

COMMITTEE ON PETITIONS

(FIFTH LOK SABHA)

TWENTY-SEVENTH REPORT

[Representation regarding taking over by
Government of Shri Ram Institute for
Industrial Research, Delhi]



LOK SABHA SECRETARIAT
NEW DELHI

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COMPOSITION OF THE COMMITTEE ON PETITIONS
(1975-76)

1. Shri Jagannath Rao—*Chairman*
2. Shri S. C. Besra
- *3. Shri Ishwar Chaudhury
4. Shri Biren Engti
5. Shri D. P. Jadeja
6. Shri Mallikarjun
7. Shri Ajit Kumar Saha
8. Maulana Ishaque Sambhali
9. Shri Shanker Rao Savant
10. Shri Shankar Dev
11. Shri Digvijaya Narain Singh
12. Shri Rana Bahadur Singh
13. Shri Rudra Pratap Singh
14. Shri S. N. Singh
15. Shri Tula Ram

SECRETARIAT

Shri B. K. Mukherjee—*Chief Legislative Committee Officer.*

*Nominated with effect from the 20th August 1975, *vide* Shri Hemendra Singh Banera resigned from the Committee with effect from the 3rd August, 1975.

TWENTY-SEVENTH REPORT OF THE COMMITTEE ON PETITIONS (FIFTH LOK SABHA)

INTRODUCTION

1. The Chairman of the Committee on Petitions, having been authorised by the Committee to present the Report on their behalf, present this Twenty-seventh Report of the Committee to the House on the representation regarding taking over by Government of Shri Ram Institute for Industrial Research, Delhi.

2. The Committee considered the matter at their sittings held on the 11th July, 27th September, 28th and 29th October, 1974, 2nd and 27th January, 7th, 20th and 21st May and 20th October, and 17th November, 1975.

3. The Committee took oral evidence of the representatives of the Department of Science and Technology and CSIR on the 2nd January, 1975. The Committee wish to express their thanks to the Secretary and other Officers of the Department of Science and Technology and CSIR, for placing before them the material and information they wanted in connection with the examination of the subject.

4. The Committee also took oral evidence of the representatives of the Management of Shri Ram Institute for Industrial Research, Delhi on the 27th September, 1974 and 27th January, 1975. The Committee visited the Institute on the 28th September, 1974 and held discussions with the representatives of the Management. The Committee wish to express their thanks to them for placing before them the material and information they wanted in connection with the examination of the subject.

5. At their sittings held on the 28th October, 1974, 27th January and 20th May, 1975, the Committee heard oral evidence of the petitioners.

6. The Committee considered and adopted their draft Report at their sitting held on the 17th November, 1975.

7. The observations|recommendations of the Committee on the representation have been included in this Report.

JAGANNATH RAO,

*Chairman,
Committee on Petitions.*

NEW DELHI;
Dated the 17th November, 1975.

REPORT

1.1. Shri S. M. Banerjee, M.P. forwarded a representation dated the 27th November, 1973, signed by Shri D. L. Sachdev, Secretary, Shri Ram Institute Workers' Association, University Road, Delhi, regarding taking over by Government of Shri Ram Institute of Industrial Research, Delhi.

A. Petitioner's grievances and prayer

1.2. In his representation dated the 27th November, 1973, the petitioner stated *inter alia* as follows:—

“That Shri Ram Institute is a premier research Institute in macromolecular field. It has a Test House catering to the testing needs and quality maintenance of industrial products, consumer goods and drugs and pharmaceuticals. It is a Society registered under Societies Registration Act, 1860.

The founder of the Institute, Sir Shri Ram who was also actively associated with the creation of C.S.I.R., felt that there was a definite scope for a purely industrial research organisation which would apply itself mostly to areas of practical technology directly relevant to State of Indian industry at a given time. The scope for research in appropriate technology in which the industry sponsors research work was the basis of the creation of this Institute. He convinced the Government of India that he created this Institute not as a Shri Ram family affair or as a R & D appendage to DCM but as a national service institution which will be surely managed by a Board of Governors the majority of whose core membership would be held by the nominees of the Government and its agencies as well as the Delhi University. The Government gave a ten acre site from the University campus for constructing this Institute. Besides this, the Government had given several concessions like income tax exemptions, liberal permits, import licences, etc. The Institute started functioning in 1950.

The Government nominees were effectively cut out from any relevance to the actual management to the Institute and when the scientists approached the Govern-

ment and members of Parliament to ease the suffocating atmosphere of the Institute, the Government nominees pleaded their inability and in April, 1973, the Department of Science and Technology withdrew all the four Government nominees from the Governing Board, thus placing the scientific community of the Institute on the mercy of the DCM managers and obliging them to pander to the private commercial interest of the DCM rather than render national service.

* * * * *

Sir Chintamani Deshmukh who succeeded the founder as a Chairman of the Institute felt that the ideals on which the Institute was founded would not, in practice, be realised in the hands of the heirs of the founder and he had made a scheme for the take-over of this Institute by C.S.I.R. in 1964. The docks had been completely cleared for the actual take-over of this Institute based on the report of C.S.I.R. Expert Committee headed by Dr. T. S. Subramaniam. This Committee had noted that the equipment and expertise available in this Institute was poised to conduct macrocolecular research. It had recommended that this Institute be taken over as a nucleus of national macromolecular research Institutions. At this time, however, DCM smelt money in research and got the entire proposal upset. This paved the way for backdoor take-over of this Institute by DCM through the mechanism of several *ad hoc* committees packed with DCM executives.

* * * * *

We pray that this Institute be nationalised as the nucleus of the national centre on macromolecular technology, since this is the only Laboratory in India which has specialised and achieved a take-off point, capable of bridging the technological gap between India and advanced countries in the nascent and fast growing field of polymers which is of vital interest to the industrial and defence sectors of the national economy."

13. In his further representation, dated the 4th February, 1974, the petitioner stated as follows:—

"We wish to inform you further that the staff joined their duties on 10th December, 1973 in compliance with the

assurance given by our Beloved Prime Minister when we met her on 7th December, 1973 for quick remedial steps to set the matters right in the Institute. Keeping in view the acute economy distress caused by nonpayment of salary for three months and loss in valuable research work due to closure of the Institute, we decided to bring normalisation in the Institute. No settlement could be reached in our protracted negotiations with the management due to their intransigent attitude towards most basic requirements of the scientific community at the Institute.

The management resorted to victimisation of staff by way of suspension without any wages or allowances, terminations and institutions of false criminal cases against active staff members.

1.4. In a memorandum submitted to the Committee on the 28th October, 1974, some of the ex-employees of the Shri Ram Institute of Industrial Research, Delhi, stated *inter alia* as under:—

“Between the 1968 and 1972, the purely economic aspects of demands for better service conditions had been achieved except in respect of a policy commitment on the part of the management to observe national norms of service conditions, as in CSIR.

But it is not this which was the reason for the simmering of tensions and the volcanic outburst resulting in a 98 day strike.

The employees were aghast at the career assassination spree directed against those who resisted the DCM take-over, the career suffocation and stagnation of all persons who did not dare to oppose it but were passively uncooperative, and the unmerited special increments, fabulous fringe benefits and quick promotions granted by the DCM Junta to DCM loyalists (who not sold out to the DCM take-over).

* * * * *

The movement to awaken the Government, Ministries, CSIR, Parliament and the press was continued. Ultimately, the Ministries felt embarrassed at Parliament questions and instead of strengthening their management hold

adopted the escapist policy of withdrawing their nominees and throwing the entire staff entirely to DCM whims.

* * * * *

These factors were basic to the individual occurrences and ultimately to the 98 day strikes directed not on service condition issue but basically on elimination of the DCM yoke from the Institute, employee participation in management to ensure preservation of founding ideals, reinstatement of persons sacked by the DCM Junta for opposing DCM takeover, and a policy declaration to follow national norms of service conditions as in CSIR and not service conditions based on whims favouring DCM loyalists."

1.5. In a subsequent memorandum submitted to the Committee on the 20th May, 1975, the petitioner Shri D. L. Sachdev, stated *inter alia* as follows:—

"It is a remarkable fact that more than 70 persons out of less than 200 staff members have left|been removed from the rolls of the Institute during 1974 alone. This record of staff turnover is eloquent testimony in itself proving our points that a deplorable atmosphere of fear and insecurity has been created by the present management in their efforts to preserve DCM hegemony.

* * * * *

This Institute was patterned after Mellon Institute of U.S.A. whose recent merger with the Carnegie Mellon University has been necessitated to ensure viability. In view of this interesting and relevant development we would also suggest that the Committee should consider the possibility of merging the Institute with the Delhi University or Indian Institute of Technology as the technology transfer centre which would funnel the results of the applied research carried on in those organisations into Indian Industries. In this case the management structure of the Institute could be the same as that of the University or I.I.T. except for the founders' successor and his nominee."

In a letter dated the 25th October, 1973, addressed to the Prime Minister (which is an enclosure to the above note dated the 20th May, 1975), it has been stated as under:—

“The scientific community of the Institute has boycotted the DCM controlled management on 3rd September, 1973. The Institute remains closed since that date.

Back in 1950's the Institute was constructed on Government land with professions of national service enunciated by the Founder who set up a Governing Board the majority of core members of which was to be nominated by the Government and the University of Delhi.

Although the Institute has grown steadily since the passing away of the Founder the public service concept has completely vanished and this Institute standing on Government land has today nothing more than the private enterprises of the DCM.

The functions of the Governing Board had been virtually taken over by several *ad hoc* Committees packed with executives of DCM and the Governing Board was reduced to a mere rubber stamp. This Institute is the only Institution in the country carrying out research in macromolecular technology. The infrastructure and seasoned expertise available in this pioneer Institute in macromolecular technology was noted by the Expert Committee headed by Dr. T. S. Subramaniam back in 1964 when the CSIR had proposal to take over this Institute. However, this proposal for CSIR take-over was scuttled by some interested parties.

In the last 3-4 years several instances of victimisation and arbitrary removal of scientists, officers and staff have come to the notice of Members of Parliament and the Department of Science and Technology. The nominees of the Government have had no say in these crucial matters and ultimately the Department of Science and Technology withdrew the Government nominees.

We, the Members of Parliament, earnestly request you to save the indigenous expertise on macromolecular technology available in the Institute by taking it over as the nucleus for the proposed national Polymer Laboratory. This would save the Government the entire capital cost of the proposed new laboratory and also the long gestation period that will be required by the new laboratory to

reach a production stage. We, therefore, request you to kindly intercede in the distressing circumstances in the Shri Ram Institute immediately and nationalise it as the nucleus for the proposed National Polymer Laboratory."

In another enclosure (letter dated 7th December, 1973, addressed to the Prime Minister), the employees of Shri Ram Institute for Industrial Research, Delhi have stated *inter alia* as under:—

"The founder passed away in 1963 and since then the DCM has slowly and steadily achieved a virtual strangle-hold over the Institute by employing most nauseating tactics, details of which we need not go into here. Suffice it to say that Dr. Chintamani Deshmukh who succeeded the Founder as the Institute's Chairman, foresaw the virtual assassination of the Founder's vision in the hands of his heirs and the DCM. He had almost completed his move for CSIR takeover at that stage and Governing Body of the CSIR had resolved in 1964 to takeover the Institute. All the spade work had been completed and CSIR's expert Committee headed by Dr. T. S. Subramaniam had studied the mechanics of take-over and recommended that the Institute be the first National Institute for Macromolecular Research under CSIR. The Committee noted that this Institute had come to the take off stage by way of specialised expertise and experience in this field, which was not covered by any of the existing National Laboratories. The Committee also noted that the Institute possessed the nucleus of specialised equipment, physical facilities and functioning infra-structure of research planning and execution. However, the then DG, CSIR who succeeded Dr. Zaheer colluded with the DCM lobby and reversed the CSIR takeover proposal and this paved the way for a steady ingress of DCM in the total structure of the Institute right from the Governing Board level to the working level."

In another enclosure (letter dated the 1st November, 1973, addressed to the Prime Minister), the General Secretary of the Association of Scientific Workers of India has stated *inter alia* as follows:—

"The Association of Scientific workers of India, however, feels that dignity of the scientific community cannot be protected unless and until this pioneer Institute devoted to macromolecular research is nationalised on the lines suggested by the expert Committee of the CSIR headed

by Dr. T. S. Subramaniam. We appeal to the Government to take over this premier national Institute as the nucleus for the proposed national polymer laboratory."

B. Factual comments furnished by the Ministry of Science and Technology and Management of Shri Ram Institute for Industrial Research, Delhi

(i) *Factual comments furnished by the Ministry of Science and Technology.*

1.6. The original representation dated the 27th November, 1973, was referred to the Ministry of Science and Technology for their factual comments for consideration by the Committee. In their comments dated the 27th December, 1973, the Ministry of Science and Technology have stated as follows:—

"Shri Ram Institute for Industrial Research, Delhi was set up in 1951 by the Late Lala Shri Ram.

The aims and objects of the Shri Ram Institute for Industrial Research are:—

- (i) Promotion of Scientific investigations in general, and in relation to industry, in particular;
- (ii) assisting in the foundation and development of new industries and existing industries;
- (iii) utilisation of indigenous products of India both vegetable and mineral;
- (iv) promotion of fundamental research;
- (v) to act as a Testing House and as an Information and Advice Bureau;
- (vi) building or maintaining and/or assisting laboratories, pilot plants, library, reading rooms and other institutions for the promotion of such scientific investigations and research; and
- (vii) promotion of post-graduate studies.

The Institute draws its sustenance or the moneys from a Trust set up by Lala Shri Ram and from sponsored research projects. As a matter of fact, most of the funds of the Institute are derived from sponsored schemes and from the industrial group with which it is connected.

The Institute is managed by a Governing Body. In the Rules and Regulations, they have provided for some representatives of Government Departments. The association of the Government nominees was more of a symbolic and prestigious nature rather than to control the activities and convert it into a public service organisation. Over a period of time, this provision gave some feeling in the minds of the employees that the Institute enjoys Government patronage and support and also control. This is not true. Later on, it was decided to withdraw the Government nominees from the Governing Body of the organisation.

The Government is receiving representations from some Members of Parliament, some workers of the Institute, the Indian Trade Union Congress and Scientific Workers Association for the take over of the Institute. Since September 3, 1973, the Institute has remained closed.

The Governing Body of the Shri Ram Institute for Industrial Research made an offer in 1964 for its taking over by the CSIR. The Governing Body of the CSIR considered the question of taking over of the Shri Ram Institute in 1964 under the following conditions:—

- (i) such cash balances as were available with the Institute or stood in its Bank Account as on 31st March, 1964 should be transferred to CSIR; and
- (ii) the Director-General, Scientific and Industrial Research should get a clarification from the Shri Ram Scientific and Industrial Research Foundation that it would continue to make an annual grant to the Institute which should not be less than the average of the grants made by the Foundation during the past three years ending 31st March, 1964.

These conditions were not met by the Foundation.

However, on the recommendations of the Committee set up by the Vice-President, CSIR, the Governing Body of the CSIR in April, 1966 approved the taking over of the Institute.

A proposal was included in the 4th Five Year Plan proposals of the CSIR. A Committee which was constit-

ed by the Vice-President, CSIR to consider the 4th Plan proposals of the CSIR recommended *inter alia* as under:—

‘...It was noted that the intention of the founder of this Institute was that it should function on the lines of the Mallon Institute and similar institutions abroad. The Committee felt that if the CSIR took over the Institute the character of the Institute would in probability undergo a change. The best manner in which the CSIR could assist this Institute was to give financial and other support on ‘project’ basis as hitherto.’

The recommendations of the 4th Plan Committee were accepted by the Governing Body of the CSIR at its meeting held on 25th November, 1967 and the idea of take over of the Institute was abandoned.

The CSIR’s support to the Institute is really support to the individual senior scientists as grants-in-aid just as grants-in-aid are given to professors and experts in universities and other non-CSIR institutions, CSIR has not other interest in the Institute.

Lately, a number of other industrial houses and others have been setting up similar research foundations and coming to CSIR for recognition under the Income-tax Act for purposes of various concessions and we have been giving this recognition. This does not imply that in future if the management of these foundations and their employees fall out, the CSIR or the Government should take over these institutions.

The problem between the management of the Shri Ram Institute and the employees should be sorted out by themselves and should not imply involvement by the CSIR or by the Government for a take over. If we recognise this Institute as a public institution it will create similar problems in future in regard to other such institutions. The most promising approach to the affairs of Shri Ram Institute should be that its R & D programmes should be fitted into the overall pattern of R & D for the industry and they should take responsibility to carry out this programme on project basis by sponsors.

It may, however, be stated that the Shri Ram Institute for Industrial Research, Delhi, has since opened and it is working with effect from the 10th December, 1973.”

(ii) *Factual comments furnished by the management of Shri Ram Institute of Industrial Research, Delhi.*

1.7. The management of the Shri Ram Institute for Industrial Research, Delhi in their memorandum dated the 21st September, 1974, stated *inter alia* as follows:—

Introduction

The Institute was founded as a non-profit organisation by late Lala Shri Ram who was a firm believer in the creation of indigenous research processes and facilities for rapid industrial development and growth on a sustained basis. This was done at a time when facilities for industrial research in India were far too inadequate to meet the needs of speedy industrialisation of the country. It may not be out of place to mention that for many years when CSIR had just been established, Lala Shri Ram was closely associated with its Governing Board and his advice on many crucial and significant matters was valued and sought.

The Institute is being run by the Shri Ram Scientific and Industrial Research Foundation which is a Society registered under Societies Registration Act.

The main objects, as given in the Memorandum of Association, could be summarised as follows:—

- Promotion of scientific investigation in general and in relation to the industrial development in particular.
- Utilisation of indigenous know-how and products thereby assisting towards import substitution and reduction of manufacturing costs.
- To have a Test House and an Information and Advice Bureau.
- Promotion of post-graduate studies.

Over the years, the Institute has been carrying out valuable research work of direct practical importance to the industries in the country. The Institute has a well qualified and dedicated team of scientists and has developed special expertise in various scientific fields. Several of the processes developed indigenously at the Institute are being used by the industry all over the country and are available to the community at large.

The various projects handled by the Institute are sponsored by diverse organisations including government agencies like the following:—

- Council of Scientific & Industrial Research.

- National Research Development Corporation of India.
- Ministry of Defence, Government of India.
- National Buildings Organisation.
- Bhabha Atomic Research Centre.
- Indian Council of Agricultural Research.
- Hindustan Latex Limited.
- Indian Petrochemicals Limited.

and foreign organisations like U.S. Department of Agriculture.

One of the very important factors in the Institute gaining the eminent position, which it enjoys today, is the special feature of efficient transfer of technology and intimate liaison with the industry which results in a ready acceptance of the results of the research by the industry.

It may not be out of place to mention that the Institute is a Technical Member of the World Association of Industrial and Technological Research Organisations sponsored by the U.N.I.D.O. and as such has concerned itself with problems of industrial development in developing countries. We are negotiating the supply of technology developed at Shri Ram Institute to other countries.

In addition to the research work, the Institute runs a Test House with well equipped analytical and testing laboratories which caters not only to the requirements of the Institute but also to the needs of the industry at large as well as different government organisations. The test certificates issued by the Test House are recognised by various government bodies. Enquiries have also been received from neighbouring countries to do testing on their behalf.

Management of the Institute

The Board of Governors is the apex body of the Institute. From the beginning, all the members of the Board of Governors have been eminent persons from industry, research, government and academics.

The Institute is in no way an adjunct of the D.C.M. and for the same reason it is not managed by the D.C.M. executives. However, in the year 1973 as a policy the Government withdrew their nominees (in all four nominees) from the Board of Governors. In this connection, our information is that this was not with any particular reference to the SRI but in respect of all private organisations (in which Government has no financial participation) and in pursuance of a policy decision taken by the Government of India.

Consequent to the withdrawal of the Government nominees, the Board of Governors considered it desirable to maintain a broad base of the Foundation as was intended and practised from the very inception. With this end in view the constitution has been recently modified (29-3-1974).

According to the new Constitution of Institute, the Board of Governors consists of not less than 7 members and not more than 15 members as follows:—

- Founder's (i.e. the late Sir Shri Ram's) successor being a member of the Founder's family in the male line of descent.
- One nominee of the Founder's successor.
- One nominee of the Federation of Indian Chambers of Commerce and Industry.
- Not more than four technologists|scientists|educationists.
- Not more than four nominees of donor members *viz.* one nominee each of any person who donates Rs. 5.0 lacs and above at a time to the Foundation.
- Not more than four members co-opted by the other members for the time being of the Board.

The contribution by the Government nominees was of immense value to the work of the Institute. It was only to fill the vacuum created by their withdrawal that the constitution had to be amended.

Internal Management of the Institute

The operations of the Institute are being managed by the Director assisted by a competent team of professional staff. All the research staff are highly qualified and experienced in their fields.

The recruitment of staff at all levels is made by open advertisement and the selection is made by interview boards comprised of experts in the related fields from within and outside the Institute. These boards are independent in their character and the recruitment is purely on the basis of merit. As a normal policy, opportunity is given to the employee of the Institute to apply and they are given preference. Most of the existing senior staff members have grown to their present position from within.

Service Conditions

We do not consider that the Shri Ram Institute will be able to follow CSIR service conditions in toto. This is for the simple reason

that CSIR is a Government body having unlimited resources at its disposal; whereas the Shri Ram Institute has been founded on private charitable foundations.

Notwithstanding the above, we consider the various aspects of service conditions on their merit and will continue to treat them as such. The pay scales in the Shri Ram Institute are already comparable to or better than CSIR. The emoluments of the employees are linked to cost of living index.

The first charge on the available resources being the research activities: yet residential accommodation is provided to over 35 per cent of the employees. Rest of the employees are paid house rent allowance.

In addition, the following fringe benefits are also available to the emolument. Like medical subsidy, home town, travel subsidy childrens' education allowance, festival loans, conveyance loans etc.

We are shortly introducing a gratuity scheme for all employees of the Institute.

Negotiations for merger with the CSIR

In the year 1964 and on wards, some discussions were held for the take over of the Institute by CSIR. Both these being registered societies, it was legally not possible for this to take place. In view of this difficulty, a resolution was passed by the Board of Governors of the Institute changing the name of the Society to Shri Ram Scientific and Industrial Research Foundation and keeping the Institute as a unit of the Foundation in order to facilitate merger of the Institute with CSIR.

The CSIR, however, felt that if they took over the Institute the character of the Institute would in all probability undergo a change. The CSIR, therefore, decided that the best manner in which they could assist the Institute was to give financial and other support on project basis as before. In this respect we can do no better than to enclose herewith a copy of the letter dated 19th November, 1969, from the CSIR intimating the inadvisability of such merger (Annexure IX).

Possibility of DCM taking undue advantage of the Institute

Since the Institute was founded by Lala Shri Ram who was also the guiding of the DCM organisation, it is inescapable that the successors of Lala Shri Ram take upon themselves the responsibility for efficient management of the Institute. We would like to point out that DCM and Shriram Group only contribute voluntary time of

their executives for assisting the management of the Institute from time to time. On the other hand, all services rendered by the Institute to the DCM units and/or Shriram Group are paid for at the normal Institute charges. There is no special advantage to DCM for utilising the results of the research except specifically for projects sponsored by them, like any other sponsor.

It would be relevant to mention that out of a total staff of about 175 of the Institute, at present there are only three officers on deputation from DCM, again purely on a professional competence basis for rendering specialised services for a temporary period.

Incidents between 3rd September and 8th December, 1973

The Institute has had an unparalleled record of harmonious personnel relations since its inception. The inter-relationship between scientists, administrative staff and other employees at all level had been most cordial. Unfortunately, this ideal and peaceful spell was broken in September, 1973, when a section of employees under misguided leadership indulged in violence and instigated others to stop work. Even so, the Management made all efforts to restore normalcy. A large number of meetings were held with the office bearers of the Workers' Association unsuccessfully.

On a number of occasions, some of the office bearers and supporters of the Workers' Association indulged in violence against the senior officers and other employees including lady members of the Institute. They even attempted to damage its property.

Ultimately, bulk of the employees realised that they were being misguided by some of the leadership. They reported for work on 8th December, 1973, facing danger of great personal risk. Several of them were physically attacked. The police had to intervene and effected some arrests; criminal proceedings against the offenders are pending in this connection. The Management had also to take disciplinary action only against those persons who were found guilty after a proper enquiry.

We are happy to state that the Institute since then is functioning normally and that once again harmony and cooperation between the Management and employees is the order of the day. The Management have implemented all facilities which they had offered during the negotiations.

1.8. In a supplementary memorandum dated the 26th September, 1974, the Management of the Shri Ram Institute for Industrial Research, Delhi stated *inter alia* as follows:—

DCM Executives at the Shri Ram Institute

“It has been alleged that ‘the internal management committees were packed by the D.C.M. executives virtually usurping functions of the Governing body and that the staff association was irritated by the practice of importing executives from DCM who are paid astronomically high salaries and fringe benefits etc.

In this context it is reiterated that since the Institute was founded by late Lala Shri Ram who was also the beacon light of the DCM organisation, it is inescapable that the successor of Lala Shri Ram take upon themselves the responsibility for efficient management of the Institute. We would like to submit that DCM only contributes voluntary time of their executives for assisting the management of the Institute from time to time.

As regards the allegation concerning importing DCM executives into the Institute, it would be relevant to mention that out of a total staff strength of 175, at present there are only three officers on temporary loan service from DCM, again purely on a professional competence basis for rendering specialised services. The Institute has immensely benefited by their expertise.

Regarding the allegation of payment of high salaries and benefits paid by the Institute to such DCM executives, we wish to clarify that they are paid as per their contract of service with their parent organisation.

Thus the above allegations are mischievius, imaginary and totally with an object of misleading the Hon'ble Committee.

Service conditions

Allegations have been made by the petitioner that the pay scales and allowances were changed by the Institute contrary to the resolution of the Board of Governors who had decided to adopt CSIR pay scales and allowances. In this regard we wish to clarify that the existing pay scales and allowances are identical or better than CSIR which is not a contradiction of the decision of the Board of Governors. This fact is further confirmed by the recent implementation of the recommendations of the IIIrd Pay Commission in the matter of pay scales and allowances as adopted by the CSIR.

It has further been alleged that in the year 1960, the Board of Governors had decided to adopt the other service conditions on the pattern of CSIR. This allegation is false since the Board of Governors

had never taken such decision. Nevertheless, the Institute has always been quite liberal in introducing various fringe benefits like:

- Medical Subsidy.
- Home Town Travel Subsidy.
- Children's Education Allowance
- Festival Loan
- Conveyance Loan
- Need-based conveyance allowance
- Uniforms and washing allowance.

Besides the above, with a view to encourage the growth of the scientists, a doctorate allowance has also been introduced. Further, we are shortly introducing a gratuity scheme for all employees in addition to the scheme of contributory provident fund.

Thus the above allegations regarding pay scales, allowances and others service conditions are far from truth.

The so-called present crisis

The Institute had an excellent and harmonious uninterrupted personnel relationship from the very inception of the Institute. It was only in September, 1973, that with opportunistic political objectives, Mr. Sachdeva tried to disturb and dislocate the total functioning of the Institute for his personal political advancement. He instigated and indulged in violence, physical assault on the officers and other employees including female members of staff, and caused damage to the Institute's property.

We would like to reiterate that the petitioner has raised these issues without substance and for his personal and selfish ends.

Conclusion

In conclusion, we wish to submit that the Institute is functioning normally and is progressing in its various areas of work. All the employees are putting their heart and soul towards the Institute's growth and once again harmony and cooperation between the management and employees is the order of the day."

1.9. A set of recruitment rules and rules relating to the service conditions of the employees of Shri Ram Institute for Industrial

Research, Delhi, have been furnished to the Committee. The rules cover the following matter:

Benefits	Pay and Allowances.
Consultation work	Recruitment/Promotion Policy
Development of staff	Retirement
Discipline	Royalty Distribution
Grant of Loans	Service Certificate
Housing/H.R.A.	Tours/T.A. Rules
Leave Rules	Uniforms.
Local conveyance.	

1.10. In a letter dated the 8th February, 1975, Shri J. P. Kapur, Member, Governing Board, Shri Ram Institute for Industrial Research, has stated *inter alia* as under:—

“I would first like to submit that we have not terminated the services of any employee as a result of September 1973 strike in the Institute. However, those employees who had Committed various acts of misconduct, violence, insubordination etc., were duly charge-sheeted and fair and proper enquiries were conducted against them by an Enquiry Officer who was an outsider and each of such employees was afforded full opportunity to defend himself. Based on the findings of the Enquiry Officer and the enquiry report, the services of only 4 employees, against whom the charges were proved to be of serious nature, were terminated.”

1.11. Shri J. P. Kapur, Member, Governing Board, Shri Ram Institute for Industrial Research, also subsequently sent to the Committee *vide* his letter dated the 26th February, 1975, as directed by the Committee, copies of the charge-sheets, enquiry reports and dismissal letters of the four employees, namely Sarvashri D. L. Sachdeva, K. K. Khanna, M. L. Choudhury and G. D. Sharma, respectively, ‘dismissed on account of proven charges of misconduct, violence, insubordination’ etc.

C. Evidence before the Committee

1.12. The Committee took oral evidence of Shri D. L. Sachdeva, the petitioner, some of the ex-employees of the Shri Ram Institute for Industrial Research, representatives of the Management of the Shri Ram Institute of Industrial Research and representatives of the Department of Science and Technology and Council of Scientific and Industrial Research.

1.13. The Committee also visited the Shri Ram Institute for Industrial Research, Delhi, for an on-the-spot study visit and held discussions with the representatives of the Management of the Institute on the 28th September, 1974.

(i) *Evidence of the petitioner and some of the ex-employees of Shri Ram Institute of Industrial Research*

1.14. Speaking on behalf of some of the ex-employees of the Shri Ram Institute for Industrial Research, Delhi, Shri T. R. Balasubramaniam stated that the Founder of the Institute, Lala Shri Ram, had established this Institute for the benefit of the entire nation and not as a part of the Delhi Cloth Mills. Lala Shri Ram wanted that the Government participation or the public participation in the Institute should be perpetual and it should function as a public institution in which the Scientist was respected as an individual who had the freedom to do the work to serve the cause of the nation better. After the death of Lala Shri Ram, Shri C. D. Deshmukh took over the management of the Institute as its Chairman. Shri C. D. Deshmukh also maintained the traditions of the Institute by running it as a National Institute in national interest according to the aims and objectives laid down by the Founder. Shri Subramaniam added that deterioration in the functioning of the Institute started when Lala Charat Ram took over as the Vice-Chancellor of the Governing Board in 1965 as he wanted the Institute to serve better the Delhi Cloth Mills Industry rather than the nation as a whole. Shri Girraj Mal, another ex-employee of the Institute stated that the rules of the Institute provided that the "Governing Board shall consist of not less than 7 members and not more than 15 members". The present Governing Board, which consisted of only 7 members was dominated by the Delhi Cloth Mills representatives. The present Chairman of the Institute, Shri Dharam Vira, was one of the employees of the Delhi Cloth Mills. Shri Bansi Dhar, who was a member of the Governing Board was a relative of Lala Charat Ram. Shri J. P. Kapur, member, Governing Board, was the General Manager of the Chemical Works of Delhi Cloth Mills. The witness informed the Committee that the Government, Council of Scientific and Industrial Research and the University of Delhi were no longer represented on the Governing Board and that Dr. Swarup Singh, the erstwhile Vice-Chancellor of Delhi University had resigned from the Board of Governors of the Institute on the ground that the Institute was serving the interest of the Delhi Cloth Mills. On enquiry, the witnesses informed the Committee that their services had been terminated by the Management of the Institute and their

cases were pending either with the Conciliation Officer or with the Tribunal Officer. The witnesses also informed the Committee that 20 persons had been dismissed or their services terminated or they were forced to resign and that criminal cases were pending against five persons in courts of law. On enquiry by the Committee, the witnesses stated that barring 70 officers, out of 240 employees of the Institute everybody had participated in the September 1973 strike in the Institute. The witnesses submitted that there was nothing like sabotage during the strike but the management had implicated five persons in cases of violence and sabotage.

1.15. When it was pointed out to the witnesses by the Committee that the Government were not in favour of taking over of any such Institute, the witnesses stated that their main object was that the Institute should run on the same lines as it was originally founded. The witnesses stated that during the time of the Founder and Shri C. D. Deshmukh, 80 per cent of the sponsored research was by commercial interests, Government and other industries and only 20 per cent was by the Delhi Cloth Mills. When Lala Charat Ram came into the picture in 1965, genuine sponsorship was only 30 per cent and the Delhi Cloth Mills sponsorship was over 70 per cent. The witnesses also alleged that the Institute did not entertain any research in case of polyester fibre from any organisation other than the Delhi Cloth Mills. The witnesses also alleged that a project on synthetic fibre was sponsored by CSIR. But after the research, all the worthwhile results from the CSIR research project were quietly passed on to the Delhi Cloth Mills and only the muck was passed on to CSIR project. The witness, Shri Subramaniam alleged that during 1965 to 1972, there was not a single project which had been produced commercially under the public sector founded research.

1.16. The witnesses submitted to the Committee that they had made a demand for the nationalisation of the Institute because a sense of insecurity had created in the minds of the staff. In reply to a query by the Committee, the witnesses stated that there was no observance of service rules in that Institute and no service conditions were mentioned in their appointment letters. The witnesses stated that according to the rules and regulations, an employee of the Institute should not be dismissed from service without the approval of the Governing Board. But no rule or regulation was observed in their cases. They all had been dismissed from service without any charge-sheet having been served on them, without any proper enquiry and without any resolution having been passed by the Governing Board of the Institute. Although an Enquiry Officer was appointed but they were not called before that Enquiry Officer for evidence and subsequently that enquiry was abandoned. The witnesses also

alleged that the Management of the Shri Ram Institute for Industrial Research was creating hurdles in the way of their employment in some other institutions and organisations. On being asked by the Committee to state the steps to improve the working of the Institute, the witnesses suggested that the economic hold of DCM on the Institute must be nullified and for that the Governing Board might be reconstituted with persons of national stature comprising representatives from different industries. The witnesses stated that at present the total control by DCM on the Institute was discouraging other industries to sponsor their research projects in the Shri Ram Institute for Industrial Research. If it was made a public institution of national importance, other industries would sponsor research projects and its income would increase.

1.17. Shri D. L. Sachdeva alleged that in the Shri Ram Institute for Industrial Research, there were no rules relating to service conditions of the employees nor were there any rules laying down the procedure for dealing with disciplinary matters. He further stated that in the absence of such rules, services of any employee could be dispensed with at the sweet-will of the management. He added that this kind of situation created a sense of insecurity in the minds of the staff which was not conducive for the research work for which the Institute was founded. In reply to a question, Shri Sachdeva stated their appointment varied from person to person and those letters the pattern of those obtaining in the CSIR.

1.18. Shri Sachdeva also alleged that out of a total staff of less than 200 in the Institute, more than 70 persons had either left the Institute on their own or had been removed from service by the Management during the year 1974 alone. Later, he mentioned that of the said 70 persons, 20 were removed from service and the remaining 50 had left the Institute out of sheer frustration. Shri Sachdeva added that although appointment letters were issued to the employees at the time of their appointment, the terms and conditions of their appointment varied from person to person and those letters did not mention clearly about the service rules.

1.19. Shri Sachdeva suggested that the elected representatives of the staff should be taken on the Governing Body of the Institute and that there should be Government nominees also who could function effectively. He also suggested that whenever any matter pertaining to the staff was considered in the Governing Body, it should be ensured that atleast one representative of the staff was present.

1.20. When the attention of Shri Sachdeva drawn by the Committee to the fact that in the disciplinary proceedings against him, the Management of the Institute had followed the normal procedure by

appointing an Enquiry Officer and giving him an opportunity to be heard in person and defend himself, he stated that the enquiry was not an independent enquiry.

(ii) *Evidence of representatives of the Department of Science and Technology and Council of Scientific and Industrial Research*

1.21. In his evidence before the Committee, the Director General, Council of Scientific and Industrial Research stated that from the point of view of infra-structural facilities, the competence of research workers and research programmes, the Shri Ram Institute for Industrial Research was a good institution and that the Council of Scientific and Industrial Research itself had been financing certain research programmes in that Institute.

1.22. On the question of take-over of the Institute by the Government, the Secretary of the Department of Science and Technology stated that there were a large number of foundations which were setting up research institutions in the country. There were at least 60 such institutions. Most of which were doing some kind of industrial research. The Government would support more research by industry and foundations. The question of taking over of these institutions, if there was a dispute between the management and the staff, would have to be considered in a broader spectrum but personally he would not advocate taking over of such Institutes because in his view, research should be done better within the industry so that the results of research could be utilised by that industry. In the overall interests of the industry, where the industry was in a position to do so, Government should promote the setting up of such research institutions.

1.23. Asked to state the specific reasons for withdrawal of Government nominees from the Board of Governors of the Shri Ram Institute for Industrial Research, the Secretary of the Department of Science and Technology stated that the Government did not give any grant to the Shri Ram Institute for Industrial Research. The Government representatives were nominated earlier on the Governing Board of the Shri Ram Institute for Industrial Research because the constitution of that Institute provided so. The witness stated that the Government nominees were more or less in an individual capacity. It had, however, come to their notice that the names of the representatives from the various Ministries had been published as representatives of the Ministry. Government did not want to put themselves in an uncomfortable situation that their names were being used as representatives of Government. It was for this reason that Government had decided to withdraw their nominees from all private

organisations in consultation with the Ministry of Science and Technology in January, 1973 as a matter of policy.

1.24. In reply to a query by the Committee, the representative of the Council of Scientific and Industrial Research stated that the CSIR had no control over the management or internal matters of that Institute. As regards keeping an eye as to what was actually happening inside the Institute, the witness stated that he did not know how they could have that authority. That was why they could not take any action on complaints made by Scientists or other staff unless it related to projects or schemes sponsored by the CSIR.

1.25. The witness stated that the Shri Ram Institute for Industrial Research had their own set of guidelines. Their schemes were scrutinised by a Committee of Experts. They also scrutinised the financial and personnel aspect of it and also the priorities of their own programmes. Once a patent was taken, it was released through their own organisation namely, National Research Development Corporation. It collected royalties giving due share to research workers and rest of it came to the Council of Scientific and Industrial Research.

1.26. The Director General of the Council of Scientific and Industrial Research informed the Committee that no complaint had been received by Government that the Shri Ram Institute for Industrial Research had refused to undertake any research for a non-DCM organisation.

1.27. When asked to state the terms and conditions under which the Government would be prepared to take over the Institute, the representative of the Council of Scientific and Industrial Research stated that the management of the Institute should come to them with terms and conditions on which they would offer it to the Government.

1.28. In regard to the allegation brought to the notice of the Committee that in respect of projects sponsored by the Council of Scientific and Industrial Research, important and valuable results were passed on to the DCM units and only insignificant results were given to the Council of Scientific and Industrial Research, the Director General of Council of Scientific and Industrial Research stated that he was not aware of it. The witness added that if that was the practice with the Institute, then parties other than DCM would not sponsor any research project there.

(iii) *Evidence of representatives of the management of Shri Ram Institute for Industrial Research*

1.29. In his evidence before the Committee, Shri J. P. Kapur, Member, Governing Board of the Institute stated that the petitioner, Shri D. L. Sachdeva had no *locus standi* to make a representation on behalf of the Employees' Association of the Institute as 120 employees out of 175 employees and 11 trainees had already represented to the Director of the Institute to the effect that the petitioner did not represent their views, and that, therefore, the petitioner had no authority to speak on their behalf.

1.30. Regarding the allegation made in the representation that the present working of the Institute did not fulfil the wishes of the Founder of the Institute, late Lala Shri Ram, the witness stated that the Founder convinced the Government of India that he had not created that Institute as part of the Shri Ram family institution or as a research and development appendage of the Delhi Cloth Mills. The witness stated that the Institute had so far undertaken 98 projects and processes out of which only 29 related to Shri Ram Group of Industries. Most of the other projects were sponsored by the Council of Scientific and Industrial Research, Ministry of Defence, Indian Council of Agricultural Research, National Research Development Corporation etc. Thus, only 30 per cent of the projects were from the Shri Ram Group of Industries. The witness felt that the Institute did not see any reason why Shri Ram Group of industries should be deprived of the use of that Institute for research work.

1.31. In regard to the allegation made in the representation that the Institute had been reduced to a mere Delhi Cloth Mills colony managed by a coterie of Delhi Cloth Mills executives and the Government nominees were effectively cut out from relevance to the actual management of the Institute, the Member, Governing Board of the Institute submitted that the Board of Governors of the Institute from the very inception had always been broad-based. Persons like Shri C. D. Deshmukh, Dr. Atma Ram (Director-General, CSIR), Shri Dharam Vira (ex-Governor, Mysore State) Sir Maurice Gwyer, Dr. K. S. Mahajani, Dr. V. K. R. V. Rao, Prof. Humayun Kabir, Dr. Tara Chand, Shri N. R. Pillai, ICS, Shri Manubhai Shah, Dr. Hussain Zaheer, Shri M. S. Thacker, Sir Girja Shankar Bajpai, Sir Padampat Singhania, serving on the Board of Governors of the Institute could not be considered as a coterie of Delhi Cloth Mills.

1.32. When asked about the reasons for the withdrawal of Government nominees from the Governing Board of the Shri Ram Institute, Shri J. P. Kapur stated that on the 19th April, 1973, Government

decided to withdraw its nominees not only from the Shri Ram Institute but from private research institutions in which Government had no financial participation, as a policy decision.

The Government communication withdrawing its nominees said that "Government felt that it was not the normal practice to have its representatives on the Governing Bodies of private institutions". The witness stated that the Foundation of the Shri Ram Institute for Industrial Research had since changed the composition of its Governing Board in the light of the decision taken by the Government withdrawing its nominees from the Institute. While reconstituting the Board of Governors, emphasis had been laid on maintaining the national character of the Institute.

1.33. The witness informed the Committee that in 1964, a letter was written by the then Chairman of the Board of Governors, Shri C. D. Deshmukh to the Council of Scientific and Industrial Research suggesting that the Council of Scientific and Industrial Research might take-over the Shri Ram Institute for Industrial Research. But the Secretary of the Council of Scientific and Industrial Research expressed doubts about the proposition whether the CSIR which itself was a registered Society, could take-over another registered Society. To overcome the legal difficulty, the name of the parent Society was changed to Shri Ram Scientific and Industrial Research Foundation and the Foundation supported the Institute with annual financial grants. The Director of the Shri Ram Institute stated that they were following the same salary structure as that of the Council of Scientific and Industrial Research plus some additional fringe benefits given not only to the senior executive but also to the other employees, including Class IV staff.

1.34. The Committee desired to know from the witnesses whether it was a fact that in 1960, the Governing Board of the Institute had decided that the Institute's pay scales and allowances and other service conditions should follow the Council of Scientific and Industrial Research pattern. The witness stated that the resolution of the Board of Governors was only in regard to the scales of pay and allowances and not service conditions. The existing pay scales and allowances in the Shri Ram Institute were identical, or even better than those of the Council of Scientific and Industrial Research. This fact was confirmed by the recent implementation of the recommendations of the Third Pay Commission in the matter of pay scales and allowances as adopted by the Council of Scientific and Industrial Research, for the staff working in Shri Ram Institute.

1.35. The witness informed the Committee that the Institute had also been quite liberal in introducing various fringe benefits which

were somewhat better than those of the Council of Scientific and Industrial Research, like medical subsidy, home town travel subsidy, children's education allowance, festival loan, conveyance loan, need-based conveyance allowance and uniform washing allowance. Besides, with a view to encourage growth of Scientists, a Doctorate allowance had also been introduced by the Institute. The Institute was shortly going to introduce a gratuity scheme for all employees in addition to provident fund.

1.36. Commenting on the allegation made in the representation that the staff who did not toe the Delhi Cloth Mills line were sacked on one pretext or the other, the witness stated that it was a vague and baseless allegation as no attempt had ever been made to remove any body from the Institute. It was, however, true that if people did not work in the Institute, they had to go. The witness informed the Committee that in the history of 25 years of Institute, two persons had been discharged from service.

1.37. The witness informed the Committee that in September 1973, the Institute had to be closed down because of the violent attitude of some members of the staff on 30th August, 1973. Some workers did not allow the people to enter the Institute by using all sorts of violent methods. Several meetings were held by the Management with the striking employees to solve the dispute but the dispute could not be resolved as frivolous issues raised in the meetings. When most of the staff got tired of waiting and when they were entering the Institute to rejoin their duties, they were manhandled by a group of persons. Their clothes were torn and many people were hurt. A police case was registered. It was in that connection that criminal cases were pending against those people. The Management of the Institute carried out an investigation and an enquiry was held, charge-sheets were served on the concerned employees and they were given an opportunity to defend themselves. Four persons had to be discharged in that connection.

1.38. The witness informed the Committee that they had no objection to the Council of Scientific and Industrial Research taking over the Institute, keeping in view the objectives of the Founder.

1.39. Shri J. P. Kapur, Member, Governing Board, Shri Ram Institute for Industrial Research, stated that such of the workers who participated in any of the violent activities had to be dismissed after due process of investigation and after giving full opportunity to defend themselves. Their cases were pending in the Courts of law, and were, therefore, *sub judice*. There was no reason for sympathy or support or remorse for such people. He informed the Committee that

it was the policy of the Management of the Institute that any person who resigned from the Institute for any reason, was given help to rehabilitate himself. They did not believe in depriving such a person of any alternate livelihood as that would be an unethical and vindictive behaviour. The Committee asked the witness whether a proper procedure of serving the charge-sheets, calling of explanations within a reasonable period of affording adequate opportunity for defending themselves was followed in the case of those ex-employees of the Institute, whose services were terminated by the Management of the Institute. Shri J. P. Kapur, replied that those employees, who had committed acts of misconduct, violence, insubordination etc. were duly charge-sheeted and fair and proper enquiries were conducted against them by an Enquiry Officer. Each of such employees was afforded full opportunity to defend himself. Then findings of the Enquiry Officer contained in the Enquiry Report were considered by the Director of the Institute, who was the competent authority. Services of employees against whom charges were proved to be of serious nature were terminated. The witness pointed out that during the enquiry, the attitude of the concerned employees was not only non-cooperative but also violent. The witness stated that the Governing Board of the Institute was aware of the full facts of these cases as there had been adequate discussion with the Members of the Governing Board.

1.40. The witness added that every employees of the Institute had the right to represent to the Governing Board and to make an appeal against the decision of the Director of the Institute, if he considered that injustice had been done to him.

1.41. In reply to a query by the Committee, the witness stated that during the last ten years, only five employees had been dismissed from service. In regard to the machinery for settling disputes between the Management and employees, the witness stated that they had a regular grievance procedure in the Institute under which an employee could go to the Head of the Department. If there was any complaint against the Director, an employee could go to the Governing Board to seek redressal of his grievance.

1.42. The Committee desired to know the reasons for resignation of Dr. Swarup Singh, the then Vice-Chancellor of the Delhi University, from the Board of Governors of the Shri Ram Institute for Industrial Research. Shri J. P. Kapur replied that Dr. Swarup Singh, in his resignation letter had *inter alia* stated that "I also understand that the Government has decided not to have any representation on the Institute's Board of Governors. In view of this, I regret my inability to serve as Member of the Board."

1.43. On being asked to state whether the Governing Board of the Institute was prepared to hand over the Management of the Institute to the Government, Shri J. P. Kapur replied that earlier, the Governing Board of the Institute was in favour of take-over of the Institute by CSIR, but at that time CSIR did not show any interest in its take-over. Now, it was not possible for him to give any reply in this regard.

D. Recommendations/Observations of the Committee

1.44. The Committee while noting the reasons given by the Department of Science and Technology for withdrawal of Government nominees from the Board of Governors of the Shri Ram Institute for Industrial Research because of their inability to function effectively and keep an eye as to what was actually happening inside the Institute, are unable to appreciate that the association of the Government nominees with the Governing Body of the Institute was "more of a symbolic and prestigious nature rather than to control the activities and convert it into a public service organisation" and that the Government nominees were there more or less in an individual capacity and Government decided to withdraw them as their names had been published as representatives of the Government or because the association of Government nominees with the Institute created a wrong impression in the minds of the employees that the Institute enjoyed Government patronage and support and also control.

The Committee feel that an impression should not be created that the Shri Ram Institute for Industrial Research or for that matter any other Research Institution is a private institution and the Government do not have any say in its efficient working. The Institute has in fact received several concessions from Government like income-tax exemptions, import licences, allotment of land, etc.

1.45. While the Committee would not like to comment upon the rationale underlying the decision of Government to withdraw all their nominees from the Board of Governors of the Shri Ram Institute for Industrial Research and other similar organisations in which Government had no financial participation, the Committee feel that Government should have devised an arrangement under which they could effectively watch the functioning of Shri Ram Institute which is said to be a premier research institute in the macromolecular field. In the opinion of the Committee, Government should function as a coordinator of research activities in order to avoid duplication and to lay down priorities in the larger national interest. The Committee consider it desirable that for the orderly development of the industries, a clear policy should be laid down in regard to the Govern-

ment's role in the functioning of research institutions of this nature. If need be, the industries (Development & Regulation) Act, 1951 may be suitably amended.

1.46. The Committee are not happy at the conditions and circumstances leading to the 98 days' strike from 3rd September to 10th December, 1973, by the employees of the Shri Ram Institute for Industrial Research. The Committee feel that had there been proper service conditions, a congenial atmosphere of understanding between the management and employees of the Institute, and ample opportunities for career prospects for employees, the causes which led to the strike could have been eliminated.

1.47. The Committee feel that the service conditions in the Institute should be on the pattern of CSIR, particularly in the matter of security of service and procedure for taking disciplinary action against the employees. They hope that the schemes for gratuity and contributory provident fund would be introduced expeditiously by the Management of the Shri Ram Institute for Industrial Research as assured by them in their Memorandum.

1.48. The Committee note that the Shri Ram Institute for Industrial Research have not printed and published their existing "Recruitment Rules and Rules relating to Service Conditions." The Committee consider it appropriate that the Recruitment Rules and Service Conditions of the Institute should be printed and published and copies thereof may be made available to the employees of the Institute for their guidance. While issuing appointment letters to both technical and non-technical persons, the terms and conditions of service should be fully described.

1.49. The Committee have been informed by the petitioners that the services of a number of employees of the Institute have either been terminated or they have been made to resign before and after the September 1973 strike. The Committee suggest that their cases may be reviewed by the Management.

1.50. The Committee suggest that the composition of the Board of Governors of the Institute may be made more broad-based and it should truly reflect that it is being run by eminent Scientists in overall national interest.

JAGANNATH RAO,

Chairman,

Committee on Petitions

NEW DELHI;

Dated the 17th November, 1975.