

THE CONSTITUTION OF INDIA

WE, THE PEOPLE OF INDIA, having solemnly resolved to constitute India into a SOVEREIGN DEMOCRATIC REPUBLIC and to secure to all its citizens :

JUSTICE, social, economic and political ;

LIBERTY of thought, expression, belief, faith and worship ;

EQUALITY of status and of opportunity; and to promote among them all

FRATERNITY assuring the dignity of the individual and the unity of the Nation;

IN OUR CONSTITUENT ASSEMBLY this twenty-sixth day of November, 1949, do HEREBY ADOPT, ENACT AND GIVE TO OURSELVES THIS CONSTITUTION.

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39. The State shall, in particular, direct its policy towards securing :-

- (a) that the citizens, men and women equally, have the right to an adequate means of livelihood;
- (b) that the ownership and control of the material resources of the community are so distributed as best to subserve the common good;
- (c) that the operation of the economic system does not result in the concentration of wealth and means of production to the common detriment;
- (d) that there is equal pay for equal work for both men and women;
- (e) that the health and strength of workers, men and women, and the tender age of children are not abused and that citizens are not forced by economic necessity to enter avocations unsuited to their age or strength
- (f) that childhood and youth are protected against exploitation and against moral and material abandonment.

CIRCLE SECRETARY'S NOTES

Republic Day Greetings:

On the occasion of the 9th Republic Day celebrations on the 26th January 1958, the Circle Union sends its greetings and good wishes to all our members!

As one of the major organisations of workers let us remind ourselves on this occasion, as conscious citizens of this country, that it is our duty to uphold the sacred principles enshrined in the Constitution of our country and pledge ourselves anew to the tasks of preserving and strengthening our National Independence and Sovereignty and work for the establishment of Peace and Socialism. To divest ourselves of this vision and the tasks flowing therefrom, will be to cut ourselves adrift from our national moorings, and we do so only at peril to ourselves and to our country. The feelings of indifference or of "unconcern" towards these basic tasks, on the part of Government Servants on account of the traditions created by the alien British rule can no longer weigh with the present day Public Servants. Hence it becomes a task of the trade Unions of Public Servants in the present day to impart this vision to their movement. On this Republic Day, therefore, let us pledge ourselves to these tasks.

The Call of the Confederation:

Elsewhere is published a report of the decisions of the Confederation at its Executive Committee meeting held on 7-1-58.

One of the important decisions is the decision to address the Prime Minister urging upon him to call a Round Table Conference of the representatives of all Central Government Employees' Unions and Associations, to discuss questions of common interests like implementation of 2nd Five Year Plan, developmental schemes, Food, Government Servants' Conduct Rules etc. We have always been asserting that the workers want to actively cooperate in the successful implementation of the 2nd Plan. On the other hand we have always heard the Government exhorting the workers to put in their best. The workers complain that their desire to cooperate actively is being frustrated every now and then by the existing environment of the relations between them and the administrative machinery and officerdom as well as by some unhealthy trends in the Government's policies. The Government complain that often there

are disturbances to smooth work on account of workers and their Unions adopting the agitational approach. In the interests of smooth running of the Services, and the execution of developmental plans it is necessary that this kind of interminable "argument" between the workers and the authorities are stopped and concrete steps taken to translate into practice the desire of both sides and concretise the wide area of agreement that exists between the two sides. The Confederation of Central Government Employees has taken the first and the right step, therefore, in asking the Prime Minister to convene a Conference of all Central Govt. Employees Organisations. Heads of Departments etc. for discussing these issues. We congratulate them for the initiative they have taken in this matter and hope that this will be followed by further more fruitful steps.

The Role of Our Branch Unions:

We should go further. We do not wait for our request to be conceded and the Conference convened in order to move further along these lines. Our branch Unions must bestir themselves and think on what lines they can push forward successfully the campaign for better service and efficiency. Ours is not an 'exposure' campaign. We want to achieve concrete results in efficiency and better work in the P&T Service.

The Union always fights for the just demands of the workers. We discuss our grievances and problems in all gatherings at branch or higher levels. We discuss them informally at small group meetings. This, of course, is a primary task of the Union. But let us introduce the problem of improvement of service also concretely as an item of discussion at all levels of workers. We are only too familiar with the difficulties preventing us from contributing our best for an efficient service. We have often raised those difficulties and campaigned for their removal like understaffing, want of stores and equipment, congestion in equipment and space, defective administrative machinery etc etc. These we have raised as staff demands in so far as they make working conditions miserable and hard. Improvement in "service" will be implied in this. But as an independent objective by itself, whether it directly affects the immediate working conditions or not the subject "How to improve the Service" at all levels has to be discussed.

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LONG LIVE OUR GREAT REPUBLIC!

India welcomes January 26th again. It was on this day, eight years ago, our motherland became a Sovereign Republic. It was the culmination of a century of heroic struggle waged by the people of our country!

But January 26th 1950 was but a beginning of our yet bigger struggle for Peace, Democracy, Plenty and Progress. In this struggle we have won remarkable victories, during the last 8 years.

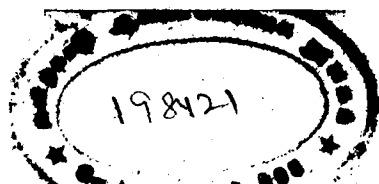
Our country, today nationally and internationally occupies an important position. Even during the period of our national struggle our country stood side by side with all suffering people in all parts of the world. When Mussolini raped Ethiopia, when Hitler attacked Czechoslovakia, when Franko massacred the Spanish Republic the soul of India was restless and turbulent. Our great Prime Minister, Jawaharlalji once rejected the invitation of Mussolini to meet him. Our country and the national movement welcomed the birth of the world-shaking revolution in Russia in 1917. Today she continues the same policy

of support to struggling people everywhere, in Algeria, in Indonesia, in Egypt, in Syria, in South Africa. She holds aloft the banner of World Peace, stands in the forefront of struggle for the abolition of Atom bombs, ICBMs, and other weapons of mass destruction. No wonder, India today occupies a foremost position in the councils of the world under its great leader and Prime Minister, Jawaharlal Nehru.

Years of foreign exploitation had bled our country white. A great battle began against poverty, and backwardness, for economic independence nationally, with the First Year Plan. With the second FYP this great struggle goes on with renewed vigour. The 2nd FYP aims at industrialising our country, for increased national income and bridging the gap of inequality between the rich and the poor.

But there are great hurdles against this mighty struggle for advance. The administrative machinery handed down by the British, corrupt elements, vested interests, forces inside and outside the country

Editorial



who want to sabotage our Plan and certain defective labour and economic policies of the Government as well-all stand in the way of our progress.

Today, therefore, the workers and people have to struggle to defend our Freedom, Peace, Plan and Progress and against vested interests, bureaucracy and reaction. **WE THE P&T WORKERS PLEDGE ON THE NINTH YEAR OF OUR REPUBLIC, ALONG WITH THE PEOPLE, AND WITH THE ENTIRE WORKING CLASS TO FULFIL OUR TASKS IN THIS NOBLE STRUGGLE.**

We the P&T Workers also appeal to the Government on this occasion to hasten with the process of democratisation of P&T services, satisfy the justified and long pending demands of the workers, enable them to participate in the management of the administration slowly and steadily and trust and consult the accredited

representative of the workers viz, the NFPTE in all matters connected with the P&T system, so that the P&T workers in their field of labour will be enthused to play their role in **NATION BUILDING** in a creditable manner. The Government, we sincerely hope, will thereby avoid creating a situation, as was created in August last year, wherein the united force of the workers, instead of being utilised for building a better communication system had to be diverted for satisfying certain immediate demands of the workers long neglected equally by the Government as well as by the bureaucracy, in an undemocratic and provocative manner.

LET THE NINTH REPUBLIC DAY HERALD THE BEGINING OF UNITED EFFORTS OF THE GOVT., PARTIES, PEOPLE & WORKERS OF THE COUNTRY IN BUILDING UP A NEW INDIA.

LONG LIVE OUR GREAT INDIAN REPUBLIC

Soviet and Chinese Trade Union Delegates in City

Representatives of P & T Unions in the city joined the City Trade Union Council in a welcome party arranged in honour of the Soviet and Chinese Trade Union delegation who arrived in the city after attending the annual Conferences of the All India Trade Union Congress and the Indian National Trade Union Congress. The welcome party was held in Mysore Cafe on 5th Jan. 57.

The delegates were:-

U. S. S. R. Com. Ivan Gureev, Secretary, All Union Central Council of Trade Unions, Moscow; Com. Nabi Abdullaev, President, Uzbek, Republican Committee, Agricultural Workers' Union; Com. Vadim Chulitsky-Interpreter.

CHINA: Com. Lieu-Shen-Cheng, Vice-President, All China Federation of Trade Unions, Mrs. Lin Peiming Interpreter.

The Soviet and Chinese Trade Union leaders in their speeches wished the workers in India great success in National reconstruction and improvement of living standards. They called upon the Indian workers to join the struggle for world PEACE.

The P & T representatives presented a handloom shawl each to the Chinese and Soviet Trade Union leaders.

The pleasant function ended with cries of **"HINDI-RUSSI-CHINI BHAI-BHAI."**

WHITLEY COUNCILS

By Douglas Houghton, M.P.

Whenever civil servants have asked for the same rights of collective bargaining and arbitration as employees enjoy in private enterprise, they have been told by Government that they are "different". Government may fully accept the doctrine of fair comparisons between the pay of civil servants and similar employees outside without in the least conceding the right of civil servants to negotiate or arbitrate to get them.

Ministers and politicians extol the virtues of collective bargaining and urge the processes of conciliation and arbitration upon private employers and workers alike, yet they do not seem able readily to adjust constitutional forms and requirements to permit collective bargaining and arbitration within Government employment itself. What is the explanation of this contradiction?

"All Government employees", said President Franklin D. Roosevelt in 1937, "Should realise that the process of collective bargaining, as usually understood, cannot be transplanted into the public service. It has distinct and insurmountable limitations when applied to public personnel..... The employer is the whole people, who speak by means of laws enacted by their representatives in Congress."

This was very much what the British Government told the British Civil Service nearly 20 years before. In Britain, however, there was quite a different ending to the story.

During world War I there had been considerable unrest in industry. The war effort had been weakened by strikes, particularly in shipbuilding and engineering, so the Government set up the committee in 1916 under the chairmanship of the Rt. Hon. J. H. Whitley, M.P. (Liberal M.P. for Halifax and later Speaker of the House of Commons) "to make and consider suggestions for securing a permanent improvement in the relations between employers and workmen".

The committee's interim report dealt with "the problem of establishing permanently improved relations between employer and employed in the main industries of the country, in which organisations fully representa-

tive of both sides were in existence". The report described in outline the machinery of Joint (National) Industrial Councils, District Councils, and works Committees, which it was recommended should be set up.

The second report of the committee (October 1917) dealt mainly with industries in which co-operation between employers and employed was less completely established. This report also contained a reference to State and municipal authorities and recommended "that such authorities and their work people should take into consideration the proposals made in this and in our first report, with a view to determining how far such proposals can suitably be adopted in their case".

This part of the Whitley report was seized upon with enthusiasm by the Civil Service Staff Associations, and especially by those in the post office. They declared that any failure on the part of the Government to practise what the Whitley report preached would weaken its authority as an advocate of peaceful and constructive relations in industry.

Events then moved quickly. A provisional joint committee was appointed to work out a constitution for Whitley Councils in the civil service. This joint committee, consisting of representatives of the staff associations and permanent heads of departments, speedily reached agreement.

REPRESENTATION ON COUNCILS

On all Whitley Councils there is equal representation of the two sides ("official side" and "staff side"). The chairman is a member of the official side, the vice-chairman a member of the staff side, but no voting. "The decisions of the council shall be arrived at by agreement". All the difficulties of Ministerial responsibility and Parliamentary control were swept aside into the simple provision that decisions of the National Whitley Council "shall be reported to the Cabinet and shall there upon become operative".

The objects and functions of the National Joint Council for the civil service were taken mostly without change of language, from the corresponding statement of purpose of the Industrial Whitley Council. They included "determination of the general

principles governing conditions of service, e.g. recruitment, hours, promotion, discipline, tenure, remuneration and superannuation" and proposed legislation so far as it has a bearing upon the position of civil servants in relation to their employment" and "means for securing to the staff a greater share in and responsibility for the determination and observance of the conditions under which their duties are carried out"

Experience has shown that the "official side" is indivisible. That is the fundamental point of the whole Whitley system in the civil service. It may have been imperfectly understood by its founders. Agreements are not reached and subsequently reported to Ministers. They are authorised by Ministers before they can be reached.

Two big issues were virtually barred from National Whitley Council negotiations from the start; the claim for equal pay for women and the staff claim for the removal of certain restrictions on the civil rights of civil servants. Both were held by successive Governments to be matters of high policy. Moreover, Government made it clear that they could never surrender their liberty to take action in the public interest.

That is perfectly sound constitution doctrine, though when Government is employer and executive rolled into one (as well as the political party commanding a majority in Parliament) it must be careful in its use of the overriding power. This is made the more imperative by the strong tradition in the civil service against the use of the strike weapon. If civil service unions are to rely solely upon persuasion and argument in support of their claims, and have to treat with an employer who is also the Government, there is a pretty strong case for appointing an umpire.

For the past 30 years, except for the short break between 1922 and 1925, compulsory arbitration has existed as a means of settling disagreements on the Whitley Councils as well as other disputes. The principle of "compulsory" arbitration (that is to say, obligatory at the request of either side) is not generally acceptable to industrial trade unions, except in war-time. It was expressly demanded by the Civil Service Associations. Having eschewed the strike weapon they would be almost powerless without it.

We have joint Whitley Councils at every level of administrative activity. The National Whitley Council deals with all-service matters, such as hours of work, vacations, sickness leave, superannuation, travelling and lodging allowances, general standards of equipment and furniture, office space, recruitment and training of civil servants, general standards of pay, principles of promotion and so on. The National Whitley Council consists of 27 representatives of each "side" ("official side" and "staff side"). The full Council meets infrequently, much of the work now being done through smaller, less formal and less cumbersome machinery.

The two most notable achievements of the National Whitley Council in recent years were the equal pay agreement for women (which it became possible to negotiate on the Whitley Council only when the Government decided to concede the principle, and the comprehensive "new deal" for the civil service following the report of a Royal Commission in 1955. This reduced hours of work, introduced the five-day week, shortened earlier somewhat generous vacations and increased pay all round. Several pay settlements, covering the whole civil service, have been reached on the National Whitley Council since the war.

Another important development is the setting up, under the control of a joint Whitley Committee, of a Civil Service Pay Research Bureau, whose job is to collect information about jobs and the rate of pay for them outside the civil service for the purpose of applying the principle of "fair comparisons" between the public service and private employment. Information gathered by this Research Bureau is to be made available to both sides of Whitley Councils (and "recognised" associations) who need it for negotiations on pay and other conditions of service. Requests may be made to the Bureau by the official side and staff side or by individual staff associations (provided they are participants in Whitley Council) for particular information to be sought and provided on particular matters, such as the salaries paid in industry to scientists of different kinds, or typists, clerks, adding machine operators, etc.

DEPARTMENTAL COUNCILS

At the departmental, as distinct from the national level, each of the 80 departments of

(Contd. on page 6)

In lighter vein

ECONOMY DRIVE

(Echo-no-misi)

The following appears to be the advance copy of a Circular likely to be issued from high above. If it is not, I think it is high time that they thought along similar lines.

"The need for economy in expenditure incurred by the department cannot be overstressed. The attention of all concerned is drawn to circulars issued from this office on the subject from the year 1930. It is painfully surprising that in spite of all the instructions contained therein, expenditure is still being incurred in the department all the year round. A perusal of all the circulars shows that this office has prohibited expenditure at one time or other on each and every item. This reveals an alarming disregard of the instructions issued from this office by the subordinate officers. Just because we manage to get some allotment from the Government every year, it does not mean the entire thing should be spent. Nobody seems to understand the pleasures of lapsing. A small treatise on the subject prepared by a Subtractional Secretary of the Finance Department is enclosed for the guidance of all concerned. (Note: The chap was an Additional Secretary but the designation was changed due to the rigid economy drive instituted in the Finance Dept.) This department has been quick enough to take the cue from the Finance Ministry and from the date of issue of this circular the Additional Chief Engineer would be known as "Subtractional" Chief Engineer. Necessary correction slip is under issue.)

Attention of all subordinate officers, if they have any, is drawn to the news item which had appeared recently saying that a saving of some crores has been made due to the economy drive initiated by the Government in different ministries. If any body has not seen the news item, copies of the same can be had from the Controller of Telegraph Stores on indent. The news also stated the saving was mainly possible due to reduction of some posts and also unfilling of certain posts. The attention of all construction officers and other construction staff is strongly drawn, even to the breaking point, to this fact. Hereafter, the slogan should be "Reduction of posts." It has been a persistent complaint from all round that no other department of the Govt. of India had as

many posts as we had. Strange but true. But let us show them. We shall reduce the number of posts by all means. It is in fact a shame that we should have such a large number of posts standing all over the country to carry a few wires. At least half the number of posts should be reduced immediately and the fact intimated to this office. Fortnightly statements showing the progress of work in this direction should be submitted in triplicate without fail. Inspecting officers should specially make it a point to note in their reports whether these statements are submitted regularly and that too in triplicate. Subtractional expenditure in this regard may not be incurred from the "sanctioned grant and Honoraria" of the previous year. The following further steps are suggested with regard to reducing expenditure to the barest minimum if not nil. It may be borne in mind that our ultimate aim is to send a nil statement of expenditure to the Finance Ministry. A rolling shield is proposed to be instituted to be awarded to any Division which manages to survive for one year

1. Without sanctioning or recommending for sanction, any new posts;
2. Keeps the maximum number of posts unfilled;
3. Returns or keeps unpaid all O. T. bills T. A. bills and such other claims;
4. Carries out the maximum number of works without, even, estimates;
5. If at all estimates are to be submitted all of them being very lean and only a fraction of Departmental standards;
6. Carries out all works without waiting for stores and comes out unscathed from the final struggle with the audit.

The above points are only a few. Many more exist and should be brought out by the fertile imagination, at least in this respect, of the officers responsible.

The money paid for electricity consumption by this Department is staggering. Every body knows that the P & T do not produce electricity. Then what is the fun in spending it so lavishly. It is desired that all installations in the Department should be

closed down for 10 minutes in a day. This would cut down the consumption charges to a considerable extent. The closing down may be staggered from place to place. The fact that there would be complaints from the public is not overlooked. To meet this emergency the post of a complaints officer will be created and left unfilled.

Theft of valuable copper wires from trunk lines has been a constant source of expenditure to this Department. We are unable to stop it. It is a good thing that nobody has asked in Parliament for the total expenditure on this account. For a sensitive minister it is enough to consider resignation. We have sufficient laws on statute including 'the unlawful Possession Act' Another real, kicking Act named "Unlawful viewing Act"

which makes simply looking at Trunk lines punishable is under draft. Meanwhile bundles of copper wire are proposed to be left unguarded at particular spots where these irregular thefts are regularly occurring with an appeal to potential thieves to take those bundles of wires, instead of cutting them from the posts. This would give us at least the cost for re-erecting the stolen wires.

It is noted that this circular is lengthening. So we stop here. Further brilliant ideas are available and should be available with all subordinate officers also.

So here is wishing you a happy New Year with no expenditure and maximum expansion of the Communication system and an efficient service tool

(Continued from page 4)

State have a departmental Whitley Council. These departmental councils usually meet several times a year, mainly to ratify agreements come to by joint sub-committees. Their functions exclude all matters which are proper to the National Whitley Council but cover a wide range of purely departmental questions, including the detailed application of "national" agreements, grading of work, numbers of staff, promotion avenues and so forth.

Even at the district level, in branches of departments and in regional and local offices, Whitley Committees provide the machinery for joint discussion between staff representative and management of all sorts of day-to-day problems.

The cumulative total of constructive work done by Whitley Councils at all levels during the past 35 years is enormous. These Councils, together with all other forms of contact between staff and official sides, fulfil their main purpose, which is to fix pay and decide conditions of service generally by agreement with the staff.

The original constitution and functions of Whitley Councils have needed no substantial alteration since there has been no general desire to widen their scope. Mr. Whitley's joint councils were not intended to re-shape, reorganise and recruit the civil service, but

to keep the peace and make people happy in their work.

It has surprised many observers that Whitley Councils have proved more successful in the civil service (where the Government of the day believed them to be unsuitable) than in industry, for which they are especially designed.

The explanation is simple. In the civil service Whitley Councils have been used intelligently and constructively. Where threats can be no part of the art of negotiation and discussion, reason will prevail. In that respect the civil service is certainly "different", but in a way which adds powerfully to the case of civil service staff associations for the full rights and status conceded to trade unions outside.

[Mr. Douglas Houghton is Member of Parliament for Sowerby (Yorkshire), Chairman of the staff side of the Civil Service National Whitley Council (member of the Council since 1923), General Secretary, Inland Revenue Staff Federation since 1922, member of the General Council of the British Trades Union Congress since 1951. He is now on a visit to India as a member of the U. K. delegation to the conference of the Commonwealth Parliamentary Association.]

[Courtesy "THE HINDU" dated 10th Dec. 1957]

HALT THIS ASSAULT

★ ★ ★ JABEEN

The post-strike period in the Posts and Telegraphs Department has been none too comfortable. Our efforts to counsel moderation and create an atmosphere of cordial relationship have, unfortunately, borne no fruit. On the contrary, there are dangerous signs on the horizon which if allowed to grow unchecked are bound to develop into first rate calamities.

A strike was contemplated by the employees for achieving some of their pressing demands. The Government conceded out of good-will or pressure some of these demands and the strike notice was withdrawn. What shall be the corollary? Both sides will try to make up the ground already lost in the progress of work, soothen frayed tempers wherever existing by a process of mutual adjustment and understanding and restore normalcy conducive to efficient work and progress. But the case is different here.

Firstly the Government did not think it fit to withdraw the amendments to the Government Servants' Conduct Rules which was introduced only as an emergency measure. It is absolute fool-hardiness to think that the aspirations of the workers could be stemmed by an amendment to the Conduct Rules. Still it is there as a weapon to be used in guerilla warfare.

It is understood that the Director P & T Assam wanted a clarification for the term "demonstration" as stated in the amendment to the Conduct Rules. He cited seven cases as below and wanted to know whether these can be treated as demonstration:

1. Wearing of badges such as "hungry postman";
2. Organising processions with slogans;
3. Public meeting in which the general citizens take part;
4. Public meetings in which only P&T staff take part;
5. Displaying objectionable posters;
6. Issue of bulletins addressed to General Public and to the staff;
7. Deputation with large number of staff with slogans.

And lo! The D. G. says "yes, they are to be included in the definition of the "demonstration"! Another fox raises another query, "Whether these new annotations can be let known to the employees or shall we catch them unawares." The D. G. says, "Go ahead and tell them." But there is no saying that the list of definitions is exhaus-

tive. There has been no dearth of perverted brains in the higher strata of our Department. Not to be undone by others many of them are sure to submit further definitions and all will be okayed by the Department. The list will grow.

The central Government Servants' Conduct Rules was amended by the Home Ministry, but one finds that these definitions and interpretations are being given by D. G. Is it not ULTRA VIRES? Can any Tom, Dick or Harry ask for a definition to suit his convenience & get it approved QUO VADIS.

Out comes a circular giving some benefits for the would be blacklegs. All those "patriotic" souls who volunteered for service during the strike period are to be given concessions for entering the Department on a permanent basis!

This is how the Government seeks to improve employer-employee relationship in the Department. This is how the much advertised model employer guarantees Trade Union Rights to its employees. This is the Government which enacts various labour laws in this country for the benefit of working class. This is how the Government tries to win the co-operation of employees for giving a better and efficient service to the nation. This is the Government which struts about throughout the world partaking in international Labour Conferences and preens itself saying that they have high regard for the working class.

Somebody up there is itching for a fight someone with a narrow mean and vindictive mentality. And that somebody is left unchecked. It is alarming to think of the outcome of all these developments. This guerilla warfare of the Government against organised Trade Union in the country is going to be the biggest impediment in the progress of the nation. Every action has got a reaction. The workers shall definitely counter this move in yet more ingenious ways. In this struggle, the nation will suffer. The workers are ready to co-operate but they shall not be threatened or subjugated as slaves. The time for that is past. Enough frustration exists in the minds of workers to curb enthusiasm. Actions of the above nature shall only engender supreme contempt and hate in the minds of workers. If they cannot do anything else, they shall hate. This smouldering hatred, this contempt in the minds of the workers is not a happy augury for a country.

There is time enough to retreat. Halt this assault. Let us take to peaceful methods and civilized methods to settle our disputes.

A. I. T. U. C. AND THE PLAN

The Second Five-Year Plan in principle is oriented towards industrialisation inasmuch as it has undertaken to build iron and steel plants, heavy engineering plants, coal mining machinery, oil exploration and drilling and so on. The completion of these schemes will strengthen the economy of the country and open the way to economic independence.

It is considered that the following main features of the Second Five-Year Plan deserve to be emphasised and the working class is called upon to see that these are carried out despite the opposition of the vested interests.

The **FIRST** feature is that a large part of the investments is and should be made in the State Sector, the enlargement of whose scope, brings these spheres of the economy under the scrutiny of Parliament and the Legislatures, makes them amenable to popular control thereby and enables the working class also to exercise its influence over them.

The **SECOND** feature is that heavy engineering, machine-building, coal-mining, oil exploration, etc., are to be undertaken in the State sector to speed up their development.

The **THIRD** feature is that for all this development, sole reliance is not to be placed on aid from capitalist countries; but countries of the Socialist camp, whose aid is given without strings, without profiteering and onerous charges and in terms of rupee payment are also approached for aid.

It is notable thing that aid from Socialist countries in these main lines helpful to industrialisation is being made available.

In contrast it has to be noted that aid from the imperialist countries is not being made available mainly to the State sector nor essentially in heavy engineering, oil exploration, etc.

The **FOURTH** feature is that land reforms have been promised in the matter of ceiling on holdings, distribution, cheap credit, fertilisers, canal water etc.

The **FIFTH** feature is that as basis for all development, Parliament has adopted Socialism as its objective.

The Plan is sought to be frustrated by foreign monopoly interests and the reactionary vested interests, who only look to their selfish aggrandisement, the former because if it is fulfilled the power of colonialism gets weakened and the latter because the success of Socialist objectives and the State sector weakens their hold on the life of the democratic masses.

The attack on the core of the Plan must be taken as an attack on the freedom of the Country and its future prosperity. The trade unions must educate the workers on the necessity to fulfil the basic features and the danger to them at the hands of reactionary forces and the harm its failure would inflict on all the people of the country. All actions of foreign monopolists or the local vested interests that go to violate or weaken the basic features should evoke protest action from all trade unions.

It is noted that the execution of the Plan is mainly carried through the bureaucratic agencies, who are not amenable to criticisms and proposals of the democratic masses and their organisation.

Even elected works committees in the concerns in the State Sector are not many a time recognised or allowed to criticise or make proposals.

Trade unions not to the liking of the Government or the employer are not recognised and are discriminated against.

Trade union recognition and consultation is an essential element in the fulfilment of the Plan works, as without democratic participation through the elected organisations of the people the Government agencies alone are not enough to discharge the tasks correctly and speedily.

Democratic participation is also necessary to fight corruption and nepotism that have been found to prevail in many instances in the working of the Plan, its enterprises, services and administration.

While calling upon the trade unions to work for the fulfilment of the core of the Plan or its essential features, the trade unions must also see that workers' interests are not harmed in the name of the Plan and that these interests also are defended. In fact as the plan gets fulfilled and prosperity grows, it should lead to improvement in the condition of the working class, and the gradual increase in the share of the working class in the national income and the economic and political policies of the ruling circles are so formed that the democratic and trade union rights are widened and not restricted.

Defence and fulfilment of the Plan and defence of the interests of the people are not contradictory but must go together. Both strengthen the freedom and independence of the country against colonialism and overcome the backward conditions in which the people of India were kept by foreign

I. N. T. U. C. AND THE PLAN

Presidential Address

Mr. Vasavada in his presidential address, urged the Government, the labour and the employers to join together in an endeavour to raise national production and end the "race" between wages and prices.

Mr. Vasavada welcomed acceptance by the Government of the workers' demand for a wage rise in the second Plan and the follow-up actions that were being taken to meet the demand.

However, an increase in wages was not likely to solve the labour's problems, he said. "We already find that inflation has set in and a race between wages and prices has already commenced. Prices are going up and wages are lagging behind. To whatever level our wages will be raised, if the rise in prices is not checked, our real wages are bound to be low" he added.

Curb On Prices

Mr. Vasavada believed that the only remedy appeared to be was to curb the rise, in prices of foodgrains and other consumer goods without affecting the prosperity of the agriculturists and other industries. This again was possible, he said, with the stepping up of production.

The labour leader hoped that the industrial workers in this country would not overlook this fundamental economic fact. A mere wage rise was not going to help them. Reduction in prices was absolutely essential to keep up the level of real wages. "If the level of production remains where it is and if the wages rise, we will be paying for other consumer goods and our economic position will not only remain the same, but it may even deteriorate" he added.

"Our Problem"

Mr. Vasavada said it was time the INTUC spearheaded the movement to enlighten the working class about the problem before them. "Our problem" he said, "is that we want to raise the living standards by increasing our purchasing power. This can be achieved only through higher and better production. Let every individual worker in this country believe that his services are required by his motherland and he can best render his service by producing more and better quality of wealth. A Socialist society, which we want to establish, would, without adequate production, mean starvation. Let us therefore, insist that there is complete decentralisation of the industry giving pro-

CONFEDERATION OF C. G. EMPLOYEES

—Call of National Executive—

Protest Day on March 11

The confederation of Central Government Employees will observe March 11 as an all-India Protest Day to express disapproval of the "incredibly meagre" amount of interim relief granted by the Government.

The National Executive of the Confederation, decided that the observance of the day would be preceded by a "Signature-campaign week" commencing from Feb. 16 on an appeal to the Prime Minister for sanctioning adequate interim relief and also for restoring the "status quo" in respect of the amendments to the Government Servants Conduct Rules.

On Mar. 11, mass rallies will be held by the Central Government employees and the appeal will be presented to the Prime Minister.

"Disappointed"

A resolution adopted by the National Executive was released by Mr. Nath Pai M.P. Chairman of the Confederation.

It said the employees had been completely disappointed with the "incredibly meagre amount of five rupees" sanctioned by the Government as interim relief.

On the basis of the formula enunciated by the first Pay Commission, the dearness allowance in the lowest pay range would have been increased in all by another Rs. 10, the resolution claimed. The Second Pay Commission, while accepting this principle in theory, had practically denied justice by not granting even Rs. 10 on the basis of authoritative figures.

The National Executive urged the Prime Minister to call a round table conference of workers' representatives including the National Trade Unions for discussing issues like increased agricultural and industrial production, and promoting efficiency of the services, and thus enlist the co-operation of workers in the public sector for successful implementation of the Plan.

ductive employment to all able-bodied men in this country."

The labour leader referred to the Second Plan and its implementation and said if India wanted to progress and her people should live with self-respect, the nation would have to rely on the internal resources of the country. It was therefore, the duty of the working class to join in the national endeavours to mobilise to the fullest extent the internal resources for the successful implementation of the Second Plan. He appealed to the working class in this connection to save part of their earnings and invest them in small savings scheme.

Land Reforms

Earlier, discussing important problems of the national economy, Mr. Vasavada referred to the "food situation" in the context of the Second Five-Year Plan and criticised the Government for its "complacency with regard to its food policy". The land reforms had not yet been carried out according to the Plan and the problem of landless labour had, to say the least, been kept under cold storage he added.

Mr. Vasavada said neither the Central Government nor the State Government had paid adequate attention to the production of food which was really the basis on which the country's economy could thrive. It was essential, he said, that the Government and the people made a determined bid to solve the food problem and ensure self-sufficiency.

"Man In Centre Of Plan"

He believed that the successful implementation of the Second Plan depended on whether "we keep the man in the centre of the Plan."

"Let the Government see that every item in the Plan, which is required to make the man happy, is carried out. The Government will have to see that he gets productive employment and necessary training for it. Let the Government also ensure that he receives education and health service. This must be our immediate target in the Second Plan" he said.

Giving INTUC's viewpoint about the Second Plan, Mr. Vasavada said, "Let us keep the man in the centre of the Plan. Let us fully develop our decentralised industries and give proper training to our citizens for conducting them so that more men get productive employment. Let us consume all goods produced by decentralised industries. Let us decentralise agriculture and particularly our irrigation schemes and

finally let us decentralise our administration so that the common man may take part in it."

"If the Plan is to be changed, let it be changed in this manner. This appears to be the soundest way of making a success of it" he added.

But, he pointed out, the delay that occurred in going through the procedure laid down for settlement of disputes was sometimes so inordinate that it tired out the workers. It was the fault of the Government machinery and he hoped that the Government would rectify it.

Another "alarming feature" that endangered industrial relations in the country, Mr. Vasavada said, was the frequent resort to High Courts and the Supreme Court by the employers. In a democracy, every one had the right to secure fullest protection of the courts, he said, but seeing the trivial nature of the various cases that were referred to the Supreme Court, an impression was being created that the employers were utilising this sacred forum simply to cause further delay in justice. It would be prudent on the part of the employers, Mr. Vasavada said, to desist from such a course as otherwise the working class would have to agitate for more effective legal remedies.

Avoiding Disputes

While negotiations and arbitration might settle the disputes, there was need to create conditions wherein disputes did not arise at all. It had not been recognised, he said, that if workers were given a share in the management of the industry, the disputes may tend to disappear from the industrial field.

Mr. Vasavada welcomed in this connection, the Government's scheme for workers' participation in the management. He pointed out that this would be a mechanical device if the spirit behind the scheme was not properly understood by workers and the employers, and effective arrangements were not promptly made for the technical and general training of the workers to enable them discharge their duties in an efficient manner. He said both the employers and the labour would have to reorientate their approach towards each other and towards the country in relation to their industry. They both were only the trustees of the industry they run, and nothing that harmed the national interests should be done by them, he added.

FOR AN ALL UNIONS OF WORKERS MEET WITH THE PRIME MINISTER

— SPUTNIK —

Central Government Employees in our country will welcome and heartily approve the reported suggestion of the Confederation to the Prime Minister to convene a conference of representatives of all Central Government Employees Organisations and National Trade Union Centres to discuss measures for the improvement of efficiency in services and industries and thus contribute to the success of planning in our country. The lead given in this matter by the Confederation is significant in the context of increased possibility of unity between different National Trade Union Centres like the INTUC and the AITUC behind common objectives like defence of the core of the II Plan and defence and improvement of workers' interests. By mooted out this suggestion, the Confederation has correctly exercised its role of uniting the workers as an independent Central organisation of Government Employees in our country uninfluenced by ideological conflicts. Let us hope that it will not merely rest content with making this suggestion but will take steps to popularise it among the rank and file and even conduct a campaign for such a conference in order to realise this idea and make the demand for an "all unions of workers and employees meet with the Prime Minister" irresistible.

Role Of Workers In Rebuilding The Nation

I would suggest to the leaders of the Confederation, NFPTE and other unions of Government Employees to give great importance to the tasks that the Central Government Employees numbering about 20,00,000 in our country have to perform in rebuilding our Nation in their own spheres, along with defending their hard won rights and improving their standard of living. No doubt, the Government's attitude and policies of reliance on bureaucracy is a great bottleneck on our path to fulfil our role in rebuilding our Nation. But it has honestly to be admitted that the workers and their organisations have not yet given sufficient seriousness to their own responsibilities in the matter so far and exhausted all possibilities to win our right to participate as equal partners in managing the enterprises in the Public sector and the services and other industries. This lapse is becoming clearer

today when out of our experience we have found that even the limited steps in progressive direction taken by the Government, from time to time, and the recommendations of the Planning Commission etc are not being implemented due to the resistance of bureaucracy and out-moded rules and regulations. This resistance of bureaucracy can be shattered by the workers if they take up the question in right earnest, and the bottlenecks arising from undemocratic methods and practices eliminated to a great extent.

Prime Minister Against Bureaucracy

Prime Minister Nehru's vehement disapproval of the actions of the P & T authorities in not discussing the memorandum on the II Plan in the P&T with NFPTE leaders and his surprise and condemnation at the action of the Director General in having asked the Secretary General's (NFPTE) explanation for sending direct the opinion of NFPTE to the labour Panel are eye openers to us in this regard for, they clearly show how things are taking place in utter contradiction to the spirit and objectives and recommendations of the II Plan and in utter disregard of the desires and general directives of the highest person as the Prime Minister in the Government of our country, thanks to the arrogant I.C.S. bureaucrats.

United Working Class A Decisive Force Today

The Unity of the entire Central Government Employees and the unity of the working class divided at present in the INTUC and AITUC etc is such a powerful force, that, given selfless consideration by leaders of these various organisations of workers and employees to the basic tasks facing the entire country today viz, rebuilding the Nation and defence and improvements of workers' and people's interests, it can fulfil every one of the progressive policies of the Government, defeat the policies that are against the interests of workers and people and even compel Government to adopt better policies. As a matter of fact the lead that the united working class gives in the matter of fulfilling the targets of industrialisation of the country can alone be an effective safeguard against the sabotage of the plan by vested interests and bureaucracy as well as against the very encroachments on

Signature Campaign Between 16th and 23rd February 1958

ATTENTION of Branches is drawn to the directive of the N. F. P. T. E. to obtain signatures of all workers on the Memorandum addressed to the Prime Minister on the

- (1) Inadequacy of the Interim Relief;
- (2) The illegal and undemocratic additions to the Service Conduct Rules and to
- (3) Observe an All-India Protest Day on 11-3-58 by holding mass rallies preceded by processions.

Make this Campaign a SUCCESS.

Cond. from previous page

the rights and living standards of the working class themselves. It is one aim, one struggle, rebuilding our Nation and rebuilding our own future. They are never contradictory.

Country Expects A Lead From the Working Class

Why not the Confederation and NFPTT take initiative in calling for a representative Conference of all workers and employees organisations in the country and give a lead on the following basic and common issues affecting the country and the working class:-

1. Popularisation of II Plan, its objectives and targets;
2. Campaign against forces that seek to wreck the plan;
3. For efficiency and against corruption and waste in services and industries;
4. Democratisation of services, labour participation in industry;
5. For full Trade Union rights, against undemocratic provisions in the Govt. Servants' Conduct Rules;
6. For National wage boards in all industries;
7. For reduction of prices;
8. For interim wage increase in industries, taking into consideration various aspects affecting a particular Industry;
9. Implementation of recommendations of 15th Labour Conference;
10. For All India wide, Industry-wide, Peace pact based on mutual agreements on points mentioned above and others between workers, Govt. and employers.

Such a conference can concretely formulate common issues facing the Nation, different industries and workers, before discussions with the Prime Minister.

Not only the working class but the entire people of this country look forward to such lead from the leaders of working class in this country

MUTUAL TRANSFERS

Sri PONNAMBALAM, Telephone Operator, Davangere, desires mutual transfer to either Madurai or Trichy Engg. Division. Contact direct.

Sri M. U. KRISHNAN, Telephone Operator, Kurnool, having more than one year's Service, wishes to have a mutual transfer to Madras or Trichy Division. Contact direct.

Letters to the Editor

BLACKLEGSHIP Vs UNIVERSITY DEGREE

Comrade,

During the threatened strike period many outsiders were called for to work in the place of those who were to strike. The willingness of all the ousted NDTOs to work as black legs was sought for. Some NDTOs who were loyal to the Union did not volunteer. But many were prepared to work as black legs. Now the worst has happened. The department has gone so base as to take in all black legs. All the NDTOs who volunteered to work have been offered employment with many concessions. The maximum age limit has been relaxed to 5 years. A pass in all the 4 subjects in Matriculation is not insisted upon and so on.

When we asked for the absorption of NDTOs the department was not prepared to absorb even those who served more than 3 years as they were, as per their argument, below standard. Now, even those who could not pass all the four subjects are offered employment. Perhaps a "black-leg-ship" is more valuable than an University degree in this sovereign democratic country! These people who were so selfish to betray their own brethren will not hesitate even to betray their country. Yet the Government is so fond of black legs.

This is a great injustice. We must protest against this. We must fight against this injustices till we shed our last drop of blood from our body.

"KUMAR"

STAFF CASES IN CBT ENGG. DIVN.

Dear editor,

I appeared for the RSA competitive examination held in September 1956 at Coimbatore and submitted a T. A. bill for the expenses incurred. The bill was returned with a remark that it should be submitted only after the announcement of the results, which was done promptly in April 1957. As no action seemed to have been taken numerous reminders were sent.

While I was undergoing training as RSA at Jubbulpore, having successfully passed the examination, a query was raised by DET CBT whether I appeared for the examination etc! It is indeed a sorry state of affairs if the administration has so deteriorated that it does not know this relevant information and require the official concerned to give information on points which the office itself should be able to furnish. Or, are these just tactics to cover up the delay in the payment of the bills? Will this rot be curbed?

"EENAMEENADEEKA"

12-Channel Bombay-Madras Carrier System

The 12-Channel BY-MS carrier system, U.C.P. type of A.T.E. Co. LTD., has been installed and is expected to be cut over into service very shortly. The following are the Repeater Stations between the two terminals BOMBAY and MADRAS:

Thana; Poona; Karad; Belgaum; Hubli; Davangere; Sira; Bangalore and Chittoor.

Direct circuits between Bombay and Colombo, Trichy, Ernakulam and Kozhikode as well as between Madras and Batinda will be made available in due course. Facilities are available in the equipment for direct TRUNK DIALLING so that one terminal station can get access to any subscriber at the other terminal by dialling a code and number which will obviously cut down the delay in putting through calls. It is hoped that this facility will also be utilised by the Administration soon so that the public may benefit by the improved and quicker service. As the channels have a wider speech band the quality of the speech will be much better. The only disadvantage at present is the absence of standby power supplies at almost all the stations as the supplies required for the system are 220 volts and any power failure, in one of the stations, terminal/repeater, will, therefore, result in the complete shut down of all the 12-channels.

Branch Notes

BANGALORE

Mr. Douglas Houghton, British Labour M. P., Chairman of the Staff side of the Civil Service, National Whitley Council, London, General Secretary Inland Revenue Staff Federation and Member of the General Council of the British Trade Union Congress, addressed the P&T workers at Bangalore on 29-11-57. Comrade K. V. Sripada Rao was in the chair. Com. C. R. N. Murthi of the Postal Cl. III Union, introduced Mr. Douglas Houghton. Com. M. Venkata-swamy, Circle Secretary of Mysore Circle Postal Cl. III welcomed the guest of the day. Com. K. V. S. Rao traced the history of the Indian Trade Union movement, specially the P&T Union movement. Mr. Houghton in his humorous and very interesting speech enlightened the audience about the Whitley Councils.

With a vote of thanks by Com. C. P. K. Nair, of Traffic Cl. III, Bangalore, the meeting came to a close.

The meeting was well attended by over 200 members of P&T Unions of Bangalore and the local officers also attended the meeting.

KARUR

A meeting of all the branches of P&T Unions was convened on 31-12-57 in order to protest against the inadequate Interim Relief awarded by the Central Government to its employees. A resolution was unanimously passed not to receive the pay on the first Pay day of January and to record its protest against the meagre relief granted. The meeting also resolved to convey its Protest to Prime Minister of India, Pay Commission and the Wage Earner.

The Convenor Com Pandiaraj proposed a vote of thanks.

QUILON

Com B. N. GHOSH, the Secretary General, NFPTE was given a warm reception by this Branch along with other sister Unions on 23-12-57 at the Quilon Transport Bus Stand on his way to Alleppey

A combined General Body meeting with the Line-Staff & Cl. IV Union was held on 30-12-57 to protest against the meagre and inadequate interim relief announced by the Government and resolved to request the NFPTE and Confederation of Central Govt. employees to resort to some form of struggle to achieve the demand, and expressed its concern at the non

withdrawal of the Essential Services Maintenance Bill pending before the Rajya Sabha and in not cancelling section 4 (a) of the Govt Servants' Conduct Rules.

The meeting also requested the NFPTE to adopt early and suitable action to achieve the fundamental rights guaranteed by the Indian Constitution.

VELLORE

A Joint meeting of all the P&T Unions of Vellore was held on 1-1-58 at Vellore Head post Office under the Chairmanship of Com. V. Rangaiyya Reddiar and passed resolutions disapproving the meagre interim relief and lodging its emphatic protests against the grant of inadequate relief as well as expressing its 'NO CONFIDENCE' in the Second Pay Commission. The meeting also recommended to all the All India Unions and to the NFPTE to withdraw all the memoranda presented to the Pay Commission in every form if their attempt to get further interim relief fails.

KOZHIKODE

A combined General Body meeting of Cl. III, Linestaff & Cl. IV unions of Kozhikode was held on 1st Jan 1958 in the Telephone Exchange Recreation Club premises at 5-45 P.M under the presidentship of Com. R. Savithri, President of Cl. III Union. A good number of members was present for the meeting including lady comrades. Com. M. T. Bala-krishnan Nair, Secretary, Engg Cl. III, Com. M. Sankaran Nair, Secretary LS&Cl. IV, Com. R. Savithri, Com. C. V. Kumaran, Vice-president Cl. III, and Com K. Bhaskaran Nair explained to the members the necessity of the pay refusal, and requested the members to make it a grand success. The meeting unanimously passed a resolution to abstain from receiving the pay on the first pay day in Jan. '58 as a protest against the inadequate interim relief recommended by the Second Pay Commission.

The meeting ended with concluding remarks of President and Vote of thanks by the Secretary of Cl. III Branch.

DAVANGERE

"Pay Refusal Day" was observed by the staff of the local Telephone Exchange and Repeater Station. All the officials refused to take their pay as a protest against inadequate Interim Relief. Resolutions were passed and Telegrams were sent to the Prime Minister; the Pay Commission and the NFPTE.

RSA RECRUITMENT EXAM-NOTES

A limited number of cyclostyled notes covering the following subjects (based on the RSA Syllabus) are available for sale and is priced Rs. 2.50. (Postage free) No V. P. P. will be sent. Telegraphy, Telephony, Carrier, V. F. T., POWER PLANT and Wiring Practice. Full amount, to be paid in advance, may be remitted by M.O. to:

Sri. T. N. SUBRAMANIAM, MRS. Branch Secretary, V. F. T. Room, CTO Building, MADRAS-1

FROM THE POST MASTER GENERAL

Circle Posting of LSG monitors .

No. STE 1218/ EB/LSG dated 2nd Jan 1958

In acknowledging the receipt of your letter No. TO/81-8 dated 20/26-12-57 I am to inform you that the question of fitness of the senior officials for promotion as LSG Monitors is under consideration. As soon as final decisions are reached, circle postings will be issued.

Sanction of posts of Telephone Operators for Rajapalayam Exchange.

No. ES/526/E dated 2 Jan, 58.

Ref. Your letter No. MA/40-I dated 23-12-1957.

With reference to your letter cited above, I am to inform you that two posts of telephone Operators have been sanctioned for Rajapalayam Exchange.

Sanction of additional post of Telephone Operators for Villupuram and Mayuram Exchanges.

No. ES/638/E, MS-2, dated 4th Jan. 58.

Ref: Your letter No. TO/81/9 dated 20th Dec. 57.

The Divisional Engineer, Telegraphs, Trichy, has been asked to clarify certain points regarding additional posts of Telephone Operators for Villupuram Exchange. His reply is awaited.

As regards Mayuram Exchange, the Divisional Engineer, Telegraphs, Trichy, has been requested to take necessary action as no proposals have been received in this office.

Shifting of Mangalore Radio Transmitting Station to the new Departmental building.

No. PLG/BM-527/MR/V dated 4th Jan. 58.

Ref: Your letter No. MR/14-3 dated 18-11-57.

It would appear that the subject matter raised in your above letter is primarily of an administrative character. Kindly indicate how the question raised falls within the scope of the Union.

Categorisation of 5 work Estt. T. Os at Trivandrum.

No. STE 2663/EB dated, MS-2, the 8th Jan 1958.

Ref: Your letter No. TO/81-4 dated 24-12-57.

In acknowledging receipt of your letter cited above, I have to inform you that the matter is under correspondence with the DET, Trivandrum. A further communication will follow.

Sanction of justified clerical Staff in Bangalore Engineering Division.

No. ES. 18/E/BQ/V, dated, MS-2, 8th Jan 1958.

In acknowledging the receipt of your letter No. CL/78-5 dated -12-57 on the subject noted above, I have to state that the proposal from Divisional Engineer, Telegraphs, Bangalore, is under consideration. A further communication will be sent to you shortly.

Fixation of pay and drawal of arrears of increments to Shri M. R. Vasudevan,

No. SA/F/180 dated, MS-2, 9th Jan 1958.

Ref: Your letter No. Mech/77-5 dated 30-12-57.

The case is still under correspondence with the Deputy Accountant General, Posts and Telegraphs, Nagpur by the Divisional Engineer, Telegraphs, Bombay East Division. A further communication will follow in receipt of a reply from the Divisional Engineer Telegraphs, Bombay East Division.

Understaffing in the cadre of Telephone Operators-Coonoor Exchange.

No. ES. 69/E/III dated, MS-2, 15th Jan, 1958.

Ref: Your letter No. CON/16-1 dated 29-12-1957

I am awaiting a report from the Divisional Engineer, Telegraphs, Coimbatore. I shall examine the proposal for additional posts of Telephone Operators for Coonoor Exchange on receipt of his report.

Fixation of pay of sri M. V. Raguraman, RSA, Madras Carrier Stn.

No. STE 1036/EB dated 16th Jan 1958.

Ref: Your letter No. G/135 dated 30-12-57.

With reference to your letter cited above, I have to state that the matter is under correspondence between the DET, Madras and the DAG P&T Madras. A further communication will follow.

Additional sanction of phone Inspectors for Salem Exchange and Madurai Tel. Sub-Division.

No. ES.499/E dated MS-2, the 16th Jan. 1958.

With reference to your two letters No. PI/ 82-5 dated 24-12-57 on the subject noted above, I have to inform you, that orders have since been issued for the creation of posts of Phone Inspectors for Exchanges in Trichur, Bangalore, Madras, Madurai, Tiruchirappalli and Coimbatore Divisions.

Additional sanction of phone Inspectors in Madras Sub-Dn.

No. ES. 499/E dated. MS.2, the 16th Jan. 1958.

In acknowledging the receipt of your letter No. PI/ 82-5 dated 23-12-1957 on the subject noted above, I have to state that the proposal received from the Divisional Engineer, Telegraphs, Madras, is under consideration. A further communication will be sent to you shortly.

Confirmation of Sri R. G. Rajan

No. STE/2082/EBdated MS-2, the 17th Jan. 1958.

Ref: Your letter No. MRS/24-4 dated 4-1-58.

The case has again been referred to the Director General as the reply received from the DPT, Andhra Circle was not helpful.

Posting of RSA in Ernakulam Sub Division.

No. STE1085/EB dated at MS-2 the 19th Jan 1958.

In acknowledging the receipt of your letter No. ENK/53 dated 10-1-58 I have to state that the matter is receiving attention. A further communication will follow.

Supply of pencils.

No. SD/STY.TTO dated, MS-2, the 20-1-58.

With reference to your letter No. MA/40-I dated 23-12-57, I have to inform you that necessary

sanction has since been accorded to D. E. T. Madurai, for purchasing pencils locally and supplying it to trunk Telephone Operators. In this connection, your attention is invited to the endorsement of Controller of Telegraph Stores, Madras No. STY-7-I&G/Mis/39 dated 8-1-58.

Non payment of arrears of pay to shri G. M. V. Andrews, Engineering Supervisor.

No. Staff A 4007 Andrews dated 31-12-57 from PMG Patna.

With reference to your letter No. TE/Griev/RCH 148 dated the 15th Nov. 1957 and 12th Dec. 1957 I am to say that the matter is still under correspondence between the audit office and the Divl. Engineer Telegraphs, Ranchi who has been advised to settle the claim early.

Sanction of additional R. S. As and 2nd E. S. Carrier for Ernakulam R. S.

No. ES. 449/E/IV dated 27-12-1957.

In acknowledging the receipt of your letter No. ES/85-5/ENK dated 14-12-57 on the subject noted

above, I have to state that the matter is under consideration. You will be informed when a decision is arrived at in the matter.

Confirmation of LSG Clerks in the Engg Arm.

No. SAE 440/EB/Car dated 23-1-58.

Ref: Your letter No. G/136 dated the 30-12-57.

With reference to your letter cited above I have to state that the matter is under consideration. A further communication will follow.

Davangere Telephone Exchange located in Davangere P. O. building (Rented) Execution of repairs.

No. BJ-33 dated 22nd Jan 1958.

Ref: Your letter No. DVGI4-2 dated 17-10-57.

In Continuation of this office letter of even No. dated 1-11-57 I am to inform you that the Dy. Commissioner, Chitaldrug District has been addressed for permission to carry out the repairs departmentally and to recover the cost from the rent. On hearing from him, necessary further action will be taken in the matter.

TO THE P. M. G. MADRAS

1. Sanction of justified clerical staff in the Bangalore Engineering Division.
No. CL/78-5 dated 24-12-57.
2. Understaffing in the cadre of Telephone Operators—Coonoor Exchange.
No. CON/16-1 dated 29-12-57.
3. Fixation of Pay of Sri M. V. Raghuraman, RSA, Madras Carrier Station.
No. G/135 dated 30-12-57.
4. Confirmation of L. S. G. Clerks in the Engineering Arm.
No. G/136 dated 30-12-57.
5. Fixation of pay and drawal of arrears of increments—Case of Sri M. R. Vasudevan.
No. Mech/77-5 dated 30-12-57.
6. Confirmation of R. S. As in Madras circle.
No. RSA/83-8 dated 30-12-57.
7. Confirmation of Sri R. G. Rajan - Mechanic T&D Circle.
No. MRS/24-4 dated 31-1-58.
8. Non - drawal of pay and allowances to Sri Nagarathinam R. S. A. Villupuram.
No. G/122 dated 4th Jan 1958.
9. Construction of WL staff Quarters.
No. MS/23-2 dated 4-1-58.
10. Promotion of junior official as officiating RSA in Ernakulam.
No. ENK/53 dated 10-1-58.
11. Sanction of 3rd E. S. Carrier at Coimbatore.
No. ES/85-5 dated 13-1-58.
12. Sanction of justified posts of S. G. Mechanics.
No. Mech/77-4 dated 22-1-58.
13. Ad-hoc Sanction of 3 RSAs for Madras VFT station.
No. RSA/83-9 dated 22-1-58.
14. Sanction of additional RSAs to Madras Repeater Station.
No. RSA/83-9 (MRS) dated 22-1-58.

Statement of accounts for the month of Dec. 57 could not be published since the Circle Treasurer, is in hospital under treatment.

(Contd. from 2nd cover page)

The suggestions must emerge from local units, big or small, from different sections of workers engaged jointly in a Unit, for execution of a work or for maintenance of a system or office. And with determination we should pursue those suggestions for being implemented by the administration in the same way and with the same fervour with which we speak of our demands and pursue them side by side. This will give a new turn and direction to our movement. It is hoped the active workers of our Union will give serious thought to this. For a better P&T Service for the people, for better service and working conditions for the workers, shall be our slogan.

The Pay Scales Adopted by the Federal Council, Bombay.

The Pay scales adopted by the Bombay Federal Council are most unsatisfactory to the workers. As was feared by us they have created the maximum confusion and resentment.

The circumstances under which such decisions were taken are explained in an article by our General Secretary in the last issue of TELECOM. The principle of "sectional autonomy" granted to All India Unions under the realignment scheme and the present constitution of the Federation has been stretched to such ridiculous extent that the dire need for putting "unified" claims on behalf of different sections was ignored! In some cases the tendency was to "bid" as high as possible and not to accommodate the claims democratically with each other. The original decision of the Federal Executive to submit separate

Memoranda was changed not by "agreement" on the demands but by agreement to disagree and make the Federation forward conflicting demands. For, sectional autonomy was considered more sacred than the unity of the P&T or the necessity to formulate sound demands!

In spite of our three years of work in the Federation it is distressing to note that such trends still persist. It is for us to seriously ponder as to how best to eliminate this and set matters on better footing. We recall the article by Com B.N. Ghosh, the Secretary General, "More Unification Needed" published some time ago in the P&T Labour, in this connection.

A Note to the Divisional & Branch Secretaries:

With much regret I again wish to state that the instructions issued from time to time are not being closely followed. On the problem of REPATRIATION, co-ordination in pursuing the case at the Divisional level is lacking. The progress made at the Divisional level is not being intimated. On the question of working out staff strength no serious attention is seen to be paid by the branches and Divisional Secretaries on computation of statistics and pursuing them with the Divisional Engineers. May I once again remind that "sporadic" activity on the eve of a crisis will not produce the desired result? What is required is sustained and regular work on issues.

Charge of Circle Union:

I returned to Head-quarters and joined duty, after leave, on the 17th of this month. (January 1958)

FOR SALE

A booklet containing the syllabus for R. S. A. examination together with question papers of the years 1951-1956 has been brought out for the benefit of intending candidates.

It is priced Np. 75 per copy (Postage extra). No VPP will be sent.

Address remittances to:

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Circle Treasurer

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Our good wishes to Sri Clement

Sri C. J. CLEMENT, Director of Telegraphs (West) has been transferred to Jabalpur as Director Telegraphs, T & D Circle. He left Madras on 21st Jan. 1958.

In recent times no officer in the P & T has won such an universal respect and admiration from the workers and the Union as Sri Clement. For full 3 years he worked in this Circle and seldom does an officer maintain such an uniform popularity for such a long time as Sri Clement has done.

The reason is simple. Sri Clement personified in himself the best qualities of an officer who combined in himself devotion to the interests of the department and welfare of workers. In his personal dealings with the Union as well as with individual workers he was quite free, frank and unassuming. He never had the "condescending" or the "patronising" official attitude.

Above all he is one of the very few officers who have the detachment and the practical sense to understand the changing pattern of officer—staff relations in a Public Service which has as its objective partnership and joint responsibility in the running of the services. He had a clear foresight of the ultimate evolution of such a relationship and therefore could evaluate the problems of the transitional period realistically and without a prejudiced or closed mind. Such officers, we are sure, will be the ones who will find themselves in tune with the changed set-up that we are visualising today and for which the Unions are aspiring and striving.

Sri Clement was the guest of honour at a select gathering of the Circle Union Office bearers and the local Branch Secretaries who met on the eve of his departure at 20, Maroof Sahib Street, Madras.

We wish him and his family all success.

Our Prime Minister for the Republic Day:

"The future is beckoning. We have to decide where to go, and for that, what to do. We have to make the workers and peasants of this land to taste the fruits of Freedom. They must be given equal opportunities for development. We have to attack Poverty, Ignorance and Disease and destroy them and build up a Prosperous and Democratic India".

THOUGHTS FOR REPUBLIC DAY

"Come what may, there is no problem in India which we cannot and will not solve. May be we will have bigger difficulties, but we shall face them in a bigger way!"

"We are engaged in a tremendous adventure, the adventure of building up this great country. If anybody tells me that it is too ambitious involving many difficulties I will say, "I am ambitious and am going to be more and more ambitious in the future, because we are made that way."

"We are ambitious when we fought the British Empire and fought for freedom and our ambition succeeded. I want you to be ambitious, much more ambitious than in the past"

Prime Minister.