Chapter 7
INDUSTRIAL RELATIONS IN SOUTH CENTRAL RAILWAY

Labour-Management relations in general and Trade Union policy in particular have tended to become major conditioning factors in any labour-oriented organisations. Industrial peace and prosperity as well as productivity are largely dependent on harmonious relations between the employees' unions and the management. In a public utility service undertaking like Indian Railways in general and South Central Railway in particular, union-management relations play a crucial role in realising the objectives of the undertaking.

According to V.V.Giri, former President of Indian Republic who also served as the President of All India Railway Men's Federation (AIRF) for two times (1927-37) and (1944-46) “trade unions are voluntary organisations of workers formed to promote and protect their interests by collective action”.¹

With the emergence of employees unions in Indian Railways, the management's role in personnel management or Human Resource Management underwent a basic transformation. If there are no unions or there are only sleeping unions or interactive trade unions, it would be a child's play for the management to take unilateral decisions without caring for the interests of the employees. Hence the employees unions should be setup to enable the employees to protect themselves from the arbitrary
decisions of the management. In this regard, the Indian Railways employees have not lagged behind any of their counterparts in other organisations.

Public sector undertakings are run as departmental and non-departmental form of undertakings and departmental undertakings are under the total control of the government i.e., state or central and the concerned ministry will be the head of such organisation. Non-departmental undertakings may be in the form of joint stock company or may be autonomous body established under specific statutes or Companies Act. Industrial relations policy in public sector varies between different categories of enterprises viz., those administrated and operated by ministries of government and the industries run by the statutory provisions. Railways are, directly by the ministries concerned.

Relations with which employees are concerned are governed by the rules and regulations of the respective department, instead of Industries Disputes Act. Thus, with the specific feature and importance, it became necessary to examine, the status of Human Relations in Indian Railways.

INDUSTRIAL RELATIONS – RECOGNITION & VERIFICATION: ²

Healthy industrial relations imply free collective bargaining, which in turn demands strong bargaining agents for maintaining a balance of
power between the employers and the workers. With the capital and power at their command the employers on the whole are inherently powerful and do not depend on external sources of strength. However, the bargaining agents on the other side of the table viz., the trade unions in India are known to be weak in comparison to them. This situation places the employees in a dominant position where from they can refuse to recognise a union even when it enjoys overwhelming support of the workmen. The non-recognition of a union weakens it further and thus is set in motion the vicious circle of imbalance of power. It is in this context that the subject of trade union recognition has to be viewed by the concerned parties who are genuinely interested in maintenance of healthy industrial relations. In Indian Railways the AIRF and the NFIR are the two unions recognised by the Board of Management of Indian Railways.

B. TRADE UNIONS IN INDIAN RAILWAYS:

The failure of individual workers to meet their genuine demands in their independent capacities, because of their low bargaining strength compared to that of management, led them to form into groups. It is for this reason that unions, associations and federations have been formed to promote physical and psychological well being of the employees through collective bargaining. Trade union figures in all dealings between the worker and the management, ranging from the smallest dispute at the grass-root level to major negotiations on pay scale, work loads and bonus to seek
solutions through different means including collective bargaining. Thus, trade union is an important member of collective bargaining as it presents problems of the employees to the management for finding solutions to them.

ORIGIN & DEVELOPMENT OF EMPLOYEES' ORGANISATIONS:

Though the Railways had their beginning in as early as 1853 in India, an organisation for railway employees was started only in 1897 under the name of 'National Union of Railwaymen of India and Burma.' This union which was formed subsequent to a strike conducted by guards in the same year, was essentially a union of European and Anglo-Indian staff and was more 'a mutual benefit and insurance society than a regular trade union'.

It was only after 1918, many railway unions sprang up and as in other fields, many social, economic and political factors – chief among them, the intense dissatisfaction amongst railway men over the rise in prices in the face of stationary wages – were responsible for this development. The Madras and Southern Maharatta Railway Employees' Union (Southern Railway) was one of the earliest railway trade unions, in modern sense, started in 1919. Many strikes were organised on different railways during 1920s. Sometimes purely economic and sometimes a combination of both economic and political causes have a led to these strikes.
In 1921, an All-India Railwaymen’s Conference was held in Bombay and in this Conference a proposal to start an All-India Federation for railwaymen was first discussed. However, it was in April 1924, a committee had been appointed with Sri. N.M.Joshi as Chairman and Sri. V.R.Kalappa as Secretary to take steps for the formation of federation. The Committee carried on a lot of propaganda and the federation had been formally brought into existence on the 16th February 1925 when the All-India Trade Union Congress had their sessions. A retired railway officer, Sri Chandrika Prasad, was elected President and Mukund Lal Sarkar, General Secretary of the Federation. Sri. N.M.Joshi and V.V.Giri, along with two others, were elected Vice-Presidents. Between 1925 and 1930 a number of strikes had taken place to protest against wage-cuts, retrenchment, discrimination and ‘oppression’ of railway administrations. The AIRF intervened in some of these strikes to bring about a negotiated settlement. The Central Legislative Assembly was made use of by the Federation for the ventilation of railwaymen’s grievances. In 1930, the Federation was granted recognition and during that year, the practice of periodical discussions with the Federation was also started. The outstanding benefits that accrue to railwaymen as a result of these discussions were reported to have been new leave rules, revised pay scales for lower categories of the staff and liberalisation of rules regarding working hours and periodical rest. The AIRF had also taken initiative to bring about unity between the two trade union factions represented by All-India Trade Union Congress and Indian Trade
Union Federation and for this purpose a sub-committee consisting of Sri Jamnadas Mehta (President of AIRF), Sri V.V.Giri (Vice-President) and others was formed.\textsuperscript{14}

As stated above many railway unions came into existence during the period 1918-21. But with the return of normal conditions since 1925, some unions had disappeared. The union movement revived during and after the great depression of 1930 and since then it had made a steady progress. The unions which were in existence by the time of the enquiry of Royal Commission on Labour were actively looking after the interest of their members and the commission remarked that they "show promise of improved organisation and usefulness".\textsuperscript{15} The successful efforts of the unions and their leaders in improving the conditions of their employees are revealed in the following statement given by the Royal Commission. "There can be no doubt that within the last few years, the appointment of special establishment and employment officers and other movements for the improvement of labour conditions on Railways have been due in a large measure to the sustained pressure of trade union executives".\textsuperscript{16} Regarding the AIRF the Commission said: "the AIRF in particular, though not a registered body under the Trade Unions Act, has been taking an active part in collective bargaining with Railway authorities. Having affiliated unions of the Class I Railways and with an alleged membership of one lakh, it has been able to exercise considerable influence, and arrangements have been made for half-yearly conferences..."
with the Railway Board for the discussions of matters affecting wages and conditions of service of Railway employees as a whole.\textsuperscript{17}

The economic crisis of 1930 resulted in retrenchment and a new lower scale of pay for post-1931 entrants into railway service. The Murphy Court of Inquiry was appointed to consider the problem of retrenchment. The AIRF had to threaten a strike in 1931. The threat had some effect on the Government and the severity of retrenchment was toned down to certain extent. Nothing could, however, be done about the downward revision of pay scales for new entrants.

The AIRF again sprang into prominence during the Second World War years. With the outbreak of the war, prices began to rise and workers demanded dearness allowance to compensate for the rise in prices. The Rao Court of Inquiry was appointed on the demand of AIRF to enquire into the issue and the dearness allowance was paid according to the recommendations of the Court of Inquiry. The AIRF could succeed in getting another increase in dearness allowance when there was further rise in the cost of living in 1942. The railway grainshop organisation was started in 1943 to supply food grains and other essential commodities to railway workers at subsidised prices and this decision was taken in consultation with the AIRF. In fact during the war years, the Government were so keen on avoiding discontent and dislocation on the railways. That they made it a regular
practice to consult the Federation on all questions relating to the terms and conditions of service of railwaymen. From time to time the system of supply of essential commodities at concessional rates was liberalised and expanded in consultation with the Federation.

With the end of the war in 1945, railwaymen had to face certain problems - problem of continuous rise in prices; problem of retrenchment of workers recruited on a temporary basis during war years. These two, among others, led to intense discontent and in 1946, the AIRF served a notice of strike. The strike notice included the demands like adequate dearness allowance, revision of scales of pay and other service conditions; reduction in hours of duty and the most important and urgent was 'no retrenchment of 250,000 railway workers' declared to be surplus by the Railway Board. But the strike did not take place and "for the first time the Railway Board had to yield seeing the massive organisations and demonstrations of Railwaymen" – Retrenchment was stopped and a tribunal under the chairmanship of Justice Rajadhyaksha was appointed to adjudicate on the hours of employment, rest period, leave, etc. At about the same time, the Government appointed a Pay Commission for all Central Government employees.

**SINCE INDEPENDENCE:**

The implementation of the recommendations of the Pay Commission from January 1, 1947 no doubt affected an upward revision of the pay scales.
of railwaymen and brought about uniformity in the terms and conditions of railway service throughout the country. But the implementation, however, led to a number of anomalies and there were disputes about classification of staff. In response to the demand of the Federation, Joint Committees were appointed by the Railway Board to decide these questions. The Federation also succeeded in getting the extension of provident fund benefits to about 600,000 railway workers at about the same time.

These concessions did not satisfy railway workers as there were large numbers of workers in various categories, more particularly in Class III with long years of service to their credit, who were not benefited much from them. The discontentment continued to grow and in 1949, the Federation was compelled to think again in terms of a strike. The left wing elements (particularly communists and their sympathisers) in railway unions and in the Federation were particularly keen about the strike, "as the Communist Party of India by then begun its war against the Nehru Government which, according to the Government evaluation of that period, was nothing better than a lackey of British imperialism." The Government granted an increase of Rs.10/- in dearness allowance. But this sum did not enable the workers to have their real earnings at pre-war level. Consequently some unions which were dominated by left wing elements did not like the decision of the Federation against the strike and decided to go ahead in accordance with the resolution passed earlier by the AIRF. The strike was begun on March 9,
1949. In some places in the South and the East they were able to bring about some dislocation. The Government took stern measures against the strikers and those who incited them. About 3,000 workers were arrested and about 600 workers were reported to have been dismissed from service. It is relevant to note here the resolution adopted at the 23rd session of the All India Trade Union Congress held in Bombay in 1949, about this strike:20 The session condemns the brutal fascist terror let loose by the Government to suppress the strike led to the differences between the Communist and Socialist groups of AIRF. The socialist leaders of AIRF have been characterised as "strike-breakers and despicable agents of the police." The resolution further says: "No longer can railwaymen depend on the Socialist leaders and the AIRF to lead their battle." Accordingly, the 23rd Session of All India Trade Union Congress decided to call a conference of railway unions "to form a central fighting organisation of Indian railwaymen." The Working Committee of the All India Trade Union Congress was asked to fix the date and the place of the conference. However, they did not succeed in their attempt to form a rival federation. Meanwhile, the AIRF expelled the unions under communist control for "their gross breach of discipline" in organising the strike.21

About this time, there emerged another and more serious challenge to the representative character of the AIRF. It was a challenge posed by the Unions under the influence of congress party. After the
formation of Indian National Trade Union Congress efforts have been made to form a rival federation for these unions. The report submitted to the sixth annual session of the Indian National Trade Union Congress stated: "The Indian National Trade Union Congress felt that its general policy and approach on the labour problems as also in regard to the methods of tackling the problems of railwaymen were basically at variance with those of the old Federation." In accordance with this, a new federation under congress leadership was formed in 1948, under the name, the Indian National Railway Workers' Federation, which was recognised by the Railway Board in November, 1949. The labour leaders Sri Kandubhai Desai and Sri Hariharanath Sastri took active interest in organising this Federation. By the end of 1949, the unions affiliated to the Indian National Railway Workers' Federation and recognised by the administration were: (a) Great Indian Peninsular National Railway Workers' Union, (b) Bombay, Baroda and Central India Railway Employees' Association, (c) Eastern Punjab Railway Staff Union, (d) Oudh and Tirhut Railwaymen's Union and (e) East India Railwaymens' Congress. By the end of December, 1949, the Indian National Railway Workers' Federation claimed a total membership of 145,000. The Indian National Railway Workers' Federation. It was claimed, had fairly strong unions on five out of nine state railways.

With the starting of Indian National Railway Workers' Federation serious rivalries started in the railway trade union movement. The AIRF
which has already established its position, challenged the existence of the Indian National Railway Workers' Federation. Vile and vicious propaganda was carried on by both the Federation against each other. Further, though it was challenged and threatened by AIRF, the President of Indian National Railway Workers' Federation (Sri Hariharanath Sastri) was appointed one of the members of Joint Advisory Committee in 1949.

When the state railways were integrated into the Indian Government Railways in 1951, there arose the problem of improving the wages and working conditions of the state railway employees on par with the employees of Indian Government Railways. The Federations took up this issue. In 1952, the Government of India set up a committee inclusive of labour leaders with a view to considering the merger of dearness allowance with the basic pay. The committee recommended the merger of 50% of dearness allowance with basic wages which was accepted and implemented by the Government.

After a few years of parallel working of the two federations, attempts had been started for uniting them with a view to strengthening the bargaining power of railway workers. The AIRF and its President Sri Jaya Prakash Narain took the initiative to arrange for merger of AIRF and Indian National Railway Workers' Federation. And ultimately in 1953, the Federations came together and formed a new organisation called the National
Federation of Indian Railwaymen (NFIR). But this unity did not last long and ultimately the two Federations fell apart. The efforts made in arrive at unity at different times and how they failed will be dealt with in a separate section “Inter-Union Rivalry and Unity Efforts”.

With the reorganisation of railways into zonal railways, the unions on different railways had been merged. With the unity agreement (1953) arrived at between AIRF and Indian National Railway Workers’ Federation the respective affiliated unions were also directed to take measures so as to achieve unity at zonal level and to ensure that only one union functions on each Railway. But this was not realised on zonal railways and all efforts made in this direction failed.

The Central Government employees were not satisfied with the recommendations of the Second Pay Commission. The AIRF took the lead in organising a Joint Council of Action to represent their case effectively to the Government. The series of negotiations held with the Government failed and finally the Joint Council of Action launched an All-India Strike from the midnight of the 11th July, 1960. The NIFR and all other organisations belonging to the Congress Party actively opposed the strike.

The AIRF lost its recognised status after the strike of July, 1960 for a period of 14 months and its organisations suffered in many ways. But
the Federation claimed this period as one of vindication of its policy and the faith that railwaymen had always place in it. Only three (belonging to the Eastern, North Eastern and North East Frontier Railways) Unions of those affiliated to the AIRF and recognised by the administration managed to retain their recognised status through legal action. The AIRF was recognised in 1961 and by 1962, the signs of new life for the Federation and the affiliated unions were visible reflecting more membership.

Thus the two federations – AIRF and NFIR – have ultimately come to stay with their affiliated unions on each zonal railway and they are functioning competing with each other for support and loyalty of railwaymen. (Vide Table 7.1)
<table>
<thead>
<tr>
<th>S. No</th>
<th>Name of the Railway</th>
<th>Name of the Affiliated Union</th>
<th>Head Quarters</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Western Railway</td>
<td>Western Railway Employees Union</td>
<td>Bombay</td>
</tr>
<tr>
<td>2</td>
<td>Central Railway</td>
<td>National Railway Mazdoor Union</td>
<td>Bombay</td>
</tr>
<tr>
<td>3</td>
<td>Northern Railway</td>
<td>Northern Railwaymen's Union</td>
<td>New Delhi</td>
</tr>
<tr>
<td>4</td>
<td>Eastern Railway</td>
<td>Eastern Railwaymen's Union, Metropolitan Transport Project, Railwaysmen's Union,</td>
<td>Varanasi</td>
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<tr>
<td></td>
<td></td>
<td>Chittaranjan Locomotive workmen's Union</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>South Eastern Railway</td>
<td>South Eastern Railwaymen's Union</td>
<td>Calcutta</td>
</tr>
<tr>
<td>6</td>
<td>South Central Railway</td>
<td>South Central Railway Mazdoor Union</td>
<td>Secunderabad</td>
</tr>
<tr>
<td>7</td>
<td>Northeast Frontier Railway</td>
<td>Northeast Frontier Railway Mazdoor Union</td>
<td>Gauhati</td>
</tr>
<tr>
<td>8</td>
<td>Southern Railway</td>
<td>Southern Railway Employees Union, Integral Coach Factory Workers Union</td>
<td>Madras</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Integral Coach Factory Employees Union</td>
<td>Madras</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Wheel and Axle Plant Karmika Sangha</td>
<td>Bangalore</td>
</tr>
<tr>
<td>9</td>
<td>North Eastern Railway</td>
<td>North East Railway Mazdoor Union, Diesel Locomotive Workmen's Union</td>
<td>Gorakhpur</td>
</tr>
<tr>
<td></td>
<td></td>
<td>North Eastern Railway Employees Union</td>
<td>Varanasi</td>
</tr>
</tbody>
</table>

**SOURCE:** Indian Railways and South Central Railway Annual Reports from 1990-91 to 1999-2000.
The recognised unions are allowed to attend and participate in the following meetings:

i) informal meetings with the administration;

ii) formal meetings on payment items at the divisional level with Divisional Accounts Officer or Divisional Personnel Officer once in a month;

iii) P.N.M. meetings at different levels; and

iv) J.C.M. meetings at the Railway Board level.

(ii) Evolution of Trade Unions in South Central Railway

The South Central Railway management has recognised two Employees' Organisations viz.,

i) South Central Railway Employees Sangh (SCRES) affiliated to N.F.I.R.

ii) South Central Railway Mazdoor Union (SCRMU) affiliated to AIRF.

GENESIS AND GROWTH OF TRADE UNION MOVEMENT IN SOUTH CENTRAL RAILWAY

The genesis of trade union movement in South Central Railway (earlier to its formation) dates back to 1927 when Nizam State Railway Employees' Union was established against inhuman treatment of foremen of carriage shop and poor service conditions in the railway organisation. The then Government of Hyderabad purchased this railways from Madras Railway
Company during the year 1930. The payment of bonus to certain categories of employees (members of provident fund) by the Government caused much dissatisfaction among the railwaymen. The Nizam State Railway Union organised strike for 28 days in 1930. However, it was not until 1950-51 that the railway trade union movement was said to be constructive in South Central Railway. The difference of opinion in the leaders and their political ideologies led to the division of Nizam State Railway Employees' Union into Hyderabad State Mazdoor Sangh and Hyderabad State Trade Union Congress, with effect from April 1, 1950. The Railway employees working under Nizam State Government were declared as the employees of the Central Government. The reorganisation of Indian Railways took place in the year 1951 which resulted in the creation of nine zones. In the process of transformation, the Central Railway was created by merging the three railways viz., Nizam State Railway, Barsi Light Railway and Gwalior State Railway. Consequently, the Hyderabad State Mazdoor Sangh was merged with Central Railway Mazdoor Union and the Hyderabad State Trade Union Congress was merged with Central Railway Employees Sangh. This merger took place in the year 1953. As a further step in facilitating the service, further regrouping of railways was took place in 1966. In the process, the Secunderabad Division of the Central Railway had become a part of the South Central Railway, Secunderabad, having become the headquarters of South Central Railway, Railway Trade Unions at Secunderabad automatically became the central organisations of the South Central Railway Unions. The
Central Railway Union was named as South Central Railway Mazdoor Union and the Central Railway Employees Sangh was named as South Central Railway Employees' Sangh.

At present, the South Central Railway has two employees' organisations with its branch unions at Secunderabad, Vijayawada, Hubli, Hyderabad and Guntakal.

The success of a trade union depends on sound leadership, strength of its members in terms of number and active participation in trade union activities, its financial soundness and cooperation and coordination among unions. In view of this fact, an attempt is made to assess the strength of AIRF, NFIR in general and SCRES and SCRMU in particular.

FACILITIES GRANTED TO THE RECOGNISED UNIONS UNION ACTIVITY DURING OFFICE HOURS

Railway employees who are union office bearers, are expected to put in full day's work, while on duty, just as other Railway employees. No 'offs' are to be allowed during working hours for the purpose of union activities. Normal union work should be carried out outside office hours. However on special occasions, in event of emergency, office bearers of the recognised unions may be allowed to leave their place of work for reasonable
periods. The time thus spent should be treated as duty. It, however, does not impose any ban on such an office bearer from discussing matters with the administration by prior appointment.\textsuperscript{30}

<table>
<thead>
<tr>
<th>(a) Facility of card passes</th>
<th>(i) One Card Pass in favour of four specified office bearers of the Union over the Division and up to the head quarters of the railways</th>
<th>(i) A Card Pass in favour of any four specified office bearers of each branch over the jurisdiction of the branch and available up to the Divisional Head quarters</th>
</tr>
</thead>
<tbody>
<tr>
<td>(i) Four Card passes in the name of office bearers nominated by the union.</td>
<td>(ii) Six sets of Cheque passes will be issued as and when necessary on requisition made by the Divisional Secretary to the Divisional Railway Manager available within the Division.</td>
<td>(ii) Four single journey passes will be issued for each branch Union for journey between the branch and the headquarters of the Railway.</td>
</tr>
<tr>
<td>(ii) Two card passes in favour of 'One office bearer of the Union.</td>
<td>(iii) One more Card pass is also issued to a Central Office bearer who is looking after the workshop division. These passes will be all over the Zonal Railways.</td>
<td>(iii) Six sets of passes will be similarly granted, which will be similarly granted, which will be available on the Division and up to the head quarters of the Railway.</td>
</tr>
</tbody>
</table>

Passes for meeting of Zonal Unions:- Passes will be issued to all members of the Working Committee for meetings of the Working Committee. As far as meetings of the General/Central Council and the General Body are concerned, special casual leave and passes will be granted at the rate of one for every 1,250 members.
Special Casual Leave will also be granted to delegates availing of their own passes for PTOs subject to the condition that the number of delegates to whom special casual leave is granted does not exceed the number at the rate of one for every 1000 members for meetings of the General/Central Council and the General Body. These facilities will be granted for not more than 5 meetings in a year of all the Bodies together.

MEETINGS OF THE DIVISIONAL COMMITTEES :- Passes and special casual leave will be granted to all the Members of the Divisional Executive Committee for two meetings. In respect of two more meetings, which would be held in conjunction with meetings under the P.N.M. they would be allowed to avail of an extra day of special casual leave or after the P.N.M. Meetings.

MEETING OF THE BRANCH COUNCILS :- Five members in addition to office bearers will be granted special casual leave for one day for six meetings in a year.

ACCOMMODATION :- Accommodation is to be provided to the Union for running their officers on usual payment of rent etc., provided it is available.

PROVISION OF TELEPHONE :- Facility of Railway Telephone is allowed to recognised Unions provided room is available on the exchange
and railway working is not hampered by providing of such a telephone on recovery of necessary charges.\textsuperscript{31}

**DEPUTATION OF RAILWAY SERVANT AS FULL-TIME PAID UNION WORKER**

A Railway employees should be permitted by the G.M. of Railway at his discretion to accept employment as full time paid official of a Union.

The Railway Board have decided that:

(a) Normally the period of deputation of a railway servant to a recognised union should be for a period of not less than one year;

(b) Such deputation should continue for a period of 3 years whereafter the case should be examined on merits and the continued deputation should be permitted only where obligations arising out of deputation are complied with by the Union concerned.

The Board have further decided that foreign service contribute towards Pension/P.F./Gratuity etc. will not be realised in respect of the following number of office bearers of AIRF and officiates of AIRF brought under deputation.
TRANSFER OF RAILWAY EMPLOYEE WHO IS THE OFFICIAL OF THE TRAE UNION:

Any proposal for transfer of an office bearer of a recognised Trade Union should be communicated by the Railway Administration to the Divisional Secretary of Union concerned and the Union allowed to bring to the notice of the Divisional Officer and if necessary, later to the General Manager any objection that they may have against the proposed transfer. If there is no agreement at the lower levels, the Division will write to Headquarters office and the decision of the General Manager would be final, Sufficient notice should be given to the Union of a proposed transfer so that the Union can make alternate arrangement for carrying on work on making a representation against the proposed transfer. 32

In the case of usual periodical transfers, however, where it is decided after consideration of the appeal by the General Manager not to cancel the transfer may be allowed to pend till the next election of the Union Office Bearers subject to a maximum considerations ordered in public interest.33

In the case of an employee who is transferred at his own request there is no need to follow the usual procedure. It is for the employee himself to satisfy the Union to which he belongs.34
In case of an employee being transferred on promotion, the Union need only be informed about the proposed transferred on promotion, the Union need only same unless the employee wishes to refuse promotion. A senior employee need not be transferred in preference to the one promoted in order to accommodate the Trade Union office bearer on promotion at that station itself unless this course of action is otherwise feasible.35

Transfer of an employee having been rendered surplus at a particular station should be treated in the same way as above.36

If a Trade Union office bearer has to be transferred because of being involved in a special Police Establishment case, the Union concerned may only be advised of the transfer. Any representation the Union makes may be considered, but it is not necessary to keep the transfer in abeyance for this purpose.37

In case of transfers from one section/department to another in the same office, there is no need to give notice to the Union before hadn. However, the union may be informed about the transfer at the time of effecting such transfer. In the case of transfer to another office located at a distance but within the same area at the same station, usual procedure may be followed.
OTHER FACILITIES

The other facilities provided are:

(a) The recognised unions are permitted to hold meetings within the Railway premises and facilities are afforded to collect subscriptions near the place of payment.

(b) Copies of circulars on personnel matters are endorsed to the recognised unions.

(c) In order to educate the workers on labour relations, workers nominated by the Unions are permitted to attend the Worker Teacher Course sponsored by the Central Board of Workers' Education.

(d) Separate Notice Boards are provided to both Unions.

MEMBERSHIP:

Size of membership is an important index to decide upon the bargaining power of a trade union. The strength of the trade union and its financial stability is, largely, influenced by the membership. The number of members allowed to represent the collective bargaining meetings also depends upon the size of membership. Further, trade unions generally confine their activities to disputes and bargaining as well as on displaying their strength by strikes, gheraos, processions and so on. This enumerates the significance of the size of trade union.
Two federations have been working in Indian Railways to ventilate the employees' discontent to the railway administration.

The AIRF, has between 60 to 65 percent of manpower as members in their union, which shows the strength of the union in Indian Railways. The NFIR, which is another competitive union has 35 to 40 percent membership of the manpower of Indian Railways. Since, these two are only the strong unions in Indian Railways, the management i.e., The Railway Board, has an opportunity to improve the level of manpower by achieving the corporate goals. (Vide Table 7.2)
## TABLE 7.2
MEMBERSHIP IN AIRF AND IN SCRMU

<table>
<thead>
<tr>
<th>Year</th>
<th>Manpower in Indian Railways (in Lakhs)</th>
<th>Membership in AIRF (In Lakhs)</th>
<th>Manpower in South Central Railway</th>
<th>Membership in SCRMU, SCR</th>
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<tr>
<td>1990-91</td>
<td>16.52</td>
<td>10.03</td>
<td>1,28,980</td>
<td>82,510</td>
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<td></td>
<td></td>
<td>(60.76)</td>
<td></td>
<td>(63.97)</td>
</tr>
<tr>
<td>1991-92</td>
<td>16.54</td>
<td>10.19</td>
<td>1,27,870</td>
<td>83,102</td>
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<tr>
<td></td>
<td></td>
<td>(61.61)</td>
<td></td>
<td>(64.98)</td>
</tr>
<tr>
<td>1992-93</td>
<td>16.46</td>
<td>10.16</td>
<td>1,27,500</td>
<td>53,402</td>
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<tr>
<td></td>
<td></td>
<td>(61.77)</td>
<td></td>
<td>(65.41)</td>
</tr>
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<td>1993-94</td>
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<td>(67.48)</td>
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<td>16.02</td>
<td>10.37</td>
<td>1,26,140</td>
<td>86,680</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(64.78)</td>
<td></td>
<td>(68.71)</td>
</tr>
<tr>
<td>1995-96</td>
<td>15.87</td>
<td>10.36</td>
<td>1,25,630</td>
<td>86,930</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(65.32)</td>
<td></td>
<td>(69.19)</td>
</tr>
<tr>
<td>1996-97</td>
<td>15.84</td>
<td>10.36</td>
<td>1,26,880</td>
<td>87,350</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(65.46)</td>
<td></td>
<td>(68.84)</td>
</tr>
<tr>
<td>1997-98</td>
<td>15.79</td>
<td>10.36</td>
<td>1,26,018</td>
<td>86,824</td>
</tr>
<tr>
<td>1998-99</td>
<td>15.82</td>
<td>10.23</td>
<td>1,23,643</td>
<td>84,321</td>
</tr>
<tr>
<td>1999-2000</td>
<td>15.81</td>
<td>10.30</td>
<td>1,23,256</td>
<td>84,204</td>
</tr>
</tbody>
</table>

**SOURCE**: Indian Railways and South Central Railway Annual Reports from 1990-91 to 1999-2000.
In South Central Railway, South Central Railway Mazdoor Union (SCRMU) has between 64 percent and 69 percent membership of the workforce in the zone. Thus, the AIRF at national level and the SCRMU at zonal level, has strong hold in the organisation. As the management is maintaining harmonious relations with these unions, it will ensure healthy relations. The factors which will depict the status of a healthy human relations in an organisation are mandays lost due to strike and lockouts or any other variables, like the productivity trends are being examined.

TRADE UNION LEADERSHIP:

The success of collective bargaining depends, largely, on the nature of leadership of the employee organisations as efficient leaders at all levels are fully conversant with the latest rules and regulations covering the workers' service conditions. But the trade union leadership in India owes its origin to the leaders of National Movement inspired by political thought and thereby to the endeavour of the outsiders with benevolent outlook. Outside leadership also gained momentum in Indian Trade Union movement due to non-availability of efficient, dynamic and committed leaders from the rank-and-file to serve the interests of workers. The other factors responsible for the slow growth of internal leadership are low educational standards of employees, lack of knowledge about the labour laws, poor economic status and victimisation of employees, 'the reluctance and hostility of the employer
The important problems with the outside leaders are that they cannot represent the workers' problems as accurately and efficiently as in collective bargaining and bring extraneous considerations in labour-management relations.

But an analysis of the leaders who occupied positions in various trade unions of Indian Railways shows that the leadership of AIRF, SCRES and SCRMU has been drawn from within the organisation while that of NFIR is dominated by outsiders which is a limitation to the success of collective bargaining in Indian Railways. However, the success of collective bargaining is dependent on other factors like the membership of the unions.

NEED FOR FINANCE:

A trade union is an organisation of members who are workers and come together for the purpose of improving their living standards primarily through improvement of their service conditions. In the Indian conditions, the aspect of finance has not received as much attention as it deserves and this has stood in the way of the trade unions emerging as strong self-sustaining organisations. An outlook that the Indian workers are poor and cannot afford payment of adequate subscription, has inhibited the building up of a strong financial base.
Another important aspect to be remembered with regard to trade union finance is that it is not enough that a trade union has sufficient income, but it has also to see that the money is wisely spent and properly accounted to.

PRESENT STATE:

It has been established that the income of many unions in India in general and Indian Railways in particular is very low and that collection is irregular. The offshoot has been that not all the workers pay subscription. This situation has arisen to a certain extent due to the poor prescription of minimum membership and subscription rate fixed by the Trade Union Act, 1926.44

SOURCES OF INCOME:

The main sources of income of a trade unions in Indian Railways are:

1. Membership fee (subscription)
2. Admission fees
3. Donations
4. Special levies
5. Interest on Investments.
INTER UNION RIVALRY

It has been laid down in the Trade Union Act, 1926, that "any seven or more members of a Trade Union may, by subscribing their names to the roles of the Trade Union and by otherwise complying with the provisions of this Act with respect to registration, apply for registration of the Trade Union under this Act".\textsuperscript{45} This provision in law has led to the formation of multiplicity of unions and resulted in inter-union rivalry in different industries.\textsuperscript{46}

The main purpose of formation of employees' union is to bring unity among the workers and to improve its bargaining power, but it is defeated due to the emergence of multiple unions. However, the Union strength can be improved through common understanding, mutual faith and trust among the unions functioning in an industry; but it is a very rare phenomena in practice in India. The objectives, methods, policies and procedures, attitudes of the leaders and approach in tackling employee problems of each union differ from that of the other. These differences among the unions, result in inter-union rivalry. But inter-union rivalry breaks the very purpose of employees' organisations by weakening the strength of collective bargaining.\textsuperscript{47} Hence, absence of inter-union rivalry is an essential prerequisite for effective bargaining strength of unions.
In view of this, an attempt is made to study the union rivalry in Indian Railways and South Central Railway with affect the working of collective bargaining in the railways.

INTER-UNION RIVALRY IN INDIAN RAILWAYS:

It is interesting to know that prior to independence there was one Federation i.e., AIRF, working for Indian Railwaymen. But personal, political and communal factors marred the unity among the railwaymen. The internal disputes led to think on new lines to form another independent railway federation. Leadership conflicts, religious factors further aggravated the feelings of the railwaymen. This trend continues upto 1946. According to the report on National Commission on Labour, 1969, a number of unions split into separate unions in railways because of political considerations.48 Thus, the existence of rivalry caused much disaster not only to the railway trade union movement but also to the unity and homogeneity of railwaymen.

The difference of opinions that arose among the leaders of AIRF helped the Indian National Trade Union Congress and the Indian National Congress to form a rival federation in Indian Railways in the name of Indian National Railway Workers' Federation (INRWF) by bringing a split in the existing unions in the zonal railways. This happened immediately after the attainment of Independence.
An attempt was made in 1953 by the then Railway Minister to unite the two federations which culminated in the formation of National Federation of Indian Railwaymen (NFIR). Difference of opinions between the leaders of the two groups i.e., AIRF and INRWF arose in 1956 which led to the separation of AIRF from NFIR. In another attempt the Government again made a unity move in 1959. This proposal was, however, rejected by both the federations. Since then, AIRF and NFIR along with their affiliated unions, continued to be the recognised as the spokesmen of railway labour.

Though the federations in the beginning worked hand-in-hand, difference of opinions developed at a rapid rate after 1960's which was mainly due to difference in approaches and the methods applied by the two federations in resolving the employees' issues. The Union rivalry among the two federations reached the climax during 1968-70. For instance, when the AIRF proposed to support the Central Government Employees' strike held in 1968, NFIR rejected the idea. Another major instance which shared the union rivalry was boycotting the General Strike of 1974 by NFIR. The NFIR criticised the AIRF that it "built up a platform of all political opposition parties and tried to involve the railwaymen deeper and deeper into a political agitation of far reaching implications. The situation developed fast into a political movement using the railwaymen's demands as a spring board". While the AIRF criticised that though the NFIR originally agreed to associate itself with the strike, it did not participate in the strike to get the advantage of
the situation by playing in favour of administration. Thus, the major cause for failure of the above two historical strikes was mainly due to the disunity, disharmony and non-cooperation between the two federations which was the result of the union rivalry.

Even at the South Central Railway headquarters level and its divisions, there has been wide militancy between actions of SCRMU and SCRES due to inter-union rivalries. SCRMU and its branch unions in the different divisions of South Central Railway organised and participated in many struggles like 'token strike' held on 19th September, 1968 'Firemen Agitation' in Vijayawada Division in 1968 (for justful demands of the Firemen), General Strike held in May, 1974 and strike of public sector undertakings in January 1981. The other union did not extend its cooperation to SCRMU during these strike periods and in other agitations organised by SCRMU. In all the above situations organised by SCRMU struggled against injustices caused to the railway employees.

The rivalries among the two federations at the apex level of railways and their affiliated unions at the zonal might have weakened the power of bargaining of the federations and the two unions in one way or the other. This is mainly due to non-cooperation and coordination between the trade unions in railways.
The researcher has made personal interviews with concerned people in the organisation of human relations in South Central Railway. Majority of the members have expressed their confidence on their union leaders in solving their problems favourably. Further, the employees also pointed out that, personnel officers and welfare officers are also being quite helping and favourable in attending to their problems. Thus, all the employees of group C and D have total satisfaction in human relations.

Union leaders have also expressed that their members are require cooperative and integrated which have helped them in the process of redressal more amicably. Further, they pointed out that, management have no negative approach in solving the employees problems and the procedural implications are the only bottlenecks in this regard. For an inquiry regarding the duration of time taken in redressal of the problems, they said, for routine problems which need to be settled in usual manner do not take much time in the meetings and those problems which need an in-depth examination of the problem is referred to the next session after three months. However, they mentioned that, problems are solved to the best Railways ability, but the time taken in this process need to be reduced, for which attempts are made.
With a view to providing a free flow and exchange of ideas on the running and shaping of enterprise of railways, a Joint forum called Corporate Enterprise Group (CEG) consisting CRB Members, Secretary and Addl. Members of the Railway Board as well as 3 representatives of each of NFIR and AIFR, was setup in the Ministry of Railways in 1972. It was felt that the labour leadership, with its wide base of communication at grass-roots would be able to provide access to view points at the working level and enhance contribution to corporate effort by reciprocally interpreting down the line in broader aspect and objective of the functioning of the organisation. This would also tend to dispel any possible atmosphere of secrecy and distrust which may at present be attributed to the functioning of top management.

As the usefulness of the scheme was evident as it was later extended to Zonal Railways and Divisions in 1977.

OBJECTIVES:

(a) Evaluate the functioning of the railway and exchange date and ideas on ways and means for improving the efficiency and viability of the enterprise;
(b) Appraise the investment programmes; particularly in regard to housing and welfare services;

(c) identify areas and devise action-oriented methods for maximising organisational effectiveness, the use of technology and towards building up the image of the Railways as a service organisation.

However, the staff matters including those which are within the purview of PNM and JCM are not to discussed in CEG. 51

Constitution of CEG: As is seen above CEG works in 3 tiers. Their membership will be as under :-

<table>
<thead>
<tr>
<th>Railway Board Level</th>
<th>Zonal Hds.</th>
<th>Divisions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Official side</td>
<td>CRB, Member Addl. Members Secretary, Rly. Board</td>
<td>G.M. HODs</td>
</tr>
<tr>
<td>Staff side</td>
<td>4 representatives each of AIRF &amp; NIFR</td>
<td>4 each from affiliates of AIRF &amp; NIFR</td>
</tr>
<tr>
<td></td>
<td>2 representatives of All India Railway Officer Federation</td>
<td>2 from affiliate of AIROF</td>
</tr>
<tr>
<td></td>
<td>2 representatives of Indian Railways Class II Officers Federation</td>
<td>2 from affiliates of IRCTOF</td>
</tr>
</tbody>
</table>

Only those who are actually working in the Zone/Division should be nominated on CEG. However when recognised leaders of AIRF NFIR who are not railway employees are nominated by recognised unions, they may also become of CEG. 52

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**TENURE**:
CEG once formed will be for a term of two years, GM will be Chairman Dy GM (G) will be the Secretary of Zonal CEG.

Frequency of Meeting: Zonal and Divisional CEG will meet once in every three months.  

Following facilities are provided to CEG constituents:

(i) Telephones (both Railway, P & T)
(ii) Secretarial assistance, within railway own resources.
(iii) Office accommodation in the Zonal/Divl. Hds, Offices building.
(iv) (a) Time spent for attending meeting by staff side members will be tested as duty.
(b) Passes of 1 Class (irrespective of entitlement of the Staff) to members of staff time expect one he has already given a card pass on union account.
(c) Daily allowance: At normal rate subject to a minimum of Rs.19.50 per day for Bombay/Calcutta/Delhi and Rs.14 per day for other stations. DA will be admissible for full period that one is out of his HQ/Place of residence, DA will be drawn, however, subject to same limits of period of absence from HQ/Place of residence, as for other railway employees. No incidental charges will be admissible.
JOINT CONSULTATIVE MACHINERY:

As a result of recommendations of 2nd day pay commission, a scheme of Joint Consultative Machinery & Compulsory Arbitration was devised and launched in 1967. It envisages :-

(i) A National Council to discuss matters on common interest in various departments of Central Government like minimum remuneration, Dearness Allowance, Pay etc. of certain common categories and matters relating to categories of staff common to all departments.

(ii) Departmental Councils in different departments for the benefit of employees in that department and its subordinate offices.

(iii) A Regional/Office Council, if the structure of departments permits it. Objects of the Scheme to promote harmonious relations and secure the greatest measure of cooperation between government and its employees and increase the efficiency of public servants.

JURISDICTION: It covers all regular civilian employees of Central Government except those in Class I & II (other than Central Secretariat Services).
COMPOSITION OF COUNCILS: The Councils shall comprise of members from staff side and official side. National Council has 25 from official side and 60 from staff side. The departmental Council have 5 to 10 from official side and 20 to 30 from staff side. The official side members will be nominated by Government and staff side members are nominated by recognised unions/associations.

The National Council will be presided over by the Cabinet Secretary and Departmental Councils by the respective departments.

Functions: to consider (i) conditions of work, (ii) welfare of employees, (iii) improvement of work, (iv) standards of work, (v) general principles relating to recruitment, promotion and discipline.

PROCEDURE: The agreements reached between the staff side and the official side are binding on the Government subject to the final authority of the Cabinet. In case of disagreement, two courses are open viz., ::

(i) if matters relate to (a) Pay and allowances, (b) weekly hours of work or (c) leave, the staff side may ask for compulsory arbitration;

(ii) In the other matters government may take action as deemed best. A Ministers' Committee may review such matters.
BOARD OF ARBITRATION: It has a retired Judge of Supreme Court as a permanent Chairman and one representative each of staff and official sides. The award of the Board is binding on government subject to overall authority of the Parliament. Orders issued by government in pursuance of recommendations will remain in force for 3 years.

SHORTCOMINGS IN WORKING OF THE SCHEME:

(i) There is a great delay in finalisation of matters, (ii) The official side to come up to the standard in coming prepared for discussions, (iii) Many decisions could not be implemented due to financial difficulties. This erodes confidence in JCM. (iv) Staff Side gets observed with petty issues. (v) Seldom an approach problem solving is seen from both sides.

PERMANENT NEGOTIATING MACHINERY (PNM):

The Permanent Negotiating Machinery maintains contact with labour and resolves disputes and differences which may arise between them and the administration. This was setup in 1951.

WORKING: The machinery is to work in 3 Tiers, viz.

(i) The Railway Level: In this, the recognised union will have access to District or Divisional Officers and Subsequently to Officers at the headquarters including to G.M.
(ii) The Railway Board's Level: In cases where the matters are not settled at Railway Level, they will be taken up by the Recognised Federation with the Railway Board.

(iii) The Tribunal Level: In cases where agreement is not reached between the Federation and the Railway Board and the matters are of sufficient importance reference will be made to an adhoc Railway Tribunal composed of representatives of the Railway Administration and Labour presided by a Neutral Chairman.

PROCEDURE: The following procedure is adopted for the purpose of working of the Permanent Negotiation Machinery:-

(i) At the divisional level, the Divisional Officers should meet the branches of the recognised unions which may be established in the districts or divisions at least once in two months and often if necessary. Each workshop will be considered as a district. The particular branches which should meet District or Divisional Officers as prescribed should be agreed upon between the GM and the union. In the divisional pattern of working, the Divisional representatives of the union, who shall represent all the branches of the union, in the division should be enabled to meet the Divisional Superintendent who may or may not be assisted by the branch officers.
The detailed procedure of arranging these meetings would be agreed upon with the union, but this should include a provision that the branch should apply in sufficient time before the meeting the subjects which it proposes to raise at the meeting with complete memoranda setting out its points of view.

(ii) At the railway headquarters, the General Manager or officer incharge of staff will meet the unions at least once a quarter and often if necessary.

(iii) All disciplinary matters and subjects like promotions, transfer etc., of individual member of the staff which do not have any general principle will be excluded from the scope of the discussions at these levels, except at the discretion of the officer concerned. Where, however, unions have been given certain privileges in these matters these will not be ordinarily be curtailed.

(iv) At the district or divisional and railway levels, subjects will comprise of those which are within the powers of the officers concerned.

(v) Questions concerning pay scales, allowances, etc., will also be discussed between the Federation and the Railway Board and not at lower levels.

(vi) At the center, negotiations will be between the Railway Board and the Federations and for this purpose there will be quarterly meetings between the Railway Board and the Federation.
(vii) When a matter which has been made for discussion at the district or divisional level is not settled by argument it may be raised at the Railway level for further negotiation. Similarly a matter not settled at the Railway level may be brought up by the Federation to the Railway Board for discussion.

(viii) All subjects brought up for discussion at the various levels should be disposed of as expeditiously as possible. Brief minutes of discussion, indicating the decisions arrived at, should be sent to unions concerned for their confirmation.

(ix) If, after discussion between The Railway Board and the Federation, agreement is not reached on any matters of importance, such matters may be referred to an adhoc Railway Tribunal.

(x) It would be open to Government to accept reject or modify the decision of the Tribunal and where the matter in dispute affects the workers under ministries other than Railway Ministries those ministries shall be consulted as to.

a. Whether they have any objection in the dispute being referred to the Railway Tribunal, or

b. Whether they would like the dispute to be referred to an adhoc commission on which they will also be represented.

(xi) On matters which have been settled by agreement or which Government ultimately accepts the decision of the Tribunal, it will not be open to the Federation to raise the same issue again for a period of
two years. In those cases in which Government have rejected or modified the decision of the Tribunal, the issue may be raised at the end of the year. Since its formation the permanent negotiating machinery is working successfully. (Vide Table 7.3)
### TABLE 7.3

**PERMANENT NEGOTIATING MACHINERY IN SOUTH CENTRAL RAILWAY**

<table>
<thead>
<tr>
<th>Year</th>
<th>Headquarters Level</th>
<th>Divisional Level</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>SCRES</td>
<td>SCRMU</td>
</tr>
<tr>
<td></td>
<td>Meetings held</td>
<td>Subject discussed</td>
</tr>
<tr>
<td>1990-91</td>
<td>3</td>
<td>90</td>
</tr>
<tr>
<td>1991-92</td>
<td>4</td>
<td>120</td>
</tr>
<tr>
<td>1992-93</td>
<td>2</td>
<td>160</td>
</tr>
<tr>
<td>1993-94</td>
<td>4</td>
<td>150</td>
</tr>
<tr>
<td>1994-95</td>
<td>3</td>
<td>115</td>
</tr>
<tr>
<td>1995-96</td>
<td>3</td>
<td>254</td>
</tr>
<tr>
<td>1996-97</td>
<td>4</td>
<td>490</td>
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<tr>
<td>1997-98</td>
<td>3</td>
<td>389</td>
</tr>
<tr>
<td>1998-99</td>
<td>4</td>
<td>322</td>
</tr>
<tr>
<td>1999-2000</td>
<td>4</td>
<td>318</td>
</tr>
</tbody>
</table>

**SOURCE**: O/o Chief Personnel Officer, South Central Railway, Secunderabad.
EMPLOYEES REPRESENTATIVES AT THE P.N.M. MEETINGS

(a) AT RAILWAY BOARD LEVEL:

As per the construction of Permanent Negotiating Machinery, the two recognised federations separately meet the Railway Board to represent the employee grievances. The General Secretaries of the respective federations play a key role in convening P.N.M. meetings at Railway Board level. The General Secretary prepares agenda, by compiling the various representations received from the zonal headquarters, including the issues of national importance and then approaches the Chairman of the Railway Board to convene the P.N.M. meeting. In addition to the General Secretary, the other office-bearers viz., President, Vice-Presidents, Assistant General Secretaries, Treasurers are also permitted to attend the P.N.M. meeting for the federation side. The other important employee representatives allowed to participate in the P.N.M. meetings are the Zonal Secretaries of different zonal Railways. The General Secretary will inform the venue, date and time of the P.N.M. meeting, well in advance to all the Zonal Secretaries so as to enable them attend the P.N.M. meetings that the Zonal Secretary may depute any one of his office-bearers to represent at the Railway Board level P.N.M. meetings. The need for representation of zonal member, generally arises only when one or more issues concerning the employees of the region or zone are listed in the agenda of P.N.M. The number of employees' representatives attending the P.N.M. meeting ranges between 9 and 20. 57
## JOINT CONSULTATIVE MACHINERY (NC) (DC)
### PNM MEETING .. PERIDOCILITY ETC.

<table>
<thead>
<tr>
<th>Levels</th>
<th>No. of subjects</th>
<th>Frequency</th>
<th>No of Representatives</th>
<th>Chaired by</th>
</tr>
</thead>
<tbody>
<tr>
<td>JCM (National Council)</td>
<td>-</td>
<td>-</td>
<td>60</td>
<td>Cabinet Secretary</td>
</tr>
<tr>
<td>JCM (Departmental Council)</td>
<td>30</td>
<td>-</td>
<td>12 (AIRF)</td>
<td>Member Staff Railway Board</td>
</tr>
<tr>
<td><strong>P.N.Ms</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Railway Board</td>
<td>30</td>
<td>Once in a quarter</td>
<td>20</td>
<td>Chairman Railway Board</td>
</tr>
<tr>
<td>Zonal Railways</td>
<td>30</td>
<td>Once in a quarter</td>
<td>20</td>
<td>General Manager</td>
</tr>
<tr>
<td>Divisional Levels</td>
<td>30</td>
<td>Once in 2 months</td>
<td>20</td>
<td>Div. Rly Managers</td>
</tr>
<tr>
<td><strong>Extra Divisional Units</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lallaguda Workshop</td>
<td>15</td>
<td>Once in 2 months</td>
<td>10</td>
<td>CWM/LGD</td>
</tr>
<tr>
<td>Hubli Workshop</td>
<td>10</td>
<td>Once in 2 months</td>
<td>10</td>
<td>CWM/UBLS</td>
</tr>
<tr>
<td>Guntupalli Workshop RYPS</td>
<td>10</td>
<td>Once in 2 months</td>
<td>10</td>
<td>Dy CME</td>
</tr>
<tr>
<td>Carriage Repair Shop/TPTY</td>
<td>10</td>
<td>Once in 2 months</td>
<td>10</td>
<td>Dy, CME/TPTY</td>
</tr>
<tr>
<td>S&amp;T Workshop/Mettuguda</td>
<td>6</td>
<td>Once in 2 months</td>
<td>10</td>
<td>CWM/S&amp;T/MFT</td>
</tr>
<tr>
<td>Engineering Workshop</td>
<td>6</td>
<td>Once in 2 months</td>
<td>4</td>
<td>Dy. CE/B/SC</td>
</tr>
<tr>
<td>Stores / SC</td>
<td>6</td>
<td>Once in 2 months</td>
<td>4</td>
<td>Dy. COS/LGD</td>
</tr>
<tr>
<td>Stores / UBL</td>
<td>6</td>
<td>Once in 2 months</td>
<td>4</td>
<td>DCOS/GSB/UBL</td>
</tr>
<tr>
<td>Printing Press / SC</td>
<td>6</td>
<td>Once in 2 months</td>
<td>4</td>
<td>CMM/SC</td>
</tr>
<tr>
<td>Elec. Workshop /LGD</td>
<td>15</td>
<td>Once in 2 months</td>
<td>10</td>
<td>Dy. CEE/Shops</td>
</tr>
<tr>
<td>Chief Engineer (Constrn)</td>
<td>20</td>
<td>Once in 2 months</td>
<td>15</td>
<td>CE ©</td>
</tr>
<tr>
<td>Rail Nilayam Hqrs. Branches</td>
<td>15</td>
<td>Once in 2 months</td>
<td>10</td>
<td>CPO /Admn.</td>
</tr>
<tr>
<td>Chief Medical Supdt., Lallaguda</td>
<td>6</td>
<td>Once in 2 months</td>
<td>4</td>
<td>CHS/LGD</td>
</tr>
</tbody>
</table>
(b) AT SOUTH CENTRAL RAILWAY HEADQUARTERS LEVEL

The two recognised unions viz., SCRMU and SCRES meet the South Central Railway administration separately under the P.N.M. meetings. The union side is represented by the number of Central Executive Committee. Although there is a provision for participation of maximum of 20 representatives, the number of representatives who take part in the discussions ranges between 9 and 20. General Secretary of the Union leads the union side. The other members allowed to attend the P.N.M. meetings are Presidents, General Secretaries, Joint General Secretaries and Assistant Secretaries of the unions concerned. In the absence of the President either the working Presidents or the Vice-Presidents take part in the negotiations of P.N.M. meetings. The other members from the staff side empowered to attend the P.N.M. meeting, at this headquarter level include the Divisional Secretaries of respective divisions of South Central Railway. The General Secretary will communicate in advance about the venue, date and time of the P.N.M. meeting to be held at the headquarters level so as to enable and divisional representatives attend the meeting. In the absence of Divisional Secretaries, the Deputy Divisional Secretaries may act as the representatives of the divisional employees. The need to attend the P.N.M. meetings held at the headquarter level for the Divisional Secretary arises only when their problems are included in P.N.M. agenda.
(c) AT DIVISIONAL LEVEL:

The P.N.M. meetings at the divisional level are held in the office of Divisional Railway Manager. The staff side representatives include the divisional office-bearers of the unions, viz., Divisional Secretaries, Deputy Divisional Secretaries and Assistant Secretaries. The Secretaries of different branch unions are also allowed to attend these meetings. The number of representatives attending the divisional P.N.M. meeting varies between 13 and 15. The Divisional Secretary communicates about the P.N.M. meeting to all the Branch Secretaries. The Branch Secretaries may be allowed in the discussions of P.N.M. meetings if the problems of their branches have been listed in the agenda. The General Secretary of the Central Office also has the privilege to attend the divisional level P.N.M. meetings. The number of employee representatives attending the Divisional P.N.M. meetings ranges between 13 and 15.59

On enquiry made with the union leaders for the amendment in the PNM meeting procedure, they expressed that it could be a welcoming feature in the interest of one and all. For the question of anomalies and discrimination on awarding benefits to the employees, by the management, the union leaders, pointed out that, unless and until the issues are not brought to their notice in the laid down procedures and as per the policy of the Indian Railways in this regard, individual cases cannot be taken up in the meeting, it has to be resolved through formal procedures or through legal proceedings,
and the leaders also firmly stated that, under the given environment, the Human Relations in South Central Railway is undoubtly on a very sound base on a healthy condition.

MANAGEMENT REPRESENTATIVES AT THE P.N.M. MEETINGS AT RAILWAY BOARD LEVEL:

The Chairman of the Railway Board convenes the P.N.M. meetings with each of the federations separately working at the Railway Board level. He presides over the P.N.M. meetings held at the Railway Board level. He fixes up the venue, date and time of P.N.M. meetings in consultation with the Member, Staff and Advisor-Industrial Relations. The other members of the Railway Board viz., Member-Mechanical, Financial Commissioner, Member-Traffic and Member-Engineering also attend the P.N.M. meetings. The Member-Staff assists the Chairman in carrying out the proceedings of the P.N.M. meetings. In his absence, the Advisor-Industrial Relations assists the Chairman in carrying out the meetings. The Member-Staff and the Advisor-Industrial Relations play a crucial role during the course of meetings. The other important Line Officers allowed to participate in P.N.M. meetings are Directors of Mechanical Engineering, Finance, Accounts, Railway Plans, Civil Engineering, Public Relations, Pay Commission, Signal and Tele-Communications etc. The General Managers of all the zonal Railways are also kept informed about the P.N.M. meetings,
since they are also allowed to attend the meetings held at the Railway Board level to discuss the items relating to employees of the zone concerned. The number of representatives attending P.N.M. meetings at this level varies from 15 to 25.\textsuperscript{60}

**MANAGEMENT REPRESENTATIVES AT THE P.N.M. MEETINGS AT SOUTH CENTRAL RAILWAY HEADQUARTERS LEVEL:**

A small group of top management officials\textsuperscript{61} and Line Managers at the middle level represent the management in P.N.M. meetings. The General Manager of South Central Railway will preside over the P.N.M. meetings at the Zonal headquarters level of South Central Railway. The date of P.N.M. meeting will be fixed by the General manager in consultation with Chief Personnel Officer and the Industrial Relations Officer on Special Duty. The Additional General Manager also attends the meetings to assist the General Manager during the course of meeting. In his absence, the Senior Deputy General Manager will assist the General Manager in conducting the meeting. The number of management representatives attending the P.N.M. meeting varies between 9 and 22.\textsuperscript{62} Chief Personnel Officer, Senior Personnel Officer and Assistant Personnel Officer play crucial roles during the course of meeting. The other important management representatives participating in P.N.M. meetings are Chief Operating Superintendent, Chief Engineer (Works), Chief Mechanical Engineer, Chief Commercial
Superintendent, Finance and Accounts Officer and other various chiefs of respective departments. The need for the representation of an officer, generally, arises when one or more issues are listed on the agenda of P.N.M. concerning the employees working under his supervision or if they belong to his department or section. If the chiefs of any departments were not available at the time of meeting, then the Deputy or Additional Officer incharge of department concerned will represent the P.N.M. meeting.

MANAGEMENT REPRESENTATIVES AT THE P.N.M. MEETINGS AT DIVISIONAL LEVEL:

The Divisional Railway Manager presides over the P.N.M. meetings at the divisional/district level. He plays crucial role in conducting the meetings successfully at this level. He invites both management and employees' representatives for the meetings. A brief review about the division's performance relating to redressal of grievances between the date of last P.N.M. meeting and the present meeting is presented by the Divisional Railway Manager before the commencement of the P.N.M. meeting. The Additional Divisional Railway Manager attend the P.N.M. meeting to assist the Divisional Railway Manager in conducting the meeting in a smooth and uninterrupted manner. In the absence of the Divisional Railway Manager, the meeting will be headed by the Additional Divisional Railway Manager. The other managerial personnel who attend the meetings are the Divisional
Personnel Officer, Assistant Personnel Officers of different departments, Senior Divisional Accounts Officer, Senior Divisional Engineers, Divisional Commercial Superintendent, Divisional Stores Officer and the like. The number of management representatives present at the P.N.M. meeting varies from 10 to 13.

**STAFF WELFARE**

The concept of welfare in Railways may be broadly defined to cover such services, facilities and amenities as adequate eg. Canteens, Rest and recreation facilities, arrangements for travel to and fro, residential accommodation and such other services, amenities and facilities to the staff and their families so as to contribute to the improvement in the conditions under which the workers are employed. The Welfare Schemes on the Railways are as old as the Railway System itself. The Welfare Schemes on the Railways cover almost all spheres like medical facilities, education, housing, recreation etc. Elaborate amenities and facilities have been provided to the Railway employees and their families under this head.

On South Central Railway, separate machinery exists to resolve the problems relating to welfare of staff etc. The task is entrusted to the officials of the personnel Department working at various levels, at each divisional and zonal levels of the Railways, there are designated Welfare
Officers who are assisted by welfare inspectors to deal with the matters relating to staff welfare. In addition, the various welfare activities are monitored by specific committees constituted at different levels. The Committees have representatives from the recognised Unions and meet periodically.

Certain welfare measures are provided in terms of statutory provisions. Non-statutory welfare measures are provided voluntarily by the Railways. Some of the measures have been enforced since a very long time. New measures are introduced, taking into account the views of the recognised labour subject to limitations of resources.

STAFF BENEFIT FUND:

The Railway Staff Benefit Fund is maintained in each Railway with the object of providing educational facilities for the families of Railway employees where no assistance is admissible under the Government Rule and also to provide recreation, sports, scouting and amusement and providing relief schemes for sickness and mentally displaced in the families that are not covered by the Rules. The fund is credited by all bonuses, except forfeited bonuses of Gazetted Railway Servants. In addition to the above, at the end of each financial year, the annual grant from the revenues of Railways at per capita rate of Rs.14.50 based on the sanctioned strength of non-gazetted Railway employees as on 31st March is also credited in the S.B.I. The fund is also augmented to the extent of 50% of the expenditure incurred by the
respective Railways on the grant of scholarships to the children of Railway employees for technical education of their children during the preceding year.

The fund is managed by a Committee at headquarters presided over by Chief Personnel Officer with Chief Medical Officer, one Chief Engineer, one Welfare Officer and six members representing the Organised Labour as members. A similar set up is also constituted in the division to manage the funds allotted to the division. The management of the funds have planned various schemes and allotted funds to cover the following activities.

**STAFF BENEFIT FUND USED**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Education</td>
<td>376850</td>
<td>412119</td>
<td>626900</td>
<td>560196</td>
<td>459699</td>
<td>598900</td>
<td>757000</td>
</tr>
<tr>
<td>2</td>
<td>Recreation and Amusement</td>
<td>364488</td>
<td>361297</td>
<td>305391</td>
<td>366761</td>
<td>302544</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Cultural activities</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>6608</td>
<td>8370</td>
<td></td>
<td>15000</td>
</tr>
<tr>
<td>4</td>
<td>Relief to distressed &amp; sick</td>
<td>405855</td>
<td>493346</td>
<td>677044</td>
<td>660318</td>
<td>439992</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Miscellaeous</td>
<td>53637</td>
<td>134452</td>
<td>119045</td>
<td>131296</td>
<td>54644</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Sports activities</td>
<td>360000</td>
<td>360000</td>
<td>360000</td>
<td>360000</td>
<td>328865</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Scouting activities</td>
<td>100000</td>
<td>126102</td>
<td>95000</td>
<td>103758</td>
<td>109131</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Railway Officers clubs</td>
<td>222500</td>
<td>154000</td>
<td>70800</td>
<td>254000</td>
<td>175395</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Indigenous system of medicine including homeopathy</td>
<td>---</td>
<td>---</td>
<td>7151</td>
<td>44176</td>
<td>100053</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
6. CANTEENS:

Canteens are set up in Railway Establishment which are governed by the Factories Act. In addition to the provision of Canteens are required by the statute. Railway administration takes steps to provide canteens called "non-statutory" canteens purely as a welfare measure. They are instituted on the general principle that canteens are opened at points where considerable bodies of labour are concentrated, such as Workshops, Yards, Large stations etc., and canteens should be self-supporting and the sale prices should be adjusted from time to time with reference to the cost of the procurement, and other expenses and taking the year as a whole and worked on "no loss and no profit" basis. Consequent to the decision of the Supreme Court, the Staff employed in non-statutory and statutory canteens are now regular Railway servants and their salaries are paid completely by the Management. The Canteens are run by Committees of Management having representatives of the organisations of Labour.

In South Central Railway, the statutory canteens functions at the following places.

a) Carriage & Wagon Workshop, Lallaguda
b) Signal & Telecommunication Workshop, Mettuguda
c) Printing Press, Secunderabad
d) Carriage & Wagon Workshop, Hubli
e) Carriage Repair Shop, Tirupathi
f) Wagon Repair Shop, Guntupalli (Rayanapadu)

The following non-statute canteen were also functioning during 1999-2000.

a) Headquarters Office .. 2
b) D.R.M./Secunderabad .. 3
c) D.R.M./Hubli .. 1
d) D.R.M./Guntakal .. 2
e) D.R.M./Vijayawada .. 6
f) D.R.M./Hyderabad .. 1

7) RECREATIONAL FACILITIES :

i) RAILWAY INSTITUTES :

Railway Institutes are provided by the Management at Stations having concentration on non-gazetted staff. The Railway bear the cost of the building including the cost of electrical installations with necessary furniture, roads, fences and play grounds including the requirement like Billiard table, pianos and pictures. In case of Tennis Courts and other play grounds, Railway management will bear only the cost of ordinary engineering repairs. The membership will be optional to the non-gazetted staff and at stations the Institutes may be organised as Junior and Senior Institutes. The Youth of these are encouraged for sports and recreational activities. The Institute is run by the management committee by the elected bodies of the members and financed by subscriptional as well as aid from the Staff Benefit Fund. At
present the Railway has the following number of Institutes in different divisions.

<table>
<thead>
<tr>
<th>Division</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Hyderabad Division</td>
<td>5</td>
</tr>
<tr>
<td>b) Guntakal Division</td>
<td>8</td>
</tr>
<tr>
<td>c) Secunderabad Division</td>
<td>6</td>
</tr>
<tr>
<td>d) Vijayawada Division</td>
<td>10</td>
</tr>
<tr>
<td>e) Hubli Division</td>
<td>11</td>
</tr>
<tr>
<td>f) Carriage &amp; Wagon Workshop, Lallaguda</td>
<td>1</td>
</tr>
<tr>
<td>g) Wagon Repair Shop Guntupalli (Rayanapadi)</td>
<td>1</td>
</tr>
</tbody>
</table>

At present as many as 42 Institutions are functioning with a total membership of 22907.

(ii) OFFICER'S CLUB:

For the Officers at division headquarters, separate clubs are instituted and are run in the similar manner. There are at present eight Officers Clubs running in South Central Railway with a membership of 1178.
(iii) **SOCIAL WELFARE CENTRES:**

There are a few Social Welfare Centres established in colonies having good number of Railway quarters to encourage recreational and cultural activities among the staff and their families. They are financed by the grants from Staff Benefit Fund by the respective divisions and also raising subscriptions. At present, the following Centres are functioning with 814 members.

a) Hyderabad Division .. 12  
b) Guntakal Division .. 5  
c) Vijayawada Division .. 3  
d) Hubli Division .. 3

(iv) **CHILDREN'S PARK:**

In big colonies, children parks are also provided for the children to have their recreational activities. There are as many as 25 such Children's Parks in the divisions. SECUNDERABAD-8, HYDERABAD-7, VIJAYAWADA-3, HUBLI-2, GUNTAKAL-5.

(v) **CULTURAL FUNCTIONS/COMPETITIONS:**

The Railways are also conducting annual competitions at divisional level and also at inter-divisional level every year to encourage the participants of the staff and their families in the field of Dance, Music, Drama etc. This Railway had received Railway Board Shield for overall performance.
for the cultural activities in the inter-railway competition in the year 1991-92. The Railways are also organising Inter-Railway Competition as nominated by the Railway Board. In 1992 a dance competition was organised where fourteen teams of different Railways have participated. Cash awards were also sanctioned to encourage activities of social cause and cultural value.

(vi) HOLIDAY HOMES:

South Central Railway has provided Holiday Homes at two locations Viz., Goa Beach and Tirupathi, where the staff can have recreation during their leave. There are two suites for the Group 'A' & 'B' and 14 for Group 'C' & 'D' at Tirupathi and at Goa beach there are 2 Suites for Group 'A' and 'B' and two for Group 'C' & 'D' staff. Charges at the rate of Rs.10/- per day for Group 'A' & 'B' and Rs.5/- per day for Group 'C' and Rs.2/- per day for Group 'D' are levied for the stay.

(vii) HOLIDAY CAMPS:

With the aid from Staff Benefit Fund the Railways organise camps for employees and their children separately. A separate camp is also organised exclusively for physically handicapped employees and their children. The Committee makes out a suitable programme where the camps are to be organised and are managed by the officials of Personnel Department along with the members of S.B.F. Committee. The entire expenditure is borne by the grant from S.B.F. supported by the nominal fee
levied from the participants. The Holiday Camp physically handicapped employees and their children is financed by the grant from South Central Railway Women's Organisation. During the year 1999-2000 an amount of Rs.209624/- was spent.

8.i) EDUCATIONAL FACILITIES:

Though provision of educational facilities is primarily the responsibility of the State Government Union Ministry of Human Resources Development, Government of India, Railways have provided educational facilities to the extent feasible at place where such facilities are not in existence or found inadequate to meet the needs of the Railway employees, purely as a measure of staff-welfare.

There are 57 educational institutions run by the South Central Railway and they function under the Personnel Department. Apart from one Degree College at Secunderabad, there are four Junior Colleges, one Higher Secondary School at Purna (Hyderabad Division) is also functioning. In addition to the above, there are 15 High Schools over the entire Railway, 7 Upper Primary Schools, 9 Primary Schools and 20 Austerity Primary Schools. As a policy 20 Austerity, Primary Schools are being gradually converted into primary schools, subject to the availability of funds. In addition, there are four Central Schools (Kendriya Vidyalay) run in the premises of Railway colonies,
one at Guntakal, one at Vijayawada, one at Guntupalli (Rayanapadu) and one at Tirupati.

There are about 27496 students studying in Railway Schools at different levels with team of teachers numbering about 804. During the year 1999-2000 an amount of Rs.6.70 crores and Rs.7.42 lakhs have been spent on recurring and non-recurring expenditure by the Railway in the year 1999-2000.

One Subsidised Hostel for Boys accommodating thirty-five is also run at Secunderabad, spending at the rate of about Rs.300/- per month per student so as to enable the Railway employees children to pursue their education when their parents are posted at locations where the required facilities do not exist.

In the primary schools two sets of uniforms (scout pattern) are provided for the children of Group ‘D’ employees and Group ‘C’ employees.

Over and above the South Central Railway Women’s organisation, managed by the Wives of Officers, also run K.G. Schools and Primary Schools at locations where there are inadequate facilities to the extent their resources permit.

In the Primary and High Schools Scout activities are compulsory for all the students.
8. ii) SCHOLARSHIPS FOR TECHNICAL EDUCATION:

Scholarships are awarded from Staff Benefit grant for the children of Group C and Group D employees for the technical courses including Diploma courses and also for ICWA/CA/MBA and in respect of Group 'D' employees is also met from S.B.F. During the year 1999-2000 as many as 110 scholarships were awarded for the study in Degree and Diploma Courses to the children of Non-Gazetted employees whose basic pay does not exceed Rs.6125/- P.M. 15% and 7 ½ % of total scholarships were awarded towards SC/ST employees respectively. An amount of Rs.5,04,304/- was incurred as expenditure for these scholarships.

To meet the cost of the text books for children of 'D' Railway employees studying in schools I to X Classes grant is made available. I to V Class children Rs.70/- each, VI to VII class children Rs.90/- each and VII to X class children Rs.110/- each. During the year 1999-2000 an amount of Rs.1,42,298/- was spent under this head. One Book Bank is also run at Secunderabad in the office premises of General Manager, from which the children of Railway employees can borrow technical and non-technical books concerning to their curriculum. In addition, Railway Employees Co-operatives Credit Society, which is an autonomous body, also provides facilities of lending the books to their members.
In way-side stations where no facilities for primary education exist, open air schools – 4 in Secunderabad Division and one in Hyderabad division, are run aided by the S.B.F. by engaging a local teacher on honorarium of Rs.300/- p.m. and Rs.50/- per annum for incidental charges like purchasing of chalk pieces etc. During the year 1999-2000 an amount of Rs.8100/- was spent.

To encourage education among children of Group 'D' employees the Committee has awarded an adhoc grant of Rs.500/- p.a. for the study of non-technical Degree courses in favour of 6 employees.

(9) MEDICAL FACILITIES:

The Medical Department with team of Railway Doctors run comprehensive health care service to the employees and also their families. Casual labourers with temporary status in open line and casual labour in construction department have also out-door medical treatment. The retired employees and their families will get their medical facilities as provided in the railway. Employees Liberalised Health Scheme or Retired Employees Contributory Health Scheme.

Comprehensive health care is provided through a team of Medical Officers, Para Medical and other staff under the overall supervision of
Chief Medical Officer. The network includes zonal Headquarters at Lallaguda (Secunderabad), divisional hospitals at Vijayawada, Guntakal and Hubli, Sub-divisional hospitals at Rayanapadu and Purna and poly clinics at Kazipet and 54 Health Units at different places.

The aggregate bed-strength of the Railway is 868 at the rate of one bed for 737 population. The total number of Doctors is 201. The team of Medical Officers monitor the Family Welfare Schemes.

In order to enable the Railway employees and their families avail Homeopathic treatment on their preference homeopathy dispensaries have been provided at different locations, which are run by engaging Homeopathic Doctors on honorarium basis, aided by the S.B.F. An amount of Rs. 2,57,410/- has been open during the year 1999-2000. Considering the intensity and seriousness of the ailments involving major operations at private hospitals the provision of medical reimbursement is also made.

(10) HOUSING:

Apart from the necessity of having work force nearer to the place of working, the railways as a welfare measure provide Railway Quarters as a colony with necessary infrastructure for the family needs and recreational activities. Though at present 36% of the staff only are accommodated (percentage varies at different stations). Railways are programming
additional quarters in the works programme and replace the dilapidated on programmed basis.

In order to maintain the colonies, "Colony -Care Committees" are constituted with representatives of the organised Labour and Supervisors of Engineering, Medical and Electrical Departments to help efficient maintenance.

House Building advances are also granted to the Officers and staff, so as to enable them to have their "own house". As a welfare measure, Indian Railways Welfare Organisation (IRWO) is constituted by the Railway Board and its branch is set up at Secunderabad to build the houses for the need of the staff of this Railway including retired employees, who desire to purchase residential accommodation by becoming member of the scheme.

11. SPORTS:

South Central Railway has constructed stadiums at the following locations:-

a) Headquarters .. 1
b) Secunderabad Div. .. 2 (at KZJ)
c) Vijayawada .. 1
d) Guntakal .. 1
In addition to the above, there are total ten playgrounds in the divisions as shown below in addition to one at Headquarters :-

<table>
<thead>
<tr>
<th>Division</th>
<th>No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Secunderabad Division</td>
<td>3</td>
</tr>
<tr>
<td>b) Hyderabad Division</td>
<td>1</td>
</tr>
<tr>
<td>c) Hubli Division</td>
<td>1</td>
</tr>
</tbody>
</table>

12. HANDICRAFT CENTRE :

Handicraft Centres are set up by the Railways for the benefit of the families of the Railwaymen for imparting training to women members of the families of Railwaymen in handicrafts such as knitting, tailoring of garments etc., during their spare time with the object of helping them in learning some trade to augment the family income.

The expenditure on the scheme is met from the staff Benefit Fund.

Accommodation for such Centres is provided by the Railway free of rent though no new buildings are built for this purpose. Charges for electricity and water consumed in the Centres are borne by the Railways. The Uniforms for the employees made by cotton cloth are stitched in these Centres. The rate for stitching is fixed and reviewed by the Railways by a Committee of Officers periodically.
At present the Railway runs 70 such centres on this Railway with members as indicated below:

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Division</th>
<th>No. of Centres</th>
<th>No. of Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Secunderabad</td>
<td>15</td>
<td>659</td>
</tr>
<tr>
<td>2</td>
<td>Hyderabad</td>
<td>13</td>
<td>625</td>
</tr>
<tr>
<td>3</td>
<td>Vijayawada</td>
<td>14</td>
<td>467</td>
</tr>
<tr>
<td>4</td>
<td>Guntakal</td>
<td>12</td>
<td>623</td>
</tr>
<tr>
<td>5</td>
<td>Hubli</td>
<td>13</td>
<td>750</td>
</tr>
<tr>
<td>6</td>
<td>Lallaguda Shops (CWM)</td>
<td>01</td>
<td>23</td>
</tr>
<tr>
<td>7</td>
<td>CRS / TPTY</td>
<td>01</td>
<td>74</td>
</tr>
<tr>
<td>8</td>
<td>Rly. Colony / GTPL</td>
<td>01</td>
<td>66</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
<td>70</td>
<td>3282</td>
</tr>
</tbody>
</table>

13. SOUTH CENTRAL RAILWAY WOMEN’S ORGANISATION:

On this Railway, South Central Railway Women’s Organisation, which is an autonomous body managed by the wives of Officers, functions in two tier, one at Central level and another at divisional level. There is a self-financing body and no official assistance is extended to them. Apart from their philanthropic activities in general, the Organisation functions mainly keeping the welfare needs of the Railway Employees and their families. They run the following activities over the South Central Railway.

1. Nursery and Primary Schools
2. Creches
3. Day Care Centres
4. Vocational Training Centres
5. Typewriting Institutes
6. Handi-crafts Centres.
South Central Railway Women’s Organisation headquarters branch has also opened a Welfare Centre named “AAKANKSHA” in the year 1992 for the benefit of mentally handicapped children of Railway employees by running a production centre and also school. While 100 children are being trained in the School and are being engaged in the production centre in which the children are engaged in the manufacturing of files, covers that are bought by the Railway through stores department and the profit is shared by the children in the Centre. This organisation also runs two schools with 900 students strength, one adult literacy centre, a widow welfare scheme, creche and Day Care Centres and so on.

14. RAIL KALYAN /COMMUNITY HALLS :

Community Halls/Marriage Halls are located in the Railway colonies for the benefit of the Railway Employees. These can be utilised for performing marriages and cultural activities. The Marriage Halls are named as Rail Kalyans and are exclusively for performing marriages of employees and members of their families and are located at the following places in various divisions. :

1. SECUNDERABAD DIVISION :
Rail Kalyan/Mettuguda
Community Hall / Chilakalaguda
2. **GUNTAKAL DIVISION**:
   Rail Kalyan / Tirupathi
   Rail Kalyan / Guntakal
   Community Hall / Renigunta
   Community Hall / Dronachalam

3. **HUBLI DIVISION**:
   Rail Kalyan / Hubli.

4. **HYDERABAD DIVISION**:
   Community Hall / Purna

5. **VIJAYAWADA DIVISION**:
   Community Hall / Satyanarayanapuram
   Community Hall / Loco Colony / Vijayawada
   Community Hall / Bhimavaram
   Community Hall / Rajahmundry
   Community Hall / Donakonda

They are allotted to employees on payment of nominal charges.

**CONCLUSION**:  
The Indian Railways in general and the South Central Railway in particular which is a labour-oriented organisation needs sound industrial relations to achieve its corporate objection through its personnel. Further,
there are certain defects in the organisation of trade unions of Indian Railways, such as outside leadership in case of National Federation of Indian Railways, absence of financial reserves to meet the contingencies, dual membership, absence of cooperation and coordination between the two federations etc.

Trade unions should not fight with each other while fighting for common welfare of the members concerned in the activity of resolving employee problems. In fact, rivalry within the unions has weakened the strength of trade unions as effective members of collective bargaining in Indian Railways. Hence, it is suggested that trade unions should strengthen their hands by cooperating with each other to avoiding rivalry among themselves. Further, trade unions should evolve their own means whereby they improve their financial positions in order to meet the contingencies and avoid dual membership. In addition, steps should be taken by the trade unions to provide training and education to the negotiators in the field of negotiating tactics and the procedures of collective bargaining, with a view to achieving their targetted aims which ultimately result in the improvement of the quality of life of the railway workers in different unions. No doubt the Indian Railways welfare schemes covered a wide spectrum of activities in areas of education, medicare, housing, sports, recreation and catering. The staff Benefit Fund is also an important channel for providing additional facilities to Railway employees and their families. There is also a need for
refinement in the procedures and also in approach to enable quick settlements of disputes and grievances which in turn improve the morale and satisfaction of employees and contribute for sound industrial relations in South Central Railway.
REFERENCES


2. South Central Railway Mazdoor Union, Study material, Trade Union Education Programme, Secunderabad, p.23.


7. This does not, however, mean that the labour movement started very late in Railways as compared to other industrial establishments. The National Union of Railwaymen of India and Burma was in fact one of the earliest labour organisations started in this country.


   In fact all the labour associations formed prior to 1918 in India were "loose organisations" led by people who were primarily social reformers.

9. It may be noted here, this union had its origin in the 'biggest' strike conducted by the workers of Railway Workshop, Perambur (Madras) during which, two fellow workers died on the spot due to a firing by Loco Superintendent (Labour Times, Monthly Journal of Madras and Southern Maharatta Railway Employees' Union, July 1949).

10. There was a strike on North Western Railway in 1921 as a protest against the visit of the Prince of Wales which was boycotted by the national movement. About the same time, there was a strike on Assam Bengal Railway in sympathy with the struggle of workers in tea plantations (V.B.Karnik, op.cit., p.37).
11. The Committee also consisted of representatives of Bengal Nagpur Railway, North Western Railway, Great Indian Peninsular Railway, Bombay Baroda and Central India Railway and East Bengal Railway.

12. A conference on railwaymen presided over by Sri. N. M. Joshi was held on this date and the representatives of various railway labour unions participated.

13. Bengal Nagpur Railway Strike, 1927; East Indian Railway Strike 1928; Great Indian Peninsular Railway Strike 1928. The strike on Bengal Nagpur Railway conducted for more than one month was a very important one in the railway trade union movement in the country. The strike was led successfully and the workers achieved demands. The Administration agreed to pay about Rs. 1.4 millions as strike wages. This was the first time that any railway agreed to pay such a large sum as strike wages.


17. Ibid, p. 166.


24. For example, on Southern Railway, with the integration of Madras and Southern Maharatta Railway, South Indian Railway and Mysore State Railway, the three unions — Madras and Southern Maharatta Railway Employees' Union, South Indian Railway Workers' Union and Mysore State Railway Employees' Association decided to merge at a meeting held in Goldenrock in June 1953 under the name of Southern Railway...
Employees' Union. The Southern Railway Employees' Union, affiliated with AIRF continued to function upto 16th July, 1957.


27. Ibid.

28. Ibid.

29. Ibid.


34. Railway Board's Lr.No. F(L) 64 PE 1/43, dt. 6.10.1964.

35. Railway Board's Lr.No. F(L) 64 UTI 13, dt. 6.10.1964.

36. Ibid.


43. Ibid., p.203.


47. Ibid.


57. Observed from the minutes of P.N.M. meetings held between the Railway Board and AIRF and NFIR.

58. Observed from the minutes of P.N.M. meetings held between the administration of South Central Railway and SCRMU and SCRES.
59. Observed from the minutes of P.N.M. meetings held between the respective divisional administrations of South Central Railway and branches of SCRMU and SCRES.

60. Observed from the minutes relating to P.N.M. meetings held at the Railway Board level.


62. Observed from the minutes of P.N.M. meetings held between the South Central Railway Administration and the trade unions working at the South Central Railway headquarters level.

63. Observed from the minutes of P.N.M. meetings held between the respective divisional administrations and the branch unions working in respective divisions of South Central Railway.


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