

# BEHAR HERALD

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Chief Editor

Dr. S. SAMADDAR

SATURDAY, JANUARY 3, 1959

## U. N. NEWS

### Inside Reading

CEILING ON PROFIT

—Editorial

NATIONALIZATION OR  
BUREAUCRATISATION

C. N. Srinivasan.

THE TRIUMPH OF THE  
MEDIocre

M. Sur,

AFTER NEHRU-MORARJI

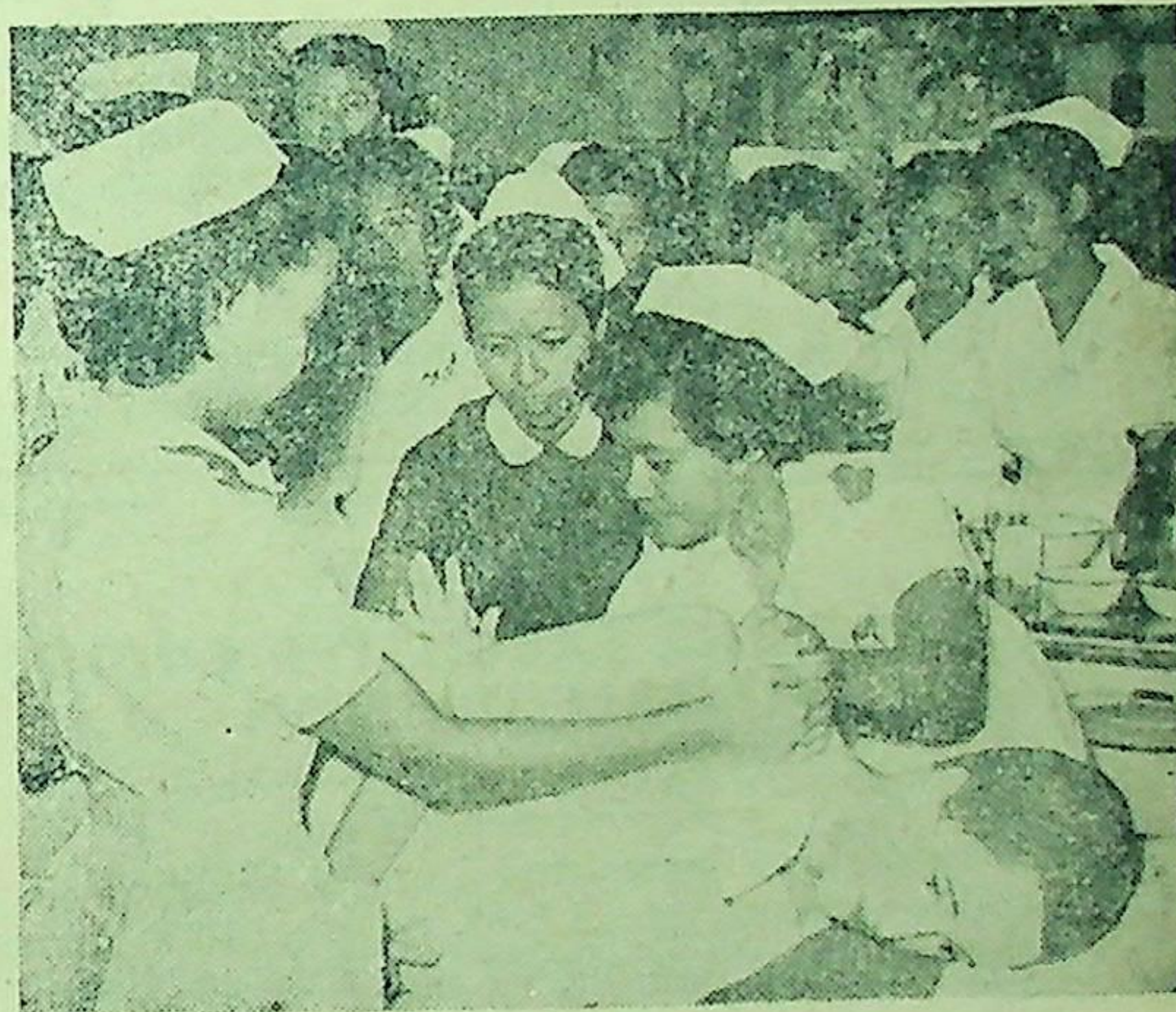
MUSINGS OF  
A COMMON

MAN  
Becube

A MINISTER'S DUBIOUS  
DEALS

THE  
OFFICIAL LANGUAGE  
OF THE UNION

K. C. Sen,



Since the opening of the Nurses' Training School in Penang General Hospital in 1954, nurses from all parts of Malaya have had the opportunity of studying public health problems in relation to local conditions. The School is the first in the country to offer public health training to post-graduate nurses who, on the completion of their studies return to their own States to work. This and other training programmes, including those for midwives, hospital administrators, home visitors, dental hygienists, etc., are a part of efforts of the people and Government of the Federation of Malaya to improve the general health of the whole population. The World Health Organization (WHO) helped to set up the course and provides lecturers and fellowships.

## Public Works Department : Bhagalpur Division

### TENDER NOTICE

Sealed tenders are invited on prescribed form to be eventually drawn in P.W.D. Form No. F2 for the following works and will be received by Superintending Engineer, East Bihar Circle, Bhagalpur upto 3 P.M. on 15.1.59.

<i>Name of work</i>	<i>Approximate Cost</i>
1. Improvement to Amarpur Sambhuganj Road.	Rs. 4,88,000/-
2. Const. of Building for Leela Deep Narain Technical School, Bhagalpur.	Rs. 3,45,000/-
3. Const. of Building for Engineering School, Bhagalpur.	Rs. 6,45,400/-
4. Const. of Work Shop attached to Engineering School, Bhagalpur.	Rs. 2,30,000/-

The tenderers are required to furnish earnest money at the rate of 100/- for every Rs. 5,000/- or part thereof on tendered amount. For further details please consult the undersigned on any working day.

Sd/- M. Alam,  
Assistant Engineer I/C.  
Bhagalpur Division.

## KOSI PROJECT OFFICE OF THE EXECUTIVE ENGINEER NIRMALI DIVISION

### TENDER NOTICE

Sealed tenders on prescribed forms to be drawn in P. W. D. form F2 will be received upto 3 P.M. on the 10th January, 1959 for the construction of permanent quarters at Nirmali as given below :

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		Rs. 66,000/-

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NO. 10

## CEILING ON PROFITS

The Congress Working Committees draft resolution on economic policy, has caused concern among investors. Shares on the Calcutta and Bombay Stock Exchanges declined sharply and the confidence of the investor appeared to be disturbed.

It was only recently, that the share markets showed signs of activity after the shock administered by the 1957-58 Central Budget. Therefore, it is unfortunate that at this juncture the Congress Working Committee has suggested a ceiling on profits in the private sector without proper appreciation of its implications.

It is strange that while the Government of Mr. Nehru is trying to induce foreign investors to start new industries in India, the W.C. of the Congress has passed a resolution that is

calculated to scare away not only the foreigner but even the Indian who has money to spare. For the latter, buying gold and hoarding it will be much more sensible than investing money in industrial concerns when the return is limited to 4% or 5%

## Notes & Comments

### CORRUPTION IN THE RULERS.

There is a lot of legalised corruption which leaves people gaping and agitated. When high dignitaries travel five hundred miles by plane to lay a foundation-stone, and make out a fat travelling allowance bill, morally it is corruption; legally it is not. The Public Accounts Committees of various legislatures and the Auditor-General's annual reports too bring out

innumerable cases of improper expenditure of public funds. But most of such cases are regularised by providing the necessary sanction, and the wheel of legalised corruption keeps moving on.

Why should subordinate officers be honest with such examples before them?

### A COMPARISON

Mr. C. D. Deshmukh in his address to Allahabad University on December 20 said that "Till about 2 years ago the progress made in India was not noticeably inferior to that recorded by China. But in the last two years China seemed to have made phenomenal progress." On the same day at Indore Mrs. Laxmi Menon "Warned students against being led away by slogans of achievement in other countries particularly China and Russia."

### IMPRACTICABLE

One of the Election Commission's recommendations relates to the prevention of minor and major corrupt practices. It suggests that a candidate be penalized for obtaining the assistance of any Government servant without distinction of status or category.

But then how are the sitting Ministers to fight the election?

### EXIT VIGYAN

Deputy Minister of Education, Mono Mohan Das, has said that "a proposal to provide a cultural wing

in the 19 Vigyan Mandirs in the country in under active consideration."

Culture (this word is used as a euphemism for dancing by the Government of India) is ever so much more attractive than dry and dusty Vigyan that when culture enters by the door, Vigyan will fly out by the window. So the 19 Vigyan Mandirs will all become dance mandirs.

#### A FUNNY SUGGESTION

Addressing a Teacher's Seminar in Bangalore on Dec 20. Pant made the amazing statement that "*Hindi should borrow as many words as possible from other Indian languages.*"

It was wise of Pant to say this to a South Indian audience. We hope, for his sake, that he will never make such a statement in Northern India. We do not see any reason why our national language should "borrow" from minor languages, rather they should borrow from Hindi. We swear by Raghú Vira and refuse to accept any word as Hindi that is not to be found in Raghú Vira, the fountain of Hindi, pure and undefiled.

#### KALA'S LINGUISTIC

##### PATRIOTISM

Kala Venkata Rao, the Andhra Finance Minister has "taken a vow not to speak in English in the legislature."

Good for the English language; it will not be mur-

dered publicly by Kala any more.

#### CONCENTRATED WISDOM

The W. C. of the Congress has made some sapient suggestions for raising funds to be funnelled into the bottomless pit called the five year plan. These are (1) State trading should be run so as to yield additional resources. (*As state trading is a monopoly business, prices may be raised to any height.*) (2) Non-essential goods should not be imported. Import duties should be raised (*Probably medicines come under the category of non-essential goods in the opinion of the W. C.*) (3) Expansion of life Assurance (*Every one may be forced to pay out half his monthly income as life assurance premium. All money received as premia by the L. I. C. to be handed over to the Planning Commission.*) (4) Only articles of essential need to be produced, no articles of luxury for domestic use. (*Khadi is the only essential need of the people so the only machinery allowed will be the Charkha.*) (5) Profits in private sector should be strictly controlled (*No business concern to be allowed to pay more than 4 per cent as dividend irrespective of profits earned. The savings should all go to the Planning Commission*) (6) The price of food grains should be kept sufficiently low to be within the means of the people but at the same time they should be sufficiently high to

give incentive to farmers to increase production.

We have seldom seen such quintessence of distilled wisdom.

#### WASTE OF MONEY

The Family Planning Board has recommended that a provision of Rs. 100 lakhs be made by the Government of India for the implementation of the family planning programme during 1959-60. Although money is undoubtedly in short supply, it is paradoxical that it has not been the shortage of money which has stood in the way of the family planning programmes being implemented in full. The amount earmarked in the second Plan for this purpose is Rs. 4 crores, but from the Board's review of the work done so far it is clear that full utilisation of the allocation would call for a greater and more sustained drive. Much time has been wasted in futile experiments with the rhythm method, temperature charts and playing with coloured beads and the question of putting on the market cheap and reliable contraceptives has not been considered at all. There was a proposal about three years ago for starting large-scale manufacture of contraceptives in India in collaboration with a Japanese firm. An American firm had also similarly offered to set up a plant to produce contraceptives at a cheap price, but nothing actually materialized. The position to-day regarding contraceptive materials is that

3rd January, 1959

owing to stoppage of imports, reliable goods are not available, and if available, are priced beyond the reach of the average man. The Government of India has spent crores over family planning but actually nothing tangible has been done. One would like to know by which drains and pipes so much money has gone out of sight.

#### BAD TO WORSE

Factionalism in U. P. and rumbling of discontent in Rajasthan and continuous dissent in the Punjab have been a source of constant provocation to the searching of conscience on the part of the High Command. It is evident that although the call has gone forth again and again for setting the Congress House in order, that institution continues to be as disordered as ever, both in its organisational functioning and its conception of objectives, both immediate and ultimate.

#### PREACHING TO THE CONVERTED

Lest people deviate from the Gandhian path, the ruling party will start Gandhi museums all over the country.

Besides these memorial museums, steps are being taken to erect Gandhi memorial columns after the pattern of Ashoka pillars in 10 selected places and to set up memorial ablets in 75 places closely associated with Gandhiji's life and work.

Later on Gandhi cenotaphs, Gandhi mausoleums, Gandhi

pyramids and Gandhi rock-cut temples will be built telling the world all about truth and non-violence.

#### LIMIT ON COMPANY PROFITS

The recent studies by the Reserve Bank's Research Department have clearly shown how, because of high taxation joint stock companies are finding it extremely difficult to obtain the necessary resources for efficient working. It is significant that the total incidence of taxes on income, wealth and dividends of companies in India amounts to about 56% compared with 41% in West Germany, 34% in Norway both highly developed countries.

In the light of this high tax burden industrial countries it is not clear why there should be a statutory ceiling on profits

earnt by industrial concerns. Such a proposal will hardly do any good to the company's economy. On the other hand. It will cause immense harm. It will make investment in industrial concerns less attractive and may, encourage diversion of funds into non-productive channels like hoarding of gold. It will retard industrial expansion and thus diminish employment opportunities. Foreign capital will also be discouraged. In short, the very objectives which the Congress wants to realize, namely higher production, more employment and a better standard of living for all will not be achieved.

During the last few years a new type of investors is emerging from middle class people. They have now realized the value of investment in industries

*The Circulation Manager :*

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and are beginning to take interest in share markets. It is necessary that at this moment share markets should function actively and nothing should be done to affect their morale. It is to be hoped that our rulers will refrain from implementing schemes which though politically attractive, are harmful to the best interest of the country.

It was only in Hitler's Germany that a ceiling of 6 was put on company profits. **THEY TOIL NOT, NOR DO THEY SPIN**

Our leaders do not tire of telling us that we should tighten our belts and economize as much as we can to help implement our five-year plans. Much money can be saved if the office of Governor were done away with.

Despite what has been said about the functions of the Governor in Kerala and Orissa, it cannot be gainsaid that, by and large, they are no better than ornamental figureheads. It is a pity that some talented people are being forced to undertake monotonous and routine duties when they could be employed in more worthwhile work for the nation.

Mr. Nehru is all for retaining the pomp and grandeur of imperial Britain on the ground that they maintain the prestige and dignity of India in the eyes of foreigners as that is all that matters. But then why tell the poor subjects: "Aram Haram Hai" ?

#### MOUNTING UNEMPLOYMENT

The army of unemployed in the country would be practically doubled in the course of the Second Five-Year Plan, it is feared.

The Second plan is assumed to have started with a backlog of about 53 million unemployed—28 million in urban and 25 million in rural areas. Another 10 million are expected to be added to this number during the plan period.

In addition to the curtailment of the Plan outlay the situation must have been aggravated by the sluggish course of industrial production. The severe curb on imports, which has been in operation for over a year and a half, has unsettled the import trade and a number of importing firms have wound up their business and added to the ranks of the unemployed, particularly in urban areas.



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KADAMKUAN, PATNA—3.

3rd January, 1959

151

### OUR DEMOCRACY

The question is now being posed in newspapers: "how long will India be able to withstand the strain of maintaining a democratic set-up within her frontiers when she is hemmed in by anti-democratic forces all around? People who ask this question do not realise that we have already moved half-way towards totalitarianism and away from the democratic way of life. Outwardly India presents the appearance of a multi-party democracy. But in fact, there is only a single party dictatorship now prevailing. There is no prospect in the foreseeable future of the Congress party which wields power, being defeated at the elections and an alternative party stepping in to run the administration. It may be that the leaders of the non-Congress parties work and carry on their political activities in the hope of displacing the Congress some day. But to any impartial observer, free from political prejudices, it is a patent fact that the Congress under the leadership of Nehru is firmly in the saddle and cannot be displaced unless there is a revolution.

It is the political futility of the non-Congress parties and the consequent inability of the people to participate in real democracy that are at the root of the inertia of the people of India to-day. An inert people cannot enthuse over the economic programmes

formulated by the irremovable executive with which they are saddled. There are all the paraphernalia of democracy, including popular elections, Legislative Assemblies, debates, discussions and even fisti-cuffs during Parliamentary sessions. But all these lack the life-giving touch of the reality of politics so long as the people know that the ruling junta will continue in power whatever the people may or may not do.

### EFFICIENCY AT A

#### DISCOUNT

If employment is to expand, it is necessary that the heavy burden of taxation that industry bears should be greatly reduced, and secondly labour must bear a proportionate share of the burden. The industrial sector accounts for 20% of the national income and contributes 62% of revenues to Central and State Governments. The total revenues of Central and State Government amount to 1352 crores for 1958-59 and the industrial sector contributes 837 crores. Thus one can easily realise the heavy burden that is imposed on the industrial sector of the economy. The Tax system accounts for a high proportion of cost for manufactured products. It is estimated that 40 to 70% of ex-factory cost of many commodities is accounted for by the tax element.

The heavy taxation imposed on industries is ultimately borne by the consumers of goods.

### A WARNING

To say that so long as Nehru rules over India Democracy is safe here is to place too big a premium on a single individual. In Burma, U Nu, who was forced out by the Army, was no less a hero with his people than Nehru is with the Indians. In Sudan actually the political parties had sunk their differences and had decided to establish a coalition Government. And yet the Army stepped in and established military rule. Why and how could that happen?

So, then, even while accepting Nehru's greatness, quick steps must be taken to root out from India all those evils which have created nausea for Democracy elsewhere, and which phenomenon cannot be ruled out in the case of India. If Democracy in this land is to be saved, the Nehru Government must be ruthless in stamping out corruption, profiteering and opportunism from this country. People must be made to realise that even under a Democracy it is possible to get necessities of life at reasonable prices, to get quick disposal of cases from the administration, and to stop wasteful expenditure, and that Democracy does not mean strangling the common man by taxation.

# Nationalisation Or Bureaucratisation?

'PUBLIC' SECTOR IS ONLY A PARTY SECTOR

By C. M. Sirinivasan

Our ancient land has always respected the rights and privileges of the people.

Now, in these days, a new kind of expropriation in a civilised garb and legalised by the party force in the legislature in the grandiloquent name of nationalisation has come into vogue—an idea which is born of the genius of our ruling party leaders who gathered their economic ideas overnight from the various countries they visited for a few days.

Let us examine the meaning and the implication of the word Nationalisation which is derived from the word nation. Any industry, nationwide, wherein all the citizens can participate in the production and management with a free will and full freedom to expand according to the abilities of the citizen under certain minimum restrictions common to all and beneficial to the industry, must be construed truly national.

## Party Sector

But, if an industry is taken away from the scope of its being worked competitively by the citizens but monopolised by the State to be administered by a few of its nominees without any regard to knowledge or experience in the industry, how

can that be called national or nationalised? Can such a method help the Nation or only satisfy the ideological concept of a small group of people in power?

In fact, from a broad and true sense what the Government calls Private Sector is really the national sector belonging to all people and the so-called Public Sector which is really administered privately by the Government must be called the private sector. The so called nationalised industries are neither the public sector nor the private sector but only a party sector.

So much about the misleading nomenclature of nationalisation for camouflaging expropriation because ruling authorities do it and there are none to question them. There are a good many thinking men in the so-called public sector who cannot boldly speak about it, because that will rub the Government on the wrong side.

## How It Works

Let us examine how this Party Sector or the so called public sector is working and what good it is doing to the people.

It is monopolistic and very often monolithic and comes as

an obstacle in the way of intelligent, enterprising citizens doing something useful to the people. The public sector kills enterprise and enthusiasm of the industrialists and entrepreneurs and makes a hash of everything, resulting in decreasing production in the country and forcing the Government to increase the taxes to cover the losses arising out of Government's mistakes.

The funniest part of the method of the so called Nationalisation is that the Government finds a few people in an industry bad, and those few are taken for mass propaganda and the whole lot of businessmen are in the most irresponsible way dubbed as bad people and thus having given a bad name, they hang the industrialist and take the industry under the Government administration. The party in power are little aware that in many cases, Private enterprises in India establish social contacts and economic norms worthy of the nation, but yet the party authorities dub the industrialists as antisocial profiteers and try to pull them down in the eyes of the public to facilitate expropriation and show that the Government's action is justifiable.



3rd January 1959

153

### A Word To Labour

The support for the so called nationalisation comes from the disgruntled, misguided staffs or labour in the lower rungs of the industry who hope to get better with a change of masters only to be sadly disappointed later on.

The labour and the staff in the lower rungs of the industry little realise that Government can take away their rights for collective bargaining through strikes by legislating that labour laws will not apply in the case of the so called nationalised industries. By an unchivalrous, invidious, discriminatory measure Government can easily put the public, the industrialist and the labour to great disadvantage, the Government officials relating all the beaurocratic powers to themselves. A little careful thinking on the part of labour must make them realise the great disadvantage they will have under Statism.

At present, the nationalised Industries are centralised and to this extent the States are isolated and the funds of the so called nationalised industries are made use of exclusively by the Centre, depriving States of their portion and making the States impotent.

### Proper Checks

The L.I.C. is a nationalised industry to-day. Prior to 1956, the industry was spread over the entire country with a number of independent units, but subject to State regulations in regard to

important matters as (1) Investment of Funds; (2) Proper representation of the Policy-holders in the management; (3) Restriction regarding expense that may be incurred by the various companies (4) Prescribed methods of valuations, (5) Penalties and punishments for units carrying on Life Insurance business whose management proved irresponsible and harmful to Policy-holders' interests.

Now, what has happened after 1955? All the units were bundled up into one in Bombay and managed by Government officers with the help of ex-managers of the units whom the Government thought agreed with their ideologies. The monolithic character of this service organisation by itself alone, is sufficient to condemn it as unservicable to the public since all its affairs are controlled from one place. No wonder there are complaints from policyholders. Who are directing the affairs of the L.I.C? Persons on whom the Government thinks patronage may be bestowed on political considerations. No qualification is necessary except Government Officials' recommendations. There is no representation for the policyholders. A party priding on their virtue of adhering to elective principles, has forsaken the virtue because that does not suit them now. Power obsessed they forget the virtues they once upheld.

### No Election

A little imagination will show that an organisation to be really national must (1) be decentralised on the basis of one unit for each State; (2) be managed by an elected body of Directors, arranging for election of Directors by the Policyholders from among themselves; (3) authorising investment of a portion of the funds locally; (4) settling claims also locally by the local boards; (5) restricting expenditure and setting up overall limits to avoid the Government meeting the losses of their mismanagement from taxes on people direct or indirect.

If the administration of the so called Nationalisation had at least stuck up to elective principles in the management and decentralisation whereby all States and big Policy-holders participate in the management, there would have been at least a semblance of Nationalisation.

### Freedom to Choose

The greatest handicap to the public in dealing with the so-called nationalised concerns will be the difficulty to deal with them as easily as the people can with individual free-enterprise concerns. Statism in enterprise hits at the root of the freedom of the citizens to choose and to fight for what they want. Statism enslaves people forcing them to take what the Government can give. The State under

their monopolistic power forces the public to serve State authorities according to the latter's whims and fancies and fails to serve the people.

#### **Bureaucratic Control**

Take any industry brought under the so called Nationalisation. We see the results of (1) inefficiency: (2) indifferent services to the people; (3) poor returns resulting in losses: and (4) ultimately collecting the losses from the people themselves through direct and indirect taxation.

The Congress party of to-day which is but a splinter of the original Indian National Congress which once embraced the whole nation, was dead against bureaucracy when the British were administering the country and it is a tragedy to-day that a splinter of that once great organisation should have developed into a bureaucracy in the administration of Independent India.

Let us now fight our way back to honesty and sincerity which have fallen low these days. When Prime Minister Nehru of our neighbouring country admitted boldly the disastrous effects of Statism in industry and retraced his steps after some mistakes by the State were

quickly found out, should we be still persisting in our mistakes?

#### **For True Welfare State**

A perfect and efficient welfare state is possible by a direct control by the State, putting down antisocial and profiteering and hoarding habits of some people as the British did by resorting to direct action, without taking to roundabout methods as we have. We can achieve a Socialist State also by educating the illiterate voters and preparing a climate for socialism on voluntary basis by the people themselves. Socialism by force of legislation is rank communism.

It is positively dangerous to adopt the method of Statism calling it nationalisation on the plea that some people have anti-social, hoarding and profiteering habits. Such methods of nationalisation as the Government is adopting, will tend to develop bureaucracy and destroy the chances of efficient Welfare State and land us only in Communism.

Nationalisation as it is today is nothing but an euphemism for class nepotism by those in authority regardless of public interests. Let those in charge of our affairs to-day take care that history does not repeat

itself and prove that a predominantly illiterate country has to be administered by a better class of statesmen and mere patriotism cannot be a substitute for wise statesmanship. If the grandiloquent policies of so called Nationalisation and economic controls in the name of public good are blindly persisted in, the result will be a poor India, economically crippled by the ideological concepts of a single party. In times of rapid development of our country industrially it is only a National Government that can deliver the goods.

Already a fear complex is growing in the minds of Indian entrepreneurs and businessmen that the present Government has the tendency to rob hard working intelligent citizens of the rewards of their hard labour and so they hesitate to venture on big business schemes. It is time the Government of to-day dispel such fears by their honest and fair conduct towards all sectors and not try to appease the numerically bigger sector by going out of the way because their voting strength in elections is more valuable to them.

—Neete

# THE TRIUMPH OF THE MEDIOCRE

By M. SUR

In recent years, there has been a disturbing tendency to decry merit in all negotiation for revised wage scales and to insist on a uniform pay for the job, regardless of the efficiency with which it is carried out. Now, while in general the principal of the pay for the job is undoubtedly correct, it seems we are losing something if there is no incentive at all to put one's best effort into the job. On mechanical jobs, of course, where output can be measured, this incentive can be supplied by a bonus scheme related to production and in the interests of increased productivity. Government have been trying to encourage the introduction of incentive bonus schemes of piece rates, but, even, here, workers and their representatives tend to be suspicious and to prefer the dead level of the fixed scale. In offices and in jobs requiring initiative, this levelling down is having an adverse effect on the standard of work.

Take the case of a filing clerk. Everyone knows that there are filing clerks and filing clerks—the first, though not bad enough to be sacked for inefficiency if one could do such a thing these days) are frequently at a loss and have

the whole department in a frenzy when the boss is asking urgently for papers; the second, having interest in their work, a good memory and a systematic approach to their job, are able to turn up papers required at a moments notice and contribute not a little to the smooth flow of work in the department. Indeed, the second type proves so valuable to the head of his department that his promotion to another job is frequently resisted on the grounds that he cannot be spared. How, then is he to be rewarded for the performance of a good job, if he is not given the chance of promotion? Under the usual grading scheme now insisted on by all commercial unions and blessed by industrial tribunals, there is a scale for filing clerks and both the poor filing clerk and the outstanding filing clerk will receive the same increment. There is no award for extra merit, and no incentive to put extra effort into the job. This is the twentieth century version of the Levellers' Movement.

It is quite frequent for unions to claim a higher pay or a higher grade in the

office for a clerk with a degree, regardless of whether the degree is relevant to the job he is doing. While it is certainly true that a clerk with a degree has spent time and money on his higher education, it is unfortunately not true that this automatically makes him more qualified for his job. It may, in fact, unfit him qualifications, and many clerks who have not been fortunate enough to have the opportunity to sit for a degree, are better clerks than those who did.

In a recent dispute in one company, the union argued that those who had worked in several jobs should automatically have priority for promotion. Movement from one job to another is not necessarily evidence of versatility, but even when it is versatility is only one of the factors which should be considered for promotion. Why should the worker who has been kept on a single job, where he has shown himself first-rate, be passed over when it comes to promotion by a man who has been shifted around just because he was the worker who could most easily be spared each time by the head of his department? For promotion,

3rd January, 1959

various factors must be taken into consideration and these factors may vary according to the type of job.

Discussion recently with a leading trade unionist confirmed the impression that the trade unions do not like any form of merit rating and only approve of merit being taken into consideration for purposes of promotion. The reason given was that the workers cannot trust the management to be impartial in rating merit and that factors such as "loyalty" are usually taken to mean non-support for trade union activities. It is only too true that this has often been the case, and managements have largely themselves to blame for the present accent on mediocrity.

The triumph of mediocrity is not however, confined to India. A recent issue of *Personnel*, published by the American Management Association, contains an article entitled, 'Whatever Became of Merit Rating?' The author argues that the idea of paying rates for the same job was soundly based on the fact that people differ and that extra pay for merit was a real incentive and in accordance with the democratic principle of "to each in accordance with his ability". The AFL, with its craft outlook in the post war period, was not set against performance rating, but the CIO found different ratings for the same job, "was distasteful to

the great commonizing movement" and argued that merit rating was only a "peculiarly invidious form of favouritism". With the combination of the two great federations, the CIO view prevails.

There is much truth in the allegation, says the author, for, performance rating on unmeasured jobs is difficult to keep objective, and 'it's always pleasant and satisfying—and only too human—to recognise the guy, who goes along with you. It's hard to give a raise to a surly introvert, even though his production and quality are tops.' The characteristics for merit rating have not always been wisely selected. One merit rating plan is quoted which required a numerical rating on the characteristic of "dependability", which foremen tended to interpret as "a good company man" not bothering about the union. Another numerical rating was "versatility" which was defined as "ability to perform adequately more than one job in the department", which took no account of the highly capable one-job man.

Among organised workers there is a strong urge to conform and not to be different from the others, which usually wins over the urge to excel. Faced by the opposition of organised labour to merit rating it was natural for American

managers to say, "if equal treatment is what they want, that is what they will get". The urge to earn more began to be satisfied with group incentive schemes, or with incentives directly related to production where the job was measurable. Where high ability could not be measured, it was found that highly skilled men were turning down the skilled jobs in favour of lower-rated jobs where they could earn more on output.

If trade unions are suspicious of management intentions in the USA, they are doubly suspicious here. It is not likely that they can be expected to accept any form of merit rating except in appraisal for promotion. We shall have to content ourselves with pressing for payment by results on measured work and group incentives where these are practicable. We cannot afford to let initiative be smothered by mediocrity.

In the USSR, when mediocrity appeared to have gained the upper hand, the Stakhanovite movement had to be introduced to bring back initiative. This in turn has gone too far toward making a privileged class or caste, and recently it was reported that some modifications in the Stakhanovite system had become necessary. As always, the pendulum swings too far one way or the other, and needs some adjustment to give true balance. In India, we have gone too far in standardising pay. We need now to redress the balance by encouragement of initiative and outstanding performance.

—Indian Finance.

## AFTER NEHRU—MORARJI

Morarji Desai is the stong-man of the Congress to-day. He wants to give the impression to the world that he is the true follower of Mahatma I (Nehru is a renegade), as he is a vegetarian, reads the Gita daily and has not slept with his wife for 20 years (this last secret was revealed to a *Time* correspondent for broadcasting to the world). His satellites also proclaim him to be the successor of Nehru.

This great man, however, is not as great as he is made out to be by his followers. Why and how he left government service is a secret not known to many. When Bombay's Finance Minister Hirey's personal bank balance rose to about 25 lakhs after a year's service as Minister and awkward questions were asked in the Bombay Assembly, Morarji Desai rose to explain that Hirey was so great a patriot that he never made a distinction between money that belonged to him and public funds. They were all put in one account. They again, it was Morarji Desai who handed over a 2 crore contract for digging tube wells in Gujerat to K. M. Munshi's son-in-law without calling for tenders.

The *Observer* say. that not very long ago was published a report in the daily Mahratta of Bombay throwing lurid light on the activities of the Morarji's son. Obviously the charges were true—else there would have been a defamation case long ago.

Reports of the young Desai continue to pour in. The latest concerns the import of dyes and chemicals for bleaching of textiles.

According to Government policy import of these chemicals is to be allowed general to actual users, A licence for not more than Rs. 2 lakhs may be given to any single company. But FREDCO, an Indo-German concern, got as many as 13 licences for a total value of Rs. 48 lakhs only. Ad hoc licence No. 2609 for import of vat Dyes is to the value of Rs. 8 lakhs. Licence No. 811610 for import of pigment dyestaff is for Rs. 7 lakhs only.

It is believed that these licences mean a profit of Rs. 96 lakhs only. Nor is that all. A weekly return showing licences for value of Rs. 75,000 and above has to be submitted from Bombay to New Delhi every week. But these licences were not mentioned in the

weekly returns. All licences above Rs. 2 lakhs are to be issued only by the Chief Controller of Imports and Exports, New Delhi. In this case, orders bear the signature of M. L. Gupta. Deputy Chief Controller of imports and exports he says he never signed them! He is since reported to have been transferred.

Here is a fit case for a deep probe. Commerce Minister Lal Bahadur Shastri is reported to have ordered the freezing of these licences. But the public is entitled to know how this scandal could occur. It must know all the facts—and action thereon—from the Government.

One of the directors of FREDCO is the son of Morarji. It is believed that this important association has had something to do with the issue of these extraordinary licences. Morarji must either improve his son or disown him. If does neither, his reputation may get clouded as the number two great man in the ruling party.

But Morarji might point out that sins of sons are not to be vested on fathers. That Abdullah Gandhi, Randolph Churchill, Sarah Churchill and young Roosevelts were or are no credits to their illustrious fathers.

## MUSINGS OF A COMMON MAN

( By BECUBE )

Numerous little dramas are played in the administrative machinery in our State. One of these is being cited here for the entertainment of persons not in the know of things.

Place: A Commercial-tax office.

Officer to his orderly: Complaints are pouring in that you take money from suitors telling that it has to be paid to me. You should put a stop to this, otherwise I shall be obliged to get you transferred to some other district.

Orderly: *Huzur* (Sir), lots of *hakims* (officers) have come and gone before you.

You can do as you please.

The Officer wrote to his superior authority reporting the whole matter and suggesting the transfer of the orderly to some other district. The suggestion was accepted. Now, on the day of leaving:

Orderly: *Salaam Huzur* (my respects, Sir! I hope to see you again shortly.

The orderly, who had made a fortune and was in hand and gloves with a notorious but influential politician, moved the still higher authorities against the transfer mentioning *inter alia* that the said officer had wrecked vengeance upon him

as he had demurred to carry out his irregular orders.

A fortnight later.

The Officer was under orders of transfer to some other station and the orderly was retransferred to his previous place of employment. Both the outgoing and incoming employees of government met at the railway station.

Orderly: *Salāam Huzur!*

Our rulers love the monies of foreigner but not their advice or suggestions to improve our financial condition. Being a self respecting nation we cannot stand any interference from others. The creditors must feel it *ganimat* (thank their stars), that we are giving them a chance for moral uplift by the way of becoming benefactors!

Our great leader is getting annoyed at the growing criticism against the Plan. His annoyance develops in tempo in adverse the same ratio as his disappointment with the progress of the Plan. This tame poor common man ventures to blurt out that he has always found his leader allergic to criticisms, specially if these are supported by incontrovertible fact and figures. In spite of the the leader being a genuinely good parliamentarian, and counter to

his profession of loyalty to democracy, he comes up before the eyes of the common man as a despot, albeit a thoroughly benevolent one. The commonman guesses that if the benevolent leader was an out and an despot that would have done him (a common man) greater good at a lesser cost. If he was wrong he could have learnt his mistakes directly and promptly. As it is, the unholy wedlock between Despotism and Democracy has given birth to a Hybrid which obstructs the vision of the great leader, tortures the common folk, and demoralizes and degenerates the whole nation.

It is the belief of this common man that in an undeveloped and over-populated region planned economy of a surpassing magnitude and within a short period of time does more harm than good. And the panorama of a Welfare State painted before the eyes of the long suppressed, ill nourished and ill clothed men and women will tear them away from their old moorings without providing a new haven for them before they are driven by the rising storm and wrecked. of they may get into line of doldrum wherefrom it becomes difficult for them to move on. It is grossly unbusinesslike to experiment on large scale without

getting a successful result in a laboratory test. It is human, too, to play freely with the life and property of countless millions.

The people of the land were called upon to live dangerously. They are doing so. Some are always living in the danger of losing their life and property, others are sporting dangerous antisocial games!

Voice of God has also been faked and adulterated. The Head of the most powerful country in the "Free World" has sent his christmas message from beyond the Earth's sphere. But it has failed to cheer up the down trodden common man of the world as the voice of Jesus of Nazareth could do. Adulterated food cannot give sustenance to any one!

*Lage lagbe taka, debe Gauri Sen*—do not worry for expenses, Gauri Sen will meet it. That is a house-hold saying among the Bengali-speaking Bharatiyas. Gauri Sen is a mythical person who was supposed to finance all sorts of wreckless spendings. Our protectors have caught such a Gauri Sen in the taxpaying public. Not content with airy achievements they have now become airminded at the cost of their flocks. The poor common man has come to look upon them as little children do look upon phantoms. Now the foxes and phantoms will fly side by side!

The poor common man has been reminded with flourishing of big canesticks that he must be prepared to shoulder further levies and to be content with

diminishing returns to tax investments. He must crawl on the ground so that his lords may become airborne!

When it is the need of the hour to have lesser births it looks paradoxical to make bachelors pay higher income-tax. In our country, the 'worldly' celebrates, as distinguished from the spiritual variety, do not marry mostly because they have to support other family members. And, by refusing to become instrumental in adding to the food and population problem they are rendering a national service. But lo and behold! They are being penalized for their social welfare and patriotic activities. Unlike their rulers they are not being allowed to reap the harvests of their sacrificial sowings!

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## A MINISTER'S DUBIOUS DEALS

Take the recent Defence Ministry contract with Hard Motors, a London trucking company. This company is to handle the recovery of scrap from time-barred ammunition which in the past used to be dumped into the sea. The idea is probably a good one though we may discover in the end that Mr. Menon's salvaged scrap will cost us more than the game is worth. Anyhow, one can keep an open mind on that aspect. What is not so easy to keep an open mind about is why Hard

Motors, who have no experience of this type of work, were selected to do it in the first place. The actual operation will be done by an Italian firm, as subcontractors of Hard Motors. There is no explanation outside Mr. Menon's tortuous methods of doing business why the Italians were not directly entrusted with the work.

That is point No. 1 Point No. 2 is that Hard Motors have a registered capital of £ 1,000. It can be said that this may have no relation to the firm's standing.

Let us accept that, too. But we are, let us hope, permitted to draw a slightly different inference from the fact that the Defence Ministry had knowledge that Hard Motors were involved in a tax evasion case in England recently.

Point No. 3. The Indian associate of Hard Motors is a man of no great standing in any particular activity. He was not so long ago investigated by the Special Police Establishment. All this may mean nothing in isolation, but has a more than slightly

3rd January, 1959

160

murky odour to it when read with other details of the deal.

#### UNTIDY BUSINESS -

Point No. 4. Hard Motors have already received a sum of more than Rs. 9 Lakhs from the Defence Ministry. And, if this is not a hard enough bargain already, they will buy back the salvaged scrap the themselves at a price which has been fixed at considerably below the market price. About the only thing that is not scrap in this untidy business is the pattern so familiar to us in the jeep and ammunition contracts.

Not enough, you say to forget Mr. Menon's good work at the U. N. on Kashmir? All right, then. Let's turn to some other recent Defence Ministry deals. A Japanese firm has recently secured a contract from Mr. Menon for the manufacture of tractors and earthmoving equipment. Marshall's of England, a firm which has specialized in this work over a considerable period, and are the people from whom the British Ministry of Supply buys, were the first in the picture in these negotiations. Their offer, satisfactory I understand in other respects, was turned down on Gen. Thimayya's plea that our Army had no experience with the Marshall equipment. If anyone botheerd to ask him whether the Army was familiar with the Japanese equipment we do not know. Anyhow the Japanese product had not been

known in India, either in civilian or military use.

Maybe, after all, the Japanese equipment was superior in some way. Mr. Menon has his own methods of finding out. So an agreement was signed in India awarding the contract to the Japanese firm.

Nothing very fishy, so far? Not if the matter had been left there perhaps. But it was actually arranged that a team should go out to Japan to inspect the equipment. I wonder that would happen to an agreement which has been signed, sealed and delivered if the inspection team does not agree with Mr. Menon's judgment. But, of course such things do not happen in Mr. Menon's well-ordered Ministry.

Had enough? Let's take the contract with M. A. N. of West Germany then. M. A. N. are to supply 1,300 multi-fuel trucks for the Defence Services and later to help in the manufacture of similar trucks by the ordnance factories.

We have been told that the ordnance factories have suitable excess capacity for the manufacture of the estimated annual Defence need of 2,000 trucks. This excess capacity of course has not been assessed by any technical expert worth the name.

Secondly, we were told that the great merit of the Defence Ministry building its own trucks instead of farming the work out to private manufacturers is that it would entail no expenditure of foreign exchange on plant. Yet the Defence Ministry has already spent Rs. 47 lakhs on what is called "balancing equipment" so that the ordnance factories can undertake track-making. Heaven alone knows how much more will be demanded as time goes on.

And all through this there will be idle capacity with the Indian automobile manufacture which Government itself had previously encouraged them to instal to prepare themselves for meeting Defence requirements. Surely it is a waste of resources to instal unwanted additional capacity solely for the Defence forces.

In any case, a unite for building only 2,000 trucks is never going to be an economic proposition. Fortunately for Mr. Menon, he will never know what the business is going to cost the country for the ordnance factories have no cost according.

*The Hindustan Times*



# THE OFFICIAL LANGUAGE OF THE UNION

By K. C. SEN

(Continued From Previous Issue)

## The Madras Government's Attitude

It seems pertinent here to refer to the reply of the Government of Madras to the following two questions:

(1) Should not Hindi be given at least the same place as English after the mother tongue in particular?

(2) Should not Hindi be made a subject of compulsory study? (P. 83 of the Report)

The Government of Madras answered both the questions in the negative; and gave the following reasons.

"First—English must be the second language and Hindi the third language for the following reasons:

(a) English has to be and Hindi cannot be the medium of scientific and professional instruction in colleges; and

(b) English provides and Hindi cannot provide a direct access to creative modern thought. It is true that Hindi might be developed one day to perform these functions. But it is equally true that the mother-tongue would also be so developed—perhaps even earlier. In any case this consideration does not make a difference to the requirements of practical action between now and 1965.

"Secondly—Hindi cannot be made the subject of compulsory study in secondary

schools of this State for the following reasons:

(a) The prescription of a language as a subject of compulsory study entails the consequence that failure to attain a minimum standard in that language will be attended by serious penalty, viz., loss of prospects of admission to colleges, and of admission to all those professions which are limited to college-educated persons. It would be an unreasonable strain on the nervous energy of young students to subject them to the anxieties of such a penalty in respect of three different languages.

(b) The object of the suggestion that Hindi should be prescribed as a subject of compulsory study can only be to secure that a large number of students would learn it more diligently than otherwise. This object will not only not be secured, it will be defeated by the course proposed. For, it will create the apprehension that Hindi is being 'imposed' and thereby, arouse a feeling of hostility to Hindi. On the other hand, if Hindi continues to be recognised as the third language in all schools, and all practicable steps are taken to raise the efficiency of instruction in Hindi, consistently with its optional character, the knowledge of Hindi is bound to increase steadily in this State. If, as is to

expected, the Government of India require that candidates should have passed an approved school examination in Hindi as the condition of employment under the Government of India, there can be little doubt that the students will voluntarily make good use of the facilities made available to them in all schools".

## Hindi: An Optional Language

Although many States—Assam, Bombay, Coorg, Hyderabad, Saurashtra and Travancore-Cochin—have made Hindi a compulsory subject in the secondary stage in schools, Madras has made provision for the study of Hindi as an optional non-examination language in the curriculum of secondary schools. In spite of this it is found that a very large proportion of the pupils voluntarily learn Hindi.

This provides sufficient justification for the method followed in the State of Madras. This method is worthy of emulation by all the non-Hindi speaking States, although the number of pupils voluntarily learning Hindi may fall off a little if Hindi is merely made one of the Union's language. If Hindi is made a compulsory subject in the school in non-Hindi speaking areas, the local language also having to be made compulsory, the study of English will undoubtedly

languish and be relegated to a secondary position; the position of banishment, once desired by Gandhiji, will virtually be reached. Will that not jeopardise the cultural advantage we derive at present by learning English?

Let us remind ourselves that it was Gandhiji, again, who said, I do not want my house to be walled in on all sides and my windows to be stuffed. I want the cultures of all lands to be blown about my house as freely as possible. But I refuse to be blown off my feet by any.... Mine is not a religion of the prison house." His objective of removing English from the pedestal on which it stands at present, will be sufficiently achieved by making two or three other languages official languages of the Union as well. It seems to be a fact that in those areas where English has virtually been discarded and replaced by Hindi in the educational institutions, there has been "a serious deterioration in standards" (Minute of Dissent by Dr Subbarayan, para 19).

In a speech made by Shri Jawaharlal Nehru at Sapru House on April 29, 1957, he said, "I do not see why we should

be afraid of using English, provided we are clear about our objective, where we are going ..... We have to recognise the importance of English to us, for at least two reasons. One is that even now it does help in understanding each other, especially the people from the North and the South and other parts of India. We should keep this link. The other reason is that it provides a link between us in India and the outside world, and it is of utmost importance that we should maintain that link with the outside world and not try to cut off ourselves from it and isolate ourselves".

#### FUTURE POLICY

If Hindi, Urdu and English are recognised as the official languages of India, no apprehension would be raised in the mind of any citizen of India, the steady progress of Hindi in all parts of the country, unhampered by such apprehension, would by assured, continuity with our past in culture and education would be preserved, the super-eminence of English would disappear, and all problems of language would become free from questions involving compulsion and unimpeded by unnecessary

impositions. The State would frame their own policies with regard to language in administration and education, but would no doubt encourage the voluntary study of Hindi, as the State of Madras is at present doing.

All enactments of Parliament, all orders, communications, notifications, etc., of the Central Government will be published in all the State languages, and the States will communicate with one another in one or more of the Union's official languages or in some other language mutually agreed upon. The Union Public Service Commission will conduct its examinations through the media of all the official languages of the Union, with option to each candidate to answer in any of them. The language of the High Courts and Supreme Court will continue to be in English till such time as the necessary preparations, in the way of evolving legal vocabulary, etc, have been completed in Hindi, when the stage would be reached for legislation in this respect, if legislation be felt necessary. But in any change in the language of the Courts the opinion of the Supreme Court, and of the High Court concerned as regards the lower courts, should be sought and ordinarily followed.

*The Economic weekly*

Office of the Executive Engineer,  
Lift Irrigation Division, Arrah

NOTIFICATION

Sealed tenders on the approved bill of quantity to be eventually drawn in P.W.D. Form F2 and H. Form will be received upto 3 P.M. of 9th January '59 for the following works. Other details may be had from the office of the undersigned on any working day.

(i) Remodeling of masonry structure in Sone Canal System for the Batches A,B,C,D,E,G,H,J,M,N,P,Q,R,S,T,U, approximate cost amounting to Rs. 8.5 lacs.

(ii) Supply of Paujwa Bricks at Bihta, Tarari, Sedha and Bachari (2 lacs at each places) approximate 24,000/-

Sd/- A. Prasad  
Executive Engineer,  
Lift Irrigation Division, Arrah

Irrigation Department : Govt. of Bihar

NOTICE INVITING TENDERS

Sealed tenders on plain paper to be eventually drawn in P.W.D. Form F2 will be received upto 3 P.M. on Thursday the 15th January, 1959 for the work of lining of Katcha village channel to a length  $\frac{1}{2}$  mile of each Tubewell site as noted below. The tenderers may attend the Divisional Office on any working day and consult and see required paper.

Name of place	Estimated Cost
1. 88 Tubewell in Bihta Sub-division.	Rs. 3,78,400/-

Sd/- S. M. Jamal  
Executive Engineer  
Lift Irrigation Division, Patna

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TENDER NOTICE

Sealed Tenders are invited by the undersigned for supply of following precision equipment. Tenders will be received upto 2 P.M. on the 10th January '59 and will be opened on the same day in presence of those tenderers who desire to be present themselves or through their authorised agents. Tenders should be on plain paper as per terms and conditions.

The undersigned reserves the right to cancel any or all the tenders without assigning any reasons.

1. Nitrogen digestion and distillation set combined for six Kjeldal flasks complete with glass parts and other accessories to be operated electrically on 220 volts. AC/DC current.

2. Metrohm Swiss make portable Battery pH meter complete with case and other accessories.

3. Collin's calcimeter complete with accessories.

4. Electrical Water Bath with 12 holes.

5. Agfa Drying and Glazing Press.

Terms and Conditions :—

1. Prices should be quoted F.O.R. Patna.

2. Rates of sales tax or other taxes should be quoted.

3. Separate sheet should be used for quoting prices of different items but all may be packed in one sealed envelope.

4. Full detail of accessories should be given. Relevant literatures should be enclosed.

5. Tenderers are warned that if tenders approved and order placed, equipment is to be supplied latest by the 15th March, 1959.

6. Incomplete tenders will not be accepted.

7. The undersigned will not supply import license for any of the equipment.

P. B. Bhattacharya

Field Experiment Specialist,  
Bihar, Patna—3

## Kosi Project Department.

### TENDER NOTICE

Sealed Tenders to be eventually drawn in P. W. D. form No. F 2 will be received by the Superintending Engineer, Canal Circle, Kosi Project, Bathnaha, in his office upto 3 p. m. on Monday, the 12th January, 1959 for the works detailed below. Tenders must be submitted on Tender Papers purchased from the undersigned at the rate of Rs. 10/- (non-refundable) for each work. The Tender paper will be available for sale from the 22nd December '58 onwards, on all working days during office hours. Earnest money shall have to be deposited into any Government Treasury and the original copy of the receipted *chalan* must accompany the tender, without which the tender will be invalidated. Earnest money will also be accepted in National Savings Certificates, but in no other form. The tenderers must also file with their tenders, their last clearance certificate from the income tax and sales' tax. It is permissible to quote for one or more works, but quotation for each work must be in separate sealed cover with the name of the work written on the cover. Any other information can be had from the undersigned on application.

Name of Work.	Estimated Cost.	Earnest Money.
1. Construction of a T beam and Slab road—bridge at R. D. 50-400 of the Main Canal.	Rs. 1,11,000/-	Rs. 2,300/-
2. Construction of a T Beam and Slab road—bridge at R. D. 54-000 of the Main Canal.	Rs. 1,11,000/-	Rs. 2,300/-
3. Construction of a T Beam and Slab road—bridge at R. D. 66-150 of the Main Canal.	Rs. 1,12,000/-	Rs. 2,300/-
4. Construction of a R. C. decking foot—bridge at R. D. 72-600 of the Main Canal.	Rs. 70,000/-	Rs. 1,400/-

Sd./- K. K. Sahay  
Executive Engineer,  
Canal Division No I,  
Kosi Project, Birpur.

### TENDER NOTICE

Quotations are invited for supply of Grouting Machine, Guiniting Machine, Concrete Mixers, Vibrators and Diesel Pumps to be submitted on or before 14th January, 1959. Detail may be obtained from the office of the Chief Engineer, Irrigation, Bihar, Patna.

Sd/- R. Ghosh  
P.A. to Chief Engineer, Bihar  
(Irrigation)

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