

III - 2 - 46 - 3

MINISTRY.

Branch.

File No. 2/331

NOTES.

19 50 - Sept.

[3]

Subject.

III - 46 - 3

H.Ms.

Strike in Delhi Transport Service.

To whom sent.

Date.

To whom sent.

Date.

To whom sent.

Date.



13-E Ferozshah Road,
New Delhi,
Sept 29, 1950.

To

The Hon'ble Sardar Vallabhbhai J. Patel
Deputy Prime Minister

Dear Sir,

You are aware of the dispute between the workers of the D.T.S. and the management which led to General strike which lasted for 16 days last year. The Strike was called off on the assurance of the Hon'ble Deputy Speaker, Shri Ananthysanam Ayyangar, who had assured that there would be no victimization and humiliation and that the demands of the workers would be sympathetically considered. Since then I have left no stone unturned to obtain justice from the authorities. The harassment to which the workers were subjected after the last strike is also well known to you. Since then I have tried to see that an amicable settlement is reached between the workers and the management. It pains to have to say that my efforts have not met with any response from the side of the Authority. Instead new pay scales have been announced which have led to no benefit to at least 50% of the staff and 175 of them have actually lost in salary amounts upto Rs. 170/- per month. This is strange revision of pay of which I have seen no parallel during all my experience as a Trade Union Worker. Besides the number of complement per bus has been reduced from 6.8 per bus on the eve of the last strike to 5.25 today and 168 workers have been dismissed on the ground that they are surplus. The fact that since retrenchment of the staff 1,000 trips are being missed per day crush untold misery to the people of Delhi is the most eloquent proof of the fact that the retrenchment was not justified. The number of the buses on the road has come down from 170 per day to only 130 per day and the income has come down to Rs. 13,000/- from Rs. 25,000/- per day. Yet the Delhi Road Transport Authority, who now realize the blunder which they have committed are unwilling to rectify the blunder on account of the false notion of prestige causing immense hardship to the people of Delhi and to the workers in the Delhi Transport Service. I wrote to the Hon'ble Shri N. Gopalakrishnan Ayyangar on 4.7.50 and in pursuance of his advice met the Chief Commissioner of Delhi on 6th August, 1950. After about four hours discussion, I think I was able to prove the justice of the workers case yet the Authority has not seen the wisdom of coming to a settlement with the workers. Even their union which has 95% membership of the total staff of Delhi Transport Service, has been refused recognition so far despite two years' persistent efforts. You will realise that I have left no ~~xxxx~~ method of settling dispute unexplored. The workers are desperate and they cannot suffer their misery much longer. The last recourse open to labourers is "STRIKE". A Strike Ballot was taken on the 7th of September 1950 and it was found that out of 1,400 workers, 1250 participated in it and 1244 voted for strike and only 6 against strike. This gives a percentage of 99.5 of those who participated in the ballot and 89.5% of the total staff who voted for strike. A strike notice would have been given but in my anxiety to have no stone unturned and to seek a peaceful settlement of the dispute, I have restrained the workers from serving the Strike Notice.

Last year when the Strike was launched, I was accused of precipitate action. I did not agree with the accusation but this time I am enclosing the entire correspondence which I have had with the authorities since June last so that you may be fully apprised of the situation as it had

developed. I would ask you myself what is the alternative method open to the workers to get justice. I am disappointed at the reply which Shri K. Santhanam has given to our Secretary on 16.9.50. I hope you will realise that threats cannot resolve genuine grievances. I, therefore, hope that you will go through the entire correspondence which has so far passed between the Union and the authorities and tell me what I should do to secure justice for the workers without further delay. A strike is the last weapon and it has been my endeavour to avoid it as far as possible but it seems the D.R.T. Authorities are determined to drive us to that course. I would, therefore, request you to ponder over the situation and do what you can to resolve the situation. I hope you will treat the matter as urgent and do what you think proper in the present situation. An early reply will oblige.

Yours sincerely,

Shibban Lal Saksena

(Shibban Lal Saksena)

M.P.,

President, D.T.S. Workers' Union,
Delhi.

INDEX OF ENCLOSURES

| | |
|---|------------------|
| 1. Copy of Grades & Salaries announced by D.R.T.A. | Pages 1 to 4. |
| 2. Copies of correspondence between the Union & Authorities | 5 to 22. |
| 3. Copies of Press Statements & Resolutions of the Union | 23 to 45. |
| 4. Copies of Press Notes & Comments | 46 to 59. |

With compliments from D.T.S. Workers' Union

D E L H I.

4
DELHI ROAD TRANSPORT AUTHORITY
(DELHI TRANSPORT SERVICE)

No. FEP-7/50

New Delhi,
1st July, 1950.

In exercise of powers conferred by clause (G) of sub section (2) of section 53 of D.R.T. Authority Act 1950 (XIII of 1950) the D.R.T. Authority is pleased with the previous sanction of the Central Government to make the following regulations namely:-

1. Short title, commencement and application.

1. These regulations may be called the D.R.T. Authority (Scales of Pay) regulations, 1950.

2. They shall come into force the 1st day of July, 1950.

3. They shall apply to all officers and servants of the D.R.T.A. other than the General Manager and C.A.O.

2. Definition.

In these regulations, unless the context otherwise requires:-

(a) Authority means the 'D.R.T.A.'

(b) Prescribed scales' means a scale of pay prescribed in the schedule.

(c) "Schedule" means the schedule annexed to these regulations.

(d) "Service" includes service under the G.N.I.T. Co. Ltd. from 28th October 1946, services under the D.T.S. and service under D.R.T.A.

3. The rates of pay of officers and servants in the employ of the Authority shall be as shown in the schedule. The initial pay of each incumbent shall be fixed as follows:-

(1) A person drawing on 30th June, 1950, a pay less than the minimum of the prescribed scale in respect of his post, shall draw as the minimum of that scale.

(2) A person drawing on the 30th June, 1950 more than the minimum of the prescribed scale in respect of his post, shall draw as initial pay, the stage of the time scale which is equal to his pay on the 30th June, 1950 or if there is no such stage, the stage next below that grade plus personal pay equal to the difference, provided that:-

(a) In the case of a person who was in the employ of G.N.I.T. Co on 28th October 1946 the initial pay plus personal pay shall not exceed the pay he was drawing on 28th October, 1946, or the pay which he would have drawn had his pay been fixed at the minimum of the

prescribed scale increments granted for the completed years of service from 28th October, 1946 which ever is greater.

(b) In the case of a person appointed after the 28th of October, 1946, the initial pay plus personal pay shall not exceed the pay which he would have been drawn had his pay been fixed at the minimum of the prescribed scale and increments granted to him for the completed years of service from the date of his appointment.

4. Those posts which are not mentioned in the schedule shall be regarded as abolished with effect from 1st July, 1950. If the incumbent of any such post is appointed to any post mentioned in the schedule, he shall draw as initial pay in that post as amount equal to-

(1) The minimum of the prescribed scale in respect of his new post.

(2) Plus an amount equal to the increments he would have earned in that scale for the completed years of service from 28th of October 1946, or the date of his appointment which ever is later. Provided that in the case a person who was in the employ of the G.N.I.T.Co., on 28th of October 1946 and had been continuously in the service from that date the pay shall be the pay thus refixed or the pay drawn by on 28th October, 1946, which ever is greater.

5. The next increments of an officer and servant or servants whose pay has been refixed in accordance with regulations 3 or 4, shall be granted in the prescribed scale on the 1st July, 1951 if this increment is annual or on 1st July 1952 if increment is biennial provided there is no intervening period of leave without pay.

6. The officers and servants of the Authority shall be entitled to draw the dearness, house rent and compensatory allowances at the rates prescribed from time to time for Central Government Servants in Delhi from time to time.

SCHEDULE.

| <u>S.No.</u> | <u>Name of Post.</u> | <u>Existing pay.</u> | <u>Prescribed scale.</u> | <u>Remarks.</u> |
|---------------------------|--|----------------------|--------------------------|-----------------|
| <u>1. ADMINISTRATION.</u> | | | | |
| <u>a. OFFICERS.</u> | | | | |
| 1. | Financial Assistant | - - | 250-15-400-ES 20-500 | New Post |
| 2. | Traffic Supt:t (Head Qrs) | - - | 400-25-700 | -do- |
| 3. | Stores Officer (Purchase & Provision) | - - | 250-15-400-ES 20-500 | -do- |

| | | | |
|-------------------------------|--|----------------------|----------|
| 4. Assistant Personal Officer | | 250-15-400-EB-20-500 | New Post |
| 5. Statistical Officer | | 250-15-400-EB-20-500 | -do- |

b. Subordinate Service.

| | | | |
|--|------------------|----------------------------|------|
| 1. Accountant | 300/- | 150-10-250-EB-15-355 | -do- |
| 2. Cost Accountant (Central W/shop) | | 200-15-380 | -do- |
| 3. Assistant Incharge of Sections. | | 125-5-170 | -do- |
| 4. Senior Clerk or Stores Keeper | 90/-to 170/- | 80-5-120-EB-5-135 | |
| 5. Cashier | 135/145 200/- | 80-5-120 | |
| 6. Stenographer to General Manager | 120/-& 225/- | 80-5-120 | |
| 7. Junior Clerk | 50/to170 | 55-3-85 | |
| 8. Stone Typist | Ditto | DittoPlus spl pay Rs. 15/- | |
| 9. Peon, Chowkidars & sweepers | 15/-to 27/- | 30-1/2-35 | |

II-OPERATION

| | | | |
|--|------------------|--|----------|
| 1. Traffic Supdt. | 400/- | 250-15-400-EB-20-500 | |
| 2. Depot Supervisors & C.T.I. | | 130-10-200 | New Post |
| 3. Traffic Inspector-1 | 100/-to 170/- | 100-5-125-EB-5-170 | |
| 4. Ditto -11 | 80/-to 100 | 80-5-120 | |
| 5. Ticket Examiner Travelling ticket examiners, Time Keepers & Job Keepers. | 70/- | 45-3/2-60 Plus special pay of Rs. 10/- | |
| 6. Conductor & Box Maker | 40/- to 50/- | 45-3/2-60 Good conduct allowance merged into pay. | |
| 7. Driver | 45/- to 75/- | 60-5/2-75 | |
| 8. Depot Cashier | 135/-to 145/- | 80-5-120 | |
| 9. Junior Clerk Assistant Cashier | 50/-to 170/- | 55-3-85 | |
| 10. Peons, Chowkidars & Sweepers. | 15/-to 27/- | 30-1-35. | |

7

4. MECHANICAL & WORKSHOP (Central)

| | | |
|--|-------------------------|----------------------|
| 1. Works Manager (Technical Advisor) | 600-40-1000 | New Post |
| 2. Assistant Works Manager | 250/- | 200-20-300-EB-20-400 |
| 3. Foreman, W/ahop Supervisor Chief Storeskeeper | 225/- to 200/- 250/- | 150-10-200-EB-10-300 |
| 4. Asstt. Foreman | 80/- to 100/- 125/- | 100-5-125-EB-5-170 |
| 5. Fitter Boringman Electrician Welder Blacksmith Turner Vacalniser Coach Builders & Mistry | 35/- to 125/- | 60-5/2-75-TT-3-105 |
| 6. Semi skilled Asstt. Fitter Asstt. Electrician Carpenter Tin Smith Painter Tyreman Cushion Maker Job Writer Black Smith | 50/- to 60/- | 35-1-50-TT-2-60 |
| 7. Unskilled Cleanser Helper Hammerman Batterman Smith Helper | 15/- to 35/- | 30-1/2-55 |
| 8. Senior Clerk (Store Keeper) | 90/- to 170/- | 80-5-120 |
| 9. Junior Clerk Typist Asstt. Stores Keepers. | 50/- to 170/- | 55-3-85 |
| 10. Peon, Chowkidar & Sweeper | 15/- to 27/- | 30-1/2/35 |

34/- D. B. Patel,
Secretary, D.R.T.A.

True copy.

D. T. S. WORKERS UNION, DELHI.

Original Road,
Karolbagh,
New Delhi, Dated the 22/6/50

To: - A. Shankar Prasad Esquire, I.C.S.,
Chairman,
Delhi Road Transport Authority,
New Delhi.

Dear Sir,

I have been directed by the Working Committee of the D.T.S. Workers Union to acknowledge with thanks the receipt of your letter No.980-SI/CC, dated 8th June, 1950.

The working committee has noticed with regret that inspite of the fact that the Secretary Delhi Road Transport Authority having complete knowledge of the workers' demands, appears to have not placed them before you, which is apparent from second sentence of the letter under reply. Unfortunately, we have had very bitter and disappointing experience with the officials of the Delhi Transport Service in the past and as we desire that a very cordial and peaceful atmosphere must be created between the employers and employees, we approached you with this object so that all outstanding grievances of the workers may be discussed and settled in a spirit of give and take.

The main points which the Union would give priority in discussing with you are:-

- (1) Recognition of the union without any further delay.
- (2) Recalce and grades of workers to be so worked out that all the employees of the Delhi Transport Service are covered (including non-permitted officers).
- (3) Terms and conditions of service on par with Government servants.
- (4) Arrangements of allowances, increments and bonus.

In conclusion, I beg to assure you that if you take the workers in your confidence, you will find in us the most willing and loyal servants of the Delhi Transport Service.

Yours faithfully,

(Sd/-) J. S. ...

Joint Secretary,
D.T.S. WORKERS' UNION.

132, Pirozshah Road, New Delhi,

Camp Gorkhapur

4-7-50

My Dear Shri Gopalaswamy Ayyanger,

Many thanks for your letter of the 8th June, 1950. It is true I was not aware that you were in Ootacamund so far and I had written to you as Shri Santanam was away as I learnt from paper.

I have been constantly on tour during these months, so I could only get your letter today, when the Secretary of the Union came down all the way from Delhi to express the extreme discontent which the Union is feeling over the new grades announced by the D.T.A. for the D.T.S. Almost 60% of the staff has been fixed in scales lower than what they are already getting, and will henceforth get less total pay than they had got so far. Besides, notices of retranshment have already been served on many persons, and many more may be retranshment if the notification is given effect to.

The most surprising thing is that even so far, the D.T.A. has not extended recognition to the D.T.S. Workers Union, and the General Manager, Mr. D.B. Patel has had the audacity to tell the workers that if only they removed me (Shibban Lal) from their presidentship, recognition would be granted immediately. You know I have repeatedly asked the workers to relieve me from this responsibility, but they will not simply look at the suggestion and I cannot desert them. But I ask you what right has the General Manager to say to the other office-bearers of the Union that the Union will be recognised as soon as they choose some body else as their President. Such a man is utterly unfit to be the General Manager, and I demand from you on behalf of the Union the immediate removal of the General Manager from his post. For his behaviour and his actions are bound to cause trouble.

You have said that the D.T.A. which is a Corporation especially constituted for the purpose is now in immediate command over the General Manager. But this does not relieve you of the ultimate responsibility as the Minister of Transport. Last year when the strike was launched, you complained that the decision

Contd..... came to

you in touch with how the things are developing, and how the workers are being driven to desperation.

The Union addressed letters to the Chairman of the D.T.A. to meet them in deputation and hear them before announcing their decision on the pay scales. The Chairman had not the courtesy to invite them to such a discussion, and the decision of the D.T.A. has been announced without even hearing them. The Union has rejected the pay scale announced by the D.T.A. and cannot accept them. They must be revised in consultation with the accredited representatives of the union.

As one of the most important Ministers of our Cabinet, I would request you to ponder whether by insulting the workers in this manner, the D.T.A. is carrying out the principles with regard to labour policy for which Congress and the Cabinet stands. Should such vital decisions be taken without taking this most representative union of the workers in confidence. The Chairman of the D.T.A. had not even had the courtesy to meet a deputation proposed by the Union before announcing these pay scales. Can you then blame the Union if it is again forced to take recourse to a general strike or some other direct action to which it is being goaded by the D.T.A. and its General Manager.

As a member of the Congress Party in Parliament, I deem it my duty to request you to ponder over the situation that is developing calmly and coolly. I have repeatedly assured you of my intense desire to see perfect co-operation established between the workers of the D.T.S. and the management. In fact I welcomed the new General Manager and hoped that he would ensure such perfect co-operation. But all along, the General Manager has been busy in trying to divide the ranks of the Union. Even the pay scales are an attempt to divide the workers and rule over them. I fear that such a General Manager is the most unfit person to hold the job.

I would therefore request you to take personal interest in the matter and not to leave it wholly to the D.T.A. which has

11

bungled. I am sending copies of this letter to the Hon'ble Prime Minister, and the Secretary of the Congress Party, and the Hon'ble Shri Santanam, so that every one may be kept informed and not say afterwards that they had no opportunity to help in the solution of the dispute.

The Union is already smarting under the injustice done to it after and during the last general strike. It had hoped for justice now. But the D.T.A. has betide all the hopes entertained by the workers from it. It has added insult to injury.

Yours sincerely,

Sd/- Shibban Lal Saksena
M.P.
President D.T.S. Workers,
Union.

N.B.

Chart showing effect of new pay scales
on 1600 D.T.S. Workers will soon follow.

(TRUE COPY)

TRUE COPY

12
New Delhi
11th July, 1950

D.O.No. HMT/312/50

My Dear Shibban Lal,

Kindly refer to your letter dated the 4th July 1950.

First of all, I want to make it clear that the D.T.S. is now run entirely by the Delhi Road Transport Authority, and this Ministry is no longer responsible for the day-to-day administration of the Service. While it is true that a representative of the Ministry is a member of the Authority and it is open to the Government of India to issue directions to the Authority after consultation with them under section 39 of the Delhi Road Transport Authority Act on certain matters or to make enquiries under section 41 in certain circumstances, that Authority has complete freedom in the regard to all administration matters. I would, therefore, suggest that the representative of the workers should see the Chairman and the Authority by appointment and explain to them their view point in regard to the new scales of pay recently announced by them. It is understood that the Government and the Authority will have time to be fixed after mutual consultation.

Yours sincerely,

Shri Shibban Lal Saxena M.P.,
13-B, Phagwah Road,
New Delhi.

84/XXXXX

Copy of letter dated 18.7.60, from Shri Shibbanlal Saksana, to the Hon'ble Shri N. Gopalaswami Ayyangar, Minister for Transport, Government of India, New Delhi.

Many thanks for your letter dated the 11th July, which has reached me today.

I am reaching Delhi on the 28th July and have sought an interview with the Authority on 29th July at any time convenient to them. I am enclosing a copy of the letter I am writing to the Chairman.

I thank you for your encouraging letter. I am desperately anxious to cooperate.

With best wishes,

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A copy of letter dated 19.7.50, from Shri Shibban Lal Saksana,
P. & President, D.T.S. Workers' Union, Delhi, to the Chairman, Delhi Road
Road Transport Authority, New Delhi.

I enclose a copy of the letter I have received from the Hon'ble
Shri N. Gopalaswami Ayyangar.

I would like to meet the Authority in connection with the new pay
scales on the 29th July next. I am reaching Delhi on the 29th. Any time will
suit me on the 29th and you may fix it at your convenience and inform me through
the Secretary of the Union.

With me shall be Shri Balak Ram, Vice- President, and Shri Bhatnagar,
General Secretary of the Union, and two other representatives of theirs. The
demands of the Union have already been forwarded to you and I would like to discuss
them with the Authority.

I am extremely anxious for cordial cooperation between the Authority
and the Union.

::*:*:*:*:*:*:*:

July 26, 1950.

This is to acknowledge receipt of your letter No. 155, dated the 18th July, 1950, conveying the request of the Union that they would like to meet the Delhi Road Transport Authority sometime on the 29th July. The Authority shall be very glad to receive the deputation on the 29th July, 1950, at 10.30 A.M. In conclusion I would like to say that I much appreciate your offer of cordial co-operation between the Union and the authority.

Sd/- Shankar Prasad.

Shri Shibban Lal Saksena,
Member Parliament &
President, D.T.S. Workers Union,
Allahabad, Gorakhpur.

Copy forwarded to Shri D.B. Patel, Secretary
Delhi Road Transport Authority with the remark that he should
kindly have this letter delivered to Shri Shibbanilal Saksena
through the Secretary, D.T.S. Workers Union.

Sd/- Shankar Prasad,
Chief Commissioner, Delhi.

Forwarded to Shri K.S. Bhatnagar, Secretary,
D.T.S. Workers Union for favour of necessary action.

Sd/- D.B. Patel,
SECRETARY,
DELHI ROAD TRANSPORT AUTHORITY.
26/7/80.

● 1 ● 2 ● 3 ● 4 ● 5 ● 6 ● 7 ● 8 ● 9 ● 10 ● 11 ● 12

TRUE COPY

Copy of letter dated 30th July, 1950, from Shri Shibben Lal Saxena, M.P. & President, D.T.S. Workers Union, Delhi, to The Chief Commissioner, Delhi.

Your P.A. informed me on telephone that 6 P.M. on the 1st of August, 1950, would not suit you and that any time between 10 and 5 on the 1st, 3rd, 4th and 5th should be fixed. You are aware that Parliament would be in Session on the 1st, 3rd, and 4th. It will not sit on the 5th i.e. Saturday. I, therefore, fix 10.30 A.M. for the meeting of the Union representatives with the Authority on 5th August, 1950. I hope this time will suit you.

I am enclosing a copy of resolutions passed at the General Meeting of the Union last night under my Presidentship for the information of the Authority so that no cause for further bitterness may arise.

Encl:- Copy of Resolutions.

::*:*:*:*:*:*:*:*

TRUE COPY

TRUE COPY

No. 137/ ST/CC/50

To

Shri Shibban Lal Saksana,
M.P. President, D.T.S. Workers Union,
13-B Ferozeshah Road, New Delhi.

Dated Delhi the 31st July, 1950.

Dear Sir,

This is to acknowledge receipt of your letter dated the 30th July, 1950 regarding an appointment with the Authority to meet a deputation of the D.T.S. Workers Union. I confirm that Saturday the 5th August at 10-30 A.M. at my house will suit.

I think you will recognise that it is not possible for me at this stage to make any comments on the resolutions received with your letter. Apart from these resolutions, I would suggest that you might send an upto date list of demands incorporation the points on which the Union wish to represent at the meetings on Saturday next.

Yours faithfully,

Sd/- Shankar Prasad,
Chief Commissioner, Delhi.

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To

Shri Shankar Prasad, ICS,
Chairman,
Delhi Road Transport Authority,
D E L H I.

Dear Sir,

I am in receipt of your letter dated 31st July 1950 in reply to my letter dated 30th July 1950. I am enclosing the list of demands on which the Union representatives would concentrate their discussion.

List of Demands

1. Why the Delhi Transport Workers Union has not been recognised so far, even though all the required conditions for the purpose have been fulfilled and even though it is now full two years since the demand was made. It has been proved that the Union represents 95 per cent of the workers who are its members and there is no other rival Union.
2. The pay scales announced by the Authority and the principles on which they are based and the manner in which they should be revised.
3. Cases of 168 workers who have been retrenched and of Mr. N.N. Gupta, who was not taken back after the strike and the principles on which this retrenchment is based. The Union considers that there is no justification for any retrenchment and the number of duties have increased from 217 before the strike to 275 these days. The staff per duty, prior to strike, was 6.8, prior to this retrenchment on 30th June 1950, the complement per duty came down to 5.8 per duty, and after retrenchment it would be only 5.23 per duty. This staff is hopelessly inadequate. This is proved conclusively from the fact that the schedule of trips made by the General Manager for the various duties has not been maintained and a very large number of trips has been missed. Retrenchment was enforced in practice from 29th July 1950, although actual notices were served on 30/7/50. A comparison of the trips missed on 27/7/50 and on 28/7/50 with trips missed on and after 29/7/50 proves that the staff was short to man all the trips even before retrenchment and the number of trips missed has become much larger after retrenchment from 29/7/50. The following table shows the trips missed on the following dates:-

| Date | Raj Ghat | Karolbagh | Anand Parbat | Grand Total |
|---------|----------|-----------|--------------|-------------|
| 27.7.50 | 160 | 56 | 181 | 397 |
| 28.7.50 | 182 | 54 | 140 | 376 |
| 29.7.50 | 245 | 51 | 181 | 477 |
| 30.7.50 | 413 | 60 | 105 | 588 |
| 31.7.50 | 356 | 77 | 216 | 649 |
| 1.8.50 | 294 | 138 | 198 | 630 |
| 2.8.50 | 241 | 127 | 223 | 591 |

This table shows that while the number of trips missed prior to retrenchment was about 400 day the number now varies between 500 and 650. You can imagine to what extent the inconvenience to public has been increased and the whole public of Delhi, who use these buses, is complaining against the delays in getting buses. Some times along queues have to wait for hours together at a stretch.

Total number of single trips in the schedule is 4935, i.e., nearly 5000. Thus nearly $12\frac{1}{2}$ per cent of the trips are being missed in these days since the new retrenchment was effected on 29/7/50, while less than 8 per cent was being missed prior to retrenchment. This shows that the staff was short even before the present retrenchment. It was but natural, as the compliment per duty had been reduced from 6.8 per duty before the last strike to 5.8 per duty. It is, therefore, extremely foolish to make paper time tables which cannot work and which cause untold inconvenience to public. Without sufficient staff the full scheduled trips cannot be run.

Another proof about reduction in service to the passengers will be obvious from a comparison of the number of passengers carried on the above dates from 27th July 1950 to 2/8/50 and the income obtained on each of these dates with the corresponding figures for the same dates in the previous six months. I think a comparison will show that the income has gone down by about 10 per cent and the same must be the reductions in the number of passengers carried. This retrenchment of staff, therefore, cannot be justified on any grounds whatsoever and is a foolish attempt on paper to run all these scheduled trips after such huge retrenchment of staff.

4. Cases of dismissed employees whose services have been terminated on most flimsy pretexts. I am told that an order has been issued that employees convicted under the Motor Vehicles Act while on duty will henceforth be dismissed. This is an extraordinary innovation unknown in motor transport service in the country.

5. The G.N.I.T. was taken over by the Government on 14/5/48. The reference, therefore, 26th October 1948 when negotiations for purchase of G.N.I.T. started, has no relevance and is meaningless. Government took over all staff on 14/5/48 from the G.N.I.T. and it is, therefore, bound to respect the conditions of service and emoluments of the staff prevalent on that date. It is interesting that when it suits the Government, it treats the staff as its employees from 14/5/48 as in giving increased dearness allowance and compensatory allowance, but for other purposes it uses 26th October, 1948.

6. Increased dearness allowance, house rent allowance and compensatory allowance has been allowed to clerical, supervisory, and traffic staff and peons, chowkidars from lll.60, whereas it should be from 14/5/48 when Government took over the service. In pay scales also, increments for several years have not been allowed. In the case of Conductors particularly, much injustice has been done.

7. These scales of pay reach their maximum after half a dozen years after which there is no further chance of promotion. This is a most unscientific system and is bound to create inefficiency and want of interest in work. These scales compare most unfavourably with scales in other metropolitan cities like Bombay & Calcutta, etc. This is obvious from figures for Bombay which they Union has sent to us on our request.

8. Uniforms are not supplied to the full staff even now, although the demand is two-year old. Only half the staff has so far been supplied uniforms.

9. Leave rules are most unsatisfactory and need to be rationalised.

10. Provisions of the Factory Act are not complied with even in the factory workshops to say nothing of other staff. Even medical facilities and other facilities for essential needs, such as latrines, urinals, bath rooms, good drinking water and rest house and recreation grounds have not been catered for, and snakes and reptiles are frequently found in the workshops.

(3)

11. Grades and pay scales of the workshop staff have not still been fixed and some workshop staff like Vehicle Supervisors have been transferred to the traffic department which is absurd. Such work cannot draw the best in a worker and is a waste of national skill.

12. Provident Fund facilities have not still been allowed and provided for.

13. Announcement that workshop staff will have to undergo a trade test before being confirmed is a strange innovation in the case of workers who have put in long years of service. It has no precedent and is altogether unacceptable to workers.

14. Running allowance on the basis of mileage run or hours worked should be granted to the staff to increase their efficiency.

15. The fact that several thousand rupees has been paid on over-time to workers shows that there was shortage of staff from even before the present retrenchment. The D.T.S. should increase staff to relieve workers so that they may not be forced to over-time.

These are the demands which are agitating the Union. I hope the Authority will keep itself ready to discuss the demands many of which have been submitted to D.T.S. authorities during the last two years.

Yours faithfully,

Sd/- Shibban Lal Saxena,
President,
D.T.S. Workers Union.

T R U E C O P Y

A copy of letter No. 1537 ST/CG/50 dated 17/18th August 1950, from Shri Shankar Prasad, Chief Commissioner, Delhi, to Shri Shibban Lal Saksena, M.P. & President of the D.T.S. Workers Union, 13-E, Ferozeshah Road, New Delhi.

Will you please refer to your letter dated the 14th August, 1950, regarding the points at issue between the Delhi Transport Workers' Union and the Delhi Road Transport Authority? All the issues raised by you in your earlier letter dated the 3rd August, 1950, were discussed exhaustively at the meeting held at my house on the 5th August, 1950. I have little to add to what we then said. In fact, it is our recollection that you promised to give careful consideration to our point of view and to let us know the reaction of the labour in about a week to ten days. Since, however, you desire a specific reply, I summarise below our attitude generally to the points at issue.

2. I do not anticipate any difficulty as regards the recognition of the Transport Workers Union, if the Union can establish its representative character and if the Union constitution is not inconsistent with the existing law on the rights and obligations of Essential Services. Further, the principles on which the pay scales have been fixed were fully explained to you at the meeting. You agreed that Government scales of pay were the appropriate model to adopt in principle which is what we have done. The bulk of the labour had secured an increase, immediate or prospective, and the number of cases in which there was any actual reduction were due to inevitable rationalisation. The reasons for retrenchment were also fully explained to you. It can be expected to carry on its pay roll staff surplus to its requirements, and that it would be vicious in principle to provide padding against the erratic behaviour of labour. The B.R.T.A. is a Government sponsored Corporation and not

a private concern earning dividends for its shareholders.

As such, doubtless, you will concede that we have acted with the best of motives in effecting retrenchment.

3. The rest of the issues which you raised were comparatively minor in character. Some of these have already been settled to your satisfaction, for example, leave rules, supply of uniforms, Provident Fund etc. In regard to certain others, I said that I would be willing to meet you more than half way, for example, in improving living conditions in the workshop, in minimising hardship in the application of trade tests, in setting up a Sub-Committee of the D.R.T.A. for reviewing hard cases and in setting up a machinery to ensure continuous liaison between the employers and the employees.

In conclusion, I think I may express the hope that with your help and guidance, the Union will revise its attitude, give full co-operation and assist the Authority in putting an infant concern on a sound footing.

::*:*:*:*:*:*:*:

True copy.

No.143.

Original Road, Karolbagh,
New Delhi, 7th Sept. 1950.

From:-

Suresh Sharma,
Secretary, Action Committee,
D.T.S. Workers' Union,
Delhi.

To :-

Shanker Prasad Deshpande, I.C.S.,
Chairman, D.R.T.A.,
Delhi.

Dear Sir,

As already communicated to you vide our letter dated 3.9.50, the strike ballot ended last night.

Presiding Officer, Bana Jai Bahadur Singh, Chief Editor, "The Times of India", will announce the result of the strike ballot today after counting the votes casted by the employees. The proceedings will be carried out at his residence in Karolbagh (5/55, Ajmal Khan Road), in the presence of some prominent press representatives, representatives of various other Unions of Delhi and the Returning Officers who conducted the aforesaid ballot.

The Union extends invitation and request you to send your representative to observe the counting of votes and to satisfy himself about their genuineness and the Union would cordially welcome the representative sent by you and also full co-operation would be extended in all matters.

Yours faithfully,

(30) SURESH SHARMA

SECRETARY, ACTION COMMITTEE.

True copy.

D. T. S. WORKERS' UNION.

24
Original Road,
Karolbagh, Delhi.
14th September, 1950.

To

Dear Sir,

I have the honour to forward herewith copies of the resolutions passed by the General Body of the D.T.S. Workers' Union in its meeting held on 23.8.50.

In accordance with one of the resolutions (Item No. 3) Strike Ballot was taken under the presiding officership of Rana Jam, Balraj Singh, Chief Editor, 'Times of India' and out of 1400 employees, 1250 cast their votes. Of these 1250, six voted against the ballot while the remaining 1244 voted in favour of the strike ballot. Nearly 80 persons could not participate due to being on leave etc.

The question of giving a strike notice to the authorities as per decision of the General Body is under the active consideration of the union which would be given a final shape on arrival of our President, Prof. Saibban Lal Sangha, M.L., who is likely to reach Delhi on 24th or 25th of September, 1950.

The workers are already getting restive and tyranny and aggression of the management of the D.T.S. is rapidly increasing to drive the workers to desperation. The union on its part is endeavouring to its best to avert the crisis and its consequences but the situation is likely to take a serious turn at any moment.

Under the circumstances, it is urged that sane elements should prevail, adding no injury to insult.

The union makes a fervent appeal to your honour and urges most earnestly to pay a personal attention in the matter which is developing caluly in the metropolis city of India and to take necessary steps to avert the situation which is apt to cause a heavy loss to the Nation.

Yours faithfully,

(SD) SURESH SHARMA

Secretary, ACTION COMMITTEE,
D.T.S. WORKERS' UNION.

5
New Delhi

No. HMSR/619

16th September 1950

Shri Suresh Sharma,
Original Road,
Karol Bagh, Delhi.

Dear Sir,

Please refer to your letter dated 4th September 1950 enclosing so-called resolutions of the D.T.S. Workers' Union. As you are perhaps aware, the D.T.S. is now managed by the Delhi Road Transport Authority and it is therefore the duty of that Authority to deal with all matters concerning the Delhi Transport Service in accordance with the statute setting up that Authority.

2. I wish, however, to make it plain that the Government of India will give full support to that Authority in any action it may choose to take in dealing with attempts to disrupt the transport service in Delhi. I hope the workers will remember the lessons of the last strike. I wish, however, to warn them that the considerations which led to a lenient view of the action taken by the workers men and consequent reinstatement of all of them may not prevail if a similar unwise step is taken again.

3. In a public utility service like the D.T.S. the workers should seek redress through methods which will not hurt the public interest. I hope you will make it clear to such workers as may be under your influence that they will be making a serious miscalculation if they expect any sympathy from or intervention by the Govt. of India.

Yours faithfully,

Sd/- K. Santhanam

(TRUE COPY)

GENTLEMEN:

On behalf of the workers of the Delhi Transport Service, I thank you - the representatives of the Press, for your very kindly accepting our invitation at a juncture when the oppressed workers of the Delhi Transport Service need your co-operation and assistance. The Press can do a great service to the cause of labour throughout the world and create peaceful atmosphere, therefore, the purpose of inviting the Press Conference is to place before the public and the officials, through you, the grievances of the Delhi Transport Service workers which have not been redressed since more than two years.

Perhaps you are all aware of the causes that led to the D.T.S. Strike in August last year and I can assure you that that strike could have been averted if the Management of D.T.S. had taken the correct lead, the office holders of the Union had given them. But unfortunately, the Management of the D.T.S. has absolutely no regard for the sentiments of the D.T.S. workers and it appears that it does not seem to be interested in creating cordial relations between employers and employees.

You will judge from a few major demands which are legitimate and most reasonable but have remained in the Cold Storage Chamber despite the fact that even Hon'ble Shri K. Santhanam had agreed to the principle on 9-8-1948.

DEMANDS.

1. Recognition of the Union which is now of a single representative character.
Two years' annual increments, w.e.f. the day the D.T.S. came into existence, i.e., 14-8-1948.
2. All allowances to be paid according to Central Govt. scales w.e.f. 14-8-1948.
3. Grades and scales of pay.
4. Two annual bonuses in accordance with the G.M.I.T. tradition.
5. Uniforms to Traffic and Workshop staff.
6. Central Govt. rules governing conditions of service.

(K.S. BHATNAGAR)
GENERAL SECRETARY
D.T.S. WORKERS' UNION, DELHI.

7th May 1950

This meeting of the D.T.S. Workers' Union view great concern the attitude of the General Manager, Delhi Transport Service, in regard to his treatment meted out to poor employees of the Delhi Transport Service especially Conductors and Drivers in dismissing and suspending them from service without any adequate and justifiable cause. Although the Union has been extending their utmost co-operation in creating peaceful atmosphere amongst the rank and file of the D.T.S. employees, the General Manager has exhibited his total non-cooperative spirit, for example,

- a. Conductors are victimized and dismissed under the plea of their being dishonest although out of 100 such cases of dismissal by the General Manager, no Court of Law in this Country will be prepared to agree to the judgment of the General Manager in 99 cases.
- b. Drivers are being victimized and suspended on charge of minor accidents, traffic offences and technical defects discovered in the vehicle by Traffic Police. Apart from suspension and the financial loss to which a Driver is subjected to, he is deprived of the legal defence in the Court of Law which is contrary to the latter and spirit of the agreement entered into between the D.N.I.T. Co. and the Government of India and against the convention of all Road Transport companies, privately owned or run by Government.
- c. The Drivers and Conductors are made to work for 9 hours and no overtime is allowed.

2. The Working Committee further notes with regret that the promises made by the General Manager for announcement of grades and scales since 31st March, 1950, and on subsequent dates have remained unfulfilled with the result that the staff have lost their patience and discontentment has increased to its boiling point. It is requested that the Delhi Road Transport Authority will kindly give this matter their top priority.

3. The members of the D.T.S. Workers' Union note with regret the complaints received from various sources regarding abusive language used by the General Manager and it is requested that the use of words "BLAODY" and "BASTARD" and his general remarks that every one in the D.T.S. is a "GEEK" must end. The General Manager takes much pleasure in rebuking the staff before outsiders, which is entirely undesirable.

4. This meeting resolves that if the gradations and scales are not tabulated in such a manner to allow the benefit to be shared by all the employees, the Union shall have the right to reject such gradation.

5. This meeting, therefore, appeals to the members of the Delhi Road Transport Authority, especially Shri Shankar Prasad, I.C.S., our worthy Chairman, to kindly intervene in the matter and bring about a settlement on such a line that it meets with legitimate demands of the workers which the Union is of opinion, can be met without involving our National Government to any extra expenditure.

/s/- Balak Ram Thanna,

Dated: June, 28, 1950.

GENERAL VICE PRESIDENT,
D.T.S. WORKERS' UNION, DELHI

TRUE COPY

186

FOR FAVOUR OF PUBLICATION.

The Secretary, D.T.S. Workers' Union has issued the following statement to the Press:-

The new scales of pay as announced on 1st July by the Delhi Road Transport Authority, fall far short of the scales of pay enjoyed by other Central Government Employees under the Central Pay Commission Scales of Pay. The new announced scales mean a drastic cut of Rs.10/- to Rs.150/- in the Pays of Conductors, Ticket Checkers, Fitters and Workshop and Clerical Staff which constitute the ~~an~~ majority of the total staff. These scales offer very little increase in the pays of Chaprasis, Cleaners, Sweepers and Drivers which range from Rs.5/- to Rs.20/- per month.

Other amenities like sick, privilege and casual leave, Provident and Gratuity Fund, hours of work as enjoyed by other Central Government Employees are denied to D.T.S. Employees. Plans are being mooted to retrench hundreds of employees.

We condemn this move of the Road Transport Authority and warn them that if the demands of D.T.S. Employees are not met and they are not given some facilities and amenities as enjoyed by other Central Government Employees, the employees may be forced to resort to any precipitate action the responsibility of which may be on the Transport Authority.

(SD)

Secretary,
D.T.S. Workers' Union, Delhi.

Dated 3.7.1950.

9

NEW DELHI, July 11. THE General Secretary of the D. T. S. Worker's Union has issued the following statement to the press, in reply to the press interview of a spokesman of the Delhi Transport Service, published in the "Hindustan Times" on Tuesday morning:-

The statement is not only incorrect from top to bottom but is full of false statements. It asserts that the drivers who were being given varying starts usually in the lower scales now stand to gain Rs.50 per month. There could be nothing farther from the truth, because the initial pay of drivers in the D. T. S. was Rs.50/- (including the good conduct) pay of Rs.5/-) and a many of the drivers are old hands who were drawing much higher salaries till now. The present minimum salary has been fixed at Rs.60/- which might mean an increase of Rs.40/- to the newly appointed drivers, but all the older hands have been brought down to the initial salary of Rs.60/- though they were drawing even upto Rs.75/- per month.

Then, it has been stated that the drivers, conductors, ticket examiners and fitters have all been placed on the time scale, and the direct result of the new scales will be an annual increase of Rs. two lakhs in establishment expenditure. How false this statement becomes absolutely clear from the fact that while the old scale of ticket examiners, travelling ticket examiners, time keepers and job keepers varied from Rs.45 to Rs.70, the new scale has been fixed at Rs.45-3/2-60 plus a special pay of Rs.10, which means that the few of these incumbents who were drawing upto Rs.55 might get a benefit of a rupee or two, but all those who were getting more than Rs.55 upto Rs.75 are going to lose both in initial pay and in dearness allowance, because the dearness allowance upto a salary of Rs.50 is Rs.55, while above that it is Rs.45. So, the net result is that most of these incumbents will suffer a loss of about Rs.25 or so. How there will be any increase in the expenditure to the extent of Rs.2 lakhs, it is for the management to explain.

So far as the Conductors and the box makers are concerned, there is to be no benefit to them at all, because they were already getting a salary between Rs.45 to Rs.55 (including the good conduct allowance) and the new pay scale gives a salary of Rs.45-3/2-60 to these conductors and box makers. This clearly means that only those of them who were drawing the

initial salary would get what they were getting, while all the others would get a lesser salary than what they were getting so far.

The above examples clearly explain how an attempt has been made to deceive the general public through this press interview by some gentleman who did not even dare to give out his name. The workshop staff as well as the clerical staff of the D. T. S. has also suffered all along the line so far as the emoluments are concerned.

In addition to this, a large number of categories of employees have altogether been omitted from the schedule of pay scales announced and it has been stated that those posts which are not mentioned in the schedule shall be regarded as abolished with effect from the 1st July 1950. These categories do not include only high-salaried officers, but even workers like Traffic Supervisors, Flying Officers, Office Superintendents, Head Clerks, Senior Assistants, Vehicle Supervisors and Daftries etc., and for those it has been provided that if the incumbent of any such post is appointed to any post mentioned in the schedule, he shall draw as initial pay in that post an amount equal to the minimum of the poorer bed scale of the new post plus an amount equal to the increments he would have earned in that scale for the completed years of service from 28th October, 1946, or the date of his appointment, whichever is later. This is a clear attempt to bring down the salaries of the incumbents of these categories as it is clear that the work of the D. T. S. cannot be carried on without all this staff.

As regards the question of retrenchment, it has been stated that the D. T. S. has more officials than are actually needed. How blatantly absurd this is, becomes clear from the fact that while seven old posts have been abolished seven new posts have been created carrying about the same pay scales, except that of the Planning Officer. This is clear attempt at nepotism, because the result of this unique procedure will be that the old officers will be removed while new officer whom the present management wants to appoint will be taken in, only with a change in their designations.

It has been stated in the interview that "it stood to reason that the authorities should not tax the public further to meet additional demands by way of pay increase." It is very revealing, because only

a few months, the Transport Minister had stated in the Parliament that the D. T. S. had made a profit of Rs. 12 lakhs per year. Even if we assume for arguments' sake that the new pay scale would cost an additional Rs. 2 lakhs, a balance of 10 lakhs still remains as profit. So, the question of any increase in the fares cannot be justified until this 10 lakhs is spent on the extra salaries of the staff. If the Hon'ble Minister's statement was correct, the fares should have been reduced considerably already.

In the end, I beg to assert that it is absolutely baseless to assert that the Union was invited to meet the Chief Commissioner before the announcement of the new pay scales, but they did not turn up. The fact is that the Union sought an interview with the Chief Commissioner in this connection. The Chief Commissioner, instead of granting any interview, only asked the Union to submit their Memorandum which was duly sent. But, no deputation was permitted to meet him and explain matters personally.

The Union hopes that the public will now be in a position to judge the correctness of the attitude adopted by the Union by rejecting the new pay scales, as they help nobody, and adversely affect most of the employees.

Sd. K. S. Bhatnagar.

GENERAL SECRETARY,
D. T. S. WORKERS' UNION, DELHI.

11.7.50.

32

PRESS NOTE.

Prof. Shibban Lal Sakseena, M.P., President, D.T.S. Workers' Union, has issued the following statement to the Press:-

Today is the tenth day since the meeting of the representatives of D.T.S. Workers' Union and the Delhi Road Transport Authority which took place at 10-30 A.M. on 5th August, 1950. The Chief Commissioner and Chairman of the D.T.R.A. has promised us after we had explained our demands to the members of the Authority that he would convey the considered opinion of the Authority on the D.T.S. Workers' demands within ten days time. No reply has so far been received from the Authority in spite of a reminder from me. The workers are getting impatient and the 168 retrenched workers are literally starving. It is obvious that this state of suspense can be borne no longer. The General Meeting of the Union was scheduled to be held on the 18th of August, but I am advancing its date by five days to August 23, 1950, in order to give the Authority a week's further time to give a considered reply to the Union's demand which were discussed at the meeting at length. I do not want to give the Government or the people of Delhi any cause to complain later on that the Union precipitated a break. It is obvious that if even within this week the Union's demands are not satisfactorily met, the retrenched workers are not all taken back on duty, and the pay scales are not revised to eliminate all injustice, the Delhi Road Transport Authority shall be responsible for driving the workers to desperation. Every one knows that since the day the workers were retrenched, D.T.S. buses are not able to maintain regular trips and an hour's stay at the bus stand has become a usual experience. Longer intervals are also frequent and the number of buses on the roads has also decreased. The management's plea about "go slow" is utterly false, and is an insult to the workers.

I would like to explain to the people at large the real cause of deterioration in D.T.S. The general strike in D.T.S. was launched just one year back on the 10th of August 1949. The total number of workers employed by D.T.S. on the eve of the strike was 1452 including 20 officers. on the very first day

excepting 20 officers, no worker went to work and all the 1430 workers remained on strike and the strike was called off after 16 days. There were still 1400 workers on strike which was unique. The number of buses then on duty was about 130 and of these about 87 were given double duties of 16 hours each, so that there were 217 buses each for 8 hours on the road. Thus for 217 duties there were 1452 workers. This meant that 6.8 workers were required to keep one bus on the road for 8 hours. Just before retrenchment at the end of last month, there were 1602 workers and they were manning 273 duties. This meant that to keep 273 buses on road each for 8 hours, 1602 workers were kept. This meant that to keep one single bus on the road for 8 hours, 5.8 workers were required. Thus the new administration had reduced within one year the complement per bus duty from 6.8 to 5.8. But this was a forced reduction or actually it is admitted that about 400 trips were missed every day, when the number of duties have been increased without increasing the staff proportionately. This missing of 400 duties has been a normal feature of the D.T.S. during the last 12 months. Nobody now can come forward to say that this missing of trips was due to a deliberate "go slow" policy of the workers. The truth was that there were not sufficient workers to man all the trips of all the duties and hence some 400 trips were being missed each day. In fact, I can challenge the D.T.S. authorities to quote one single route on which the scheduled time table of all the trips have been completed on any single day after the issue of the new time-table with the increased number of duties. The truth is that mathematical calculations on paper without allowing for factors, which actually have to be encountered in practice, can never be realised. A straight line having no length and breadth cannot be drawn on paper and this what the present D.T.S. management is trying to attempt with untold sufferings to the people of Delhi and to the workers, who have been retrenched and are starving. Instead of keeping additional staff to ensure that no trips were missed and schedules on each route were maintained, the D.R.T.A. retrenched seven officers and 168 workers. It may be that the former administration was too heavy and the number of officers needed to be reduced,

but....

4

It even this has not been done. For, while, seven old officers were retrenched, seven new posts have been created. The pay of these officers is also much higher than of the officers prior to the strike. Mr. Puri, General Manager of the D.T.S. used to get Rs.1800/- per month, Mr. D. Patel draws more than Rs.2300/- per month. He is an experienced Railway Officer, no doubt, but I do not think he is an expert in road transport. Mr. G.N. Zarda, the present Chief Accounts Officer gets Rs.1200/-, the former Chief Accounts Officer, Mr. R.R. Aggarwal used to draw only Rs.700/- per month. Mr. Row, who has come from a Railway workshop to act as Technical Adviser and Works Manager, will start with Rs.800/-. The most experienced and efficient Works Manager which the D.T.S. ever had was Mr. Lekh Raj Sharma, who used to overhaul in the workshop about one engine per day, which is a record, but he was getting a basic pay of Rs.400/- only per month. While new men on bloated salaries without any experience of road transport have been kept, the salaries of those subordinate officers, who had to their credit long records of service in the D.T.S. and D.T.A. have got reduction in their pay which ranges between Rs.100 to 200/-. Mr. R.L. Kapur, Chief Traffic Officer who was getting a pay of Rs.595/- and had put in 20 years service in the D.T.S., another D.T.S. will now get Rs.400/- p.m. so that he loses 195/- per month in basic salary and in total emoluments he will get Rs.205/- less. Ch. Khushi Ram, with 20 years service to his credit will now get Rs.300/- only against Rs.400/- which he was getting. Mr. Dhatia, Works Manager, with long record of service in road transport has been reduced from Rs.400/- to Rs.250/- a month and he has been made Asstt. Works Manager from Works Manager. Other subordinate officers have also lost. One can imagine how scales of pay, but I have never known such huge reduction in salaries after life-long service. Not only officers but even workers have lost large amounts of salaries. One can imagine the discontent that such senseless actions are bound to create, but to this discontent has been added the cruel retrenchment of 168 workers. This means that now the D.R.T.A. proposes to man 273 duties by only 1427 employees which will give a complement of 5.25 to every bus....

bus on road. It is natural that the number of trips now missed should reach an average of 650 daily. This cannot be explained away by allegations of "go slow" policy or absenteeism on the part of workers. The hard fact is that there are not enough workers to man all the duties and all the trips. And even all the buses are not repaired in time. Workers are kept idle because no parts are supplied to them and for the want of a small part, costing two rupees a bus is kept standing in the workshop for days on end. This is the efficiency of the D.R.T.A. and its administration. They only know that according to time table 1800 hours is the time of all the buses on the road. They forget that the number of duties is 273 and while some duties are of 10 and 11 hours, some are only 5 and 6 hours. You cannot, therefore, calculate on the basis of all the buses being only 1800 hours on the road. It should be remembered that a worker who does full 8 hours duty on the bus has actually to come an hour earlier and go an hour later. In this way, the entire calculation on the basis of which the present D.T.S. is being run is absurd. Mr. Basu, Financial Adviser to the Chief Commissioner, would not admit ~~his~~ his mistake whatever may happen to the public of Delhi. But facts will force him and he will have to adjust his calculations to the actuality of the situation. I, therefore, demand that there should be no more monkeying with the transport of Delhi. The retrenched personnel should be taken back on duty immediately and buses should be run to the schedule according to the time table. The second most important point that is agitating the workers are their new pay scales. But it has been agreed on both sides that workers should get the pay scales of Government Servants who do corresponding work and carry the same degree of responsibility, agreement has not been possible, which scales of Government Servants correspond to D.T.S. scales. Motor Drivers in the R.M.S. in the postal department get 60-5/2-75 and Lorry Drivers have a scale of 60-5/2-75-3-105. I content that a D.T.S. Driver should get the lorry driver's scale and not the Motor Driver's scale who runs the R.M.S. car from station to the post office four times daily. Similarly the Conductors must get the scale for Matriculates.

Almost.....

26

Almost all the recruitment by Mr. Puri was restricted to Matriculates in the case of Conductors and there are today over 70% of Conductors in the employ of D.T.S. who are Matriculates. To come forward now and say that they do not need Matriculates is to cheat these workers of their deserved scale. Even the few non-matriculates are of old G.N.I.T. regime and have long years of service to their credit. To demand, therefore, that the Conductors should get Government scale for Matriculates of Rs.55-3-85 is, therefore, most reasonable and should be granted. The scales for the workshops have not yet been enforced and so it is difficult to assess their effect on them. But the present scales are too low. The scales in Railway Workshops or in roadway workshops in Bombay in accordance with the Shah Awar are only fair and the workers demand in this respect should be met. Another cause for discontent is the proposal to give a trade test of workers in the workshops, even in the case of workers who have put in long years of meritorious service, and the workers take it as an insult to them and as a method of demoralisation in their ranks. They, therefore, refused to accept this innovation. But the worse sufferers are the clerks and the supervisory staff. An analysis of the new scales as they affect these men shows that out of a 1000 men only about 500 get some slight increment, whereas 176 persons get reduction in their basic wages which cannot be justified on any grounds whatsoever and 76 workers lose even in their total emoluments. This is something atrocious and there is no parallel. When the Central Pay Commission fixed new scales of pay it took care to see that no body got less than what he was getting and in such cases a personal pay equal to the amount of loss was always allowed, but the scales announced by this nationalised transport throw all recognised canons of justice in wage revision to the winds. In the Govt. of India there are different grades of clerks. The usual scales are junior clerk: 55-3-85-4-125-5-130, Senior Clerk, 80-5-120-6-3-200-10/2-220, Assistants:- 120-8-200 KB-10/2-220. These are the scales which obtain everywhere in Central Government offices in New Delhi Municipal Committee, in the Delhi Improvement Trust etc. The

But it is being argued that clerks in the D.T.S. have less important work and, therefore, the scales for junior clerks should stop at Rs.85/- and of senior clerks at Rs.120/-. This is a ~~violation~~ violation of the accepted principles that their grades shall be Government grades and to say that their work is less arduous is to insult them. These scales are in force in the New Delhi Municipal Committee, Delhi Municipal Committee, Delhi Improvement Trust, Land and Development Office and in Joint Water and Sewage Board. They should, therefore, be granted forthwith to D.T.S. Clerks. The Stenographer and the Storekeepers in Joint Water and Sewage Board have a scale of Rs.120-3-200-10-2-240 plus special allowance and Rs.80-5-120-3-220 respectively, but the Steno in the D.T.S. has been reduced from 220/- to Rs.120/- and this Rs.120/- ~~is the maximum of the scale~~ is the minimum of the scale. He thus loses Rs.105/- per month. The Stenographer has been brought down from Rs.180/- to Rs.120/- thus causing a loss of Rs.30/-. This Rs.120/- is the maximum grade. Supervisor should get the salaries given to Supervisory Staff in Railways. To award the lowest grade there for D.T.S. in Upper grade for the post of the Supervisory Staff. Our first demand is for the recognition of the Union and the payment of arrears. These need not be prolonged at length. I am surprised at the argument of the Chief Commissioner that recognition should not be granted because of a provision for strike according to law is contained in our Constitution.

8

For favour of Publication:-

A meeting of the representative of 33 unions belonging to State Trade Union Congress, Hind Mazdoor Sabha, Bank Employees and Government Employees Federation, pledged full support to the demands of the D.T.S. Workers and condemned the D.T.S. authority for its complete disregard of the interests of the citizens, and suppression of workers. The meeting in a joint statement demanded reduction of fares, improved services, restoration of the retrenched staff, cancellation of the existing scales and recognition of D.T.S. Workers' Union, etc.

A joint committee was formed composed of State Trade Union Congress, Hind Mazdoor Sabha, Students Federation, Bank Employees Federation and Federation of Government Employees to help D.T.S. Workers in their coming struggle.

(90)

for Propaganda Secretary,
D.T.S. Workers Union.

17.8.1950.

Copy to:-

9

**D.T.S. WORKERS' UNION DECIDES TO TAKE STRIKE BALLOT
PROTEST AGAINST RETRENCHMENT OF 138 WORKERS
AND LOW SCALES OF PAY.**

The following resolution was adopted unanimously at a general meeting of the D.T.S. Workers' Union, held under the presidency of Prof. Shibban Lal Saksena, B.A., President of the Union, on August 23:-

"This meeting of the general body of the D.T.S. Workers' Union places on record its bitter resentment against the refusal of D.A.A., who have victimised 138 workers under the plea of retrenchment and have sanctioned pay scales which have resulted in denuding half salaries of about 130 workers and total emoluments of about 73 workers. At least 50 per cent have not been benefitted by the new pay scales in any manner while 138 workers have actually suffered an amount loss. The authority will have about a loss of Rs. 1,00,000/- by reduction of salaries of 138 workers whereas the benefits given to about 500 workers will be about in tens of rupees monthly. This does not include the curtailment of pay scales of workmen staff, which have not yet been enforced. Some workers who have been in the employ of the D.A.A. and the D.T.S. for various as long as 20 years have lost amounts of pay ranging between Rs. 300 to Rs. 500 per month. That such huge reductions in salary should be enforced after such long stretches of such meritorious and unblemished service by the Government of India in this very first Nationalised concern, condemns the new pay scales and shows the spirit which inspires the present D.A.A. in its treatment towards the labour force. Even those workers who have gained to some slight extent have not got their due and the pay scales and allowances of the D.T.S. workers as announced by the D.A.A. are much lower than the corresponding scales for Government servants involving the same degree of work and responsibility. They are also much less than the pay scales awarded by Shah's Ward Infirmary and Andras pay scales are higher than the local pay scales.

The Union rejected these pay scales at its last meeting and all efforts made since then to secure their revision and to obtain the re-instatement of victimized workers have been of no avail. Twenty-three days have already passed since 168 workers were retrenched and they are literally starving. It should be remembered that the Union have not yet fully recovered from the ^{after} effects of the last general strike after which about 300 workers were kept out of employment for periods varying from a week to 8 months and the payment of arrears of pay for that period is still a sore point of conflict between the Union and the D.T.S Authority.

Retrenchment of 168 workers so soon after all the workers have been taken back to work after the last strike has come as a severe shock to the Union. The Union has already pointed out this retrenchment has no justification whatsoever and has resulted in serious deterioration of the D.T.S. On the occasion of the last general strike the Union pointed out how mismanagement of the D.T.S. had resulted in the utter spoilation of the fleet of its buses. The reckless use of these buses during the strike by the military and the police had rendered the fleet unfit for use by any standard passenger bus service. Even now the disorganization in the D.T.S. is such that if a small part in a bus becomes deteriorated, its replacement takes several days and in the meanwhile the bus remains idle in the workshop.

The D.T.S. owns a Chevrolet fleet of 125 buses which were purchased 18 months back and yet these buses have had to be twice overhauled during this period due to 16 hours' use per day and reckless handling by the Police and the Military during the strike. The buses of the old Ford ~~in~~ fleet which number about 35 are as old as 4 to 5 years and have no life left in them. The result is that the fleet position of the D.T.S. is extremely precarious and increasing proportion amongst them has always to be in workshops for repairs. The task of drivers and other running staff has been rendered several times more arduous with such worthless buses in the fleet. Apart from the discomfort to the passengers in such buses, the public of Delhi is crying

hears.....

hoarse against the terrible delays at bus stands. About 600 trips per day are being missed and the time table cannot be kept up.

The most astounding proof of the folly of retrenchment consists in the fact that the Authority has to employ on daily wages some of the retrenched workers from day to day which is a monstrous practice wholly unworthy of a Nationalised concern. It has been proved that while before the last strike there were 1452 workers for 217 bus duties which gave an average of 6.8 persons per bus for maintaining it on the road for 8 hours, the number of workers on 30th July, 1950, just on the eve of present retrenchment was 1602 for 273 duties which gave an average of 5.8 workers per bus duty of 8 hours. This reduction from 6.8 to 5.8 had caused deterioration in service and about 300 trips per day were being missed all through the last one year. There was, therefore, need for additional staff to keep up to the time-table without missing of trips. Now after retrenchment of 168 workers there are only 1434 workers for 273 bus duties which means that now the D.R.T.A. employs only 5.25 workers for one bus duty, i.e., for maintaining one bus on the road for 8 hours. The natural result has been that the number of trips now being missed exceeds 600 per day which causes extreme inconvenience to the people of Delhi who have to wait for hours on end at every bus stop. The earnings of the Transport Service have also fallen very much. It is obvious that the D.R.T.A. in its effort at face-saving by refusing to accept its blunder in causing retrenchment is not only starving these poor workers but is causing untold misery to the people of Delhi.

The persistent refusal of the Authority to recognise the D.T.S. workers' Union which has on its roll 95 per cent of the members of the workers of the D.T.S. shows the attitude of the Authority towards its labour force. It was this attitude which led the Authority to announce pay scales and order retrenchment without any consultation with the Workers' Union. Subsequent representations of the Union have also borne no fruit and it is now clear that the D.R.T.A. will not change its attitude. It is ruled by bureaucratic authority who have no experience of running a commercial concern. There is such bitterness

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and deep resentment amongst the workers that this meeting would have been fully justified in resolving to give a strike notice immediately but the D.T.S. Workers' Union wants to give further opportunity to the Authority and to the Government to reconsider their decision on the vital demands of the Union and to rectify their mistakes, thereby winding the co-operation and goodwill of its labour force. This meeting, therefore, decides to adopt the following course:-

- 1). An Action Committee consisting of Mr. Suresh Sharma as Convenor, and Messrs. J.N. Bedi, Balak Ram, Bahangir Singh, Ishar Singh, Savoy Ram and Sri Chand is appointed. The office bearers of the Union shall be ex-officio members of the Action Committee. This Committee shall exercise all the powers of the Union in so far as their use is necessary for the preparation for a General Strike if that becomes inevitable. It shall have an account in the name of the President, the Convenor and Mr. Sri Chand and money can be withdrawn from the account under the signatures of any two of them. The Strike Fund shall be deposited in this account which shall be opened in the Punjab National Bank Ltd. The Action Committee shall have powers to spend up to Rs.500/- but after every expenditure of Rs.200/- it shall get the vouchers passed by the Action Committee and when the expenditure exceeds Rs.1,000/-, the account shall be submitted to the Executive Committee of the Union and passed by it before any further sum can be spent by the Action Committee.
- 2). Every member of the Union shall pay one day's pay towards the Strike Fund until strike actually begins. The one day's pay shall be calculated on total emoluments including all allowances. This contribution shall be in addition to the normal monthly subscription of the Union which the Action Committee will collect but which will be deposited in the General Fund Account of the Union. The General Fund of the Union shall be spent on the normal expenses of the Union, in the ordinary course.
- 3). Every member of the Union shall be called upon to participate in the strike ballot which will be held on the 4th, 5th and 6th of September, 1950. If the Government or the Authority

like....

like, they may depute a representative to watch the genuineness of the ballot and every facility shall be given to this representative in this work.

4). If 70 percent, or more of the members declare themselves in favour of the launching upon a general strike, the Action Committee will be empowered to serve a notice of general strike in accordance with law.

5). Meanwhile, the President will continue his efforts for an amicable settlement of the dispute by representing the Union's case to the various Governmental Authorities and to Members of Parliament and the Congress Party/. The Action Committee will enlighten the public about the demands of the Union and the injustice under which they are suffering.

6). The Action Committee will take steps to win the sympathies of Labour throughout the country and particularly in Delhi in support of its demands and in its struggle if that becomes inevitable.

*This General Body of the Union still/ hopes that wiser counsel will prevail and the Union shall not be driven to resort to adopt the last weapon of a General Strike for achieving its demands. The Union is extremely pained at the prospect of being forced to launch upon a General Strike which is bound to cause immense suffering to the people of Delhi but it hopes that the people of Delhi will realize that the Union has left no stone unturned to come to an honourable settlement and that its demands are just and fair and as moderate as they could be. It is even now ready to come to an honourable settlement and will spare no effort and leave no possibility unexplored for an honourable settlement of the dispute. The responsibility therefore for putting the people of Delhi to suffering during the strike shall be entirely that of the D.R.T.A. and of the Government which have sponsored it.

DELHI TRANSPORT SERVICE WORKS UNION REGD.

114
New Delhi 30/8/1950.

The following statement has been issued by
Shri Jai Parkash Narain to the Press:-

After hearing the views of the office bearers of
D.T.S. Workers Union I am convinced that reduction in the
wages of D.T.S. Workers who are employed in the organization
for period ranging from ~~12~~⁴ to 5 years is an utter violation
of all cannon of laws and justice. Despite to fact that
D.T.S. Workers various legitimate demands have remained
unfulfilled, it is pity that the Delhi Transport Authority
should have a thought fit to retrench 168 workers at a time
when the transport authority ought to improve the condition
of service of the buses. I am told that all the routes
operated by the D.T.A. are running in a most haphazard manner
on account of the recent retrenchment and introduction of most
unscientific grade and pay scales.

I advise the Ministry of Transport to take a lesson
from the past experience and intervene in the matter before
it is too late.

(SD). (JAYAPRAKASH NARAYAN).

5

True copy.

The General Secretary of the D.T.S. Workers' Union has ~~issue~~ issued the following statement to the Press:-

In accordance with one of the resolutions passed by the General Body of the D.T.S. Workers' Union in the Emergency Meeting held on 23rd August, 1950, at Ganahi Grounds, the strike ballot was conducted from 10.30 A.M. on 4th August, 1950, ending at midnight of the 5th August, 1950, under the Presiding-Officership of Shri Nana Jang Bahadur Singh, Editor, "Times of India" has resulted in 99.5 % D.T.S. workers voting in favour of strike and .05 % against; from a total strength of 1400, 1250 exercised their votes and nearly 200 workers could not take part in the Ballot due to their absence on leave etc.

The question regarding serving strike notice to the Delhi Road Transport Authority is receiving the closest attention of the D.T.S. Workers' Union Executive Committee, and I believe the decision will be made final on arrival of our President Shri Shibban Lal Sukhena M.L., who is expected here on 12.9.50 specially for the purpose. In the mean while I would again appeal to the Authority and specially to Hon'ble Shri N. Gopalaswamy Ayyangar to meet the legitimate demands of the workers and avert the situation and its consequences. I may point out on behalf of the workers that we do not belong to any political party nor do we understand politics - what we have been asking from our own Government our just rights and privileges which have been denied to us.

(Sd) N. Ananthaswami

GENERAL SECRETARY, D.T.S. Workers Union,
Delhi.

Dated 7th September, 1950.

Copies to:-

- (1) The Hon'ble Shri N. Gopalaswamy Ayyangar, Transport Ministry, Government of India.
- (2) The Hon'ble Shri Anathaswami Ayyangar, Deputy Speaker Indian Parliament.
- (3) The Chairman, Delhi Road Transport Authority.
- (4) The members of the D.T.S.U.
- (5) The Secretary, D.T.S.U.
- (6) The Press of Delhi.

116

The following resolutions were adopted at a General Meeting of the Delhi Transport Service Workers' Union, held in the Gandhi Grounds under the Presidentship of Prof. Shibban Lal Saksena, M.P. President of the Union:-

1. This meeting of the General Body of the D. T. S. Workers' Union congratulates the members of the Union on the results of the strike ballot held last month under the supervision of Rana Jang Bahadur Singh, Chief Editor of the Times of India, who very kindly acted as the Presiding Officer of the ballot and supervised it. His testimony that the strike ballot was genuine and correctly interpreted the will of the workers should convince everybody concerned how bitter is the resentment which prevails in the ranks of the D. T. S. workers against the new pay scales, retrenchment of 168 workers and other hardships to which the workers are being subjected.

The comprehensive resolution adopted at the last General Meeting of the Union on August 23rd last contained a detailed exposition of the injustice to which the workers have been subjected. The Action Committee, elected at the last meeting of the General Body had been authorised to serve the notice for a General strike if 70 percent of the workers voted in favour of the strike. Actually, 99.5 percent of those who took part in the ballot and 89 per cent of the total staff of the D. T. S. has voted in favour of the strike. The Action Committee, therefore, would have been perfectly within its rights to serve the notice for a General Strike, but they have waited for the arrival of their President, Prof. Shibban Lal Saksena, and did not want to take such an important decision in his absence. The General Body expresses its fullest confidence in the wisdom and leadership of its Presidentship and appreciates his desire to make one last effort to reach an honourable settlement with the authorities concerned and hereby authorise him and the Action Committee to serve the notice of a General Strike as and when they think proper, in case their last attempt to reach an honourable settlement of the dispute is not successful.

In the mean time, the General Body of the Union calls upon the workers to strengthen their organisation and to prepare themselves for the worst. The Union

congratulates the workers on their ready response in paying up their one day's pay as their contribution to the strike Fund last month and hopes that no member will remain in arrears and the one day's pay as their contribution for the month of September will be paid up by every worker on the next pay day. The Union also appreciates the work of the Action Committee and hopes that it will continue its efforts untiringly to strengthen the organisation and to obtain mass support if the people of Delhi and sister Unions of workers of Delhi in any struggle which the D. T. S. workers may be forced to launch upon. The Union hopes that the restraint which the Union has exercised in the face of the most provoking situations will be fully appreciated. The real sufferers in the case of a D. T. S. strike will be the thousands of the poorer and the middle classes of people in Delhi when the D. T. S. serves. The Union hopes that they will not remain silent spectators of events but will force the hands of the Government and the Authority to concede the just demands of the workers, so that the proposed strike may be averted and they may be saved from untold miseries which a strike is bound to bring to them. The Union also calls upon the D. R. T. A. and other authorities in the Government of India to take a reasonable view of the situation and to appreciate the restraint and moderation which the Union is forced to launch upon a General Strike, in accordance with the declared will of the workers in the Strike Ballot, the responsibility for the consequences and for the misery of the people resulting from it shall be entirely of the Authority and the Government alone.

2. This meeting of the General Body of the D. T. S. Workers Union is surprised at the letter of Shri D. R. Seth, the Registrar of Trade Unions, who has so far refused to make the alteration in the Constitution of the Union in accordance with the resolution passed by the General Body in its meeting held on 23.8.50. The Union wants to point out to the Registrar that he has no authority whatsoever under the Trade Unions Act to refuse to make the alterations in the Constitution which the General Body of the Union had decided to make, and calls upon him not to make any further delay in making the necessary alterations which are wholly in accordance with the Trade Unions Act. The Union draws the attention of the Labour Minister of the Government of India to this misuse of authority by the Registrar

of Trade Unions in Delhi and hopes he will warn these officers against such misuse of authority.

3. This meeting of the General Body has learnt with horror and shame that two workers of the D. T. S. are alleged to have attempted to molest a lady passenger recently. The Union warns all the members that they should never expect any sympathy or help from the Union in such cases, which bring discredit upon it. In view of the fact the matter is still sub judice., the Union cannot express any opinion on the truth or otherwise of the allegations.

D.T.S. WORKERS DEMAND - RECOGNITION OF UNION.

NEW DELHI Monday - Mr. K.S. Bhatnagar, General Secretary of the Delhi Transport Service Workers' Union, told the press today that the foremost demand of the D.T.S. Workers was the immediate recognition of their Union by the management.

Mr. Bhatnagar said that nearly 1,300 of the 1500 D.T.S. employees were members of the Union. Previously the D.T.S. Workers had two union, the Labour Union and the Staff Association, and the management complained that the workers were themselves divided. Now the two Unions had amalgamated.

The Management, when faced with the workers' demands, had usually given the excuse that time was needed and means to fulfill the demands were not readily available. "But this demand of ours does not demand any expenditure and is capable of being granted immediately" said Mr. Bhatnagar.

Other demands put forward by Mr. Bhatnagar on behalf of his Union were:-

- 1). Grades and scales of pay should be revised. At present a Conductor was paid Rs.90/- per month, including all allowances, which was not sufficient.
- 2). Two years increments with effect from the day the D.T.S. came into existence, should be paid.
- 3). All allowances should be paid according to the Central Government scales.
- 4). Two annual bonuses in accordance with the G.N.I.T. Tradition should be awarded. It was to be noted that the D.T.S. made a profit of Rs.1,000,000 last year.
- 5). Traffic and workshop staff should be provided with uniforms.

Mr. Bhatnagar asked for full co-operation from the public and the press. He said that the Union wanted to co-operate with the management, but it was unfortunate that for two years they had not shown even the slightest interest in the welfare of the workers.

87

TRUE COPY FROM "TIMES OF INDIA" dated 30th May 1950.

D.T.S. (1950) 21. 10. 1950.

Delay in settlement deplored.

The spokesman of the Delhi Transport Service Workers' union claimed at a press conference in New Delhi on Monday that "proportionate and most reasonable demands of the workers had been made in cold storage" despite the fact that even Mr. K. M. Munshi, Minister of State for Transport, had agreed to work on the principle of August 1, 1948.

At least that the Government had changed hands, he added, was a sufficient justification of the workers' just demands.

It was one of the reasons behind the recognition of the union, which had asked for the payment of allowances for work in cold storage and for the soldier, with effect from August 1, 1948 - the day on which the D.T.S. came into existence - and the Government had agreed to pay, by way of the annual bonus, the same as the Government servants governing the same.

The spokesman of the union said that the Government's representations to the workers had always been courteous and respectful, but the Government had not been able to do so. He said that the Government had not been able to do so, and the workers had been "unpleasantness" and the Government had not been able to do so.

57
TRUE COPY FROM "HINDUSTAN TIMES" dated 30th May 1950.

D.T.S. WORKERS DEMAND RECOGNITION OF UNION.

The 1,300 members of the Delhi Transport Service Workers' Union have demanded official recognition of their Union and have asked for the fixation of grades and scales of pay in big posters forwarded to the authorities.

The Union complains that it is over two years since G.N.I.T. was nationalised and transformed into D.T.S., but while punishment is meted out to erring workers according to Government rules, their emoluments are still governed by G.N.I.T. regulations. Moreover, they do not get the bonus they used to get before. The Union, has, therefore, urged that they be treated as Government servants in matters of pay, allowances and leave and uniforms be issued to the traffic and Workshop staff.

The members of the Union had gone on a 16 day strike in August, last year, to press their demands.

52
Copy from News Chronicle dated 6/6/50.

D.T.S. WORKERS MEET PROF. SAKSENA

From Our Correspondent

NEW DELHI, Monday--A deputati n of D.T.S. workers waited upon Prof. Shibban Lal Saksena at Mansurpur on Sunday and discussed with him in detail the indifferent attitude of the management towards the demands of the workers.

Prof. Saksena has issued an appeal to the workers to remain united at this critical time, and assured them that he would continue their struggle until their demands are met.

He has also written a letter to the Transport Minister, Mr. Gopalaswami Ayyangar drawing his attention to the delay of the authorities in recognizing the D.T.S. Workers' Union in spite of Mr. Saithahan's agreement 10 months ago, at the time of the strike, to recognize their Union if both the D.T.S. Labour Union and the D.T.S. Staff Association amalgamated.

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"SWARAJ"

A. Khan Rd.

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APPEAL TO CONCEDE DEMANDS OF D.T.S. WORKERS

PROF. SHIBBAN LAL SAXENA'S LETTER TO MR. AYYANGAR.

A PERSONAL appeal to concede the demands of the Delhi Transport Service employees has been made by Prof. Shibban Lal Saxena, President of the D.T.S. Workers' Union, in letter to Mr. N. Gopalaswami Ayyangar, Minister of Transport.

Prof. Saxena prefaced his letter with the following apology:
"After your last letter, requesteing me not to worry you too often
as your time is occupied in national interest, I stopped writing
to you. But when things go too far, I think you would not mind my
encroaching on your time".

The demands of the D.T.S. workers include recognition of their Union; payment of two years' increment and allowances in accordance with the Central Government's scales of pay with effect from May, 14 1948, when the D.T.S. came into existence; fixation of grades and scales of pay; and application of the Central Government rules governing the conditions of service.

Explaining the position of workers, Prof. Saxena pointed out that he failed to understand why recognition had so long been denied to the D.T.S. Workers' Union, a new body formed by the merger of the D.T.S. Labour Union and the D.T.S. Staff Association as required by Mr. K. Santhanam, Minister of State for Railways, when the Workers called off their general strike about 10 months ago. This attitude of the authorities, Prof. Saxena added, was bound to cause "exasperation" among the workers.

Prof. Saxena added that the workers expected immediate action on their demands in view of the establishment of the Delhi Transport Authority. He suggested to the Minister to invite representatives of the Union and discuss the demands with them personally.

54
Copy from News Chronicle dated 30/6/50.

D.T.S. EMPLOYEES' PROTEST AGAINST MALTRTMENT

By Our City Correspondent.

DELHI, Thursday---Grave concern over the attitude of the General Manager of the Delhi Transport Service in regard to treatment meted out to the employees of the D.T.S. especially conductors and drivers in dismissing and suspending them from service without adequate and justifiable cause was expressed in a resolution adopted at a meeting of the Working Committee of the Delhi Transport Service Workers Union (held on 24.6). Mr. Lalal Ram Khanna, Union Vice-President of the Union presided.

The resolution added that although the union had been extending its utmost co-operation in creating peaceful atmosphere amongst the rank and file of the D.T.S. employees "the General Manager had exhibited his total non-co-operative spirit". It also gave certain instances of the victimization of the workers.

In other resolution, the committee noted with regret that the promises made by the General Manager for the announcement of the grades and scales since March 31 had remained unfulfilled with the result that the staff had lost their patience and discontentment amongst them increased.

The meeting also protested to certain abusive remarks alleged to have been made by the General Manager,.

The working committee also resolved that if the Gradations and scales were not tabulated in such a manner as to allow the benefit to be shared by all the employees, the Union would have the right to reject such gradation.

The Committee urged upon the members of the Delhi Road Transport Authorities and its chairman, Shri Shankar Prasad, to kindly intervene in the matter and bring about a settlement on such a line that it met the legitimate demand of the worker.

55
Copy from News Chronicle dated 6/7/50.

D.T.S. Employees Dissatisfied with New Scales of Pay.

By Our Staff Reporter.

NEW DELHI, Wednesday--Consternation is spreading in the ranks of the Delhi Transport Service employees as a result of the Delhi Road Transport Authority (scales of pay) Regulation of 1950 which became effective from July 1, 1950. This Regulation has established for the first time in D.T.S. administration the basic scales of pay for all of its employees who were previously employed on fixed salaries.

High officials of the D.T.S. have been hit hard by the Regulation according to which seven of them have been given notices because the posts they were occupying have been abolished. Most of these officials were refugees from West Punjab. Seven other high posts have been created in place of the abolished ones having functions similar to those of the latter.

Clerical staff is also totally dissatisfied with the new scales of pay, because they have in effect been awarded wage-cuts. Most of the junior clerks were getting salaries which ranged from Rs. 50 to 170 per month. The new scale for them has been fixed at Rs. 55-5-85. Thus salaries of many of them have been cut down by half.

Senior clerks, who used to get salaries ranging from Rs. 90/- to 170, have been given the scales of Rs. 80-5-120.

The new Regulation has brought some relief to the low-paid employees. Chappassis and Chowkidars who were getting nearly Rs. 25/- per month will now be paid Rs. 30-1/2-35. But this increase in pay has been characterised as totally inadequate by some of the employees who said that it was more symbolic than substantive.

Bus drivers have also benefitted to some extent by the new scales of pay. They were getting monthly salaries ranging from Rs. 45/- to 75/-. Their new scale is Rs. 60-5/2-75. This benefits only those drivers whose salary was less than Rs. 60/- before July 1.

Most of the drivers are still dissatisfied as they had demanded Rs. 75/- as the minimum start, this being the minimum salary of bus drivers in other Government services. One of them said; "Now that the D.T.S. is owned by the Government, why should a differentiation be made in respect of salaries between us and other Government employees?"

Copy from News Chronicle dated 6/7/50.

70 D.T.S. POSTS ABOLISHED

NEW DELHI, Wednesday,--Under the new scales of pay regulation which came into force on July 1, about 70 posts in the Delhi Transport Service have been abolished.

The employees concerned are in a state of suspense about their jobs as they have been neither given notices of termination of their services nor appointed to any new posts.

The General Manager of the D.T.S. told me that some of the 70 employees would be reabsorbed while others would be retrenched, but nothing had been decided yet.

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567

D.T.S. UNION REJECTS NEW PAY SCALES

By a Staff Correspondent.

NEW DELHI, Sunday.--The Executive Committee of the Delhi Transport Service Workers Union has rejected the new pay scales announced by the Delhi Transport Authority.

The Union authorities complain that the D.T.A. has completely ignored the interest of the workers and by-passed the authority of the Union itself by proposing the new pay scales without acquainting itself with the workers' point of view. They urged for a revision of the proposed pay scales after consultation with the accredited representatives of the Union.

The President of the D.T.S. Workers Union, Mr. Shibban Lal Saksena has in a letter communicated to the Minister for Transport Mr. N. Gopalaswamy Ayyanger, that if the recommendations of the D.T.A. are accepted then about 50 per cent of the employees would be hit hard.

Mr. Saksena has also demanded the removal of the Chairman of the D.T.S., Mr. B.D. Patel from office. He says Mr. Patel asked the workers to depose him if they wanted the D.T.A. to recognise their Union. "Such a man is utterly unfit to be the General Manager for his behaviour and his actions are bound to cause trouble," he adds.

Concluding, Mr. Saksena has requested the Transport Minister to take personal interest in the matter and not leave it to the D.T.A. alone. He also warns that if suitable action is not taken then the workers might have again to resort to strike.

[illegible]

Copy from Hindustan Times dated 10/7/50.

D.T.S. UNION REJECTS NEW PAY SCALES

By our staff Correspondent.

The new scales of pay recently announced by the Delhi Transport Authority for the workers of the Delhi Transport Service have been rejected by the Transport Workers Labour Union.

The Executive Committee of the Union, which has un-
animously rejected the new scales, stated in a resolution
that more than 50 per cent of the employees would be hit
hard if the scales were implemented.

Mr. Shibbanlal Saksena has urged Mr. N. Gopalaswamy Ayyanger, Transport Minister, for a revision of the scales.

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True Copy for The Times of India dated 8th Sept. 1950.

OVERWHELMING MAJORITY IN FAVOUR OF STRIKE

1,250 Out of 1,400 Workers Take Part in Ballot.....By Our Staff Correspondent.

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An overwhelming majority of D.T.S. Worker--99.5 per cent.--voted in favour of a strike. Of the 1,400 members of their Union, 1,250 took part in the strike ballot of whom only six voted against the strike.

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The six ballot boxes were opened on Thursday by the presiding Officer, Rana Jang Bahadur Singh, at his residence in the presence of the Returning Officers of the various polling booths.

The result of the strike ballot has been conveyed to the Action Committee appointed at an emergency meeting of the General Body of the D.T.S. Workers' Union on August 23, and to proper authorities.

The decision to serve strike notice on the Delhi Road Transport Authority will be taken when Mr. Shibbansal Saxena returns to the capital on or about September 12.

Meanwhile the General Secretary of the Union, has, in a statement to the press, appealed to the authorities, particularly the Transport Minister, Mr. N. Gopalaswamy Ayyanger, to meet the legitimate demands of the workers and avert the strike and its consequences.

Concluding the General Secretary makes it clear; "We do not belong to any political party nor do we understand politics. We want nothing but our just rights and privileges which are being denied to us."

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"SHARAJ"
A. Khan Rd.

True copy from "Times of India" dated 9th Sept. 1950.

HONESTY AND SENSE.

WANTED AMICABLE SETTLEMENT OF THE D.T.S. DISPUTE.

Only to those who live in bureaucratic isolation wrapped in complacency will the result of the Delhi Transport Service strike ballot come as an astounding revelation. I, who went round the polling booths, as the Presiding Officer, not only inspecting the arrangements but also studying the mood of the voters and the trend of voting, was not all surprised, when the counting of votes disclosed that 1,244 workers had voted in favour of strike and only six against it.

During the time I watched the voting at two different camps, I did not see a single person approaching the jet-black boxes meant for the non-strike votes. Accumulated grievances seemed to have leashed the pro-strike feeling into a fury which drove bunches of voters to the other boxes. I wish the authorities had come out of their shells and witnessed the animated underlining of a desperate proposal by the workers and grasped its grave significance.

The entire numerical strength of the Delhi Transport Service is reported to be about 1,450. Barring the 50 officers, who have either no reason or no guts to join the Union, all the D.T.S. men have rallied round it. And so great is the influence of the union on them, that out of the 1400 workers as many as 1250 have participated in the strike ballot in response to its call. The non-participation in it of about 20 persons is due to serious illness or unavoidable absence.

If, out of 1,400 workers, 1250 record their votes, the voting cannot be scoffed as unrepresentative. Let the authorities not omit to note that 99.5 per cent of the votes registered have gone in favour of strike. Even if they take the entire numerical strength of the D.T.S. into account, they will find that the percentage of the votes advocating the downing of tools is 99.5. Are they prepared to unlearn their favourite bureaucratic lessons and learn the meaning of the verdict of the ballot-box and act accordingly? Perhaps, like the Bourbons, they are not.

Ag....

As in many other spheres of Governmental activity at Delhi, ~~xxxxx~~ so also in the transport service, the economy drive planned at high level has resulted in the use of the axe at low level. Rs.2,00,000 is reported to have been saved by sacking 168 workers and Rs.50,000 by effecting reductions in the basic salaries or total emoluments of about 230 employees. In slyly patting itself on the back for bringing about the wonderful savings and snapping its fingers at the injured and angered workers, the Delhi Administration has forgotten that the transport service has deteriorated to the utter discomfort and chagrin of the citizens, and the discontent among employees has increased to the detriment of D.T.S. interests.

The transport service at Delhi was not a patch on the transport service in Bombay - it has been the unrealised dreams of the metropolis of India to have something at least approaching it - even when the D.T.S. was better staffed. With the inadequate staff heavily retrenched and squeezed, not only are the chances of its much needed expansion and improvement gone but even the possibility of maintaining the minimum standard of efficiency is ruled out. The fact that quite often the retrenched men have to be employed to keep the service running - this has been particularly emphasised by the Union - would seem to indicate that there was actually no surplus staff. Even if there were some extra men in the D.T.S. could their services not be retained for the purpose of enlarging and improving the Delhi Transport set up? After all, it has not reached the pitch of perfection.

The threatened strike may leave the hard-earsted authorities unconcerned. But the citizens of Delhi, who will have to bear the brunt of it, when it materialises, cannot afford to play the role of impassive spectators. They must lose no time in persuading the Delhi Administration to come to terms with the aggrieved D.T.S. workers. In a way they are also an aggrieved party. They are made to pay far heavier fares than those who use the bus service in larger cities

of....

of India than Delhi. They are "fleece" why should they not refuse to be taken in by the subtle or crude official propaganda against the workers, who are exploited, and give them sympathy and support? The D.T.S. workers already enjoy the sympathy and support of approximately thirtyfive labour organization. With the citizens at their back, they can face the future with perfect confidence.

There was a D.T.S. strike some time ago and it was broken. Undoubtedly the high and manoeuvre that broke it could still prevail. But it must be remembered that every smashed strike means more bad blood between the working class and the strike-killers. Bad blood is always the seed of further trouble. It must be avoided. To justify their recalcitrance, the authorities may insinuate that political adventurers are trying to exploit the workers. I know some of the leaders of the D.T.S. workers well. They are not infants in swaddling clothes. The political exploitation argument is nonsense of the authorities by the higher authorities for the highest authorities. The people of Delhi do not want nonsense. They want sense. ~~That~~ That is amicable settlement of the D.T.S. dispute.

Immediate *or*

H.M. HEALTH'S OFFICE
New Delhi

13. 2. 50.

Forwarded with compliments
of the Health Director to Health
to the Health Deputy
Prime Minister.

Vol-2
13
21

Shri K. Shankar,
Hm.
P. 15/10 P. 17.

Immeditate

New Delhi ⁶³
February 13, 1950.

My dear Sawan Lal,

After the other morning when Mohanlal Saksena obtained from you a 'stay order' for the removal of refugees now selling goods on the pavements of Khari Baoli - primarily on the ground of the location of the alternate accommodation and the unsatisfactory nature of the godowns for storing goods built on G.B. Road - I went round with the Deputy Commissioner and the local Health Authority for another inspection of the places. Khari Baoli cannot on any account be allowed to continue as it is. It has been made a veritable cess pool of insanitation and ^{no} health service can cope with the existing unsatisfactory State of affairs.

The stalls that are being erected on G.B. Road are very much better. They are not ideal but I understand that the godowns were built at the request of the refugees now located in Khari Baoli and that they discussed the alternative accommodation in the first instance with the Deputy Commissioner and were quite agreeable to the move. In regard to the Lajpatrai and the Amrit Kaur markets their main complaint is that the shops are in a locality where business cannot be brisk. I feel that business can be built up and it would be better for these people to try to build up their business without taking the same by unfair means from Delhi folk as they are doing in Khari Baoli.

I am very worried about our inability to support local authority when they try to put right the very unsatisfactory conditions caused by the refugees' unconstitutional methods. Local authority have been very long suffering, and they

1

have spent any amount of money on accommodating the refugee population. The same applies, by and large, to the Delhi population. The tension, however, between Delhi folk and the refugees is growing and I confess that my sympathies are very largely with Delhi people and certainly with Delhi authority. Many Delhi tradesmen have been almost ruined by the unconstitutional behaviour of the refugees and the unauthorised constructions put up in front of their shops where these people make a fair amount of money by underselling because they pay no house rent nor any taxes. The time has long since come for as many as possible of the refugees installed in unauthorised constructions to be gradually removed to where Local Authority can, suitably from every point of view, remove them. Going over the heads of the Chief Commissioner and Deputy Commissioner in order to upset decisions, which have been arrived at after careful consideration and are only meant to improve conditions for the general public, is subversive of discipline and should not be encouraged.

I am having a meeting with Mohanlal Saksena and the Local Authority, both Executive and Health, to explain the position to the former and I hope he will agree to persuade the refugees to move across to where they will not really lose much business but will contribute to the general welfare. But I do want the flouting of authority to be discouraged. Grievance should at all times go to the authority concerned. The Khari Baoli refugees have no case at all.

Another thing I should like to bring to your notice is that refugees still seem to be coming in to

64

-3-

Delhi. Some drastic action needs to be taken or
else there may even be trouble here.

Yours etc
J. D. Durrani

Shri B. S. Durrani, Jawahar Lal Nehru
Road, New Delhi, India,
110 001

Dr. Yuddhvir Singh,
PRESIDENT.
MUNICIPAL COMMITTEE,
&
MEMBER CHIEF COMMISSIONER'S
ADVISORY COUNCIL

6/5 DO NO 1017/87
Phone Nos. { Residence 5803
Office 5037

TOWN HALL
Delhi 11-2-1959

Dear V. Shanker Jee,

Herewith I am sending a short
note in connection with Khari Baoli for your
information.

Yours sincerely,

Y. S. Jee

Shri V. Shanker I.C.S.,
Private Secretary to H.M.,
Ministry of Home Affairs,
Government of India, New Delhi.

24

66

REMOVAL OF SQUATTERS FROM KHARI BAOLI.

The question of removing un-authorized squatters from the main bazars of Delhi is being tackled by the Municipal Committee gradually in accordance with the policy of the Government of India that alternative accommodation should be provided to refugees from West Punjab (Pakistan) and those from other areas in West Pakistan who arrived in Delhi and got themselves registered as such before the 10th of December, 1947 and 29th February, 1948 respectively. According to this policy Chandni Chowk was got cleared and subsequently Paharhganj Bazar and Nai Sarak were also cleared off. The question of clearing Khari Baoli, a crowded and congested area is now being handled in consultation with the Local Administration.

2. The Delhi Municipal Committee has very little open space within its own limits and therefore the problem of providing alternative accommodation is not of easy solution without the help and co-operation of other sister bodies and the guidance of the Local Administration as this problem concerns Law and Order. Consequently the matter was referred to the Local Government and under instructions and in consultation with the Deputy Commissioner and the Chief Commissioner it was decided to provide alternative accommodation to these persons at the Cart Stand on G.B. Road, just close to Khari Baoli, by constructing platforms. The Delhi Improvement Trust was approached and the Cart Stand was taken over by the Delhi Municipal Committee for that purpose. The design for the platforms was approved by the Deputy Commissioner who had consulted representatives of the refugee squatters at Khari Baoli on the subject before the work was started.

3. Apart from the platforms that are being constructed at Cart Stand on G.B. Road, 300 shops at Lajpat Rai Municipal Market in Chandni Chowk and 48 shops in Amritkaur Municipal Market at Paharhganj have been reserved for allotment to squatters at Khari Baoli. The shops in both the markets are scattered all over the market and are not situated in any one particular sector or back portion of the market as is sometimes alleged by these people.

There is a big demand for these shops and a few thousand applications are already on record but allotment of shops has been suspended pending removal of squatters from Khari Baoli. The shops are being kept vacant purposely notwithstanding the loss of sufficient revenue to the Committee. It is not a fact that these shops have been discarded and are not wanted by other refugees.

4. Khari Baoli squatters have been declaring that they would not like to go to either of the three markets proposed for them as according to them the alternative accommodation which is being offered is not at all suitable. In this connection it may be mentioned that these persons are squatting in this important Bazar of the city for more than two years. In the beginning they were allowed to occupy this place under very peculiar circumstances known to all but they cannot be allowed to remain there permanently.

5. The squatters in Khari Baoli are sitting in three rows from one end to the other on either side. On the back of these squatters on both sides there exist pucca shops. For some time past these shopkeepers have been representing that the squatter should be removed at the earliest as during the last two years their business has gone down considerably. Only recently the Municipal Committee received legal notices from shopkeepers claiming damages for continued blockage of passage to their shops, resulting in suspension of their business. The Committee has assured these shopkeepers that action is being taken and the squatters will be removed shortly.

6. It is obvious that the squatters who are having very good sales at the cost of permanent shopkeepers cannot have the same business at any other place what-so-ever. They are, therefore, using delaying tactics and would like to remain where they are. The three alternative sites which are being provided to them are very comfortable, far more commodious and better served in respect of other amenities like electricity, water, sanitation, latrines etc than the place where they are at present sitting.

7. The squatters have, however, demanded that they be provided

67

The G.B.Road Cart Stand is adjacent to the Khari Baoli Market and is a very suitable place for those of the squatters who deal in Grain and Spices etc and whose number is about 50. The Lajpat Rai Market is situated in Chandni Chowk and is ~~the~~ in the heart of the city. The Amrit Kaur Market is on Qutab Road to New Delhi and attracts customers from New Delhi and Paharhganj.

7. The squatters have, however, demanded that they be provided with alternative accommodation in the Queen's Garden. The garden is not at all a business centre. Residential buildings which have no direct access to the garden and are separated from it by a wall about 8' high also exist only on one side of the garden. It is, therefore, not at all understood why the garden is preferred to the business centres either in existing markets or at busy main bazars like the G.B.Road. More over the Queen's garden is the only open space in the heart of the city available for the use and recreation of the citizens. The People's Park has already been converted into the Lajpat Rai Municipal Market. If the Queens Garden is also utilized for the same purpose both the children and adults will rather loose a very important lung so necessary in this already over ~~crowded~~ congested city.

8. The clearance of main bazars of squatters is not only desirable but most essential, if for no other reason at-least from public health and traffic points of view. The Chief Commissioner has fixed 15th February, 1950 as the last date for clearing Khari Baoli. It may be added here that many of the squatters now sitting in Khari Baoli pay rents or have paid a lumpsum ~~pagree~~ money to the persons who originally occupied the place and allowed its use to them either by taking some lumpsum money or realizing regular rent from them. Those persons will have to loose their income and they are the foremost in the agitation against the evacuation of Khari Baoli.

NO 592 68
NEW DELHI, the 24th October 1949.

My dear Shibban Lal,

Thank you for your letter of the 18th October 1949 regarding the D.T.S. strike.

2. I still fail to see what locus standi Shri Ananthasayanam Ayyangar, even as Secretary of the Legislature Congress Party, had in the matter. Obviously, on this question the goods could be delivered only by the Minister concerned; and, if you acted on any assurances, you should have done so on his assurances. However, this is a matter of which I know ~~no further~~, because I was not in Delhi at the time and, if you wish to pursue it further, you must, as far as I can see, take it up with the two Ministers concerned.

Yours sincerely,

Shri Shibban Lal Saksena,
Member, Constituent Assembly,
13-B, Ferozeshah Road,
NEW DELHI.



13-B, Pervezdhab Road,
New Delhi, Oct. 18, 1949.

I thank you for your reply dated Oct. 18, 1949 to my letter dated Oct. 12, 1949, regarding the D.C.C. strike.

I had not intended to strain you by explaining how this method developed and how Karl Barthelme now, Wyssinger came into the picture, but as you have raised the question about his locus standi, I have to explain this too.

[illegible]



(2)

I am enclosing under separate cover a copy of the entire correspondence that I had in this connection. I do not want that you should stir in your self into too through it all yourself. But I could request you to ask some impartial person to go through it and convey to you his reactions on the subject and I am confident that his report would be very helpful in which the situation has been handled so far does not do credit to our great Congress Party and the Government which we run in the name.

Encl: Copies of the letter dated 4/1/49 and 21/6/49 to Shri Amthangay-nam, Mysore.

I am,
Yours sincerely,
Shrihanlal Sakma
(Shrihan Lal Sakma)

He on file
Shri Vallabhbhai Patel,
Deputy Prime Minister, India,
New Delhi.

(COPY)

13-E, Perosesha Road,
New Delhi, 24-8-49

My dear Shri Ananthasayanam Ayyangar,

Today is the 15th day of the D.T.S. strike and over 1300 workers have been on strike during all these 15 days.

It was on the 17th August in the morning when I explained to you the whole case. You then complained to me that before resorting to strike I should have placed the whole matter before the Party and that I had precipitated matters, but that you would now take steps to resolve the situation. I told you that I had proceeded in the legal and constitutional manner and did not think it proper to worry the Party as such about every little thing. Still, I pointed out to you that I had placed the whole case before Mr. Bikram Lal Sondhi, Convenor of the sub-committee of the Finance Committee, charged with the reorganisation of the D.T.S. on 6-8-49 and had also written to him a letter offering to appear before the sub-committee as a witness to give evidence about D.T.S. affairs. Besides, originally, the strike had been proposed to be a token strike of 3 days only and would have been over on the 12th August, if in the meanwhile the Ministry of Transport had not issued a notice of discharge to all the workers on the evening of 11th August. When that notice was issued, I realised that things would take a grave turn, and I immediately wrote a detailed letter to our leader, the Hon'ble Pt. Jawaharlal Nehru and apprised him of the whole situation.

It is now one week since I placed the entire case before you. It has now been placed before every member of the Party in the form of a printed pamphlet. But, though a week has passed, you have not been able to do anything in the matter.

Until today, I have complete control of the situation and all efforts of the Socialists and Communists to influence the workers into destructive or precipitate action have failed. I have not allowed any picketing so far. I have not availed of the support of the numerous other Unions in Delhi. The D.T.S. General Manager is everyday issuing false statements about strikers

returning to work and the service being normal. He has now begun to bring buses manned by these newly-recruited blacklegs. It is the acknowledged right of strikers all over the civilised world to picket and stop blacklegs. But, I have so far disallowed workers to picket. But, ~~tonight~~ tonight 8 p.m. is the limit I had placed. Despite my protests that blacklegs should not be employed, this ^{is} being done and the gravest provocation is being given to the workers. I am afraid if once picketting begins, nobody can foretell what will happen. Numerous other labour unions have been offering to go on token or pathetic strikes, but I have advised them against the steps that would complicate matters. I have also forbidden workers from making demonstrations before the Prime Ministers or the Transport Minister's houses. But, if the Government is determined to crush the strike by running the ~~strike~~ ^{service} with the help of blacklegs and to provoke the strikers to exasperation, and if it is oblivious to the terrible miseries of the rubbing and loss of precious ~~lives~~ lives in accidents, I cannot withhold the strikers any further and keep them from resorting to their legitimate right of ^{peaceful} picketing. You will not I hope blame me now. It is now one week ~~since~~ since you offered to intervene ~~concerning~~ about some honourable compromise. But, you have been able to do nothing. It is all very well to find fault with me for not having brought the matter to your notice before but my experience is that nobody takes notice unless things take a serious turn.

I am still pondering deeply over the situation and will not take any action till our Working Committee meets tonight at 8 p.m. I request you to place this letter of mine before the Executive of the Congress Party this afternoon and let me know their views on the matter, so that you may not later blame me again ^{for} ~~and~~ not having informed the party about it.

Yours sincerely,

Sd/-Shibban Lal Saksena.

Shibban Lal Saksena

Shri Annathasayanam Ayyangar,
Secretary, Congress Party,
Constituent Assembly of India,
New Delhi.

(COPY)

13-B, Ferroseshah Road,
New Delhi, 25-8-49

73
6 dear Shri Ananthasayanam Ayyangar,

I received your letter at 10 p.m. last night when the Working Committee had dispersed. The Working Committee, therefore, met this morning and considered your letter. It appreciated the spirit and the tone of the letter, and reciprocated the sentiments that "after all, it is our Congress Government and its prestige is ours". We would make any sacrifice to uphold its prestige and to strengthen it.

The Working Committee has been eager for an honorable compromise. It has been fighting for the fulfilment of its demands in substance at as early a date as possible, and it never took its stand on prestige. In fact, I offered to stand by the verdict of a Committee consisting of three representatives of the Government, three representatives of the Union, with myself as a neutral chairman. I, therefore, appreciate your offer to intercede and to get the matter settled by the Government, and I know that with the cooperation of all, you shall succeed. Besides, I think the matter has now come before public attention so forcibly that reorganisation of our Nationalised Transport in the Capital city of Delhi in the most efficient manner with the fullest cooperation and contentment of the workers will not now be delayed.

You seem to have an impression that I had not exhausted all methods of solving the dispute before launching on the strike. I thought that a perusal of our Pamphlet containing all the relevant documents would have removed this impression from your mind. The normal procedure in accordance with the Industrial Disputes Act is for the Government to appoint a Conciliation Officer and not for the workers to demand it. Hence, the question of my moving for his appointment never arose. But, I do not want to rake up the past. I appreciate the spirit of "let bygones be bygones". I have impressed upon the workers also that life is short and they must forget what happened during the strike. I hope the spirit will be reciprocated. Your hope and trust that the Government will not

73/A

victimise or humiliate workers is a sufficient assurance for our purpose.

None has been more pained at the turn of events which led to a strike in this public utility service. I am, therefore, taking this earliest opportunity to terminate this strike. I have been deeply pained at the inconvenience which has been caused to the public owing to this strike, but I feel I was helpless.

This reply to your letter has been approved by the Working Committee, which was authorised to call off the strike by the General ~~Executive~~ Body of the Union on 9-8-49. You have asked me to request the workers to report to duty immediately. Accordingly, I am advising the workers to resume duties by 1 p.m. today. I am arranging to ~~fix~~ inform all workers about our decision and will myself be present and see that they reach their posts of duty at the proper time. They will report today at the Head Office at 1 p.m., at the Delhi Gate at 1-15 p.m., at Kashmiri Gate at 1-30 p.m., at Farol Bagh at 1-45 p.m., and at Anand Sabat at 2 p.m. Some workers who have gone home are being called back as soon as possible, before the month is out.

I am writing a letter to Shri Anantharam and Shri Gopalaswamy Ayangar, enclosing copies of your letter and this reply.

Yours sincerely,

Dr. Bhabhan Lal Sakseena

Shri Bhabhan Lal Sakseena

Shri A. Ananthasayanam Ayangar,
Secretary, Congress Party,
Constituent Assembly of India,
New Delhi.

Inclosures to Sh-ri Shibban Lal Jackson's letter dated
18-10-49 to Hon' ble Sardar Patel.



13-E, Ferozeshah Road,
New Delhi, 24-8-49

My dear Shiban Lal,

Your letter regarding the D. T. S. strike. I am sorry that you had not told me about it before it was started. It might have been easily avoided. The Service is a Public Utility one and the strike is causing great inconvenience to the public. You could have moved for the appointment of a Conciliation Officer in the first instance.

Let bygones be bygones. Please advise your men to join their duties immediately and avoid further suffering to themselves. I shall try to intercede and to get their matter considered by the Government. I hope and trust that the Government will not victimise or humiliate the workers.

After all, it is our Congress Government and its prestige is ours. It stands for the rights of labour and will render justice to the workers.

Yours sincerely,
Sd.M.Ananthasayanam Ayangar.



76
13-E, Ferozeshah Road,

New Delhi, 25-8-49

My dear Shri Ananthasayanam Ayangar,

I received your letter at 10 p.m. last night when the Working Committee had dispersed. The Working Committee therefore met this morning and considered your letter. It appreciated the spirit and the tone of the letter, and reciprocated the sentiments that "after all it is our Congress Government and its prestige is ours". We would make any sacrifice to uphold its prestige and to strengthen it.

The Working Committee has been eager for an honourable compromise. It has been fighting for the fulfilment of its demands in substance at ~~xxxx~~ as early a date as possible, and it never took its stand on prestige. In fact, I offered to abide by the verdict of a Committee consisting of three representatives of the Government, three representatives of the Union, with yourself as a neutral Chairman. I, therefore, appreciate your offer to intercede and to get the matter settled by the Government, and I know that with the cooperation of all, you shall succeed. Besides, I think the matter has now come before public attention so forcibly that reorganisation of our Nationalised Transport in the capital city of Delhi in the most efficient manner with the fullest cooperation and contentment of the workers will not now be delayed.

You seem to have an impression that I had not exhausted all methods of solving the dispute before launching on the strike. I thought that a perusal of our Pamphlet containing all the relevant documents would have removed this impression from your mind. The normal procedure in accordance with the Industrial Disputes Act is for the Government to appoint a Conciliation Officer and not for the workers to demand it. Hence, the question of my moving for his appointment never arose. But, I do not want to rake up the past. I appreciate the spirit of "let bygones be bygones". I have impressed upon the workers also that like sportsmen they must forget what happened during the strike. I hope the spirit will be reciprocated. Your hope and trust that the Government will not victimise or humiliate workers is a ~~sufficient~~ sufficient assurance for our purpose.

None has been more pained at the turn of events which led to a strike in this public utility service. I am, therefore, taking this earliest opportunity to terminate this strike. I have been deeply pained at the inconvenience which has been caused to the public owing to this strike, but I feel I was helpless.

This reply to your letter has been approved by the Working Committee, which was authorised to call off the strike by the General Body of the Unions on 9-8-49. You have asked me to request the workers to report to duty immediately. Accordingly, I am advising the workers to resume duties by 2 p.m. today. I am arranging to inform all workers about our decision and will myself be present and see that they reach their posts of duty at the proper time. They will report today at the head office at 1 p.m., at the Delhi Gate at 1-15 p.m., at Kashmiri Gate at 1-30 p.m., at Karol Bagh at 1-45 p.m., and at Anand Parbat at 2 p.m. Some workers who have gone home are being called back ~~as~~ as soon as possible, before the month is out.

I am writing a letter to Shri Santhanam and Shri Gopalaswami Ayangar, along with copies of your letter and this reply.

Yours sincerely,

Shri Ananthasayanam Ayangar,
Secretary, Congress Party,
Constituent Assembly of India,
New Delhi

(Shibban Lal Saksena)



13-E, Ferozeshah Road,

New Delhi, 25-8-49

My dear Shri N. Gopalaswamy Ayyangar,

I am glad to be able to inform you that our Union and Association have called off their strike this morning by approving the letter which I have written ~~in~~ in reply to the letter of Shri Ananthasayanam Ayangar which I received at 10 p. m. last night. None is more ~~pained~~ pained than myself that circumstances should have so conspired that this strike took place, and that it should not have been possible for us to avert it, and save the public from untold misery.

I am thankful to Shri Ananthasayanam Ayangar for his help in enabling us to call off the strike by keeping everybody's prestige and honour. I have advised the workers to "let bygones be bygones" and to fraternize with their officers and a few workers who had not joined them as if nothing had happened. I have also told them that they must resume duty today by 2 p.m.

Yours sincerely,

(Shibban Lal Saxena)

The Hon'ble
Shri N. Gopalaswamy Ayyangar,
Minister for Transport,
Government of India,
New Delhi



13-E, Perozeshan Road,
New Delhi, 25-8-49

My dear Mr.Santanam,

I am glad to be able to inform you that our Union and Association have called off their strike this morning by approving the letter which I have written in reply to the letter of Shri Ananthasayanam Ayyangar, which I received at 10 p.m. last night. None is more pained than myself that circumstances should have so conspired that this strike took place, and that it should not have been possible for us to avert it, and save the public from untold misery.

I am thankful to Shri Ananthasayanam Ayyangar for his help in enabling us to call off the strike by keeping everybody's prestige and honour. I have advised the workers to "let bygones be bygones" and to fraternise with their officers and a few workers who had not joined them as if nothing had happened. I have also told them that they must resume duty today by 2 p.m. In fact I will myself see them in at the Head Office at 1 p.m., at the Delhi Gate at 1-15 p.m., at the Kashmiri Gate (C.Workshop) at 1-30 p.m., at the Karol Bagh at 1-45 p.m. and at Anand Parbat at 1 p.m. You may inform the General Manager about it, although I am also sending a personal letter to him.

Yours sincerely,

(Sd. Shibban Lal Saksena)

The Hon'ble
Mr.K.Santanam,
Minister of State for Transport,
Government of India,
New Delhi



79
13-E, Ferozesnahr Road,
New Delhi, 25-8-49

My dear Mr.Puri,

You will be happy that after all the strike is at an end today. In the beautiful works of the Hon'ble Shri Anantasayanam Ayyangar, we must forget the past and "let bygones be bygones".

I enclose herewith a copy of the letter of the Hon'ble Shri Ananthasayanam Ayyangar and a copy of my reply to him. They will show you how the strike came to an end.

You should really be proud of the solidarity of your workers and welcome them warmly. They will reciprocate the same feelings. The workers will join duty by 2 p.m. today, excepting those who have gone out of station and who will join by the end of this month. I will myself come to see the workers in at the Head Office at 1 p.m., at the Delhi Gate at 1-15 p.m., at Kashmir Gate at 1-30 p.m., at Karol Bagh at 1.45 p.m. and at Anand Parbat at 2 p.m., and will try to see that the atmosphere is cordial.

Yours sincerely,
(Sd.Shibban Lal Saksena)
M.A., M.C.A.,

Mr. P. R. Puri,
General Manager,
Delhi Transport Service,
New Delhi



80

B.O. No./HMT/183/49

New Delhi,
25th August, 1949.

My dear Shibban Lal,

I am glad to receive your letter of date informing me that the D.T.S. strikers have called off their strike and that you have advised them that they must go back to work. I am pleased to note that you have given correct advice though I regret that the strike should have been called at all and it became necessary for the strikers being asked to call it off having been out of work for so long.

I am sure that the officers concerned will do all they can for dealing expeditiously with the request from workers for being re-employed.

Yours sincerely,
Sd/- N. Gopalaswamy

Shri Shibban Lal Saksena, M.C.,
New Delhi



13-E, Ferozeshah Road,
New Delhi, 31-8-49

My dear Shri Ananthasayana Ayyangar,

Today is the 31st of August, 1948, and it is full^{one}/_{two} week since the Dr. T. S. strike was called off in response to the sentiments contained in your letter of 23-8-48, which you wrote to me in reply to my letter of the same date.

But, the story of the last one week is a story of deliberate violation of every word in our letter in the most flagrant manner, and it is a matter of the greatest pride and satisfaction to me that in spite of the gravest provocation given to the workers by calculated and repeated humiliation by officials, who have run riot, the workers have maintained perfect peace and non-violence. Even up till today, 550 strikers out of nearly 1,200 have not been taken back to work. But, the worst aspect of the whole situation is the extreme humiliation to which the workers are being put. They are called every day and are made to stand in lines in the hot sun for the whole day and at the end are told to come in the next day. Some officers even indulge in wild abuse and some workers have even been asked to apologise and express regret for having participated in the strike. About 50 workers have been orally told to clear up their account as they would not be taken back. The rest have been given due notice they they should report themselves for duty. Some have been told to come in September, some in October, some in December and some even in January 1950. Not only the officers, but even the few workers who did not join the strike are encouraged to insult and humiliate the workers by ridicule and abuse.

You know I have kept you informed from day to day of these developments and when I saw a copy on the 27th and 28th August in Punjab, one member of the Working Committee of the Union met you and kept you fully informed of the situation. You also mentioned that when I showed you a Shri Gopalwamy Agnew's letter, or immediately after I received it on the night of 28-8-49, and complained against the language contained in its last paragraph, which was completely derogatory to what you had written in your letter, you thought I will take up the matter with him and that I need not interpret the expression 'employment' in the manner I had interpreted it. But, Sir, I had never seen nor such humiliating and uncivilized behaviour could be meted out to her workers. I could never conceive that instead of trying to make the best use of me for the benefit of the Delhi public with the least possible delay, these officers could act in this manner. I had brought the humiliating treatment meted out to the workers on 28-8-49 personally to the notice of Shri Senheman on 2-9-49 ~~xxxxxx~~ morning, ~~xxxxxx~~ ~~xxxxxx~~ and had promised to see that this could not be repeated, but I am sorry that I was not able to do so. There have been much more, and the patience of the workers has been strained to its utmost limit.

1. I do not want to fight anyone, and the company must end without any delay. I demand that an inquiry be made into the conduct of the officer who is responsible for such humiliating treatment of the strikers, and if our complaints are substantiated, they must be severely dealt with and punished. It has been said that during the strike about 300 new workers had been recruited. But, such men are recruited in every strike and are sent off when the strike is over. Besides, all the enrollment during this strike was made on the condition that their service was essentially temporary and could be terminated on 72 hours' notice. I have nothing to sign any reason.

Seven days have elapsed, and the service of these new recruits could have been easily dispensed with by now, and all the strikers could have been taken back to work. But, in order to show the officials were determined to break a bone on the poor labourer, there only crime was that they deranged justice before going to trial, and went on a perfectly

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lawful strike, after due notice, and called it off on the 16th May in response to your letter.

I desire that you may place this letter of mine before the Executive Committee of the Congress Party body, so that I may not later be accused of having not informed the Party of the situation ~~xxx~~ as it is developing.

Yours sincerely,

Sh/- Shibban Lal Sakseena.

Shri M.A. Anthasayanam Ayyangar,
Secretary, Congress Party,
Constituent Assembly of India,
New Delhi.



13-E, Ferozeshah Road,
New Delhi,
the 8th Sept. 1949

My dear Shri K. Gopalaswamy Ayyangar,

On Monday last on 5th September in the Chamber of the Constituent Assembly, I had explained to you every aspect of J. T. S. strike and its aftermath, and had particularly drawn your attention to the bitterness which was being created in the mind of the employees as a result of the delay in their being allowed to resume duty even though it is now full fifteen days since the strike was called off and one full month since the strike was launched. Severe continued starvation for a month has driven the iron in the soul of many of the employees. What is the use of iron onging this a pony which benefits nobody and is creating intense dissatisfaction all round? You had appreciated what I had said and had told me that in three or four days all the remaining 350 odd employees will be taken back. But unfortunately, since that talk even the daily intake of about a hundred employees per day has been stopped, and hardly any employee has been taken back during the last three days. You can imagine what the reaction of all this must have been on the employees who are already starving.

Today is the fourth day since that talk with you, and I had expected that three or four days would be over by today. But none of these 350 employees has been taken so far.

Tomorrow is the 9th of September, and the workers should have been off their work for full one month since the strike began. All these 350 workers are being humiliated and harassed in this manner because they have been active members of their Unions. Has Trade Unionism become crime even in your Department? I maintain that we had launched on a perfectly lawful strike in accordance with the provisions of the Industrial Disputes Act, and the Discharge notice issued on 11-8-49 was wholly illegal. But apart from the legality, I am sure you can have no complaint about the manner in which the strike the strike was conducted. I have not seen in my whole life any strike so peaceful, disciplined and non-violent. In fact, as I said to you, you should be proud of these workers.

P. T. O.

(2)

But now I feel iron is being driven in their soul. I wish you met these workers and realised their feelings. There is a limit even to restraint and discipline. So far I have not allowed them even to approach you at your bungalow. I have restrained them from going on hunger strike, although they are literally starving. I have asked them to be restrained even in the face of the gravest provocations. But now I cannot suffer the sight of their starvation and suffering. In whose being is in revolt and my conscience is very uneasy at the thought that I am silently suffering this gross injustice to poor, innocent people who exercised their perfectly lawful right of strike in a perfectly peaceful manner. You had told me that in three or four days the remaining 250 workers will have been taken back. If I do not count 5th, the four days will expire tomorrow. I hope no strikers will have been left out of work by tomorrow the 9th of September.

Yours sincerely,

(Sd/- Shibban Lal Saxena)

Since: 1. List of 141 employees who reported to me on 7-9-49 that they had not been allowed to resume duty despite presenting for duty every day.



D.O.No. 190-SE/49
New Delhi,
the 9th Sept. 1949.

Dear Shri Shibban Lal Bakshia,

If you please refer to your letter of yesterday's date addressed to the Honourable Minister for Transport and Airways about the reabsorption of strikers to which I am replying under his orders? No useful purpose will be served by entering into a controversy about the legality of the strike or by saying anything about the plight in which some of these ex-employees of the Delhi Transport Service find themselves as a result of going on strike. Honourable Minister, however, wants me to write immediately and correct your misunderstanding that he had given a definite assurance about re-employment of the remaining 350 odd employees within a certain number of days. All he had said was that as many of the ~~XXXXXX~~ strikers as it possible to reabsorb will be reabsorbed. The position was clearly explained in the Press Note issued by the Transport Ministry on 2-9-49 and the last sentence of that Press Note may bear repetition here:-

"Every endeavour is being made to take back as many more of the strikers as possible keeping in view the commitments made by Government in respect of the new hands recruited during the period of the strike".

It has also to be remembered that due to the necessity of repairing and overhauling the fleet, we are running at present a smaller number of buses than what was on the road some time before the strike. It has, therefore, become necessary to retrain temporarily a certain number of posts as employment of a large number of drivers and conductors has warranted by the present state of the fleet will only lead to inflating the costs of running the D.T.S. A record of the ex-employees of the D.T.S. is, however, being maintained, and their re-employment will be considered as and when their posts are restored. Subject to these limitations, which are explained above, steps will be taken to reabsorb as many more of the strikers as possible.

Yours sincerely,

Shri Shibban Lal Bakshia, ICA,
13-B, Preeti Nagar Road,
New Delhi.

Ed - Y.N. Sukthankar

Working Committee to the workers who were assembled at my house, and called upon them to report to duty between 1 and 3 p.m. I conveyed the decision to the General Manager, Shri Santhanam, yourself and Shri Ananthasayanam Ayyangar in writing.

As the workers were insulted by the General Manager and the Traffic Superintendent, that day when they reported for duty, I have already explained to you, and the Press also expressed surprise at it.

Your letter of the 25th August, 1949 saying "the workers would be re-employed" as expeditiously as possible shocked me. I told Mr. Ananthasayanam Ayyangar that same night that this was pure victimisation. But he differed from my interpretation of the word re-employment and said it only meant resuming duty and told me that he would discuss the matter with you. Next evening I went away to Kanpur for the U.P.C.C. meeting and on my return I was shocked to hear that the workers had been abused, humiliated made to stand in the sun for hours and had not still been taken back. There on I wrote a letter to Shri Ananthasayanam Ayyangar explaining how desperate the situation had become and requested him to place it before the Executive of the Congress Parliamentary Party which was meeting the next day on 31-8-49. He promised to do it. But he got fever and could not reach the meeting and the letter was not placed before it. I myself met you that day and showed that letter to you. On 5-9-49, I then had that hour's talk with you which gave me great satisfaction. But Mr. Sukthanker's letter has stuned me and I know not what to do.

M. Sukthanker's assertion about commitment made by Government in respect of new hands recruited during the period of the strike is strange. In every strike blacklegs are recruited, but they are sent off the moment the strike is called off. Besides, in this particular case every new recruit was made to sign a form laying down that he could be dismissed on 72 hours' notice without any cause whatsoever. So many 72 hours have passed and they could all have been sent away without harassing the strikers and driving the iron ax in their souls. But a deliberate attempt has been made to delay matters and to humiliate the workers. The plea of "commitments" to new hands is utterly wrong. Already about 300 new hands have been turned out. Were there no commitments with them? The plea is therefore a mere excuse for delaying xxx matters.

The second plea has shocked me. So after all M. Sukthanker has decided "to retrench temporarily a certain number of posts, as employment of a large number of drivers and conductors not warranted by the present state of the fleet will only lead to inflating the costs of running the B.T.S.". Does Mr. Sukthanker know that xxx many of the workshop men who could have by now put the whole fleet in working order have still not been allowed to resume duty, and those who have resumed duty were allowed to do so after long waiting.

For your benefit I would give the exact position in regard to the workers taken so far, the new workers, and workers not taken so far as it existed this morning of 10-9-49. There are three depots, one Central Workshop and one Road Office. The Central Workshop when the fleet could have been repaired remained closed for a week after the strike had been called off and even now its full strength has not been taken back. Similarly in the various depots many workshop men are still out of employment. Is it not a criminal waste of public money that these workshop men should have been kept out of duty for the last 16 days and the fleet should not have been repaired? Does Mr. Sukthanker know that every vehicle kept out of road means a loss of an earnings of about Rs. 200/- per day? Would not all these vehicles, which have been damaged by reckless use during the strike by the police, the military and the new blacklegs have been repaired and put back on the road by now. Is not the public being extremely inconvenienced by being deprived of the use of so many of these vehicles which the strikers could have xxx repaired by now and put on the road? The fact that this has been advanced as a reason for victimising the xxxxxx leading trade union workers shows that the management is not at all anxious to put the buses back on the road without caring for the inconvenience caused to the public and for the colossal loss to B.T.S. revenues. The analysis of the position depotswise on 10-9-49 morning is given below:-

KANOL BAGH DEPOT

| | Total strength before strike | Old workers on duty at present | New workers still working | Old workers still not taken |
|---------------------|---------------------------------|--------------------------------------|------------------------------|-----------------------------------|
| Workshop staff | 120 | 90 | 12 | 30 |
| Drivers | 150 | 107 | 13 | 43 |
| Conductors | 193 | 122 | 21 | 71 |
| Supervisors, Clerks | 26 | 21 | 1 | 4 |
| Total | 489 | 341 | 47 | 148 |

DILHI GATE DEPOT

| | | | | |
|---------------------|-----|-----|----|-----|
| W/shop staff | 131 | 93 | 15 | 23 |
| Drivers | 120 | 98 | 12 | 22 |
| Conductors | 150 | 119 | 25 | 31 |
| Supervisors, Clerks | 40 | 30 | 3 | 10 |
| Total | 441 | 340 | 55 | 101 |

ANAND PARBAT DEPOT

| | | | | |
|---------------------|-----|-----|----|----|
| W/shop staff | 72 | 57 | 10 | 15 |
| Drivers | 109 | 86 | 14 | 23 |
| Conductors | 126 | 90 | 24 | 36 |
| Supervisors, Clerks | 24 | 20 | 1 | 4 |
| Total | 331 | 253 | 49 | 78 |

CENTRAL WORKSHOP

| | | | | |
|-------------------------------|------|-----|-----|-----|
| Total Central W-shop staff | 52 | 40 | 0 | 12 |
| Grand Total | 1813 | 974 | 151 | 239 |

Besides these workers in the three Depots and the Central workshop, there are 7 T.T.Ms and 7 booking agents and 4 clerks in the Road Office. The 7 T.T.Ms belong to the old staff and have not been taken, and 15 new hands are working there.

These figures explode the second plea for not taking workers. In fact an enquiry should be made why all the workers were not all allowed to resume duty the very first day the strike was called off to restore normal conditions of service and to have all buses repaired. Nothing but the spirit of vengeance and the desire to victimise and humiliate the workers without caring for loss to Government, inconvenience to the public and disgrace to the Congress Government, the Congress Party and its General Secretary on whose pledged words and solemn assurances the strike had been called off. These figures show that even this morning 95 workshop men had not been taken back on duty. And yet Mr. Sukhtankar asserts that it has become necessary to retrain temporarily a certain number of workers, but due to the necessity of repairing and overhauling the fleet, we are ~~running~~ running at present a smaller number of buses than what was on the road some time before the strike. His silence about the exact number of buses on the road formerly and now is significant. I say it is a most flimsy pretext to victimise leading trade union workers. I, therefore, again appeal to you not to drive people to desperation, I would request you to send away the remaining 166 new workers at once. After 72 hours' notice and to allow the remaining 337 men to resume duty at once. The idle buses I can guarantee will be on the road in no time as soon as workers get back to work. I will yet wait for 72 hours more till 12 midnight. I yet hope you will avert a crisis, to ~~avoid~~ avoid which I have left no stone unturned.

Yours sincerely,

Ad/-Shibban Lal Sakseena.

The Hon'ble
Shri Gopalaswamy Ayyangar,
Minister for Transport,
Government of India,
New Delhi.



86
D.O.No. 215/HETH/49

New Delhi,
11th September 1949.

My dear Shibban Lal,

Your letter dated yesterday was delivered at my house at 5.40 p.m. today and I have just seen it (8 p.m.).

I have no time to deal in detail with all that you have said in your long letter. I am sending it to M. Santhanam for examination of any substance there may be ~~xxxxxxx~~ in it and to issue such orders as may be necessary to mitigate any genuine grievance that he may find in it.

I must, however, hasten to inform you of my reaction to this fresh attempt on your part to create trouble once again in a situation which has restored peaceful relations between the great bulk of the workers and the management.

Your version of what has happened hitherto may be interesting reading and is perhaps calculated to help in any publicity that you may undertake to the purpose of influencing public opinion against the management. But it is impossible for me to agree to all the implied charges you have chosen to heap upon both the General Manager and his staff and the Transport Ministry and Secretariat.

Your criticism of Sukthankar's letter to you is without any justification. I am certainly not prepared to accept your

P.T.O.

version of the conversation between you and me on the 5th September. The gist of the conversation as stated in Sukthankar's letter is correct version.

Your grievance arising out of what, according to you, happened between you and Shri Ananthasayanam Ayyangar is a matter between you and him. I am sure Shri Ananthasayanam Ayyangar will be able to deal with it himself.

The exception you take to my use of the word 're-employment' in my letter of the 25th August appears to be another attempt to build up a ~~xxx~~ case which will enable you to misguide those who look upon ^{you} for advice. That word was deliberately used by me, and I have said this clear to you already in personal conversation.

I do not wish to write at further length and refer to all that you have insinuated against the Government and the Ministry.

The threat contained in the last sentence of your letter has left me cold. There is no recognition in your letter of all that has been done to enable most of those who, with your consent, were led into a wrong action previously. According to information officially reported to me this evening, 1157 of those who went on strike have been

re-employed, and as many more of the remainder will be re-employed as may be necessary for the volume of work that is now available. While no doubt the management will examine the feasibility of what you said about re-employment in the Workshops, I must warn you against any wrong-headed action on your part to recreate the situation which threw out of employment large numbers of these workers about a month ago. If you are bent upon carrying out the threat contained in your letter, you will find the management quite prepared to meet the situation.

Yours sincerely,

Sd/- M. Gopalaswami

Shri Shibbar Lal Saxena, L.C.A.,

15-B, Ferozshahi Road,

Delhi



13-E, Ferozeshah Road,
New Delhi. 23-9-49

My dear Shri N. Gopalaswamy Ayyangar,

Your letter of 11-9-49 was duly received by me. I showed all the correspondence including my letter of 5-9-49, M. Sukthankar's reply dated 8-9-49, my letter dated 10-9-49 and your reply dated 11-9-49 to Shri. Ananthasayan Ayyangar on his return from Bombay on 1-9-49, and told him that you had shown them none exist.

You read in the 1st sentence of my letter of 1-2-69 that after 72 hours, another strike would be launched. I think that has never even occurred to my mind. A strike cannot be launched without due notice and I wonder who put such an explanation in my letter. But your reply to me an idea of how your mind works - working. It was the reply, not of Shri Gopalaswamy Ayyangar, the 1st lawyer, but of Shri Gopalaswamy Ayyangar, the 2nd lawyer. My dearest Sir, and my Department can do no more. It is the typical plot of the bureaucracy. Your reply was written in anger and was intended to solve a difficult situation.

1. Field Clerk, another man, went to the room to get work, the
were still locked out and he was then allowed to leave duty, while I only
staying and post again to get it. The next day I went on duty as a strike
the case of the lunch lady of the Mine. I was then suffering from a
justice. When I was almost impossible to stand with the pain to be
attitude of the report line, and I did not know where to get back
on duty since 1-3-19. I did keep on after this discipline till then and
I did stop then ever from visiting the lunch lady, to say nothing of going on
lunch strike, and it was impossible to give them any help
and no. The, the day, and I was to go and worked till last
sentence, and on a strike day. As the dinner hour of the mine
as it was developing, it is obvious from the fact that they later of
1-3-19, and on a strike day.

"I, [redacted] in the [redacted] gun, to drive people to
conclusion. I would just pass a word up to him and let him know what
at once after [redacted] notice and to allow the remaining [redacted] to resume
daily work. After I did that, I can guarantee that the road again in
no time at all the [redacted] and ~~xxxxx~~ back to work. I will get out
for [redacted] tomorrow night. I get back will verify each of it to
avoid this [redacted] but no one can turn out."

that we read in a 1945 report that I drove out to a desert town where I was staying in 1945, referring to "the possibility of a major bank robbery which he would report to the FBI." I came to some conclusion. I explained the whole situation to John Armstrong, a young man I had met to allow the lawyer to report to my mother-in-law, and this is what John Armstrong told your wife to ~~xxxxxxx~~ explain the situation. He stated the line of action I had set out and I gave it to him. When I met John Armstrong on 1-1-49, at about 12 noon, he said he had not yet had time to discuss the matter with you. On 1-9-49, I had gone out to my previous connection ~~xxx~~ with the family at a Reelation program. On my return home, I told John that John Armstrong, a young man I had met, and I did not know what to do. Fortunately, I was informed that John Armstrong had told someone that that name of mine could be taken back and that they have been checked and ~~xxxx~~ 1-8-49. I had reported a ~~xxxx~~ said: "During my talk with the Union on 1-1-49, I had informed you all he had presented on 1-1-49, all the 1-1-49, and I had dismissed them. I have dismissed them. It is my pleasure and every day I have re-employed 1, 1-1-49." I do not know how to report it correctly. ~~xxx~~ said, "I had told you I had

you kindly give me definite information if you do not intend to take back any of the remaining 387 workers, so that their suspense may end and I may also know the exact situation. The workers are getting desperate and I am keeping them under control, almost by the threat that I would resign their Presidentship if they resorted to any action without my permission. I may also inform you that the Indian Trade Union Congress and its Communist workers are fully exploiting the situation. If, therefore, the workers go Communist and fall a prey to the machinations of the Communist Party, you will only have to thank yourself and your callous policy.

I, therefore, still appeal to you not to allow the situation to deteriorate further, and to take back all the workers to duty without further delay. Justice, Congress prestige and national interest will demand it.

I may inform you that not a single worker has been taken back ~~xxxx~~ to duty since 8-9-49 and instead, as I informed you, some five hundred have been employed after the strike was called off. This kind of treatment is bound to drive the workers to desperation and then they will also go out of my control and discipline. May I beseech you wisdom to do the right thing and end the agony of starvation of 387 workers. Please give a definite reply regarding their being taken back on duty, so that this state of suspense may end.

Yours sincerely,

Ed/- Shri B. L. D. Sharma.

The Hon'ble
Shri L. K. Jha, M. P.,
Minister for Labour,
Government of India,
New Delhi



13-B, Ferozeshah Road,
New Delhi, 22-9-49

My dear Panditji,

I have already acquainted you with the D.T.S. strike situation in my letter of 12-8-49 and in the printed pamphlet about D.T.S. strike. The strike was called off on 2-8-49 on the intervention of Shri Ananthasayanam Ayyangar who wrote the letter, a copy of which is enclosed herewith, in reply to my letter to him dated 24-8-49, to place the matter before the Party.

I am deeply pained to have to inform you that the assurances contained in Mr. Ananthasayanam Ayyangar's letter have been flagrantly violated, and despite all efforts, Mr. Ananthasayanam Ayyangar has not succeeded in getting all the workers being allowed to resume duty. Out of 1,431 employees who went on strike, out of a total of nearly 1,500 employees of the D.T.S., about 1,260 were still on strike on 25-8-49 when the strike was called off on the 16th day and out of these 317 have not still been taken back on duty.

Tomorrow, full one month will have been completed since the strike was called off and 16 months since it was launched. The lawfulness of the strike has not been challenged. The Labour Ministry admitted this when they protested against the allegation that the Employment Exchange had supplied blacklegs to break the strike by saying that they had not supplied any blacklegs as the strike has not been declared illegal.

Still, these 310 and odd D.T.S. workers have been kept locked out and have not been allowed to resume duty to find, despite all requests, entreaties and efforts both on my part and the part of Mr. Ananthasayanam Ayyangar. You can imagine their condition. They are literally starving. Yesterday, I learnt that a worker's child died of starvation, because he could not provide for his wife and 11 children with ~~his~~ ~~his~~ for several days. I cannot bear the sight of the starvation of these workers, and I have, therefore, decided to take only one meal in 24 hours every day from tomorrow, the 25th, until the starvation of these workers is ended. That is the least I can do to identify myself with their suffering. You can well imagine the agony that is in my soul at the flagrant violation by our Government of the solemn assurance contained in Shri Ananthasayanam Ayyangar's letter of 21-8-49, in reply to my letter of the same date, to place the matter before the Party.

The attitude of our Government has driven the Union in the soul of the workers. It is the Delhi Trade Union Congress and the Communist workers are trying to provoke the workers and to discredit the Congress and myself amongst them. So far, I have kept them under complete control and discipline. But, if they continue at present, their present attitude, I will lose control over them, and I do not know what will happen.

I would, therefore, appeal to you to kindly intervene in the matter and to solve the dispute by ordering Justice to be done D.T.S. workers, as contained in Shri Ananthasayanam Ayyangar's letter.

Yours sincerely,

Mr. J. B. P. N. Lal Bahadur



13- E, Ferozeshah Road,
New Delhi, Oct. 10, 1949

The Hon'ble Shri M. Gopalaswamy Ayyangar,
Minister for Transport,
Government of India,
New Delhi

Dear Sir,

I have not received any reply from you to my letter of 21-9-49 (copy enclosed). You have not even cared to give any definite reply to my enquiry whether you do propose to take any of the remaining 357 workers or not. Today is the 10th of October and it is now just two months since the date on which the workers went on strike. Even today there are about 300 workers who went on strike and who have not been taken back to duty. Their condition can be better imagined than described. The workers have no bank balances nor any savings to fall back upon, owing to the uncertainty in the public mind of their being taken back to work, they cannot even get things on credit. Even those who do fall advanced ration to them on credit are now demanding payment and living their life miserably. This state of affairs must be ended forthwith. I would, therefore, request you to let me know definitely within 48 hours the remaining workers who be taken back to work and if so, by what date? If you have decided not to take them back then I must know so definitely so that I may know the exact position and try to work them accordingly.

Enclosed copy of the letter which I have sent to the Prime Minister on 13-9-49 when I sent my letter to you. I think he must have sent you a copy of this letter. Today is the 17th day since I wrote my letter and to you until the Prime Minister that about 300 workers are still on strike and not even a reply has been received by me to my letters.

May I, therefore, make this last appeal to you not to allow the situation to deteriorate further and to take back the workers to duty immediately.

Yours sincerely,

Ed/-Shri Banarsi Prasad.

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● *Who Is Responsible*

FOR THIS

D.T.S. STRIKE

AND

FOR CONTINUING IT WITH ALL ITS
DISASTROUS CONSEQUENCES ?

LET FELLOW MEMBERS

OF THE

CONSTITUENT ASSEMBLY

AND

THE PUBLIC OF DELHI

JUDGE.

This pamphlet contains all the documents connected with this strike, including the Strike Notice dated 15-7-49, and the letters written to the Hon'ble Pt. Jawaharlal Nehru, the Hon'ble Shree N. Gopalaswamy Ayyangar, and the Hon'ble Shree K. Santhanam and the replies and the press statements of the latter two. Government case and the strikers' case have both been presented in their own words to enable a fair and impartial judgment on this burning issue of the day.

By

Prof. Shibban Lal Saxena, M.C.A.,

President,

D.T.S. LABOUR UNION & STAFF ASSOCIATION

FOREWORD

I had no intention to bring out this pamphlet, but the Hon'ble Shree K. Santhanam's letter of 16th August 1949, has made its publication our duty. The Working Committee of our Union decided to publish it primarily for the use of the members of the Constituent Assembly, so that they may know the developments which led to the present D. T. S. strike which has today entered on its 12th day. I have tried to follow perfectly peaceful methods in conducting the strike and have not permitted picketing so far, even in the face of the gravest provocation which is being given by the management by recruiting blacklegs and trying to run the buses with their help, although such picketing is the recognized right of labour in all civilized countries for the purposes of stopping blacklegs. The length to which I have gone in trying for an honourable settlement will be clear from the perusal of this pamphlet and particularly from my letter to the Hon'ble Shri K. Santhanam of the 15th August, 1949. His reply dated 16th August clearly shows that Shri K. Santhanam is determined to crush the strike, with all the might of our National Government at his back. He would not enter into any negotiation and wants a humiliating surrender on the part of the workers and has suggested to me to advise the workers to go back to work unconditionally. I cannot do this. A fundamental principle is at a stake which I want my fellow colleagues of the Constituent Assembly to ponder over carefully. Is our National Government a Democratic Government, in which the workers' fundamental right to strike and bargain for wages after complying with all the requirements of law guaranteed or not? My friends have to consider whether the workers of D. T. S. have a right to ask for better conditions of service or not? The pamphlet will show that after 10 months of insistent effort to get the workers' grievances redressed and finally after meeting the Hon'ble Shri Santhanam, who refused to concede any of the major demands, recourse to strike was taken. We had originally intended to have a token strike of 3 days but on the second day of the token strike an order of discharge of the workers who had taken part in the strike was issued. This order is reproduced as enclosure No. 5 to the letter to the Prime Minister. I had brought all these facts to the notice of the Prime Minister in my letter dated 12th August, to which no reply has so far been received. This letter is published in this pamphlet with all its enclosures containing all the correspondence which preceded the strike. A perusal of this letter and the enclosures attached to it, will give the Members an idea of the situation as it has developed. Shri Santhanam has given a completely incorrect statement of facts in his press statement of August 10th. He has challenged the legality of the strike on the basis that it is a public utility service. But under Section 22 of the Industrial Disputes Act, strike in a public utility service is permitted on the fulfilment of certain conditions which are:—

"that the notice of strike should not be more than six weeks old, at least 14 days should have elapsed since the giving of the strike notice and the strike should not commence before the date of the strike specified in such notice."

I therefore, contend that the strike is perfectly lawful and a perusal of the strike notice along with clause 3 of our Constitution which is

reproduced under the Strike Notice, will convince every one of the correctness of my contention. Still the Deputy Commissioner has refused me permission to hold meetings of the General Body of the Union on the plea that the strike is illegal. Such utter denial of civil liberties does not do credit to our Government. I, therefore, lay all the papers in connection with the strike before the Members of the Constituent Assembly for their perusal.

21st, August, 1949.

Shibban Lal Saksena, M. C. A.,
President,
D. T. S. Labour Union,
&
D. T. S. Staff Association

TABLE OF CONTENTS

PAGES

| | |
|---|----|
| 1. Letter from Prof. Shibban Lal Saksena to the Prime Minister of India dated 11-8-49 | 1 |
| 2. The Strike Notice with Section 3 of the Constitution of the Union and the demands for which the strike has been launched | 6 |
| 3. Letter from Prof. Shibban Lal Saksena to the Hon'ble Minister for Transport, dated 5-8-49 | 8 |
| 4. Letter from Prof. Shibban Lal Saksena to the Hon'ble Minister for Transport, dated 9-8-49 | 13 |
| 5. Letter from Prof. Shibban Lal Saksena to the Hon'ble Minister for Transport dated 10-8-49 | 15 |
| 6. Transport Ministry's Discharge Notice to all D. T. S. workers dated 11-8-49 | 20 |
| 7. Reply of the Hon'ble K. Santhanam dated 6-8-49 to Prof. Saksena's letter dated 5-8-49 addressed to Hon'ble N. Gopalaswamy Ayyanger, Minister for Transport, received on 10-8-49 | 20 |
| 8. Prof. Shibban Lal Saksena's letter to the Hon'ble K. Santhanam dated 15-8-49 | 21 |
| 9. Reply of Hon'ble K. Santhanam to Prof. Shibban Lal Saksena dated 16-8-49 | 25 |
| 10. Letter from Prof. Shibban Lal Saksena to the Hon'ble Minister for Transport dated 16-8-49 | 26 |
| 11. Reply from the Hon'ble N. Gopalaswamy Ayyanger, the Minister for Transport, to Prof. Saksena dated 18-8-49 | 27 |
| 12. Prof. Shibban Lal Saksena's, reply to the Hon'ble Shri N. Gopalaswamy Ayyanger dated 19-8-49 | 28 |
| Appendices | |
| 1. Report of the Press Conference of the Hon'ble Shri K. Santhanam on 10-8-49 published in the Hindustan Times dated 11-8-49 | 30 |
| 2. Prof. Shibban Lal Saksena's Press Statement dated 12-8-49 | 31 |
| 3. Resolution of D. T. S. Labour Union Executive Committee dated 13-8-49 about misuse of Delhi Employment Exchange for supplying blacklegs to the Ministry of Transport to break the strike | 33 |
| 4. Resolution of sympathy passed by the Delhi Central Electric power Authority and Delhi Electric Supply and Traction Employees' Unions 19-8-49 | 33 |
| 5. List of demands submitted by the D. T. S. Labour Union on 29-4-49 to which no reply was received | 34 |
| 6. Correspondence regarding recognition of the Union. | 37 |

LETTER FROM PROF. SHIBBAN LAL SAKSENA TO THE
PRIME MINISTER OF INDIA.

11th Aug. 1949
9 p.m.

My dear Panditji,

I do not know whether you have been following the events in connection with the D.T.S. Union's demands and the token strike for 3 days which was launched from the mid-night of 9th August, 1949. Normally the token strike would have been called off tomorrow mid-night but just now cyclostyle copies of a notice purporting to be issued under the authority of the Ministry of Transport, Government of India, and bearing cyclostyle signature of the General Manager were distributed to the public outside Delhi Gate. I am enclosing herewith a copy of the notice for your perusal and information as also other connected papers. For your personal information I give you a short history which led to this token strike. The Government took over the G.N.I.T. Services on the 14th May, 1948 and named it as the D.T.S. It purchased the entire G.N.I.T. stock including 190 buses. The replacement price of the buses was 28 lacs. The price paid to the G.N.I.T. was 20 lacs, so that the Government paid nearly 75 per cent of the replacement price. Of those 190 buses, 40 buses were brand new, having been purchased and registered only in 1948, 46 were one year old buses having been purchased and registered in 1947, 57 were 2 years old buses having been purchased and registered in 1946, 32 were 3 years old buses having been purchased and registered in 1945, 18 were 4 years old buses having been purchased and registered in 1944 and 13 were 5 years old buses having been purchased and registered in 1943. It is obvious that under the G.N.I.T. the average life of a bus was 5 years, for 13 buses purchased and registered in 1943 were handed over by the G.N.I.T. to the D.T.S. in good working order in May, 1948. You will be surprised to know that out of 190 buses which the G.N.I.T. sold to the Government only 36 are on the road now, according to the Planning Officer's own confession, all the remaining 154 having been thrown on the scrap heap. The D.T.S. purchased a new fleet of 125 Chevrolet buses and two other buses during the last 8 months and you will be shocked to hear that these buses have already become worthless and will hardly be able to give service for 6 months more. Thus 22 lacs of Rupees spent on 127 new buses purchased this year will also be lost by the end of this year. The D.T.S. also purchased 55 reconditioned engines from the Fords, Bombay and 35 reconditioned engines from the local market at a total cost of about Rs. 35,000/-. Despite all this expenditure, the D.T.S. has not more than 127 new buses and 36 buses of the old fleet on the road now, as is obvious from the proposals which have been made by the Planning Officer, (Mr. Sita Ram), for the purchase of 50 new Ford engines. This shows that under the new D.T.S. Management, under our nationalised regime, the normal life of a new bus does not exceed one year, while under the G.N.I.T. management it used to be about 5 years. You will also be surprised to know that 90 engines burst during this 15 months' management by the Government, although hardly half a dozen engines had burst during the 9 years of the G.N.I.T. management. You will be surprised at this extreme inefficiency of our nationalised transport.

I will now explain the reasons for this state of affairs in the D.T.S. The D.T.S. Management has been entrusted to one Mr. Puri, General Manager and L. Sita Ram who is Planning Officer. Mr. Puri was negotiating with the G.N.I.T. when the Government took it over and during the negotiations he got some of his favourites appointed on salaries ranging from Rs. Rs. 100/- to Rs. 600/- and put them in place of old experienced G.N.I.T. staff in key positions. As an illustration, Mr. Lekh Raj Sharma who had been Works Manager in the Central Workshop of the G.N.I.T. for 16 years was replaced by a young lad of 24 years named Mr. I. C. Mahajan on a salary of Rs. 470/-. While under Mr. Lekh Mr. Raj Sharmathe Central Workshop of the G.N.I.T. had an output of 25 to 30 reconditioned engines per month, this output fell down to hardly 3 or 4 per month during the last 15 months under the present management. And most of the reconditioned engines have burst. Such is the state of affairs in other depots also with the result that buses which should have had a normal life of 5 years are now having a life of hardly one year. There is utter mismanagement. The discontent in the staff is very great for several reasons. Under the G.N.I.T. management, salaries were low but the workers were compensated by being awarded two months' bonus every year, annual increments ranging from Rs. 5/- to Rs. 25/- every year, according to the pay of the worker and a lump sum reward on exceptionally busy days when the G.N.I.T. made extra profits. Besides, almost every worker got 3 hours over-time every day. Drivers were generally earning Rs. 150/- per month under the G.N.I.T. regime and the earnings of conductors were Rs. 125/- per month. Besides the other facilities like advances, loans and other privileges which under Government management it is obviously difficult to provide. The workers did not get any bonus or increments which had fallen due in July last, nor have they got any increment or bonus this year. They have now to be content with the basic salary plus Rs. 35 Dearness allowance and Rs. 10/- house and compensatory allowances which is given to only nearly three fourth of the workers. The basic salary of cleaners is Rs. 25/- per month, of asstt. fitters Rs. 30/- to Rs. 35/- per month, of conductors Rs. 40/- per month, of fitters and drivers Rs. 45/- to Rs. 50/- per month. The allowances consist of Rs. 15/- Dearness allowance plus Rs. 10 special increase in Dearness allowance granted to all Government servants last year plus compensatory and house allowance of Rs. 10/- to the cleaners. The others get Rs. 25/- Dearness allowance, Rs. 10/- special increase in Dearness allowance and Rs. 10/- house and compensatory allowance. So the total emoluments of a cleaner come to about Rs. 60/-, of an asstt. fitter to about Rs. 70/-, of conductors Rs. 85/- and drivers Rs. 90/- to 95/-. All these men were earning in the G.N.I.T. at least 1½ times of what they are earning now under the D.T.S. management. Besides, they had also extra income during the company regime which has now stopped. Naturally, the workers have been discontented, because apart from lower monthly income they have also lost 2 bonus and 2 increments which fell due during the last 15 months. These facts can be verified from the old G.N.I.T. records.

I have organised the labour of the D.T.S. in two Unions. The total number of D.T.S. employees is about 1,300. Of this about 250 are clerical and supervisory staff and the remaining 1,050 are workshop staff and running staff consisting of drivers and conductors etc. The D.T.S. Labour Union consisting of workshop and running staff has a paid up membership of 1,022 out of the total strength of 1,050 and the D.T.S. Staff Association has a paid up membership of about 200 out of 250. The two have been organised separately on categorical basis and experience has shown that

Unions consisting of supervisors and those who are supervised do not run smoothly. These Unions were formed 10 months back and I am the President of both of them and they have been working under my guidance. The Unions are duly registered. Despite several applications for recognition during the last 6 months, the management have refused to recognise them on one pretext or the other. The Unions have submitted their grievances and demands on several occasions during the last 10 months, but no heed was ever paid to them. So far I have been keeping the Unions back from any direct action and had hoped that I would be able to get improvement in such grossly unfair conditions of service by persuasion, but even though I addressed about 6 letters to the Ministry and to the Minister, I hardly received any reply to them until about 10 days back. On the 13th of July, the Union passed a resolution and in pursuance of it, a strike notice was served on the D.T.S. management on the 15 July (copy enclosed). The notice categorically stated that if no satisfaction of the demands was received by the evening of the 8th of August, the Union would be at liberty to take any step in accordance with the provisions of Section 3 of the Constitution which provides for resort to strike. A copy of the Constitution was also sent to the management. No reply to this notice was received until the 5th of August. On that date, I wrote a detailed letter to the Hon'ble Shri Gopalaswamy Ayengar describing the conditions of the D.T.S. management in detail. I also informed him about the strike notice which was to expire on the 8th evening and also requested him to grant me an interview with 2 or 3 workers' representatives so that the impending strike might be averted. But upto the 8th August I received no reply. On the morning of the 9th August I wrote another letter to the Hon'ble Shri Gopalaswamy Ayengar in which I informed him that the joint general meeting of the Union and the Association would be held on 9th August in Gandhi Grounds at 10 p.m., when the Unions would take decision on the strike notice. I again requested him that in the 12 hours which still remained for the meeting, he should do something to avert a major stoppage of work which was likely to begin from mid-night of the same day. On this letter, Hon'ble Shri K. Santhanam called me to his office at 4 p.m. with 2 of the workers and discussed our 15 demands with us. He stated that unless both the Unions are merged into one, he would not recognise any. I explained to him that it was necessary to have 2 Unions in the interest of smooth working. I also said that it was not proper for him to dictate the manner in which the workers are to organise themselves. I also said that in the Postal Department, the clerical staff and the Postmen have 2 separate unions and both are recognised by the Government. But the Hon'ble Shri Santhanam refused to yield on the point and has not recognised our Unions, although our Unions have a membership of 95 percent and 80 percent of their respective categories of staff. The other main demand was for revision of scales of pay. Hon'ble Mr. Santhanam said that he was considering it and would announce his decision by October, 1949. I explained to him that workers were impatient and it would be difficult for me to restrain them any further from going on strike if I could not assure them that their demands would be considered this month and satisfied even to a reasonable extent. But Hon'ble Mr. Santhanam told me that he would not say what increments would be given and whether these would be given to all categories of staff. He also said that it is also possible that his recommendations may be over-ruled by the Finance Department as he said they were turned down on a previous occasion. He admitted that the scales of pay were low but he was unable to make any definite promise. I told him frankly that on this vague assurance I would not be able to persuade the

workers to stay back from the strike any longer. He also refused to give 4 months' bonus which had become due in July, 1948 and July 1949, nor has he agreed to give them increments for 1948 and 1949 as given by the G.N.I.T. Infact none of the major demands he was prepared to concede. I then told him that I would place the whole talk which I had with him before the General body which was meeting that night in the Gandhi Grounds to take final decision on the strike notice. What hurt me most in Hon'ble Shri Santhanam's talk was when he said that if the workers went on strike, he would dismiss all the 1300 D.T.S. employees and also told us that the concessions promised by him would not be binding on him in case they went on strike. I told him that strike was the last weapon of workers, to which resort must be had when other methods fail. I told him that this method was recognised in all civilised countries as the proper method and, therefore, his threat of dismissing all the workers if they resorted to a lawful strike betrayed the spirit and mentality which could never bring about a settlement. The Working Committee and the General Meeting unanimously decided to reject the concessions offered by Hon'ble Mr. Santhanam and decided upon a token 3 days strike. The workers were pressing for an indefinite strike until their demands were conceded but I persuaded them to be content with a token strike of 3 days and only if nothing happened during this month even after they have demonstrated their representative character by a token strike, then there would be justification for an indefinite strike. Accordingly, the workers went on strike from 12 mid-night on 9th August. The strike has been perfectly peaceful and disciplined and you will be surprised to know that not one single worker out of 1300 workers went on work. That shows the extent of discontent among them as well as the representative character of their Unions. Normally the strike would have been called off on the mid-night of 12th August but suddenly this evening in the party meeting a worker handed over to me the enclosed notice issued by the Ministry of Transport, Government of India, saying that as workers had absented themselves from the 10th August onwards and it was a crime for a Government servant to leave duty under some Ordinance of 1941, they are treated as discharged from the 10th August, 1949 if they do not present themselves for duty by 6 a.m. on 12th August at Delhi Gate Depot.

The Executive Committee of the Union met this evening at my residence. There was extreme resentment amongst them over this notice, particularly as they have behaved with exemplary discipline and non-violence even in the midst of the gravest provocation when the Military and Police were called out to run the buses. I issued instructions not to resort to picketting unless civilian blacklegs came. The Working Committee have, therefore, decided that as the Government notice is wholly illegal besides being monstrous, they simply ignored it and the strike would continue as usual. The only difference would be that now the token strike will become an indefinite strike and would last until some honourable settlement is reached, as according to the Government's notice, the workers are already discharged.

I have brought all the facts to your notice because I am shocked at these happenings under your regime. Do you not realise that such utter suppression of Trade Unions is causing extreme discontent in labour in the whole country? You know when I am convinced of the justice of a cause, I would not care for the consequences. If I were convinced that there was any thing illegal or unjust in the demands or the attitude of the workers, I would never have taken up their cause, but I am simply

shocked at the manner in which Hon'ble Shri Santhanam has handled the situation. I brought to his notice how the present management had almost completely destroyed the old fleet and has spoiled the new Fleet causing a loss of 45 lacs of rupees of public money, but he has followed the dictates of those very same officers who are responsible for all this management in the handling of the present situation. Do you imagine, that by threatening to dismiss each one of the 1300 D.T.S. employees for the supreme crime of going on a lawful token strike, he can resolve the situation. I feel he has left me no other way except to advise the workers as I have done in the grim struggle which lies ahead of them. I still hope that you will intervene and save an already difficult situation from becoming worse. I can assure you that I would accept an honourable compromise without a moment's unnecessary delay to call off the strike. I am sorry for writing this long letter but I feel it was my duty to bring it all to your notice. I feel that by this attitude of our Ministers and their departments, our beloved Congress organisation is sinking in public esteem. I am extremely sorry that the prolongation of the strike will cause untold misery to the public of Delhi and I shudder to contemplate the turn the situation may take. But my conscience is clear that I left no stone unturned to come to an honourable compromise but not only was no response made to our request, instead, we were insulted by the threat that if we call a strike, over 1300 workers of the D.T.S. will be dismissed. I, therefore, feel that the responsibility for the consequences and for the inconvenience to the public is not ours and I would be willing to end it the moment I am enabled to do so.

Thanking you,

To,
Hon'ble Pandit Jawahar Lal Nehru,
Prime Minister of India,
New Delhi.

I am,
Yours sincerely,
SHIBBAN LAL Saksena,
President
D.T.S. Labour Union
&
D.T.S. Staff Association,
Delhi.

Enclosures :—

- (1) Strike Notice of the Labour Union dated 15th July 1949.
- (2) Section 3 of the Constitution of the union and demands.
- (3) Letter to Shri Gopalaswamy Ayyangar dated 5th August, 1949.
- (4) Letter to Shri Gopalaswamy Ayyangar dated 9th August, 1949.
- (5) Letter to Shri Gopalaswamy Ayyangar dated 10th August, 1949.
- (6) Notice of the Government of India dated 11th August, 1949, discharging all workers failing to resume duty next morning.

THE STRIKE NOTICE

Enclosure No. 1 to the Letter to the Prime Minister

Delhi 13th July, 1949.

To,
The General Manager,
D. T. S.
New Delhi

Regarding :— *Demands of the Staff.*

Dear Sir,

I have been directed by the Working Committee of the Union to apprise you of the decision made at the meeting held on 12-7-49 under the presidentship of Sardar Jaswant Singh, Senior Vice-President of the Union.

The Working Committee has unanimously resolved as under :—

1. That the Delhi Transport Service authorities should be served with a Notice on 15th July 49 with a duration of 25 days i.e. upto the evening of 8th August 1949 and it should bear signatures of all the employees of the Delhi Transport Service falling within the jurisdiction of the Delhi Transport Service Labour Union.

2. That the notice should contain a demand for the recognition of the said Labour Union, as well as of other legitimate demands of the staff which are enclosed herewith.

3. That in the event of receiving no reply or a reply which is not approved by the Union, within the specified period, the Union will be at liberty to take further steps (as per Section 3, clauses Nos. i, ii, and iii of the constitution of the Union).

Pursuant to instructions of the Working Committee, the decision arrived at was circulated to all the members for their information and obtaining signatures in support of the demands. The signatures obtained are also enclosed herewith.

Yours faithfully,
Sd. Balak Ram,
General Secretary,
Delhi Transport Service
Labour Union.

Copy to :—

1. Secretary to Ministry for Transport, Government of India.
2. Secretary to Ministry for Labour, Government of India.

Section 3 of the Constitution of the Delhi Transport Service Labour Union.

1. *Aims and Objects*: The aims and objects of the union shall be :—

- (i) (a) To safeguard the rights and interests of the employees of the Delhi Transport Service, Delhi.
- (b) To foster cordial relations and co-operation among the employees for their social and economic betterment and to adjust relations between employees and employers.
- (c) To redress grievances by legitimate means and to put forward the united voice of the employees in common complaints and in special individual and departmental troubles.

- (d) To promote the organisation of workers engaged in road transport on a nationwide basis;
- (e) To establish just industrial relations;
- (ii) To secure redress of grievances, without stoppages of work by means of negotiations and conciliation and failing that by arbitration or adjudication;
- (iii) Where adjudication is not applied and settlement of disputes by arbitration is not available for redress of grievances, to facilitate recourse on the part of the workers, to other legitimate methods including strikes or any suitable forms of Satyagraha.

DEMANDS

1. That the Delhi Transport Service Labour Union should immediately be recognised as the main representative body of the Delhi Transport Service employees.

2. Since the taking over of the G. N. I. T. Co., Ltd. by the Central Government under the name and title of D. T. S. no gradation of pay etc. has been introduced. It is therefore emphatically demanded that the grades and scales of pay should immediately be regulated on the basis of the Centrals Government Employees Service Rules.

3. That the staff was due two increments and 2 Bonuses in July 1948 and July 1949 respectively which to the utter disgust of the staff have not been granted. It is therefore requested that the desired increments and 2 bonus with arrears be sanctioned at once on the basis of revised grades and scales asked for in demand No. 2 above.

4. That all the allowances including dearness allowance house rent allowance and local compensatory allowance should immediately be enforced as given to the other Central Government employees with retrospective effect from 13th May 1948.

5. That the operational staff should be sanctioned running allowance at the rate of 6 pice per mile.

6. That Uniforms should immediately be provided to the staff and that cash compensation for the period elapsed be made.

7. That the Central Government rules with regards to leaves, casual, sick and privilege, etc. should be made applicable with immediate effect.

8. That provision for medical facilities should be made at once and each depot should be equipped with an upto date dispensary over and above this.

9. That arrangements for residential quarters should be made as soon as possible.

10. That facilities of Provident Fund etc. should be introduced immediately.

11. That the system of promotions of the staff should be on centralised basis and a revision of the promotions brought into effect since 14th April 1948, up to date be made.

12. That the seniority roll of the staff should at once be declared and the system of direct appointment be eliminated. This system will be a cause of encouragement to the existing staff resulting in more efficient working which will be a credit to the management.

13. Candidate system amongst the drivers and conductors and the system of keeping unpaid apprentices in the work shops should immediately be abolished and the present staff falling under these categories should be confirmed in the posts without any further delay.

14. For the disposal of appeals a board consisting of three members, one of whom must be a representative of the Union should be appointed.

15. Since the nationalization of the D.T.S., the staff has been in the dark as regards its future. As such, specified rules and terms of service should immediately be declared, because the dual set of rules both of G. N. I. T. and the Government prevalent at the moment are almost impracticable to be entertained any longer.

Balak Ram Khanna
General Secretary,

Delhi Transport Service Labour Union

Enclosure:—Thirty pages
bearing 954 signatures of the staff.

LETTER FROM PROF. SHIBBAN LAL SAXENA TO THE
HON BLE MINISTER FOR TRANSPORT

Enclosure No. 2 to the letter to the Prime Minister.

13 E Pheroze Shah Road,
New Delhi,
5th August, 1949.

Hon'ble Shri N. Gopalswami Ayyangar,
Minister for Transport,
Government of India,
New Delhi.

Dear Sir,

You probably know that labour in D.T.S. has been organised under my guidance in two Unions—

1. The first consisting of the Manual Labourers and the Running Staff.
2. The other consisting of all the Supervisors and the Clerical Staff.

The former Union is known as D.T.S. Labour Union and the Union of the Supervisors and the Clerical Staff is known as the D.T.S. Staff Association and I am the President of both of them

Of the total number of 1,239 employees of the D.T.S., about 200 belong to the clerical and supervisory staff and the remaining 1029 members are working in the Depots and the sheds as Conductors, Drivers and Mechanical Staff in the sheds. These Unions were formed as early as November last and the Department of the Registrar of Trade Union is slow that it took nearly three months to register them. They were registered in February, 1949.

I am sorry to have to say that since the Government took over the G.N.I.T. and named the Bus Service as the D.T.S., the conditions instead of improving have very much deteriorated. You will probably be shocked to hear this, but I purposely want to tell you the plain truth and it is my intention to shock you out of your complacency. My association with the workers of the D.T.S. has been very intimate. I have visited their sheds and Depots very often, I have conducted an elaborate survey of the conditions of service of the workers in the D.T.S. and also in regard to its efficiency both with regard to the management and convenience to the public, and can, therefore, speak with firsthand knowledge.

I have written to you two letters before about conditions in the D.T.S. as I found them in my Inspection Tours, but beyond an acknowledgment from your Secretary, I have received no reply, nor have any improvements which I demanded, been so far made. I have always found you so prompt in reply and quick in decision that I wonder why I received no reply to these letters of mine.

Before I discuss the demands of labour or their conditions of service, I would like to explain to you how I have come to the conclusion that the D.T.S. is being run in a most hopeless, inefficient and thoroughly wasteful manner.

I enclose for your perusal Charts Nos 1 to 11 in Appendix A * These Charts show the number of vehicles which the D.T.S. took over from the G.N.I.T. on 14th May 1948. Full details of each vehicle are shown in the Charts, including their registration numbers, dates of registration, life completed or the date they were purchased from the G.N.I.T., their replacement value in the market on 1st May 1948, and their depreciated value on 1st May 1948, after making allowance for the service already given by it and their final price paid for the vehicles after making some adjustment for service already obtained by the G.N.I.T. A perusal of the dates of registration of these vehicles will show that 40 vehicles were registered in 1948, the number of vehicles registered in 1947 was 46, in 1946—5 in 1945—32, in 1944—18 and in 1943—13.

In the proposal submitted for the purchase of 50 new Ford Engine Assemblies by Planning Officer, Shri Sita Ram, to the Govt. recently, he has said, "The Fleet position is getting alarming day by day. Only 20 vehicles of the old Fleet taken over from G.N.I.T. Co. are found operating on the road". From these, it is obvious that besides the new fleet of 127 vehicles which were purchased by the Government between August 1948 and March 1949, there are only 36 other vehicles on the road. Of these 36 vehicles, 10 were the brand new vehicles taken over from G.N.I.T. consisting of 6 Albion and 10 Mercury Fords and 20 are other old vehicles.

The normal life of a new vehicle, if properly run and cared for, is from 4 to 5 years. This is obvious from the fact that the G.N.I.T. itself handed over 13 vehicles registered in the year 1943 to the Government in May, 1948, in good running order. This means if the vehicles were properly cared for, as they were cared for by G.N.I.T., the normal life of the vehicles should have not been less than five years, but here we find that under the Nationalised Management, the life of even a new vehicle does not exceed over a year. For instance, Bedford Vehicles No. 1 to 14 in the Chart in the Appendix, which were registered on 13th January 1948 and which were handed over almost brand new by the G.N.I.T. to the Govt.

* Appendices to this letter being very bulky have not been reproduced.

and which had been purchased new from Bombay and for which out of a replacement value of Rs. 2,29,880/- the Govt. paid almost the full price of Rs. 2,28,030/- after an adjustment of Rs. 850/- for wear and tear, were all condemned after 4 months, i. e. in September 1948. Similar is the case with each one of the vehicles. In fact, the Govt. paid a price of Rs. 20,42,943/- for 190 buses, 16 staff cars and 4 trucks, whose replacement value on 1st May 1948, was estimated as Rs. 28,18,216/-, so that we paid nearly 75% of the total price, according to normal wear and tear. By now, therefore, 13 vehicles registered in 1943 might have been condemned and a few vehicles out of those registered in 1944 might have been condemned too. The total number of vehicles registered in 1943 was only 13 and those registered in 1944 was 18 and so at least 160 out of 190 buses purchased from G.N.I.T. on 14th May 1948 should have been on the road even now.

At the worst therefore, these 31 vehicles might have been scrapped but from the Planning Officer's note it is obvious that out of 190 vehicles purchased from G.N.I.T. only 36 are on the road and 154 have been either condemned for good or condemned for major repairs. I, therefore, have not the slightest hesitation in saying that the management of the D.T.S. under the Govt. has been hopelessly inefficient and the chief officers of the D.T.S. stand condemned.

It is my demand that you should ~~immediately~~ appoint an impartial board consisting of non-officials of high standing and some technical experts in the branch to investigate into this scandal. This much about the old fleet; of the new fleet of 127, 125 were Chevrolets which were purchased from General Motors, Bombay, and one was Leyland and one was Albion. From the perusal of the list of buses taken over from G.N.I.T. it is obvious that the majority were Ford buses. In fact, there were 164 Fords, 6 Chevrolets, 14 Badfords and 6 Albions out of 190 and it is obvious therefore, that workshops, depots and the mechanics working in G.N.I.T. were experts in handling Ford buses. Besides Shri Sita Ram himself says in the report containing the proposal he has made to you on 7th July 1949:- "The chassis of the Ford vehicle is very steady and can stand the hazard of city service much better than the Chevrolet which are breaking springs every day." It is very well known that Chevrolets are good for long distance journeys and not for service in the city where they have to stop at very short distances. Why then a fleet consisting of 125 new Chevrolets was purchased and who advised the purchase of the Chevrolet fleet which I already find is on the verge of collapse?

The new Chevrolet vehicles have already given six months service on the average so far, and if the present management continues, they can hardly survive another six months of average service. So that even this sum of 22 Lacs of rupees spent in the purchase of the new fleet will mean waste of public money. Should not the officer who advised the Govt. for the purchase of this kind of fleet of Chevrolet cars be held responsible for this colossal loss to the Govt.?

Apart from these old and new fleet, the DTS obtained 55 reconditioned engines from Fords, Bombay, and 35 old working engines from the local market at a cost of about Rs. 35,000/-. What has happened to these engines and why were they at all required? Did not the purchasing officers examine the engines or the fleet which they purchased from G.N.I.T. for which they paid 75% of the cost price? Now the Planning Officer advises you to purchase 50 new Ford engines. Before you accept the proposal, I would request you to order an investigation into the conditions of the engines of the old and new fleet.

I am told that about 90 engines have already burst during the last one year of our nationalized regime.

I am shocked at this state of affairs—bursting of an engine is a rare phenomenon. In the nine years of the management of the G.N.I.T., hardly did a single engine burst. This is about the buses and the engines. If you only come to pay a sudden visit to all the workshops, the depots and the stores, you will be surely shocked. It surprised me when I found at Karol Bagh Depot that all the fire extinguishers were empty. Suppose a fire occurs and it is not difficult where petrol is used. What will be the use of fire extinguishers? This is the extent of negligence of the present management; even the most essential tools are wanting and there is not a single crane in the Central Workshop or any depot to lift the engines and was surprised to learn that bamboos are used to lift the engines to the place of repairs. If I describe everything I saw there, the letter will become very lengthy and so I advise you and Shri Santhanam to pay a sudden visit to see things for yourself and if you like I can also accompany you to explain things.

What then is the reason for this extremely deplorable condition of things in the D.T.S. during one year's regime?

I would like to give you in brief these causes. The first of these causes is that none of the two main officers, Shri P.R. Puri, General Manager, and Shri Sita Ram, Planning Officer, are competent for the jobs entrusted to them. Apart from the colossal ignorance about the job they have been entrusted with, I accuse them of nepotism and favouritism to a degree which has completely upset the work in all the depots and the workshops. What Mr. Puri did was that while he was busy with negotiations for the purchase of G.N.I.T. by the Govt. during the six months preceding the actual purchase on 14th May 1948, he persuaded the Managing Director, Shri A.S. deMello of G.N.I.T. to appoint some of his favourite men on salaries on which men could be appointed by the Federal Public Service Commission only. I enclose a list of some such appointments in Appendices * B and C.

This list shows the names of those men whom he had brought from Punjab with him and whom he put at key positions at high salaries. It is interesting to note that many of these appointments were made on 15 May 1948 one day after he (Mr. deMello) had given possessions of the G. N. I. T. to the Govt. and yet these appointments were made by him without any further authority. How incompetent these new men were will be obvious from a well known example which can be verified from the records. The Works Manager in G. N. I. T. Central Workshop, was Shri Lekhraj Sharma who had been doing this work for the preceding 16 years. During his time the output of Central Workshops was one reconditioned engine per day or 25 to 30 engines per month. He was removed from his post of the Works Manager on 24th May 1948 just 10 days after the taking over of the G. N. I. T. by Govt. under the management of Shri P. R. Puri and he was sent on line and a strange duty was given to him to find out defects why buses get stranded on the road. This man was getting Rs. 530/- in all and such a man was sent to the line to observe defects in stranded buses on the road and in his place a young inexperienced boy of 24 years named Shri I. C. Mahajan was made the Works Manager at a salary of Rs. 350/- plus 20% D.A. plus Rs. 50/- house rent. This man was called by wire on 11th May 1948 and arrived here on 14th May 1948 from Ambala and he was given the appointment on the

These Appendices have also not been reproduced

15th May 1948 illegally. In March, 1949, he was sent to a better job as Works Manager in the Himachal Pradesh Transport Co on about Rs. 500/- plus dearness on the recommendations of the General Manager Shri P. R. Puri. I need not say anything about him; you should only call for a record of the engines reconditioned by the Central Workshop and their record of service on the road during ten months of his service in the D. T. S. During this period the output of the Central Workshop fell from 25 or 30 reconditioned engines during the time of Shri Lekh Raj to hardly 2 or 3 engines per month during the time of Shri Mahajan's regime and the most unique thing about him was that during his time as Works Manager, 90 engines burst.

I am sure that Himachal Pradesh Service must also experience the same result during the period of Shri Mahajan's regime as Works Manager. After Mr. Mahajan's departure to Himachal Pradesh, Shri Rama Nand Bhatia, who was also appointed by Mr. deMello on Rs. 400/- plus Rs. 80/- D.A. plus Rs. 50/- house rent allowance on 1st May 1948 on recommendation of Shri P. R. Puri, during the period of negotiations, has taken over charge of Central Workshop and the output of the workshop continues to be of 2 to 3 engines per month. I could go on illustrating my points by citing examples of the utter incompetence of the officers recruited either by Shri P. R. Puri or on his request by Mr. deMello just before his departure.

There is extreme discontentment in the entire staff at the extreme partiality which has been shown to these newly recruited, and utterly incompetent staff in comparison to the old G. N. I. T. staff. A most astonishing thing is obvious from a comparison of the salaries on which the new men were recruited with those salaries on which the old G. N. I. T. staff on the same jobs of fitter, electrician and supervisor etc. were working. Appendix 'C' shows this comparison. When this differential treatment was created the old staff threatened to strike work altogether. To conciliate them about 300 men of the old staff were given increments which made their pay $1\frac{1}{2}$ times their former pay. It now appears that the General Manager had not taken sanction of the increment in their pay from the Govt. and I learn that this increment has been shown as 3 hours overtime per day, although actually not a single minute of overtime work was taken from these men during this period. I wonder how the General Manager dared to pay about Rs 1½ lakhs in increments without getting the Govt. sanction and if my information that this increment has been shown as overtime payment is correct, then these officers are guilty of forgery in the records and they have deliberately resorted to falsehood.

I demand an enquiry on this allegation of mine. If it is found true, then these officers must not only be sacked forthwith but must be required to answer the charge in a court of law. And the extraordinary system which I have observed only in the D. T. S. is the candidate system, which is even worse than the employment of casual labour in docks at Calcutta and Bombay. Candidates come daily and sit in the office and are given work when available. Sometimes candidates get 4 or 5 days work in the month and so get 4 or 5 days pay in the month. This system must go and every employee must have work for the full month.

I could go on multiplying instances of extreme inefficiency, corruption, nepotism and favouritism in the management of the D. T. S. during the last 14 months. I propose to give full details in the report of the

survey committee which is under preparation and for which I have personally interrogated about 700 employees of the D. T. S. and filled elaborate survey forms with information gathered from them. Meanwhile, I would request you to investigate into the facts which I have mentioned above. I may tell you that my experience of Mr. A. K. Mukerjee, Deputy Secretary, Ministry of Transport has been very sad. This officer is utterly unfit for this job. He seems entirely under the thumb of Shri P. R. Puri and Mr. Sita Ram. After all, he is ultimately responsible for the D. T. S. affairs.

I would, therefore, request you to make an enquiry through some Enquiry Board, which is independent of the Department and is composed of men of high integrity. I will not dilate here upon the demands of the labourers. Copies of these demands have been already sent to the General Manager and to the Transport Deptt. of your Ministry. So far I have not received any reply. I am enclosing a copy for your perusal along with this letter. Both the D.T.S. Labour Union and the Staff Association consisting of the clerical and supervisory staff have jointly resolved that if no consideration is given to the demands before the 8th August, they will decide in a general meeting on the 9th of August what course of action they should adopt. For the last 10 months I have held these workers back from launching upon any strike or major stoppage of work, even though the attitude of the officers has been extremely provocative. They have not even cared to extend recognition to our Union, although 1022 members of the staff are on the Union's roll and about 150 on Association's roll and there are no rival organizations. The percentage of membership is 95.

I would request you to kindly read this letter carefully. I would like that after you have read it, you may kindly fix some time when I can personally meet you along with 3 or 4 representative of the Labour Union and the Staff Association. An early reply will oblige.

Yours faithfully,
Shibban Lal Saxena M. C. A.
President,
D. T. S. Labour Union
& D. T. S. Staff Association.

Dated the 5th August, 1949

LETTER FROM PROF SHIBBAN LAL SAXENA TO THE
HON'BLE TRANSPORT MINISTER.

Enclosure No. 3 to the Letter to the Prime Minister.

13-E Ferozeshah Road,
New Delhi.
9th August, 49.

The Hon'ble Shri N. Gopalaswami Ayyangar,
Minister for Transport,
Government of India,
New Delhi.

Dear Sir,

As I wrote in my last letter dated 5th August, 49, our Union had given notice that unless the demands contained in that notice were

conceded by the 8th of August, 49, or an honourable settlement was arrived at in connection with their demands, the Union will be free to take any action in accordance with Clause 3 of its constitution which provides for resorting to strike if all other methods of settlement failed. It seems our notice of strike was not brought to the notice either of yourselves or of Shri K. Santhanam at the time it was sent to the General Manager, D. T. S., and a copy was also sent to Mr. A. K. Mukerji, Deputy Secretary, Ministry of Transport. I had myself handed over a copy of my letter dated 5th August '49 with which a copy of the strike notice and demands was also attached to Shri K. Santhanam, on the 5th August, 49, and a copy was also handed over to you by one of my secretaries.

Yesterday, the General Manager, D. T. S., called our secretary and told him to the effect that none of the demands could be conceded immediately. This has caused great excitement amongst them and they came to me last evening to inform me of the attitude of the General Manager and the Planning Officer.

This night, a joint General Meeting of all the employees of the D. T. S. who are members of the Labour Union and the Staff Association will be held in Gandhi Grounds at 10 p.m. tonight under my presidentship to decide their future course of action, in view of the refusal of the General Manager and the Planning Officer to come to any settlement with them. In fact, he refused even to concede the simple demand for the recognition of the Labour Union and the Staff Association, each of which has a membership of about 95 per cent. of their categories of the staff. They are all clamouring to launch upon a General Strike under Clause 3 of the constitution, as all methods of settlement have failed and the General Manager has conveyed to them his refusal to grant their demands. I do not know whether this is your attitude also, though you told me yesterday in the Assembly that Shri K. Santhanam was dealing with the D. T. S., but that you had sent for the file. I wonder if the attitude of the General Manager has the sanction of even Shri K. Santhanam behind him.

I am writing this letter to you to inform you of the situation. The General Manager and the Planning Officer have made the life of the workers miserable and provocations which they give every day are simply unbearable. Now, it is 10 months since these Unions were organised and 6 months since they were registered and applications for their recognition were made to the General Manager and Shri A. K. Mukerji, Deputy Secretary, Ministry of Transport, but so far they have only put off the question of recognition on one pretext or the other; at one stage they demanded that the Union must show them the enrolment forms of membership. Even though I have been connected with numerous Unions, such a demand was never made by any employer before.

Still, I ordered my Secretary to show all the membership forms to the General Manager and he scrutinised them and found them all in order. Still, recognition of the Union has not been granted. If he still thinks or the Ministry thinks that the Union and the Association are not representative of the workers even though they claim 95 per cent. membership of them, then the only way is to prove it by demonstration of their strength in a general strike, which I am sorry will involve the entire public of Delhi in great inconvenience. But,

... seems the officers incharge are leaving no way out for them. I am afraid that this evening, a demand will be made for the declaration of the General Strike in the terms of the strike notice which was served nearly a month ago and which expired last night. In the absence of any concession made to the demands, I am afraid I will not be able to advise them against their wishes.

I am writing this to you so that you may not blame me afterwards. In my letter to you dated 5th August 49, I had suggested that you might meet me in the company of 2 or 3 workers of the Union and the Association. In fact, as I am the President, both of the Labour Union and the Staff Association, you could have met me in the company of the General Secretary of the Labour Union and the General Secretary of the Staff Association, but I have not received any response to my request either from you or from Shri K. Santhanam to whom also I personally handed over a copy of my letter dated 5th August 49. I personally feel that the deadlock could have been resolved without forcing the Labour to go on strike, but it seems that the General Manager and the Planning Officer want to have a trial of strength. I only hope that before our meeting tonight at 10 p. m., you will still be able to do something to avoid the major stoppage of work which may begin from midnight today.

Yours sincerely,
Sd. Shibban Lal Saksena.

Copy to :
The Hon'ble Shri K. Santhanam,
Minister of State, for Transport,
New Delhi.

LETTER FROM PROF SHIBBAN LAL SAKSENA TO THE
HON'BLE TRANSPORT MINISTER

Enclosure No. 4 to the Letter to the Prime Minister
13 E Ferozshah Road, New Delhi.

9th August, 1949.

To,
Hon'ble Shri N. Gopalaswami Ayyangar,
for Transport,
Government of India,
New Delhi.

Dear Sir,

As suggested by Hon'ble Shri Santhanam, I met him at 4 P. M. in his office in the company of the General Secretary of the D. T. S. Labour Union and the General Secretary of D. T. S. Staff Association. We discussed the demands one by one.

The first demand related to the recognition of the D. T. S. labour Union as representative of all employees excepting the supervisory and the clerical staff, and of the D. T. S. Staff Association as representative of the clerical and supervisory staff. I pointed out that out of nearly 250 workers of the supervisory and clerical staff, nearly 225 are its members and out of nearly 10,50 labourers and the running staff nearly 1,022 are its members. The two work in co-operation and I am the common President of both the Unions. Shri Santhanam said that he could recognise our Union if both the organisations merge into one, as he said it was not the policy of the Government to recognize sectional organisations. I protested that the Government could not dictate to the workers as to how they shall organize themselves and there was no law which said that the sectional unions could not be recognised. I also told him that for the smooth working of such unions, the supervisors have been kept in a separate union from labourers. I told him that my experience about the organization of labour in the postal services has confirmed me in the advisability of having separate organisations for supervisors and workers and their co-operation with each other as separate unions. In the Postal Services the postmen and all lower grade staff is organized into one single union and the clerks into another union and both the unions are recognized by the Government. I, therefore, did not see any objection to my demand for the recognizing of the two unions as representing the two separate categories of staff. Last 10 months' experience tells me that such division of workers into two separate unions by categories results in smooth working of each union and harmonious cooperation of both. I, therefore, do not think that Shri Santhanam's refusal to recognize each union as representative of their particular category of staff is justified. I placed Mr. Santhanam's viewpoint before the joint Working Committee as well as the joint general body of both the unions last night and they decided that they could not accept Hon'ble Shri Santhanam's viewpoint.

Demand No. 2. This 2nd demand complains that even though 15 months have passed since the Government took over the G. N. I. T., no grades and scales of pay had been fixed by the Government. In fact the scales of pay are ridiculously low and they must be immediately revised in consultation with the representatives of the workers. Shri Santhanam agreed that some of the scales of pay were very low. He even said that a recommendation to increase the scales of pay had been made by his Deptt. but the Finance Dept. had turned down the recommendations. Still he said that he was considering the matter and will be able to announce his decision sometime about the end of Sept. and the new scales could be brought in force from 1st October, 1939. He also said that even this assurance was subject to the sanction of the Finance Deptt. He also told me that the Government has introduced a bill in the Parliament for the formation of a D. T. S. Corporation and that until such a Corporation was formed, the Government could not undertake any major revision of the scales of pay of the workers. I placed before him the workers' case and told him that workers' conditions under the D. T. S. have deteriorated in these hard days of extreme dearth. I told him that the workers under the G. N. I. T. had many privileges and other income which naturally could not be available to them in a Government concern. I, therefore, said that the present scales of pay of the workers were a disgrace to any employment concern. The workers had been clamouring for the last 15 months for a revision of scales. They had submitted applications and memoranda containing their

demands on several occasions during this period but they did not even receive a reply to their appeals. Whatever may be the guiding policy of the Government and in view of the red-tapeism which has made the management of the D. T. S. hopelessly inefficient, the workers could not be expected to wait any further on a vague promise of some increments which you may think would be fair and which was also subject to the confirmation of the Finance Deptt. I frankly told him that I was afraid that on this very vague assurance, I could not satisfy the workers. Besides, I told him that whatever new scales and grades were given they must be enforced with retrospective effect from the date the D. T. S. was taken over by the Government. But the Hon'ble Shri Santhanam did not agree with our demands.

Demand No. 3: This demand related to 2 years' bonus and 2 years increments which they would have got under the G.N.I.T. The G. N. I. T. year closed on 30th June and all increments and bonuses used to be given from the 1st July. As the Government took over the G. N. I. T. on 14th May 1948, the workers lost the increments and bonuses which were due to them in July, 1948, and in the July 1949, so that the condition of workers has still further deteriorated. In the G. N. I. T. every worker got two months' pay as bonus each year and the increments ranged from Rs. 5. to 25 and 30 for staff who are members of the Union. The Hon'ble Shri Santhanam argued that the Government had sanctioned Rs. 10/- increase in dearness allowance to all Government employees and had given Rs. 10/- house rent and local compensatory allowance i. e. had given Rs. 20/- increment to each worker on the average. I pointed out that first of all, all the workers had not been given these allowances which should have been given to them all. Besides, these should have been given from 14th May 1948, when the Government took over the D. T. S. but actually they were given from Feb. 1949. Apart from this, we pointed out that the bonus and increments under G. N. I. T. which they got would have been much more than those allowances. Besides I pointed out, that the increase of Rs. 10/- in dearness allowance had been given due to abnormal increase in price index which could not therefore be considered in such a calculation. Hon'ble Shri Santhanam expressed his assent to the extent that the benefits of the house rent and local compensatory allowance and the dearness allowance according to Government scale would be given to all the employees but did not agree to give these allowances to them from 14th May, 1948. He also did not accept our contention that the workers must be given all the rights and privileges of Government Servants and be given the scales of pay and increment which other Central Government employees obtain in Government service in other departments. He said that until the Corporation was formed the D.T.S. employees could neither be treated on G. N. I. T. basis nor could they be treated as full fledged Government servants, as this was a transitional stage. We could not accept this position as we pointed out that so far as obligations were concerned, D. T. S. employees had all the responsibilities of Government servants. They must therefore have the rights of Government servants.

Demand No. 4. About dearness allowance, house rent and compensatory allowance. As already discussed above, here the main complaint is that the dearness allowance given to workers is less than what they are entitled to under Government rules and besides many other workers and the clerical and supervisory staff do not get the benefit of house rent and compensatory allowance.

Demand No. 6 about running allowance was flatly refused by him.

Demand No. 6. In regard to demand No. 6 about uniforms, vague assurance was given that they would be supplied as soon as possible. I told him that as early as March last, Mr. Mukerjee, Dy. Secretary, Ministry of Transport had told me that these would be supplied as early as possible, but nothing has been done so far, although nearly 5 months have elapsed. Besides, Hon'ble Shri Santhanam refused to entertain the claim for summer and winter uniforms which the G. N. I. T. would have given them during the last 15 months.

Demand No. 7 Related to leave rules. Shri Santhanam agreed that in this respect we could choose either the Central Government rules or the rules under the Factory Act. He agreed to the observance of the Factory Act with regard to all the D. T. S. employees.

Demand No. 8. I pointed out to him that it was surprising that even though the Factory Act had come into force since 1st April, 1949, still it had not been enforced.

Demand No. 9. This related to the difficulty in regard to quarters, which the employees of D. T. S. were experiencing in a very acute manner but Hon'ble Shri Santhanam flatly told us that he could not help us in the matter.

Demand No. 10. With regard to facilities of Provident Fund, he said that unless they were Government servants for two years, they were not entitled to Provident Fund and he refused to count service in the G. N. I. T. as Government service.

Demand No. 11. We demanded promotion on centralized basis and not on the basis of separate depots. He agreed to it but said that promotions could be made on the ground of ability and efficiency alone. I asked him how the ability should be tested, as I could not trust the whims of the officers. As the matter is important, I suggested seniority should be the most important method. No agreement could be arrived at in this case.

Demand No. 12. With regard to demand No. 12 for stopping direct appointments he said he could not agree. I told him that members of the staff have been dismissed on flimsy grounds and important posts have been filled in by outsiders, thus depriving the employees of their opportunity channel of promotion.

Demand No. 13. He agreed to stop this system.

Demand No. 14. Our request in the disposal of appeals was not accepted. He told us that the Home Ministry rules were binding on all Government servants and a copy will be supplied to us.

Demand No. 15. Relates to declaration of terms of service as Government servants but he said that a D. T. S. employee was neither a Government servant nor Company servant and no such declaration could be made.

I placed all the above talk before the Working Committee and the General Body that same night. They were pressing for an indefinite

strike until their demands were conceded but I could persuade them in the first instance to a token strike of 3 days and then to give the Government an opportunity for further consideration of their demands and only in case the demands were not acceded to by the end of this month, indefinite strike would begin. Of course, this token strike may be converted into an indefinite strike if the authorities adopt measures amounting to great provocation but I shall be the sole judge about it. I hope that no such occasion will arise.

What pained me most was the approach of Hon'ble Shri Santhanam to the whole question. At one stage during the course of our talk he threatened to dismiss all the 1,300 workers of the D. T. S. if they went on strike and I told him that strike was the workers' last weapon and if all other efforts fail, a strike was perfectly lawful. I strongly protested against the threat. At the end of the talk too, he told me that whatever concessions he had made were subject to the condition that no strike was to come. If a strike takes place, then he was not bound by any of the promises which he had made. I am sorry for this remark. Shri Santhanam probably has no experience of having organized labour himself and that probably is his handicap. But I wish to tell you that this is not the spirit in which the problem can be solved. I am extremely sorry for having been forced to call this token strike but I felt that none of their main demands was being conceded and conditions were being imposed which were dangerous to our self-respect. If I were not convinced of the justice of the workers' demands I could have refused to associate myself with this strike, but I felt that the workers had no way left after the attitude of the Hon'ble Shri Santhanam with regard to our demands. I am very sorry that about a lac of the innocent public of Delhi will be deprived of the facilities which the D. T. S. provided them. I myself spent 3 hours in the morning and it pained me to see people waiting for their usual buses, and telling them that no bus will come today.

But the responsibility of this strike is on the Ministry who slept over our demands during the last 10 months, and even during the period of the strike. Notice, and would not do justice even now. I can assure you that even if our demands are conceded to reasonable extent, and an honourable compromise is possible, I would not lose a minute in calling off the strike. But threats that all the 1,300 workers will be dismissed for resorting to a lawful strike cannot solve the problem.

Yours sincerely,
Shibban Lal Saksena.

10-8-49.

THE DISCHARGE NOTICE TO WORKERS.

Enclosure No. 5 to the Letter to the Prime Minister.

Government of India
Ministry of Transport
(Delhi Transport Service)

Notice

The employees of the Delhi Transport Service who are absenting themselves from duty since the 10th August 1949 are hereby directed to return to duty and report at the Delhi Gate Depot immediately. They may please take notice that if they do not resume duty, at the latest by 6 A. M. on the 12th August 1949, apart from other penalties to which they have already made themselves liable under Section 7 of Ordinance No. 11 of 1941 which provides for an imprisonment for one year and fine for wilful default of duty on the part of servants of the Crown, they will be considered as discharged from service with effect from the 10th August 1949. Applications from such discharged employees for permission to be re-employed will be considered on merits.

P. R. Puri,
General Manager,
Delhi Transport Service.

Dated New Delhi,
The 11th August, 1949.

REPLY OF THE HON'BLE STATE MINISTER FOR TRANSPORT
TO PROF. SHIBBANLAL SAKSENA'S LETTER OF
5th AUGUST 1949, RECEIVED ON 10th AUGUST.

No 181-HMS (O)/49.

New Delhi,
August 6, 1949.

To

Professor Shibbanlal Saksena, M. C. A.,
13-E, Pheroze Shah Road, New Delhi.

Please refer to your letter dated 5th August 1949 to Shri N. Gopalaswami Ayyangar.

2. We are not in favour of recognising sectional unions in a small service like the Delhi Transport Service. If there is one union which is open to all employees and if a majority of the employees of the D.T.S. are members of that union, the question of the recognition of the union will be sympathetically considered.

3. As for the affairs of the D.T.S., they have been scrutinised by a sub-Committee and every effort will be made to run the service as efficiently and economically as possible.

Yours faithfully,
K. Santhanam,
Minister of State for Transport
and Railways.

LETTER FROM PROF. SHIBBANLAL SAKSENA TO THE
HON'BLE MINISTER OF STATE FOR TRANSPORT

13-E Ferozeshah Road,
New Delhi,
15. 8. 49.

My dear Mr. Santhanam,

This evening, I went to the Governor-General's party and during the course of a talk with the Hon'ble Shri Gopalaswamy Ayyangar I got the impression that instead of approaching you directly by name, I had tried to overreach you by writing directly to Hon'ble Shri Gopalaswami Ayyangar and the Hon'ble Prime Minister over your head. In fact, Hon'ble Shri Ayyangar suggested to me that instead of trying to overreach you, I should settle with you. I was almost stunned. I can assure you that the thought had never even occurred to me. You know I have never taken a stand on prestige. When I had first written on the 5th of August and on the 9th of August to Shri Gopalaswami Ayyangar, I had always sent a copy to you as well of my letters. I delivered the letters personally to you first and supplied copies afterwards to Hon'ble Shri Gopalaswami Ayyangar. I addressed him officially because I thought that that was the proper form to do, but I never imagined that by the addressing of my letters to the Hon'ble Shri Ayyangar, you or anybody else could get the impression that I was trying to overreach you.

In fact, when during the course of our talk on the 9th evening, at 4 p. m., you discussed all the demands point by point, I frankly told you my difficulty which was that on a vague assurance like the one given by you about increments to different categories of labour, which appeared to you to be low and which increments too were subject to the approval of the Finance Department, who had on a previous occasion already turned down your proposals for increment in wages, I would not be able to satisfy workers. Still, I had promised to you that I would place the whole talk I had with you before the General Meeting which was scheduled to take place that same night at 10 p. m. in Gandhi Grounds. It came to me almost as a shock later on that during the course of our talk, you were not aware of the fact that the D. T. S. Workers were going to take the decision to go on strike unless the result of our talks satisfied them. Probably, your Secretary of the Transport Ministry and the General Manager of the D. T. S. did not bring to your notice the Strike Notice served by us on the 15th July. But, you certainly got my letter of the 9th August, which I personally handed over to you in your room in the Assembly Chamber, in which after discussing the whole situation in detail, I had said at the end that the strike notice had expired on the 8th evening. In fact, I reproduce below the last two paragraphs of my letter of the 9th, which certainly satisfied me that it was in your knowledge that the workers would go on strike if something was not done to satisfy them before the General Meeting on the night of the 9th August. I reproduce below the exact wordings of the last two paragraphs of that letter. It ran thus :-

"I would, therefore, request you to make an enquiry through some Enquiry Board which is independent of the Department and is

composed of men of high integrity. I will not debate here upon the demands of the labourers; copies of these demands have already been sent to the General Manager and the Transport Department of your Ministry. So far I have not received any reply. I am enclosing a copy for your perusal along with this letter. Both the D. T. S. Labour Union, consisting of the Workshop Staff and the Running Staff, and the D. T. S. Staff Association, consisting of the clerical and supervisory staff, have jointly resolved that if no consideration is given to the demands before the 8th August, they will decide in a general meeting on the 9th of August, what course of action they would adopt. For the last ten months, I have held these workers back from launching upon any strike or major stoppage of work, even though the attitude of the officers has been extremely provoking. They have not even cared to extend recognition to our Union, although 1,922 members of the staff are on the Union's roll and about 150 on the Association's rolls, and there are no rival organisations. The percentage of membership is 95 per cent.

"I would request you to kindly read this letter carefully. I would like that after you have read it, you may kindly fix some time when I can personally meet you along with three or four representatives of the Labour Union and the Staff Association. An early reply will oblige."

Your reply to this letter of mine, as you know, had not reached me up to the 9th of August. It reached me on the evening of the 10th August. Somehow, the letter got delayed in your office. It was, therefore, that I wrote my letter dated the 9th of August to Shri Gopalaswami Ayyangar, of which too I handed over a copy personally to you. In this letter, I very clearly stated that a strike was impending. I again reproduce below some portion of that letter:—

"As I wrote in my last letter dated 5th August, 1949, our Union has given notice that unless the demands contained in their notice were conceded by the 8th August, 1949, or an honourable settlement was arrived at in connection with their demands, the Union will be free to take any action in accordance with Clauses i, ii and iii of Section 3 of its constitution which provides for resorting to strike if all other methods of settlement failed. It seems our notice of strike was not brought to the notice of either yourselves or Shri K. Santhanam at the time it was sent to the General Manager of the D. T. S. and a copy was also sent to Mr A. K. Mukerji, Deputy Secretary, Ministry of Transport. I had myself handed over a copy of my letter dated 5th August, 1949, with which the copy of this strike notice and demands was also attached to Shri K. Santhanam on the 5th August, 1949, and a copy was also handed over to you by one of my Secretaries."

I thought that in this first para. of my letter of 9th August, I had clearly stated that the strike notice had expired on the 8th August, without any response from your side, even though I had personally handed over a copy of the strike notice and demands to you on 5th August. Then, in the next paragraph of my letter, I said, "yesterday, the General Manager of the D. T. S. called our Secretaries and told them to the effect that none of the demands could be conceded immediately. This has caused great excitement amongst them. This night, a joint general meeting of all the employees of the D. T. S., who are members of the Labour Union and the Staff Association, will be held in Gandhi

Grounds at 10 p. m. tonight under my presidentship to decide their future course of action, in view of the refusal of the General Manager and the Planning Officer to come to any settlement with them..... They are clamouring to launch upon a general strike under Clause 3 of their Constitution, as all other methods of settlement have failed and the General Manager has conveyed to them his refusal to grant their demands.

"I am writing this letter to you to inform you of the situation. The General Manager, and particularly the Planning Officer, have made the life of the workers miserable and the provocations that they give every day are simply unbearable. Now, it is 10 months since these Unions were organised...Still recognition has not been granted to the Union. If the General Manager still thinks or the Ministry thinks that the Union and the Association are not representative of the workers even though they claim 95 per cent membership, then the only way is to prove it by demonstration of their strength in a general strike, which I am sorry will involve the entire public of Delhi in great inconvenience. But, it seems, the officers incharge are leaving no way out for them. I am afraid that this evening a demand will be made for the declaration of the General Strike in the terms of the notices which were served nearly a month ago and which expired last night. In the absence of any concession made to the demands, I am afraid I will not be able to advise them against their wishes.

"I am writing this to you so that you may not blame me afterwards..... I personally feel that the deadlock could have been resolved without forcing the labour to go on strike, but it seems that the General Manager and particularly the Planning Officer want to have a trial of strength. I only hope that before our meeting tonight at 10 p.m. you will still be able to do something to avert the major stoppage of work which may begin from midnight today."

When, therefore, after receiving the letter in the morning at 10 a.m., in the Assembly, you asked me to come with my Secretary to you in the evening at 4 p.m., in your office, I thought that you knew that the strike was scheduled to begin from midnight that day. During the course of our talks also, when you said that if there was a strike, all the 1,300 employees would be dismissed, I immediately protested and said that a lawful strike was the inherent right of the workers in every civilised country, when all other methods of settlement failed. Then, too, I thought you were referring to the strike which was to begin that same night. It was, therefore, that on the conclusion of our talks I frankly told you that my difficulty had not been solved and I would not be able to tell the workers definitely to what extent their demands would be met, particularly as you said that everything that you said was subject to the confirmation of the Finance Ministry. Still, I told you I would place the talk I had with you before the General Meeting which would take a final decision on the strike notice that night. I imagined that I had given you a clear indication that as you had failed to concede anything substantial, the decision of the meeting was likely to go in favour of a strike.

When, therefore, in your press interview on the 10th, you stated that you had been taken by surprise and that I had played the part of a Machiavelli, I was very much annoyed and felt that you had hit below the belt by saying something which was not true. What appeared to me

is this that on account of the cordial nature of our talk, you thought that there could be no strike, which I imagined I had made it perfectly clear both in the letter quoted above and during the course of my interview with you.

"Next day, I again wrote my third letter to Shri Gopalaswami Ayyangar in this connection. And, of this too I gave you a copy. In this letter, I reproduced the talk I had had with you and conveyed the circumstances in which the decision to launch upon a token strike of 3 days was taken. I took care to mention that the token strike may be converted into an indefinite strike if the authorities adopted measures amounting to grave provocation. Instead of receiving any reply to this letter, I only received a cyclostyled copy of the notice which threatened workers with dismissal and imprisonment of one year if they failed to resume duty at the latest by 6 a.m. on the 12th August, 1949. You can well imagine the effect that such a provocative notice was bound to have on the workers. I wrote my letter to the Prime Minister on the night of the 11th of August only when instead of getting any reply to my letter of the 10th of August, I got the notice of dismissal of workers failing to report to duty immediately. I do not think that in these circumstances there can be any reason to think that I was trying to overreach you. The feeling was completely absent from my mind and the thought could have never occurred to me if Shri Gopalaswami Ayyangar had not referred to it this evening in the "At Home" in the Governor-General's House. If, therefore, such an impression has arisen, it is completely due to some misunderstanding and I am very sorry for it. I only want a redress of grievances and I will be happier if I can get it from you, who can give certainly more time to the problem than either the Hon'ble Shri Ayyangar or the Prime Minister.

I again appeal to you not to allow matters to deteriorate further; as yet the situation is completely in my hands and I can persuade the workers to agree to any reasonable and honourable proposal. Tomorrow, the situation may go out of my hands and you might have to deal with people whose one aim is to destroy our State. You can well realise how deeply pained I must be in having to continue this strike. But, when all avenues are closed, what other course could the workers have adopted! Probably, during the course of our talks on the 9th, you did not realise the extreme gravity of the situation as it had developed while all the time I was under the impression that you were fully aware of it and your threat to dismiss all the 1,300 strikers was intended as a warning to us against launching upon any such course of action. It is a pity that such a misunderstanding existed between us at that time.

It is still not too late to settle things. I have publicly suggested impartial arbitration, that is the recognised method of Gandhiji for settlement of such labour disputes. I can even agree to refer the matter to a committee of seven persons, consisting of three representatives of the Union, three representatives of the Government and a neutral Chairman. I suggest the name of our Deputy Speaker, the Hon'ble Shri Ananthasayanam Ayyangar, to be the Chairman of this Committee. The Union will be represented by myself and one representative of the Union and one of the Association. The Government may be represented by one representative of the Transport Ministry, one representative of the Finance Ministry and the General Manager of the D.T.S. You can refer all our demands to this committee of seven and you should accept the recommendations of this committee. I am sure the matters can be very easily solved in this way.

5. Mr. Santhanam has written the letter in anger, but such big problems cannot be solved in anger. I still hope that you will avert the situation from deteriorating further. My conscience is clear that I have left no stone unturned to come to an honourable compromise, and I therefore cannot be held responsible for all that is happening. Mr. Santhanam has said that "he cannot imagine how a responsible person would mislead workers into such a deplorable step without seeking to enlist the sympathy of the public and the representatives of the people gathered in Delhi." I hope that the representatives of the people would be in a better position to judge when they have my proposed pamphlet in their hands as to who is responsible for leading poor workers into this strike. The public will also be then in a position to judge the situation correctly.

6. Shri Santhanam has probably an idea that if I were not the President of the Union, no strike would have taken place. I only wish that he could know the workers' mind better. If I were not their President, some man much more extreme would have been there and the strike would have come much earlier. The turn that the Tramway Strike has taken should have satisfied him about this, but probably, he wants that when Congressmen are Presidents of Labour Unions, they must force the Unions to back the Government even when it may be wrong. I have differed from that view of the duty of Congressmen. If this view prevails, Congressmen will soon become unable to approach labour in the name of the Congress. Already, there is a violent anti-Congress sentiment in labour. I think the only way for Congress to rehabilitate itself in labour is to stand by the just demands of the workers and when all their efforts to secure justice for them fail, they must not hesitate to fight against their own government and even to stake their very life, so that justice might prevail. This is at least what I regard to be the duty of the Congressmen if they want Congress to remain the vital force standing for justice as it has been throughout.

I am,
Yours sincerely,
(Sd.) Shibban Lal Saksena
M. A.
M. C. A.

To:
The Hon'ble Shri N. Gopalaswami Ayyangar,
Minister for Transport,
Government of India,
New Delhi.

**Hon'ble Shri N. Gopalaswami's Reply to the letter of
Prof Shibbanlal Saksena**

D. O. No. 211/HMT/49/Res.,
New Delhi
18th August, 1949.

My dear Shri Shibban Lal Saksena,

Please refer to your letter of 16th August 1949. I cannot prevent you from publishing the "correspondence" which, in fact, will consist only

of your own letters, the reply of Shri Santhanam, dated August 16, and this letter.

I wish, however, to point out that the version of your discussions with Shri Santhanam on the 9th of August 1949, contained in your letter to me dated 10th August 1949, does not tally with the notes recorded by my officers at the meeting and appears to be inaccurate and distorted. It is a matter for regret that you will not persuade yourself to give the correct advice to the men who unfortunately still look to you for guidance.

Yours sincerely,
N. Gopalaswami.

**Prof. Shibbanlal Saksena's Reply to the Hon'ble
Shri N. Gopalaswami Ayyangar.**

13-E Ferozeshah Road,
New Delhi
19th August, 1949.

My dear Shri Gopalaswami Ayyangar,

Thanks for your letter of 18th August, and for the permission to publish the correspondence that has passed between us in this connection. It is true that the correspondence will consist of only three small letters from your side in reply to eight communications from my side. That will, however, enable the members of the Constituent Assembly to realise what respect is shown to letters from them by their own Government.

2. It has come to me as an agreeable surprise to learn that my report of our conversation with Shri Santhanam on 9th August appears to you to be inaccurate. If you think that Shri Santhanam had offered to meet our demands to a greater extent, than I have recorded in my letter of August 10, 1949, then you should have pointed out to me the difference which probably might have enabled us to reconsider our attitude, but you have not even cared to reply to that letter of mine. Your use of the word "distorted" in this connection has hurt me, but that is probably natural for you when you consider it "unfortunate that the workers still look to me for guidance." You would probably have considered it fortunate to see them led by more extreme persons who do not believe in peace and non violence as essential in the technique of a strike.

3. I am extremely sorry that after rejecting all my efforts for an honourable compromise, you should blame me and say that "you will not persuade yourself to give the correct advice to the men who unfortunately still look to you for guidance." I hope the fellow members of the Constituent Assembly will be able to judge correctly.

4. For me, a vital principle is involved in this dispute. It is a dispute between right and the might of a powerful state. The workers have gone on a perfectly lawful strike after exhausting all other efforts at settlement of the dispute and after fulfilling all the requirements of law. That law says that in a lawful strike, it is your duty to negotiate.

I am very sorry that any misunderstanding between us should have resulted in such a prolonged strike. Of course, this committee should submit its report within a week and its recommendations should be enforced by the 1st of September, 1949. Meanwhile, the status quo should be restored as on 9th August, and there should be no victimisation. The Finance Ministry should also promise that they shall implement the recommendations of this committee.

I am sorry for the length that the letter has assumed, but I am glad that this has enabled me to remove a grave misunderstanding which the Hon'ble Shri Gopalaswami Ayyangar pointed out to me this evening.

I may point out to you the colossal loss which is being caused on account of this strike. There have been about half a dozen fatal accidents during this week of strike. A very large number of buses has become seriously damaged and if the strike continues some time more, the whole fleet of buses will become simply unfit for use. If anyone were inimically inclined towards the Government, he would have rejoiced on this loss to the Government, but my heart breaks at such colossal waste which our failure to come to a settlement has resulted in. The earnings of the D.T.S. during the last one week will easily show you that they are not even 20 per cent. of their normal and in these seven days only, the Government has lost in revenue alone something like 1½ lakh of rupees. Is there any sense in continuing this grand folly which is causing untold misery to the entire public of Delhi? People will call us very foolish indeed if we cannot even now come to any honourable settlement and put an end to this senseless trial of strength.

Yours sincerely,
(Sd.) Shibbanlal Saksena
M.A.
M. C. A.

To,
The Hon'ble Shri K. Santhanam,
Minister of State for Transport,
Government of India,
New Delhi.

REPLY OF THE STATE MINISTER FOR TRANSPORT TO
PROF. SHIBBAN LAL SAKSENA'S LETTER OF AUG. 15

No. 185-HMS (O)/49.
New Delhi,
August 16, 1949.

To
Professor Shibbanlal Saksena, M. A. C.,
13-E, Ferozeshah Road, New Delhi.

Dear Sir,

Please refer to your letter of 15/8/49.

2. I do not propose to enter into any argument with you regarding the contents of that letter. It was not only myself that was altogether unaware that the strike would begin on the 10th; no newspaper and no

member of the Assembly was aware of it. A strike in a public utility service is a serious affair and I cannot imagine how any responsible person could mislead poor workers into such a deplorable step without seeking to enlist the sympathies of the public and the representatives of the people gathered in Delhi regarding it.

3. I regret that it is not possible to enter into any kind of negotiations with you. I suggest that you should advise the workers to go back to work unconditionally.

Yours faithfully,
K. Santhanam.

LETTER FROM PROF. SHIBBAN LAL SAKSENA TO THE
HON'BLE MINISTER FOR TRANSPORT

13-E Ferozesah Road,
New Delhi,
16. 8. 49

My dear Shri Gopalaaswami Ayyangarji,

After the talk I had had with you last evening in the "At Home" given by H. E. Shri Rajagopalachari, I wrote a letter to the Hon'ble Shri K. Santhanam, of which a copy has been already sent to you. I have just now received the reply from Shri K. Santhanam. I am enclosing herewith a copy of this reply of his. If I had known that he would reply in this manner, I would have never written the letter to him, but from the talk I had had with you last night I thought it my duty to remove any misunderstanding which may have crept in.

2. I have now decided to publish all the correspondence which I had with you and the letter which I wrote to the Prime Minister and Shri K. Santhanam, along with the replies I have received. I hope I have your permission. I propose to distribute pamphlets containing all the correspondence to all the members of the Assembly, so that they may be the final judge.

3. I am sorry that the agony of the people of Delhi is being prolonged unnecessarily. Even the loss of about half-a-dozen lives in the accidents which have taken place during the last one week does not seem to worry Mr. Santhanam and the Government. I am surprised that such should be the treatment meted out to labour employed in a Department of the Government which is headed by no less a person than our Prime Minister.

4. As for Mr. Santhanam's contention that nobody knew that the strike was impending, I would only refer to the letter of August 9, which I wrote to you and which I have quoted extensively in my letter to him. As for newspapers not knowing that the strike is impending, I would only refer to the "National Call" of August 9, which carried the news of the impending strike on the front page in banner headlines.

President of both these Unions, and to two other representatives of the Unions. He discussed the demands of the Unions in detail and gave an assurance that the Government would announce their decisions at an early date regarding the revision of wages which was the main demand. Assurances were also given that demands would be met as far as possible pending the constitution of the Statutory Board which would be set up in the course of a few months as soon as the Bill which had already been introduced in Parliament was passed into law.

During the discussions which were cordial and frank, the representatives of the Unions gave no indication whatever that they intended to organize a strike the following day. The Unions are reported to have held a meeting on Tuesday night when they decided to go on a token strike with effect from yesterday morning. It is apparent that the decision was taken late at night in order to bring about a sudden stoppage without giving the Government or the public time to think of counter measures. The Government have taken measures to resume the D. T. S. services from Wednesday afternoon."

APPENDIX II

Press Message

13-E Feroze Shah Road,
New Delhi,
12 August, 1949.

Prof. Shibban Lal Saksena has issued the following statement to the Press :—

"In pursuance of the Resolution of the Working Committee of the Unions to disregard the announcement made by the Government last evening that if the employees did not report to duty by 6 A.M. this morning, they would be treated as discharged, I am proud to announce that not a single worker of the D. T. S. has reported to duty to-day. The announcement made by the Evening News that 100 workers reported for duty is false propaganda and is intended to demoralise the workers. Frantic efforts have been made by the Government and the Management to break the strike by frightening workers with the threat of dismissal and arrest. Some officers have even misbehaved with workers and tried to intimidate them. I congratulate the workers on their solidarity. I have written a letter to the Prime Minister describing the whole situation as it has developed and have requested him to intervene. I have said that I left no stone unturned for an honourable compromise and so the responsibility is wholly that of the Ministry of Transport and Shri K. Santhanam who is in charge of the D. T. S.

"I am ever ready for an honourable compromise. I would gladly accept arbitration in the dispute by any impartial body but I cannot advise the workers to bend down before threats of mass dismissal. That would be submitting to a denial of the most elementary trade union rights.

"The discovery by the legal Pandits who are trying to find excuses for declaring the strike illegal that Transport Service is a utility service, besides being a point of controversy, leaves me unmoved. We have fulfilled all the requirements of law for strike in a public utility service. According to section 22 of the Industrial Disputes Act, a strike in a public utility service is lawful if a clear fourteen days notice has been given. We gave a clear notice of 25 days and so all the requirements of law have been fulfilled. Let our administrators realize that legal niceties and technical flaws will not help them. Mighty movements whether of Labour or of Kisans will not remain bottled up because, some time in 1941, the bureaucratic foreign Government passed some ordinances to destroy the National Movement. It is the essential justice of the demands which is in question and I am prepared for an impartial arbitration.

"Let the Government appoint an impartial arbitrator in the dispute and our Union will abide by his verdict.

"The Union Executive has today passed a resolution that so long as the Military and the Police try to maintain a skeleton service as is done in England and America during strikes, the strikers will not resort to picketting but if blacklegs are employed, then they might have to reconsider their attitude about picketting and the responsibility will entirely be of the Management and the Government.

"I am glad to say that in spite of the gravest provocation, the workers have shown exemplary discipline and solidarity. I am proud of them.

I also appeal to the public to extend their sympathy towards the strikers. Our mighty Government has decided to break their spirit. They had asked for justice and tried every means available, but they have been spurned. I am extremely sorry for the inconvenience to which the public is being put but I am helpless. I hope they will appreciate the point of view of the workers.

"I also ask the Government to institute an enquiry into the complaint that the Traffic Magistrate who tries cases of challans of motor vehicles has been acquitting drivers if they agree to serve as black legs to drive D.T.S. vehicles and fines them heavily if they refuse. This is a serious misuse of judicial power, and such a person is unfit to be a Magistrate. There is also serious complaint that private bus owners and motor companies have been ordered to lend their drivers and mechanics to the D.T.S. during the strike on pain of their permits and licences being cancelled otherwise. This is a monstrous misuse of authority.

"The Deputy Commissioner has refused me permission to hold a General Meeting of the Union in Gandhi Grounds on the ground that the strike is illegal. I challenge him to prove the illegality. I am shocked at this refusal. The powers given under Section 144 were never meant to stop Trade Union meetings for ventilating genuine demands.

"This amounts to utter denial of all civil liberties and of even the most elementary rights of Trade Unions in the very capital of India. Now that a General Meeting of the Unions has not been permitted, the responsibility for any untoward happening will be entirely of the Government. Of course, we shall spare no pains to maintain discipline and non-violence which are our sheet-anchor.

with the strikers and try to come to a settlement by negotiation, conciliation, adjudication or arbitration. But, intoxicated as you seem to be with the might of the State behind you, you say you shall not negotiate with us. Thus, though our Prime Minister is never tired of repeating and reiterating his faith in the Democratic ideal, I want my fellow-members of the Constituent Assembly to see this Democracy in action. The Prime Minister has not even cared to acknowledge my letter of the 12th August 1949, to say nothing of replying to it, even though as a result of his stubbornness and the stubbornness of his Government to refuse to do elementary justice to poor workers, precious lives of nearly half a dozen citizens of Delhi have been lost during the last ten days, by being run over by lorries, rashly driven by military drivers, and the entire D. T. S. fleet of buses, which has cost the Nation about 45 lakhs of rupees, has become almost unfit for use by being driven recklessly for ten days on end without daily overhaul and repairs.

5. While, therefore, I am eager and anxious for an honourable compromise, I cannot betray the workers by giving them advice to join work unconditionally. I have shown them all your letters and told them that if they feel weak, they can go to work, but they would rather suffer all that is in store for them at your hands and some of them will even die for the vindication of their most elementary right to strike in a perfectly lawful and peaceful manner than surrender unconditionally. You probably do not know what an unconditional surrender means. The officers, who are ultimately responsible for the strike, have been trying to obtain written apologies from about half-a-dozen workers who wanted to join work and are imposing on them humiliating conditions. What has been the crime for which these half a dozen poor workers, who were cajoled by the officers themselves to join, should apologise? Besides, what is to happen to the just demands for which the strike was launched? I do not know whether you have led any strikes yourself. I am sure if you had done, you would have been proud of the workers, who have shown exemplary patience and non-violence in the face of the gravest provocation and would not have felt it beneath your dignity to negotiate a settlement with them.

6. I wish to protest against the attempt to run a few buses with the help of civilian blacklegs which you have recruited by misusing the Employment Exchange. I have forbidden all picketting so far, because I did not want to complicate the situation further. The right to picket peacefully is a right acknowledged all over the country, but I do not want to embarrass the Government, so far as it lies in my power, but if you persist in running the buses by recruiting civilian blacklegs, I do not know what may happen.

4. In the end, I again appeal to you not to take a stand on 'prestige.' I am ever ready for an honourable compromise, and failing that, for an impartial arbitration, which is Gandhiji's well-known method. The Prime Minister himself swears by it. For God's sake, end the agony of two million citizens of Delhi by a just and honourable settlement.

Yours Sincerely,
Shibbanlal Saksena

To,
The Hon'ble
N. Gopalaswamy Ayyangar,
Minister for Transport,
New Delhi.

APPENDIX I

Report of the Press Conference held by the Hon'ble Mr. K. Santhanam, Minister of State for Transport on 10th August, 1949, and Government Press Note of the same date published in the Hindustan Times dated 11th August, 1949.

The Minister asserted that even yesterday when representatives of the Delhi Transport Service workers met him to discuss the workers' demands, no indication was given of the strike, apparently not to give the public and Government any time in which to organize alternative measures to fill the gap.

Asked what the Government attitude would be towards the strikers and whether their employment would not be prejudiced in view of the strike, Mr. Santhanam appeared to give the impression of a "wait and watch" attitude on the part of the Government and said that if the strikers intended to keep it only as a "token" strike, according to their declaration, the Government "would not bother much about it." But, he indicated that Government might react differently if the strike were prolonged or obstacles were put by the workers in the way of Government running the service with the help of the Army and police who began plying the buses since the afternoon.

Narrating the circumstances of the strike and the course of discussions with the bus workers leaders, Mr. Santhanam said that the workers had taken the management by surprise.

The following Press Note on the situation has been issued by the Ministry :-

'The Government of India note with regret the decision taken by a number of employees of the Delhi Transport Service to go on a three-day strike without giving notice, in complete disregard of convenience to the public of Delhi and at a time when their demands were under active consideration of Government.

On July 15, 1949, the General Manager of the Delhi Transport Service received a letter from the General Secretary of the D. T. S. Labour Union communicating certain demands on behalf of the employees of D. T. S. The letter was not a notice of strike but stated that unless the Union received a satisfactory reply before the evening of August 8, 1949, the Union would be at liberty to take further steps in the matter. One of the demands was for the recognition of the D. T. S. Labour Union. On July 27, a similar letter was sent by the Secretary of the D. T. S. Staff Union making analogous demands.

On August 8, the General Manager called some representatives of the two Unions and told them that if those two Unions were merged into one Union representing all categories of the staff of the D. T. S., Government would be in a position to recognize the Union. He also gave them an informal assurance that their demands were under active consideration of Government and that Government decisions would be announced shortly.

On August 9, Mr. K. Santhanam, Minister of State for Transport and Railways, granted an interview to Prof. Shibban Lal Saksena,

"I warn the Government that any attempt to recruit new staff will create further complications and the responsibility will be entirely theirs for the consequences. There is a limit to patience in the face of the gravest provocation. As the history of all strikes shows, such black legs who are recruited during the strike will have ultimately to go. Nobody can run the D. T. S. excepting the D. T. S. employees. I know within the last three days the condition of the buses has become pitiable, the number of accidents is several times the usual rate and the announcements that the entire service is running smoothly are false. People know the real situation. I would, therefore, request the Government to think coolly and not to act in anger or in haste. The Strike can be called off the very next hour if they decide to do justice in the case."

Shibban Lal Saksena

APPENDIX III

Resolution of D. T. S. Labour Union's Working Committee Dated 13 August 1949

The following resolution was passed by the Working Committee of the D. T. S. Labour Unions in their meeting on 13th August, 1949 :—

"This joint meeting of the Working Committees of the D.T.S. Labour Union and the Staff Association condemns the use of the Delhi Employment Exchange for supplying blacklegs to the Transport Ministry for breaking the D. T. S. workers' strike. The Employment Exchanges had been formed for the purpose of finding suitable work for unemployed persons and are very healthy institutions, on whose development the Government is spending lakhs of rupees, but such misuse of Employment Exchanges as agencies for supplying blacklegs to break strikes is bound to bring them into disrepute and they will be soon boycotted by the workers if such practice persists. The Working Committee hopes that the Labour Ministry will order the Delhi Employment Exchange to stop supplying blacklegs to the Transport Ministry immediately and order an enquiry why such a misuse of the Delhi Employment Exchange was permitted."

APPENDIX IV

Resolution of Sympathy.

DELHI CENTRAL ELECTRIC POWER AUTHORITY AND DELHI ELECTRIC SUPPLY AND TRACTION EMPLOYEES' UNIONS :

Joint Committee Resolution :- "This meeting of the Joint Committee of the Delhi Central Electric Power Authority and Delhi Electric Supply and Traction Employees' Unions strongly condemns the adamant attitude of the Delhi Transport Authorities for not conceding the just and reasonable demands of the workers; declaring their intention to terminate the services of workers as a consequence of their continued strike and lastly recruiting new men to work in their jobs. In the

opinion of this meeting, the Delhi Transport Authorities are trying to take full advantage of the present situation to deny workers their just and legitimate demands. But on the contrary they have not taken any notice of the rash and reckless driving of vehicles by military and police personnels causing serious and fatal accidents. It is evident from their action that the precious lives of the Delhi citizens have no value in the eyes of these notorious officials who are bent on crushing workers at all cost. Even the capitalist press has nothing to say on this most important issue of the day. This meeting therefore demands of the National Government to take very early steps in the matter and appoint immediately a competent and authoritative body to look into their just and reasonable grievances and settle the dispute. Any further delay on the part of the Government at this juncture may cause severe resentment among fellow workers similarly employed in other essential services and lead to disaster and chaos.

"This meeting further directs both the Unions to meet with full support any request of the Delhi Transport Workers' Union for help in their present struggle".

Adopted Unanimously

Bhim Swin

President

19th August, 1949

APPENDIX V

LIST OF DEMANDS SUBMITTED BY THE D.T.S. LABOUR UNION ON 29th APRIL 1949, TO WHICH NO REPLY WHATSOEVER EVER WAS RECEIVED

The meeting of the Working Committee of the D.T.S. Labour Union has decided unanimously to send the following urgent and pinching demands to the Management and the Ministry of Transport:—

1. Wages.

After deliberate consideration and thoroughly scrutinizing the wage lists of the old and new staff of the D.T.S., the following wages are thought quite just and reasonable and the authorities are requested to revise the scales of wages as follows:—

| <i>Traffic Labour.</i> | <i>Basic pay excluding allowances</i> |
|------------------------|---------------------------------------|
| 1. Driver | Rs. 90/- |
| 2. Conductor | 75/- |
| 3. Booking agents | 80/- |
| 4. T.T.E. | 90/- |
| 5. T.I. | 120/- |
| 6. Time keeper | 120/- |

Workshop Labour.

| | |
|------------------------|-------|
| 7. Foreman | 300/- |
| 8. Asst. Foreman | 200/- |
| 9. Fitter | 125/- |
| 10. Electrician | 125/- |
| 11. Armature winder | 125/- |
| 12. Batteryman | 125/- |
| 13. Carpenter | 125/- |
| 14. Blacksmith | 125/- |
| 15. Cushion maker | 125/- |
| 16. Painter | 125/- |
| 17. Latheman | 125/- |
| 18. Tinsmith | 125/- |
| 19. Bearingman | 125/- |
| 20. Welder | 125/- |
| 21. Asst. Fitter | 80/- |
| 22. Asst. Electrician | 80/- |
| 23. Asst. Batteryman | 80/- |
| 24. Asst. Carpenter | 80/- |
| 25. Asst. Blacksmith | 80/- |
| 26. Asst. Cushionmaker | 80/- |
| 27. Asst. Painter | 80/- |
| 28. Asst. Latheman | 80/- |
| 29. Asst. Tinsmith | 80/- |
| 30. Asst. Bearingman | 80/- |
| 31. Asst. Welder | 80/- |
| 32. Tyreman | 60/- |
| 33. Cleaner | 45/- |
| 34. Peon | 40/- |
| 35. Chowkidar | 40/- |
| 36. Sweeper | 40/- |

2. Shelter.

Living accomodation must be provided to all the members of the staff, particularly to Traffic and Workshop labour.

3. Uniforms.

Summer and winter uniforms should be supplied to all the members of the staff and especially to the Traffic and Workshop labour, and that the Govt. should compensate the staff for not providing Uniforms to them since the G.N.I.T. was purchased, i.e. 14th May, 1948.

4. Overtime.

According to the provisions laid down in the Factory Act, wages for overtime work must be paid at the rate of double the usual pay and not at $1\frac{1}{2}$ times as is done at present.

5. Provident Fund.

Along with the provident fund, bonus and insurance facilities must be provided for the entire staff.

6. Favouritism and nepotism must be brought to an end immediately, in order to ensure co-operation amongst all the members of the

staff. To maintain smoothworking of the Transport Service in the Capital of Free India, members of the staff should be granted promotions according to merit, seniority in service etc. and not merely on the basis of acquaintance and relationship with the management.

7. A Co-operative Store should be established for the benefit of the staff as well as the management, and the Ministry must give facilities to run the co-operative store for the good of the staff.
8. Important Factory Act provisions must be published in all vernacular languages and fixed on notice boards in the depots to give proper guidance to the staff.
9. The Union must be represented in all Tribunals appointed to deal with the cases or the complaints of the staff.
10. Appropriate defence arrangements should be made to defend the cases of challans and accidents against the staff.
11. Counsels and welfare officers should always be appointed in consultation with the Union.
12. The office of the Union should be allowed to function in the premises of Faiz Road Depot, to facilitate the staff to remain in closer touch with the Union and to enable them to think about the welfare of themselves and their country freely.
13. Restaurant, Library, Medical Inspection and First Aid rooms should be set up for the staff in each Depot and a big Rest Room should also be allotted for the purpose of rest during the spare time for the night duty staff.
14. Candidate employees should be paid from the date of their appointment as candidates.
15. The cases of those employees who are suspended must be decided within a week and if they are re-instated they should be paid with retrospective effect from the date of their suspension. Their cases should be dealt according to the procedure laid down in the Industrial Disputes Act.
16. The staff should be given the same benefits of P.T.O's, and Railway Concession tickets should be given to them as are given to other Govt. employees.
17. The treatment of the staff officers towards labour should be civil and polite.
18. As the traffic and rush of passengers has considerably increased since the influx of the people, time limits of single trips of all the routes should be investigated and more time should be allowed for single trips, taking into consideration the increase of public moving on the roads and number of stoppages etc.

Sd. Balak Ram
General Secretary.
29.4.49.

APPENDIX VI

CORRESPONDENCE REGARDING RECOGNITION

The following letter was sent by Mr. Balak Ram Khanna, General Secretary of the D. T. S. Labour Union, to the General Manager of the Delhi Transport Service, on the 4th November, 1948:

UNION'S LETTER TO THE GENERAL MANAGER

Dated 4th November 1949.

Dear Sir,

The D. T. S. Labour Union has decided to send its representatives to personally put before you the grievances of the staff. It is hoped that you would appreciate this and very kindly spare some time for this meeting.

Sd. Balak Ram,
General Secretary

GENERAL MANAGER'S REPLY

Dated the 8th November 1948.

To Driver Balak Ram,
Karol Bag Depot.

I have received your letter dated 4-11-48 signed by you as General Secretary of the D. T. S. Labour Union. I do not know that such a Union exists or that it has been recognised by the Government. Under the circumstances, though I cannot see you in the capacity of General Secretary of the so-called Union, I shall be prepared to meet you or some other representative of the D. T. S. staff in their individual capacity on any working day between 11 and 12 A. M. if you want to represent any grievances to me.

Sd. P. R. Puri,
General Manager,
D. T. S.

REGISTRATION OF UNION

Certificate of Registration of Trade Union

No. 127

It is hereby certified that the Delhi Transport Service Labour Union, Delhi has been registered under the Indian Trade Unions Act, 1926, this 8th day of February, 1949.

Sd. B. R. Seth,
Registrar,
Trade Unions,
Delhi.

LETTER TO THE GENERAL MANAGER

No. 5

Dated 21. 2. 49

Subject: Recognition of the Union.

Dear Sir,

This is to inform you that our Union has been duly registered under the name and style of 'Delhi Transport Union' and it is requested that it may be duly recognised by your goodself on behalf of the management.

Sd. Balak Ram,
General Secretary

Note of the General Manager on the Above Letter

Returned. Driver Balak Ram should send a copy of the aims and objects of the said Union.

Sd. Sita Ram, P. L. O.

Dated 24th March 1949.

LETTER TO THE GENERALMANAGER

Dated 2nd March 1949

Dear Sir,

In my letter No. 5 dated 21-2-49 it has been brought to your notice that our Union has been duly registered under the name and style of 'Delhi Transport Service Labour Union' and that it may kindly be recognised by your goodself, but as yet no reply has been received.

Besides this, I have to say that a few other reasonable letters sent to you on behalf of the Union have not brought any reply from you, which is very disappointing.

I hope you will kindly realise the rights of the labour class and will kindly (i) recognise our Union and (ii) be good enough to take the trouble of replying to our letters in future.

Sd. Balak Ram,
General Secy.

LETTER OF THE GENERAL MANAGER

(Addressed to Prof. Shibban Lal Saksena)

Dated 26th April 1949.

Dear Sir,

I am in receipt of your letter No. 42 dated 18-4-49 enclosing therewith constitution of the D. T. S. Labour Union. Unless a list of the members of the said Union is forwarded to us, the question of its recognition cannot be considered. You are, therefore, requested to forward the same as early as possible.

Sd. P. R. Puri,
General Manager
D. T. S.

LETTER ADDRESSED TO DRIVER BALAK RAM BY GENERAL MANAGER

Dated the 15th June, 1949.

Subject: Recognition of D. T. S. Labour Union

You are directed to produce the enrolment forms and subscription receipt books in respect of 507 employees of the D. T. S. who are claimed to be associated with D. T. S. Labour Union as its members for necessary verification. This should be treated as immediate.

Sd. P. R. Puri,
General Manager.

Note: The enrolment forms and subscription receipt books etc. were all shown to the General Manager immediately. Even then recognition has not been granted to the unions and a new condition has been imposed that the Labour Union and the Staff Association must be amalgamated before the question of recognition can be considered.

NATIONAL ARCHIVES OF INDIA

133
No. 573 - 0001/49
NEW DELHI, the 13th October 1949.

My dear Shibban Lal,

Thank you for your letter of the 10th October 1949 regarding the D.T.S. strike.

2. I do not know what locus standi Shri Ananthasayanam Ayyangar had in this matter and how far he was in a position to give any assurances. Apart from this, I have carefully read his letter; I do not find that he has made any commitment at all.

Yours sincerely,

Sd. Vallabhbhai Patel

Shri Shibban Lal Saxena, MCA,
13-1, Perosesah Road,
NEW DELHI.



13-E, Ferozeshah Road,
New Delhi, October 10, 1949

My dear Sardar Sahib,

Yesterday I wrote to you a letter about Kashmir. Today I am writing to you about the D.T.S. strike. I hope you are acquainted with the facts of the case as I had sent you a copy of the printed booklet about D.T.S. strike some time back.

The strike was called off on 15-8-49 on the intervention of Shri Ananthaswamy Ayyangar, who wrote a letter, copy of which is enclosed herewith, in reply to my letter to him dated 17-6-49 to place the matter before the Party. I am sorry to have to say that even though it is now full two months since the strike was launched, about 300 workers have not been still taken back to work.

I enclosed a copy of the letter which I sent to the Prime Minister on 12-6-49 along with the copy of Shri Ananthaswamy Ayyangar's letter dated 1-7-49 on the basis of which the strike was called off.

As I mentioned in the letter to the Prime Minister the condition of workers is pitiable and they are virtually starving. To identify myself with them in their deprivation I am taking only one meal per day since 14th Sept. as I mentioned in my letter to the Prime Minister. Today is the 17th day, but I have not disclosed this fact to anybody as I thought the Transport Minister would end the wrong of the workers without further delay, but nothing has been done since I last wrote to him on 15-9-49.

I had not wished to put upon you the strain which I refer to the Government bound to place upon you, but I thought I should inform you about the events which took place in your absence and in which, I think, I did everything which was possible to avert the strike and when it was forced upon the workers, to terminate it in a manner honourable to both sides. I think the Government must pay a tribute to the perfect discipline and non-violence with which the strike was conducted for 17 days. It must also pay a tribute to the patience and discipline with which the workers have behaved during the first 17 months since the strike was called off, despite the gravest provocation

P. S. S.

(2)

and continued starvation. It, therefore, pains me that Shri Gopalasthany Ayyanger and Shri Santhanam should not have responded to the workers' non-violence and fulfilled the assurances contained in Shri Annathasaynam Ayyanger's letter of 24-8-49 on the basis of which the strike was called off. I hope you will end the starvation of the workers by persuading the Transport Minister to allow them to resume their duties.

I would have personally come to you to explain the whole situation, but lest I should strain your delicate health, I have decided only to write this letter. If you want I will come whenever you desire me to meet you with all the papers in this connection.

Yours sincerely,

Chibhan Lal Saksonia
(Chibhan Lal Saksonia)

The Hon'ble
Sardar Vallabhbhai Patel,
Deputy Prime Minister,
New Delhi

135
25 Canning Lane,
New Delhi, 24-8-49

My dear Shibben Lal,

Your letter regarding the D.T.B. strike. I am sorry that you had not told me about it before it was started. It might have been easily avoided. The Service is a Public Utility one and the strike is causing great inconvenience to the public. You could have moved for the appointment of a conciliation officer in the first instance.

Let bygones be bygones. Please advise your men to join their duties immediately and avoid further suffering to themselves. I shall try to intervene and to get their matter considered by the Government. I hope and trust that the Government will not victimise or humiliate the workers.

After all, it is our Congress Government and its prestige is ours. It stands for the rights of labour and will render justice to the workers.

Yours sincerely,

Sd. M. Ananthasayanam Ayangar.



13-E Ferozeshah Road,

New Delhi,

23.8.49.

My dear Panditji,

I have already acquainted you with the D. T. C. strike situation in my letter of 12.8.49 and in the printed pamphlet about D. T. C. strike. The strike was called off on 25.8.49 on the intervention of Shri Ananthasayanam Ayyangar who wrote the letter, a copy of which is enclosed herewith, in reply to my letter to him dated 24.8.49, to place the matter before the Party.

I am deeply pained to have to inform you that the assurances contained in Mr. Ananthasayanam's letter have been flagrantly violated, and despite all efforts, Mr. Ananthasayanam has not succeeded in getting all the workers being allowed to resume duty. Out of 1,431 employees who went on strike, out of a total of nearly 1,500 employees of the D. T. C., about 1,200 were still on strike on 23.8.49, when the strike was called off on the 10th day and out of these 357 have not still been taken back on duty.

Tomorrow, full one month will have been completed since the strike was called off and 12 months since it was launched. The lawfulness of the strike has not been challenged. The Labour Ministry admitted this when they protested against the allegation that the Employment Exchange had supplied blacklegs to break the strike by saying that they had not supplied any blacklegs as the strike had not been declared idle.

Still, these 350 and odd D. T. C. workers have been kept locked out and have not been allowed to resume duty so far, despite all requests, entreaties and efforts both on my part and on the part of Mr. Ananthasayanam Ayyangar. You can imagine their condition. They are literally starving. Yesterday, I learnt that a worker's child died of starvation, because he could not provide her with milk in the required quantity for several days. I cannot bear the sight of the starvation of these workers, and I have therefore decided to take only one meal in 24 hours each day from tomorrow the 14th September until the starvation of these workers is ended. That is the least I can do to identify myself with their suffering. You can well imagine the agony that is in my soul at the flagrant violation by our Government of the solemn assurance contained in Shri Ananthasayanam Ayyangar's letter of 24.8.49, in reply to my letter of the same date, to place the matter before the Party.

The attitude of our Government has driven the iron in the soul of the workers and the Delhi Trade Union Congress and its Communist workers are trying to provoke the workers and to discredit the Congress and myself amongst them. So far, I have kept them under ~~strict~~ complete control and discipline. But, if our Government continues its present attitude, I will lose control over them, and I know not what will happen.

I would, therefore, appeal to you to kindly intervene ~~in~~ in the matter and resolve a dangerous situation by ordering justice to the poor D. T. C. workers as promised in Shri Ananthasayanam's letter.

Yours sincerely,

The Hon'ble Pt. Jawaharlal Nehru,
Prime Minister,
New Delhi.