

ALL-INDIA ASSOCIATION OF CSIR EMPLOYEES

(erstwhile Federation of CSIR Employees' and Workers' Unions and Associations)

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02.12.2005

To : Hon'ble Shri Kapil Sibalji
Minister of Science and Technology and
Vice-President (CSIR)
19, Teen Murthi Marg
New Delhi – 110 001

By Regd. Post
Ack. Due

Hon'ble Sir,

On behalf of the Affiliated Units and Working Committee Members of AIACE/
Federation, it is with deep regret and anguish we wish to state as follows :

In a most outright and daring interviews (with the interviewer Mr. Shekar Gupta) on NDTV
24 x 7 Channel – Walk the Talk Programme – telecasted on 27.11.2005, Dr. R.A.
Mashelkar, DGCSIR, has openly declared that he has completely sidelined the Unions &
Associations after himself taking over the charge of DG. Following is the excerpt :

Interviewer : What was the situation in CSIR when you took over as the DG

Dr. Mashelkar : There were very strong Unions functioning in CSIR. Very often Directors
use to telephone me on their activities – Now they have all gone they
have all gone. Now cordial atmosphere is there.

The above interview is a proof to the fact that Dr.Mashelkar has intentionally (of course in
connivance with the Directors) sidelined the Federation/Affiliated Units and CSIR-SWA,
much to the advantage of himself and his Directors and dis-advantage of the entire staff
members. Dr. Mashelkar might have sidelined the Federation/Affiliated Units by not
holding discussions with the representatives, but has not destroyed them. The
AIACE/Federation and its affiliated units (numbering 34) are still existing and will continue
to exist for all the future years to come.

In a democratic country, on the plea of implementation of CCS(RSA) Rules 1993, Dr.
Mashelkar has in fact guillotined the voices of 22,000 Scientists & Workers. This is
certainly not in the best interest of CSIR's future.

The AIACE/Federation and its affiliated units strongly **CENSURE** the statement made by
Dr. Mashelkar in the Walk the Talk programme. Simultaneously, the AIACE/Federation
and affiliated units earnestly appeal to you to **initiate appropriate action against
Dr.Mashelkar** for his inflammatory statement which has really hurt the feelings and
sentiments of the entire CSIR fraternity. Besides, the AIACE/Federation demand an
unconditional apology/remorse from Dr. Mashelkar over making such a statement in Walk
the Talk Programme which has fuelled the sentiments/emotions of the already disturbed
representatives/members all across the CSIR set-up.

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As we have already informed to your Hon'ble Self vide our earlier letters dated 29.12.2004, 20.04.2005 and 25.08.2005, **for the past 5-6 years Dr. Mashelkar is running the most undemocratic regime of his own – without having any discussions with the representatives of the age-old Federation and CSIR-SWA.** In many of the Labs/Institutes, the Directors are also not holding discussions with the representatives of the local units. Under the pretext of CCS(RSA) Rules-1993, he has totally sidelined these high profile welfare/union organizations very much to his and his Directors' selfish gains.

There have been rampant discrimination. Politics of the highest order has crept in the system. Many of the Directors have become Monarchs due to excessive powers thrust in them by the present DGCSIR. With full support of the DGCSIR, many Directors are misusing their powers for their self-interest and hostile discrimination, wherein the highly dedicated/efficient Scientists/Workers are sidelined and sycophants are encouraged on and on and included in their coterie. But true potentials of Scientists/Workers are not being encouraged mainly due to prejudices/ego on the part of the Directors. – Courtesy the present DGCSIR. Many burning issues pertaining to the workers/Scientists' career progression and disparity in pay scales/incentives provided to Group-IV Scientists have remained unresolved for the past several years. The court judgements in respect of upgradation of pay scales are also sidelined.

In toto, it is stressed that there are a plethora of problems faced by the staff members in general. It is quite obvious, when the head of the family, Dr. Mashelkar, has plugged all the channels of negotiations in the name of CCS(RSA) Rules-1993, and has completely sidelined the Central/Local Unions and Associations (Federation/SWA) – as per his own statement in Walk the Talk TV Programme – it is but natural the issues go on mounting and frustration among the workers/scientists go on increasing. This is certainly not in the interest of the CSIR Organization.

Dr. R.A. Mashelkar, whose personal contribution to Science both in terms of quality and quantity is unmatched in the annals of CSIR, and this has made the entire country very much proud. Alas! all the CSIR staff members who are also part of this great country have inhibitions in expressing their ecstasy over his personal achievements/contributions mainly due to his undemocratic, unconstitutional, anti-employee, anti-Association and authoritarian policies, which have really led to total frustration, disgruntlement and insecurity in their related areas. Who can understand the agony and the frustration of the Workers and Scientists? Who can understand the humiliated circumstances under which the dedicated workers/scientists are working in CSIR? Who can understand the autocracy and bureaucracy existing in the Labs/Institutes of CSIR under the tyrannical leadership of Dr. Mashelkar. It is only the CSIR staff members who can understand all this. As is the proverb goes – A mountain which is far off always looks smooth – only when one goes near it, the roughness can be seen. The same is the case with the present DGCSIR.

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Inspite of all this exasperation, the Scientists/Workers are giving out their best for the cause of the country and its science in general and CSIR in particular.

There has been an Award galore on Dr. Mashelkar – the recent being Star of Asia. Almost all the CSIR staff members except the Directors and a few Scientists (who have been benefited by him in one way or the other), have never ever been in a mood to rejoice on this recent award or for that matter on whatever awards that have been bestowed on him for the past 5-6 years. Such has been the aversion that Dr. Mashelkar has created in the minds of his staff members and such has been the relationship built with his own staff. A referendum to this effect will corroborate to the above statement.

The AIACE/Federation once again **strongly condemn the statement made by Dr. Mashelkar** on NDTV Channel and appeal to your Hon'ble Self to **initiate appropriate action against him** for making such a statement which has disturbed the entire CSIR fraternity. Besides, the AIACE/Federation request your Hon'ble Self – being a public representative and elected in a democratic system – to please intervene into the matter and advise Dr. Mashelkar to **withdraw the statement made and start having discussions with the representatives of AIACE/Federation** in order to break the deadlock and honour the democratic set-up of this very great country.

Thanking you Hon'ble Sir in anticipation of an urgent needful action on the above,

Yours truly,

(Abhijit Majumdar)

(N. Suresh Prasad)

Copy to :

Shri Nilotpal Basu, MP – With a request to take up this issue with appropriate authority and react accordingly being a public representative with regard to the commitment made when got elected

Sent to :

Hon'ble Dr. A.P.J. Abdul Kalamji
President of India
Rashtrapathi Bhavan
New Delhi – 110 001

Shri Prakash Karatji
General Secretary, CPI(M)
A.K. Gopalan Bhawan
27, Bhai Vir Singh Marg
New Delhi – 110 001
congress@cpim.org

Hon'ble Prime Minister of India
South Block
New Delhi – 110 011

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Shri Nilotpal Basu, MP – With a request to take up this issue with appropriate authority and react accordingly being a public representative with regard to the commitment made when got elected