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# TO ORGANISE - A BIG CHALLENGE

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## What are threats to our existence :

Dear friends, we are passing through a very very difficult and critical period where we are not only deprived of many legitimate and logical status/career demands of ours, but we are also threatened that many benefits what we were getting for years, may be snatched. Therefore, it is the right time to tighten our grip over the things which we have for decades, and also to launch a long struggle for all those things/benefits for which we deserve fully and are also lawful, logical, and based on the law of the land i.e. equality.

The administration is playing a very sinister game with us. In order to avoid giving us any thing further, they are making us busy with such issues which are already well settled, such as, Sr. Scale adhoc promotions, no delay in DPCs, equitable vacancy calculations, status of RDSO, promotional prospects, pay scales, DPCs equality of treatment for Misc. Cadre, fixation of Jr. Scale cadre rationally and weight-age in service and so on.

## What have we been demanding over the years

What we are observing is that the administration has very tactfully - while granting the cadre restructuring for Group'A' direct recruits - have implemented the scheme by **reducing the number of Sr. Scale posts instead of Jr. Scale posts**, it is worth mentioning that in all other categories of Group'C' & 'D' the surrender/reductions have been made from the lowest most feeder cadre only and not from any intermittent cadre, as in our case. Despite promise and assurance for **250 vacancies/year, we are denied the same for the fifth year** and we were actually entangled in the "Power to Relax" system, knowingly, thus putting our clear **cut case of DPCs in dispute** and thereby delayed the DPCs for more than 3-4 years. Further the issue has also been made highly controversial, by fixing the **cadre at the level of 720** without any rational though the administration has itself claimed benefit of Group'A' cadre restructuring by taking the number of jr. Scale posts being more than 1300. Even one committee constituted for the purpose specially has recommended 1680 cadre, one of their Adviser, Management Services had declared that the number is more than 3000 and even their

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own files admit more than 2000 posts of Jr. Scale being occupied by Group'B' officers. Through this policy, they have scuttled our demand for higher number of induction in Group'A'. There is no need of elaborating on this issue further, but the fact remains that even the most non-controversial issues have been made by the administration as controversial, perhaps knowingly and intentionally.

#### **B. Why do we need an organization?**

It is not a question to be answered, but to be understood and it has already understood by one and all. The only question that haunts every body is how to organize to achieve the goal. The goals of Group'B' officers are candid and well laid down. It is paramount how we perceive them to attain. It should be understood by every one that it is not the sole responsibility of people at the top, but it is a co-creation of mutual trust to raise an organ to accomplish the task, by even those who are at the bottom of the pyramid in the organisation. Yes, the top bears the brunt most and of course, the respect as well, if that deserve. To organize, "threat to existence" acts faster than the demands. **Similar to the situation for Group'B' officers as well.**

We, on our hand, not understanding the story and in fact are dancing on the tunes set by the administration, leaving aside for getting our main demand of **satisfactory career progression, abolition of Group'B' altogether, equal pay for equal work, rational cadre fixation, satisfactory system of DPC, equitable promotions/pay scales to RDSO and Misc. categories etc.** The need of the time is strong organization and steel like determination, so as we could accept the challenge thrown by the administration. We have to chalk out strategy to counter all these, and achieve, what we want. **Is it not a big challenge?**

#### **What we have been doing to organize:**

For all this, we have to know the systems/procedures we adopted to bring the organization, to this height, weigh the various achievements during last years, study all these analytically and then decide our new course of action plan for improving our organization and also plan our strategy for countering the on slaughter of the administration.

#### **What had been our system of working:**

1. The first step taken was to consolidate our grievances, collect maxi-
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num details, facts, the weaknesses in the demand and its strengths, collect statistics, make our arguments including statistics and write to our concerned officials repeatedly on the subject. **It is the foundation stone.**

2. Submit memorandums for all these to MR, VIPs and all those who matter.
  3. The support of Members of Parliament, high officials, MLAs and other prominent persons was obtained. Letters were got written, and interviews sought with MR + others through/with these persons.
  4. Parliament questions were raised. Discussions in Parliament during budget session and otherwise, cut motions etc. **Parliament is Supreme in our democracy.**
  5. Meetings with the Members of Parliament, Standing Committee members (for Railways), Railway Convention committee members etc. Constant chasing. All these with full details, statistics, arguments, charts etc. Almost daily meeting with at least one member (evening or morning) **MPs are policy makers. Interaction help in gathering the support.**
  6. Continuous chasing monitoring of our memorandums, letters, arguments, papers submitted by regular/frequent meetings/discussions with right from lowest levels to Minister for Railways. **After-all persuasion pays the dividend in the long run.**
  7. Meeting with High officials/Railway Board Members, MR and MPs etc. on divisions/zones every time they visit there, by Zonal/divisional Association. Complete co-ordination between zone/division with Central Federation on daily basis. **Keep the ears ringing with demands.**
  8. Creation of extensive data statistics, arguments, memorandums, demand charts in respect with our grievances and injustice to us. **Data helps in planning and arguments.**
  9. **Lobbying:** Use of our personal relations with high officials, MPs, MLAs, MR, Ministers and those who can help us for favourable decisions.
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Continuous finding such Group'B' officers who can help in relations.  
**Even Govt. does the lobbying . Why should we remain behind.**

10. **Use of media, electronic media, press, newspapers** of all types, magazines for propagating our cause. Make notes/drafts for all these and try to get these published. Make use of our relation/relations of Group'B' officers at all level at all divisions/zones. Keep prepared drafts/notes/articles for use on all occasions. **Role of media is not too be explained.**
  11. **Issue Press Notes, Press Release** on all occasions we meet, whether divisional meeting or Federation meeting. Keep the press releases/press notes ready in advance. **Press is the 4<sup>th</sup> Pillar of our democracy.**
  12. Every time we met anywhere resolutions were passed, the same were sent time to time to all concerned. **Keep the mind ready.**
  13. The Federation was always on its toes with one or the other type of agitation, such as, pay Boycot, Black badges, Protest day, Protest Fast, Protest Relay Fast & Protest March etc. to impress upon the administration regarding preventing frustration in the Group'B' cadre. **Defence preparedness works.**
  14. **What we have to do to make the organization stronger :**
    - (i) Ensure frequent/regular meetings at all such places where clusters of Group'B' officers is there, specially at zones, divisions etc. Discuss threadbare the strategy, issues and future plan. **It is our sole objective.**
    - (ii) Improve relationship among all Group'B' officers, have better communication by having social gatherings, meetings and personal relationship. Have positive consideration for each other it help in Trust building.
    - (iii) Had maximum meetings, seminars, conferences get together at all levels, for which Central office bearers attended frequently and all office bearers to visit other railways/centres and have
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meetings etc. **Information is highway to success.**

- (iv) Have Telephone directories for Group'B' officers at all divisions, zones and also at Federation level to increase inter communication. Have details of promotee officers, their divisions/zone-wise lists/seniority lists and lists of various kinds. **Communication removes barriers of distance.**
  - (v) Ensure payments of subscriptions, maximum membership, donations, etc. from even remote area resident Group'B' officers. **Finance plays a key role in every walk of life.**
  - (vi) Ensure active co-operation of maximum number of Group'B' officers, in all activities of the organization, i.e. attending meetings, meeting max. Group'B' officers, collection of subscription, statistic collection, article writing, making Group'B' officers knowledgeable in all respect etc. **Team spirit builds organization that lasts.**
  - (vii) **PROP** Ensure regular/timely publication, contribution in the form of information/articles/appeals/statistics. Ensure collection of advertisements, regular and proper distribution of PROP even for offices in remote area. Collection of cost of PROP from zones and regular touch with all zones/divisions in respect with PROP. Active participation of Zone, Separate editorial Board constitution. **Let our views are exchanged.**
  - (viii) **Benevolent Fund** General Secretaries/Zones, organizing Secys. Of Federation, all office bearers of the Federation's active participation in collection of subscription, and enlarging membership. This helps in creating brotherhood among Group'B' officers. Separate body to monitor the activities. **Have a gracious look over the fellows in hour of need.**
  - (ix) Proper distribution of duties responsibilities and power to all office bearers, important/interested persons. Regular monitoring of their contribution in the organisation. **Duty is a form of service to man kind.**
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