

कानपुर टेनरी राइड लेदर वर्कर्स यूनियन

کانپور ٹینری اینڈ لیڈر و کرس یونین

KANPUR TANNERY & LEATHER WORKERS' UNION

(AFFILIATED TO AITUC & WFTU)

President : SHIV SHARMA

Gen. Secy. : MAHESH CHANDRA NIGAM

12/1, Gwaltoli,
KANPUR

Ref. No.

290

1331.....24/6/65
Replied.....
DATED 21/6/65

196

Dear Srivastava ji,

I am in receipt of your circular dt. 3/6/65 in regard to items to be included in the agenda of the Trade Union Conference meeting. I am enclosing a copy of our replies to the questionnaire received from the U. P. Minimum Wages Committee for your perusal and views. Moreover, I would like the following agenda items to be included:

1. Appointment of Wage Board dealing with standardized nomenclature, standardized workload, standardized wages.
2. Appointment of a high power commission to enquire into leakage of finances in the industries because of corruption, nepotism, excessive cost of administration.
3. Grievance procedure to settle the matters pending on the table. It has been experienced that employers care little about honoring of agreements, decisions of labour courts and believe in cut in wages, increase in workload, etc.
4. Any other item which you may like.

With regards,

Yours sincerely,

S. Sharma

(Shiv Sharma)

President.

Comrade M. C. Srivastava, Secy., AITUC,
5-B Jindal Bldg, near Jhansi Road,

BATA SHOE WORKERS' UNION

(Regd. & Recognised)

(Affiliated to the All-India Trade Union Congress)

President : B. D. JOSHI

General Secretary : A. C. NANDA

MARKET NO. 1

FARIDABAD N.I.T.

BEWU/65-66/312

September 21, '65.

The Factory Manager,
Bata Show Co. Pvt. Ltd.,
FARIDABAD.

Subject:- Implementation of the Punjab
Industrial Establishment (National
& Festival Holidays and Casual
and Sick Leave Act, 1965.)

Dear Sir,

We want to bring to your kind notice
that the Punjab Government has notified the above
Act, which is enforced from 1st July, 1965.

Accordingly, you are requested to
announce Seven Days' Casual Leave and Fourteen
Days' Sick Leave with half pay in a year,
effective from the year 1965 onward.

Thanking you, for an immediate action.

Yours faithfully,
BATA SHOE WORKERS' UNION.

Karpal Singh Bratia

(K.S.BRATIA)
SECRETARY.

TRUE COPY

Annexure A (1)

BATA SHOE WORKERS' UNION

(Regd. & Recognised)

(Affiliated to the All-India Trade Union Congress)

President : B. D. JOSHI

General Secretary : A. C. NANDA

MARKET NO. 1

FARIDABAD N.L.T.

BSWU/65-66/322

October 10, '65.

The Factory Manager,
Bata Shoe Co. Pvt. Ltd.,
FARIDABAD.

Subject:- Implementation of the Punjab
Industrial Establishment
(National & Festival Holidays
and Casual and Sick Leave
Act - 1965.)

Dear Sir,

We take this opportunity to invite your attention to our letter dated 21st September, '65 on the above subject.

Although the above Act is enforced since 1st July, '65, we regret that you have not announced so far, Seven Days' Casual Leave and fourteen days' Sick Leave with half pay in a year, effective from the current year onward.

Please do the needful within this week, so that the workmen and employees are satisfied, who, otherwise, are very much anxious to see your reaction, because your compliance in this matter has already been delayed.

Thanking you for an immediate action.

Yours faithfully,
BATA SHOE WORKERS UNION.

Karpal Singh Bhatia

(K.S.BHATIA)
SECRETARY.

TRUE COPY

Annexure A (U)

BATA SHOE WORKERS' UNION

(Regd. & Recognised)

(Affiliated to the All-India Trade Union Congress)

President : B. D. JOSHI
General Secretary : A. G. NANDA

MARKET NO. 1
FARIDABAD N.L.T.

BCWU/65-66/335

30th December, '65.

The Factory Manager,
Bata Shoe Co. Pvt. Ltd.,
FARIDABAD, NIT.

Subject:- The Punjab Industrial Establishments
(National and Festival Holidays and
Casual and Sick Leave) Act, 1965.

Dear Sir,

We refer to our Reminder No. BCWU/65-66/322 dated 10.10.65 on the above subject, and regret to find that there is, so far, neither any reply from you nor you have implemented this act in your factory, which is in force from July, 1st, '65. We, now, hereby, reserve our right to claim for the compensation of all benefits accruing to the workmen and employees of the factory under this act, for the year 1965, and, at the same time, we would request you to announce the holidays and other facilities under the said Act for the year 1966 onward without any delay.

Thanking you,

Yours faithfully,
BATA SHOE WORKERS' UNION.

Kamal Singh Bhatia
(K.S.BHATIA)
SECRETARY.

TRUE COPY

Annexure A. (iii)

Copy of letter No.1202/LCM dated 6/1/1966 from M/s.
Bata Shoe Co.Pvt.Limited, Faridabad to The General
Secretary, Bata Show Workers Union, Faridabad NIT.

Dear Sir,

Please refer to your letter No.335 dated
30/12/1965 addressed to the Factory Manager regarding
the Punjab Industrial Establishment Act,1965.

You are aware that this matter was discussed
in details in the Union meetings held on 15th and 21st
October,1965. You are also aware that under Section 15
of the Act, rules for carrying out the provisions of the
Act have yet to be framed. As a matter of fact, the
typed copy of the Act was given to you for your refer-
ence and for making further copies.

We hope you will agree that the matter can
be discussed again after the Government frames the
necessary rules.

Yours faithfully,
BATA SHOE COMPANY PRIVATE LTD

Sd/. L.C. Malhotra.
Personnel Welfare Officer.

Attested Copy

Kripal Singh Malhotra

(Secretary)

LITIGATION OFFICE BATA SHOW WORKERS UNION REGD.
Stall No. 113, Market No. 1
New Industrial Town, FRIDABAD.

BATA SHOE WORKERS' UNION

(Regd. & Recognised)

(Affiliated to the All-India Trade Union Congress)

President: B. D. JOSHI

General Secretary: A. C. NANDA

MARKET NO. 1

FARIDABAD N.I.T.

BSWU/65-66/343

January 9, '66.

290
214 14/1/66
The Labour Commissioner,
Punjab Govt., Chandigarh.

Sub:- Non-implementation of the Punjab
Indl. Establishment (M&F. Holidays and
Casual & Silk Leave Act, 1965 - by the
Bata Shoe Co. Pvt. Limited, Faridabad.

Dear Sir,

Respectfully, I have to bring to your kind notice that inspite of our repeated approaches verbally as well as in writing, M/s. Bata Shoe Co. Pvt. Limited, Faridabad are not implementing the above Act, although the same is effective from 1.7.65., with the result that the workmen and employees of the said Company are being deprived of the benefits under this Act.

11/9/66
15/1
copies of
We are enclosing herewith/our letters written to M/s. Bata Shoe Company in this matter as also their reply dt. 6.1.66, which are self-explanatory. We would request you kindly to intervene and direct M/s. Bata Shoe Company to implement this Act, so that the employees and workmen of this concern are given all benefits with retrospective effect.

Enclosed as above:

(4)

Please treat this as urgent. Awaiting to hear from you about the action taken by you in this matter, at the earliest.

Copies:

The General Secretary

A. I. T. U. C.

New Delhi.

Yours faithfully,
BATA SHOE WORKERS UNION.

Karpal Singh Bharti

SECRETARY.

For Necessary action please.

SHOES MERCHANTS EMPLOYEES' U

(Regd. No. 1760)

Ref. No. प्रकाशनाम

Agra...

श्रुत बरखाओं के उद्योग पतियों व सरकार को चेतावनी,
यदि नंगे रुक माह में न माने गई तो,
२८ फरवरी को सभी शू फैक्ट्रियों में १ दिन की संबन्धित हड़ताल

२३ जनवरी - आगरा के श्रुत फैक्ट्रियों व कारखानों के कर्मचारियों और
रुद आम बिराट सभा रामलीला मैदान में श्री अबुल हफिज की
दिन के २ बजे सम्पन्न हुई,

रुद प्रस्ताव द्वारा मालिकान व सरकारी अधिकारियों
पर चिन्ता प्रकट की गई, प्रस्ताव में कर्मचारियों के मांगे पुराने
कर्मचारियों को वेतन रुक के अनुसार १९६२ की साल का
जाय। रेटों व वेतनों में २५% वृद्धि हो, रुद कामके सभी कारखानों
श्रम बन्धों का पूरा पालन बरखाया जाय और कर्मचारियों को व
सभी सुविधाओं दी जाएं, सरकार व श्रुत उद्योग पतियों को
समर्थन दिया जाय, यदि रुद माह में कर्मचारियों की उचित ह
तो आगे के सभी श्रुत फैक्ट्रियों में २८ फरवरी को रुद
आम हड़ताल होगी और उसके बाद संघर्ष बढ़ दिया जायेगा

सभा में श्री व रुद फ्रंट शू फैक्ट्रियों के कर्मचारियों
विचार रखें और प्रस्ताव का समर्थन किया, इनमें उल्लेखनीय
महालाल कदम, निशारी लाल, बीरन्धु कुमारा, नरसिंह दास, दी
कामरत लाल जी।

श्री राजेन्द्र अहल (गादवार प्रतिपत्त) श्री रघुवत्त कपाल (गि
प्रतिपत्त) श्री चंद्रत सिंह (आटा मिल मजदूर प्रतिपत्त) व श्री
(खिसा चालक प्रतिपत्त) ने अपनी प्रतिपत्तों की ओर से श्रुत उद्य
- चारियों की मांगों का समर्थन किया और अपने सहयोग से ब्या
कम्युनिस्ट पार्टी के मेची श्री महादेव नारायण टंडन ने
या बोलते हुए अंततः सुझाव दिए किन्तु स हड़ताल चले के

SHOES MERCHANTS EMPLOYEES' UNION

(Regd. No. 1760)

Ref. No.

(2)

Agra.....

एक जुलूस निकालने का सुझाव स्वीकार कर लिया गया।

रिपब्लिकन पार्टी के अध्यक्ष श्री फूल सिंह जी ने कर्मचारियों को अर्ध-कमजोरियों खत्म करने व एक मजबूत संगठन कायम करने की सलाह दी।

संघर्ष कानूनों का पालन करते वैसे ही लोह भी संघर्ष करना पड़ता है।
इसलिए इन्हें कोणसी सरकार व अधिकारियों की भर्त्सना की।

श्री फूल सिंह ने यह बातें स्पष्ट रूप से जोर दीया।

Abdul Haq

General Secretary

SHOES MERCHANTS EMPLOYEES' UNION

②

(Regd. No. 1760)

Ref. No.

Agra.....

- १- सन ६४ की साल का वाजवी बोनस दिया जाए
- २- २५% रेटों और वेतनों में तरक्की दी जाए
- ३- सभी श्रम कानूनों पर पूरा पूरा प्रभल किया जाए और कर्मचारियों को सभी अधिकार दिये जाएं

सर्व सम्मति से पास हुआ।

Abdullah/B.

290
भागरा के जूता उद्योग में संघर्ष छिड़ेगा अगर जल्दी ही
वाजवी वोनस, रेटों में तरक्की न दी गई और
कानूनों पर पाबन्दी न कराई गई।

जूते के कारखानों और फैक्ट्रियों के कर्मचारियों
और कारीगरों की
ग्राम सभा

गुवाडार ता० २३ जनवरी १९६६, दोपहर को १ बजे

रामलीला के मंडान में होगी

भाइयो !

आपको यह तो मालूम ही हो चुका होगा कि ता० २-१-६६ को
सुभाष पार्क में चौबरी किशोरोदान की सभापतिन में जूता व चमड़ा
उद्योग में लगे कर्मचारियों और कारीगरों की हालत पर विचार
करने के लिए एक आम सभा हुई थी जिनमें सर्वसम्मति से यह फैसला
किया गया था कि वोनस कानून के अन्तर्गत वाजवी, वोनस, रेटों
और वेतनों में कम से कम २५% तरक्की और श्रम कानूनों के
अन्तर्गत सभी अधिकार और सुविधायें हासिल करने के लिए संघठन
तैयार किया जाये और यूनियन को ओर से कानूनी कार्यवाही की
जाये।

इमोविडनी मोटिंग के फोपने के अनुसार यूनियन की ओर से
जिनाधीश महोदय व श्रम अधिकारियों को पत्र लिखा जा चुका है,
साथ ही वाजवी वोनस हासिल करने के लिए ६१ वू फैक्ट्रियों व
कारखानों जिनमें २० या २० से अधिक कारीगर काम करते हैं
के विनात के तय कर दिया गया है। इन फैक्ट्रियों में ऐसी
बड़ी फैक्ट्रियाँ भी हैं जैसे :—

भास्तू यू फैक्ट्री, इम्पीरियल, रेमसन फुटबियर, मेन्स, तेज, केलाश, जैम्स, बेसिक, पार्कर, सतीश, मार्शल, महारोजा, मारसन खेडा, चरन सेवक, प्रोडक्टिव, गुरसन, अशोक, देहली, सोनी चड्डा, चर्मकला केन्द्र व भारत कला केन्द्र इत्यादि ।

अपने संघठन को और मजबूत बनाने के लिए, अगर जल्दी ही हमारी माँगें, और हक, अधिकार न दिलवाये गये तो संघर्ष छेड़ने के लिए और आगामी प्रोग्राम तै करने के लिए रविवार ता० २३-१-६६ दोपहर को १ बजे रामलीला के मैदान में सभी यू फैक्ट्रियों और कारखानों के कारीगरों की एक आम सभा होगी । सभी कारीगर व मजदूर भाइयों से प्रार्थना है कि ठीक समय पर अपना अपना काम खत्म करके सैकड़ों हजारों को तादाद में आने की कृपा करें ।

लेदर व यू फैक्ट्रियों और कारखानों के मजदूरों एक हो जाओ । अपनी माँगें लेके रहेंगे । रेटों में तरक्की लेके रहेंगे ।

नोट :—जिन यू फैक्ट्रियों में २० से अधिक कारीगर व कर्मचारी काम करते हैं वह अपने अपने कारखाने के कारीगरों की पूरी लिस्ट बनाकर लावें । सभी कर्मचारी यूनियन के मेम्बर भी बन जावें ।

विनीत

- १—यू व लेदर वर्कर्स यूनियन
- २—भारत चर्म कलाकार संघ
- ३—यू मर्चेण्ट्स इम्प्लाइज यूनियन ।

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BATA SHOE WORKERS' UNION

(Regd. & Recognised)

(Affiliated to the All-India Trade Union Congress)

President : B. D. JOSHI
General Secretary : A. C. NANDA

MARKET NO. 1
FARIDABAD N.I.T.

2001 22/4/66

Election of the Works Committee 27 19.4.1966.

In Bata Shoe Company Private Limited Faridabad. (P.b.)

All the three office Bearers of the Bata Shoe Workers Union affiliated with A.I.T.U.C. Won the unopposed election of the Works Committee

The elected Comrades are

1. Comrade Kirpal Singh Bhatia. (Secretary)
2. " Udhay Bhan (Vice President)
3. " Beli Ram (Cashier)

The above election shows the unity and solidarity of the working class organised under the hard workmanship of the A.I.T.U.C.

For Publication

T.u. Record
↓

Kirpal Singh Bhatia
Secretary

11/4/66
mly

April 21, 1966.

Memorandum on behalf of Kanpur Tannery & Leather Workers' Union, Kanpur, submitted to (1) Minister for Finance, Govt. of India; (2) Minister for Law, Govt. of India; and (3) Minister for Labour, Govt. of India, New Delhi.

Dear Sir;

We are constrained to inform you that the Cooper Allen and North West Tannery of B.I.C. are today threatened by a serious crisis, and unless the Government takes a decision to stop the rot nothing can stop these factories from a closure. We beg to submit the following facts for your urgent consideration.

1/ It is alleged that Mr. P.K. Sahgal was brought from the New Victoria Mills, Kanpur, in July 1965. The textile mill was managed by Mr. Sahgal for many years, and he left it in a state of economic crisis. Here is a man who is neither academically qualified nor does he possess any practical experience of a leather industry, and has mis-managed the New Victoria Mills. Yet he is brought to govern the affairs of the Cooper Allen.

2/ It is alleged that 80 tons of wattle extract (a product imported from East Africa) was sold to Pioneer Tanneries, Kanpur, for Rs. 1200/- per ton in last July. The market price at the time was Rs. 1800/- per ton. Thus a clear loss of Rs. 48,000 was incurred. The incident has many facets, for example

- (a) Cash Loss;
- (b) Fed a competitor with a material which was in acute shortage only to promote competition with Cooper Allen for a leather product made out of it; and
- (c) the deal was put through a person, Mr. Alam, who is known to be a friend of Mr. Sahgal.

A.I.T.U.C.
Received 21/9/66 / 28-4-66
Applied

3/ It is alleged that Mr. Smith (General Manager of Cooper Allen upto the end of July 1964) under guidance of Mr. Wilcox, accumulated sub-standard stocks in the warehouses to the tune of more than one crore of rupees. These stocks, although sub-standard, were shown at full value on the books in order to conceal the incredible losses during his tenure of service in Cooper Allen. These stocks were sold at throw-away prices during 1965. It follows that the loss of Rs. 55 lakhs presumed to have been suffered in 1965 are to a great extent losses of '64. A check may be made to determine the actual loss incurred on stock held at the end of '64 as against the production losses of 1965. Meanwhile, Mr. Smith far from being dismissed was transferred to the realms of Head Office of B.I.C. and promoted to the rank of Master Planner.

4/ It is alleged that as though Mr. Smith was not content with concealing the actual losses during his regime, he introduced Mr. R. Poulter into the firm at the commencement of 1965 as an international expert of Leather Technology with vast experience as a raw stock purchaser. This Mr. Poulter, in order to justify his salary of Rs. 6000/- per month (tax free) plus car plus two months leave in England each year at the company's expenses, put into execution a process for the Chrome Tannery which involved concoction of unscientific fat liquoring, and the elimination of bating. The bating process is a fundamental essential in the manufacture of Chrome Leather. It is important question whether any authority in India or the world for that matter would ever make Chrome leather for shoes without bating it. The process was in effect for 11 months (April 1965 to the end of February 1966). The leather, because of unscientific processing, was down graded as it cracked and the colour peaked off when the

duty if the shoes were correctly priced. The leather sales too is a point open to very deep suspicion.

11/ It is alleged that the brand of Shoes termed as Super Strong has till the end of Feb. '66 been marketted at Rs. 16/- per pair for atleast two and a half years. As the production cost is Rs. 18/- per pair and Cooper Allen has been manufacturing 650 pairs a day; the nett loss on this item alone is Rs. 1300/- per day. Only since March 1, '66 has the price been raised to Rs. 19/- per pair.

12/ The peculiarity of shoe sale is unbelievable. The average selections on the monthly production shoes is

1s .. 40% 2s .. 50% Rejects .. 10%

As 2s are Rs. 3/- cheaper there is an exceptionally strong demand for them. A mockery of buying no.1s is regularly made but most of these are returned by the distributors at Cooper Allen's expenses, unpacked, reconditioned and then re-sold in Cooper Allen Retailshop as no.2s or even rejects. It is indeed intriguing to observe that the greater percentage of no. 1s are down graded to no.2s in subsequent months. One wonders what is the purpose of maintaining a very costly quality Control Department when down-grading is dependant on the whims and fancies of the distributors. Cooper Allen manufactures 4000 pairs a day and this peculiar system accounts for astronomical losses.

It is alleged that in the vegetable tannery department the machines are tightened in order to reduce the thickness of the leather. Thus the weight is correspondingly lowered for the ultimate gain of the distributor. For the distributor buys light sole at the inferior price of medium. This causes loss to the factory for which Mr. Mason is responsible.

13/ It is alleged that Sri Sriprakash, Chairman of Board of the Directors of B.I.C. who took over in 1965 was expected to stand against corruption prevailing under Messrs Smith and Wilcox and salvage (B.I.C.) Cooper Allen from total ruin, but he himself fell a prey to corrupt practices and permitted Mr. Smith and Wilcox to appoint his son, Mr. Yashwardhan, as store purchase officer of sugar branches of B.I.C. in January, 1966.

14/ All the above facts go to show how Messrs. Smith and Wilcox are mismanaging and leading B.I.C. to ruin. But this is only half of the story. The present management led by Mr. Smith and Mr. Wilcox has also struck hard at the rights of the workers which is proved by the following facts.

-----welfare committee and production committee were got-----
doctored with great difficulty but these have been deprived of its rights to the extent that even when the member of the welfare committee try to protest against the corrupt practices they are insulted and humiliated and threatened by dismissal.

-----Despite the Factory Act which says that when -----
a workman has put in for 240 days continuous service during a year he should be made permanent. There are more than 25% Labour which is temporary and in addition to counter our demand they have started putting temporary labour under contract labour which means enslaving labour practice consequently the temporary labour is being today hired at 50 paise per day basic wages.

-----In spite of the INDUSTRIAL TRUCE RESOLUTION 1962-63 signed -----
in good faith and zeal we had expected that the management will stop its attack on the workers and their rights but they retrenched more than 1000

-----It is alleged that the General Manager, Ex-Officio President of the Cooper Allon-Credit-Cooperative-Society has also landed the society in a loss of about Rs. 1,75,000/-.

-----That the management resorts to unfair labour practice to dismiss those workers and trade union leaders who dare raise their voices against the mismanagement and conspiratorial acts of Mr. Smith and Mr. Wilcox. For example Mr. Nanhoj Khan; Mr. Brij Kishore; Mr. S.B. Awasthi; Mr. ~~Deveshwar~~ K.C. Tiwari and Mr. Harison were dismissed.

OUR DEMANDS

Therefore in view of the above facts we demand that an ENQUIRY COMMISSION be instated to enquire into the above allegations.

AND

Sri Sriprakash be immediately replaced from the chairmanship of the Board of Directors by a more principled and strong characterd person who may not be enticed by Messrs. Wilcox and Smith.

Messrs Smith and Wilcox be immediately removed from B.I.C.

All the fat salaried persons appointed by Messrs Wilcox and Smith be removed from the B.I.C.

Contract labour system be abolished in such a nationally important and defence oriented old enterprise like Cooper Allon and North West Tanneries and all those who have completed 240 days service continuously for during a year i.e. 1963-64 and onwards be made permanent immediately.

The Wage freeze enforced after the Industrial Truce Resolution in 1962-63 be lifted and the increased workload be compensated by adequate increase in wages.

Welfare Committee and production committee should be combined into one and given due powers to get a share in the management.

Hoping to hear of an immediate decision and action, we are

Yours faithfully,

S. Sharma
(Shiv Sharma)
President.



Copy forwarded to Members of the Parliament.
Copy forwarded to Members of U.P. Assembly and Council for information and necessary action.

Copy also forwarded to :

- 1/ The Prime Minister, Govt. of India, New Delhi.
- 2/ The Home Minister, Govt. of India, New Delhi.
- 3/ The President and Secretary, A.I.T.W.C.
- 4/ The President and Secretary, ~~INDIA~~ I.N.T.U.C./U.T.U.C.
- 5/ The President and Secretary, H.M.S.

Copy forwarded for information and necessary action to:

- 1/ The Chief Minister/Labour Minister, Govt. of U.P., Lucknow.
- 2/ The District Magistrate, Kanpur.
- 3/ The Labour Commissioner, U.P., Kanpur.
- 4/ Deputy Labour Commissioner, Kanpur Region, Kanpur.
- 5/ The Secy. to Govt., U.P., Labour Deptt., Lucknow.



TRADE UNIONS INTERNATIONAL OF TEXTILE, CLOTHING, LEATHER AND FUR WORKERS
(TRADE DEPARTMENT OF THE W. F. T. U.)
UNION INTERNATIONALE DES SYNDICATS DU TEXTILE, DE L'HABILEMENT ET DES CUIRS ET PEAUX
(DÉPARTEMENT PROFESSIONNEL DE LA F. S. M.)
UNIÓN INTERNACIONAL SINDICAL DE TRABAJADORES DEL TEXTIL, VESTIDO, CUERO Y PIELÉS
(DEPARTAMENTO PROFESIONAL DE LA F. S. M.)
МЕЖДУНАРОДНОЕ ОБЪЕДИНЕНИЕ ПРОФСОЮЗОВ ТРУДЯЩИХСЯ
ТЕКСТИЛЬНОЙ, ШВЕЙНОЙ, КОЖЕВЕННОЙ И ОБУВНОЙ ПРОМЫШЛЕННОСТИ
(ПРОИЗВОДИТЕЛЬНЫЙ ОТДЕЛ ВФШ)

PRAGUE

Opletalova 57
Prague 1
Tel: 22-17-29
22-28-82

Dear Friends and Fellow Workers in the Textile, Clothing and Leather Industries

Our Trade Unions International will organise this year, as in the past an International Week of Struggle, Solidarity and Actions of the Textile, Clothing and Leather Workers.

The objectives of this international manifestation are generally closely linked with the problems, which are of utmost importance to the workers and trade unions in our professional branches.

At present the essential issue is the struggle for peace, against aggressions and the deeds of imperialism, which menace to throw the world in an abyss of a war of extermination.

The heroic struggle of the Vietnamese people against the brutal aggressions of American imperialism is considered all over the world as the central issue and requires the solidarity and backing of all workers and all peace-loving people.

We believe, therefore, that the essential fighting slogan of our International Week of Struggles and Solidarity must be "solidarity with the people of Vietnam".

Traditionally our weeks of solidarity have taken place in the week from March 6th to 12th. Yet this year, we think that it would be desirable in view of the initiative taken by the Tri-Continental Conference in Havana to launch a broad campaign of support with the struggle of the Vietnamese people and to organise a week of solidarity from March 12th to 19th, 1966 to coincide our week of solidarity with this. Great meetings and people's gatherings are foreseen for this week and certainly the workers of our industrial branches will play an important part in these campaigns.

We appeal to all textile, clothing and leather workers and all their organisations to intensify during the week of solidarity manifestations, meetings and all other actions of solidarity with the heroic Vietnamese

people, to demand the full recognition of the Geneva Treaties of 1954, the cessation of all armed aggression of American imperialism, the sacred right of the Vietnamese people to independence and self-determination.

We are also of the opinion that this year's Week of Solidarity should be closely linked with the preparations for our 3rd International Conference of Textile, Clothing and Leather Workers, to take place in Berlin, GDR, on May 19th-23rd, 1966.

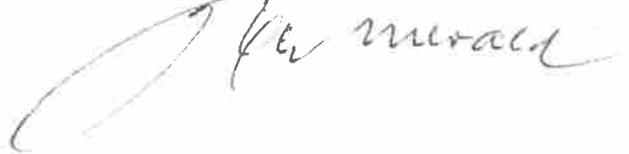
The conference will be an important turning point in the struggle of workers in our industrial branches and will enable them to examine thoroughly the most urgent issues regarding the defence of vital and common interests, of the strengthening of unity, international unity and the safeguarding of peace.

Let us intensify during the week of March 12th to 19th, 1966 all our actions of solidarity with the heroic Vietnamese people.

Let us do everything in our power to make our 3rd International Conference a success.

Prague, January, 1966.

Secretariat of the Trade Unions
International of Textile, Clothing
and Leather Workers.

A large, stylized handwritten signature in dark ink, appearing to read 'J. K. Mural' or similar, written over the typed text of the Secretariat.

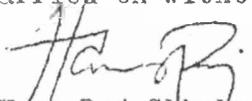
Government of India
Ministry of Labour, Employment & Rehabilitation
(Deptt. of Labour & Employment)

Dated, New Delhi the 19th Aug.,
1966.

RESOLUTION

No.7B-19(2)/65:- A Central Wage Board for leather and leather goods industry was set up by the Government of India by their Resolution No.7B-19(2)/65, dated the 21st March, 1966. A suggestion was made that the coverage of the Board may be extended to factories employing 10 or more workers instead of 20 as mentioned in Para 4 of the above Resolution. The matter has been considered by Government and it has been decided to amend Para 4 of the Government Resolution cited above to read as follows:-

- " 4. The coverage of the Wage Board will be extended to establishments;
- (i) whereon ten or more workers are working and in any part of which a manufacturing process is being carried on with the aid of power; and
 - (ii) whereon twenty or more workers are working and in any part of which a manufacturing process is being carried on without the aid of power.


(Hans Raj Chhabra)

Under Secretary to the Govt. of India

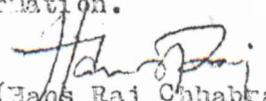
No.7B-19(2)/65

Dated, New Delhi the

ORDER

Ordered that a copy of the Resolution be communicated to all concerned.

Ordered also that the Resolution be published in the Gazette of India for general information.


(Hans Raj Chhabra)

Under Secretary to the Govt. of India.

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No. WB-19(2)/65/1
GOVERNMENT OF INDIA
MINISTRY OF LABOUR, EMPLOYMENT & REHABILITATION
(DEPARTMENT OF LABOUR & EMPLOYMENT)

.....

4724 17/9/66

To

1. The General Secretary,
Indian National Trade Union Congress,
17, Janpath, New Delhi.
- ✓ 2. The General Secretary,
All India Trade Union Congress,
Rani Jhansi Road, 5-Jhandewalan, New Delhi.
3. The General Secretary,
Hind Mazdoor Sabha, Naginder Chamber
(2nd Floor) 167, P.D'Mello Road, Bombay.
4. The General Secretary,
United Trade Union Congress,
249, Bowbazar Street, Calcutta-12.
5. The Secretary,
Employers Federation of India, Army and Navy
Building, 148, Mahatma Gandhi Road, Bombay-1.
6. The Secretary,
All India Organisation of Industrial Employers,
Federation House, Barakhamba Road, New Delhi.
7. The Secretary,
All India Manufacturers' Association Co-
operative Insurance Building, Sir Pherozshah
Mehta Road, Fort, Bombay-1.
8. The Secretary,
Tanners Federation of India,
C/O Upper India Chamber of Commerce,
Civil Lines, Kanpur (U.P.)
9. The Secretary,
Southern India Skin & Hides Merchants
Association, 16, Syde Road, Periamet, Madras-3.

Dated New Delhi, the 15/9/66

Subject:- Central Wage Board for Leather and Leather
Goods Industry- Coverage of Wage Board.

...

Sir,

I am directed to forward herewith for your
information a copy of Government Resolution No. WB-19(2)/65,
dated the 19th August, 1966 regarding the coverage of
Central Wage Board for Leather and Leather goods industry.

2. Kindly acknowledge receipt.

Yours faithfully,

T. K. Ramachandran
(T.K. Ramachandran)
Section Officer.

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 कूपर एलन व नार्थ वेंच टेनरी के बहादुर मजदूर।

कूपर एलेन बचाओ

कूपर एलेन व नार्थ वेंच टेनरी में काम करने वालों के सामने एक गम्भीर संकट का सामना है। घाटे के नाम पर मालिकान सरकार से लम्बी रकमें कर्ज के नाम से माँगते हैं। मिल बन्द करने की धमकी देते हैं। मुस्तफिन मजदूरों का बंटक होती है। औद्योगिक समझौता प्रस्ताव 1962 पास होने के बाद भी सैकड़ों दो-दा घाल के टेम्पेरोरी मजदूरों का निकाला गया तथा बाद में उन्हें ठो आठ, ब्याठ आना रोम पर भर्ती किया गया। कूपर एलेन में ठेकेदार के आदिमियों ने 1-2 व 1-35 पैसा रोज से काम चनाया जाता है मुस्तफिन मजदूरों के अधिकारों को छूना आ रहा है, काम बढ़ाया गया है। फूट डालने के लिये कुछ तथाकथित मजदूर और नेताओं की सहायता बढ़ा दी गई है। स्टाफ इतना बढ़ा दिया गया है जितना कि लड़ाई के वक़्त जबकि 20 हजार जून बनता था तब भी नहीं था।

आप जानते हैं कि जब घाटा है तब बाहर से अंग्रेज अफसर व दूसरे काले अफसरों को भारी भारी सनसुआही पर नोकर रक्खा जाता है। मिथाल के तीर पर पोर्टर्स, रिचडसन, पारकिन्सन गुप्ता तथा कर्नल सहराज को ही देखिये इन्हें 5 हजार 10 हजार तथा 10 हजार 50 माहवार दिये जाते हैं मि. वेसन के वारे में क्लरिफाइड मार्केटरी मालूम करो 10 टन बेटक एक्सपैन्ड जो कि 10000 फी० टन मूल्य का था 12000 रु० फी० टन में बेच कर 800000 रु० का कम्पना का नुकसान किया। करोड़ों रु० के माल में सराब माल गोदावरी में रखा गया, और किताबों में उसकी पूरी कीमत दिखाई गई। जिसका नताजा 1962 में 25 लाख के घाटे के रूप में आया।

18 रु० की जाड़े के हिस्से से जूटा बनाकर बाटा कम्पनी को बेचा गया जिसे बाटा ने 24 रु० में बेचा जिससे फ० को लाखों रु० का नुकसान हुआ। इसी तरह मि० गुप्ता तथा बरबोरिया आदि के बंगलों को दोबारा बनाने तथा खाने में जाकों रु० खर्च कर दिये गये। कूपर एलेन का सेवार चमड़ा खरोदने वाले व्यापारी व कच्चा चमड़ा बेचने वाले व्यापारी मालामाल हुए, और इससे खूब कमीशन बनाया, कूपर एलेन को भ्रष्टाचार का केन्द्र बना दिया गया है। यदि सरकार और मजदूर इस उत्तरदायी परिस्थिति का सामना करने के लिये तुरन्त फंजना नही लेते तो कूपर एलेन तथा नार्थ वेंच टेनरी को बन्द होने से कोई नहीं रोक सकता है। जिससे लगभग 20, 25 हजार व्यक्तियों को बेकारी का सामना करने से कोई नहीं रोक सकता है।

इन सब बातों के लिये कानपुर टेनरी एण्ड लेदर वर्कस यूनियन ने भारत सरकार तथा उत्तर प्रदेश की सरकार लोक-सभा, विधान सभा के सदस्यों को 250 लाईन पत्रों को मेमोरेण्डम दिया है जिनमें निम्न मांग की गई है।

नोट:- मेमोरेण्डम पूरा हिन्दी तथा उर्दू में निकाला जायेगा ताकि आप अपनी पूरी लड़ाई की बाब जानें।

- मांगें:- (1) श्री श्री प्रकाश जिनसे उम्मीद की जाती थी कि वे सी० आई० सी० वे भ्रष्टाचार के खिलाफ कुछ करेंगे, वे स्वयं भ्रष्टाचारियों के जाल में फंस गये जिन्होंने उनके पुत्र श्री यशोधर को सी० आई० सी० की शर्कर मिल का सेल अधिकारी नियुक्त किया है यूनियन ने मांग की है कि श्री श्री प्रकाश को हटा कर उनके स्थान पर किसी अन्य चरित्रवान तथा ईमानदार व्यक्ति को चेयरमैन बनाया जाय। (2) मि० स्मिथ तथा मि० ब्रिक्काक्स को निकाला जाय तथा उन्होंने जिन व्यक्तियों को लम्बी 2 सनसुआहों पर रक्खा है उन्हें भी निकाला जाय तथा अन्यायपूर्ण तानटेकनिकल पत्रालय स्टाफ को भी निकाला जाय। (3) ठेकेदारों प्रथा समाप्त की जाये। (4) जिन लोगों ने सन 63, यानी औद्योगिक समझौता प्रस्ताव सन 62 के बाद 1, 24 दिन काम किया है उन्हें स्याई किया जाय। (5) सन 1962 के औद्योगिक समझौते के बाद छूटनी किये गये कर्मचारियों की वापस लिया जाय, वेयर हाउस के ट्रबुनल फंशने को कार्रबन्त किया जाये। (6) अप्रैल सन 65 में ग्रेजुटी का टिब्यूनल में मुकदमा चलाने के दौरान जिन मजदूरों को काम से निकाला गया है उन्हें एचार्ड के मुताबिक ग्रेजुटी दा जाय। (7) 10 जाने वाले रेट को समाप्त किया जाय व रेट कटौती की क्षतिपूर्ति कीजाय। (8) सर्व था नन्हे आ, वृत्तकशोर, एच० बी० खबस्थी के० सी० तिवारी व मि० हैरिसन को काम पर वापस लिबा जाय। (9) कूपर एलेन कंस्ट्रिक्ट सोसाइटी के घाटे की पूर्ति की जाय (10) बोनस के लिए नोटिस लगाया जाय। (मजदूर दोस्तों!)

उपरोक्त मांगों को हासिल करने और कूपर बचाने के लिये जवर्दस्त संयुक्त संघर्ष करना ही होगा, हर विभाग में कमेटी बनानी होगी और बाल टियर बनाना पड़ेगा तथा यूनियन की अधिक स्थिति सुधारने के लिए पैसा इकट्ठा करना होगा व यूनियन के उपादा से उपादा सदस्य बनाने होंगे। ये सब आपको ही करना है, और इस तरह कूपर एलेन की सभी यूनियनों को संगठित हो कर लेबर कमिश्नरों, आई० सी० के चेयरमैन के सामने विशाल संयुक्त प्रदर्शन को सेवारी करनी है। बी० आई० सी० के दूसरे मजदूरों उनकी विभिन्न यूनियन के साथ भी मिल कर एक बी० आई० सी० की संयुक्त संघर्ष कमेटी का निर्माण करना है जिससे प्रदर्शन ऐसा हो कि सरकार तथा मिल मालिकों को हमारी सही तथा ब्रिक्कि मांगे मानने को विवश हो जाना पड़े। हर विभाग में संयुक्त कमेटी बनाइये। बाल टियर बनाने के लिए नाम लिखाइये। हर वह लड़ाकू तथा ईमानदार जो हमारे साथ है यूनियन का सदस्य बने। कूपर एलेन कमेटी को मजबूत बनाओ।

20 जून 1966 को उत्तर प्रदेश बन्द करने के लिये तैयार करो।

आपका :-

शिवशर्मा सभापति

कानपुर टेनरी एण्ड लेदर वर्कस यूनियन
 12/1 ग्वालटोली, कानपुर

(आपके रक्त में प्रेम के लिए)

کویرا مین و نارتھ ویسٹ ٹینیسی کے بہادر مزدوروں کویرا مین بھارت

کویرا مین و نارتھ ویسٹ ٹینیسی میں کام کرنے والوں کیلئے ایک مشکل خطہ کا سامنا ہے۔ گھٹانے کے نام لانا کان سرکار سے ملتی تھیں
قرض کے نام سے مانگتے ہیں، کارخانہ بند کر سکی دھمکی دیتے ہیں۔ مستقل مزدوروں کی شکل ہوتی ہے۔ صنعتی مجموعہ تجویز ۱۹۶۲ء پاس ہونے کے بعد
یکڑوں دو دو سال پرانے ٹیپری مزدوروں کو نکالا گیا۔ اور بعد میں انھیں آگے آنے روز بھر کی کیا گیا، کویرا مین میں ٹیکسٹائل کے آدی ڈیڑھ چوتھے دو
روپے روز پر کام کرتے ہیں۔ مستقل مزدوروں کے حقوق کو چھینا جا رہا ہے۔ کام بڑھا دیا گیا ہے۔ چھوٹے ٹیلے کیلئے مزدور لیڈروں کی تحویلوں میں بڑھتی
کر گئی ہے۔ اسٹاف اتنا بڑھا دیا گیا ہے جتنا اور سری جنگ کے دوران میں ۲۰ ہزار بڑھی بنانے پر بھی نہیں تھا۔ آپٹنے میں گھاٹ ہو گیا ہے۔
سے انڈیا نٹن اور کالے افران کو بھاری بھاری تحویلوں پر نوکر رکھا گیا۔ مثال کے طور پر سٹر پوسٹر، ریڈیشن، پارکیشن، گپا، کنزل سیکل کو دیکھتے
پانچ ہزار سات ہزار دس ہزار اور دیے جاتے ہیں۔ سٹر مشین کے بائیں ہائیڈراکٹ میں ایک کوم - ۱۰ ٹن ڈیل اسٹلٹ جس کا قبضہ اٹھارہ سو روپے
بارہ سو روپے میں بیچ کر اٹا لیس ہزار کا نقصان ہوا۔ کروڑوں روپے کے مال میں فراہم ال گودام میں رکھا گیا۔ کتابوں میں پوری قیمت ملتی
گئی۔ نتیجہ ۱۹۶۵ء میں پچن لاکھ کے گھٹانے کی شکل میں نظر آیا۔ چودہ روپے جوڑا کا جوڑا بنا کر پچاس روپے میں بیچا گیا۔ جس سے
لاکھوں روپے کا نقصان ہوا۔ اسی طرح گپا اور بر جوڑا کے بنگلوں کی مرمت کر نہیں لاکھوں روپے خرچ کیا گیا۔ کویرا مین سے تیار چٹڑہ
خریدنے والوں اور کی چٹڑہ بیچنے والے الامال ہوئے ہیں۔ کیونکہ انھوں نے خریدیشن بنا یا ہے۔ آج کویرا مین بھرٹا چار کارکن بن گیا
ہے۔ اگر اس حالت کا سرکار اور مزدوروں نے مقابلہ توڑا نہیں کیا تو کویرا مین مارٹہ ڈسٹریکٹ کو بند ہو جسے کوئی روک نہیں سکتا۔ جس کا نتیجہ بیس بیس
ہزار لوگوں کی تباہی، بیکاری اور بیکوٹری میں نکلے گا۔ انھیں سب باتوں کیلئے کانپور ٹینیسی اینڈ لیڈروں کو یونین نے بھارت سرکار اور صوبائی
سرکار پارلیمنٹ ممبران اور اسمبلی ممبران کو روک دیا۔ اس میں بیچ لکھی مانگ گیلی ہے۔

مانچر

نوٹ: - بیوزڈم پورا بند کی دارو میں نکالا جائیگا تاکہ آپ اپنی لڑائی کی پوری بات سمجھ سکیں۔

۱۔ شری پرکاش جن سے اس کی کیا تھی کہ وہ بی۔ آئی۔ سی کے بھرٹا چار کے خلاف کھڑے ہوئے۔ وہ خود بھرٹا چار کے حال میں بیس
کے جینوں سے انکے ساتھ اور شری لیس بروہن کو بی۔ آئی۔ سی کی شکل میں سب افسر مقرر کیا۔ یونین ایک
کرتی ہے کہ شری پرکاش کو بھارتی عسکر پر کسی ذمہ دار شخص کو جین بنایا جائے۔ ۳۔ سٹر - ۱۰ اسمتھ اور بالاکوٹی
نکالا جائے۔ اور انھوں نے جین انھیں کو بی۔ آئی۔ سی تحویلوں پر مقرر کیا ہے۔ نکالا جائے اور غیر فوری پورہ صنعت کی جانکاری نہ دینے والے خاتمہ
اسٹاف کو بھارت کیا جائے۔ ۳۔ ٹیکسٹائلوں کے مزدوروں سے کام لینے کا طریقہ متہ کیا جائے۔ یا - ۴۔ جین مزدوروں سے انڈیا ٹینیسی
ٹورس ریڈیویشن ۱۹۶۲ء کے بعد ۱۹۶۳ء میں دو سو چالیس دن برابر کام کیا ہے۔ انکو مستقل کیا جائے۔ ۵۔ انڈیا ٹیکسٹائل ریڈیویشن
۱۹۶۳ء کے نتیجے کے بعد انکے تمام مزدوروں کو واپس لیا جائے۔ سیراؤس کے ٹیپوں کے ٹیکسٹائل کو لاوا کیا جائے۔ ۶۔ ۱۹۶۳
میں اپریل اور مئی کے بعد راجیوٹی کے مفکر کے درمیان نکالنے کے مزدوروں (پورٹل کے مطابق سرورس توڑا دیا ہے۔ ۷۔ آفٹ نے والے
ریٹ کو ختم کیا جائے اور ریٹ کٹوٹی کا پورا ہوا وضع دیا جائے۔ ۸۔ شری بھرٹا چار - برج کشور - انیس - بی او سٹی - کے سی تیار کی
سٹر ہیریشن کو بحال کیا جائے۔ ۹۔ یونین فزٹا اعلان کیا جائے۔ ۱۰۔ کویرا مین کر ڈٹ سوسائٹی کے بے روزگاروں کو ہیکے گھٹانے کو
بند کر دیا جائے۔ ۱۱۔ مزدور دوست جدوجہد کرنا ہوگی۔ ہر ڈیپارٹمنٹ میں کمیٹیاں بنانا ہوگی۔ والیٹیئر بننا پڑے گا۔ یونین کو مالی حالت کیلئے
بے بیج کرنا ہوگا۔ یونین کے زیادہ سے زیادہ ممبر بنانے ہونگے۔ بے سب آکھو کر نا ہوگا۔ اور اس طرح کویرا مین کی سبھی یونینوں کو منظم ہو کر
بیر کسٹری - آئی۔ سی کی متحدہ جدوجہد کیلئے کمیٹی بنا کر اسے منظر ہر کرنے ہونگے۔ تاکہ سرکار کو بی۔ آئی۔ سی کے مالکان کی بھاری بھاری تحویلوں اور جارجیا ٹیکسٹائل
کیلئے گھٹانے کی متحدہ جدوجہد کیلئے کمیٹی بنا کر اسے منظر ہر کرنے ہونگے۔ تاکہ سرکار کو بی۔ آئی۔ سی کے مالکان کی بھاری بھاری تحویلوں اور جارجیا ٹیکسٹائل
کو اپنے کیلئے مجبور ہونا پڑے۔ ہر ڈیپارٹمنٹ میں کمیٹی بنا کر والیٹیئر بننے کیلئے نام لکھائے۔ آپ کا سٹیو مشرما
ہرز کو بہت مدد دے گا۔ اور مزدور جو ہمارے ساتھ ہے۔ اور کویرا مین کی کونسل کو۔ (کانپور ٹینیسی اینڈ لیڈروں کو یونین
۱۰۔ جارجیا ٹیکسٹائل کو بھاری بھاری تحویلوں کے لئے تیار کر دے۔

کانپور ٹینیسی اینڈ لیڈروں کو یونین

T. U. Records
Publication please

پست کارڈ

آج صبح ۱۱ اکتوبر ۱۹۶۶ء کو بٹاشو ورکرز یونین کا یہ اعلان زیر مہر دست

کا ریڈ اڈر ہے جہاں نائب صدر یونین - پیگوارڈ کے افسر سناک و رقوم پر
گہرے غم و غصہ کا اظہار کرتا ہے -

یہ اعلان ہندوستان سے پُر زور مطالبہ کرتا ہے کہ اس دردناک واقعہ کی
فوراََ جو ڈیلیٹیشن اکتواری سرخی کرائی جائے اور قاتلوں کو
موت کی سزا دی جائے -

یہ اعلان دونوں ٹریڈ یونین رہنماؤں کی روح کی شائے کیلئے دعا کرتی ہے
اور اُن کے پیڑ پوارے اور ٹیکسٹائل مزدور یونین کے عام
حیران سے گہری ہمدردی رکھتا ہے اور اپنے آپ کو اُن کے
دُکھ میں براہر کا شریک سمجھتا ہے

Attested as true copy
Kerpalsingh Bhatus

پر دھان

۱۱/۱۰/۶۶

بٹاشو ورکرز یونین ریڈ اڈر فرید آباد

(SECRETARY)
BATA SHOE WORKERS UNION REGD
Stall No. 113, Market No. 1
New Industrial Town, FRIDABAD,

No. 31(17)/66-L. Ind. II
Government of India
Ministry of Industry

11/26 7/9/66
201

.....

New Delhi, the 6th September, 1966

To

1. The General Secretary,
Indian National Trade Union Congress,
17, Janpath, New Delhi.
2. The General Secretary,
All India Trade Union Congress,
5, Jhandewalan, Rani Jhansi Road,
New Delhi.

Subject:- Constitution of a Development Council for
Leather and Leather Goods.

.....

Sir,

I am directed to say that the Government are considering a proposal for the Constitution of a Development Council for ~~the~~ Leather and Leather Goods to replace the existing Panel. It is proposed to allot one seat on the Council to a nominee of your organisation to represent the interest of the workers employed in the industrial undertakings manufacturing Leather and Leather Goods. I am accordingly to request you to suggest the name of a suitable nominee of your organisation for appointment on the proposed Council.

2. An early reply is requested.

Confidential

Yours faithfully,

R. S. Chadha

(R. S. CHADHA)

Under Secretary to the Govt. of India.

अखिल भारतीय ट्रेड यूनियन कांग्रेस
ALL-INDIA TRADE UNION CONGRESS

5E, JHANDEWALAN, RANI JHANSI ROAD, NEW DELHI-1

President: S. S. MURAJKAR
General Secretary: S. A. DANGE

No. 290/5/66
9 September 1966

To,

All Unions of Leather Workers.

Dear Comrades,

We have been asked by the Govt. of India to nominate one representative on the Development Council for Leather & Leather Goods.

You are requested to send your suggestions within 15 days of the receipt of this letter so that we can finalise the name.

With greetings,

Yours fraternally,


(Satish Loomba)
Secretary

Tannery Workers Association

(REG. 70)
Devarjeevanahally BANGALORE-6.

Ref. No.....

Date 21/9/1966.. 106

Com: Satish Loomba,
Secretary,
All India Trade Union Congress,
NEW DELHI.

Dear Comrade,

Ref: Your letter No.290/S/66 dated 9-9-1966.

With reference to your letter, we hereby nominate
Com: I.Maridas, President, of our Union to represent on the
Development Council for Leather & Leather Goods.

Hope you^r will do the needful in this behalf.

With greetings,

Yours fraternally,

I. Maridas
(PRESIDENT)

220
22/9/66
352
52

No. 31(17)/66-L.I.(II)
GOVERNMENT OF INDIA
MINISTRY OF INDUSTRY

New Delhi, the

28th September, 1966

From

Shri R.S. Chadha,
Under Secretary to the Govt. of India.

To

The General Secretary,
All India Trade Union Congress,
5, Jhandewalan, Rani Jhansi Road,
New Delhi.

Sub:- Constitution of a Development Council
for Leather & Leather Goods.

Sir,

I am directed to refer to this Ministry's letter of even number dated the 6th September, 1966 addressed to you on the above subject and to request that the name of the nominee of All India Trade Union Congress for the above mentioned Development Council may kindly be intimated immediately.

Yours faithfully,



(R.S. Chadha)

Under Secretary to the Govt. of India.

कानपुर टेनरी एगड लेदर वर्कर्स यूनियन

कानपुर टैनिंग एंड लेदर वर्कर्स यूनियन

KANPUR TANNERY & LEATHER WORKERS' UNION
(AFFILIATED TO AITUC & WFTU)

President : SHIV SHARMA

Gen. Secy. : MAHESH CHANDRA NIGAM

12/1, Gwaltoli,
KANPUR

Ref. No.

4602 22/9/66.

REPLY

DATED Sept. 21, 1966.

The Secretary
All-India Trade Union Congress,
New Delhi

Dear Comrades,

Ref: your letter no 290/S/66 dt. 9.9.66

With reference to your above noted letter we suggest that the General Secretary of our Union Shri Mahesh Chandra Nigam, be nominated as AITUC representative on the Development Council for Leather & Leather Goods with Coeclump

Truinely yours

S. Sharma

President

Kanpur Tannery & Leather Workers Union.

4-5-6
W.N.

SAD.

42
M.P.

Vidvat.
Sankar.
Dharm

✓
Mahesh Nigam

.....

INTRODUCTION.

The questionnaire issued by the Minimum Wages Committee for Leather and Tannery Industry in U.P. concerns mainly with wages particularly minimum wages and can not be said a comprehensive one. The questionnaire does not include the question of dearness allowance and bonus and also the problems of holidays, leave and other conditions of work and lastly the problem of industrial disputes and their settlement.

We have only touched and spoken about the question of minimum wages excluding dearness allowance.

In this memorandum we shall deal specially with problems relating to tannery and leather industry at Kanpur. Kanpur occupies leading position in the cotton textile industry and leather industry of the province.

The Kanpur city has got tanneries and a regularly organised factory on the most modern scale known as B.L.C.Ltd. (Cooper Allen Branch) and E.W. Tannery. Both are equipped with the most upto date machinery and have been carrying on the tanning of leathers and the making of the the celebrated fox shoes in their factories. It is the biggest organization of its kind in India and may be in the world. During the World War II it created marvellous records when out of the total production of the service footwear in India during the war period more than 87% had been made in the Lfox factories.

There are many tanneries in Kanpur which are tanning hides but so far condition of minimum wages, dearness allowance working conditions, workload, promotion, retrenchment, dismissal and punishment is concerned much leaves to be desired.

In this note we shall deal with the following points:

- A
- (1) Wages with special reference to minimum wage.
 - (2) Effect of arbitrary actions of employers on minimum wages such as
 - (i) use of contract labour;
 - (ii) recruitment of temporaries more than requirement;
 - (iii) Non-fixation of the number of leave vacancy operatives i.e. substitutes.
 - (iv) Favouritism, nepotism, corruption, etc.
 - (3) Dearness allowance.

B

- (1) Service security and provision of work for minimum or maximum working days so as to solve the question of belly and bread to a certain extent if not according to the need.
- (2) Working conditions and workloads and wages.
- (3) Wages -- Minimum wages.

Minimum wage should be so as to satisfy needs, desires, ambitions. In other words minimum wage is to be need-based.

India has its own traditions and so why the employers should not have their own traditions so as to suit their whim of harassing workers. Unlike other countries where wage rates are generally fixed by collective agreements or by legislative provisions, wage rates in India are fixed unilaterally by employers. There are no fixed rates on standardised basis but employers pay whatever they like to unskilled, semi-skilled and skilled workmen.

As we have said earlier the wages are to be on need basis and hence it should be such so as to enable a worker to solve the question of belly and bread. We wish here to clear that a worker should

be given MINIMUM LIVING WAGE. The Congress Election Manifesto of January 1946 promised that the "State shall safeguard the interests of the industrial workers and shall secure for them minimum wage and a decent standard of living". Today we have recalled the stage when the demand for minimum living wage must be fulfilled in practice. Further in Avadi Conference we pledged to socialistic pattern of society which naturally means satisfaction of basic necessities.

The concept of a minimum living wage has to acquire certain definite implications. We must first make a reference to them in order to remove certain misconceptions which are being spread from interested quarters.

The Commonwealth Conciliation and Arbitration Act 1904-34 of Australia defines the word basic wage as a wage which can meet the normal needs of an average employee regarded as a human being living in a civilised community. This has come to be accepted as a definition of the basic minimum wage by the entire international labour movement.

Queensland Industrial Conciliation and Arbitration Act provides that the basic wage paid to an adult male employee shall not be less than is sufficient to maintain a well educated employee of an average health, strength and competence and his wife and a family of three children in a fair and average standard of comfort having regard to the conditions of living prevailing among employees in the calling in respect of which such basic wage is fixed and provided that in fixing such basic wage the earnings of the children or wife of such employee shall not be taken into account.

The Committee on Fair Wages recommended that 'a minimum wage must provide not merely for the bare sustenance of life but for the preservation of efficiency of worker. For this purpose, the minimum wage must also provide for some measure of education, medical requirements and amenities.

The highest authority i.e. Hon'ble Supreme Court approved adjudication of minimum wage based on this principle, since the concept of minimum wage is in harmony with the advance of thought in all civilised countries and approximates to the statutory minimum wage which the State should strive to achieve, having regard to the Directive Principles of State Policy is adopted in the Article 43 of the Sacred Constitution of India.

In the Wage policy declaration to be followed during the Second Five Year Plan, the 15th Session of the Indian Labour Conference in 1957 observed that the minimum wage is to be need based and has to ensure the minimum needs of the industrial worker irrespective of any other considerations. To translate it monetary terms the following norms have been suggested:

- Food .. on the basis of net intake of calories.
- Clothing .. per capita consumption of yards per annum.
- Housing ..
- Misc. items.
- Family units.

(b) Minimum wage must be the living wage:

As discussed above it should be clear that there is no such thing as a minimum wage apart from a basic minimum living wage. The minimum living wage means a wage sufficient to guarantee the worker and his family the satisfaction of the normal needs as human beings. This in fact itself is the

minimum wage. Any wage lower than this will be a starvation wage and not a minimum living wage and therefore unacceptable to the working class. Another important point which must be clear and which is too relevant is that this living wage can not be allowed to depend upon the conditions of industry. A human living ought to be the first claim upon the industry and no industry must be allowed to continue on the basis of starvation and allow death of workers. In reality this demand of living wage of workers will only mean a reduction in the gigantic profits of the industry; disappearance and reduction in favouritism, nepotism, corruption, exploitation in the industry and not the disappearance of the industry as generally pleaded by the employers. The minimum living wage for a worker has a relationship with the normal needs of a worker and his family and not to any condition of the industry.

(C) Reference to Kanpur Tannery and Leather Industry.

Actually for reasons enunciated in the coming paragraphs the minimum wage has gone down what to talk of minimum living wage. There has been fall in earnings of productive workers and decline of standard of living. Actually the wages during the War Period or prior to 1947 were more than at present and the cause of it has been the wisdom to defy laws, legislation and social justice. The modernisation should have brought better living conditions but in fact it has brought less earnings, bigger administrative staff to punish and dismiss the workers; news techniques have been explored like expedition of North and South Pole to harass productive workmen (which shall be dealt further.

Minimum living wage standards:

Now let us see what is the minimum wage necessary for a worker and his family to maintain a living standard. The estimates made in pre-war days shall be helpful in this connection. The Textile Labour Enquiry Committee of Bombay appointed in 1938 arrived at a figure of Rs. 50/- to Rs. 55/- per month for Bombay as necessary for giving a living wage to a typical family of a worker, wife and two children. The Jagatdal Labour Enquiry Committee conducted by Prof. P.C. Mahalanovis the reported economist and statistician of international fame in 1939 on the basis of actual consumption standards established a minimum figure of Rs. 40/- per month.

Dr. Radha Kamal Mukerjee of Lucknow University worked out the figures in his book 'food planning for four hundred millions' for a minimum wage standard of a worker and family of four persons as follows in terms of the pre-war prices:

1. Physiologically adequate diet	Rs. 1 1/4/8.
2. Clothing	Rs. 4/12/4
3. Rent.	Rs. 2/-
4. Betel, tobacco, soap and cigarettes	Rs. 1/8/-
5. Ceremonies and festivals.	Rs. 1/-
6. Education.	Rs. 1/-
7. Barber, washwoman, tailoring	Rs. 1/-
8. Recreation, travelling, medicines	Rs. 2/-

It should be noted that the diet base is 3000 calories for a worker, while it should be at least 4000 calories.

Now with the advancement of thoughts and taking into view our pledges to socialism we think the following standards necessary for fixing a minimum wage:

1. Physiologically adequate diet.	Rs. 25/-.
2. Clothing.	Rs. 9/-.
3. House rent.	Rs. 15/-.
4. Fuel and light.	Rs. 6/8/-
5. Betel, tobacco, soap, cigarette, tea, etc.	Rs. 3/12/-
6. Ceremonies and festivals.	Rs. 2/11/-.
7. Medical requirements.	Rs. 1/11/-.
8. Recreation.	Rs. 2/8/-
9. Education, books, magazines, snacks to son and daughter, etc.	Rs. 10/-
	<hr/>
	Rs. 75/4/-

Rs. 55/- be fixed as minimum wage and Rs. 25/- of the d.f.a. be linked to the minimum wage to make it minimum living wage with the condition that ~~where~~ the job requirement of each factory should be set in such a manner that a person gets work for such a days so as to ensure monthly earnings of at least Rs. 75/-.

II Factors which cut down the quantum of minimum wage.

(a) Contract Labour:

The system of contract labour is not because to cope with the requirement of the industry but it is only to make gigantic profits at the cost of workmen. The contract labour is another form of exploitation by creating unscrupulous middlemen which might be relations or yesmen of the managements. The contract labour deprives the permanent working force of the number of days to work which may ensure them the minimum wages to meet both ends.

(b) Recruitment of temporaries:

The recruitment of temporaries for two months through employment exchanges is not only beneficial to the company which ultimately saves them contribution to provident fund; fixed rates for work; benefits accruing out of permanency like gratuity etc. but is also beneficial to those who are working in employment exchanges and also to the work who sits as recruitment clerk on behalf of the management.

But this sort of benefit to management, recruitment clerk and certain corrupt staff hampers the worker to such an extent that there is always a dispute between workmen and employers regarding work to juniors and temporaries. Unfortunately the conciliation machinery is so ineffective that the poor worker does not get speedy relief. The number of such temporary staff is so large that the permanent strength does not get full work and due to this factor the very purpose of fixing minimum wage is defeated.

(c) Non-fixation of permanent strength and leave vacancy operatives.

As we have said above the number of temporaries is so large that the permanent worker does not get enough of work. It is suggested that a permanent strength be fixed according to needs and 10% posts be made for substitutes and the same number of temporaries. These temporaries and substitutes may be given work for a fixed number of days so they may not be subjected to starvation.

In the end we can only say that minimum wage may be fixed at Rs. 150/- for 26 working days but the purpose of it will be defeated if the workmen concerned gets work only for a day and gets only Rs. 5/-.

Further it can safely be said that earnings have come down in comparison to pre-1947 days because of the above factors. Now a days everywhere in each category there is fall in earnings, irrational rates for piece work, etc.

(15) Dearness Allowance: Previously workmen of B.I.C. (Cooper Allen Branch) and N.W. Tannery were paid textile rate M.F.A. and employees of tanneries at Jute-scale which was lower than that of textile scale. But now the prices have gone up to such an

extent that the entire schedule of cost of living index number has to be changed. The base year of 1939 has become out of date and another base year has to be determined and slab rates be also revised.

IV Service-security.

Unless standing orders are amended and effective arbitration machinery is provided there will not be service security. Workmen be made permanent after a fixed period of service. Moreover, victimisation of trade union personnel be stopped; dismissal and discharge on flimsy grounds be also stopped as the absolute powerful domestic enquiry has always been cheating the poor workman who has to face intellectual giants hired by employers during the course of enquiry which are recruited only to dismiss the employees and the conciliation machinery is a dilatory procedure. Moreover retrenchments are very common, scrapping of machine rendering the workmen surplus became a matter of every day.

If there is no service security the purpose of minimum wage, minimum living wage, decent wage will stand defeated.

V Working conditions and workloads

The committee should not confine itself only to determine minimum wages but it should also find ways and means to determine workload and wages according to workload i.e. piece rate wages. There should be guaranteed minimum timerate wages; guaranteed piece rate wages and guaranteed minimum time-piece rate wages.

No.290/S/66
1 October 1966

Shri R.S. Chadha,
Under Secretary,
Ministry of Industry,
Government of India,
New Delhi.

Sub: Constitution of a Development Council for
Leather & Leather Goods.

Dear Sir,

Reference your letter No.31(17)/66-L.I.(II)
dated the 28th September 1966 the AITUC will be
represented by the following on the Development
Council for leather and leather goods:

Com. Mahesh Chandra Nigam,
General Secretary,
Kanpur Tannery and Leather Workers Union,
12/1, Gwaltoli,
KANPUR, (U.P.)

Yours faithfully,


(Satish Leemba)
Secretary

Copy to Com. M.C. Nigam, for information.

15 December 1966

Com. Mahesh Nigam,
Kanpur Tannery & Leather Workers Union,
12/1 Gwaltoli,
KANPUR U.P.

Dear Comrade,

Thank you for your letter of 12th December on the proposed meeting of the Development Council. If you have received the agenda of the meeting, please send the same to us so that we may study the same and send you whatever suggestions we have.

If the Council has called for any ~~xxx~~ proposals for agenda, you may ask that a review of the present position of the industry may be placed on the agenda, with specific reference to threatened closure of Cooper Allen, etc., due to mismanagement. Even if they have not asked for points on agenda, you may make this proposal and also send a brief memorandum on the subject.

While you are in Madras, you may kindly contact the General Secretary of our Tamilnad State Committee, Com. K.M. Sundaram who could put you in touch with local leather unions. His address is given below:

Com. K.M. Sundaram,
Tamilnad Trade Union Congress,
6/157 Broadway,
MADRAS 1

As desired, we enclose a list of AITUC affiliates in the leather and tannery industry.

With greetings,

Yours fraternally,

(M. Atchuthan)
Secretary

1. Address of the Union, as the case may be, depending on the capacity in which you are replying the questionnaire.

Kangur Tannery and Leather Workers Union,
12/1 Gwaltali, Kangur.

2. Are you connected with the employment in tanneries/leather manufacturing industry? If so, please give the particulars.

Although the question is to be replied by the employers but it requires elucidation on our part. We are connected with this problem in the sense that a certain requirement--job, sanctioned or anticipated strength has to be fixed so as to avoid exploitation of the workers. Exploitation means recruitment of temporary staff to ~~exceed~~ an extent as to deprive permanent, substitutes of the employment enabling them for meeting both ends.

We are connected with the employment level and its non-disturbance on flimsy grounds under the garb of outdated standing orders.

3. Please state whether your answers to this questionnaire have any reference to any particular establishment or unit of tannery/leather industry or any other unit or units in the schedule-employments. If so, please give the following information?
(i), (ii), (iii).

Our answers are related to entire tannery and leather industry and hence question of replying sub- question (i), (ii) and (iii) does not arise at all.

4. If you are answering on behalf of a Union please give the following particulars?

Yes on behalf of Kangur Tannery and Leather Workers' Union.

(1) Is the union registered under the Trade Unions Act? If so, please give the registration number and date?

Yes it is registered under the Trade Unions Act. Its registration no. is 1500 dated 29-10-51.

(ii) To whom the membership of the Union open?

It is open to workmen working in Tanneries and Leather Industry in Kangur. Those who are agreeable to the Union's constitution and are ready to abide by its rule, regulations and decisions taken from time to time can become its members.

(iii) Is there any other union/federation in the scheduled employment(s)? If so, please give their names and addresses.

Really a very interesting and appropriate question. There are so many unions that it has become to classify them into (i) Political; (ii) professional; (iii) unions of dissidents; (iv) pocket unions of employers.

There is a Federation known as All India Leather and Footwear Association, 12/1 Gwaltoli, Kanpur.

The following unions are operating in tannery and leather industry at Kanpur :

1. Kanpur Tannery Employees Union, 106/162 Gandhinagar, Kanpur.
2. The Secretary, Kanpur Tannery and Leather Workers Union, 12/1 Gwaltoli, Kanpur.
3. Chamar Mazdoor Panchayat, 109/224 Ram Krishna Nagar, Kanpur.
4. Industrial Mazd oor Union, 105/263 Gandhinagar, Kanpur.
5. Chaura Mazdoor Union, 39/70B, Maheed Ahmad Road, Topkhana Road, Kanpur.
6. Leather Industry Employees Union, 106/371 Hira ganj, Kanpur.
7. Chaura Udyog Karamchard Sangh, 96/2A, Ganniganj, Kanpur .
8. Chamar Mazdoor Sabha, 119/11 Nasimabad, Kanpur.
9. Jajmau Leather Labour Association, Jajmau, Kanpur.
10. Tannery Workers Union, 98/60 Nazirbagh, Kanpur.
11. Chaura Shramik Congress, 10/284 Kh alasd Lines, Kanpur.

322x

Question no.

5

6

7. Wages.

7. Do you think that the existing wages prescribed under the minimum wages Act in the tanneries/ leather industry need any revision? If so, please give suitable reasons?

Answer.

relates to employers.

relates to employers.

Wage is a broad based term meaning (i) satisfaction of needs; satisfaction of desires and ambitions of the worker and his family which is connected with capacity of industry to pay. The wage affects the price level as cost of raw material, depreciation, wages are included for fixing the price of commodities to consumer. Wage earner is also a consumer. The wage has got entire relation with creation of demand and supply.

However, apart from going into various sections of wages it is necessary to arrive at some quantum to be paid to wage earner which may be helpful to satisfy worker's needs, desires and ambitions to a certain extent. This certain extent has been used to arrive at rock bottom wages which can not be called in any way living or fair wages.

We feel that the minimum wages paid at present to workmen of this industry are in no way adequate to satisfy needs of working class.

In a democratic country although underdeveloped or backward the necessity of giving subsistence wage is of primary importance. Now why the revision of wages is necessary? The revision is not necessary if the wages are sufficient to maintain an employee of average health, strength, and competence and his wife and a family of two children in a average standard of comfort having regard to the conditions of living prevailing among employes in the calling in respect of which such wage (minimum) is fixed.

Now we feel that the present wage is insufficient to the need and desire. The minimum wage has to be arrived

at taking into ~~much~~ consideration the time spent to satisfy a particular need.

Assuming a worker on an average gets Rs. 100/- per month or 10000 naya paisa for 480x25 working minutes. This hundred includes Rs. 30/- minimum statutory wage plus Rs. 70/- dearness allowance which has become essential. Now the worker gets 5/6 naya paisa per minute. Now we shall take two quantities such as wheat and milk and the working time needed for it. Considering a family of four persons the average consumption of wheat will be 12 chhataks per day and cost comes to naya paisa 37.50 (In this para the needs are such as not to occasion any controversy and can be said to be liberal for industry rather than for the worker but it has to be supplemented by provision of fruits, etc. necessary to maintain life for long). Now to meet this demand of 12 chhataks a worker of Rs. 100/- per month will have to work for 45 minutes every day. Now next comes requirement of milk which is on the subsistence level. This requirement is

tea .. 2 chhataks
milk of children 8 chhataks
Total 10 chhataks.

To fulfill this demand a worker will have to exert himself for atleast 60 minutes or so. The ~~extra~~ cost of milk being 50 n. p. for 10 chhataks.

It will now be clear from the above that a worker will have to work for 105 minutes every day to procure milk and wheat for his family for every day.

Next comes rent which is not in any way less than Rs. 25/- per month in Kanpur. Every worker can not be housed in labour colonies where rent is not less than Rs. 15/- although much below it is paid through cost of living index number. For paying the rent a worker has to work for about 100 minutes every day totalling to 205 minutes for these three necessities.

Minimum wage must provide not merely for the bare necessities but for efficiency of worker. The minimum wages are exclusive of dearness allowance which has become necessary these days. If minimum wages including d.f.a. is to be worked then we will have to fix a fixed rate of d.f.a. not less than Rs. 80/- or Rs. 90/- per month which by adding Rs. 55/- suggested by us will come to Rs. 135/- p. m. or Rs. 140/- per month to be called as living wage.

Hence a minimum living wage should not be less than Rs. 135/- or Rs. 140/- per month. While minimum wage excluding d.f.a. has been suggested as Rs. 55/- with fixed number of working days to be ensured to a worker.

According to the Supreme Court in Standard Vacuum and Express Newspapers the concept of minimum wage is in harmony with advance of thought
in.....

all civilised countries and approximates to the statutory minimum wage which the State should strive to achieve, having regard to the Directive principles of State Policy as adopted in the Article 43 of the Constitution. (~~The violation of it we shall deal in annexure B~~).

In the wage policy declaration to be followed during the Stated Five Year Plan, the fifteenth session of Indian Labour Conference in 1957 observed that the minimum wage is to be need based and has to ensure the minimum needs of the industry worker irrespective of any other considerations. What should be the minimum needs is not a disputed question so far Govt. pledged to socialism is concerned. It might be disputed by the backward employers. We have drafted the minimum needs which are in annexure C.

however, the considerations to fix minimum wages according to us are food, clothing and Misc. & rent and the total time to be spent for them should not exceed 40 mts. per day.

8. To what extent do you consider revision in minimum wages reasonable?

To the extent they could meet the demand of food; clothing and rent. The minimum wage may exclude dearness allowance. There will be following classes of minimum wages:

(i) minimum time rate. No worker shall get less than the minimum time rate. This will be paid to unskilled labour or labour requiring no training for work.

(ii) minimum piece rate: This may be fixed on production basis but aimed at minimum wages be fixed. I.e. wages should not go below a particular point as the production also depends upon quality of raw material and working conditions. This is for semi-skilled.

(iii) Guaranteed piece time rate for skilled classes.

According to us minimum wages as per decision of 1957 Session of I.L.C. should be

unskilled	...	55/-
Semi-skilled	...	65/-
skilled	...	80/-
highly skilled...	...	120/-

9. In suggestion any revision should the following factors be taken into consideration. Please give reasons with detailed information in every case?

(i) Paying capacity of the industry unit or establishment.

(ii) prevailing market rate of wages in the area/locality for similar occupation.

We will deal it vide q.no. 10.



Q.No.

21(b)

Answer.

We do not think that this is necessary for fixing ~~base~~ rock bottom wages. The wages if this plea is taken will have to be weighed taking into consideration the market value of products. However, by taking into consideration the prevailing market rate of wages in the locality or area standardised wages can be formulated and should be formulated and paid to the workers.

(c) Minimum needs viz. (food, clothing, housing and miscellaneous) of a worker/employee of average family of four units.

As we have discussed above replying to necessity of revision of wages this aspect is very necessary. Rock bottom, or minimum wage should not be less than is sufficient to maintain an average employee of an average health, strength and competence. The minimum wage must also provide for some measure for education, medical requirements and amenities. To arrive at minimum wages we will have to take into consideration the food requirements on the basis of net intake of calories; per capita consumption of 25 yds. per annum of cloth; house rent and misc. requirements. It is undesirable that a child expected to be in a school should be made to look to supplement family income at an early age and the wife who can not get gainful employment and is also required to be at home to look after to children and household affairs should be obliged to be in a factory to supplement the income. As we have said earlier minimum wages should be to satisfy needs, ambitions of life and if ambitions are to be secondary the primary need is of basic necessities i.e. food, clothing, house rent and the minimum wage has to be fixed on the basis of these.

(d) Income from other sources.

This should be disregarded as it is not possible in every family. It depends upon ~~each~~ consciousness which unfortunately lacks in the ~~same~~ class we are required to speak for.

(e) Competition with the school-employments in and outside the State of Uttar Pradesh.



Q.No.

Answer.

Competition with the schedule employments within and outside the State of Uttar Pradesh.

We always talk of competition which can not be eliminated in the world till profit motive exists. Profit motive will exist. Now the question of minimisation of competition is necessary. In the present day we very much talk of competition but no relief to the consumer in the form of quality or reduction in rates is forthcoming. What is here necessary is not to talk of competition at all times but to think of cut in administration, elimination of corruption, leakage in finances, etc. which will ease the problems resulting in better wages and justice to consumer. Today the automation and mechanisation (modernisation) has brought more production with lesser working force but so far share in the gains is concerned the legal machinery and the most backward employment is silent like a dead body. The automation has not resulted in relief to consumer. The wage earner is also consumer for all purposes.

Competition is not so much important as the rational use of man, material and money and scientific management. Now we find that the son of an employer is appointed on a very high salary as general manager which is much more dangerous than competition and which is responsible for grading competition as the most discarded factor.

By taking shelter behind the curtain of competition we can not overlook the claims of workers when so many evils like favouritism, nepotism, corruption, exploitation, leakages in finances exist.

10. What in your opinion should be the factors to be taken into consideration for determining the paying capacity of the industry/unit or estt.

- (1) Long range prospects;
- (2) reasonable profits to enable units to renew and reasonably expand the capital equipment.
- (3) Return on rate of fixed capital.
- (4) Possibility of tightening up of the organisation;
- (5) Efforts to increase production
- (6) Wage rates agreed upon by majority of employees.

Now the position of administrative charge comes. In a factory of 5000-7000 workers the following staff for about 12 departments shall be necessary:

- (1) One General Manager.
- (2) One Factory Manager
- (3) One Personnel Officer with four clerks.
- (4) 12 departmental supervisors.
- (5) 4 Technical experts for 12 departments
- (6) 3 Labour and welfare officers to deal with labour disputes and formation of labour panchayats in every unit.
- (7) 24 junior officers (technical assts.; mistries, etc.)

Now a days an employer recruits as many highly paid men that the wage bill of 10 officers is equal to wage bill of 120-180 workers. Their number is also so large that the industry is losing its potency day by day. Recruitments are made not according to need but according to recommendations, whims and also to please highly placed personalities or to oblige own relations.

All the factors to determine paying capacity shall become secondary if this is not solved. Now there is managing agency system which also takes away a major share of profits. ~~xxxxxxxxxxxx~~

We are enclosing herewith annexures and also a note on leather industry to this reply.

(Shiv Sharma)
President,
Kanpur Tannery and Leather Workers'
Union, 12/1 Gwaltoli, Kanpur.