instance Watchmen Raghubir and Satbir were dismissed.

Seeing the injustice from the Risalder some of the staff put in a peti-

tion to the executive Officer requesting to alleviate their hardships from the Risalder. Instead of redress, they met with dismissals. The Union is not interfering in the discipline of the Station Committee but suggested a fair enquiry so as to arrive at correct conclusions. This was denied and hence the representation to the Agent.

If the conditional resignation of the Chowkidars was accepted there was no need for dismissing the men. It was not done so but the men were put to humiliation and privations by ejecting them from quarters with very short notice.

REPRESENTATION IN THE STATION COMMITTEE

Resolution No. 2

Population of the settlement:—

	No. of quarters	Approximate population	No. of votes
South side } Europeans	700	966	527
North side } Indians	6000	22000	3308

Representation on the Station Committee:—

Elected members	North side 8
	South side 7
	Ex. Officios 9
	President } 3
	Vice President }
	Executive Officer }
	Total 27

Practically speaking, the representation in the Station Committee is overcrowded with officialdom by a majority and therefore it is not possible to

convince the Committee with the people's needs. Therefore representation should be based on numerical strength.

Minutes of the Station Committee meetings dated the 14th May 1924 and 11-8-26 will prove the above facts.

AMENDMENT OF THE RULES

Resolution No. 8

There was a rule in the old constitution that a list of fines, suspensions, dismissals and reductions be placed before the monthly meeting of the Station Committee where the aggrieved party had the opportunity to appeal against the decision to the Committee. This rule has been amended in the New Constitution and full powers are delegated to the Executive Officer, which powers are not exercised even by the Heads of Departments on the Railway, in consequence whereof the Executive Officer has acted arbitrarily in the following cases:—

- (1) Infliction of heavy punishments on his staff for 1½ days absence in the beginning of the riots whereas other officers have recognised the absence of staff on this occasion for 3 days.
- (2) Dismissal of Cemetery Clerk J. Williams.
- (3) Dismissal of License Collector Jahedali.
- (4) " " Watchmen.
- (5) " " Cattle Catcher
- (6) " " Peon of K. S. C. of 20 years service
- (7) One Sanitary Sub Inspector Syed Ibrahim was compelled to retire under threat of dismissal.

- (8) One Land Rent Collector suspended and subsequently compelled to resign.
- (9) One Sanitary Jemadar dismissed for absenting during communal riots.
- (10) One Office Clerk who was absent for 1½ days during riots was reduced from 'D' to 'C' from Rs. 105 to 100.

RESOLUTION NO. 4.

Since the advent of the present Secretary into the Station Committee troubles have begun due to his hostility towards the Indian staff. His threatening the Bustee people, his ill-treatment of the Watchmen, and his attitude towards the staff in prejudicing the Executive Officer against the staff i. e. the Cemetery Clerk are instances. Hence the resolution No. 5 D/- 29-9-26 happened to be passed but the Chief Mechanical Engineer declined to take any action in this direction.

GRATUITY.

1. When an employee resigns his job or is dismissed for any reason and reinstated after some time, his previous service is not condoned at the time of his second appointment but he is told that the same would be considered at the time of his settlement.

This system is incorrect as the illiterate employees are apt to forget the date of their previous service and thus the condonation of service is liable to be ignored.

Therefore, it is desirable that the previous service should be condoned

immediately after the second appointment.

2. In some cases gratuity has been refused to employees brought under reduction even on Medical grounds, on the plea of their services being under 15 years and coming under the operation of the 2nd para of note 1 on page 3 of the Gratuity rules. This rule need not be applied at least in cases of men appointed before the 15th June 1922 when the restriction of appointing men of over 40 years of age was promulgated.

Before the issue of the above rules, the actual age of all workmen was entered in Khargpur Workshops records which have since been mislaid and fresh ages recorded approximately at the discretion of the Officers with the result that the current figures differ greatly with the previous ones and so it is difficult to arrive at a correct decision at the time of calculating the age for eligibility of Gratuity.

Thus many workmen suffer and are deprived of their gratuity under this rule of age over 40 at the time of appointment.

FREE PASSES

The Loco Department is putting restrictions in case of low paid staff in granting passes for their dependent family members such as widowed daughters, sisters, mother, minor brothers etc., and these employees are often denied passes for such of their dependants until they produce medical certificates, testifying that

their daughters, sisters, or mothers are not in a position to earn their own livelihood. Many of these employees through poverty though accept menial jobs grumble their daughters, sisters etc., for medical examination for the purpose of passes. Many complaints have been lodged before the Union which has represented them to the Chief Mechanical Engineer. As this procedure unnecessarily entails work both to the Union and the Loco offices it is requested that such byelaws inconsistent with the general rules applicable to other departments may not be introduced for the Loco Department.

2. The provision restricting the number to not more than 5 members when a pass applied for includes a dependant is very trying and causing great inconvenience. As a member of the Hindu family he will have one or two dependants on him however poor he be and he cannot but have children the number of which he cannot regulate and to limit his pass only to 5 would either mean extra travelling expense which he can ill afford or leaving off his children and relatives behind which is not possible. This man can be represented by the Union and it is sincerely hoped that the Agent will remove this limitation and free the employees from anxiety.

Foreign line passes were formerly granted to daily paid staff but this has now been disallowed. It is requested that the same privilege be restored for the daily rated staff as most of them are recruited from distant places in

India.

RACIAL DISCRIMINATION.

From the following it will be evident that the higher posts in the subordinate grades are given to Europeans and Anglo-Indians while the lower ones are given to Indians. The allotment of grades is clearly on racial grounds. Even for the same work, higher rates are paid to Europeans and Anglo-Indians than those for Indians. Racial discrimination cannot be carried to any greater extent. This requires effective remedies as it is con-

trary to repeated declarations of Government. Attention is especially drawn to the following scales of salaries for Europeans and Anglo-Indians & for Indians employed in the Running and Station staff and doing the same work.

There are certain appointments even in the ministerial grades hitherto filled creditably by Indians have of late been reserved for Europeans and Anglo-Indians e. g. Chief Clerks in District Commercial Offices &c., &c.

TRAFFIC DEPARTMENT.

European & Anglo-Indian Grades.	Sanctioned number.	Designation.	Indian grades.
500 25 550	1	Station Superintendent	None.
400 20 500	6	Chief Station Masters	None.
330 15 400	5	Station Masters class I	None.
300 10 350	4	do II	None.
230 1 320	6	do III	None.
130 10 200	7	do IV	A few places are given to Indians
130 10 200	11	Station Masters class V	100 5 160
" " "	18	do IV	85 5 120
" " "	33	do VII	60 5 100
		do. (all the rest of the stations) VIII	52 4 80
230 10 320	8	Asstt. Station Masters class I	None.
180 10 250	3	" class II	None.
80 5 120	15	" III	80 5 120
			only a few for Indians.
" " "	22	" IV	60 5 100
" " "	51	" V	50 5 85
		" VI (all the rest of the stations)	40 4 70

European and Anglo-Indian Grades	Sanctioned number	Designation	Indian grades.
		Sub. Asstt. Station Masters	30 4 60
400 20 500		Yard Masters Special class at selected places.	None.
300 15 400	5	do. class I	None.
250 10 330	8	Asstt. Yard Masters	None.
80 5 120		Asstt. Hd. Ticket Collectors	60 5 85
40 4 80		Ticket Collectors	30 4 60
150 10 200		Guards class I	None.
85.95 10 180		do II	
		do. III	30 5 90
		do. IV	Cillery Dist. 28 4 80
			other Dists.
		Brakesmen	12 4 18
		Tranship guards	40 1 80
		Signallers class I	40 4 76
		do. II	30 4 60
280 20 500	8	Dist. Inspectors	None.
280 15 400	9	Traffic Inspector T. T. Ry	None.
250 10 350	9	Traffic Inspectors.	None.
230 10 320		Train Inspectors.	None.
250 10 350	4	Commercial Inspectors	None.
400 20 500		Telegraph Inspectors	None.
400 20 500		Head Train Controller	None.
230 10 320		Train Controller class I	None.
100 5 160		Train Controller class II	Very few places are given to Indians.
60 5 100		Train Controller clerks.	do.
400 20 500		Yard Masters Special class.	None.
300 15 400	5	do. class I	None.
250 10 330		Asstt. Yard Masters	None.
120 10 200	10	Yard Masters class special	Very few places are given to Indians.

STOCK VERIFIERS

The senior stock verifiers on the Railway are suffering under the mortification that their claims had been overlooked and the post of Head

Stock Verifier which has fallen vacant through the discharge of Mr. Benisham Wahie given away to a Mr. Silver who had only experience as a T. T. I. The Senior Stock Verifiers

Messrs A.N. Bose, P. C. Banerjee, and K. Rangannah and ignoring the fact that they had not less than 13 years of service as Stock Verifiers and that they had applied for the post fearing lest the fact of their not applying should be put forth as a plea for supercession, the Officers appointed Mr. Silver.

—(O)—

T. T. Is.

Anglo-Indian and European T. T. Is are always given a preference over the Indian T. T. Is who carry out the same duties as they in as much as they are always started on Rs. 160 as against the start of Rs. 130 to Indians and are given the Batch-in-charge ship which is denied to Indians and to this end seniority in grade and service are overlooked, the European or Anglo-Indian is given the higher grade and pay when a vacancy of Batch-in-Charge comes in.

—(O)—

RECOGNITION RULES.

(1) Passes may be given to the Branches and the Executive (Central) Council as shown below. This matter was explained at the interview on 15-5-

26 and the Agent was pleased to say that he would consider the matter but this is still pending and therefore the Union begs to request the Administration to help it in its Organisation. The advantages in having a healthy and well organised Union need no dilation.

Additional Card Passes required as under:—

One First Class Pass for the Vice President
(Central)
One Inter „ „ for the Executive
(Central) Council.
One Third „ „ do

These for the whole line.

One Inter Class pass for each Branch within its district jurisdiction and up to Khargpur.

(2) Employee workers of the Union be given facilities for Organisation and settlement of disputes.

(3) Employee Officials of the Union may not be shifted from one place to another at least for a term of 5 years from this date.

(4) Outside gentlemen may be permitted to hold offices in the Union.

(5) Room for Union Offices and Co-operative Stores be provided at each Branch head-quarters.

—(O)—

CONCLUSION

These are some of the outstanding grievances which the Union is constrained to submit to the Agent for careful consideration. The Union hopes that the administration would ponder over the matters stated and give justice to the subordinate employees which, in our humble opinion, has been long overdue.

(Sd.) V. V. Giri, President, B. N. Ry Indian Labour Union.
 " Pandit Kashinath Muttu, Vice President, "
 " P. Ramachandra Rao, General Secretary "
 " W. V. R. Naidu, Branch Secretary, Khargpur "
 " V. R. Kalappa, " " Gondia "
 " N. K. Sircar, " " G. R. C. "
 " H. K. Banerjee, " " N. L. R. "
 " B. N. Sircar, Vice President, KGP Branch "
 " M. N. Mukerjee " SHM " "
 " G. V. Semayajulu, Asstt. Branch Secretary "
 " Nazir Mohamed, Executive Council Member, "
 Khargpur Branch.

—O—

Proceedings of a General meeting OF

The B. N. Ry Indian Labour Union held just opposite the workshop Post Office at 17 hours on 25-11-26 to announce the results of the Labour Deputation to the Railway Administration at Kidderpore on 24-11-26. There was a large gathering of all classes of Labour numbering about six thousand.

Mr. Giri occupied the Chair and the Presidential speech ran thus:-

"We feel very glad to see you. I must tell you we have done nothing for you. If we have done anything, we have done it because we are your humble servants. Yesterday when we went, I was the first man to enter into the Agent's room. At that time, there were Mr. Greenham, Mr. Carroll, Mr.

Jerrad, Mr. Duncan, Mr. Pallister Young and Mr. Bluett.

Firstly Mr. Greenham introduced me to Mr. Carroll who was reminded of an engagement given by him as Counsel for the B. N. Ry in a criminal case some years ago which brought me a handsome fee. Gentlemen, I may tell you that I now appeared before them as an unpaid servant of

Labour and if asked which service I liked best, the service which paid me well or the unpaid service which I have been rendering you, I would unhesitatingly tell anybody that I feel my responsibility all the greater because I am an unpaid servant of yours and that I am proud to be an unpaid servant of my countrymen. We would have been really glad for being garlanded when your Agent himself has officially replied to what he is going to do as a result of our deputation.

The Chief question and the important question that we placed before the Agent was about the grading and the increase in the wages and we discussed with him nearly for three hours. We placed before him & his Officers all the aspects of the question. We presented a lengthy tabular statement giving the rates of food stuffs and other necessities of life for the years 1924, 1925 & 1926. We showed them how from year to year, there has been an increase in the price of various articles of consumption.

We divided labour into skilled and unskilled labour. We showed them that what the Railway is paying the skilled and unskilled labour at the present moment does not compare favourably with these figures. We explained that for the unskilled labour which consists of the coolies and others that unless they get at least Rs. 32/1/- they cannot really live with ordinary comforts. We told them that the menial class for a family which consists self, wife, one dependant, and

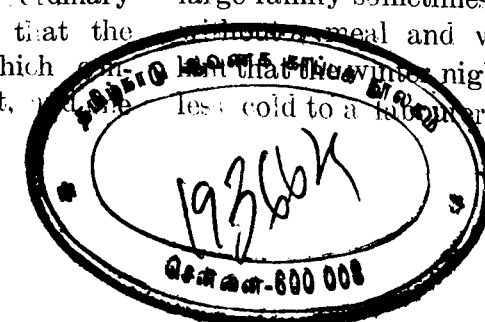
child will require the following:-

	Total per month.
	Rs. as. ps.
Rice	13 0 0
Dal	3 12 0
Firewood	2 8 0
Til Oil	0 12 0
Kerosine Oil	0 10 0
Masala and spices	2 0 0
vegetables	2 0 0
Soap for washing linen	0 8 0
Potteries and utensils	0 4 0
Pan and Cigars	1 0 0
Clothing	2 11 0
Loss of pay on account of sickness and casual absence	0 8 0
Miscellaneous such as Sradha, religious ceremonies, barber etc	1 8 0
House rent	1 0 0

Total 32 1 0

and we told them further that if there are unfortunately among our unskilled labourers any one addicted to drink it will be much more.

Then the next question Mr. Greenham put to us was "How are they now getting on with Rs. 11/-, 15/-, and 18/-." We replied to him by saying we have to unfortunately get into the clutches of the money lenders if we can get help from them or we live on starvation rations i.e. where we take two meals a day we have to satisfy ourselves with one meal and where we have a large family sometimes we have to go without a meal and we further told them that the winter night would not be less cold to a labourer because he is



without a blanket to wrap himself up.

We told the administration that we have a right to demand a living wage. We told them that it is not only our right to have it but it is the duty of the administration to give it.

So also, then as regards skilled labour we showed that at least they require Rs.60/10/- in this manner. We also gave the figures of the Government which also showed that we require this much for a living wage. We showed that the clerical labour and Maistries require at least Rs. 94/- in a similar manner.

So we said that we would take only the moderate course even if it is Rs.32/- we are not going to demand so much. So for male coolies we demanded

	Rs. 25-1-35
For female coolies	20-1-30
For Muccadams	40-5-65
For skilled labour we proposed the following:—	
II Grade	40-5-100
I „	100-10-150
Supervising labour such as Maistries and Chargehands.	160-15-300
We divided the clerks into two grades:—	
Junior grade clerks	45-7-150
Senior „	160-10-300

We further wanted that there should be at least 40 per cent in the I grade and 60 per cent in the II grade.

Gentlemen, I tell you we have put our demands very moderately. We have a right to expect that these

demands should be fulfilled.

I may tell you this that the Agent has not given any assurance that he is certainly going to do this but he said that he will consider this matter very carefully (most probably with Sir T. R. Wynne, the Managing Director who is expected here in December). From the interview we had and the way in which we were treated by the Agent & his Officers we almost feel sure that something is coming up. I must tell you this, you have got indeed a very sincere man in Mr. Greenham. When he promises a thing he does it. When he promises he would consider a thing he would surely consider it. He would not merely tell us to please us for the time and then put us in the wrong scent. Mr. Kashinath Muttu very nicely put it yesterday to the Agent when he inquired whether he will have to reply for everything that "we do not want your empty replies, but we want something substantial".

Of course we also proposed the same increases so far as the daily rated staff are concerned. But I must tell you one thing very seriously and that is this: Mr. Greenham and others seem to think we the Labour on this Ry. is not as strong as some believe it to be. They seemed to be of opinion that there are a few leaders such as Messrs. Kashinath Muttu, Ramachandra Rao, Venkatrailu, B. N. Sircar, Nazir Mphamed, B. N. Das, V. R. Kalappa and others and that they are only creating an outward appearance of public agitation.

But I can tell you I made the administration understand that every labourer, be he a skilled or unskilled labourer, be he a clerk or workman stand by us in the proposals that I put forward on your behalf. Your energetic Secretary, Mr. Venkatrailu, has practically told the Agent that he will produce a list to the Agent and show that every one (in Kharapur at least 90 p c.) is a member of the Union & I can tell you this that if we cannot prove this small thing that all are members of the Union we do not deserve to get anything, and if we don't, I shall certainly not be sorry for it. Our strength lies in our unity. I can also tell you this that if every one of you will not keep your word by becoming a member so far as the results are concerned I can assure you nothing and if you have the strength we are sure to get all the reasonable demands fulfilled. On our part, I can assure you we are prepared to make any sacrifice for your well being.

We have also represented the grievances of the Shop Bound Apprentices. We showed them the necessity of removing the 'B' scale altogether and so wanted 'B' scale lads to be given the 'A' scale and that the 'A' scale lads be treated along with their Anglo-Indian and European brethren.

We placed the grievances of the Muster Roll Keepers of Kharapur workshops. We showed how they are working longer hours than others. We requested the administration to pay at least to them some overtime

allowance and I believe that something is going to be done for them.

We also represented the grievances of the Pay clerks and wanted the administration to treat them as ordinary Railway employees and grant them all such privileges. We have represented at great length the grievances of the Traffic Department, though we are sorry to say that these gentlemen are not very active in their support to the Union. The same charge applies to us the Babu class (Cries of Shame).

On behalf of the workmen I pray both the Babu Class and the Traffic gentlemen to become members at once without a single exception. It is not for myself that I appeal to them, but in the best interests of themselves and their families. So workmen, Traffic gentlemen, clerical staff and the Babu class, every one of you must realise that all of you should become members of the Union if you want to get any benefits.

In the Traffic Department, we stated how the juniors are superseding the seniors and we showed how certain very juniors have become Controllers when the senior Station Masters and Asstt. Station Masters are existing without any encouragement.

We told the Railway if at any time they want the best type of men for certain posts there should be a competitive test and not favouritism. We showed how an Assistant Station Master drawing Rs. 100/- per mensem gets only Rs. 80/- per month when he becomes a Station Master. This is a

peculiar system that prevails on this Railway and Mr. Greenham stated that he was not up to now aware of this system and he agreed with us that this ought not to exist.

The Signallers were given certain concessions which were recently rescinded. The Agent was surprised at this and promised that the subsequent letter of the Superintendent General will be cancelled.

As regards clothing for menials, they will, I think, very soon get more sets and that too of the best type as before.

I am glad to tell you that you gentlemen of the Traffic Department will soon have a hospital in your new Traffic Settlement.

I may tell you, all Khargpurians, be they workmen or any others, they will soon have a Zenana hospital to the comfort of one and all of us and to the comfort of their women folk.

We also proposed various special grades for the Station Master as under

	Rs.	Rs.	Rs.
Station Masters class I	300	20	400
" " II	210	20	300
" " III	120	10	200
" " IV	80	8	120
Asstt. Station Masters I	200	20	320
" " II	110	10	200
" " III	60	8	100

and I hope all this will receive the attention of the Agent.

We also stated about the 8 hour work that ought to be introduced on the Railway and the Agent stated

that he would give a consideration into the matter.

About the Wagon Shop Dismissals we had to discuss the matter at great length, say two hours. Mr. Venkat-railu had to represent the whole matter at great length. I made the administration understand that under no circumstances are we prepared to receive abuses from anyone, whoever he may be.

In this connection I must tell you Anglo-Indian brothers who are brought and bred up here that they should take a note of this point. (Loud Cheers) and I tell you this on behalf of the Agent that he will be very happy indeed if such complaints are not received by him in future.

I may say this that we are as much interested in our Anglo-Indian brothers as we are interested in ourselves. Let them remember that we have got the same feeling of self respect as they have. This Union was responsible in getting them Casual Leave as we got it for us. We fought 5 long years for this and practically at the last interview we had with Mr. Greenham in May last he conceded it.

The agent has promised compensatory leave for the Running Staff and Station Staff.

He also said he would consider about the Preparatory Leave on transfer to the employees.

He said he would also favourably consider about the accumulated leave to the Indian Khalasis.

As regards engine drivers we complained that Indians are not allowed to drive passenger & mail trains and we showed further that on N. W., E. B. and other Rys. Indians are considered fit to drive the passenger trains. There was some discussion in this matter and the Agent considered that if it were a fact that some Railways are allowing Indians to drive passenger trains, he remarked that he is inclined to concede the point in our favour.

As regards the Wagon Shop dismissals after a good deal of deliberation the Agent has accepted that their cases will be re-opened and an impartial enquiry will be gone into in the presence of the Labour representatives. But I from this platform make an appeal to Mr. Bluett, Chief Mechanical Engineer, on behalf of all the workshop employees and on behalf of the Labour Union to forget and forgive. I appeal to him that enquiry or no enquiry and if possible without an enquiry, they may be reinstated at once. The Agent himself felt that we should all begin work with a clean slate and I do hope that Mr. Bluett with his kind disposition would carry the spirit and letter of the Agent's wishes. We have no enmity even with Mr. Round and Mr. Murphy but let them remember that we shall certainly not receive insults or abuses from them. If they are prepared to treat us as gentlemen and men we are prepared to respect them as our superiors. Let them remember that

they will not do any service to themselves or to the Railway administration if they go on in the way in which they are doing. I am prepared to extend my friendly hand if they are prepared to extend theirs to Labour in the workshops.

As regards the unfortunate dismissals in the Station Committee and as regards Cemetery Clerk Mr. Williams we made certain representations and I hope that Col. Anderson will earn our gratitude if he at once takes them back. Now gentlemen, I cannot go on at great length but I will tell you briefly all the rest.

As regards quarters in Khargpur, Khurda Road, Adra, Bilaspur, Chakradharpur, Nagpur etc. we requested the Agent to carry out certain suggestions.

We also stated that our Indian Drivers and Guards should have the same accommodation and same amount of comfort so far as the Running Rooms are concerned and the Agent has promised to do so because he said he wanted the same amount of comfort for my Indians as for his Anglo-Indians.

As regards passes we had discussed at great length. The Agent has consented to look into this.

We also represented the grievances of Stock Verifiers, Travelling Ticket Collectors etc. The Agent has promised to give a careful consideration.

We also mentioned about the amendment of the recognition rules so far as the Union is concerned.

As regards the Station Committee Chowkidars, Col. Anderson will give a helping hand and should any untoward events happen we shall move in the Station Committee meeting.

We told the administration particularly that the services on the B. N. Ry. have become very insecure. A man who has put in 15 years service one fine morning will find that he is dismissed without any reason. A man who has got good testimonials to-day may be dismissed the next day if he incurs the displeasure of his officers. We said that the time has come when such things should not prevail on the B. N. Ry. We wanted that in the case of contemplated dismissals there ought to be an impartial enquiry in the presence of two labour representatives and the General Secretary, Labour Union, will have to be advised eight days in advance about the official version of the case. The agent took note of this. Already the Chief Mechanical Engineer has issued a circular and I am sure other circulars regarding other departments will soon follow.

As regards the Carriage Department grievances, the Agent has written to the General Secretary to have an interview with the Chief Mechanical Engineer.

I have practically told you the gist of all that occurred during the course of the deputation which lasted for five long hours. I arrived here the day before yesterday (23-11-26) and from 10 O'clock in the morning up to 3 A.M. on the 24th we all sat together

to decide and compile our demands with great care & caution and left by Bombay Mail for Calcutta. Every one of us has signed this memorandum and presented it to the Agent. I take no responsibility for getting any of these matters satisfactorily settled unless Mr. Venkatrailu and the General Secretary assure me that most of you are enrolled as members of the Labour Union. It is the duty of every member of the Labour Union to sit at the door of every employee who is not a member of the Union and persuade him to become a member. Don't expect the Union Secretary or his Agent to go to your houses. You do your duty by going to the Union Office & pay the modest subscription namely a day's wage in a year and obtain a receipt for the same.

I am not going to detain you longer although there are many more things to discuss with you as I have to go home by Madras Mail to-night.

On behalf of the Labour Union and in the name of the sacred cause which we represent, & above all in the name of our country I request you, I beseech one and all of you with all the sincerity I can command to become members without delay so that united we stand we shall make our legitimate demands heard. (loud and prolonged cheers).

Pandit Kashinath Muttu translated into Hindi sentence by sentence the speech of the President.

Then the following resolutions were unanimously passed:—

I. "That this mass meeting of the N. Ry Employees under the auspices of the B. N. Ry Indian Labour Union tenders its heart felt thanks to Mr. L. Greenham, the popular Agent of the Railway for receiving a Deputation and for giving a patient and sympathetic hearing to the outstanding grievances of the employees specially regarding.

1. Insecurity of service.
2. Insufficiency of wages.
3. Ill-treatment and harassment by supervising staff.
4. General grievances.

This meeting further hopes that suggestions mentioned in the memorandum presented to him along with other grievances brought to his notice will be given effect to at an early date.

2. That this meeting prays that the Agent be pleased to give an early decision in all matters represented by the Deputationists, especially regarding percentage increases and re-grading

and thus allay the serious economic situation that prevails amongst the employees.

3. That this meeting appeals to the good sense and kind disposition of Mr. Bluett, Chief Mechanical Engineer and requests him to remove the main grievances in Khargpur workshops either by immediately reinstating the dismissed thereby enhancing the prestige of the administration for broad sympathy, or if that course be not possible, to institute full impartial enquiry in presence of two Labour Representatives as per his own Circular at an early date.

4. That this meeting requests the Executive Officer, Khargpur Station Committee, to sympathetically reconsider his decision by reinstating the Chowkidars and Cemetery Clerk Williams immediately.

(Sd). V. V. Giri.

President, B. N. Ry. Indian Labour Union.



A Comparative Statement

SHOWING THE RATES OF DAILY NECESSARIES OF FOOD STUFFS
 AVAILABLE IN THE RAILWAY MARKET AT KHARGPUR FOR 1926 AS COMPARED
 WITH THE PREVIOUS TWO YEARS.

Food Stuff	ACTUAL PRICES AS SOLD IN THE MARKET.			
	Year 1924	Year 1925	Year 1926	
Babu—Rice (Raw)	6 to 7½ seers per rupee	5½—6½	Seers per rupee	4½—5 seers per rupee.
" (Boiled).	6 to 7½ do	5½6—1½	do	4½—5 do.
Cooly " (Raw & Boiled)	8 to 9 do	7—8	do	5½—7½
Wheat	Rs. 5/4 to 5/12 per Md. of 40 seers.	Rs. 6/4	to 6/8 per Md.	Rs. 6/12 to 7/8 per Md.
Ghee	Rs. 1/14 to 2/- per seer.	Rs. 1/14 per seer	to 2/4	1/14 to 2/- per seer.
Ground nut oil & Sweet oil.	Rs. 0-12-0, 0-14-0 & Re. 1/- per seer	Rs. 0-13-0, 0-15-0 & Re. 1/- per seer.	Rs. 0-12-0, 0-14-0 & Re. 1/- per seer.	
Hara Hara Dall	Rs. 0-2-6 to 0-3-0 per seer.	0-3-0 to 0-3-6 per seer.	0-3-6 to 0-4-6 per seer.	
Chona Dall	Rs. 0-2-6 per seer.	Rs. 0-3-0 per seer.	Rs. 0-3-6 per seer.	
Beer Dall (white)	" 0-3-0 do	" 0-4-0 do	" 0-4-6 do	
Moung Dall	" 0-3-9 do	" 0-4-0 do	" 0-5-6 do	
Beer (Gota)	" 0-1-9 do	" 0-2-3 do	" 0-2-9 do	
Moong (Gota)	" 0-2-3 do	" 0-3-0 do	" 0-3-6 do	
Chona (Gota)	" 0-1-9 do	" 0-2-6 do	" 0-2-6 do	

Herewith the samples of Rice for perusal.