

SLM

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c/o **SWISS**

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Sehr geehrte Herren,

Bevor Herr Dr. Arbenz Winterthur verlässt, und dieses Thema nicht mehr besprochen werden kann, möchte ich Ihnen zwei damit im Zusammenhang stehende Zeitungsartikel senden. Seit einigen Monaten wird in der Presse in zunehmenden Masse gegen fremde Firmen Stellung genommen. Auch die Kolonne "Reader's View" war für einige Zeit voll von Pros' und Contras' und es ist erkennbar, dass mit der Indianisierung Ernst gemacht werden soll.

Kaufmännische Angestellte sollen nur noch durch Inder ersetzt werden. Bereits ist bei Gebrüder Volkart, Bombay, dem lezt eingereisten Schweizer der Baumwollabteilung die Aufenthaltsbewilligung nicht erneuert worden. Wir wurden vom Schweizerkonsulat und vom Handelsdelegierten angefragt ob wir irgendwelche Hindernisse in dieser Hinsicht getroffen hätten.

Innert 5 Jahren sollen aber auch alle technischen Posten von Indern besetzt werden können und es wurde offiziell empfohlen die dafür notwendige Ausbildung an die Hand zu nehmen. Vorderhand werden für uns keine Schwierigkeiten für die Verlängerung der Aufenthaltsbewilligungen zu erwarten sein. Trotzdem empfiehlt es sich in verschiedener Hinsicht sich vorzusehen.

Für alle kommende Gesuche Um Einreisebewilligung oder Verlängerung der Aufenthaltsbewilligung müssen wir unbedingt die technische Ausbildung von Indern in erster Linie erwähnen. Regierungsaufträge und damit verbundene Montagen sind keine Rechtfertigung mehr für den Aufenthalt von Europäern. In diesem Sinne habe ich auch im Zusammenhang mit der Ausschreibung des D.G.S.&D. für einen grossen Kompressor (K600/280) versprochen, die Ausbildung gratis durchzuführen, wobei zu bedenken ist, dass die Montage auch von der E.Rly. selbst ausgeführt werden könnte.

Im Falle, dass wir in absehbarer Zukunft den Stab von Werksangehörigen in Indien reduzieren müssten, tritt die Frage auf, ob nicht Herr Marathe gänzlich im Büro für das Ersatzteilwesen, Projekte und auch in der Aquisition eingesetzt werden könnte. Obschon ihm dies das viele Reisen ersparen würde, was er mit der Zeit vorziehn wird, bin ich nicht überzeugt, dass er mit dieser Lösung einverstanden wäre, da damit der Uebertritt zu K.C. verbunden wäre.

16

Indianisierung von SLM Bombay kann natürlich auf zwei Arten vollzogen werden. Entweder übernimmt K.C. die ganze Vertretung, und SLM Bombay ist nicht mehr registriert als Vertretung einer fremden Firma, oder unser Stab wird vergrössert, wenigstens formell. Mr. Kishenchand hat diese Frage auch aufgegriffen und mit mir diskutiert und dabei vorgeschlagen, dass sein Sohn Gobindram sich nun vermehrt der SLM Aquisition widmen solle und auch über SLM Bombay sein Salär beziehen könne, d.h. in Verrechnung gegen Kommissionen. Weiter könnten kaufmännische Angestellte die bereits für SLM Bombay arbeiten in gleicher Weise als unsere Angestellten figurieren im Falle eines weiteren Census.

Mit freundlichen Grüßen verbleibe ich

Hochachtungsvoll,

A. Fleckenstein

Beilagen: 1 Zeitungsausschnitt aus "Free Press Journal"

2 Zeitungsausschnitte aus "Times of India" 8.2.53
(ein Artikel)

} Mr. Fleckenstein

Für die Vermutung der an interne Angestellte von Kayce in ihrer persönlichen Eigenschaft als SLM-Bombay Angestellte anzunehmen Saläre mit den Kayce zukommenden Kommissionen befriedigt selbst bestenfalls, ist mir dieser Weg viel sympathischer als die ganze Übernahme unserer Vermutung durch Kayce.

A.

NO MORE FOREIGNERS TO BE RECRUITED FOR KEY POSTS IN FIRMS

By K. SUBBAROYAN

"The Times of India" News Service

NEW DELHI, February 7.

AN ANALYSIS OF THE RETURNS, SUBMITTED SO FAR TO THE GOVERNMENT OF INDIA BY ABOUT 1,300 FIRMS DISCLOSES THAT THE EMPLOYMENT OF INDIANS IN FOREIGN-CONTROLLED COMPANIES IN THIS COUNTRY IS VERY UNSATISFACTORY.

More than 75 per cent. of the senior posts in these firms carrying emoluments of Rs. 1,000 and above, are manned by foreigners, while an attempt is reported to have been made to inflate the number of Indians employed in junior scales by inclusion of stenographers, accounts clerks and *mistries*.

It is gathered that there are still more than 300 foreign firms which have not yet submitted returns on the number of foreigners employed by them. It is felt that when the full facts and figures are collected from them and from those which have sent only incomplete data, it will give an even more disconcerting picture, necessitating energetic steps on the part of the Government to persuade foreign firms to adopt a more speedy and sincere policy of Indianisation.

As a first concrete step in this direction, the Government of India, it is reliably learnt, has told all the leading foreign-controlled firms in India to ban further recruitment of foreigners and employ more Indians. Most of the foreign firms seem to have agreed to this proposal, and are evidently reconciling themselves to the changing conditions in this country.

The Minister of Commerce and Industry, Mr. T. Krishnamachari, who initiated this inquiry of national importance, is likely to order publication shortly of a report containing an analysis of the returns received from these firms and his Ministry's conclusions.

There are three categories of firms in India employing foreigners—Indian firms, foreign firms registered in this country, and foreign firms registered abroad.

Poor Response To Census Of Foreign Employees

(Continued from page 1, col. 4).

foreign firms have stated that they employ only Indian nationals.

Submission Of Data

A close study of the returns is stated to have shown that all the facts and figures have not been placed in the proper perspective before the Government by quite a large number of firms, although it is emphasised that there is no evidence of non-co-operation in the submission of relevant data by the firms. What is clear, however is that more than 75 per cent. of the senior posts carrying emoluments of Rs. 1,000 and above are manned by foreigners in these firms, five years after the advent of freedom in this country.

Although 90 per cent. of the junior posts carrying emoluments below Rs. 1,000 and above Rs. 300 are shown to be held by Indians, this is stated to be of less consequence to the policy of Indianisation because the really important managerial and technical posts fall in the salary group of Rs. 1,000 and above. Moreover, it is believed that many of these firms have included lower grade staff, such as stenographers, accounts clerks and mistries in this category. They had to be reminded that the Government required information specially in respect of the structure of the covenanted staff in order to determine the percentage of Indians in it.

Tea Industry

Assessed industrywise, the position of Indians in the plantation industry, particularly tea, is stated to be least satisfactory, as it is here that the largest number of Europeans are employed. Hardly seven per cent. of the senior posts in the tea industry are held by Indians.

The position is slightly bet-

ter in the jute industry, but even here it is disconcerting to note that only eight per cent. of the covenanted posts and five per cent. of the technical posts are held by Indians.

In the managing agency firms, trading firms, and foreign insurance companies, it is gathered, Indians hold about 25 per cent. of the senior posts.

Contrary to popular belief, the employment of Indians in petroleum companies is stated to be much more satisfactory. The inference that could be drawn from the returns received by the Ministry of Commerce and Industry in regard to this sector is that two-fifths of the senior posts are held by Indian nationals.

Obviously, the present inquiry cannot be considered exhaustive in itself, although it has brought into bold relief the magnitude of the problem. The inquiry can be considered complete only when all foreign firms have placed before the Government a full list of covenanted foreign staff, in whatever form they have been recruited to serve in this country.

Pending the passage of the Collection of Statistics Bill in Parliament, the Government is adopting a number of measures to collect the required data hitherto not supplied by foreign firms.

Every opportunity is utilised by the Minister of Commerce and Industry to convey to the heads of foreign firms the intensity of public opinion on this question, and request them to accelerate the pace of Indianisation. There has been direct correspondence with certain firms while an on-the-spot inquiry has been instituted in the case of others by sending out officers to Calcutta, Bombay, and other places where these firms are located.

Foreign Firms

The Central Minister for Commerce and Industry, 'Shri T. T. Krishnamachari did some straight talking in a polite way at the Annual General Meeting of the Associated Chambers of Commerce, at Calcutta.

In the first place, the Commerce Minister told the gathering, which represented the foreign business interests in this country, that the field open to foreign capital in India, in the trade sector, was not an unlimited one, and he expressed the Government's disapproval of the practice of certain foreign firms of establishing both manufacturing and trading organisations as integrated organisations.

Secondly, he asked the foreign firms to take more Indians on their superior staff, administrative and technical, and he seemed to have been dissatisfied with the answers he received from some of the foreign firms, in reply to the government's query about the ratio.

Thirdly, he urged the foreign concerns to give at least fifty per cent of their insurance business and a large percentage of shipping business to Indian interests.

All this may not be to the liking of some of the foreign firms, but this is the only way they can establish their business on secure foundations in this country.