

The Director General Manager,
 Mazagon Dock Ltd.,
 Mazagon,
BOMBAY.10.

Dear Sir,

Sub: Service Conditions - Salary
 Revision - Company's Contri-
 bution to Provident Fund.

It is understood that the Company has (1) as from 1st October 1955 revised the Salaries of Assistants on "Foreign Service Agreement", and has (2) also granted to Assistants on "Foreign Service Agreement" for the year 1954-55 5% as Company's contribution instead of 2½%.

While not grudging anyone the benefits of any increases or other concessions, it is respectfully submitted that such concessions should have applied to all Assistants of a similar cadre at least (i.e. of Foreman rank and upwards) if not to all Assistants generally, and not limited to those on "Foreign Service Agreements" only.

If the information is correct (which I hope it is not in the interest of the good name and sense of fairness of the Company) it would appear that the revision had been made entirely, I regret to say, on a nationality basis, as only Europeans are on the "Foreign Service Agreements".

Even previously there was a difference between the minimum as well as maximum salaries of Assistants who though in the same cadre (for example Foreman) were on different Service Agreements i.e. on "Foreign Service Agreement" and "Local Service Agreement". It has been explained to the undersigned that this difference was given in favour of those on "Foreign Service Agreement" because of their serving in a country other than the country of their origin. Within limits this was an understandable difference, but if special increases have now been given to those on "Foreign Service Agreements" apart from the higher "normal" Annual increments being granted generally, the difference has got further accentuated and becomes not a difference of a flat sum based on certain principles, but one based on discrimination.

You will appreciate that treatment of this character can bring nothing but dissatisfaction in the ranks of the Indian Assistants, causing harm to the Company's prosperity. It is a well-known (even though not admitted fact) that even in the same class (for example Foreman Engineers) or in the same ranks (for example Foreman, though in different Departments) you have the benefit of having on your staff Indian Assistants of superior qualification and calibre than European Assistants, who except for the fact that

they are non-Indian would appear to have no justification for getting higher salaries than corresponding Indian Assistants, if capabilities and the ability to deliver the goods is the criterion. This also applies to the case of the writer, who though cannot be compared in regard to class of work done with any other Assistant (the work being of an entirely different character) compares in terms of responsibility and, I trust, also ability extremely favourably with any Administrative Assistant in this Dockyard. It is my pride that the discipline and production by workmen of this Dockyard is superior to that prevailing in any large workshop in Bombay, if not India. This is mainly, if not entirely, due to my individual efforts particularly on discipline. Views expressed to the contrary can be disproved as this statement is based on the factual study of the position in various large Workshops in Bombay. It is sad to see that those who do their work earnestly and in the full interests of the Company, and thereby of themselves, are left standing, while many others who take little, if any interest in their work and others who have little or no work to do nor the capacity to work are given far more favourable treatment. This statement is not made loosely but can be substantiated if desired by your goodself.

It would be apt to point out that the Welfare Officers (Recruitment and Conditions of Service) Rules, 1952, require that I be given the salary and service conditions equivalent to that given to a Departmental Head. It is unfortunately unknown to me as to what are the scales of a Departmental Head in the Dockyard to enable me to make suitable comparison and representation in this regard. It would be appreciated if this point is clarified and a scale fixed on the basis required by the above-mentioned Rules.

In regard to the higher rate of Provident Fund Contribution, if given, what principle other than that of discrimination could guide a decision in that direction is absolutely difficult to understand.

I do respectfully hope that I am wrong in the facts that have been got by me both from my own sake and the sake of the high reputation of the Company. However, if I am correct, it is requested that justice be done, particularly in my case at least at this stage.

This letter is submitted to your goodself and the other Directors for consideration in all humility and good faith. When you took over at the helm of the Dockyard a feeling went through all ranks, and me in particular, that a new era, cutting away from the past, was commencing in this Company. Events in the beginning hopefully also showed that this was happening. However, recent trends have been otherwise, and certain things have taken place which have disillusioned many of us in Officer ranks, leave alone others, particularly in the ranks of Indian Assistants.

I have put things frankly in a spirit of fairness to both the Company and myself.

With respects and thanking you in anticipation,

Yours faithfully,

(GEORGE LOBO)
LABOUR OFFICER.