

TRADE UNION CONFERENCE ON, D. A., BONUS AND NATIONALISATION



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REVIEW OF WORK FROM
APRIL TO NOVEMBER 1963
NOTE TO A.I.T.U.C. GENERAL COUNCIL
(Bombay Session, 12-13 December 1963)

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(TABLES, 1958 to 1963)

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ALL - INDIA TRADE UNION CONGRESS
5-E Jhandewalan, Rani Jhansi Road, New Delhi

A REVIEW OF EVENTS
SINCE LAST GENERAL COUNCIL

We are listing here the main events since our last General Council meeting of April 1963, the developments which have a bearing on the working class movement so that it helps in the deliberations of the Council.

In the international sphere, the event which has drawn the biggest attention is the partial Test Ban Treaty. While the Treaty as such does not abolish nuclear weapons nor reduce armaments, it was expected to help in reducing international tension to some extent. However, the main struggle for peace and disarmament has to be carried on as the imperialist designs for war continue to exist.

The national liberation movement of those countries which still have not attained freedom continues as in some countries of Africa. Recently, Kenya attained independence. But the British imperialists refused to give Guiana its freedom and tried to drown the progressive forces of the People's Progressive Party in a fratricidal civil war, by inciting racial rioting as between people of Indian and African origin there. The imperialists also tried to involve the newly-liberated Algeria in a war with Morocco. But the Algerian Government has foiled the game.

The naked policy of racialism followed by the South African Government has aroused the anger of the people of Asian-African countries and of the progressive forces the world over. The worker delegates to the 43rd session of the ILO did not allow the delegate of the South African Government to speak. Proposals to expel South Africa from the ILO and the UN are being discussed. A large number of ^{people of} Indian origin along with other Asian-African people are the victims of the Apartheid policies of the South African racist government. At the initiative of the WFTU, an International Trade Union Committee for Solidarity with the Workers and People of South Africa had been set up sometime ago. The AITUC is represented on this Solidarity Committee.

In South Vietnam, the people are fighting for the liberation of their country and unification, against the American imperialists and the puppet government set up by them. The overthrow of the Ngo Dinh Diem dictatorship by the military junta does not mean any change for the better so far as the people are concerned. The International TU Committee for Solidarity with the Workers and People of South Vietnam, set up at the initiative of the WFTU, met in Hanoi from 20 to 23 October 1963. The Committee has chalked out a plan to take concrete measures to intensify the solidarity campaign and to help the S.Vietnamese workers and people. The AITUC was represented at this meeting by Com. Mahendra Sen. The Committee has given a call to observe 20 December, on which date falls the Third Anniversary of the foundation of the National Liberation Front of South Vietnam, as a great day of international solidarity with the workers and people of South Vietnam. The deliberations of the Committee were unanimous and were free from any controversies.

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DEVELOPMENTS IN INDIA

The imposition of the Emergency and the Defence of India Rules following the India-China Border War was utilised by the employers to enrich themselves and suppress the workers' struggles to defend their standards of living from the attacks of the profiteers. Their refusal to settle longstanding grievances and the ineffective manner in which the government's industrial relations machinery dealt with these industrial disputes, both at the central and state levels, even after the cease-fire, made the workers more restive.

The taxes imposed by the 1963-64 budget along with the introduction of the compulsory deposit scheme made the condition of the workers still worse. Prices rose sharply. The profit-hunters and speculators created scarcity of goods and robbed the people everywhere. The Government totally failed to control the profiteers and give protection to the toiling masses.

Workers' discontent began to be reflected in their agitations, demonstrations and strikes.

At the last meeting of the AITUC General Council, we gave a programme with a view to meet the needs of the defence of the country as well as the needs of the toiling people. The nationalisation of banks, oil industry and export-import trade in bulk commodities and taking over the wholesale trade in foodgrains by the State, and abolition of the CDS were the main points of our programme. At our call, all over the country, 27 May 1963 was observed as "All-India Day for Nationalisation and Against Tax Burdens on the Poor". Never before has the issue of nationalisation of banks gone so deep among our people, cutting across the barriers of political or trade union affiliation.

The working class carried the struggle forward by the Great Petition and March to Parliament on 13 September 1963. The campaign succeeded not only in its massiveness. It was soon followed by the Government cancelling the compulsory deposit scheme and amending the Gold Control rules on 21 September 1963 by an announcement in Parliament.

In July 1963, the 21st session of the Indian Labour Conference had met. In the November 1962 Industrial Truce meeting, taking advantage of the war tension, attempts were made by the employers to attack and isolate the AITUC, by demanding its exclusion from the Tripartite. In this, they were supported by the INTUC and the HMS. But in that meeting, they did not succeed in keeping the AITUC out. Later some of them, notably the INTUC leaders took the stand that they would not sit in any tripartite meeting along with AITUC representatives. The Central and State Governments obliged these elements by not calling tripartite meetings from November 1962 to July 1963. But by July 1963, the position changed. The trade union organisations with one voice criticised the employers for attacking the workers and the trade unions and sharply drew attention to the failure of the Government to intervene in the situation. In such a context, the AITUC, the HMS and the UTUC categorically stated at the Indian Labour Conference that they would not be bound by the no-strike clause in the Industrial Truce Resolution. They were also categoric in opposition to the CDS. The INTUC was clearly isolated. The efforts of the employers and the government to impose the Industrial Truce Resolution as it was, on the workers and trade unions failed. Since then, there have been some instances of even INTUC unions giving strike notices and some strikes also took place led by INTUC unions.

RISING PRICES

After the Great Petition and the March to Parliament of 13 September, as we have noted earlier, the Government came out with modifications in the Gold Control Order and withdrew the CDS in respect of non-income-tax payers. This has been a big victory for the working class during this year.

But despite this big victory on the issue of CDS, the most disturbing factor was that the trend of rise in prices which had a new spurt since February 1963 continued unabated.

Another factor which came to light in a more pronounced fashion recently (though the workers had felt it earlier and had to raise the issue often) was that the compilation of the prices of commodities that make up the index has become extremely faulty. The authorities computing it collect the prices from such sources and in such a manner that the Index ceases to reflect the real state of the market and the rise in the cost of living of the worker. The governmental authorities have even taken the unwarranted liberty to substitute one commodity by another, a cheaper one, to depress the index. All these had resulted in the Consumer Price Indices not reflecting the actual rise in the cost of living. In fact, in some cases, the Index numbers were shown as having gone down while prices were actually going up.

It is strange to find, for example, that the consumer price index (1949=100) went down between October 1962 (134) and May 1963 (132) when everyone knows that the prices have been going up during this period.

In the 5 August tripartite meeting, this main question was raised by the AITUC. The Government and the employers promised to open fair price shops in all factories where more than 300 workers are employed. But this decision has not been implemented. In this very meeting, the index fraud was exposed with particular reference to Bombay and the Labour Minister of Maharashtra had agreed to check up, along with Com. Dange, the actual prices paid by the workers. On returning to Bombay, he refused to do so. Later, the Government of Maharashtra appointed an Expert Committee on Consumer Price Index Numbers to look into the faults in the index. A similar committee has since been appointed in Ahmedabad. In Delhi, it has been found that by arbitrarily changing the base year of the index from 1944 to 1960, textile workers' D.A. went down and the workers were defrauded of their D.A. upto four points in the index.

The AITUC has published the memoranda submitted to the Experts Committee by the AITUC, INTUC and HMS. All trade unions in all centres should pursue this most important question on the basis of the material given in this booklet.

The Governmental agencies responsible for the compilation of the fraudulent index have thus joined hands with the employers in defrauding the workers of their rightful increase in D.A. and thereby increasing the enormous profits of the bourgeoisie to unheard of heights.

The fight for the correct index and rise in D.A. is thus a fight against this unholy alliance of Government and Capital against the workers and the people.

. . . STRUGGLES

STRUGGLES

During this period, there have been many struggles by the working people in defence of their interests. The strikes in Goa docks, 98-day strike of the workers in E.M.C. factory, Dum Dum, the strike in Hutti Gold Mines, Jamshedpur tinplate co. (Led by INTUC) and in Keymore cement factory (INTUC), the strike in Indian Explosives Factory, Gondia (led by HMS) and in Barauni oil refinery construction site were some of the important ones. There have been strikes in Bombay by the saloon workers, the municipal workers and in some engineering and chemical factories. There were work stoppages in Kolar Gold Fields protesting against arbitrary change of working conditions. A note is attached listing the important struggles during this period.

The General Strike in Bombay on 20 August 1963 against high prices, increased taxes and against CDS and for demanding nationalisation of banks, oil, etc., and the Hartal in Calcutta and district centres in West Bengal on 24 September against high prices and the food policy of the Government, are important landmarks. The unity from below displayed by all workers in these struggles on the basis of a common demand has great significance. The strikes were complete despite the opposition of the INTUC and the failure of the other organisations to join in one platform.

An important movement during this period was that of Central Government employees against the proposal of Government to amend Art. 311 of the constitution. The unity behind common demand in this struggle was significant, though not from a common platform. The Government was forced to change the wording of the amendment, providing for right of defence of inquiry to the employee before heavy punishment was inflicted on him.

SUPREME COURT JUDGEMENT ON RULE 148: In this context, the recent judgement of the Supreme Court, on 5 December 1963, invalidating Rules 148 and 149 of the State Railway Establishment Code is significant. In the majority judgment delivered by Mr. Justice Gajendragadkar, it was observed that a person who substantively held a permanent post had a right to continue in service subject to the rule of superannuation and the rule as to compulsory retirement and, if for any other reason that right was invaded and he was asked to leave his service, the termination of his service must inevitably mean the defeat of his right to continue in service and as such it was in the nature of a penalty and amounted to removal. If by Rule 148(3) and Rule 149(3) such a termination was brought about, the rule clearly contravened Article 311(2) and must be held to be invalid. It was common ground that neither of the two rules contemplated an inquiry and in none of the cases the procedure prescribed by Article 311(2) had been followed. The Court further observed that it was of utmost importance even from the point of view of the State that permanent civil servants should enjoy a sense of security which alone could make them independent and truly efficient. "This sword of Damocles hanging on the head of permanent railway servants in the form of these rules would inevitably create a sense of insecurity in the mind of these employees and would invest appropriate authorities with very wide powers which might conceivably be abused." The judgement marks a big gain in the struggle of the Railwaymen against the policy of victimisation of trade unionists under the arbitrary powers of the Administration.

ACHIEVEMENTS

Through collective bargaining, struggles and tribunal awards, workers have been able to achieve significant victories during this period.

The Jute Wage Board gave a minimum wage of Rs.81 per month in Bengal (from Rs.67.34). The D.A. is linked with cost of living index and of the wages fixed, the D.A. at Rs.32.50 has been related to 425 points in the index. It has been provided that 20 nP per point of rise in the index would be paid to the workers based on half-yearly average rise in the indices. Another significant gain for the jute workers is that a guaranteed minimum bonus of 12 days' wages has been awarded. 70 per cent permanency has also been stipulated.

The hotel workers in Maharashtra had their wages fixed by a Minimum Wage Committee on a zonal basis, with a minimum of Rs.55, 60, 70 and 75. Coalminers won interim relief of Rs.9.75 per month.

In Bombay, the textile workers got a bonus of Rs.3.9 crores for 1962. This is the first time that bonus was paid in the same year of accounts. Usually, they used to be in arrears of several years.

The workers in W.Bengal fought their Puja bonus struggles in a more determined manner and in several cases, they were able to gain a higher quantum of bonus. The workers in Hindustan Motors and in Jay Engineering Works are now planning strikes to realise their bonus demand.

There have been long-term wage settlements in some important undertakings in the private sector as for instance, in Indian Aluminium Co., Hirakud; Burmah-Shell, Calcutta; Bata Shoe Factory, Faridabad, among others, as well as in Goa docks.

Wage Boards have been appointed for Working Journalists and other Newspaper Employees. The Wage Boards in iron ore and dolomite mining are expected to announce interim relief shortly.

Another notable gain was the Government's decision to enhance the rate of contribution under E.P.F. Scheme from 6½ per cent to 8 per cent in 18 industries, including cotton textiles, with effect from 1 November 1963. As we have recorded earlier, the withdrawal of the CDS in the case of non-income tax paying workers has been one of the biggest achievements.

As for Awards, the Pimpri award and the award in the textile disputes over privilege leave in Bombay Industrial Court are most significant. But in both cases, the employers (in the case of Hindustan Antibiotics, Pimpri; belonging to the Public Sector) have decided to go in appeal. In the Pimpri award, the Tribunal fixed a minimum wage of Rs.130 and this was besides the first wage award in a public sector undertaking. The Bombay Industrial Court had awarded increase in the privilege leave and casual leave of Bombay textile workers.

THE MID-TERM APPRAISAL OF THE PLAN

The opposition and agitation of the working class and the people of the country against the anti-people policies of the Government and the victory of three opposition leaders (Kripalani, Masani and Lohia) in the bye-elections to Parliament has set the Congress re-thinking. A realisation that right reaction in the country is now more vocal and is trying to unify their activities has come. The alternative programme of nationalisation of some industries, specially banks, has caught the imagination of the people. Mrs Subhadra Joshi, a Congress M.P., moved a resolution to that effect in the

last session of the Lok Sabha. The INTUC of West Bengal has passed a resolution in support of the demand and the Utkal Congress Committee has passed a similar resolution. Former Ministers, K.D. Malaviya and Krishna Menon have openly advocated nationalisation of banking. Even the Finance Minister, while speaking in the Lok Sabha on the resolution of Srinathi Joshi, did not oppose it outright as government spokesmen had often done previously but had kept the door for its consideration open.

The dissatisfaction over the manner in which the Third Plan has progressed forced the Planning Commission to have a mid-term appraisal. It is evident that production has lagged behind target not only in agriculture but industrial targets are still a long way off. Instead of the 11 per cent anticipated rate of growth, the actual performance during the first year of the Plan was only 6.5 per cent and in the second year, 8 per cent. It has to be seen that the rate of growth in industrial production could not be maintained despite the industrial truce, overtime work, greater accent on higher production in the emergency period and the almost total absence of strikes in the first six months of the emergency. National income has risen by only 2.5 per cent as against the anticipated 5 per cent. As regards unemployment, the Planning Commission says: "By and large, therefore, it would appear that no serious dent has been made on the problem of unemployment in the country and the number of persons seeking employment through the Employment Exchanges has risen during the last two years from 15.6 lakhs to 24.8 lakhs".

As regards prices, the Commission states: "Since April 1962, however, the general trend has been upward, with the trend in prices of food articles steeper than that of the general index. Over the financial year 1962-63, the increase in the general index was of the order of 3 per cent; but since March 1963, the index has risen by over 8 per cent - from 126.8 on March 30, 1963 to 133.3 on September 14, 1963."

There have been shortfalls in the targets of basic industries and it is evident that the process of pruning the Plan has already started without saying so.

<u>Industry</u>	<u>3rd Plan Target</u>	<u>Expected</u>
Steel	6.8 mil. tons	5.8 mil. tons
Aluminium	87,000 tons	67,000 tons
Industrial machinery	Worth Rs.30 crores	Worth Rs.25 crores
Fertilizers	800,000 tons	5,00,000 tons
Coal	98.6 mil. tons	89.88 mil. tons

The mid-term appraisal makes it very clear that while we are on the correct road as far as planning is concerned, definitely the methods adopted to implement the Plans are seriously defective and cannot be relied upon to fulfil the targets. It is necessary to emphasise this as there are critics who will take advantage of this position to demand that planning, public sector and building of heavy industry be scrapped altogether.

The tendency of concentration of wealth growing after two five year plans and in the third five year plan is serious. Though the full report of the Mahalanobis Committee has not been released, whatever has leaked out and our own day-to-day experience shows it clearly that this tendency is not being checked.

Real wages of workers have gone down during this period. By collective bargaining and struggles, workers were able to increase their money wages in some industries, thus helping to retain whatever limited purchasing power the organised section of the working class had earlier. Wherever D.A. is linked

with the cost of living index, even if there is no full neutralisation provided for, it has been possible to check the erosion of real wages to an extent. But on the whole, the downward trend in real wages noticed since 1956 has not been halted. The latest available government figures for 1961 show the real wage index at 114.6 on base year 1951. As we have seen earlier, the price rises during 1962 and 1963 have been phenomenal and their impact on real wage standards cannot but be considerable.

When the Plan is not being fulfilled, when concentration of wealth is taking place, when real wages are falling, when public sector managements, in certain respects, are behaving even worse than some private employers, a question is bound to be raised as to why we should continue to support the Plan and Public Sector.

Hence we have to distinguish ourselves from those reactionaries who are opposed to planning, growth of public sector and building of heavy industry.

While agitating for the removal of the defects in the method of implementation of the Plan, while fighting against wastage and bureaucratism in Public Sector and realising that building of heavy and basic industries like steel, oil, heavy engineering, etc., is very necessary not only for our defence and independence of the country but also for raising the living standards of the people, we must support planned development and the basic policies involved in it. There is so much opportunity for private sector to grow in our country and in the process, the tendency of concentration of wealth will assert itself. If not checked through heavy taxation and other measures, concentration of wealth will continue to grow. To reduce it and to ensure that the workers' real earnings do not fall, the working class will have to continue its struggles, widening their sweep, for the achievement of realisable demands. The working class will also have to take lead along with other sections of the people in the fight against wastages and bureaucracy in Public Sector and establishment of democratic initiative in the implementation of the Plan. The struggle for nationalisation of banks, oil, export-import trade and other industries like textile and sugar should be continued more vigorously. In the case of industries where shortfalls in target are seen, the unions should study the causes, expose the shortcomings in time so that progress is not halted.

UNITY

Some unity in showing common approach on common issues in the tripartite meetings as between AITUC, HMS and UTUC reappeared in the meeting of the Indian Labour Conference in July 1963 on the question of opposition to the CDS and to the ban on strikes in the name of Emergency. In the Bonus Commission, the AITUC and INTUC representatives have more or less moved unitedly. Similar was the case in the Jute Wage Board. In the struggles of Bombay and the Calcutta hartal, all TUs except those of the INTUC were united. Of course, this was not from the same platform. In Kerala, there were joint struggles along with unions of various affiliation, including INTUC.

In Ahmedabad had a record strike on 8 August on a call given by the Mahagujarat Janata Parishad and workers participated in thousands. Since then, the textile workers of Ahmedabad are becoming members of the Sangram Samiti in thousands to agitate for their demands. The INTUC base has been weakened.

Efforts were continued in the recent period by the ICFTU to bring its two affiliates, INTUC and HMS nearer. In the first phase of the emergency, they were nearer but the pressure of workers forced the HMS to keep its independent identity and attitude on various issues vis-a-vis the INTUC.

In Madhya Pradesh, Labour Minister Dravid and INTUC chief Ram Singh Bhai Varma are fighting each other bitterly. Mill gates in Indore and the 'Shram Shivar' (INTUC building there) are the scenes of trial of strength between the two factions. The intervention from the INTUC central office has not proved successful and this struggle for capturing the M.P. unit of the INTUC which began with the Indore textiles has now spread to other centres in M.P. also.

Thus, the pattern of unity turns out to be: Unity at the Top in tripartite bodies and unity from below in action. Unity in action must develop further.

The Punjab INTUC, in the presence of its President, Shri Kashinath Pandey, has demanded 25 per cent increase in workers' earnings. The W. Bengal INTUC has supported bank nationalisation. Especially on the issue of action against rising prices and on the demand for nationalisation of banking, there is possibility of wider unity in the country and we must attempt for it.

JOINT CONSULTATIVE MACHINERY FOR CENTRAL GOVT. EMPLOYEES

The Government has published their proposals regarding setting up of a Joint Council at national, departmental and regional level to settle the disputes of Central Government employees. Failing agreement in the council in respect of (i) Pay and allowances; (ii) weekly hours of work; (iii) leave of a class or grade of employees, there is provision for referring them to arbitration.

The scheme has many drawbacks. The Central Government employees' unions and federations met in Delhi on 5 November 1963 and have appointed a committee to meet the Home Minister and seek clarifications and modifications in the scheme.

INDUSTRIAL DISPUTES (AMENDMENT) BILL 1963

The Industrial Disputes (Amendment) Bill 1963 introduced in the Rajya Sabha recently is said to be meant to encourage arbitration and bring it on par with adjudication proceedings. This is sought to be done by keeping arbitration depending on agreement of both parties and not giving reference to arbitration on either party's demand. But as far as prohibition of strikes and lock-outs and application of Sec. 33 of the Industrial Disputes Act are concerned, the statutory provisions are sought to be invoked in the case of arbitration too as in the case of adjudication. A provision of appointment of umpires when arbitrators are evenly divided has been introduced. But what is certainly objectionable is the move to enforce arbitration awards on all workers, irrespective of their being parties to arbitration, provided the appropriate government is satisfied that the parties to the arbitration agreement represent the majority of each party. The Bill also takes away the right of workmen, upheld by the Supreme Court, to terminate awards (by a group of workmen acting collectively through a union or otherwise) if they find such awards harmful to their interests.

We have enough experience of how the "appropriate governments" decide about recognition of unions and how they go about in referring disputes to adjudication. In the circumstances prevailing in our country, it is clear that unless agreements are ratified by the majority of workers on whose behalf they are entered into, the rights sought to be conferred on the so-called "representative" unions will not actually benefit the workers. The provisions of the Bill in this respect, it would appear, is an attempt to curb the open expression of discontent by workers against anti-working class agreements entered into specially by the INTUC unions. We must oppose this move and demand that agreements be ratified by the majority of the

of the general body or at least a democratically-elected executive of the union of the workers whom the parties to the agreement claim to represent, before it becomes operative. Similarly about termination of awards.

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Other important developments in this period were the formation of the formation of the Port, Dock and Waterfront Workers' Federation in a conference of the unions in Goa (28 April to 1 May 1963) as per the decision of the AITUC General Council and the holding of a Women Workers' Conference in Bombay. The conference of women workers in Bombay was held in preparation for the world conference which has now been postponed. Over four thousand women were enrolled as delegates for the Bombay Conference which adopted a charter of demands. A signature campaign is currently being undertaken.

The verification of TU membership which was suspended for two years due to general elections and the emergency has been resumed by the Union Labour Ministry. The verification of the membership for the year-ending 31.3.63 is now proceeding. We are sure the AITUC unions will fully participate in it and establish their membership.

BONUS COMMISSION

The Bonus Commission held several sittings during this period to hear the evidence of employers and workers organisations. The AITUC delegation appeared before it in June. For the last few months, discussions are going on amongst the members of the Commission about the final report. From the beginning, it will be remembered, over an year was wasted in discussing about the chairman of the commission and the terms of reference. Employers are more and more taking up an attitude of not paying bonus unless there is a struggle. Public sector employers are not paying any bonus to their workers, except in probably one or two isolated cases. It is time that workers agitate for early publication of the report of the Bonus Commission, for doing away with the LAT formula and for bonus in all public sector undertakings.

ASIAN-AFRICAN T. U. CONFERENCE

The last meeting of the General Council had passed a resolution on the initiative taken by the Indonesian TU centres for convening an Asian-African TU Conference. The Council decided to insist upon inclusion of USSR trade unions in the work of the preparatory committee and on the guidance by WFTU.

The WFTU called a consultative conference to discuss this subject in Prague on 27-29 August 1963. Com. Dango and Com. Sriwastava attended on our behalf. Com. Louis Saillant, WFTU General Secretary, agreed with our criticism of the Indonesian TU centres about the manner in which the initiative was taken without consultation or even informing WFTU and he also criticised the exclusion of Soviet trade unions as well as the formulations contained in the draft documents of the proposed conference.

Meanwhile the Afro-Asian Solidarity Committee had taken an initiative to call an Afro-Asian Workers' Conference.

A delegation of the Indonesian trade union centres visited India and met the Secretariat of the AITUC on 16 August 1963. We placed our viewpoint before them.

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A meeting of the Preparatory Committee of the proposed Conference was held in Jakarta on 27 October to 2 November 1963. The Soviet trade unions were represented in the meeting and have been included in the Preparatory Committee, along with the representatives of the Vietnamese TUs. It has chalked out a programme for holding the conference in middle 1964. We have not received any information from WFTU or the Indonesian centres about this. We hope the WFTU Bureau meeting to be held on 15-17 January 1964 in Prague will discuss and decide about this issue.

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The International Trade Union and Legal Rights Commission for the defence and Extension of TU Rights met in Prague from 17 to 19 August 1963. Com.K.G.Sriwastava attended on our behalf. The Commission adopted a Declaration of T.U.Rights.

The IV International Conference of Building, Wood and Building Materials Workers was held in Budapest on 24-28 September 1963. No delegation could be sent from India since passports were denied to our delegates.

The World Trade Union Committee for Consultation and Unity of Action Against Monopolies met in Leipzig on 28 November. Com.Mahendra Sen attended on our behalf.

- AITUC SECRETARIAT

7 December 1963

A NOTE ON STRUGGLES
(April 1963 to November 1963)

BARAUNI REFINERY STRIKE - From April 15, ten thousand workers of the Barauni oil refinery and the contractors struck work protesting against the policy of discrimination by Bihar Government's Labour Department against AITUC and refusal by management to consider workers' demands. 50 leading workers of the AITUC at Barauni were arrested. In one of the contractor firms, Bridge & Roof, the INTUC union brought the workers out by mass resignations after which settlement was reached with the INTUC union. The strike continued till May 5. On April 22, police had resorted to firing tear gas shells to disperse striking workers.

GOA WORKERS' STRIKE ON MAY DAY - Demanding holiday on May Day, the port and dock and other workers of Goa struck work on May 1. The workers joined in a big rally held on May Day which was addressed by Com. S.A. Dange, General Secretary, AITUC.

KOLAR GOLD MINES - Section of workers in Kolar Gold Fields struck work on April 7 protesting against the arbitrary proposal of the management to stop Sunday work of the sanitary staff. The strike lasted two days.

RALLY FOR NATIONALISATION AND AGAINST TAXATION - At the call of the AITUC General Council, "Nationalisation Day" was observed in most of the industrial centres on May 27.

RAJHARA IRON ORE MINERS' DEMONSTRATION - Following a demonstration by about a thousand workers in Rajhara iron mines (Bhilai project), on May 16, retrenchment orders on 21 workers were withdrawn by the management.

STRIKE IN LUMMUS CO. - About 700 workers of Lummus Co., engineering contractors, at the construction site near Bareilly struck work in the second week of April demanding higher wages, retrenchment compensation, etc.

GOA DOCK STRIKE - Four thousand dock workers in Goa went on a 12-day strike in May-June 1963, protesting against the introduction of the pool scheme and apprehended retrenchment. 204 workers were arrested. A settlement was reached on June 3.

BHADUA COLLIERY STRIKE - Six hundred workers of Bhadua colliery in Bihar went on strike for 8 days, ending 30th May. The union wanted continuance of facility of 50% higher rate than normal fixed by the LAT.

FIRING ON BARAUNI WORKERS - Police resorted to firing on Barauni oil refinery workers on June 16. Two workers were killed and many were injured. The AITUC demanded a judicial inquiry.

B&C MILL WORKERS STRUGGLE - Protesting against an agreement on workload the management signed with the HMS union, the workers of B&C Mills, Madras, went on stay-in-strike on June 11. The management thereafter declared a lock-out. The workers' struggle was supported by the AITUC and INTUC. After the State Government's intervention, the management lifted the lock-out on June 21.

BOMBAY PORT FLOTILLA CREW ON STRIKE - 1800 of the Bombay Port Flotilla Crew went on strike on June 26 demanding reference of their wage dispute to adjudication. The Port Trust Fire Service workers - 180 in all - were on strike since June 23. The strikes were called off on June 27 following the intervention of the Union Transport Minister.

PAY STRIKES AGAINST C.D.S. - Workers in majority of the textile mills in Bombay, press workers, petroleum workers and engineering workers resorted to a Pay Strike in protest against C.D.S. on pay day in July. In Calcutta also, workers of Metal Box Co., Braithwaite, tramways, Reckitt Coleman, India Rubber, Saxby-Farmer, Garden Reach workshops and in several other factories, pay strikes were organised. Eighty per cent of the workers of Singareni collieries in Andhra Pradesh refused to accept wages on July 12 in protest against CDS. About ten thousand workers in Amritsar, in textile, light engineering and embroidery industries also went on pay strike.

STRIKE IN BHIWANI TEXTILE MILLS - Textile workers of Bhiwani went on strike for 23 days in June-July demanding implementation of the Textile Wage Board's recommendations. The strike was called off after the Punjab Government invoked powers under the Defence of India Rules to implement the wage increase of Rs.8 per month, as the Wage Board had recommended.

STRIKE IN HUTTI GOLD MINES - About two thousand workers in Hutti gold mines went on strike from July 8 to 17 demanding arbitration over disputes relating to D.A., bonus, overtime wages, etc. There was severe police repression and several workers were arrested. The strike was withdrawn on the assurance officially given that police cases would be withdrawn, there would be no victimisation and that the D.A. would be increased when the financial difficulties of the company are resolved.

STRIKE IN GUJARAT INDUSTRIES, BOMBAY - Five hundred workers of Gujarat Industries, Bombay (manufacturers of pens) went on strike from June 25 demanding reinstatement of 18 workers who were victimised by management for participation in an earlier strike in April. The strike was called off on July 28.

BOMBAY MUNICIPAL WORKERS' STRIKE - About 30,000 municipal workers in Bombay went on strike from August 11 to 21, demanding 25 per cent rise in D.A. About 23,000 workers of the Bombay Electric Supply and Transport Undertaking also joined the strike on August 17.

"BOMBAY BANDH" - AUGUST 20. Bombay City was shut down by the general strike of August 20, against the high prices, the taxes and CDS and against government policies benefitting the profiteers and monopolists.

There were in July-August strikes in Sankey Electricals, Bombay and by saloon workers.

BHILAI WORKERS' DEMONSTRATION - About 15,000 workers demonstrated in Bhilai on August 11, demanding T.U. rights and reinstatement of victimised workers, and speedy settlement of workers' pending demands.

AMBALA AGITATION AGAINST VICTIMISATION AND C.D.S. - Joint Secretary of the MES Workers Union, in Ambala, went on hunger strike on August 21, protesting against victimisation and CDS. He and four other workers were arrested under DIR. The wife of the Secretary of the union was also arrested by the police.

KEYMORE CEMENT WORKERS STRIKE - Led by the INTUC, the cement workers of Keymore (M.P.) went on strike for ten days from 22 August. The strike was withdrawn after the disputes about wage increments, etc., were referred to a Conciliation Board.

STRIKE IN BIRLA'S STAPLE FIBRE FACTORY - Over 1500 workers in Birla's staple fibre factory near Calcutta went on strike on August 20, protesting against the repressive policies of the management.

GREAT PETITION AND MARCH TO PARLIAMENT - SEPT. 13 - The biggest ever demonstration seen in the Capital City was the March to Parliament on September 13, to present the Great Petition signed by a crore of people. Trade unions and workers were most active in the signature campaign on the Great Petition and in sending volunteers for the March to Parliament.

KANPUR TEXTILE WORKERS' DEMONSTRATION - Five thousand textile workers of Kanpur demonstrated in front of the Labour Commissioner's office on August 23, protesting against increased workloads and the improper implementation of Sampurnanand Award.

STRIKE IN HINDUSTAN ALUMINIUM FACTORY - Workers of the aluminium factory in Ranjokut in U.P. went on strike on Sept. 11, demanding better wages and amenities.

98-DAY STRIKE IN E.M.C. FACTORY, DUM DUM - Demanding settlement of their outstanding demands, workers of the E.M.C. (an engineering factory) in Dum Dum went on strike for 98 days. The strike was withdrawn on 10th September on the assurances given by the Union Labour Minister.

WEST BENGAL HARTAL - There was complete Hartal in Calcutta and in many district centres in W. Bengal on September 24, protesting against the food policy of the Government and against rising prices.

HARTAL IN RAJNANDGAON - Rajnandgaon observed a hartal on September 7, protesting against failure of government to get the B.N.C. Mills re-opened. The mills were closed last December, throwing three thousand workers unemployed.

RAIPUR MUNICIPAL WORKERS' STRIKE - Six hundred municipal workers struck work on Sept. 7 in Raipur demanding benefits following from recommendations of the Tarachand Pay Commission for State Government employees.

BIRLAGRAM WORKERS' STRUGGLE - Protesting against the bonus agreement signed between the management and the INTUC and demanding higher quantum of bonus, the workers of Birलगram and Nagda conducted hunger-strikes, satyagraha and hartal from 9th September. A Joint Action Committee with representatives of all parties, including some congressmen led the agitation. There was a complete hartal on 21st Sept.

STRIKE IN JAY ENGINEERING, HYDERABAD - The workers of the Jay Engineering company's factory at Hyderabad went on strike for 12 days, to press settlement of their outstanding demands.

DURGAPUR DEMONSTRATION - About 7,000 workers of Durgapur steel plant demonstrated on Oct. 15 before the General Manager's office demanding a month's wage as Puja Bonus.

BONUS MOVEMENT IN W. BENGAL - The Puja bonus movement in W. Bengal was fairly widespread and intensive this year. There were over 2,500 bonus disputes. There were huge demonstrations, marches, and stay-in strikes in some factories.

STRIKE IN ASHOKA HOTEL, DELHI. Employees of Ashoka Hotel went on strike on Nov. 7 night demanding rise in wages, bonus, D.A., etc. The strike was called off on Nov. 9 when the management agreed to refer the disputes to arbitration.

A NOTE ON

DEARNESS ALLOWANCE

Dearness allowance constitutes an important component of the present wage structure in India. The failure of the Government to check the rising prices in the country has increased the importance of this component to such an extent that in some industries, the D.A. constitutes the major component of the wages of workers.

In many industries, the working class has been successful in winning D.A. from the employers but so far it has not been able to force the bourgeoisie to implement a uniform system of D.A. payment all over the country.

As the trends clearly indicate, the price level in the country is going to increase more rapidly than during the post-independence period so far. If workers are not protected from these rising prices, there is a danger of depression in their living standard as time passes by.

At present various systems of D.A. payment are existing, some of which are as follows:

- (1) D.A. paid at uniform flat rate for all categories of employees.
- (2) D.A. being paid at different graduated rates for different basic pay slabs.
- (3) D.A. being expressed as uniform percentage of the basic wage, provision being made for maximum and minimum allowable under this system.
- (4) D.A. expressed as percentages of basic wages, the percentages being different for different pay ranges.
- (5) D.A. being linked to price index, rates varying for different slabs of index.
- (6) D.A. linked with price index which varies for rise or fall in the index number every month. The percentage of neutralisation is not the same in every centre where this system exists.
- (7) D.A. linked with price index, but the payment determined over a 10 point rise on an average during a 12-month period.
- (8) D.A. linked with price index, but adjustments made over quarterly averages or half-yearly averages
- (9) Flat rate of D.A. which varies in the case of male adults, females and children.
- (10) Combination of two or more systems mentioned above.

In many industries like handloom, bidi, etc., the workers are even now paid a consolidated wage. In the small-scale engineering units in Punjab and in some other States also, consolidated wage payments prevail. When the prices go up, workers have to fight for a straight wage rise.

The position regarding the D.A. systems in various industries is detailed below. The information is by no means complete in respect of all industries in India but an attempt is nevertheless made to get a comparative picture at least as far as major trades and industries are concerned.

COTTON TEXTILES

The report of the Central Wage Board for Cotton Textile Industry while recommending the linking of D.A. to the price index stated:

"The Board recommends that dearness allowance should be linked to the cost of living index in all centres and if any centre has no such cost of living index, the index of the nearest centre should be taken for the purpose. The Board has also come across some cases where there is only a consolidated wage or a fixed D.A. In both cases, we have found that the total wages are comparatively lower. We recommend that in these cases also, the D.A. should be made adequate and linked to the cost of living index number by a suitable machinery."

The Board recommended the following with regard to Madras State: "In the case of Madras State, the D.A. now paid neutralises less than what would be justified by the rise in the cost of living with 1936-39 as the base. The Board recommends that for Madras State, the D.A. should be increased so as to give full neutralisation for the rise in the cost of living to the worker on the minimum basic wage with 1936-39 as the base."

The Textile Wage Board did not go into details beyond this on the question of D.A. nor did it recommend any all-India measure for linking D.A. with index numbers. The quantum of D.A. given to the workers in some textile centres is as follows:

Centre or State	Minimum Basic Wage	D.A. in Aug. 63	Rate of D.A.
	Rs	Rs	
Bombay	40.00	97.10	2.09 pies per day per pt.
Ahmedabad	38.00	86.14	2.84 pies per day per pt.
Sholapur	34.00	71.50	1.75 pies per day per pt.
Baroda	36.00	77.53	90% of Ahmedabad D.A.
Indore	38.00	65.25	
Nagpur	32.00	65.95	1.2 pies per day per pt.
Madras	36.00	83.22	
Kanpur	38.00	68.37	
West Bengal	36.17	52.38	

CEMENT

The Cement Wage Board fixed Rs. 1.50 as D.A. for workers other than Gujarat and Saurashtra and Rs. 38.50 for workers of Gujarat and Saurashtra which was linked to the all-India index 123 for July 1959. It was further provided that D.A. in case of the former would rise or fall at the rate of Rs. 1.47 for every two points in the index and in the case of the latter at Rs. 1.59 for every two points.

The Board further awarded that the clerical and lower technical and supervisory staff should be paid D.A. at 10 per cent of their basic salary plus Rs.40 per month in the factories and quarries in the regions other than Gujarat and Saurashtra; and in the region of Gujarat and Saurashtra, the D.A. for these categories was fixed at 10% of the basic salary plus Rs.47 per month.

JUTE TEXTILES

The Jute Wage Board recommended the following on the question of D.A.: "The present d.a. of Rs.32.50 should be considered as the D.A. fixed at the working class consumer price index number of 425 for Calcutta with year 1939 as 100. The D.A. should be a variable D.A. and the rate of increase or decrease should be at 20 nP per point rise or fall in the average working class consumer price index number for Calcutta. The D.A. should be revised every six months of February and August on the basis of the average consumer price index number of the previous half years - July to December and January to June respectively.

BANKS

The Bank Tribunal (1960) awarded cent per cent neutralisation to subordinate staff of banks and 75 per cent neutralisation for clerical staff. The D.A. was linked with the all-India index, 1949 base. According to the award, the clerical staff should get D.A., at the rate of three per cent of pay for every rise of 4 points above 100 in the quarterly average of the all-India Index. For the subordinate staff, D.A. should be four per cent of pay for every rise of four points. For this purpose, 'quarter' will mean the period of three months ending on the last day of March, June, September or December.

SUGAR

The Sugar Wage Board recommended graduated rates to the workers in different regions. For the aggregate minimum basic wage of Rs.60, D.A. for central, north and south regions are Rs.6, Rs.16 and Rs.21 respectively while in Maharashtra, the D.A. is Rs.27. This allowance was related to 123 points in the All-India Consumer Price Index (1949 = 100).

The Board recommended linking of D.A. to the index in the following manner: "For rises over 123 points of cost of living index or fall below this level, adjustments in dearness amount shall not be made for less than 10 whole points. Once there has been rise or fall by 10 or more whole points, adjustments will be for every point of the rise or fall. Once an adjustment has been made, future adjustment shall be made for further rise or fall of ten or more whole points.

"The adjustments in D.A. amount related to cost of living index, although automatic, shall be made only once a year on the basis of the average monthly cost of living index calculated over the twelve months period from 1st July to 30th June. The adjustments, if any, shall however be effective from 1st October each year, following the twelve months period."

For employees drawing upto Rs.100, the D.A. rate shall be 55 nP per point rise of index. Employees drawing more than Rs.100 will get D.A. at 65 nP per point of rise over 123.

During July 1962 and June 1963, the index went up by 9 points on an average and hence sugar workers have been deprived of D.A. despite rise in prices. According to the Wage Board report, they are not entitled to claim additional D.A. till October 1964.

IRON & STEEL

In all the steel plants, D.A. is not linked with the price index. A flat D.A. is given on an ad hoc basis.

In the HINDUSTAN STEEL LTD. plants at Bhilai, Rourkela and Durgapur, the D.A. Rates are:

Salary upto Rs.150	-	Rs.15.00
" from Rs.151 to 300	-	Rs.30.00
" from Rs.301 to 320	-	Rs.320 minus basic wage
" from Rs.321 to 390	-	Rs.10.00

In TISCO, D.A. rates are different for various basic pay slabs. For example, a worker drawing upto Rs.75 gets Rs.45 as D.A. which goes on increasing as the basic salary increases, while an employee drawing a salary above Rs.600 is paid Rs.114 as D.A. per month.

The TISCO scheme of D.A. is as follows: Monthly salary upto Rs.50 or Rs.1.92 per day - Rs.35 per month; Monthly salary of Rs.50 to Rs.100 or Rs.1.92 to Rs.3.84 per day - Rs.45.00; Monthly salary slab Rs.100-150 or daily rated Rs.3.84-5.77 - Rs.50.00; Monthly salary slab 150-200 or daily rated Rs.5.77-7.69 - Rs.55.00; Monthly salary above Rs.200 or daily rated Rs.7.69 and above - Rs.60.00. There is no provision of sliding scale.

CENTRAL GOVT. EMPLOYEES

The Second Pay Commission awarded D.A. only to those employees drawing pay below Rs.300 per month on the following rates:

Basic pay below Rs.150	-	Rs.10 per month
Basic pay between Rs.150-300	-	Rs.20 per month.

D.A. was fixed at 115 points on the All-India Index (1949=100)

The Second Pay Commission did not accept the principle of automatic adjustment of D.A. with the price index. However, it said: "A substantial and persistent rise in prices, however, normally creates a prima facie case for compensation and it should be the Government's endeavour not to allow the standard of living of their employees in the lower range of remuneration to fall."

Therefore, the Pay Commission recommended: "If during a period of 12 months, the index remains on an average ten points above 115, the Government should review the position and consider whether an increase in the allowance should be allowed and if so, at what rate."

The increase in D.A. was granted in November 1961 when the average index was 125 points. A rise of Rs.5 in D.A. was awarded to employees earning less than Rs.150 while Rs.10 was awarded to employees earning Rs.150-300. Employees in the pay range Rs.300 to 400 were grouped with those in the pay range below Rs.300.

This rise instead of granting full compensation at 125 points came to adjustment upto average index of 122.5 points. Employees have demanded arbitration for the full neutralisation.

The Pay Commission's recommendations are applicable to 20 lakh central government employees including railway workers. Administrations of Ports and some public sector units and statutory corporations generally follow the practice of the standards laid down by Government for its employees, including in the matter of revision of D.A.

INSURANCE EMPLOYEES

According to a bipartite settlement in Life Insurance Corporation, the D.A. corresponding to the cost of living index 126 (1949 = 100) will be 26 per cent of the basic salary for class IV employees and 19.5 per cent for class III employees from 1 January 1962. Neutralisation of the rise in the cost of living is 100 per cent in the case of class IV employees and 75 per cent in the case of Class III.

For every 10 point rise on the average over 126 during a period 12 months, the D.A. shall, with effect from the first of the month following such period of 12 months, stand automatically increased by 10 per cent of the basic salary in the case of the Class IV employees and $7\frac{1}{2}$ per cent of the basic salary in the case of Class III employees. Such adjustments will continue for every further rise of 10 points.

ENGINEERING

There is no uniform system of payment of D.A. in engineering factories in the different centres. In some units in Bombay and Madras, D.A. rates are linked with price index, as per the textile D.A. rates, in most cases slightly lower. In Coimbatore engineering factories, the D.A. rate is $2\frac{1}{2}$ annas per point (1939 base) as against 3 annas in textiles. In Punjab, there is no D.A. system in engineering industry which is mostly small-scale in nature. According to some recent agreements in Bombay, workers in a few concerns are getting D.A. at rates 10% higher than the textile rate.

In West Bengal, the major engineering tribunal awarded a graduated D.A. rate for the engineering workers: Upto Rs.50 - Rs.36; Rs.51-100 - Rs.47; Rs.101-150 - Rs.53; Rs.151-200 - Rs.59; Rs.201-250 - Rs.65. These rates were related to the cost of living index number 364 (1939 base) and for every annual rise or fall of 5 points in the index, the D.A. will also rise or fall by Re.1 (20 nP per point). The neutralisation provided was only upto 65 per cent.

There is considerable disparity in D.A. rates in engineering concerns as between the office employees of the company and the mass of engineering workers, in West Bengal. While the workers get D.A., as per the tribunal award, the employees are paid as per the Bengal Chamber of Commerce formula which is as follows:

For first Rs.100 in basic salary	-	130% D.A. (minimum Rs.79)
For increase of 10 points in middle-class cost of living index (computed by BCC)	-	5% additional D.A.

The latest report is that under the BCC scale, the employees get 165 per cent of basic wages as D.A.

Accordingly, a clerical employee drawing a basic wage of Rs.70 would get 165% or Rs.122.50 as D.A. while a skilled worker of the same concern, in the adjoining factory, drawing the same basic wage would get only Rs.47. The workers in the factories get some production bonus, depending upon their work performance but the discrimination in respect of D.A. is quite evident.

The Bengal Chamber of Commerce formula provides for a maximum neutralisation, it is said, of 80 per cent.

MUNICIPAL WORKERS

In most of the municipalities and corporations, D.A. is not linked with the index numbers and a flat rate of D.A. is paid. The settlement on D.A. is always done by collective bargaining by raising a dispute.

COAL MINES

Under the Coal Award, for every rise of 10 points in the all-India consumer price index number, above 102 (1949 base), a sum of Rs.4.88 is paid as additional D.A.

IRON ORE MINES

There is no D.A. system in a majority of cases. Even in the Rajhara iron ore mines under the Hindustan Steel Ltd., miners are paid daily wages without any D.A.

PETROLEUM

In Bombay, sliding scale of D.A. prevails. In Port Okha also, Burmah-shell employees are paid on the basis of the Bombay index.

According to a recent agreement in Burmah-Shell in West Bengal, the D.A. is paid at the following rates for every 10 point slab over middle-class cost of living index 300 (1939 base) for clerical employees:

On the first Rs.100 of the basic wage	-	4 per cent
On the second Rs.100	"	2 per cent
On the third Rs.100	"	1 per cent
On the remainder	"	0.5 per cent

PLANTATIONS

In West Bengal tea plantations, there is a flat rate of D.A. There was some agreement on a sliding scale arrangement linked with the index but this has never been implemented. The rates of D.A. vary for adults and children. For example, in Dooars, adult male and female workers get 60 nP per day as D.A., while a child worker gets 37 nP per day. In South India, rates of D.A. in Tamilnad vary from region to region. In Karnatak and Kerala, flat rates of D.A. prevail. Wage Boards are now engaged in fixing wages in plantations and hence it may be expected that some uniformity in D.A. rates may be introduced.

HEAVY ELECTRICALS, BHOPAL

The D.A. rate in HEL, Bhopal, is Rs.5 and Rs.10 and there is no system of linking with cost of living index.

In other public sector plants also, the D.A. rates are fixed quanta and there is no linking with index.

KERALA TILE & CASHEW, ETC.

The Minimum Wage Committees in Kerala have invariably recommended a D.A. linked with consumer price indices while fixing statutory wages in various industries, as for instance, in cashew, tile, etc.

JOURNALISTS

In an award by the National Tribunal at Bombay, the wage-scale of lowest paid workers of the Press Trust of India (PTI) was fixed at Rs.35-2-43-3-70 and D.A. at Rs.55 was granted to employees getting upto Rs.150 per month as basic wages.

The Wage Board for Working Journalists awarded flat rate of D.A. varying according to the classification of cities. For metropolitan cities, the minimum quantum of D.A. was fixed at Rs.50 on the basic wage range of Rs.65 to 100. The corresponding figures for towns above five lakh population and other places were Rs.40 and Rs.30 respectively. The Wage Board recommended a graduated scheme of D.A. depending on the range of basic pay. It however did not recommend linking of D.A. with price index.

CINEMA THEATRES

In a dispute between the management of three cinema theatres in Bombay and their workmen, a minimum basic wage in the scale of Rs.35-2-65 per month to hamals, sweepers, peons, etc., was awarded. D.A. of Rs.50 was also awarded to the lowest paid workers.

ROAD TRANSPORT

Nowhere in the country is D.A. in this industry linked with the index numbers. In some States, a flat rate of D.A. is paid to the workers while in other States, even now a consolidated wage is paid. In Andhra Pradesh State Transport undertaking, new scales of pay were recently introduced wherein 50 per cent of the D.A. has been merged with the basic wage. There has been a graduated rate of D.A. for various categories of workers:

Conductors, record tracers, ticket checkers, drivers, junior clerks	-	Rs.27.50
Watchmen, peons and khalasis	-	Rs.20.00
Clerks, Class I and Stenographers	-	Rs.32.50
Accounts & Audit Inspectors	-	Rs.35.00

In U.P. Roadways, drivers of new grade are paid a flat rate of Rs.20, while clerks and drivers of old grade are paid Rs.25 as D.A. The Gujarat State Transport Corporation workers drawing a pay upto Rs.50 are paid Rs.40 as D.A., while those getting pay above Rs.50 are paid Rs.45 as D.A.

In Himachal Government transport undertaking, drivers, booking clerks, inspectors, foremen, head mechanics, mechanics, fitter, etc., get a D.A. of Rs.40 per month, while cleaners, conductors and fitter-mazdoors get Rs.30.

In Kerala State Transport, the scale of D.A. is as follows:

Driver, mechanic, electrician, checking inspector, welder, assistant mechanic	-	Rs.35.00
Skilled worker, Asst. Electrician, Asstt. Welder, Moulder, Fitter, etc.	-	Rs.33.00
Conductor, booking clerk, clerk, asst. fitter, liner, cleaner, watchman, helper, mazdoor, taxi driver, etc.	-	Rs.30.00

PIMPRI AWARD

While in no public sector undertaking D.A. is properly linked up with the price index, for the first time, in an award by Mr. Justice M.R. Meher, Industrial Tribunal, Maharashtra, in the wage dispute in Hindustan Antibiotics Ltd., Pimpri, has stressed the need for linking D.A. with the index number in public sector undertakings. The Government has, however, gone in appeal against

BY DENYING LEGITIMATE INCREASE IN D.A.,

HOW MUCH DO EMPLOYERS SAVE?

How much are the employers saving by their refusal to pay additional D.A. despite rise in the price level? Or how much will they gain if the index is manipulated in such a way that it fails to register the actual rise in prices? It is possible to make some calculations on the basis of data published in the Census of Manufacturing Industries.

If the Consumer Price Index Number goes up by one per cent over and above the year 1958 and if the employers do not pay any additional D.A., to the workers for that particular rise, the total amount of saving to the employers as a result of this comes to Rs. ONE CRORE AND NINETYFIVE LAKHS PER YEAR IN ORGANISED INDUSTRIES ALONE. This means a net saving of Rs.12.2 per worker per year or a little more than Re.1 per month per worker.

The position regarding some industries is as follows:

TOTAL SAVING FOR EMPLOYERS BY NOT PAYING ANY D.A.
TO THE WORKERS DESPITE RISE IN CONSUMER PRICE
INDEX NUMBER BY ONE PER CENT

Industry	Total savings (in Rs. Thousand)	Annual Saving per worker (Rs.)	Monthly saving per worker (Rs.)
Cement	291	12.2	1.00
Cotton Textile	9009	13.7	1.10
Jute textile	2479	10.0	0.83
Sugar	849	7.7	0.64
Soap	89	18.5	1.50
Chemicals	663	14.0	1.20
General Eng.& Elec.Eng.	2162	12.5	1.00
Iron & Steel	1432	19.1	1.60

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INDEX NUMBERS OF REAL EARNINGS OF PERSONS EMPLOYED IN
FACTORIES EARNING LESS THAN Rs.200 p.m., 1951-61
(Base: 1951=100)

Year	Index number of money earnings	All-India C.P.I.No. (base shifted to 1951=100)	Index of real earnings Col.2 x 100 / 3
1	2	3	4
1951	100.0	100.0	100.0
1952	107.1	98.1	109.2
1953	107.7	101.0	106.6
1954	107.7	96.2	112.0
1955	113.1	91.4	123.7
1956	115.4	100.0	115.4
1957	120.8	105.7	114.3
1958	118.8	110.5	107.5
1959	121.7	115.2	105.6
1960(P)	130.1	118.1	110.2
1961(P)	137.5	120.0	114.6

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR CERTAIN CENTRES IN INDIA
(Base 1949 - 100)

State and Centre	1959	1960	1961	1962	1963	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.
<u>ASSAM</u>														
1. Gauhati	98	103	106	112	110	110	111	112	111	110	111	109		
2. Silchar	109	109	107	111	109	113	114	126	134	133	129	120		
3. Tinsukia	117	118	118	119	122	122	123	124	125	126	128	127		
<u>ANDHRA PRADESH</u>														
4. Hyderabad	129	132	137	140	145	147	145	145	147	149	149	150		
<u>BIHAR</u>														
5. Jamshedpur	125	120	123	129	124	125	128	131	130	131	132	131		
6. Dehri-on-Sone	100	105	109	111	110	111	110	113	113	114	121	120		
7. Monghyr	97	100	99	103	105	104	104	105	105	107	111	111		
8. Jharia	108	105	109	108	110	110	111	111	112	112	114	114		
<u>GUJARAT</u>														
9. Ahmedabad	125	120	121	122	124	125	126	127	127	129	130	130		
<u>KERALA</u>														
10. Trichur	129	130	135	137	140	140	137	138	141	142	144	144		
11. Ernakulam	122	126	134	133	137	134	133	137	138	141	141	143		
<u>MYSORE</u>														
12. Mysore City	139	148	151	151	151	152	151	152	152	153	152	153		
13. Bangalore City	140	146	150	153	159	159	159	159	161	164	164	164		
14. Mercara	125	133	141	150		N.A.								
15. Kolar Gold Fields	140	145	151	152	157	155	155	158	155	152	158	-		

State and Centre	1959	1960	1961	1962	1963	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.
<u>ORISSA</u>														
16. Berhampur	115	119	125	133	134	134	132	138	141	139	140	141		
17. Cuttack	118	127	131	139	142	146	146	149	155	151	149	149		
<u>PUNJAB</u>														
18. Ludhiana	101	102	105	111	110	112	115	116	114	115	117	118		
19. Patiala	122	124	129	135				N.A.						
20. Surajpur	123	128	130	128				N.A.						
<u>MADHY PRADESH</u>														
21. Jabalpur	108	109	111	131	132	132	133	133	133	134	135	141		
22. Bhopal	116	111	113	122	123	123	125	127	128	127	128	129		
23. Patna	102	97	101	108				N.A.						
24. Gwalior	113	112	118	124	119	120	118	122	123	124	128	125		
25. Indore	107	107	116	120	118	117	118	118	129	122	123	122		
<u>MADRAS</u>														
26. Madras City	133	143	148	150	150	150	149	149	150	150	151	151		
27. Plantation centres (covering Valparai, Kullakanai, Cuddalore and Vayitri)	125	128	130	137	(Series Discontinued)									
<u>MAHARASHTRA</u>														
28. Bombay	134	137	140	145	143	142	143	142	143	145	146	146		
29. Sholapur	114	119	118	127	139	134	124	123	123	126	127	125		
30. Jalgaon	116	116	114	122	122	121	120	121	122	124	124	125		
31. Nagpur	132	136	131	133	135	131	129	132	133	138	143	144		
32. Akola	109	115	113	111	123	121	116	116	116	118	118	118		

State and Centre	1959	1960	1961	1962	1963 - Jan. Feb. March April May June July Aug. Sept.								
<u>RAJASTHAN</u>													
33. Ajmer	106	107	113	115	111	110	111	115	117	117	121	124	-
34. Beawar	105	103	102	109	108	103	110	105	104	106	106	106	
<u>UTTAR PRADESH</u>													
35. Kanpur	98	99	102	107	102	103	104	105	106	108	109	109	
<u>WEST BENGAL</u>													
36. Calcutta	110	113	114	120	120	121	124	127	127	127	127	128	
37. Kharagpur	110	119	117	125	126	127	127	130	131	132	136	135	
<u>DELHI</u>													
38. Delhi	120	120	127	129	130	130	130	132	132	132	134	135	136
<u>ALL-INDIA</u>	<u>121</u>	<u>124</u>	<u>126</u>	<u>130</u>	<u>130</u>	<u>129</u>	<u>130</u>	<u>131</u>	<u>132</u>	<u>134</u>	<u>135</u>	<u>136</u>	<u>137</u>

ADDENDA TO "REVIEW OF WORK"

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ARRESTS OF TRADE UNION FUNCTIONARIES UNDER EMERGENCY
POWERS AND CAMPAIGN FOR RELEASE

In November 1962, hundreds of TU leaders and functionaries were arrested by the Government in all parts of the country under the Defence of India Rules, Preventive Detention Act and other measures and they were detained without trial.

The last session of the AITUC General Council had adopted a resolution calling upon workers and trade unions to intensify efforts for the release of these comrades. The AITUC and the unions have continued their agitation for the release of comrades.

Most of these comrades were not given proper classification in jail and were not granted family allowance. After the protests by the trade unions and others, the position changed somewhat but still not in all cases.

The agitation and the political situation had its effect and many comrades have since been released. In Kerala, Madras, Andhra Pradesh, Mysore, Gujerat, Rajasthan, Punjab, Delhi, Orissa and Himachal Pradesh, all comrades have been released. In West Bengal, Maharashtra, Assam, U.P., Tripura and M.P., though some comrades have been released, even now there are some of our functionaries in detention. The health condition of some of these comrades in jail is not good.

The trade unions have to further intensify their campaign for the release of the comrades till the last of them are back in their midst.

