3.1. HISTORY OF DURGAPUR:

Durgapur is one of the leading industrial towns in the state, and situated in the District of Burdwan, West Bengal and 158 k.m. west of Calcutta. In geographical terms, Durgapur is 28.15' North latitude and 87.55' longitude. Once upon a time Durgapur was under Raniganj, an industrial town in West Bengal. From 1969, it came under the Asansol Sub-division. Durgapur Notified Area was formed by taking Durgapur, Faridpur, Andal, Kanksa and Budbud villages. It's area covers 975 square k.m. before the formation of Notified Area and population was 54,506 (with 87 other villages). However, Durgapur was primarily under cultivation. After Independence in 1952, the Damodar Valley Corporation was formed and the population of Durgapur gradually increased. In 1955, on 19th August the Durgapur Barrage (on the Damodar river) was inaugurated by the Hon'ble Vice-President of India, Dr. Sarbepalli Radha Krishnan.

The Barrage on "Damodar River" (the sorrow of Bengal) initiated that remarkable development of the region and is closely connected with the then chief minister of West Bengal, Dr. Bidhan Chandra Roy. He requested the Central Government to grant Rs.25 crores for the setting up of thermal power stations,
Cokeoven Batteries and Iron Chunk. In 1956, Durgapur Steel Plant (DSP) and Durgapur Project Ltd. (DPL) were set up. The Central Government took the decision to set up a thermal power station also near the Waria railway station. Gradually Hindusthan Fertilizer Corporation Limited (HFCL), Mining and Allied Machinery Corporation (MAMC), Durgapur Alloy Steel Plant (ASP), Bharat Opthalmic Glass Limited (BOGL), Durgapur Chemicals Ltd. (DCL) etc. were set up. Durgapur also began to attract some private sector units such as ABL, Durgapur Cement, Philips Carbon Black Ltd. etc. There are also many small scale industries in the area now. At present, Durgapur is one of the most important industrial centres in West Bengal, and together with Asansol comprises an industrial belt.

3.2. A BRIEF DESCRIPTION OF THE FOUR PUBLIC SECTOR UNDERTAKINGS SELECTED AT DURGAPUR:

Hindusthan Fertilizer Corporation Limited (HFCL):

This industry started its production from 1973. The technology for this plant has been imported from Italy. It produces Nitrogen-based Fertilizers. This factory is not only important for west Bengal but also for the agricultural development in the eastern region of India. Total number of employees of this plant is 1825 (in 1990). Among them, officers are 320 and others (technical and office staff) are 1505. There
are two major unions in this factory: FCI employees union (CITU affiliated) and the HFCI workers union (INTUC affiliated). More than 55% of the total workers support CITU and about 45% of the total working staff support INTUC affiliated T.U. Both the T.U.s are engaged in different types of employee welfare functions such as, the establishment and running of a primary school for the workers' children. But CITU is the only recognised T.U.

At present, the production of this factory is unsatisfactory, capacity utilisation is low and it is deemed to be a sick industry.

**Durgapur Projects Limited (DPL):**

It was established in 1955 by the Durgapur Industrial Board. Its present name is Durgapur Projects Limited. This industry started production in 1947. Total number of employees are 6900 (approx.), and the number of T.U.s six -

1. Durgapur Projects Workers' Union - D.P.W.U. (INTUC affiliated)
2. Durgapur Projects Employees' Union - D.P.E.U. (CITU affiliated)
3. Durgapur Projects Staff & Workers' Association - D.P.S.W.A. (RSP affiliated)
4. AITUC
5. HM
6. NLCC (Lakshmi Basu).
Only the first three of them are recognised. These unions have taken steps for the welfare activities for the labouring community. In 1981, trade unions demanded Dearness Allowance parallel to State Government employees of West Bengal. Ultimately, they were successful in achieving this demand. Trade unions also helped the management to start service-linked-promotion policy of the employees. In 1986, the trade unions were successful in getting fuel allowance and also increased the cremation grant, for a worker who died in harness, is from Rs.150/- to Rs.250/-. In 1954, the CITU was successful in bringing a large number of workers under subsidised canteen facilities. Through persistent effort the unions in DPL were successful in getting the following (1) DPL runs a credit society where permanent workers can get loans upto Rs. 30,000/- (2) Water pollution has been controlled (3) protective shoes were given to the workers in the various shops (4) House Rent Allowance (HRA) was increased from 10% to 15% of basic salary and (5). DPL also runs a Death Benefit fund, where the contribution from the management and society is Rs. 15,000/- each.

Bharat Ophthalmic Glass Limited (BOGL):

The construction of this factory started in 1963 and its production started from 1968. Previously it was "National Instruments Limited". Since 1972 it was renamed as Bharat Ophthalmic Glass Ltd. It was constructed with the technological
help from Soviet Union. It has a production capacity of 3000 metric tonnes. Batch process technology became obsolete and its production capacity declined. Continuous process technology was necessary, so its condition deteriorated and it was referred to Board for Industrial and Financial Reconstruction (BIFR). Total number of employees is 490 as on 01.5.95 (officer 30, supervisor 33, workman 413, school’s staff 14). There are six T.U.s such as (1) Ophthalmic Glass Plant (OGP) Employees Union (CITU affiliated), (2) OGP Mazdoor Union (SUCI Lenin Sarani), (3) OGP Workers' Union (INTUC affiliated), (4) Bharat Ophthalmic Glass (BOG) Workers' Union (INTUC fraction), (5) BOG Sramik Union (affiliated to AITUC), (6) BOG Officers' and Senior Supervisor Association.

Mining and Allied Machinery Corporation (MAMC):

It was established in 1961 and production started after three years. Total number of employees including Officers, Supervisors, Technicians and Workers were 6800 (approx.). Total number of T.U.s were 17-18. Among the unions, number of registered unions are five. Number of recognised T.U.s are three. MAMC has since 1991 reduced its workforce by two thirds and now has only 4000 (approx.) workers.

(1) The main recognised and registered unions are MAMC Workers Union (INTUC affiliated), (2) Heavy Engineering Workers'
Union (INTUC affiliated), (3) MAMC Employees' Union (CITU affiliated), MAMC Sramik Union (AITUC affiliated is not recognised). This factory was established in direct collaboration with the Soviet Union. It's production capacity was 4,500 metric tonnes. A number of items were designed and developed by the company for export to USSR, such as Belt Conveyors, Crushers, Haulages etc. with special forgings for connecting links, scrapers, lock plates etc. R & D cell has been functioning in MAMC since June, 1982. During 1983-84, designs for the following equipments were taken up for development. (1) Improved design of Belt conveyor pulleys, (2) Mechanical vibro feeder upto 100 TPH capacity, (3) Spring loaded buffers for stackers, (4) Coal samplers.

There are three major T.U.s in MAMC, two (as already mentioned) belonging to INTUC and one affiliated to CITU. Their combined strength is about 90% of the workers and negotiations are, therefore, limited to these 3 unions only. This factory is also engaged in welfare activities of the workers. Open-air adult literacy classes are continuing in MAMC township amongst the employees and a new primary school has been established in the MAMC township by the Government of West Bengal for the children with facilities provided by MAMC. About 1300 numbers of saplings were planted during the year 1983-84 for improving the ecology of the surroundings. All these got active support and participation from trade unions.
Durgapur Steel Plant (DSP):

Durgapur Steel Plant, the largest industrial unit in Durgapur Asansol Belt, (W.B.) is one of the integrated steel plants of Steel Authority of India Limited, situated on the banks of the river Damodar in West Bengal. The plant started with a capacity of 1 million tonnes of ingot steel per annum. Durgapur Steel Plant a unit of HSL, was built with British collaboration as a follow-up of recommendations of the Colombo Plan Mission. Sir Eric Coats, Leader of the Mission, visited India in April, 1955 and the contract was awarded to a consortium of thirteen British Companies, Indian Steel Works Construction Company Limited (ISCOn) in 1956. Construction started in January 1957 and the first Blast Furnace "Kasturba" was dedicated to the nation on December 29, 1959 by Dr. Rajendra Prasad, the first President of India.

Industrial Relations:

The personnel department of DSP endeavours to provide a congenial atmosphere so that employees come out with their best. Healthy industrial relations in a multi-union situation is best achieved through participative management. 75 bipartite forums were formed to that effect. The plant has employed 29,250 upto 31st May, 1995 including 2650 executives. There are five (1995) main T.U.s.
1. CITU affiliated H.S.E.U. (Hindusthan Steel Employees' Union)

2. INTUC affiliated H.S.W.U. (Hindusthan Steel Workers' Union)

3. AITUC affiliated D.S.S.U. (Durgapur Steel Sramik Union)

4. UTUC - Lenin Sarani, affiliated D.S.W.C.C. (Durgapur Steel Workers' Coordination Committee)

5. D.M.U. (Durgapur Mazdoor Union).

* The CITU affiliated Trade Union is the sole bargaining agent.

Some Welfare Activities:

As a model employer, DSP gave much attention to the basic requirements of employees and the members of their families by way of various social and welfare amenities. Regular budgetary allotments for social amenities like township, education, medical, co-operatives, transport etc. is a typical feature of DSP. Trade unions have to play a constructive role to see that these funds are properly utilised.
### Expenditure in social amenities by Durgapur Steel Plant

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