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D R A F T.

ON SOCIAL SECURITY.

The Twenty fifth Session of the All India Trade Union Congress views with great concern the existing situation obtaining in the working of even the limited Social Security measures in our country more specially in the scope and the administration of the Employees' State Insurance Scheme. The A.I.T.U.C warns the Government that immediate steps should be taken to remedy the defects in the scheme and remove the difficulties facing the workers and call upon all the workers and the Trade Unions irrespective of affiliations to unitedly struggle to secure the necessary improvements and the amendments.

The A.I.T.U.C firmly reiterates the universal wages of the working people whether by hand or by brain that social security is the fundamental right of all the working people and should be guaranteed by law without any discrimination of any ~~government~~ sort solely financed by the state and the Employers; it should meet all costs and social risks and provide in the first place adequate benefits to all workers for sickness, maternity disablement, temporary or permanent, old age, work accidents and occupational diseases, total and partial unemployment, death and family responsibilities.

In the back ground of low wages and high unemployment of workers and Trade Unions in our country have felt the need of social security measures even more keenly and have been demanding them for quite long. And the government and the employers had not only to accept in principle the need of social security measures but had also to concede in practice such measures like The Provident Fund, Employees' State Insurance and Lay off and Retrenchment compensation.

The working of these schemes during the last 5 - 7 years has not only revealed their inadequacy and narrowness of scope but has also brought to the fore serious difficulties for the workers due to the bureaucratic administration of these schemes resulting in delay and red tape when the purpose is to confer immediate benefit in emergent situations and lack of a comprehensive co-ordinated approach resulting in waste and anarchy.

The Trade Unions in general and the A.I.T.U.C. in particular have been agitating for specific improvements and remedies and demanding an enlargement of scope and an integration of all these measures into an integrated comprehensive social security scheme.

The Second five year plan recognised this fact and recommended that the different Social Security measures be combined into a comprehensive Social Security Scheme for the working People.

The A.I.T.U.C. recommends an integration of all these schemes and the creation of a common fund and common administration with effective participation in it by the Trade Unions at all levels. The A.I.T.U.C. is firmly of the opinion that the workers shall contribute to only the Provident Fund which could be raised to 81/8% and all other benefits such as sickness, disablement, maternity, retirement, Lay-off or retrenchment should all be provided to them free.

Even while steps have to be taken for the preparation of such an integrated comprehensive Social Security Scheme, immediate and urgent steps have to be taken to improve upon the existing schemes.

The Indore Session of the General Council of the A.I.T.U.C had called on the Government two years ago to

effect immediate improvements in the Employees' State Insurance Scheme. But this Session of the A.I.T.U.C. is pained to note that the Governments concerned have not taken any step to remedy the situation.

It is tragic to note that the Employees' contribution to the Scheme in 1955 - 56 has been of as high an order as Rs.2,39,61,290 where as that of the Employers was only Rs.2,25,29,288. The total benefits that the workers have received during that year are only Rs.1,85,99,589. The Employers have contributed less than the Employees. And the benefits received by the employees is just a little over half of even their own contribution.

The corporation took a decision more than two years ago to extend the benefits to the families of the workers when the workers' demand to that effect had become irresistible. But it remains yet to be implemented.

The Trade Union have been clamouring for proper medical facilities and hospitalisation. The corporation took a decision in 1954 that they would provide one general bed for every 800 insured persons, one T.B. Bed for every 1600 employees and one maternity bed for every 500 women employees. The corporation also decided that they would build annexes to existing hospitals for this purpose and where there is the need for 100 beds according to this formula, they would construct their own hospitals.

Firstly the provision of beds is inadequate. And secondly even this has not been implemented some of the Governments of States where the scheme is in operation are opposing the implementation of these decisions.

In Calcutta itself it is reported that there are 1000 T.B. cases awaiting admission to hospitals. In Kanpur, workers suffering from T.B. abhor approaching the Insurance Dispensary for fear of losing the job.

No where have the promised annexes been constructed except in colabatore. And no where has a hospital been built except in Madras.

The schedule of medicines from which a panel Doctor has to prescribe is inadequate and the procedure to fit expert consultation and special medicines is so laborious and cumbersome.

The procedure of payment of benefit involves a lot of bureaucratic redtape ~~involving~~ involving a great waste of time and expenditure on the part of the employee. In a City like Calcutta there are 20,000 employees waiting to receive the benefits. And even in a small place like Ujjain there are 800 employees who are yet to receive the cash. Not infrequently a worker has to spend six months to even an year for fitting the cash benefit.

The Trade Unions and Trade Union centres are not given an effective voice in the administration of this scheme. The A.I.T.U.C is systematically discriminated against. A.I.T.U. C. is not represented on many regional committees, the standing committee and the Medical Benefits Council and other bodies of the corporation. Even otherwise the suggestions made by the Trade Union representatives on such committees are not heeded to.

Such are some of the most glaring difficulties that the workers are facing ~~in~~ inspite of such heavy contribution by them to the cost of the scheme.

Such are the defects in the very working of the scheme that tend to defeat the very purpose of the scheme.

This Session of the A.I.T.U.C therefore demands of the Government of India, the various governments of the States where the scheme is in operation and the authorities of the corporation to immediately make the following amends to the scope and the working of the scheme if the scheme is to succeed

and not be allowed to wreck.

1. Immediate construction of Hospitals under the corporation in all major centres like Calcutta, Bombay, Kanpur, Ahmedabad, Hyderabad etc, and construction of annexes to existing hospitals in all other centres;
2. Immediate revision of the schedule of drugs and medicines to be prescribed by the panel Doctor.
3. Provision of ambulance and first aid facilities and a sufficient number of diagnostic centres;
4. Pending the final integration of Employees' State Insurance with in an over all social security scheme providing benefits to the workers free of cost, immediate exemption from contribution for all employees drawing less than Rs.100/- per month and 50% reduction in the contribution by all other categories of employees;
5. Extension of all the benefits including hospitalisation and maternity to the families of the workers;
6. Abolition of waiting period for sickness and temporary disablement benefits;
7. eradication of administrative delay and redtape by providing immediate cash payment at the factory or the dispensary and effective representation to the Trade Unions at all levels beginning with the factory level itself.
8. Full representation to Trade Union centres and no discrimination against the A.I.T.U.C. in providing representation in the local committees, regional and State Committees and the Standing Committee and the Medical benefits councils and such other bodies of the corporation.

The AITUC calls upon the workers and trade unions to unitedly fight for securing these improvements immediately.

With regards to the Provident Fund Scheme, the trade

particular have been consistently demanding the extension of this scheme to all the workers without any exception and make many more improvements in the scope and the working of the scheme. But the Government has not paid sufficient heed to these demands. All recent amendments relate only to the extension of the scheme to other sector and this too very healthy.

This session of the AITUC reiterates the demands of the Trade Union movements in this country that:-

(1).the provident fund scheme be extended to all the factories and all the industries without any exception;

(2).all the qualifying conditions restricting the workers from drawing the entire amount including the Employees' Contribution and the qualifying period of one year to join the scheme should be removed forthwith;

(3).local authorities should disburse the Provident fund amount;

(4). and the workers should be entitled to draw loans from the fund in all emergency situations and for all emergency requirements.

This session of the AITUC reiterates the demand of the Indian trade movement that the provision in the Industrial Disputes Act confirming the Lay-off and Retrenchment Compensation should be further improved upon to provide:

(1).Lay-off compensation for the entire period in voluntary unemployment;

(2).no deduction of lay-off compensation from the notice pay or retrenchment compensation when retrenchment follows as a period of lay-off and

(3). obligatory recruitment of the retrenched employees when vacancy arise strictly in accordance with the seniority.

This session of the All India Trade Union Congress also feels that there is no provision for statutory service gratuity in case of superannuation, voluntary retrenchment from service, or on termination of service by the employer for whatever reason

or on death. With the introduction of Provident Fund Scheme some employers are exhibiting the tendency of doing away with the gratuity schemes obtaining in their concerns.

It is therefore necessary that a statutory scheme ~~xxx~~ of compensatory service gratuity be instituted providing retrenchment benefit in all these cases and the creation of a gratuity fund under the control of the Government.

The All India Trade Union Congress calls upon the Government to not only expediate the the formation of a comprehensive social Security schemes but also to take urgent steps to improve the scope and the working of the E.S.I. Scheme and the P.F. Scheme and to institute a Service Gratuity Scheme.

The A.I.T.U.C. calls upon all the Trade Unions to fight for these social security measures unitedly irrespective of affiliations or no affiliations.

It is gratifying to note that all the National Trade Union centres are unanimous in their demands in this field as well. The AITUC therefore invites the INTUC, the HMS and the UTUC to evoke a joint platform of approach to this urgent need and united action to secure this vital demand of the workers.

DRAFT
ON WAGES AND BONUS

The Twentyfifth Session of the All-India Trade Union Congress notes with satisfaction the fact that the demand put forward by the Nagpur meeting of the ~~same~~ General Council of the AITUC for a general 25 per cent increase in wages had become the central rallying ~~at~~ slogan of all workers throughout the country. The movement for the satisfaction of this demand embraced workers in all industries and many a heroic struggle had been fought for its realisation. The AITUC is happy to record in many industries workers have been able to overcome the resistance of the employers and Government and win significant wage increases.

However, it is an indisputable fact that the level of wages is generally lower than over the standard of a minimum wage. This, together with the fact that industrial production has increased by 40% and productivity has significantly increased during the first Five Year Plan, has brought the question of a general wage increase and the devising of ~~the~~ a rational wage-structure as well as the question of interim relief to the forefront of the Trade Union movement.

The Second Pay Commission itself has admitted that the two rise in Prices has been unprecedented in the year 1957 and that the rising trend is a persistent one. This has ~~not~~ already cancelled the gains of the workers. As a result, the question of interim relief has become urgent.

Government and employers have sought to resist these demands on the plea that it would lead to an inflationary spiral and upset the 2nd Five Year Plan. The All India Trade Union Congress rejected ~~this~~ this plea because the demand of the workers came in the wake of increased Production. It is not a rise in wages which has led to inflationary tendency; But it is the speculative and profiteering activities of monopolists and the ~~unwise~~ policies of Government which refuse to curb these activities that led to the rise in prices.

Between 1950 and 1954 the value of factory production increased from 550 to 760 crores. Out of this increase of 210 crores in value of Production, the workers' and employees' share by way of wage and salaries increased only by 17 crores from 232 to 249 crores, whereas the monopolists' share by way of profits increased by 193 crores from 318 to 511 crores.

The successful implementation of the Plan demands that this process is reversed, That increased production does not lead to enrichment of the monopolists and that workers are enabled to get fair wages.

This stand of the AITUC stands vindicated by recent developments in the country. The AITUC congratulates the Government employees and the P. & T. employees in particular, who stood in the forefront of the struggle for the reversal of Government's Wage-freeze Policy.

The appointment of the Second Pay Commission and the announcement of an interim relief by the Commission mark ~~such~~ an advance for the trade union movement, and a significant set-back to the policy of wage-freeze.

The AITUC protests against the utterly inadequate relief granted by the Commission. It further protests against the recommendation that the arrears of relief may be paid in Savings certificates and not in cash. This recommendation negates the concept of relief itself. The AITUC urges on Government to pay the relief in cash.

The decisions of the Tripartite Indian Labour Conference held in July last constituted another set-back to the policy of wage-freeze. The conference did not give support to this policy, but accepted that minimum wage was "need-based" which should ensure the minimum human needs of the worker. The Conference further accepted certain norms based on requirements of food, clothing and covering for fixation of the minimum wage.

However, the AITUC notes that the dominant policy of the Government and employers still ~~remains~~ continues to be one of resistance to the demand for wage increase. Although over five months have elapsed since the Indian Labour Conference concluded, no steps have been taken by any State Government, except the Government of Kerala, in the direction of implementing the agreed decision of the conference.

The AITUC desires to point out to the increasing tendency among employers to increase the variable part of the wages and not the basic wages,...Even when forced by pressure of workers to concede wage increases.

The AITUC is confident that the united action of the working class will defeat these tendencies and will bring improvement of the wages of workers:

The AITUC demands:

- (1) The setting up of Wage Boards immediately for various industries for the fixation of a fair wages and wage differentials, based on uniform national rates for different jobs.
- (2) Revision of minimum wages in accordance with the norms accepted by the 15th Indian Labour Conference.
- (3) The consolidation of the existing dearness allowance with basic wage.
- (4) An immediate 25% increase in wages, which includes basic wage and dearness allowance, as interim relief.

The AITUC calls upon the Trade Union movement to strengthen the struggles for these demands. It further calls upon all its affiliates to forge, strengthen and consolidate unity in action with unions affiliated to other All India National Centres on the basis of these demands.

As part of the policy of Government to freeze the earnings of workers, serious attempts are being made to nullify the advance made by the working class in the matter of bonus by fixing a ceiling on bonus. Moreover, taking the same from the Government many industrial tribunals have given the jobs to the concept of laws as a form of deferred wage.

The AITUC further notes that resort is being increasingly made to devices such as providing for all manner of reserves, with a view to deprive the workers of their share of profits.

The AITUC cannot permit the compulsory diversion of any part of the bonus to the Provident Fund or proposed in the Standing Labour Committee or to National Saving Certificates, or into other forms of investment as proposed by some employers. ~~The~~ The AITUC is firmly of opinion, that such investments should be entirely voluntary.

The All India Trade Union Congress declares that so long as workers have not been ensured a living wage, they have a right to receive bonus as a form of deferred wage in order to help in bridging the gulf between the real wages of the workers and the living wage to some extent.

The AITUC further declares that the workers have a right to share in the profits made out of their toil and no ceiling on it can be permitted.

Taking all these factors into consideration, the AITUC demands that bonus should be paid to workers in all industries on the following basis.

- (1) 8½% of the total annual earnings of workers, including basic wage and dearness allowance, to be paid as guaranteed bonus, irrespective of the profits or loss to the undertaking. The amount so disbursed by way of guaranteed bonus shall be reckoned as a charge on the expenditure of the undertaking.

(2) In addition to this guaranteed bonus, there shall be a profit-sharing bonus which shall be calculated as follows:-

Out of the gross profits, the normal depreciation, as well as taxes other than income-tax should be deducted. 25% should be disbursed as Profit-sharing bonus in Proportion to their annual earning.

DRAFT

RESOLUTION ON PEACE AND THE BANNING OF WEAPONS OF
MASS DESTRUCTION

The 25th Congress of the AITUC expresses its deep conviction that the preservation of world peace and the relaxation of international tension must be made one of the major activities of ~~the~~ all the workers and trade unions of India, without distinction.

The workers cannot but ~~be~~ be concerned at the colossal wastage of material and human resources involved in the armaments race between the great Powers, at the continued creation of military bases by the Western imperialist States which also threaten the independence of peoples and countries, and at the menace of terrible war of mass destruction arising out of the production and stockpiling of atomic and thermo-nuclear weapons.

The workers of India fully realise that the armaments race, policy of cold war, creation of aggressive pacts and military bases, etc. have a direct bearing on their own living standards because the immense resources of the world which could have been utilised for assistance to rapid development of under-developed countries, are now being wasted on military expenditure. This contradiction has ~~become~~ become even more strikingly obvious with the recent Soviet achievements in the peaceful uses of atomic energy and the launching of the first artificial earth satellites.

Further, the peace and sovereignty of India are menaced by the Baghdad and SEATO pacts, by the Portuguese occupation of Goa, and by the deliberate imperialist policy of utilising the Kashmir issue to aggravate Indo-Pakistani & international tension. The radioactivity resulting from A-Bomb and H-Bomb tests menaces the people of India equally with all other peoples of the world.

In these circumstances, it is the duty of all workers and their trade unions to take up more vigorously the noble cause of defending Peace and ~~now~~ saving humanity from a terrible nuclear war. The basis for such vigorous and united activity by the

workers already exists in the more or less common stand adopted on these issues by the four central trade union organisations.

This session of the AITUC welcomes the stand of the Government of the USSR in favour of Peace and disarmament and its latest proposals for a ban on nuclear weapons and the ending of tests.

The AITUC appeals to the workers of India to take greater initiative in the campaign for peace, to cooperate more closely with the activities of the All-India Peace Council and to intensify their efforts for a ban on the manufacture, testing and use of atomic and hydrogen weapons, for an all-inclusive agreement on disarmament, and on the liquidation of aggressive military pacts and bases on foreign soil.

DRAFT
ON ALGERIA

The 25th Session of the AITUC declares its unequivocal support to the heroic struggle of the Algerian people for achievement of their national independence from French colonialist rule. It strongly denounces the armed suppression of the Algerian patriots in the interests of a handful of imperialist profiteers, and the barbaric methods of torture and repression which are being used against an entire people.

Firmly believing that colonialism is a disgrace to civilised society, the AITUC calls upon the workers of India to raise ~~vigilance~~ vigorously the demands put forward on this question by the 4th World Trade Union Congress viz:-

- 1) Immediate recognition by the French Government of the national independence of the Algerian people, and the opening of negotiations with representatives of the National Liberation Front to secure withdrawal of French troops from Algerian territory;
- 2) Stopping of tortures, executions, and barbaric methods of repression by the French occupationists, and immediate release of all imprisoned and exterred patriots;
- 3) Establishment and free exercise of trade union and democratic rights and abolition of all prohibitions and discrimination in respect of trade unions.

The AITUC demands that the French Government take the above measures without delay and appeals to the General Assembly of the United Nations to take appropriate steps for their early fulfilment.

The AITUC calls upon the workers to organise, through their unions, mass meetings, demonstrations, deputations to the French Embassy and Consulates, and other suitable forms of action to express their active solidarity with the Algerian people.

DRAFT

ON INDONESIA.

The 25th Session of the AITUC sends fraternal greetings on behalf of the workers of India to the Government and the people of Indonesia and congratulates them on the firm stand they have taken in resisting the recent Dutch imperialist intrigues against the national sovereignty, security and peace-loving policy of the Indonesian Republic.

The AITUC fully supports the demand of the Indonesian people for the evacuation of their territory of West Irian occupied by the Dutch imperialists and its return to the Republic of Indonesia.

The AITUC ~~unambiguously~~ unequivocally condemns the imperialist provocations aimed at the assassination of President Sukarno and at illegal intervention by the NATO Powers in the internal affairs of the Indonesian Republic. Such conspiracies of the colonialists are a menace to the peace, security and national independence of all the countries of South-East Asia and call for joint resistance by the Bandung powers.

The AITUC considers that the Government and people of Indonesia, in taking resolute measures to defend their national sovereignty, are upholding the cause of all independent nations and of world peace. The AITUC particularly congratulates the Indonesian trade unions which have taken the initiative in fighting imperialism by directly establishing national control over the Dutch-owned industrial and commercial ~~indus~~ enterprises on Indonesian soil.

The AITUC ~~assures~~ assures the people of Indonesia of the firm solidarity and support of the Indian workers in their struggles ~~to~~ to end colonialism and consolidate their national independence. The AITUC calls upon all its units to observe January 18th as "Lands Off Indonesia" Day by appropriate forms of mass action and to seek the cooperation in this task of all unions irrespective of affiliation.

D R A F T.

AGAINST COLONIALISM.

The 25th session of the AITUC expresses its firm conviction that the system of colonialism is rapidly approaching its doom and notes with satisfaction the immense advances recorded by the peoples of Asia, Africa, Latin America and the Arab countries of the Near and Middle East in their struggle for the achievement and consolidation of national independence. Before this wave of resurgence humanity, imperialism is inevitably being beaten back and compelled in country after country to yield in one form or another to the demand for freedom from imperialist political rule.

All the same time, the AITUC warns the workers against complacency and reminds them to be vigilant against new imperialist aggressions and manoeuvres aimed at retaining and even extending economic and financial domination over countries which are politically "independent". These manoeuvres together with continued direct occupation of several colonial territories such as Algeria, Cyprus, parts of Africa, West Iran, Goa, etc. constitute a serious danger which must be unremittingly fought.

In the interests of world peace and democracy, it is the sacred duty of the Indian workers to support firmly the national liberation struggles of all oppressed and enslaved peoples and to demonstrate active solidarity with them as against the colonial exploiters. The AITUC, therefore, calls upon the workers to discharge this task as an integral part of their trade union activities.

D R A F T.

On Goa.

The 25th session of the AITUC demands the withdrawal of all foreign forces from the Indian territory of Goa and its return to the Republic of India. The 25th Congress of the AITUC prays homage to the memory of all the martyrs who have laid down their lives in the struggle for the liberation of Goa.

ON FOOD CRISIS

The October meeting of the Working Committee of the AITUC took note of the grave food situation prevailing in the country and called upon the Central and State Governments to take immediate steps to start cheap-grain shops in the more seriously affected areas, accompanied by a vigorous drive to seize food stocks with big-traders, millers and landlords and adequate steps to devise and ~~execute~~ execute plans for increased food production. The Working Committee also directed the prominent units and affiliated unions to mobilise working class for energetic participation in all popular food movements in their respective states.

During the last two months since the Working Committee passed the above resolution, the food situation, ~~has~~ has deteriorated still further causing ~~acute hardships to vast sections of toiling people in both towns and villages.~~ acute hardships to vast sections of toiling people in both towns and villages. The cheap grain shops started by Government in Bengal, Bombay, Tamil Nad, and other states have been found to be totally inadequate to meet the basic food-needs of the poorer sections of the people. In Bombay the question of rice supplied through these shops has been reduced from 3 seers to 1 seer and further the people are now compelled to buy 2 seers of wheat to get one seer of rice. The position is more or less similar in most of the deficite states like Bengal, Madras parts of UpP., Bihar etc.

Since the time the food situation in the country became serious, the prices of food grains have been continuously rising. The price-index for rice, millets and wheat which was 509, 409 and 114 in September 1955 has risen in to 696, 593 and 276 respectively in July 1957. Since July 1957 the prices have gone up still further. The workers, artisans and salaried employees in the towns and the agricultural labourers of poor peasants in the village were the worst hit by these extremely high prices.

This session of the AITUC is of the opinion that the

short-sighted and wrong food policy of the Central and State Governments is mainly and directly responsible for this grave food-crisis. The failure of the Government to build up sufficient reserve food stocks, the enormous advances made by the Banks to speculators and hoarders against rice ~~and~~ and other food stocks, ~~the Government's unwillingness~~ the Government's unwillingness to utilise Essential Commodities Act and their inability to control food prices have given a free run to whole sale traders, hoarders and speculators serving people entirely to their tender mercies.

This session of the AITUC demands that the Central and State Governments should take the following immediate measures ~~to~~ to relieve the food situation.

(1) Set up cheap-grain shops, one at least for 500 families run with the assistance of peoples' committees and trade unions in more seriously affected areas.

(2) The Government should take immediate steps to build up sufficient food reserves by compulsory levy on all surplus grains of landholder possessing more than 15 acres of land, by buying up grain in the open market immediately after the harvest, by seizing the stocks with millers and big traders so that it is in a position to supply cheap-grain shop with enough stocks to provide the basic quantum of rice and wheat to the entire people.

(3) Bring down the prices of food-grains so that they are within the reach of common people.

(4) Take immediate steps to increase the food-production in the country.

The AITUC welcomes the agitation ~~launched~~ launched by political parties and mass organisations in Bengal, Bihar, U.P., and other provinces directed towards reversal of the Government food policy for securing and lowering of food prices and guaranteed supply for food grains to people and calls upon all state Units and affiliated Unions to mobilise the working class for energetic participation on all such popular food movements.

The AITUC also directs the Unions to make every effort to secure the active cooperation of unions affiliated to all other centres in this common task.

ON TRIPARTITE AGREEMENTS AND CODE OF DISCIPLINE.

The Fifteenth Indian Labour Conference which met in Delhi on 11th and 12th July 1957 considered among other things Wages Policy, Rationalisation, Industrial Housing, Discipline in Industry etc. Re-fixation of wages thru consumption units and a general principle has been accepted. Preconditions for Rationalisation have also been conceded. The need for more houses for workers and simplifying the procedure have been raised by the State Ministers also. The spirit of code of discipline in industry has to be respected by all the parties. These are some of the vital issues on which the Trade Union movement in this country has been concentrating for a number of years. These decisions of the Indian Labour Conference, taken as an integrated whole, constitute an advance on the past, and this Conference believes they can form the basis of a new turn in labour relations if properly implemented.

(2) Regarding Rationalisation a model draft was accepted and the main criterion is national necessity. The implementation should not result in retrenchment or loss of earnings of existing workers. The benefits of Rationalisation to be shared equitably between the workers and employers. A standard work load has to be fixed and the Trade Unions will have to be consulted at all stages. ~~Experience~~ Experience shows that although the Employers' organisations like All India Manufacturers Association, Employer s Federation of India and the All India organisation of Industrial Employers are parties to this agreement, many employers are not respecting the terms of this agreement. This Conference calls upon the Trade Unions and workers to be vigilant and struggle to see that the spirit of the agreement is carried out in future and taken suitable steps to compel the employers to abide by the ~~the~~ agreement.

(3) Regarding the Code of Discipline in Industry it was agreed that there should be a just recognition by employers and workers of either party and a proper and willing discharge by either party of its obligations consequent upon such a recognition.

The draft prepared by the sub-committee went beyond the directive of the conference in as much as it sought to ban all strikes. There was, a provision expressing disapproval to any non employee office bearer of Trade Unions for indulging in action against the spirit of the code. The Government also sought to hold sociological enquiry into cases where longstanding danger to discipline is apprehended. The AITUC objected to the above aspects being included in the code. It was further pointed out that the sociological enquiry ~~contemplated~~ contemplated is one sided. There are number of cases of what may be called "pockets" where employers habitually engage in violating all laws and causing provocation to workers. Such pockets of employers discipline and anti-social behaviour must also be brought within the scope of ~~xxx~~ such an enquiry.

(4) The Standing Labour Committee which finalised the draft was taken into consideration the objections raised by the AITUC. There is now no reference to the onesided enquiry or nonemployee office bearer. But the question of strike is still left vague. Although ban on strikes is removed, the Code provides as follows, namely "that there should be no strike or lock out without notice".

"That affirming their faith in democratic principles, they bid themselves to settle all future differences, disputes, and grievances by mutual negotiations, conciliation and voluntary arbitration". These clauses are apparently contradictory in as much as this may be construed as banning all strikes. If negotiations fail, workers must be at liberty to go on strike and ban as ~~x~~ such must be categorically removed. There is no mention of sanctions against defaults particularly when the Government is the employer and the question of recognition is avoided

(5) Therefore, this Conference of the AITUC, while endorsing the decisions on Wages, Rationalisation and Housing policy, considers the code of discipline as defective and one sided.

Unless the Right to strike is guaranteed as a last resort and unions recognised and sanctions applied where State is the employer, AITUC cannot endorse the Code of Discipline. This session of the AITUC urges upon the Government to take steps to remedy the defects in the Code.

DRAFT RESOLUTION ON UNITY.

This Twentyfifth Session of the All India Trade Union Congress notes with satisfaction the growth of the will of the workers of India to strengthen unity in action, and cooperation, in order to improve their economic and social conditions, to defend their trade union and democratic rights, to contribute to the reconstruction of their country and to safeguard peace and freedom.

Since the Twentyfourth Session of the AITUC held in Calcutta in 1954, this will, reflecting the needs of the workers, has been manifested in numerous struggles in which workers and trade unions of various views and affiliations have jointly participated, for example tea garden workers of Bengal and Tamilnad, the textile workers of Kanpur, Tamilnad, Amritsar and Bombay, the coal union, in different parts of the country, the Railway workers of Kalka and Northern Railways, Engineering workers of Burnpur and many others. The united ~~xxx~~ struggle of the Bank Employees, the working journalists and of the Central Government Employees particularly of the P. & T. workers clearly show not only the need of the movement and the widespread desire among the workers, for unity and united action, but also the gains that can accrue to them from such action.

At a number of places united unions of workers have been formed giving organisational steps to the urge for unity. United trade federations on State and All-India level have been formed in many trades for example in P. & T., Railways, Central Govt. Employees, Defence, Petroleum, Motor Transport Workers, and others. The AITUC greets the formation of such united unions and trade federations as organs of trade-union unity.

On various issues, the four national T.U. centres have taken similar stand. To mention a few, all the four have expressed themselves in favour of an immediate increase in wages, a rational wages structure, against capitalist rationalisation, for adequate social security measures, for better living and

working conditions, for national reconstruction, for international peace, against Atom Bomb and Nuclear Tests, solidarity with the anti-colonial struggles of the Egyptian, Algerian and other peoples. All the four national centres as well as a large number of autonomous trade federations have again and again reiterated their earnest desire to achieve T.U. unity. However, one of the national centres has again and again raised the question of ideological differences as standing in the way of unity. But the experience of united trade federations in which all ~~xxxxx~~ trends in the trade union movement are represented belies the conceptions of this belief.

There is no valid reason why the existence of common demands should not lead to more continuous cooperation. It is not necessary to agree on everything and to hold the same ~~px~~ political opinions in order to achieve unity of action.

An outstanding example of united action on a national scale is the outcome of the deliberations of the 1st Labour Conference, where the united stand of the AITUC, INTUC, HMS and UTUC on various matters made it possible to secure agreements beneficial to the workers on the question of wages, rationalisation and other matters. Similar experience exists in many States.

On the basis of the ~~xxxxx~~ experience accumulated in the past years, ~~k~~ it has become clear that:-

- Whenever there has been united ~~xxxxxxx~~ action by workers and Trade Unions of different affiliations, it has been possible to win appreciable gains, divergencies and division in the trade unions, then the struggles of the workers have been made more difficult and results dubious.
- Even when there is division in the T.U. movement, there exists a community of demands which makes the united action sought by the workers both possible and inevitable.

The unity of the T.U. movement has now been more necessary than it is to-day. It is important to achieve it in order to satisfy the workers' ~~dx~~ demands and ~~ix~~ to ensure better life, liberties and peace. But the workers profound wish for unity

can be transformed into reality only if they increase their efforts to overcome all the obstacles that lie in the way.

The AITUC reiterates the platform for unity it has already ~~ix~~ put forward a correct basis for furthering unity in action and organisational unity. In order to further facilitate the growth of unity, this session of the AITUC puts forward the following suggestions:-

(1) Whenever two or more unions exist in any industry or factory, efforts must be made to democratically unite them into one united union, so as to achieve the slogan of one union in one industry, through ~~work~~ mutual agreement guaranteeing to all the right to be proportionately represented in all organs of the union. As an alternative or secret ballot may be taken of all workers concerned and the union which secures a majority should be supported by all sections. The AITUC on its part agrees to representation being given to various trends by mutual agreement in the union which secures a majority vote.

(2) In cities and districts all unions should join together to form city or district T.U. Councils or Committees. Each union should be free to affiliate itself to any national T.U. Centre if it so chooses, but the city or district T.U. Council or Committee should not be affiliated to any central T.U. centre.

(3) Trade Federations not affiliated to any national T.U. centre should be formed at state and national level. Member unions should be free to affiliate themselves to any national T.U. centre if they so desire.

(4) Joint consultative and action should be promoted ~~among~~ among State Committees of ~~Nation~~ National T.U. Centres and the National T.U. Centres by drawing up a joint minimum immediate programme already exists in the wide area of agreement on various issues and issues on which there is no agreement can be voluntarily

The AITUC feels that if such an approach is adopted not only will it be possible to defend the vital interests of the working class, but it will be possible to clear the way ~~xxx~~ towards a united national centre of T.U.s in India.

The session appeals to all workers of whatever opinion and affiliation they may be to sink their differences and to earnestly and sincerely work for achieving unity in action and organisation ~~xxx~~ so that the Indian working class may be assumed of its rightful place in society and can play its role in the cause of socialism, national reconstruction, peace and freedom.

THE SUPREME COURT AND AMENDMENT TO THE
CONSTITUTION.

The 25th Session of the AITUC views with grave concern, the trend in the decisions of the Supreme Court which seriously affect the working class interests and curtails their hard-won trade union rights and liberties. Steeped in conservative ideas of property rights, the Supreme Court is exhibiting in the decisions a complete lack of understanding of the requirements of the _____ and the necessities of social progress. Many of its decisions ~~have~~ have nullified the hard-won gains of the working class both by way of tribunal awards and statutory laws. One of its decision went to the extend of characterising criticism of the management by a trade union official misconduct meriting dismissal.

Further, tide bound by a narrow legalistic outlook, and with no understanding of the human _____ understanding industrial disputes, the Supreme Court open grants ex-parte stay of implementation of awards, pending disposal of appeals which often takes years. As a result the workers loose patience and hope of getting social justice through the machinery for settlement of industrial disputes.

These tendencies of the Supreme ~~Court~~ Laws are taken advantage by the employers who have been increasingly resorting to the Supreme Court with the aim of defeating ~~and~~ and delaying workers gains and made by the workers through tribunal awards.

The AITUC therefore, calls upon Government to characterise access to Supreme Court on deliberate delaying tactics on the part of the employers and to take suitable action against it.

The AITUC further demands that the Government of India should also take the necessary steps to carry out suitable amendments to the constitution in order to prevent the employers from obstruct much-needed improvement in the living and working conditions of the workers.

DRAFT

ON LABOUR LAWS, AWARDS AND THEIR ENFORCEMENT AND PROPER IMPLEMENTATION

This session of the AITUC notes with grave concern, the indifferent and callous attitude of the Government in regard to the non-implementation and faulty ~~impk~~ enforcement of the various labour laws and awards, notwithstanding the fact that great ~~emphix~~ emphasis has been laid for proper implementation of the laws in the 2nd Five Year Plan. The failure of the Government Labour Inspectorate and the Industrial Relations Machinery to effectively intervene when complaints of breaches of the laws and awards are brought to their notice, is most deplorable such failure has invariably been to the advantage of the employers, and consequent sense of frustration amongst the workers.

This session, therefore demands of the Government to effect suitable amendments in labour legislation and to vest in the aggrieved workers a right to directly start and initiate legal proceedings in cases of non-implementation of laws and awards. This session also demands that provision be made for joint inspection of premises and work-places by the representatives of workers and the Factory Inspectorate.

DRAFT RESOLUTION ON SAMYUKTA MAHARASHTRA
AND MAHA GUJERATH.

" This conference whole heartedly supports the democratic demand of the people of Maharashtra and Maha Gujerath for the re-organisation of their States on the linguistic basis and for creation of the States of Samyukta Maharashtra with Bombay City as its capital and of Maha Gujerath. This conference condemns the imposition of the bi-lingual State of Bombay against the declared wishes of the people of these regions. The people by their sacrifices, peaceful mass - struggles, and also through the election results, have given a clear verdict against the creation of a bi-lingual State.

This conference warmly congratulates the working class of Maha Gujerath and Maharashtra particularly the multi - lingual working people of the City of Bombay, for their growing solidarity and unity the struggle for this most popular and genuine demand."

2-11
KANNITTA & OIL MILL WORKERS' UNION, ALLEPPEY.

R E S O L U T I O N.

The Oil Mill Industry one of the monopoly of the Kerala State is fast disintegrating and collapsing. The Sales Tax, the cess fund and innumerable other duties and taxes imposed by the Central Government, besides the lack of adequate supply of raw materials have created such a situation. The industry which for merely was feeding 2000 and odd workers, could now feed only 500 workers, About 22 major milling units have completely closed down, thereby throwing 1500 workers into the street. This 500 workers themselves are getting only 3 days work per week. This situation is further worsened by the recent imposition of the Central Excise Duty on bigger units. On the pretext of this discriminating duty, the bigger units are adopting the destructive tactics of mass scale retrenchment. The remaining bigger units have tended to dislocate and disintegrate. As such the so called policy of the Central Government to promote smaller units by way of imposing excise duty on major units, have in effect led to the shattering of the very basis of the industry itself. At the same time, the industrialists under the guise of "smaller units" and utilising the "Duty Exemption" of the Government, are in fact evading actual duties and taxes, in addition to denial of the workers' legitimate claims.

Hence, to revive the industry from its present plight, the Government should either cancel the duty as a whole or should unifise the same without discrimination.

-----oOo-----

RESOLUTION ON BEHALF OF HOTEL WORKERS UNION AGRA

CHARACTER OF DEMANDS

This conference of All India Trade Union Congress looks with grave concern the appalling working and living conditions of the workers employed in the Hotel, ~~of~~ their wages are very low, inadequate and insufficient due to which it is very hard for the hotel workers to make that both ends meet. There is no far comprehensive legislation to govern their conditions. They are denied the applicability of minimum wages not to speak of living wages. Whatever labour laws exist in the country, are not implemented by the employers. The provisions of the Labour Acts are openly flouted by the employers without rhyme or reason and mostly the workers are compelled to work 16 to 18 hours a day. The Inspectors for shops and commercial establishment do not take any action against the employees for the contravention of law. ^{Non-}availability of weekly off days, leave facilities as allowed under the shop and commercial Establishment act, In-security of service, 16 to 18 hours work day are the most glaring examples of the ^{character} conditions in which the workers finds themselves even after 10 years of independence.

The conference therefore urges on the Govt. and the employers to accede the following minimum demands of the workers in the light of the 15th Indian Labour conference.

1. Formation of a wage Board for Hotel Industry with an interim increase of 25% in wages till

the finalisation and implementation of its recommendations.

2. Minimum wages of a worker should not be less than Rs.100/- p.m.
3. Dearness allowance should be given to all the workers in the industry in addition to 25 % interim increase in wages, at all the places where it is not given.
4. All the employees, be made permanent after 60 days work .
5. Servants gratuity charged from the customers should be paid in full to the workers.
6. Provident fund act be enforced in the industry.
7. All Labour laws beneficial to workers be made applicable to the industry, be strictly enforced and implemented as it is soon that almost all ^{the} hotels violate these acts.
8. Strict observance of ^{8 hours duty} ~~sharers~~ in the industry and giving weekly off to worker.
9. Equal pay for equal work without any discrimination.
10. At least 3 months wages of gross earnings to be paid as Bonus per year.
11. Accommodation free of charge

12. Medical aid to the workers and their families be provided free by the employees.

13. Joint Cooperatives consisting of employees Employers and Government be formed to supply cheap grains and articles of daily use and grant of loan.

14. One months gratuity be paid to the workers for each year of service put in by them without any restriction.

15. Uniforms: - Four uniforms consisting of coat, Pant, Pagri, Shoes be allowed to the workers for summer, and two uniforms in winter coat, Pant, Jersey, shoes special Langries to all the employees.

Chowkidars be also supplied with the Uniform. Their winter Uniform should consist of a woolen blanket over coat, woolen jersey, Woolen pant and Pugri. Torch and ^{sphere} sphere-head be also supplied to them.

16. workers be given share in the management.

Keypur
Jai Sevak

The Plantation Labour Association

(Regd No., 1649., Affiliated to A. I. T. U. C.,)

H. O. COONOOR R. S.,
(NILGIRIS.)

Date 16. 12. 1957

Ref No.

The General Secretary,
The A. I. T. U. C.,
New Delhi.

Dear Comrade

I am forwarding draft
resolutions on plantations and the Mines
for the AITUC, session discussion.

Thanking you.

Yours faithfully
Mmin

Fr. P. Vaidyanathan

cc

The AITUC,
Madras

DRAFT RESOLUTIONS ON PLANTATIONS.

It has been pointed out time and again that foreign monopoly capital holds sway on the Indian plantation and the plight of the Indian plantation workers is deplorable. Due to unequal bargaining power, lack of strong trade union organisations, coupled with the policy of the Govt. of India towards Planters in general and foreign capital in particular, the improvement of the living and working conditions is very slow. Lacs of workers are employed in the plantations who are paid abnormally low wages.

In no other industry one would find that in computing the wages of workers, the earnings of dependents are also taken into consideration as is done in the case of plantations. It is heartening to note that GOI has accepted that this barbaric system should go. The study group of the Planning Commission as well as the Indian Labour conference has laid down that the earnings of the dependents should not be taken into consideration in fixing the basic wages.

The Industrial Tribunal which was set up by the State Govt of Madras after a through enquiry awarded that a male worker may be paid Rs. 2-4-0 a day and female be paid Rs. 1-12-0 a day, basing itself on the presumption that there are two earning members in the family. Thanks to the INTUC, it was reduced by an agreement fixing the rates at Rs. 1-11-6 and 1-5-0 for tea estates over 200 acres and 1-0-0 and 1-2-6 for ~~like~~ small ones. It could be seen that the plantation workers earnings are below standard and against all civilised notions wage structure.

Therefore the AITUC stresses that the wages Board is set up at an early date with ~~xxx~~ a time limit to fix the wages for the workers. The AITUC also stresses that ~~xxxxx~~ immediate steps should be taken to revise the minimum wages on the basis of the new understandings.

Only one Act has been passed to provide certain privileges and facilities to the plantation workers. Though the Act - The plantation Labour Act was passed in 1952 was implemented only in 1954 in part. Yet, even this partial implementation is ineffective. Though the managements are expected to provide medical facilities - including in-patient arrangements before the end of 1956, even after passing of 1957 we find a number of managements are not moving in those lines. Housing is one of the major problems of workers as the present quarters are worse than cattle sheds. Further, some of the rules under the Act affect the workers adversely. Over and above all these large number of small plantations (especially in Nilgiris) which are less than 25 acres but employing thousands of workers are not covered by the Act knowing full that the plantations ~~xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx~~ labour ~~is~~ under developed, as they are cut off from the civilised world and the Trade Union is of recent origin, the planters to stop the growth of the Trade Union movement and deny the workers their right, resort to ~~xxxxxx~~ victimisation as in the days of feudalism. Birla's Jaya Shree Gardens stand first in this planters ~~concentration~~ concentrate on the AITUC singling it out for victimisation. So, the AITUC demands:-

1. Full and speedy implementation of the P.L. Act with provision to include all plantations irrespective of size.
2. Amend the rules regarding over-time twice instead of $1\frac{1}{2}$ times.
3. Amend rules regarding Maternity Benefit, payable in two instalments instead of weekly payments.
4. Liberalise the rules regarding medical facilities. *
5. Housing scheme to be speeded up reducing the number of years to fix for the completion

* The rate of sickness allowance to be raised so as to be equal to wages earned

The AITUC wishes to point ~~out~~ out that the present policy of the GOI towards plantations is set not only against the workers but also against the small Indian growers. The GOI in their eagerness to appease foreign capital are putting at stake the national economy. This is manifested in the GOI turning down the recommendations of the Plantation enquiry commission. The AITUC urges that the said recommendations are implemented in full. The AITUC calls upon the plantation labour and their Trade Unions to close up their ranks for the realisation of the above and the amelioration of the conditions of the life and work in general. The AITUC also recommends that steps should be taken for the formation of Federation of Plantation Trade Unions on an all India and State level. The following Comrades are authorised to take steps in this direction.

1. Manoranjan Roy.
2. S.N. Hazumdar
- and 3. Parvati Krishnan.

The AITUC feels it necessary that a journal in the local language should be run to mobilise the plantation workers themselves and the support of the other ~~workers~~ workers and the people. As such the AITUC is willing to subsidise any such attempt by the Trade Union who would undertake to run a journal.

DRAFT RESOLUTION ON WAGES.

The AITUC urges that comprehensive enactment is passed to provide minimum facilities to the mine workers. Further it is also stresses that effective steps are taken for the implimentation of the existing enactments.

It is found in experience that the settlement of Industrial disputes arising in the mines is made impossible or delayed due to absence of an authority locally to deal with these disputes. As the appopriate Govt. in the case of Industrial disputes arising in the mines is the GOI the State Labour Officers find themselves helpless. (But the State Police Officials interfere in the name of law and order.) The AITUC stresses that the issues affecting the industrial relations in the mines should be allowed to be taken up by the Labour Officers of the State in the locality.

Though the minimum wages Act expects revision once in 5 years, the the Govt of State of Madras has not thought it worthwhile to take steps in that direction. So it is urgent that the Govt. acts as per the Govt's statute and revise the minimum wages of the mica workers.

C-11

முனிசிபல் தொழிலாளர் சங்கம்,
முதுக்கோட்டை.

Rambhadrachari
R.C.

சென்னை 1

050-17/12/57

முதுக்கோட்டை அனைத்துமன்றத்தினர்
சங்க நிர்வாகக் கமிட்டியிடமிடம்
தேவன் S. அய்யங்காரி. M.C
தேவனயின் 16/12/57 லாப. 6-30
மணிக்கு மடலுயர்த்து.

1957 டிசம்பர் 26ல் தேவன் 29வது
வாரத்தினை மடலுயர்த்து இவ்வாறு
அவன் இவ்வாறு அனைத்துமன்றத்தினர்
கமிட்டியிடம் முதுக்கோட்டை
அனைத்துமன்றத்தினர் சங்கத்
தலைவர் தேவன் S. அய்யங்காரி
அவர்களை விட தாமதமாக அய்யங்காரி
வது என அனைத்துமன்றத்தினர்
சங்க நிர்வாகக் கமிட்டியிடம்
தேவன் 16/12/57 லாப. 6-30
மணிக்கு மடலுயர்த்து.

Rambhadrachari
S. Ramaswamy
தேவன்

MADRAS CITY HOTEL WORKERS' ASSOCIATION

4, STRINGER'S STREET, MADRAS-I.

(Affiliated to the A I. T. U. C. & T. N T. U. C)

President :

S. KRISHNAMOORTHY, B.A., B.L., M.C.

Vice-Presidents :

R. SANKARANARAYANAN

P. G. KUNJU KRISHNAN

General Secretary :

K. M. HARI BHATT



Asst. Secretaries :

K. R. RAGHAVAN &

K. RAGHAVA RAO

Treasurer :

M. P. NARAYANAN

Ref. No. 1034

Dated 14-12-57. 195

The Gen. Secretary,
All India Trade Union Congress,
No. 4, Ashok Road, New-Delhi.

Sir,

We are giving below the resolutions to be considered at the convention of the All India Trade Union Congress, to be held at Ernakulam towards the end of the month. We hope that you would consider this and do the needful in this regard.

Resolution.

1. The workers of the Hotel Industry, have been deprived of the provisions of the various labour legislations, without any protection being given to them. After the judgment of the Madras High Court, Madras, stating that The Hotel is not a factory, the conditions of the workers serving in the hotel industry have been made to be in a still worse condition, depriving them of the provisions of the factories act or the Madras Shops & Establishment act. Hence, the workers in the hotel industry should be protected so that they should not be allowed to deprive of the

MADRAS CITY HOTEL WORKERS' ASSOCIATION

workers of the various industries under various labour legislations. Hence, arrangements should be made that the various labour legislations such as Provident Fund Act, State Insurance act, workmen's compensation act and the minimum wages act, be applicable to the workers of hotel industry.

2. There are many Hotel Workers' Unions throughout the province and through out the country affiliated to the A.I.T.U.C. This conference should take necessary steps so as to form a Federation of the Hotel workers on a Provincial and as well as All India level.

3. The workers serving in the various hotels are informing us that the provisions of the Madras Shops & Establishment Act have not been enforced by the managements and they are reporting us about the same. If we inform thro' our letter, to the Asst. Inspectors of Labour, to redress the grievences of the workers, as per the Madras Shops & Establishment act, the Asst. Inspectors of Labour, are informing the union that they would take action on the letter only if the union affix Rs.1/- court fee stamp as per the stamp duty act. This conference urges the Madras Government to withdraw this provision to enable the Asst. Inspectors of Labour to take action forthwith, as it involves great difficulty on the part of the union to affix Rs.1/- court fee stamp for each and every letter address-

MADRAS CITY HOTEL WORKERS' ASSOCIATION**4, STRINGER'S STREET, MADRAS-I.****(Affiliated to the A I. T. U. C. & T. N. T. U. C)**

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K. RAGHAVA RAO

Treasurer :

M. P. NARAYANAN

Ref. No.

Dated..... 195

--3--

ed to the Asst. Inspector of Labour, day-to-day, regarding the grievances of the workers.

4. There are lot of disputes pending settlement for a very long time, before the Labour Officers, (say 9 months or 1 year) and this involves considerable amount of difficulty for the discharged workers who have been deprived of and thrown out of employment. This conference urges the Central Government to issue instructions that no dispute should be kept pending for more than 3 months, at the hands of the Labour Officers, and afterwards the disputes should be recommended to the Government to the Labour courts, for adjudication.

Regarding the delegates, the union has decided to send 7 delegates and the names of them would be let known in two or three days.

Yours faithfully,

tn.

o.c. to T.N.T.U.C.

K. M. Hari Bhatt
Secretary.

ANDHRA PRADESH MICA WORKERS' UNION

(AFFILIATED TO THE AITUC)

Reg. No. 1772

GUDUR (Nellore Dt.)

(ANDHRA PRADESH)

Ref No.

Date 10-12-'57.

To

The General Secretary,
All India Trade Union Congress,
4, Ashok Road, New Delhi.

Dear Comrade,

Sub:- Resolutions.

Our delegation desires to move the following draft resolutions at the Annual Conference:

1. The minimum wages in force in the mica industry in Andhra Pradesh have been fixed up in 1952. There has been a substantial rise in the cost of living since 1952. It is necessary to raise the present wages at least by 25%.

2. There is neither provident fund nor gratuity scheme in the mica industry. Silicosis is taking a heavy toll of lives. A scheme of Provident Fund should be introduced from 1958 onwards.

3. In spite of Section 13 of the Minimum Wages Act of 1948, Rule 23 of the Minimum Wages (Central) Rules, 1950 and Rule 23 of the Minimum Wages (Madras) Rules, 1953, no wages are being paid for weekly holidays like Sundays etc. The wording of the said Section and the said Rule is vague. Hence it may be amended so as to make it more clear.

4. Under Section 2 of the Mica Mines Labour Welfare Fund Act of 1946, an export cess shall be levied for creating a Fund for Labour Welfare schemes. The present rate of 2½% is quite inadequate. It may be raised to 4½% since there is need for increase and since provision is made for a cess upto 6½%. The Mica Exporters and Mineowners made decent profits since 1947.

5. At present no protective equipment or clothes and foot-wear are being supplied to the workmen employed in mica mines. Especially drillers need protective equipment for the preservation of health and for ensuring safety. This would also reduce the incidence of silicosis. It is therefore suggested that protective equipment etc. shall be supplied to all drillers forthwith.

2.2.10/57
10/12/57
General Secretary.

THE TEXTILE LABOUR UNION (Regd.)

(3) Beawar, Dated _____ 195

Ref. No. _____

To, _____ के प्रतिपादक सम्मेलन वाले हैं।
अनवरत, _____ को भी बुला कि प्रालय में सम्मेलन
का प्रेम्प्टनशन सब सम्प्रेषित करी लेंगे।
A.I.T.U.C. शासन.

विषय:- प्रालय में राजस्थान के लिये फस्ताव.

प्रिय सखी,
कृपया निम्न लिखित को विषयों पर फस्ताव रखने की व्यवस्था करें-

(1) स्टेट आ इंग्लिश जेजेशन कमेटी की स्वीकृती का उस पर
अपना शुद्ध एवं वाप राजस्थान व अजमेर के अर्थकारियों की

कामों में समानता करने की नाम पर, अतः प्रथम अजमेर राज्य
के अजमेर अर्थकारियों की कामों में भारी कटौती होगी।

सिमाना के तौर पर उन मास्टरों को जो कि अजमेर राज्य में
सब्र प्रथम काम करते रहे थे किन्तु अन्तर्गत नहीं थे - पहले

120 म. माहना वाले थे - अब केवल 70 म. वाले हैं। इसी
भांती सीनिप, जूनिप, काली व चपड़ासी अथवा
पुलिन में की तरफा को में कटौती होगी।

और लोग सब प्रथम अन्तर्गत होंगे अथवा उसके पहले -

उनकी तथा राजस्थान में उसी को हरे पर मिलने वाली
कामों के सब की प्राप्ति करने (वर्क आउट) के नाम

पर अतः प्रथम अजमेर राज्य के अर्थकारियों को फस्ताव
"डाला हुआ" के नाम पर ही समाप्त किया जाना है।

THE TEXTILE LABOUR UNION (Regd.)

(111)

Deewar, Dated _____

195

Ref. No. _____

(B-1) व्याज देकर आपका मजदूरी को अमानतों के जरिये और
 अजमे तथा राजस्थान राज्य सरकारों की व्यवस्था अथवा
 वेदमानी मरी नीती के द्वारा कितना जुलमान हुआ है यह
 विषय हमारे ध्यान में एक ठोपे में आया है। आपकी
 बातें हमारे ध्यान में आ रही हैं। आपकी AITUC दिवसी तथा यहां
 के प्रोपियर में देदी गई है।
 आप से आशा है कि आप इन विषयों पर ध्यान
 देना शुरू करेंगे।

आप आप रजावल में और मुतासिल समझे की
 इन विषयों पर विचार विमर्श करने के लिये मुझे
 सुनना है। आज होगा।

श्रीमान...
 श्रीमान...
 26-92-46.

महिन दत्त.

श्रीमान...
 (अमानतों के)

தேவியாவில் நியாயக பிச்சிமொகாசுதரில். கொவை. சீவல். மேட்டுப்பாளையம் போலீஸார் போன்ற டீக்கில் காபி க்யூரிசிசையும் கம்பிகளில் சுமார் 10,000. கீர்பெறப்பட்ட ஒளி, பபர், அதாநிலாளிகள் 20, 25. வடங்கு துக்கு மேலாக விவராயுடம் டாந்நு விலைசய்யவகாரம் சீவல் பெட்டரி என்ற பெயரில் தொழிலாளிகளுக்கு கிடக்கப்பட்டவற்று உரிமைகள் மறக்கப்பட்டு வருகிறது.

மேற்படி கம்பி முதலாளிகள் கம்பியில் வட்டம் முதலும் வேலை செய்தாரும் பிராநிலாளிகள் வட்டம் முதலும் வேலைகொடுத்தால் உரிமைகள் கொடுக்க வேண்டுமென்ற கொக்கத்தில் வேலைகளை காண்பெட்டலம் விட்டு தொழிலாளிகளின் உரிமையை பறித்து வருவதை இம்மகாநாடு அங்கு வராத கண்டிப்பான. கட்டிடத்தொழில், பிடி. கட்டு பொநரில்லுக்கு சட்டம் கொடுக்கவகவழிப்பால் மேற்படி காபிக்யூரிசிசுகம்பிகளில் வேலை செய்தும் பிராநிலாளிகளுக்கு பிராவிட்ட வசதி. பிரசவககாயநிதி. கிராநிலிடி போன்ற உரிமைகள் கிடக்க சட்டம் மறந்து வேண்டுமென இம்மகாநாடு மத்திய சர்க்காரையும் மாநா சர்க்காரையும் வற்புறுத்திக் கேட்டுக்கொள்வதுறு

தேவியாவில் உள்ள பிசய தொழில்களில் ஈடுபட்டிருக்கும் தொழிலாளிகளுக்கு பற்றாடாவு 5. காங்குத்திட்டில் குடியிருப்புகள் கட்டிக்கொடுக்கக் கிட்டமிட்டிருப்பப்பால் 10. காபி சம்பந்தப்பட்ட தொழில்களில் ஈடுபட்டிருக்கும் தொழிலாளிகளுக்கு மீறிகள் கட்டிக்கொடுக்கவும் குடியிருப்பு மனைகள் ஏற்படுத்தவும் நடவடிக்கைகளுக்கு வேண்டுக இம்மகாநாடு மத்திய சர்க்காரை வற்புறுத்திக்கேட்டுக்கொள்வதுறு.

வாங்குகப்பட்டாராட்டிலை கட்டுமுடியாமல் தங்கள் உரிமைகளைப்பற்ற தொழிற்சங்கங்கள் அமைத்துக்கொண்டிருக்கும் தொழிலாளிகள் தங்கள் தீவாதார உரிமைகள் கொடுக்கப்பட்டவருபின் கொழும் போக்கல்லாம் கொர்ட் பில் ஸ்டாம்புகள் அப்பி மிகவும் சிறவப்படவேண்டிய நிலையில் இருக்கிறது சாகாரண கொற்றசங்கங்கள் இவ்வித கொர்ட் ஸ்டாம்பு கட்டணங்கள் அப்பமுடியாமல் உரிமைகளைக் கேட்கவும் தாமதம் அப்படலு வது. கலை தொழிற்சங்கங்களும் பொதுணை சந்தாபணங்களுக்கும் ஸ்டாம்பு கட்டணங்கிலிருந்து விடுவிலக்களிக்க வேண்டுமென இம்மகாநாடு சர்க்காரை வற்புறுத்திக் கேட்டுக்கொள்வதுறு.

தொழிலாளிகள் தங்கள் பிரச்சனைகளை அபாறுமக்களிடத்தில் எடுத்துச்சொல்ல வேண்டும் என்பது தற்போகட்டிகள் தங்கள் கவிய மறந்து ஒலிப்படுத்தி அமுதிக்கிடக்க அமுதி அமுதி சி அமுதி அமுதி அமுதி அமுதி தங்கள் பிரச்சனைகளை அபாறுமக்களிடத்தில் சொல்ல காங்குறுப்பு ஏற்படுவதில்லை. அவை பேச்சுநிமை வரங்கும்பொருட்டு தொழிலாளர் அபாறுமக்கள் அபாறுமக்கள் ஒலிப்படுத்தி அமுதிக்க கட்டணம் விதித்திருப்பதிலிருந்து விடுவிலக்க வேண்டுமென இம்மகாநாடு மாநாசர்க்காரையும், மத்திய சர்க்காரையும் வற்புறுத்திக்கேட்டுக்கொள்வதுறு.