

A P P E N D I X - II

Here we would like to present relevant material about the workers' participation in management.

THE INDIAN SCENE :

In 1920, Mahatma Gandhi had suggested that workers contributed labour and brains, while shareholders contributed money to an enterprise and that both should therefore share in its prosperity. As far, unions he said 'the aim should be to raise the moral and intellectual height of labour and thus be sheer merit, make labour, master of the means of production instead of the slave that it is. He insisted that capital and labour should supplement each other. Works committees were set up in printing presses, railway companies, Buckingham and Karnatak Mills of Madras. The Tisco established joint committee in 1958 and the Delhi cloth and General Mills Company Limited accepted an elected representative on the board of its Directors.

FORMS OF PARTICIPATION IN INDIA :

Workers' Participation has been introduced in 3 forms.

1) The works committee (set up under the Industrial Disputes Act 1947).

2) The joint management council (set up as the result of labour management co-operation seminar 1958), and

3) The scheme of workers' Representative on the Board of Management (Under Management and miscellaneous scheme 1970).

SECOND SCHEMES OF JANUARY 5, 1977 :

Encouraged by the success of the scheme in manufacturing and mining units, a new scheme of workers participation in management in commercial and service organisation in the public sector

having large scale public dealings was announced on 5 January 1977. The scheme envisaged setting up of unit councils in units employing at least 100 persons. The organisations include hotels, restaurants, air, sea, hospitals, railway and road transport services, ports and docks, ration shops, schools, research institutions, provident fund and pension organisations, municipal and milk distribution services, trust organisation, all financial institutions, banks and insurance companies posts and telegraphs offices, food corporation, state electricity board, central warehousing state warehousing corporation, irrigation system, tourist organisation, establishment for public amusement and training organisation of central and state Government.

SACHAR COMMITTEE ON WORKERS' PARTICIPATION :

In June 1977 a high powered expert committee on companies act and M.R.T.P. Act, was set up the Govt.

under the chairmanship of Shri Rajinder Sachar. The main recommendations of the committee were; (a) Regarding representation of the workers on the board of Directors. (b) Regarding Workers' Participation in Share-Capital.

VARMA COMMITTEE ON WORKERS' PARTICIPATION IN INDUSTRY :

Under the Janta Govt. regime a committee was set up in Sept. 1977 under the chairmanship of Ravindra Varma. The then Union Minister for Labour. The terms of reference of the committee were :

1. To study the existing statutory and non-statutory scheme,
2. To recommend on outline of a comprehensive scheme of workers', participation, especially keeping in view the interests of the national economy efficient management and workers.
3. To recommend the extent and the manner in which the concept of trust ship in industry and participation of workers in equity can be given a practical shape in a scheme of workers' participation. The committee submitted its report in 1979.

INDUSTRIAL UNREST AND SIGNIFANCE OF ADHERING LABOUR

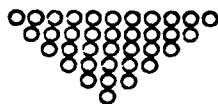
LEGISLATION :

There was a strike of the staff of Loco and Traffic departments in November 1907 on the EIR and rewards were given to staff who did extra work. The earlier strikes on Indian Railway were promoted by mixed motives, the workers struggle to improve their economic condition and to register their protest against an allies rule. The Indians Railways Act of 1890 was considered. There were strikes by Lilush carriage and wagon shops Loco staff of G.I.P. at Agra, workshop staff of Rohilkhand and Kumaan at Itanagar, Indian Loco running staff on EIR at Juaria the English workshop staff of M & S.M. at Arkonam in the period of 1921-22.

1974 STRIKE :

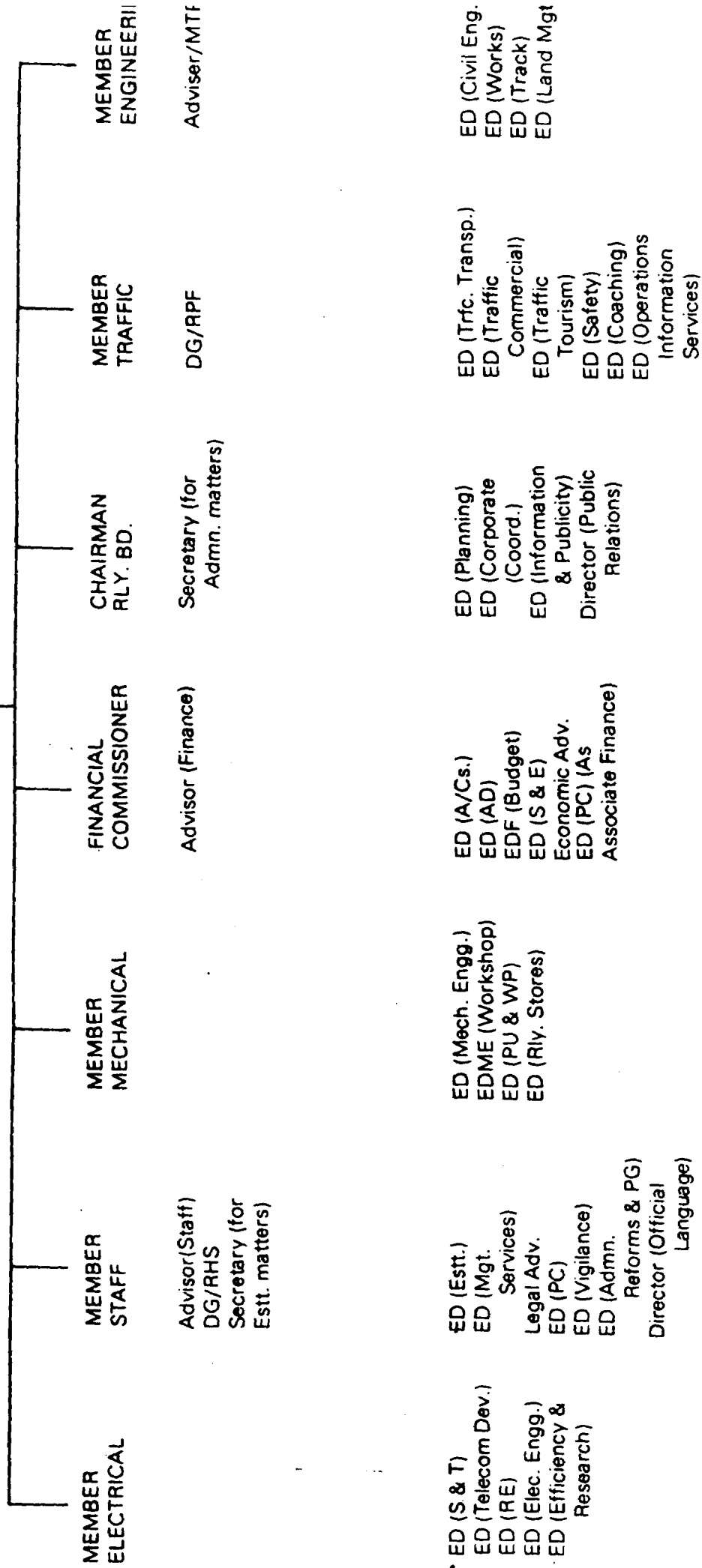
The AIRF under the leadership of Mr. George Fernandes declared its intention to go on strike on

any day after 15 April 1974 Mr. S.A. Dange CPI leader who had formed a new organisation "Indian Railway Workers' Federation" served note on the Railway Ministry that if its principal demands were not seated by negotiation, his federation would give a call for a general strike from 10 April 1974. The strike commenced at 6.00 A.M. on 8 May 1974 and was called off by the National coordination committee for Railwayman's struggle on 28 May 1974. The number of those who deliberately stopped work was 2.5 lakhs. The curtailment of rail transport at this scale during the strike period caused considerable reduction in business activity, and industrial production. The scenario of the 1974 strike brought out one thing in hold belief, that is the multiplicity of railway unions.



ORGANISATION CHART

MINISTER OF STATE FOR RAILWAYS

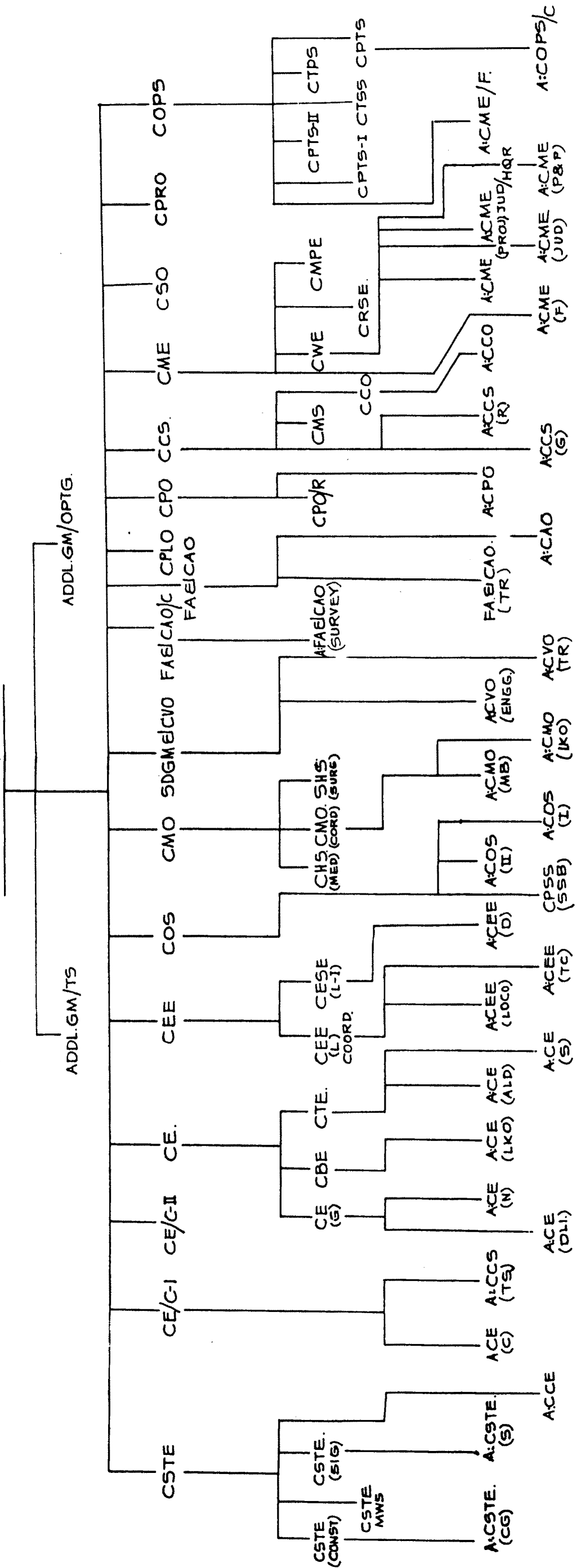


FULL FORMS OF DESIGNATIONS

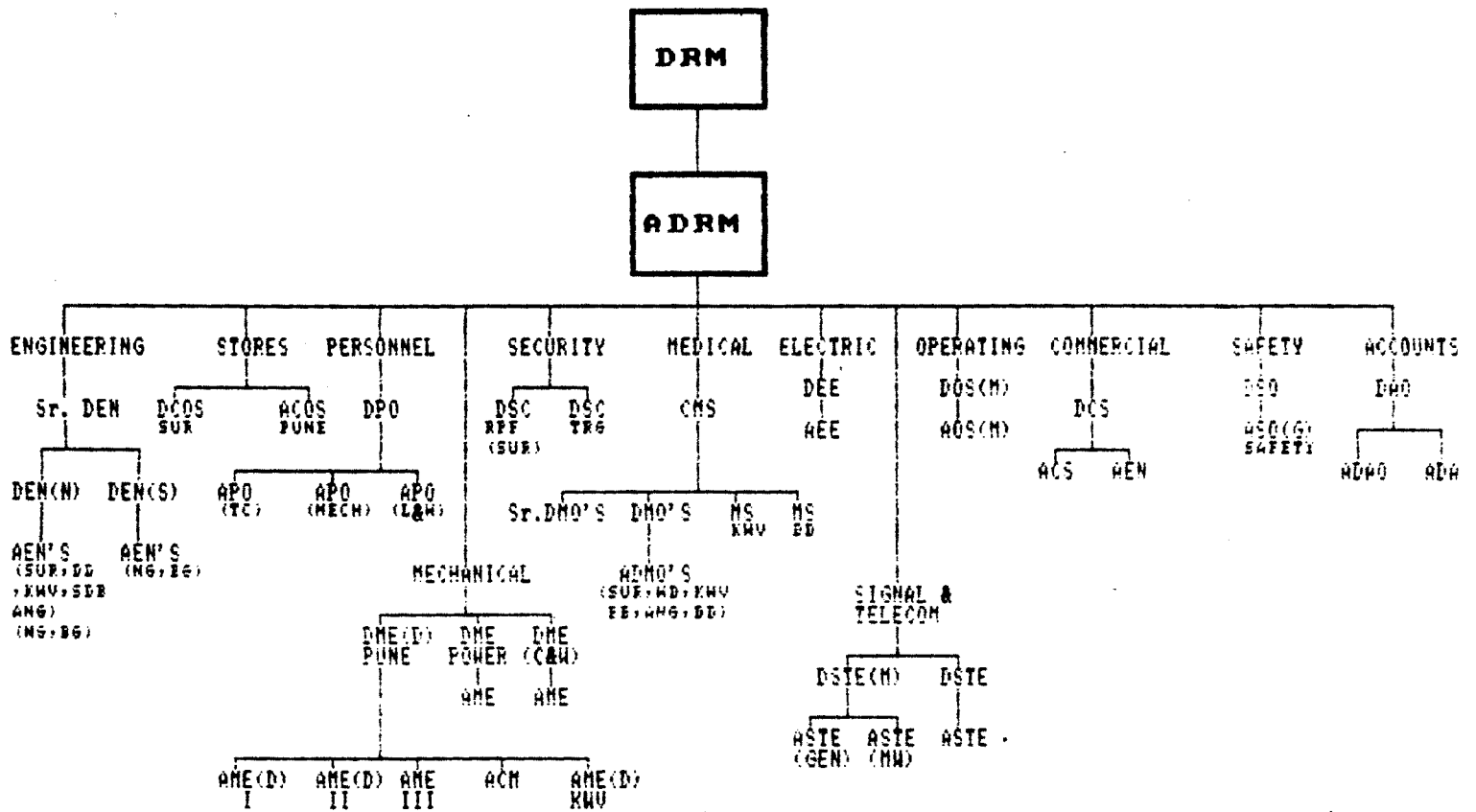
1. CSTE. : Chief Signal and Telecommunication Engineer.
2. CE. : Chief Engineer.
3. CEE. : Chief Electrical Engineer.
4. COPS. : Chief Operating Superintendent.
5. CMO. : Chief Medical Officer.
6. SDGM & CVO : Senior Deputy General Manager & Chief Vigilance Officer.
7. FA & CAO. : Financial Advisor & Chief Accounts Officer.
8. CPLO. : Chief Planning Officer.
9. CPO. : Chief Personnel Officer.
10. CCS. : Chief Commercial Superintendent.
11. CME. : Chief Mechanical Engineer.
12. CSO. : Chief Security Officer.
13. COS. : Controller of Stores.
14. CPRO. : Chief Public Relations Officer.

The second level are also of the same department but are allotted different sections. The third level where 'A' is joined by the category, it shows they are assistant officers to the above first and second rank officers.

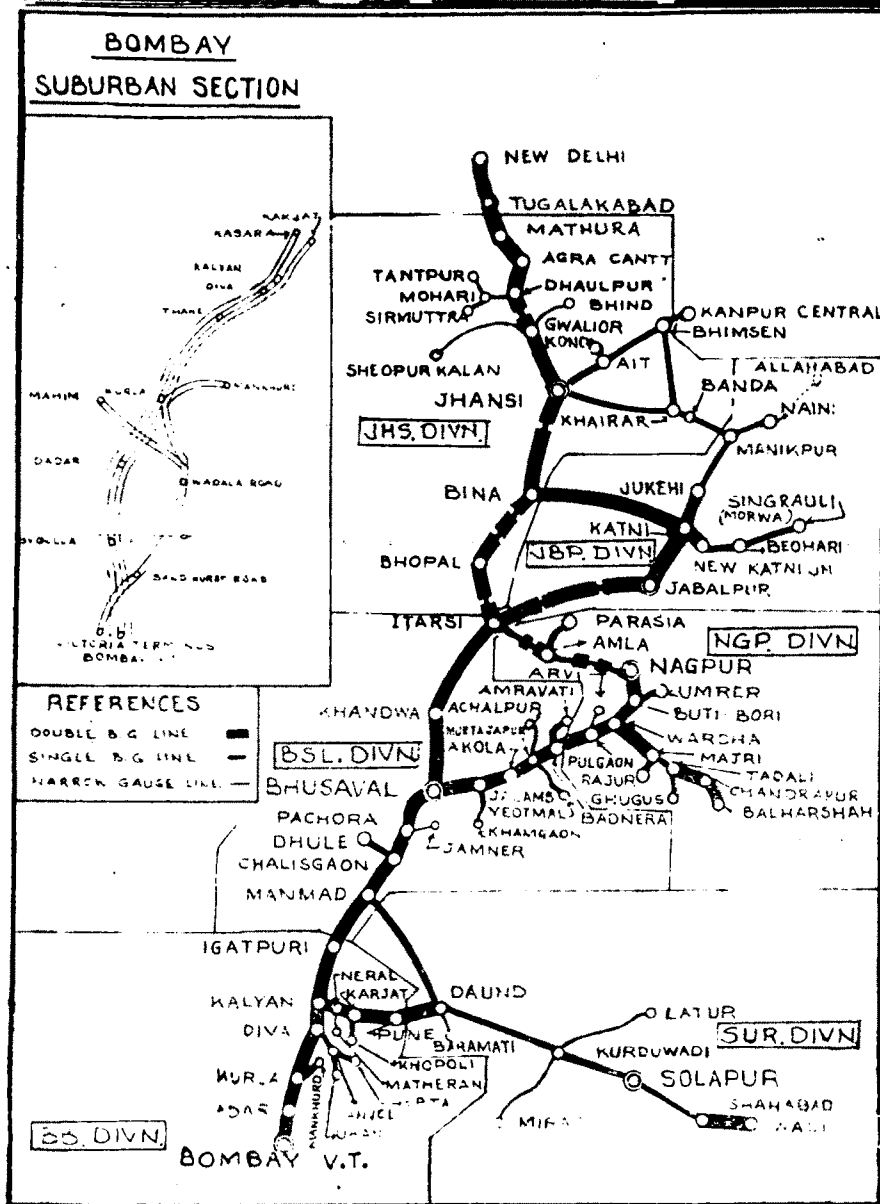
GENERAL MANAGER.



**RAILWAY ORGANISATION CHART
Solapur Division, Solapur**



ROUTE MAP OF CENTRAL RAILWAY



CENTRAL RAILWAY

SOLAPUR DIVISION

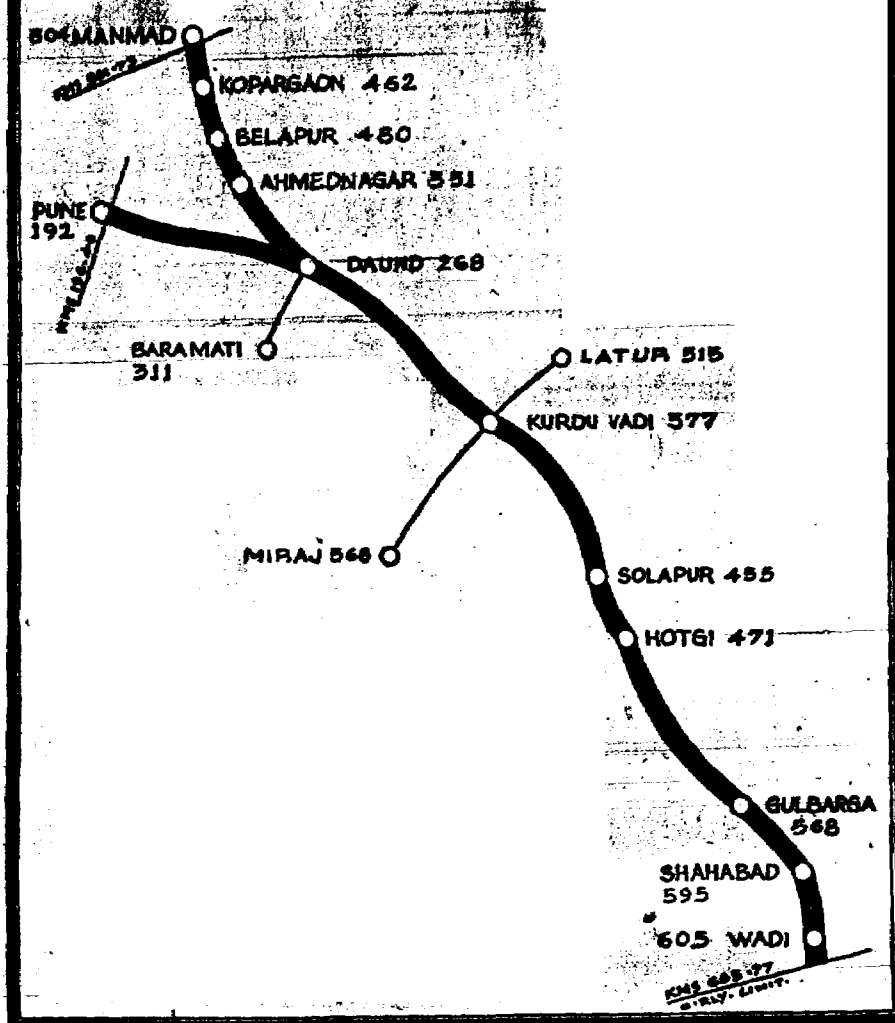
MAP SHOWING JUNCTIONS & KILOMETRES

SCALE: NOT TO SCALE

REFERENCE:-

BROAD GAUGE 

NARROW GAUGE 



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DIFFERENT NAMES OF WORKERS' PARTICIPATION IN MANAGEMENT:

1. West Germany : Mitbestimmung (Co-Determination)
2. France : Works Committee
3. United Kingdom : Joint (Consultation) Consultation.
4. Italy : The Commissions (Management Committees)
5. The Benelux Countries :
tries. :
6. United States of America : Collective Bargaining.
7. Israel : Histadrut Experiment.
8. Yugoslavia : Self - Management.
9. Poland : Party Guided Participation.
10. U.S.S.R. : Workers as Partners in Management.

★ NOMENCLATURE

: B I B L I O G R A P H Y :

In this section, a list of Books which were used during the course of study as reference are given. These references were of great help to the researcher in knowing the material of the study Undertaken.

