

വാഷോനം നിറവേറ്റിത്തരുന്നത് ശക്തികാലി ഭൂമി
 ഭൂമി ഉപയോഗം, നല്ല ഭരണവും പൊതു
 ഗതാഗതം (ചിന്തിച്ചു) ചെയ്യുന്നതിനായി
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ജനുവരി 24-ാം തീയതി 10 മണിയ്ക്ക് ശ്രീ 4
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ശ്രീ
 KERALA PLANTATION LABOUR
 FEDERATION (A. I. T. U. G.)
 P.B.No: 112, TRIVANDRUM-I.

March 20, 1962

Com.B.N.Kuttappa,
Secretary,
Coorg District Estate Workers Union,
Mercara

Dear Comrade,

We have received the copy of your letter dated 15th March addressed to the Union Labour Minister re. denial of interim relief to rubber plantation workers in Mysore State.

In this connection, we would request you to send us a brief Memorandum outlining the relative rise in cost of living indices in the three regions - Kerala, Madras and Mysore as well as the relative profits of plantations in Mysore as compared with the rubber estates in Madras and Kerala. This would enable us to approach the Wage Board for reconsideration of the question of interim relief.

With greetings,

Yours fraternally,

K.G.

(K.G.Sriwastava)
Secretary

The Chairman,
Tea, Rubber and Coffee Wage Boards,
Camp - Ootacamund.

Sir,

The deputationist submit on behalf of the workers employed in Tea, Rubber and Coffee plantations, the following ;

Our wages were fixed in 1956 by an agreement which set aside the award of the special Tribunal for plantations. When the rates were fixed by the Tribunal it took 350 points as the basis of fixation. Though the award gave Rs.2-25 by the aforesaid agreement, the wages were fixed at Rs.1-72.

The cost of living reached the mark of 500. But the same is not reflected in our wages. We are glad that Wage Boards are set up inspite of the attempts by the powers that be to scuttle the same. We have to once again agitate for an interim wage increase. It was thought that the question of interim wages was almost lost. But fortunately it was taken up, the Tea and Rubber Boards, we learn, have made their recommendations which is with the Government of India.

Though it is said that the same would come into effect, if implemented, as from 1-12-1961, as the Coffee Board has not made any recommendation so far, the Government has not announced the other recommendations. The background of the raise in the cost of living and the recommendations already made by the two Boards, the workers are very much agitated.

We hope you would appreciate the mind of the workers and the justness of the agitation for an early interim increment. Therefore we trust that the Coffee Board also makes similar and early recommendation failing which we request that you see that the other workers atleast get what has already been recommended.

Thanking you.

Yours faithfully,

Ootacamund,
17th March 1962.

The Plantation Labour Association (1659)

(AFFILIATED TO A. I. T. U. C., & W. F. T. U.,)

PRESIDENT:
PARVATHI KRISHNAN, M. P.,
GEN. SECRETARY:
P. VRIDDHAGIRI.

Ref: 69/61
Date:

COONOOR, R. S.
(NILGIRIS.)

19-3-62

The Secretary,
Labour Department,
Government of India,
NEW DELHI.

Sir,

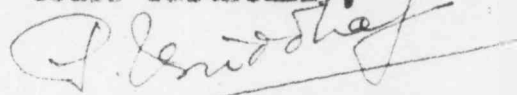
DEPUTATION OF WORKERS : INTERIM WAGE
INCREASE : PLANTATIONS : SOUTH INDIA

We are forwarding the memorandum submitted to the Chairman of Tea, Coffee, Rubber Wage Boards at Coonoor on 17-3-62, by the workers who waited on him in a deputation.

Please take early action on the same.

Thanking you.

Yours faithfully,



General Secretary

Copy to:-

The Commissioner for Labour, Madras
The Secretary, AITUC, ~~Madras~~ New Delhi ✓
The Secretary, TMTUC, Madras ✓

The Plantation Labour Association (1659)

(AFFILIATED TO A. I. T. U. C., & W. F. T. U.,)

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P. VRIDDHAGIRI.

Ref: 68/61
Date: 19-3-62

COONOOR, R. S.
(NILGIRIS.)

To all concerned.

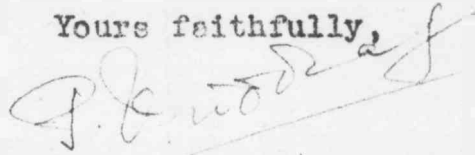
Sir,

RESOLUTION OF THE EXECUTIVE COMMITTEE

We are forwarding the resolutions which were passed in the Executive Committee meeting held on 17-3-62 at 10 a.m. at the Trade Union Office at Ootacamund, for your consideration.

Thanking you.

Yours faithfully,



To

General Secretary

The Hon Minister for Labour, New Delhi
The Secretary, UPASI, Coonoor
The Secretary, APM, Coonoor
The Labour Officer, Coonoor
The Commissioner for Labour, Madras
The Secretary, AITUC, New Delhi ✓
The Secretary, TMTUC, Madras
The Secretary, TPWU, Valparai
Mrs Parvathi Krishnan, MP, President, PLA

Resolutions of the Plantation Labour Association, Coonoor passed at the Executive Committee Meeting held on 17-3-62 at 10 a.m. at the Trade Union Office, Ootacamund.

.....

1. The meeting fully endorses the stand taken by the General Secretary on the question of Bonus. Taking into consideration that for long it has been the demand of the workers that Bonus should be paid not on ad-hoc basis but on certain principles and also the fact that adhoc payment has already lead to strike and agitation (especially in Valparai), the meeting stresses that payment of Bonus should be on the basis of the formula suggested in the Bonus Committee.

The meeting also decides that if the management is not prepared for a settlement on the basis of the formula, to start an agitation on the same.

2. The meeting decides to wait on the Chairman of the Wage Boards in a deputation and present a memorandum on the following lines :-

"Early recommendation by Coffee Board on similar lines as other Boards on interim wage increase. If the same is not feasible, inform the Government of India to announce decision of the other Boards so that Tea and Rubber workers may get the interim increase."

The meeting also decides to start agitation on the question of interim wage increase for Coffee workers.

3. The meeting decides to take steps to conduct the appeal before the Supreme Court preferred by the Planters against the award of 1956.

4. The meeting calls on members of the Union to conduct solidarity campaign for the reinstatement of Beeran of Woodbriar and ~~Nama~~ of Brithuked who have been victimised if conciliation fails.

5. The Executive Committee decides that the annual conference may be held in the month of May 1962.

The Plantation Labour Association (1659)

(AFFILIATED TO A. I. T. U. C., & W. F. T. U.,)

PRESIDENT:
PARVATHI KRISHNAN, M. P.,
GEN. SECRETARY:
P. VRIDDHAGIRI.

Ref: 69/61
Date: 19-3-62

COONOOR, R. S.
(NILGIRIS.)

The Secretaries - AITUC, New Delhi ✓
TNTUC, Madras
TPWU, Valparai
KPTUC
KSTUC

Mrs Parvethi Krishnan, MP

Dear Comrade,

Tea Wage Board met at Ootacamund from 14 to 16th March. Trade Unions were heard. A dozen of INTUC men came. M.S.Serma was the main.

Com Mulla Ram of ~~Dura Dien~~ came. I also spoke. I will send a copy of what I spoke in a day or two. None else on behalf of the AITUC even came there.

It is only a continuation of the attitude of ours towards TU, especially plantation dominated by foreign capital. Once again I request that the plantations are taken up seriously. The Board will again hear the TU. I wish that something is done to show that we have taken the plantations seriously.

2. We presented a memorandum to the Chairman of the Boards on the question of interim wage increase. Our Executive committee members waited on a deputation. I am enclosing a copy of the memorandum.

3. Coffee Wage Board met on 17-3-62. Again the question of interim increase was taken up. Though the Chairman and the independent members stood for a uniform rate for Coffee also (as tea and rubber) Employer's representatives were adamant. No decision is possible.

The Government has already announced the interim recommendation for West Bengal and Assam. The plantations

of South are ready to pay interim increase for Tea and Rubber at any time.

I also wish that it is done. If Mysore, Tamilnad, Kerala Coffee could be coordinated, something worthwhile could be done. Please take it up.

3. Bonus for Madras plantations - AITUC is prepared to accept adhoc payment. We ask for payment on the basis of a formula (suggested in the Madras Bonus Committee).

5. The Supreme Court is going to take up the appeal against the award of 1856 by the Planters. Please be kind enough to look into the same and suggest. It is proposed to hold the annual conference of the Union in the middle of May. In the background of the above problems, lack of coordination, the position of our unions in Nilgiris and Valparai, I wish the above conference is taken as a forum to bring together all the three States in the South and prepare for a common action and programme.

I earnestly wish that Com Parvathi (Vice president AITUC and President of Valparai and Nilgiris Unions) is spared for this mission.

If this is not done, better we leave the front altogether.

With regards.

*Depp. Mr. P. Krishna
did not feel this was
his. However this has been
done to him & the union
serve to Malabar etc side
mail. In the present National
discuss.*

*4/5
26/5*

P.VRIDDHAGIRI.

THE PLANTATION LABOUR ASSOCIATION.
COONOR R. S. (NILGIRIS.)
29th March, 1962.

The Secretary,
A.I.T.U.C.,
NEW DELHI.

A. I. T. U. C.
I.R. No. *bbb* Date: *2 APR. 1962*
File No. Replied on

276

Dear Comrade,

I am enclosing a copy of the deposition I gave before the Tea Wage Board which met at Ootacamund on 13th to 16th March.

I ~~amp~~ hope that you would received my full report about the position in the plantations ~~the~~ and the various problems facing the plantation front. Out of them the most urgent is the one regarding Supreme Court appeal. Please let me know what you propose to do in that connection.

I wish to have a detailed reply with regard to the other issues.

If you think fit I wish that you publish the enclosed in the THR.

Copy to
TNTUC
Com, Parvati.

With regards.

P. V. Riddhagiri

WAGE BOARD FOR TEA PLANTATION INDUSTRY.
(General Hearing at Ootacamund).

16th March, 1962.

.....

Mr. P. Vriddhagiri on behalf of the A.I.T.U.C.

Unions addressed the Wage Board.

Mr. Vriddhagiri:- I am not going to trouble the Board with all the past history. Already there are a large number of reports, and by way of answering the questionnaire, various figures and charts have been submitted to the Board. What I propose to do is to stress a few points which I consider essential and which I want the Board to take into consideration.

The condition of plantation labour has improved. He was a ^{Bondage} slave; now he is free to starve. After Independence the national Government thought it fit to enact the Minimum Wages Act, and then the Government thought that there should be a Special Tribunal.

The M.W. Committee, according to me, committed the original sin ^{with INTUC leaders in ch. viz. R. Venkataramu} (I am talking about only Madras State here). When minimum wages were fixed by the Committee, 3 consumption units were taken for a standard family, but when the question of wage earners was taken up it was decided by vote that there were 2.25 wage earners in a family. This was the original sin which has hung on the neck of the plantation labour till this day.

The Special Tribunal which lasted for more than 5 years, went into all the records that were supplied by the planters and after enquiry found that to say that there were 2.25 wage earners in a family was not correct. It is not a mere abstract wish on the part of the worker or the trade unions that 2.25 wage earners should not be taken as the basis for fixing wages. The fact was proved through an elaborate enquiry. It was found by the Tribunal that out of 102 witnesses examined by it

nearly 50 to 60 alone were employed on a family basis, i.e. both the husband and the wife were employed. Only in the case of 4% were there 2.25 wage earners employed. In the rest, only one worker was employed in a family. As long ago as 1944, in Mr. R.K. Das's report, this system of paying wages on a family basis has been condemned. It has been stated, and it will be repeated by everyone, that in no other industry in India, and in no other civilised country in the world, does such a system of wages prevail. It has gone further to say that it does not justify its existence from the point of social justice or national economy. Therefore, my request is, particularly to our labour representative on the Board, to see that this original sin is scrapped off.

The M.W. Committee, after its deliberations, recommended a wage of Rs. 1.7.0. for a male worker per day, but the Government reduced it and fixed the minimum wage to Rs. 1.5.0. in 1952.

For the plantation workers, especially in Madras State, the whole thing has been one of betrayal.

The Special Tribunal for Plantations which was held up for two years because of the writ petition of the planters in the High Court, went into all data and evidence, and said that the minimum wage fixed by the M.W. Committee was not the minimum wage according to its strict sense. The Tribunal has given its own reasons why the minimum wage fixed under the M.W. Act is not the minimum wages. It has criticized the method of taking 2.25 wage earners because it found that only in 4% of the families were there 2.25 wage earners. It has said that sufficient provision has not been made for the strenuous nature of work on estates etc. However, the Tribunal did not fix the wages on the basis

of 3 consumption units and 1 wage earner. Unfortunately for the workers it took 1.75 wage earners and 3 consumption units and on that basis it fixed certain wage rates.

According to the Tribunal, in 1956 when the cost of living was 350, Rs. 156 was required for the expenditure of a plantation worker's family. But after taking into consideration the so-called capacity to pay, it came to the conclusion that the planters can afford to pay only Rs. 104 to the family, i.e. to 1.75 wage earners and awarded Rs. 24.0 to male workers and Rs. 12.0 to female workers. Here, the second crime was committed in giving a decision which was not based on the facts ascertained by the Tribunal itself.

After the award, the planters were not prepared to implement it. It was taken in appeal before the Supreme Court and is still pending. Some section of the trade union movement felt it was better to come to an agreement. There was an agreement in 1956 reducing the daily wage to Rs. 1.11.6 for men and Rs. 1.5.0 for women. Here the third crime was committed. Previously, up to 1956, irrespective of crop differences - whether it is coffee, tea or rubber - and irrespective of the area, all workers were given the same wage rate. The work everywhere is the same. But under this agreement, workers on estates above 200 acres were paid Rs. 1.11.6 and those below 200 acres were paid Rs. 1.9.0 for example within the Coonoor municipal limits, there are two estates: the Woodcote estate with 99 acres and Car Line Estate with 249 acres. Both are neighbouring estates and the workers have to go to the same market. One estate pays Rs. 1.9.0 for men and Rs. 1.3.6 for women, and the other estate pays Rs. 1.11.6 for men and Rs. 1.5.0 for women.

I wish our representative on the Board will fight against this and see that all the workers, irrespective of acreage and crop differences, are paid the same wages.

Thus, the jungle and savage system of 3.25 wage earners should be scrapped and the basis of 1 wage earner as recommended by Mr. Das, the Fair Wages Committee and the 15th Session of the Indian Labour Conference, adopted. Then the discrimination on the basis of the size of the estates should be done away with.

Domestic Allowance.

In 1956, by way of an agreement with a section of the trade union movement workers got a rise from Rs. 1,7.0 to Rs. 1,11.6 in wages. Then the cost of living was taken to be 350 points. Today the Cost of living, is nearly 500 points. This increase in Cost of Living has not been compensated. There should be compensation for the increase in the Cost of Living. The cost of living in the hills is very much more than in the plains. There should be a sliding scale of DA. My INTC friends are not prepared to say the Col provided by Govt is faulty but they are prepared say that amenities. It should be modified.

In Army, soldiers are often sent to distant places and provided with tents and medical facilities. No one will say that because they are provided with these facilities their pay should be reduced.

In the same way, workers were recruited in their native villages and taken to plantations. When you bring the workers to work for you in a particular place, it is for you to see that they are put up in a place, given some medicines etc. Managements agreed to supply blankets and other things as an occupational necessity. You cannot deduct wages for the supply of blankets and other things. I consider that housing, medical facilities - however insufficient or below standard they are - must be provided by the management if they want the labour force to work on the estate.

Housing

The following statistics will throw some light on housing facilities :-

Number of labour force in plantations in Malaya State.	3,00,000
Number of families	2,50,000
Number of houses up to standard up to the end of 1950.	96,956

So, the management cannot claim to have provided "houses". They can say they have provided quarters - shelters. So far as South India is concerned, the management have not been put to any commitments because of the Plantations Labour Act. There were certain facilities already provided to the workers on the estates. The

major companies were giving medical facilities, hospitals, maternity benefits and even before the Plantations Labour Act came into force, they were merely put on paper and placed on the statistics. Perhaps, only earned leave and festival holidays can be said to be new benefits.

Mr. S.S. Choo: Because they (the South Indian employers) had the foresight to provide these facilities.

Mr. Vridhagiri: They provided these facilities because they otherwise could not get labour to work on the estate. To keep the workers there and to enable them to keep body and soul together, they thought that such things ought to be provided not on humanitarian ground or any other consideration but out of sheer necessity for themselves.

Firedwood: Much was said about firedwood and I was amazed to hear Mr. Choo, who is supposed to have all the facts at his fingertips, saying that he would give the Board the actual position later. It cannot be that he does not already know the position. Firedwood and other facilities which they claim are next to nil. Even after the Act was enforced, most of the plantations have not provided all facilities. What is the P.L. Inspector doing? Instructions have been given to them, I am told, that Plantation Inspectors are not expected to embarrass the managements!

The Chairman: In law?

Mr. Vridhagiri: By a R.O. from Government, they are asked not to embarrass the planters.

The Chairman: He cannot act on that allegation.

Mr. Vridhagiri: From practical experience I see that even when management evades their obligations, no action is taken.

Mr. Choo: Some officers are efficient; others are not equally efficient. That may be the reason in not taking prompt action in some cases.

The Chairman: Some may even be dishonest.

Mr. Vridhagiri: I will say officers are honest. Their hands are tied.

Therefore, my submission is that much weight should not be given to all these amenities, in the shape of money.

I come to the last point. The Minimum Wages Act came into force and minimum wages were notified. Then the Plantations Labour Act came into force, then the award was given and finally the agreement was entered into. At every stage the management has tried to compensate the rise in wages by reducing the number of permanent workers. Since 1956, I can confidently say that the number of permanent workers have been reduced by 25%. If you ask for particulars for each estate, ^{I do not want to name them because} ~~I will not be able to give.~~ _{You would say that I have released such & such.}

Mr. Ghose: Will this be substantiated by any published figures?

Mr. Vridbhagiri: I do not attach much importance to a particular chart. It is for the Board to examine some estate records and ascertain the fact for themselves.

The Chairman: The Tea Board statistics contain some figures.

Mr. Vridbhagiri: Unfortunately, the management supplies all the figures which are relied on by the Tea Board and the Government in preparing their statistics. Except for ^{Some} (two) estates in the Nilgiris - ^{like} Nonsuch and Prospect Estates - no other estate employs 1.25 workers per acre. That may be the rate of total employment, but on the permanent checkroll only less than 1 worker is employed.

Mr. Ghose: We have to refer to some authentic book or publication about this reduction of labour force by 25%.

Mr. Vridbhagiri: You can select some estates at random. You find what was the strength in 1956 and what is it today. Estate checkrolls are reliable; muster rolls are reliable. Planters have thought that it is more profitable to run the estate by contractor's workers and temporary workers.

Mr. E.J.C. Menzies: Where did you get the figure of 1.25 workers per acre.

Mr. Vridbhagiri: Mr. Mitchell, the former Secretary of the UPASI, in his deposition before the Special Tribunal said that 1.25 workers are employed and also various records were submitted

on that basis. This 25% reduction was a gradual reduction over a period of 5 years. I know instances of estates of 100 acres working with less than 40 workers. The temporary workers need not be paid medical facilities, given housing, etc. They take their daily wage and go away. Temporary checkroll is *Expulsh* maintained separately.

The Chairman: Is the temporary worker shown as permanent in the checkroll.

Mr. Vridhagiri: No.

Mr. D'Souza: Are the temporary workers equal to the permanent workers retrenched or reduced in number?

Mr. Vridhagiri: In plantations some temporary workers were previously required during the rush season. But now, even that work is of a permanent nature. Even regular estate work is either given out on contract or done through temporary workers. Therefore the Wage Board must fix the minimum labour force required per acre. Today recurring complaints come about the employment rate. 2.25 wage earner basis itself came into existence because of the family system. Dependents outnumber permanent workers on the estate. There is no guarantee that such labour will be given work, temporary or permanent. Every day, the worker comes to the Union Office and say that his wife or daughter is not given work and some new temporaries were brought in. To avoid this recurring complaint and dispute, I wish the Wage Board should determine the employment rate of permanent workers.

Mr. Ghose: In doing so, should the Wage Board take into consideration the productivity of the estate itself? For example, the Nonsuch Estate may be producing 1600 lbs. per acre whereas another estate may produce something like 700 lbs. Should the number of workers be the same in the two estates, or should it be different; if so, what is your suggestion about fixing the different rates of % employment on the basis of the tea production

Mr. Vriddhagiri: I cannot say bluntly that it should be the same on all the estates. It depends upon so many factors: not only on the ^{Ac.} per capita production on a particular estate, but upon the terrain, the soil and so many other things. But estates can be grouped together on the basis of such criteria or conditions and the employment rate fixed for each group. I cannot now work out the basis.

Mr. Ghose: You mean regionwise?

Mr. Vriddhagiri: Yes.

Mr. Ghose: Will the region be a whole State?

Mr. Vriddhagiri: You must at least fix the rock bottom employment rate on an ad hoc basis.

The Chairman: Do you think that if the average of the last 5 years is taken and the average is fixed, that would be satisfactory?

Mr. Vriddhagiri: Yes. The last wage rate was fixed in 1966. The ~~average since then~~ may be taken. *That year can be taken as*

The Chairman: The average of the yield and the area during the last 5 years be taken and then on that basis fix an employment rate; that is what you say?

Mr. Vriddhagiri: I want some basis to start with so that there may not be complaints from the various sides.

Temporary workers are not members of the Union. Only permanent workers are Union members. At the 18th Labour Conference Conference at Bangalore, it was resolved that permanent work should not be given on contract but that practice is still continued.

The Chairman: That is a problem in most industries.

Mr. Vriddhagiri: These are the four basic things which I wish that the Wage Board would take into consideration when fixing the wages. The position of workers is so bad in the plantations, especially in the South, because of the ill-organised nature of the workers and the well organised nature of the planters. Their organisation is a century old. They have got their own machinery.

Before independence, it was their own folk (meaning English men), and even after Independence they have got nationalists to support their case. *They are the ones who got themselves to be with them*

I plead that the Wage Board should take into consideration all these factors and take a rational approach to the question of wages and employment.

Mr. Chacko: I want to clarify one point. Mr. Vriddhagiri's reference to my remark that I will place the correct position before the Board regarding firewood at the appropriate time when we presented our case, implied that I was trying to evade giving an answer. I wanted to ascertain the facts. That is all. (Mr. Vriddhagiri said that it was not his intention to cast any aspersion on Mr. Chacko.)

=====

Akhil Bharatiya Chah Mazdoor Sangha, Assam.

REGD No. 324

Affiliated to A. I. T. U. C. & W. F. T. U.

P. O. & H. O. Rangapara.

President—Com. Ramesh Sarma B. A.

G. Secy.—Com. Mani Bhowmik

Vice Presidents—Com Potiga Sona

Secy.—Com. Dhani Ram Kosla

„ Johan Heimbrom

„ ~~Santosh~~ Kr. Singha

Treasurer:—Com. Mange Ram Sarmah

Date 10/4/62

I.R.E. 868

20 APR 1962

Com. Srivastava,

Herewith, I enclose a copy of affidavit duly signed by the District Magistrate of our District Court, Tezpur about my name as became situation became too complicated in my area particularly in Darrang area in calling me by the public. Most of the people are calling as Suleman Kr. Singh and ^{not} Santosh which was my original birth name given by my father (1925)

I hope that, from now, all the communications will be dealt in this name as Suleman Kr. Singh and not Santosh. This ~~Suleman~~ name was given by a Mission (C.E.L. Church) in the year 1940 and moreover this name is already spread and popularised throughout Assam.

Yours faithfully,
Suleman Singh

With greetings, Suleman Singh

Ref. Name
11. correct his
on mailing no. 1/11/62

People are not calling me as Suleman Singh

TRUE COPY.

IN THE COURT OF THE MAGISTRATE, TEZPUR.

Affidavit.

I, Sontosh Kumar Singha, known and named as Suleman Kumar Singha Son of late Sukru Kumar Singha of Rangpara (Hindugaon) Mouza-Salipara Dist. Darrang Assam do hereby take oath and state as follows :-

1. That I was born of Hindu parents and that my parents having died in my very young age, I was given shelter by a Christian Mission which baptised me and gave me a Christian name Suleman which continued to be my name in place of Santosh Kumar Singha (my original name) This is true to my knowledge and belief.

2. That my birth name was Santosh Kumar Singha which was given by my parents after my birth. But I am known to the people in general as "Suleman Kumar Singha or Suleman Singha since the year 1940.

3. That though I changed my name in the style of Sontosh Kr Singha by swearing an affidavit in the year 1959 people did not recognise me as such and continued to know me in my original name Suleman Kr. Singha or Suleman Singha.

4. That this confusion in the mind of the people as to my name leads to great inconvenience in running my daily work and to pull on my life.

5. That to be true from this confusing state of life in respect to my name I like to remain in my name as Suleman Kr. Singha or Suleman Singha which was already deep-rooted in the mind of the people.

6. That from now on wards I shall cease to be named as Sontosh Kr. Singha as I sworn in affidavit in the year, 1959 and I shall be named and known only as Suleman Kr. Singha or Suleman Singha my original name.

7. That from now on words all transactions communications will be done in this my name as Suleman Kr. Singha or Suleman Singha in place of Sontosh Kr. Singha.

Verification.

I, Shri Sontosh Kumar Singha known and named as Suleman Kr. Singha do hereby solemnly declare that the statements made in this affidavit are true to my knowledge, information and belief and I sign this verification this the 5th April, 1962 at Tezpur court.

Identified by me

Tezpur, Tezpur

Solemnly affirmed before me.

Magistrate, Tezpur

Dear Sir,

Re: Representation to Plantation Labour in Mysore
on the COFFEE BOARD.

The 1951 amendment to section 4 of the Coffee Act, 1942, envisages that the number of persons to be appointed, the term of their office, etc, to represent interests of labour may be such as are laid down in the rules.

In the past each of the three concerned States, viz, Madras Mysore and Kerala used to be allotted one representative each and the appointment used to be made from amongst the trade union representatives.

In respect of Mysore State no definite procedure was followed in selecting representatives of Plantation labour from amongst the Unions affiliated to the various central Trade Union Organisations such as the All India Trade Union Congress, the Indian National Trade Union Congress, the Hind Mazdoor Sabha etc etc. The name from Mysore was possibly approved on the basis of the recommendation made by the State Government.

We submit that if the Government of India follow the same procedure the Labour Ministry adopted for selecting representatives to the Wage Board in the Coffee Plantation Industry then our Union and the Coorg District Estate workers Union both of which are affiliated to the All India Trade Union Congress, should get representation on the Coffee Board.

We trust that the Government will do the needful to secure proper representation from among contending claimants in a democratic manner.

We request you to let us know the decision of the Government in the matter at an early date.

Thanking you,

Yours faithfully,

M. C. Parasimha
M. C. PARASIMHA, I.C.

President, Karnataka Provincial
Plantation Workers Union,
H.S. Road, Chikmagalur,
MYSORE STATE.

Sent to DM +
CHM
for 22.4.62.

THE TAMIL NAD PLANTATION WORKERS' UNION,
(Regd. No. 1491)

VALPARAI
Coimbatore District

21st April, 1962

Com. K.G. Srivastava,
Secretary,
All-India Trade Union Congress,
NEW DELHI

Dear Comrade,

Sub: Industrial Committee on
Plantations

During the Bangalore meeting we discussed about the necessity of a representative from the South to attend the next meetings of the Industrial Committee on Plantations. It is very much important that either the delegate, or the Advisor to be nominated should be from the South, so that the problems of the South can be brought in the meetings.

We are ^{now} facing some important problems, due to the fact that the South has not been represented properly.

If one is nominated from here our Union can of course undertake to meet a portion of the expenses. Kindly reply.

Thanking you,

Yours faithfully,

A. Ramanathan
(A. Ramanathan)
GENERAL SECRETARY

A. I. T. U. C.
I. R. No. 901 Date 23 APR 1962
Reg. No. Dept. ed.

*Yes. When we feel
we should attend the
next meeting, we
will have to be invited*

Me 27/4/62

276

May 4, 1962

Com. A. Ramanathan,
General Secretary,
Tamilnad Plantation Workers Union,
VALPARAI

Dear Comrade,

Thank you for your letter of 21st April on the next meeting of the Industrial Committee on Plantations. We agree that representatives of unions from South should also be on the delegation to the Industrial Committee meetings and this aspect has been kept in mind in composing the delegation, as far as possible. As soon as the next meeting is convened, we shall get in touch with you in this regard.

With greetings,

Yours fraternally,

M.S.

(K.G. Sriwastava)
Secretary

The Plantation Labour Association (1659)

(AFFILIATED TO A. I. T. U. C., & W. F. T. U.,)

PRESIDENT:
PARVATHI KRISHNAN, M. P.,
GEN. SECRETARY:
P. VRIDDHAGIRI.

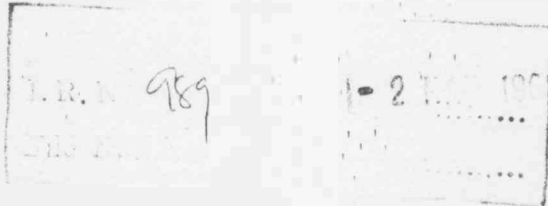
Ref:
Date: 12/62
26th April '62.

COONOOR, R. S.
(NILGIRIS.)

The Secretary,
Assn. of Planters of State of Madras.
Coonoor.

The Chairman,
The Tea Wage Board,
Calcutta.

The Secretary,
The Labour Department,
New Delhi.



Sirs,

Interim Wage Increase - plantations - Nilgiris.
Implementation of - Anomaly.

We have received reports from various estates on the question of implementation of the recommendation of the Tea Wage Board re. interim wage increase.

We are informed that the increase of 15 np is given only for the days the workers have actually worked. The increase is not given for the authorised leave etc., Further it is reported that PF deductions are not made on the same.

Please look into the matter and see that the anomaly is set right.

Thanking you,

Copy to
AITUC.
WFTU.

Yours faithfully,

Handwritten signature of P. V. Krishna Rao.

General Secretary.

Indian Coffee Board Employees' Association

(Registered under Indian Trade Union Act)

BANGALORE

Ref. 2/6263

By Regd Post. Ack Due

Date April 28, 1962.

- (1) The Secretary to the Govt., of India,
Ministry of Commerce & Industry, NEW DELHI.
- (2) The Secretary to the Govt., of India,
Ministry of Labour & Employment, NEW DELHI.

Sir,

**Subject: Nomination of Labour interests
on the Coffee Board.**

1-2 MAY 1962

As per the provisions of Coffee Act, Section 4 as amended in 1961, Government is to nominate four persons to represent Labour interests. Three persons are possibly allotted to represent Plantation workers in the concerned three States. But, Labour or Employees under the Coffee Board have not been so far given any representation.

2. The Employees are vitally interested in the Industry and in the affairs of the Board. They will be able to contribute to the efficient working of the Board if they are given representation.

3. Hence, we request you to give our Organisation a representation on the Coffee Board so that our voice may be heard in the Board.

Thanking you,

Yours faithfully,

Mamachandra Murthy

SECRETARY.

✓ Copy, with compliments to the General Secretary, All India Trade Union Congress, No.4, Asoka Road, NEW DELHI.

Indian Coffee Board Employees' Association

(Registered under Indian Trade Union Act)

BANGALORE

Ref. 3/62-63

Date.....28.4.1962.

The All India Trade Union Congress,
4, Asoka Road,
NEW DELHI.

"POST COPY"

EXPRESS

AITUCONG

NEW DELHI

**REPRESENT IMMEDIATELY COMMERCE LABOUR MINISTRY REGARDS
REPRESENTATION ON COFFEEBOARD TO PLANTATION LABOUR
AND LABOUR UNDER THE BOARD
INDIAN COFFEEBOARD EMPLOYEES' ASSOCIATION**

Mamachandra Murthy
SECRETARY.

Coomax R.S.
Nilgiris 17/4

Dear Com:

I wrote to you on the various forms facing the plantation workers. You replied to me stating that Parvati will be going over here and look after it.

I want you to think over ~~the~~ whether it will be worth while to meet GLN - the central J.M. in connection with interim wage increase for coffee workers. Vide my letter 19/4 date 19-3-62. Please consider this & reply. We can insist uniformly, at least so far as interim question is concerned for all Plantation. Please



पोस्ट कार्ड
POST CARD

केवल पत्र
ADDRESS ONLY

Com: K. G. Srinivasan

Asst. Sec.

U. Asha Rao

New Delhi

do. reply
150

Yours faithfully
J. Sundhaji

1. P. 871
28 APR 1962

May 10, 1962

Dear Com.Vriddhagiri,

Your postcard.

We had talk here with Com.Parvathi Krishnan who would now devote time for coordination of our work in plantations, particularly in the South. The problem which you had raised also involves this coordination and we hope you will have discussions with Com.Parvathi on this subject.

With greetings,

Yours fraternally,

V.G.

(K.G.Sriwastava)

URGENT

BANGALORE

Dear Com KG. Sivaswamy,

A few days ago I have
just written to you about
the proposed reconstitution
of the Coffee Board. The
other members' names have
just been announced. Names
of labour representatives we have
not yet been announced.
The C.O.S. may do us a
few days time. So please
hurry up to make a
representation to the
concerned ministry stating
that our unions in Mysore
at least should be given
representation on the
Coffee Board, as we have
been given on the Coffee
Wage Board in view of
our larger membership
with greetings

27/4/62

So/C. D. Prasad Rao

T. U. C. 2 NH. 1962
I. R. No. 977 Date.....
Fax No..... Replied on.....



Com. KG. Sivaswamy
Secretary, All India
Trade Union Congress
4, Ashoka Road

NEW DELHI



76
June 22, 1962

Dear Com.Vriddhagiri,

Thanks for your letter. We shall take up the matter in the ensuing General Council meeting. I hope you will attend it and would raise the problems.

Yes, Bonus Commission questionnaire has been sent to all unions. They have to communicate their views to AITUC at the earliest.

Yet we have not heard from Com.Parvathi.

With greetings,

Yours fraternally,

KG
(K.G.Sriwastava)

276
14
May 8, 1962

General Secretary,
Karnatak STUC

Dear Comrade,

We enclose copy of the questionnaire issued by the Wage Board for Coffee Plantations.

A copy each is being sent to the union at Chickmagalur and at Mercara.

We hope you are making necessary efforts to have discussions on this subject in order to send a consolidated reply to the questionnaire.

With greetings,

Yours fraternally,

K.G.

(K.G. Srivastava)
Secretary

Copy to: Karnatak Provincial Plantation Workers Union,
Mahatma Gandhi Road,
CHICKMAGALUR, Mysore State

Coorg Dt. Estate Workers Union,
160-04 Pioneer Road,
MERCARA, Coorg, Mysore State

May 8, 1962

Com. Parvathi Krishnan,
Coimbatore

Com. A. Ramanathan,
~~Madras~~ Tamilnad Plantation Workers Union,
VALPARAI, Nilgiris, Madras State

Dear Comrades,

We enclose copy of the questionnaire
issued by the Wage Board for Coffee Plantations
Industry.

We hope you are making efforts to have
discussions on this subject in order to send a
consolidated reply to the Questionnaire.

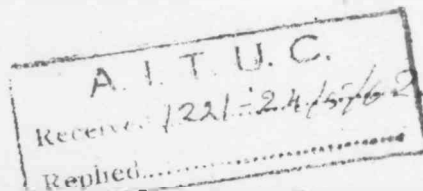
With greetings,

Yours fraternally,

(K.G.)
(K.G. Sriwastava)
Secretary

Encl:

Head Office: Santipara,
P.O:Libragarh
Dated 13th May, 1962.



To

The Home Minister, Government of Assam, Shillong.
The Labour Minister, Government of Assam, Shillong.

Subject: Police intervention in the trade union activities.

Sir,

I beg to lay before you the following for your kind perusal and immediate necessary action:-

1. That long since the workers of Cato-Seed, Itakhoolie T.E. are members of our Union.

2. That since they have become members of our Union many illegal practices and violations of labour legislations such as maternity benefit, annual leave, Provident Fund schemes etc. have been stopped through the efforts of our Union.

3. That since the defeats in the above cases there was always a move to smash our Union in that particular seed-garden on the part of the management by this or that provocation.

4. That on 27.3.62 at about 10 A.M or so, one Police Officer (not Officer-in-Charge) of the Bordubi Police Station with two constables accompanied by Line-Moharar of Itakhoolie T.E. and one leading worker of Lankashi T.E. went inside labour line and met the workers. All of them came by a vehicle of the Itakhoolie T.E.

5. That said Pki Police Official intimidated the workers and gave orders that no A.I.T.U.C Union could exist in that garden.

6. That having no other alternative before the police threat the workers replied that their leader of that kx locality should be met to that effect. Thereupon the said officer with his associates went to the residence of our Union's Organising Secretary Sri. Satish Chandra Roy Pradhani. As Sri Roy Pradhani was not present in the house at that time, they started talking with the daughter of a Sirdar in most objectionable languages.

7. That after being informed Sri Roy Pradhani came to the spot. Then he was asked by the officer to give an undertaking that he would leave the garden. Having failed to have an undertaking from him he was put under arrest and sent up for trial under Section 107.

8. That now he is at large on bail.

Sir, in view of the above facts, I submit that your p. T. O.

Page....2

Sir, in view of the above facts, I submit that your honour be kind enough to intervene into the matter so that the ~~xxx~~ is withdrawn and such police excesses ~~be~~ stopped for good.

Yours faithfully,

M. Bhowmick

21/5/62.

(M. Bhowmick)

General Secretary,
Chah-Mazdur Union, Assa.

Copy forwarded to:

1. The Deputy Commissioner,
Lakhimpur, Dibrugarh.
2. The Superintendent of Police,
Dibrugarh.
3. The General Secretary,
All India Trade Union Congress,
- 4, Ashok Road, New Delhi.
4. The General Secretary,
Assam State Committee,
All India Trade Union Congress,
P. O. Tinsukia.



The Plantation Labour Association (1659)

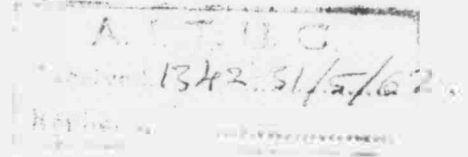
(AFFILIATED TO A. I. T. U. C. & W. F. T. U.,)

PRESIDENT:
PARVATHI KRISHNAN, M. P.,
GEN. SECRETARY:
P. VRIDDMAGIRI.

Ref:
Date: 25-5-62

COONOOR, R. S.
(NILGIRIS.)

The Secretary,



Dear Comrade,

I take pleasure in informing you that the Annual Conference of the above Union will be held on 10th June at Coonoor, (Nilgiris).

I request you to be kind enough to be present on the occasion and give your valuable suggestions at the Conference.

Further, I hope you would have seen the statement by Com. Parvathi Krishnan, Vice President of the AITUC and President of our Union, regarding the proposed meeting of the representatives of the plantation unions affiliated to the AITUC to discuss the organizational problems with a view to coordinate the activities in the South and to decide on the immediate problems such as the question of interim wages for the coffee workers at the appeal before the Supreme Court by the planters to be taken up very shortly, requesting all the T. U. C. unions to send representatives to the meeting to be held on 10th and 11th June at Coonoor, Nilgiris.

I request you to be kind enough to make it convenient for you to be present on the occasion and also inform us the details of your delegation and time of their arrival.

Thanking you.

Yours fraternally,

General Secretary

A
S. V. M.

W. F. T. U.

June 6, 1962

General Secretary,
Plantation Labour Association,
COONNOR, R.S.,
Nilgiris, Madras State

Dear Comrade,

Thank you for your kind invitation to participate in your Annual Conference.

On this occasion, we are sending you on behalf of the AITUC our fraternal greetings and good wishes for the success of your conference. We are glad to find that you have rightly taken the initiative to bring together at this conference fraternal delegates from other plantation unions in the South in order to discuss common problems and plan a coordinated movement.

The appointment of the Wage Boards for tea, coffee and rubber plantations is no doubt a major gain for the plantation workers. However, the way the Wage Boards have been functioning, particularly the months and years they have taken to submit reports and the unwillingness of the employers to implement the unanimous recommendations of the Wage Boards, have created a feeling of extreme dissatisfaction among the workers. The organised TU movement has therefore to devote a good deal of attention to the problem of wage fixation by Wage Boards being resolved in a satisfactory manner. A factor of prime importance, as always, to get the resolution of problems in favour of the workers, is the strengthening of the unity and united action of the workers. We are sure your conference will pay attention to this aspect as well and evolve measures to strengthen unity and united action.

With warm greetings,

Yours fraternally,

NA

(K.G. Sriwastava)
Secretary

June 4, 1962

To All Plantations Unions
in W. Bengal & Assam

Dear Comrades,

We enclose copy of a letter dated 30th May 1962 received from the Union Labour Ministry in respect of our representation regarding payment of interim relief awarded by the Wage Board. It has been clarified that the Government has not accepted the recommendation, and the matter is again before the Wage Board. We feel that wide mobilisations of the workers on this issue should be brought about in order that the Government and Wage Board concede our legitimate demands.

With greetings,

Yours fraternally,

Encl:

M. J.
(M. J. Sriwastava)
Secretary

Copy to: Com. Monoranjan Roy
Com. Parvathi Krishnan

1. Assam Chah Karmi Sangh,
Naharkatia
2. Chah Mazdoor Union,
Dibrugarh, P.O.Rehabari
3. Akhil Bharatiya Chah Mazdoor Sangh,
Rangapara, Darrang. Assam
4. Cha Mazdoor Union,
Borbheta, P.O.Jorhat
5. Darjeeling Dt. Chia Kaman Mazdoor Union,
Chowk Bazar,
DARJEELING
6. Terai Branch of Darjeeling Dt.Chia Kaman Mazdoor Union,
Mahanandapara,
SILIGURI
7. Com.Monoranjan Roy, W.Bengal STUC
8. Com.Parvathi Krishnan, Coimbatore

The Plantation Labour Association (1659)

The Nilgiri Branch of
The Tamilnad Plantation Workers' Union

(Affiliated to A. I. T. U. C., & W. F. T. U.,)

COONOOR, R. S.

Ref: AITUC.

A. I. T. U. C.

Dated 13. 6. 62 19

Dear Com.

Received 15. 4. 62 - 15. 6. 62

Replied.....

Thank you for the greetings.
I am sorry to inform you none of
the Comrades letters from Kerala
myself turned up. So nothing
could be planned.

I strongly feel that the A. I. T. U. C.
Centre takes it up ~~seriously~~
especially 1) Coordination of
Wage Board work 2) Supreme
Court Case.

I learn that the Bonus Commission
has sent out a circular. What has
been done in that connection.

I hope that Com. Parvati would be
writing to you.

With regards

P. Sridharaj

End:
Proceedings of the
annual g.B.

**DARJEELING DISTRICT
CHIA KAMAN MAZDUR UNION**

(Affiliated to A. I. T. U. C.)

President :- Ratanlal Brahman
Gen. Secretary :- Ananda Prasad Pathak

CHOWK BAZAR.
DARJEELING.

Ref. No. TU/CON/XI/62/

Date 11th. June, 1962.

To

*The Editor,
"Trade Union Record"
4 Ashok Road, NEW DELHI.*

Dear Comrade,

Please find herewith a copy of the Report on the Eleventh Conference of this Union for favour of your ~~pub~~ publication in your esteemed paper.

With greetings,

Comradely yours,

A. Pathak

SECRETARY.

CONFERENCE REPORT FOR PUBLICATION :

UNITE TO ACHIEVE INTERIM WAGE INCREASE I
PREPARE TO FIGHT TAXATION POLICY OF THE GOVERNMENT II
FIGHT FOR PEACE AND DISARMAMENT III

These were the main slogans of the Eleventh Conference of the Darjeeling District Chha Kaman Mazdur Union held on 8th, 9th and 10th June, 1962.

The following resolutions were unanimously passed by the conference:

1. Paying homage to Comrade Ajoy Ghose and other martyrs.
2. Greeting the people of Algeria on the victory of their struggle for independence, urging the Government of India to give recognition to the Algerian Provincial Government and the Government of German Democratic Republic, condemning the action of the U.S.A. in carrying out the explosion of nuclear bombs, supporting the move of the Soviet Union and other neutral countries regarding disarmament in 17-nation Commission, condemning the U.S. Government for its intervention in Laos etc.
3. Supporting the contention of the Memoranda submitted by the General Secretary of the West Bengal Committee of AITUC and by the Secretary of the Union to the Wage Board for Tea Plantation in respect of need-based minimum of the fair wages and demanding interim increment of the wages of tea workers.
4. Demanding pension, gratuity for tea workers, employment for the dependants of the workers, full implementation of the Plantation Labour Act, abolition of Hattabehar by legislation, grant of 1 day's holiday on 1st May every year with wages for celebrating May Day etc.
5. Demanding nationalisation of Tea industry and replanting of tea bushes.
6. Demanding severe punishment to those conspirator who attempted to murder Kural Hussain, a jute worker and nullification of undemocratic laws like Preventive Detention Act, West Bengal Security Act. etc.
7. Calling upon the workers in tea garden and the people of Darjeeling to raise their voice against the taxation policy of the Government and against the increasing price of all essential commodities.
8. Supporting the demand of the Nepali people for the right of regional autonomy within the State of West Bengal and demanding of the Government to implement the Nepali language as the official language for three hill sub-divisions and contiguous areas where the Nepali speaking people are in majority.

There were several other resolutions supporting the immediate and reasonable demands of the people of Darjeeling.

These resolutions were elaborately explained in the Public Meeting of the Union held on 10th June 1962 at Chowk Bazar, Darjeeling which was presided over by Com. Ratanlal Brahma.

Comrade Promode Das Gupta, Secretary of the West Bengal Council of C.P.I. greeted the workers in tea gardens for their glorious past and wished the success of their future struggle for better wages, better living standard etc. He appealed the people of Darjeeling to fight against the taxation policy of the Government and against the increasing prices of the most essential things of daily requirement of the people.

The meeting was addressed by Comrades Ananda Prasad Pathak, Secretary of the Union, Bhadra Bahadur Hamal MIA, T. S. Gurung a Progressive Independant and Katanlal Brahman President of the Union

The speakers laid their stress on the need of united action of the workers in tea gardens and the people in general for the all round development of the district, for the right of Regional Autonomy, for the introduction of Nepali language as official language and for other demands.

On the 8th June 1962 the Secretary of the Union Comrade Ananda Prasad Pathak presented the Annual Report of the Union in the delegate session and dealt with the various problems of tea workers and their role in all sphere of life. The Treasurer of the Union Comrade Rajendra Kumar Sinha presented the Annual Account of the Union for 1961-62.

The Report of the Secretary was elaborately discussed by the delegates and was passed unanimously.

A new Executive Committee consisting of 39 members was unanimously elected with the following office bearers :

Com. Katanlal Brahman	...	President.
Com. Bhadra Bahadur Hamal, M.L.A.	...	Vice-President.
Com. T. S. Gurung	...	Vice-President.
Com. Ananda Prasad Pathak	...	Secretary.
Com. Deepak Rai	...	Asstt. Secretary.
Com. Sangdopal Lepcha	...	Asstt. Secretary.
Com. Rajendra Kumar Sinha	...	Treasurer.

Cultural Programme and Prize Distribution :

In the night of 9th June 1962, workers from different tea gardens participated in the Cultural Programme and sang songs of life, struggle, demand, etc. Prizes were distributed to those who obtained 1st, 2nd and 3rd. places in the programme and to those Units of the Union which enrolled the highest number of membership.

6

Akhil Bharatiya Chah Mazdoor Sangha, Assam.

REGD No. 324

Affiliated to A. I. T. U. C. & W. F. T. U.

P. O. & H. O. Rangapara.

President—Com. Ramesh Sarmah B. A.

G. Secy.—Com. Mani Bhowmik

Vice President:— Com. Potiga Sona

Secy:— Com. Dhani Ram Kosla

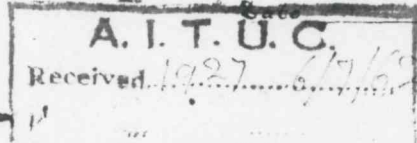
„ Johan Hembrom

„ ~~Sankar~~ Kr. Singha

Treasurer:— Com. Mange Ram Sarmah

Ref. No. _____

Selaman



Com. *Swastana*

We have learnt that the proposed inferior wage has been increased for the Tea plantation workers of northern India (Assam and Bengal) and will effect from 29th June 1962 in the areas. But we are deeply anxious to know that whether our A.I.T.U.C. was given representation in the sitting or not. The INTUC leaders are making propaganda in our area that no any

P.T.O

Akhil Bharatiya Chah Mazdoor Sangha, Assam.

REGD No. 324

Affiliated to A. I. T. U. C. & W. F. T. U.

P. O. & H. O. Rangapara.

President—Com. Ramesh Sar nah B. A.

G. Secy.—Com. Mani Bhowmik

Vice President:— Com. Potiga Sona

Secy:— Com. Dhani Ram Kosla

„ Johan Hembram

„ Santosh Kr. Singha

Treasurer:— Com. Mange Ram Sarmah

Ref. No.

Date

Representation was present
in the meeting where the wage
was increased for the workers and
as a result of this, the members
of our Sangha are being
diverted towards the I.N.T.U.C.

We are not getting
any circulars also in time
we are not getting any
letters from Com. M. Roy also
as we were getting in
the past.

I am sending back
the receipt of affiliation fee

Akhil Bharatiya Chah Mazdoor Sangha, Assam.

REGD No. 324

Affiliated to A. I. T. U. C. & W. F. T. U.

P. O. & H. O. Rangapara.

President—Com. Ramesh Sar nah B. A.

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Vice President:— Com. Potiga Sona

Secy:— Com. Dhani Ram Kosla

„ Johan Hembrom

„ ~~Santosh~~ Kr. Singha

Treasurer:— Com. Mange Ram Sarmah

Ref. No. _____

Date _____

which you had issued on 6.1.61
for an amount of Rs. 52/-
pay us for the year 1960-61
But the receipt was issued
for the year 1961-62 wrongly.
We have received the
receipt for the year 1960-61.

Please therefore have
the receipt received and
acknowledge us as early as
possible.

The account for the
year 1961-62 has not
yet been prepared and

Akhil Bharatiya Chah Mazdoor Sangha, Assam.

REGD No. 324

Affiliated to A. I. T. U. C. & W. F. T. U.

P. O. & H. O. Rangapara.

President—Com. Ramesh Sarma B. A.

G. Secy.—Com. Mani Bhowmik

Vice President:—Com. Poiga Sona

Secy:—Com. Dhani Ram Kosla

„ Johan Heimbrom

„ ~~Satish~~ Kr. Singha

Treasurer:—Com. Mange Ram Sarmah

Ref. No. _____

Date _____

Returned to the State Govt.
As soon as the return
was submitted, the affiliation
fee also will be permitted to
your office for the said year.

We are getting the T. U. C.
disregularly from your office.

With greetings

yours cordially

Suleman Saini

Secy. A. B. C. U. C.
2/7/62

DARJEELING DISTRICT CHIA KAMAN MAZDUR UNION

(Affiliated to A. I. T. U. C.)

President : ~~Ranajit~~ Brahma
Gen. Secretary : Ananda Prasad Pathak

CHOWK BAZAR
DARJEELING

Ref. No. TU/COH/XI/62/276

Date 11th. August. 1962.

- ✓ 1. The Secretary, All India Trade Union Congress,
4 Ashok Road,
NEW DELHI.
2. The General Secretary,
West Bengal Committee, A.I.T.U.C.,
249 Bepin Behari Gangully Street,
CALCUTTA - 12.

Dear Comrades,

Please find herewith the copies of the resolution passed by the Eleventh Conference of the Darjeeling District Chia Kaman Mazdur Union held on 8th., 9th. & 10th. June 1962 for favour of your information and necessary action.

With greetings.

Comradely yours,

Ananda Prasad Pathak
Secretary.

R E S O L U T I O N S

The following resolutions were unanimously passed by the Eleventh Conference of the Darjeeling District Chia Kaman Mazdur Union held on 8th., 9th. & 10th. June 1962 :-

1. HOMAGE TO MARTYRS.

This 11th. Conference of the Darjeeling District Chia Kaman Mazdur Union, while expressing its heartfelt grief at the demise of Com. Ajoy Ghose, one of the working class leaders of India and Comrades Atin Bose, Sardar Harilal Rai and Bankim Mukherjee, pays its homage to their memory.

This Conference, while paying homage to the memory of martyrs who laid down their lives in the working class movement in our Country and abroad, pledges itself to continue a ceaseless struggle to forge working class unity and international brotherhood as a basic lesson from the experiences and activities of those Martyrs.

2. GREETINGS TO THE PEOPLE OF ALGERIA.

This 11th. Conference of the Darjeeling District Chia Kaman Mazdur Union, while greeting the gallant people of Algeria, who conducted a heroic struggle for achieving their national independence and supporting their final struggle against the secret armed force and wishing their success, urges upon the Govt. of India to give recognition to the Provisional National Govt. of Algeria as early as possible.

This Conference also urges upon the Govt. of India to recognise the Democratic Republic of East Germany.

3. DISARMAMENT.

This 11th. Conference of the Darjeeling District Chia Kaman Mazdur Union, vehemently opposes the testing of Atomic weapons conducted by the American Imperialists in total disregard of the World-opinion when negotiations on disarmament are afoot demands the immediate ban on this test of Atomic Weapons.

This Conference also demands the immediate implementation of the proposals and suggestions on disarmament as advanced by the Soviet Union and India as well as other neutral Countries at the Geneva Conference.

4. IMPERIALIST INTERVENTION AT LAOS.

This 11th. Conference of the Darjeeling District Chia Kaman Mazdur Union, while Condemning the intervention of the American imperialists at Laos, supports the honest efforts bring peace and to set up an independent and United-front Govt. at Laos.

5. ON " ESSENTIAL DEMANDS OF TEA GARDEN WORKERS "

This 11th. Conference of the Darjeeling District Chia Kaman Mazdur Union urges upon the Govt. and the employers of tea gardens for the speedy implementation of the following minimum and essential demands of tea garden workers :-

1. That, the system of pro-rata be abolished and full facilities to earn the Minimum wages be given to tea workers till the elaborate recommendations of the wage- Board are published and put into practice.

2. That, the unemployed workers be engaged in Bighia Workey and such other extra works as cannot be coped with by the permanent workers and no double or treble jobs be granted to any person of the garden who is already employed in one type of work in the garden.

3. That, the vacancies caused by death, matrimonial alliance or otherwise, be filled in by the unemployed dependants of those workers.

4. That, measures be undertaken for the speedy publication of the recommendations of the Committee appointed to probe into the data of the number of unemployed in tea gardens and to devise means for their employment.

5. That the beneficial provisions of the Plantation Labour Rules and the Plantation Labour Act be enforced as early as possible and measures to construct pucca houses, to maintain proper stock of medicine, and to setup hospitals and to provide for doctors, nurses and pure drinking water and creches where these are not as yet made available, be undertaken.

6. That, measures be undertaken to amend the Maternity Act so that female workers completing 100 days' work before the child-birth, should be granted 12 weeks' leave and full allowance therefor and those females completing less than 100 days be allowed to enjoy the full leave and proportionate payment of the allowance.

7. That, measures to provide the workers with pension and gratuity after retirement and oldage be adopted.

8. That, measures to provide the workers and members of the staff with manufactured tea free of cost as monthly ration, be adopted.

9. That 1st. of May be declared as a holiday with pay for all workers and members of the staff to celebrate the "May day" in every year.

10. That, the practice of eviction in the tea gardens be abolished by legislation.

6. ON SURPLUS AND FALLOW LANDS IN THE TEA GARDENS.

This 11th. Conference of the Darjeeling District Chia Kaman Mazdur Union, demands that measures be undertaken to distribute surplus and fallow lands not falling within the definition of Plantation acreage, amongst the workers and their dependants to enable them to earn their livelihood and the cardamom fields and other vegetable-growing lands already under the occupation of workers, be acquired by the Govt. and the workers be recognised as raiyats.

7. NATIONALISATION OF TEA GARDENS.

This 11th. Conference of the Darjeeling District Chia Kaman Mazdur Union demands that tea gardens under the foreign Companies be nationalised and to abolish the managing Agency System and to regulate the auctions in Cochin and Calcutta as well as to abolish the Non-Indian Broker houses.

8. ON TRADE UNION AND DEMOCRATIC RIGHTS.

This 11th. Conference of the Darjeeling District Chia Kaman Mazdur Union held on the 8th. & 9th. June 1962 places the following demands on the Govt. :-

1. That the anti-peoples' acts, Ordinances such as Sections 107 and 151 Cr.P.C., Preventive Detention Act and West Bengal Security Act be repealed.
2. That the service Conduct Rules now imposed on the Govt. employees be amended and Trade Union and democratic rights be restored to them and the anti-working class provisions of Standing Orders now applicable in Tea Gardens and other establishments, be removed.
3. That the welfare provisions & Trade Union rights within the ambit of Industrial Disputes Act be granted to all the Govt. employees.
4. That the trade union leaders and workers be allowed to enter into the working peoples' villages and lines without any restraints whatsoever.
5. That recognition to Trade Unions be granted on the basis of secret votes by the workers.
6. That the discriminatory policy adopted towards A.I.T.U.C. and its affiliated bodies, must be removed.

7 This 11th. Conference of the Darjeeling District Chia Kaman Mazdur Union Calls upon all Workers irrespective of Trade Union affiliation and all employees in all establishments, Govt. or private, to forge unity for the fulfilment of the above demands.

9. AGAINST CONSPIRACY TO MURDER NURUL HUSSAIN.

This 11th. Conference of the Darjeeling District Chia Kaman Mazdur Union condemns the conspiracy to murder one worker named Nurul Hussain of M/S Jardin and Henderson Jute Mills Ltd. and demands that the police department of the Govt. of West Bengal should immediately take measures to unravel the root of this conspiracy and to place the culprits under arrest.

Even in this age, this wanton and daring attack on Nurul Hussain as conspired by the Capitalists, Calls upon the working-Class to be on their guard.

The conspiracy to murder Nurul Hussain is not an isolated attack on a single individual but is a great warning to the entire working class.

10. ON NEPALI LANGUAGE AND REGIONAL AUTONOMY.

This 11th. Conference of the Darjeeling District Chia Kaman Mazdur Union supports just demand of the people of Darjeeling for the introduction of Nepali as the official language in the hill areas and such other contiguous areas of the district of Darjeeling where the Nepali speaking people are in majority and calls upon the Govt. to undertake proper measures for its immediate implementation as mentioned above.

In order to implement this unanimous demand of the people of Darjeeling, this conference calls upon the Govt. to appoint a committee of Nepali scholars to prepare a vocabulary of Nepali words essential for administrative and Judicial purposes and immediate measures to use Dev-Nagri type writers in all Govt. departments combined with facilities to employees to learn Dev-Nagri typing, be adopted and as far as possible Nepali be used in all Govt. departments from now on.

The indifferent attitude of the Govt. to the people's demand has caused deep-rooted resentment among the people and as such the most indispensable duty of the Govt. is to find out a speedy solution for its implementation and this conference also unequivocally supports the long-standing demands of the people of Darjeeling hill area for Regional Autonomy.

11. ON INCREASED TAXES AND MOUNTING RISE OF THE PRICES OF COMMODITIES.

This 11th. Conference of the Darjeeling District Chia Kaman Mazdur Union while drawing the attention of the workers and the people to this mounting rise of prices of essential commodities aggravated by the imposition of increased taxes, calls upon the workers and the democratic people to launch on all embracing democratic movement against the rise of prices and the increased taxes. During the last six years, the prices of essential commodities have been mounting gradually and on the top of it, imposition of increased tax load on the people, has brought about a deplorable condition of the people.

But this increase is not accidental but is the out come of the failure of the Govt. to root out black Marketing and profiteering and so in the name of fulfilling the five-year plans, the Govt. have adopted this method of exploiting the common people.

So, in protest of the Govt. policy in this respect this Conference calls upon all the people to start a movement for the realisation of the following demands from the Govt.:-

1. That the prices of essential commodities be reduced and the tax load be curbed by asopting some fundamental measure to save the people from misery and poverty and the Govt. must fix reasonable prices of such essential commodities.
2. That the burden of indirect taxation be reduced.
3. That stringent measures be adopted against profiteers who have been increasing prices of essential commodities on the pretext of the increase of taxes.
4. That, measures for opening more M.R. shops for proper supply of rice in sufficient quantities be adopted and rice in sufficient quantity be stocked therein.
5. That the Govt. should undertake the trade for paddy and rice for the good of the people.
6. That, measures for selling different kinds of clothes at the prices fixed and marked on the seal of the clothes be adopted.
7. That the price of sugar be reduced.
8. That test relief works for providing employment to the unemployed and relief to the old persons be undertaken.
9. That the District Relief Committee be activised.

12. ON DIFFERENT DEMANDS OF THE PEOPLE OF DARJEELING.

This 11th. Conference of the Darjeeling District Chia Kaman Mazdur Union, while supporting the following different demands of the people of Darjeeling urges the Govt. of West Bengal to undertake measures for speedy implementation of the said demands :-

1. That, measures for the construction 'Dams' over the Teesta & the Balasun rivers for generation of electricity, be undertaken as soon as possible for the all round development and progress of the district of Darjeeling.
2. That, the forest-assets of this district be developed so that factories for manufacturing papers and paper pulp may be setup.
3. That, small scale industries for making small implements most essential for tea gardens, be setup.
4. That, to remove the scarcity of coal in this area, all possibilities for exploiting the available resources on both sides of the Teesta from the west of Pankhabari, be explored and measures be adopted accordingly.

5. That, proper attention to irrigation schemes in this district according to necessity be given to utilize the agricultural prospects in this area and measures to develop the productivity of vegetables and other crops in the plains of this district and the hill regions as well as to convert the plains of this district fit for two seasonal crops in a year and crop-yielding areas even in the months of winter, be adopted.

6. That, measures to develop the transport facilities by ~~inter~~ inter-connection of different roads in the district, be undertaken. The road from Siliguri via Mirik to Darjeeling sadar and that from Sombarehat within Kalimpong sub-division via Lava upto Algarah, be undertaken for speedy construction.

7. That an all-party advisory committee to help the Govt. by advice and suggestions to introduce plans and schemes to offer such facilities to tourists and travellers usually coming to this district as may attract them and to implement those schemes and plans, be adopted by the Govt.

8. That arrangement be made to maintain proper stock of medicines in Victoria hospital, Eden Sanatorium and other health Centres in this district and doctors and nurses be maintained in all such health centres.

9. That the representatives of drivers and mechanics be included as members in R.T.A. and route permits be given to drivers and Mechanics solely depending on the earnings of motor business.

10. That proper financial aid be given to Darjeeling Municipality (Sadar) and other Municipalities in the district to provide people with drinking water, electric lights and latrines, or in the alternative, the responsibility to provide people with drinking water, electric lights and latrines be taken charge of, by the Govt. itself.

11. That in order to remove the scarcity of drinking water in Darjeeling town and preserve huge quantity of drinking water, one more lake should be constructed for the said purposes.

12. That proper measures to solve the acute ~~problems~~ ~~problems~~ problems of scarcity of firewood and coal etc. in Darjeeling town, should be adopted.

13. That, measures to provide the Municipal employees in Darjeeling district with the same pay and D.A. as enjoyed by the Govt. employees, be undertaken.

14. That Merchantile employees as well as other wage-earners in other establishments in this district, be given 1½ days' leave with pay in a week and other necessary facilities be made available to them and one whole-time Inspector for the said purpose be appointed for this area.

We hope that the people of Darjeeling in one voice and tune be united to start a movement to realize these demands.

13. LAND REFORMS

This 11th. Conference of the Darjeeling District Chia Kaman Mazdur Union calls upon the Govt. to under take measures to amend the provisions of the existing Land Reforms Act to make available lands to the landless and poor-peasants thereby fulfilling the fundamentals of actual land reforms and it supports the movements of the Kishans in West Bengal and other parts of India.

14. WAGE STRUCTURE & INTERIM WAGE INCREASE.

This 11th. Conference of the Darjeeling District Chia Kaman Mazdur Union held on 8th., 9th., & 10th. June 1962 endorsed the Statements and demands made by the General Secretary, West Bengal Committee, All India Trade Union Congress and by the Secretary, Darjeeling District Chia Kaman Mazdur Union in their Memorandum submitted to the Central Wage Board ~~XXXXXXXXXXXX~~ for Tea Plantation Industry and urges upon the Wage Board to recommend the Wage Structure for tea plantation workers on the basis of need based minimum of the fair wages as recommended by the 15th. Labour Conference.

This Conference further urges upon the Wage Board to emphatically reiterate its former recommendation in respect of granting interim wage increase for the tea plantation workers in Assam and West Bengal and demands that the Govt. of India should accept and implement the recommendations of the Board without any further delay.

This Conference also calls upon the workers in tea plantations to raise their united voice for the immediate achievement of their legitimate demands in respect of interim wage increase.

DARJEELING DISTRICT CHIA KAMAN MAZDUR UNION

(REGD. NO. 2256)

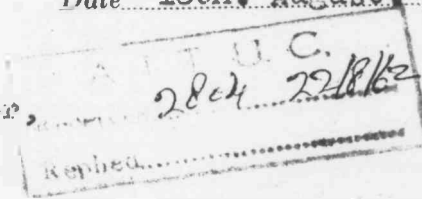
CHOWK BAZAR.
DARJEELING.

President — Ratanlal Brahma
Gen. Secretary — Ananda Prasad Patbak

Ref. No. TU/S-48/62/304 (i)

Date 18th. August, 1962.

The Assistant Labour Commissioner,
Government of West Bengal,
Ashutully House No. II,
DARJEELING.



Subject : Interference with the Trade Union activities
at Singell Tea Estate.

Dear Sir,

While drawing your kind attention to the Charge Sheet dt. 6th. August 1962 and the warning Notice dt. 7th. August 1962 served on Shri Kalay Mangar by the Manager, Singell Tea Estate with copies endorsed to you, I would like to mention here that the alleged charges are contrary to the trade union and fundamental rights of the workers. The alleged playing of a loud speaker took place on Sunday and not on any working day or during the working hours of the workers and it took place outside the factory premises and hence the question of obtaining prior permission for playing the loudspeaker does not arise at all and it shows that the management of this garden has deep rooted anti-trade union bias especially against this union.

Even, if the charge was limited to the playing of a loudspeaker, we could not ^{of course} subscribe ~~our~~ consent to such charges because, a worker, as a citizen of an Independent Country, can enjoy music, radio, harmonium, loudspeaker or go on in his house when he is not in duty. No-body has the right to interfere with his right of individual liberty. Similarly, a worker has the full right to ^{take} part in the trade union movement and in exercising this right if he allows to play loudspeakers from his house, it never comes under the purview of any offence.

As a matter of fact, the activities of this union is never liked by this management and several instances of interference with the trade union activities by this management were brought to the notice of the Labour Directorate from time to time.

You are, therefore, requested to intervene into the matter and do the needful to persuade the management to refrain from such anti-trade union activities in future. You are also requested to see that the Charges levelled against Sri Kalay Mangar and subsequent warning are set aside.

C.C. AITUC New Delhi.

BPTUC CALCUTTA.

Yours faithfully,

Alteah
Secretary.

Coorg District Estate Workers' Union

(AFFILIATED TO AITUC) REGD. NO. 238

160-C4, PIONEER ROAD,
MERCARA,
COORG.

No.216/62-63.

Date d 31st Aug, 1962.

To

The General Secretary,
All-India Trade Union Congress,
New-Delhi.

Dear Comrade,

Sub: Representation given to an
Unrepresentative Trade Union of
Plantation Labour, viz., Coorg
Plantation Mazdoor Sangh, in the
"Mysore State Labour Advisory Committee".

Enclosed herein copy of a letter addressed to The Minister for Labour, Government of Mysore, in the above matter. Only one AITUC representative has been nominated as a member of the Mysore State Labour Advisory Committee, out of 7 employees representatives. Coorg Plantation Mazdoor Sangh whose membership figures have been never verified and which falsely claims to have been affiliated to INTUC has been given a place in the State Labour Advisory Committee.

Please take up the above matter with the concerned authorities.

Yours fraternally,

B.N. Kuttappa
(B.N. Kuttappa) Secretary.

Coorg District Estate Workers' Union

(AFFILIATED TO AITUC) REGD. NO. 238

By Registered Post A.D.

160-C4, PIONEER ROAD,
MERCARA,
COORG.

No.214/62-63.

Date d 31st August 1962

To

The Minister for Labour,
Government of Mysore,
Bangalore.

Sir,

Sub: Representation given to an Unrepresentative
Trade Union of Plantation Labour, viz.,
Coorg Plantation Mazdoor Sangh, in the
'Mysore State Labour Advisory Committee.

We have to bring to your kind notice the following:-

1. From a news item in 'Deccan Herald', Bangalore, dated 29th August 1962, we learn, that the Government of Mysore has reconstituted the Mysore State Labour Advisory Committee for a period of one year from May 11, 1962, with Labour Minister as Chairman and with representatives of Government, Employers, Employees and Consumers to advise the Government on matters of broad principles of labour policy, industrial relations and labour legislation.
2. In the said Committee one among the seven representatives of employees is the President of the Coorg Plantation Mazdoor Sangh. The Government of Mysore might have given a place in the said Committee to the said Trade Union with a view to give representation to the workmen employed in the plantation industry in Mysore State. But the Coorg Plantation Mazdoor Sangh can not under any circumstances be considered as a representative Trade Union of Plantation Labour of any area or region in Mysore State. It came into existence only about an year ago and though its headquarters is supposed to be in Mercara it does not even have an Office at Mercara. Its membership figures have never been verified. Even though it is not affiliated to any All India Body it falsely claims to have been affiliated to INTUC. It is even doubtful whether it has ever submitted its annual returns to the Registrar of Trade Unions since its inception. The President of this Trade Union and its other office-bearers were formerly holding office in another Trade Union known as the Coorg Plantation Workers Union which had its registration cancelled ~~for~~ last year for not submitting its annual returns and immediately after the cancellation of its registration some of its office-bearers had another Trade Union registered with its name as the Coorg Plantation Mazdoor Sangh. To give representation to the President of such a Trade Union which can even be termed as a Bogus Organisation, without verifying its membership figures or its other functions, in an important and responsible body as the "Mysore State Labour Advisory Committee" is not proper, is not fair and is not justifiable.

Under the above circumstances, we beg to submit that the Government of Mysore may be pleased to cancel the representation given to the President of the Coorg Plantation Mazdoor Sangh in the State Labour Advisory Committee and be pleased to give representation to only ~~genuine~~ representatives of genuine

Trade Unions which are affiliated to one or the other All India Body and whose membership figures have been verified, in the State Labour Advisory Committee as well as in other Committees, Boards etc., that may be constituted by the Government.

Yours faithfully,

B.N. Kuttappa

(B.N. Kuttappa)
Secretary.

Copy submitted to:-

1. The Union Minister of Labour, New-Delhi. ✓
2. The General Secretary,
All-India Trade Union Congress, New-Delhi. ✓
3. The Commissioner of Labour in Mysore, Bangalore.

505/12/191
545/52/93

824

2807

1) Copy Dt. 3/12/40
2) K. R. W. O. -
M. S. -

2201
5508

Sept 8, 1962

Secretary,
Coorg Dt. Estate Workers Union,
Mercara

Dear Comrade,

Thank you for your letter of 31st August on the composition of the Mysore State Labour Advisory Committee. We have written to the Mysore Labour Minister drawing his attention to the verified figures of membership in the State and asking for reconstitution of the Committee.

For your information, we may add that the INTUC in its claims for 1961-62 has not included the Coorg Plantation Mazdoor Sangh but has claimed the Coorg Plantation Workers Union (the registration of which, you state, has been cancelled) and claimed a membership of 2000! We shall certainly be objecting to this claim of the INTUC.

We hope efforts will be made by your union to prove its claims in the current year's verification.

With greetings,

Yours fraternally,

(K.G.)
(K.G. Sriwastava)
Secretary

ZILLA CHA BAHAN WORKERS' UNION, JALPAIGURI?
Regd. No. 2785,
H .O. Mal, P.O. Mal,
Phone No, Mal 43.

Dated7.....Sept 62.

To
The.....General Secretary.....
.....A. I. T. V. C.....

DATE2.....
TIME

Sir,

In view of the fact that a joint conference was held at Jalpaiguri on the 5.9.62, on the Strike Not'ces and the wishes expressed by the Asstt. Labour Commissioner, Govt. of West Bengal and the Employers' representatives in the conference to defer the Strike for a Higher Level conference, expected to be held very soon, the strike scheduled to take place on 10th, 11th and 12th Sept' is hereby deferred.

This is for your information.

General Secretary
ZILLA CHA BAHAN WORKERS UNION
Jalpaiguri

CHAH MAZDOOR UNION,

Regd. No.—269

Affiliated to A. I. T. U. C.

MALOW ALI,
P. O. JORHAT

Ref. No. 60/517-25

A I T U C
Recd. 30/5/62 4/11/62

Date 26-0-62

To

The Labour Inspector, Golaghat.
The Labour Officer, Jorhat,
The Labour Commissioner, Shillong.

Sub :- Strike of Pathajan T.E. and non-implementation of terms conciliation etc.

Sir,

We have the honour to state that the management have not yet come to any settlement of the grievances of the workers and harassed the striking workers.

It is reported that in absence of male union members the female union workers are being asked to vacate the quarter. It seems to be unjust and illegal.

I fervently request you to do the needful and intimate the other concerns so that they are not harassed. May I request you to inform the police and others to give proper protection to those innocent peaceful striking workers from being harassed in such way.

Expecting an early favourable response.

Yours faithfully,

Rajendra Kumar
General Secretary,
C.M.U.

Copy to :

The Labour Minister, Assam,
Shillong.

The Secretary Govt. of Assam, Lab. Dept.,
Shillong.

The Secretary State Implementation and Evaluation Committee,
Shillong.

The General Secretary A.I.T.U.C. 4 Anika Road, New Bally
for favour of information and action.

DARJEELING DISTRICT CHIA KAMAN MAZDUR UNION

(REGD. NO. 2256)

President — Retamal Brahma
Gen. Secretary — Ananda Prasad Pathak

CHOWK BAZAR.
DARJEELING.

Ref. No. TU/

Date 9th. May 1962 ~~195~~

For favour of Publication.

MAY DAY CELEBRATION IN DARJEELING.

May-Day Celebration week in tea gardens in Darjeeling Hills is over ~~to-day~~. The workers celebrated the May-Day in a festival-like manner. On 1st. May workers in Risheehat, Bloomfield, Ambick, Mission Hill and several other tea estates observed holiday inspite of managements' refusal to grant holiday with wages.

Red flags were hoisted in the top of every house in tea gardens and the halls where available were decorated with multi-coloured papers and red flags for performing drama, dance etc. Songs were sang paying tribute to martyrs and signifying the importances of May Day.

Public meetings were held in different tea gardens, slogan given by the A.I.T.U.C were reiterated the workers took the vow to fulfil the task shouldered by them. Tea-parties were organised in several tea gardens and sweets were distributed to the children.

Several lights were lit in the night in the huts of the workers as if they were performing Diwali.

The May Day Celebration has infused new enthusiasm among the workers, it has helped in strengthening their organisation.

Abatank

Secretary

Darjeeling District Chia Kaman Mazdur Union.

To

The Editor, J. W. R., New Delhi

(276)

A. I. T. U. C.
Received...
Replied.....

S T R I K E N O T I C E .

COPY OF THE RESOLUTION PASSED AT THE MEETING OF THE EXECUTIVE COMMITTEE, Z.C.B.W.U., HELD ON 26TH AUG'1962 AT MAL. THE CHAIR TAKEN BY SRI SUBODH SEN, M.L.C. VICE-PRESIDENT.

5. Workers ~~XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX~~

1. This meeting of the Executive Committee of the Zilla Chak Bagan Workers' Union, views with grave concern, the unhelpful attitude of the Employers, to the most burning and reasonable demands of the workers placed before them by the Resolution of the Executive Committee of the Union Dated 12th Aug'62, copies of which were sent to all proper authorities concerned.

2. This meeting of the Executive Committee of Z.C.B.W.U. therefore feels it of painful necessity, as a last resort to direct its members to resort to a token strike for three days only from the 10th Sept'1962 to achieve the following demands.

3. This meeting authorises the General Secretary to issue Notices of strike as resolved to all authorities concerned.

D E M A N D S .

1. unemployed relations of the workers living with them in the same family should be given employment.

2. The system of so called "Average-Thicca" in plucking should be abolished. "Thicca" should be declared before the day's work begins. The work-load should be so fixed as will enable a worker to earn extra-leaf pice over and above the "Haziri-Doubli" wages.

3. The welfare provisions of the P.L.A. should be enforced immediately.

Received
Refused

4. Standing Orders of the D.B.I.T.A. and I.T.P.A. should be revised.

5. Full wages should be payable to the employees in case of sick-leave.

6. Workers and sub-staff should be entitled to at least 12 day's casual leave in a calendar year.

7. Earned-leaves should be enjoyed by the workers according to their necessity and not in the shape of management's declaring a closure of the garden or a division of the garden for a specified period.

8. No introduction of contract-labour, except such work for which labour is not available in the garden.

9. All workers, retrenched, dismissed or discharged be allowed as maintenance allowance, half of the cash pay and other emoluments full in kind, during the conciliation proceedings including adjudication, arbitration, till the final disposal of the case.

DEMANDS

1. Unemployed relatives of the Office of the Zilla Cha Bagan Workers' Union, Jalpaiguri, West Bengal.

2. The system called Regd. No. 2785, should be abolished. H.O. Sramik Bhabwan, Mal, Jalpaiguri.

Dated Mal, Bazar, 16 Aug '62

Copy as above, forwarded to the Secretary, A.I.T.U. for information and for favour of taking necessary action.

Recd. Prasad Ghose
General Secretary, 26/8/62

ZILLA CHA-BAGAN WORKERS UNION,
JALPAIGURI.
Regd No. 2785.

Head Office :- Mal Bazar, Jalpaiguri.

(W. Bengal)

MA
1962

KERALA PLANTATION LABOUR FEDERATION (A.I.T.U.C.)

P. B. No. 112, TRIVANDRUM-1.

Phone: 2622

GRATUITY SCHEME FOR THE PLANTATION INDUSTRY IN KERALA

1. Gratuity shall be payable to all employees in the plantations who have completed ten years or more of continuous service at the rate of fifteen days' wages based on the last drawn wage-rate immediately preceding the date on which gratuity becomes payable, for every year of service, subject to a maximum of 12 months' wages.
2. Gratuity shall be payable to a workman at the above rate;
 - (a) at the time of his voluntary retirement after the qualifying period or super-annuation on attaining the age of 58 years, or
 - (b) on his retirement after one year of service on account of permanent total disablement due to accident or disease.
3. Gratuity shall also be payable at the above rate to the nominee of the workman, or in the absence of a nominee, to the legal heirs of the workman, who has completed one year of service on his death while in service.
4. If a dispute arises regarding claim for payment of gratuity to a workman who has been dismissed for misconduct, such disputes shall be referred to the Labour Court having jurisdiction for a decision.
5. For avoiding likelihood of a large number of workers simultaneously seeking payment of gratuity, payment of gratuity shall be limited to five per cent, of the total number of employees in an estate in any calendar year; the order of priority will be for people with longer service.
6. This gratuity scheme shall not apply to estates which are outside the purview of the Plantation Labour Act.
7. No deposit or funding shall be required to be made with Govt. or with any other agency on account of workers' entitlement to gratuity, during the period of this agreement.
8. This agreement will be null and void when statutory provision is made for the payment of gratuity.
9. This scheme shall apply to the whole of Kerala State, subject to the following:-

This agreement will supersede any scheme of gratuity in force in the T-C area. As far as the Malabar area is concerned, this scheme will ~~only~~ apply only to workers who have not completed 24 years of service on the date of this agreement. The qualifying period for eligibility of gratuity will be the same for all employees.

Signed on the 9th February, 1962 at Kottayam in the presence of the Labour Commissioner, Kerala.

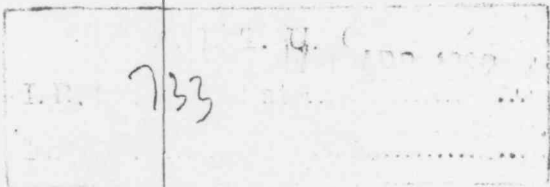
Signatories:- Representing employers:- Shri. M.M. Varghese, M.K. Kuriakose, P.A. Mathew, and K.V. Thomas.

Representing workmen:- Shri. B.K. Nair, K.Karunakaran, A.V.Radthagopi Menon, Prakkulam Bhasi, P.Balachandra Menon and A.Subbiah.

-/ true copy /-

Gen. Secretary.

KERALA PLANTATION LABOUR
FEDERATION (A.I.T.U.C.)
P.B.No: 112, TRIVANDRUM-1.

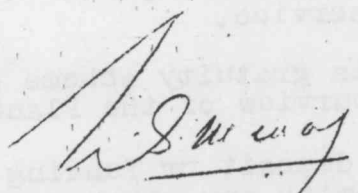


കേരള കർഷകർക്ക് പ്രയോജനപ്പെടുമ്പോൾ പ്രാദേശികമായി
നിയമിച്ച കർഷകർക്ക് കേരള കർഷകർക്ക് ഉപയോഗപ്പെടുമ്പോൾ
നിയമിച്ച കർഷകർക്ക്.

അറിയിപ്പ്:-

ഇനം 15-ാം നമ്പർ ഓർഡറിലെ 11-ാം വകുപ്പിൽ
കർഷകർക്ക് ഉപയോഗപ്പെടുമ്പോൾ കർഷകർക്ക്
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കർഷകർക്ക്
3/3/1962

for 

KERALA PLANTATION LABOUR
FEDERATION (A. I. T. U. C.)
P.B.No: 112, TRIVANDRUM-1.

For J.A.R.

W 15 File 218

EVIDENCE GIVEN BY THE SECRETARY, DARJEELING DISTRICT CHIA KAMAN MAZDUR UNION (AFFILIATED TO THE A.I.T.U.C.) BEFORE THE CENTRAL WAGE BOARD FOR TEA PLANTATION INDUSTRY DURING ITS SESSION AT DARJEELING FROM 2ND MAY 1962

At the very outset, I would like to recall the attention of the Board to the detailed reply to the Questionnaire submitted by the General Secretary, West Bengal Committee of the All India Trade Union Congress to which our Union is affiliated and request the Board to record my evidence in support of the said reply and the observations and demands made therein. I, therefore, don't want to go on dealing with all the general problems but I merely want to substantiate them on the basis of the condition prevailing in the hill areas of the district of Darjeeling.

History of Wage Fixation :

The history of wage fixation for the tea plantation workers of the hill areas of the district of Darjeeling is full of injustices from the very beginning. ^{were first} ~~The first~~ Minimum Wages ^{by a} ~~was~~ fixed by the Govt. of West Bengal in the year 1951 on the recommendations made by the Modok Committee. Accordingly the wages of Tea Workers in the hill areas was fixed as follows ~~vide Govt. of West Bengal~~ ^{by a} Labour Department Notification No.5559-Lab/2W-5/51 dated the ~~5th~~ ⁵ September 1951 :

In Tea Gardens :

	Basic rate	Cost of living allowance	Total
Male Adult	-/8/-	-/7/-	-/15/-
Female Adult and Adolescent	-/7/-	-/7/-	-/14 /-
Employable Child	-/4/-	-/4/-	-/ 8/-

In the Factory :

Male Adult	-/9/-	-/7/-	1/-
Female Adult & Adolescent	-/8/-	-/7/-	-/15/-
Employable Child	-/5/-	-/4/-	-/9/-

This rate was not only below the requirements admitted by the Committee itself, but it was also lower than that of the Dooars and Terai Tea Gardens ~~of the same State~~ ⁱⁿ West Bengal.

The Committee calculated and found Rs.1.164 ~~to be~~ ^{as} Rs.2.85 as the net daily cash income required by each adult male worker, but on the plea of "special circumstances prevailing in Darjeeling" the Committee made the above recommendations by reducing 3as. 9p. per day per adult.

~~This was the first~~ P.T.O

P.T.O

10/11

9/9
22/11

8/9
11

~~This was the first act of injustice done to the tea workers of Darjeeling Hill Areas.~~

Secondly, this very Committee fixed the wages for the workers of tea plantations in Dooars and Terai at the same time at the rate of Rs.1/3/- per adult male worker per day and thus the wages of tea workers in Darjeeling Hills ~~was~~ ^{were} reduced by 4 ~~rs.~~ ^{annas} more. Similar was the fate of the Clerical and other monthly rated staff.

~~This was the second act of injustice done to the tea workers and employees of Darjeeling Hill Tea Gardens.~~

After imposing these acts of injustices, the Modok Committee, however, unanimously recommended that the Government should "appoint an Advisory Committee under Section 6 of the Minimum Wages Act to examine the question of fixation of minimum wages for Darjeeling in greater detail than is possible for this Committee in the time at its disposal, to ascertain whether the financial position of the tea estates in Darjeeling will make it possible for them to pay the wages recommended or wages more closely approaching the wages required." But this recommendation was never implemented.

From the above observation of the Modok Committee it is obvious that the wages for the workers in Darjeeling Hill areas were not fixed on the basis of the minimum necessities. Thus the very purpose of the Minimum Wages Act in fixing the Minimum Wages was defeated.

The ^{Modok} ~~above~~ Committee has also admitted that the average expenditure per family per week was higher on all items in Darjeeling than ~~that~~ of Dooars and Terai and the size of the family in adult units was also bigger than those in Dooars and Terai. Besides this, the number of dependants per adult earner was also bigger than that of Dooars and Terai (e.g. Dooars - 1.443; Terai - 1.467; Darjeeling - 1.634).

But inspite of all these facts, the Modok Committee fixed the wages for Darjeeling Hill Workers lower than that of Dooars ^{and} Terai.

Wage-cut on the plea of crisis :

Even before the ink of unjust recommendations of the Modok Committee ~~was~~ ^{has} dried up, the newly constituted Minimum Wages Advisory Committee, ~~vide Govt. of West Bengal,~~ ^{by the} Labour Department Notification No.5480/Lab/G/2W-35/52 dated the ~~14th~~ ¹⁴ November 1952, came forward with the recommendation of Wage-cut of tea workers by withdrawing the ~~.....~~ P.T.O.

withdrawing the concessional rate of rationed foodgrains supplied to the tea workers and accordingly the Government of West Bengal issued Notification declaring that the price at which (i.e. Rs.8/- per maund) rationed foodgrains were being supplied by the managements to tea garden workers and their dependants in the hill areas of the Darjeeling District will now be Rs.17/8/- per maund for foodgrains earned on account of work with effect from 1.1.1953. Accordingly a drastic wage cut was resorted to ~~and each adult worker had to sustain a loss of -13/1p. per day and Rs.1/5/7p. per week.~~
~~This was the third act of injustice done to the workers of tea gardens in Darjeeling Hill areas.~~

The subsequent fixation of wages was the result of conversion of the supply of ration at concessional rate into cash but there was no increase of wages of tea workers and even in the course of cash conversion, the wages of Darjeeling Hill Areas have been reduced.

The above wage-cut was resorted to on the plea of crisis in tea industry. But it is surprising enough to note that immediately after the above wage cut and closure of a number of tea garden, the price of tea in export began to go up and the year 1954 was treated as the ~~Export~~ Bumper Year in the history of tea. ^{Trade} We are at loss to understand as to how the price of tea goes up when there is wage cut. Whenever there is slight periodical change in the price of tea in the market, the employers always make hue and cry and attack ~~at~~ the wages of the workers, reduce the working day and close down the gardens and call the workers to make more sacrifice. ~~This is a very peculiar attitude of the employers in tea industry.~~

Persistent agitation for wages at par with Dooars & Terai :

Since the very inception of the fixation of the Minimum Wages the tea workers, their organisations and their representatives in different committees have persistently been agitating for bringing the wages of tea workers in Darjeeling Hill Areas at par with the wages of the workers in Dooars and Terai.

The demand was made more emphatically during the last and final meetings of the Minimum Wages (Tea Plantation) Advisory Committee held on 21st., 22nd. and 23rd. September 1959, but unfortunately the Committee, inspite of our repeated demands, failed to undo the injustice done towards the workers of Darjeeling Hill Areas ... P.T.O.

Darjeeling Hill Areas. Moreover, instead of bridging over or narrowing down the gap, the latest Government Notification No. 53311 DW/DW/2W-64/59 dated the 28th September 1959 further widened the gap between the wages of Darjeeling and Dooars-Terai Tea workers from 25 nP. to 39 nP.

We, therefore, humbly submit that the Board should take the proper initiative to undo this injustice.

The tea workers in Darjeeling Hill areas are the lowest paid of all industries in the State, nay, they are the lowest paid even in the same industry (Plantation) in the same State, not to speak of other States. This has adversely affected the psychology of the workers and in such state of affairs, the industrial relations too is bound to be affected as observed by the Plantation Enquiry Committee in its report published in 1956, in whose view "minimum wages should be the same in all States unless they varied on account of difference in cost of living."

Cost of living high :

The cost of living is much higher in Darjeeling than other places. The cost of every essential things is going up and due to increasing indirect taxes the purchasing power of the workers is progressively diminishing.

But inspite of this glaring fact the workers in Darjeeling Hill areas are being paid less.

The existing Dearness Allowance is not really linked up with the cost of living index. According to the prevailing system a rise in D.A. per point in the Consumers' Price Index number by 2nP should have taken place. But it is never implemented.

Cost of living index (Combined & General) :

(Base : Year 1948 = 100).

(Last increment of wages in Sept. 1959 when cost of living index was 111).

	<u>Index.</u>	<u>Reference.</u>
1959 (June) ...	111	Calcutta Gazette of 10.9.59.
1959 (Oct.) ...	117	Labour Gazette December 1960
1960 (June) ...	120	Labour Gazette November 1960
1960 (Oct.) ...	119	Labour Gazette December 1960
1960 (May) ...	117	Labour Gazette August 1961
		Although P.T.O.

Although the figure of Cost of Living Index may not be accurate due to changes of weightage after cash conversion and although we are not satisfied with the present system of arriving at the Cost of Living Index for the reasons stated herein ~~xxxxx~~ below, even then the index is on rising since 1959 (when the last increment was given in the wages of tea workers).

Interim increment demanded :

In spite of all these facts it is regretted that the Govt. has not been able to implement the recommendation of this Wage Board for an interim increment on the plea of employers' opposition. This is over due and I request the Board to reiterate the same more emphatically in this session and it is hoped that the Board would do its best to prevail upon the employers the urgency and necessity of implementing the said recommendation with a view to help the workers to tide over the growing burden of high prices in the cost of living and maintain industrial peace.

Harder condition of work in Darjeeling :

Due to peculiar topographical position of the tea gardens in the hill areas of the district of Darjeeling, the workers have to labour hard in performing their duties and fulfilling their task and moreover, due to special climatic condition they have to spend more on everything, especially on Clothing, Fuel, Footwears, foodings etc., but these factors have never been considered in fixing wages so long.

Contention of the industry : Low yield, lower profit :

The main contention of the industry in asking for lower wages for the workers in Hill areas is the plea of low yield per acre in the hills. But if we examine the production per acre together with the price per lb. of tea and also employment per acre it can conclusively proved that the condition of the industry in Darjeeling Hill areas is not so bad as employers want us to believe. Moreover, it must also be taken into consideration that the General charges of the companies in the hills is highest (42%) compared to any plantation area in the country. This is the finding of the Plantation Enquiry Committee which recommended for drastic reduction in General Charges. So if the cost of production is to be reduced the recommendation of the Plantation Enquiry Committee should be implemented. The Committee recommended, ".... under the head 'General Charges' there is room for reduction of cost

by

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by decreasing the remuneration paid to Managing Agents and Secretaries, by abolishing the commission paid to Managers etc." (Page 103.)

Profit of tea companies :

The employers always raise the plea of low profit. Although the higher or lower profit cannot be a factor for determining the wages yet we shall prove that the profit of tea companies is not lower as the employers want us to believe. In order to show more profit in Balance Sheet, it is necessary to reduce the General Charges and other unnecessary expenses as stated hereinabove. But even inspite of high General Charges etc., we find that many Companies have earned substantial profit in 1956, 1957 and 1958 and we can definitely say that the profit figure would go up more in subsequent years. We give below a few instances :

Company's name.	Year -	Net Profit.			
		1954	1955	1956	1957
1. British Darjeeling	£	34814	13755	34198	35178
2. Darjeeling Co.	£	52429	12900	19908	19777
3. Lebong Tea Co.	£	41731	21938	22402	18550
4. Longview	Rs.	643427	119590	148393	110964
5. Margaret's Hope	Rs.	340503	16595	108838	58355
6. Nagri Farm	Rs.	397259	47376	243643	103350
7. Singtom	Rs.	273169	49211	91880	85601
8. Som	Rs.	309985	121791	224799	161650
9. Sungma	Rs.	422623	35421	229012	174808
10. Teesta Valley	Rs.	373891	109091	223179	66553

From the above Profit ~~figures~~ and Loss figures the Industry's position in Darjeeling Hills does not seem to be so bad as not to be able to pay the equal rate of minimum wages and also the needbased minimum of fair wages that may be fixed by the Board.

Moreover the total Gross Profit from 1951 - 1955 as percentage of Capital employed in 750 Companies (all industries) was only 9.2 whereas the percentage of 113 tea companies was as high as 16.9, the highest of all industries. Again in 1956 while the average gross profit as percentage of Capital employed in 1001 Companies of all industries was 9.6, but that of 167 tea companies was 14.6 .

The position in respect of years following 1955 is as follows

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	1956	1957	1958
1001 Companies (all industries) %	9.5	8.8	9.0
167 Tea Companies %	16.1	10.8	10.4

(Source : The Reserve Bank Bulletin of Sep.1960.)

The dividend paid by tea industry is highest of all other organised industries in India.

We, therefore, consider that in determining the needbased minimum ~~wages~~ of a fair wages the so-called 'Capacity of the Industry to pay' should not come. The wages must have the priority. The Tea industry is prosperous enough in all respect to pay the minimum of fair wages. If fair wages is paid it will have its effect on the productivity too.

Yield per acre :

No re. the yield per acre : Although the yield per acre in the hills is lower than that of Dooars and Terai, the high price of the hill tea estate almost compensates the lower yield as shown below :

1. Area.	2. Acreage.	3. Production in 1958 (I) Total (II) Per acre lbs.	4. Price per lb. Rs. nP.	5. Total Coll- ection in price per acre yield. Rs. nP.	
Darjeeling	40950.21	16700000	408	3.29	1542.32
Terai	21615.93	18600000	860	1.82	1565.22
Dooars	134164.45	134400000	1001	1.87	1871.87

	Per hecter.	Export price per Kg.
Darjeeling in 1959	451 Kg.	1958-59 Rs.7.24nP.
Terai	1057 "	" " Rs.4.00 "
Dooars	1149 "	" " Rs.4.11 "

Hence, the fixation of lower rate of wages on the plea of lower production does not justify.

Better Marker for Darjeeling Tea :

The Darjeeling Tea is most famous in the world and most of the foreign buyers always want to have Darjeeling Tea because of its quality. Hence the market for Darjeeling Tea is still brighter and uncompetitable and if this quality is to be maintained and improved, the condition of tea workers be improved first.

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Tax Relief :

In order to encourage more export of Darjeeling Hill Tea the Government of India has occasionally reduced the export and excise duty on tea. This has also rendered substantial help to the industry. This fact is also to be taken into consideration.

Denial of Minimum Wages :

But inspite of all these factors, the workers have been betrayed in all respect and even the unsatisfactorily fixed minimum wages have been denied by various methods. Work load is increasing, new methods of wage cut are being adopted, employment is shrinking and the number of dependants per work is growing.

The Thicka in plucking has been increased due to the change in plucking method. Now-a-days, almost all the gardens are insisting on fine plucking, but the quantum of work (thicka) is the same as before (when there was coarse plucking), nay, in many garden it has been increased. For this increased task the workers have to bear more physical and skilled strains and devote much time in completing task allotted to them. Moreover, now-a-days various types of 'Average System' in plucking have been introduced and as a result of which 50% to 80% of the pluckers fail to earn the minimum wages even during the plucking season in many gardens, for example : Singell Tea Estate, Thurboo Tea Estate, Pashok Tea Estate Poobong Tea Estate etc.

Due to change in the system of plucking and introduction of new methods the workers in many gardens never get the opportunity to earn the extra leaf-pice which they were earning before.

In cultivation works also the task rate have been increased and consequently the workers fail to earn the minimum wages, for example :

Sl.No.	Garden.	Nature of work.	1957	1958	1959
1.	Marybong ...	Light Pruning	-	60 Tongs	70 Tongs
2.	Singla ...	Thullying	5 Tongs	14 "	16 "
3.	Singbulli ...	Heavy Pruning	5 "	5 "	6 "
4.	Mundakottee ...	Skiffing	12 "	12 "	25 "
5.	Nagri ...	Pruning	10 "	12 "	12 "
6.	Pussimbing ...	Thullying	12 "	18 "	21 "
7.	Mission Hill...	" (female)	100 Bushes	120 Bush.	200 Bush

Besides this, the workers are asked to fulfil two conditions simultaneously for earning the minimum wages, e.g. Compulsory 8 Hours' work plus fulfilling the task fixed for the day. In the event of P.T.O.

In the event of failure to fulfil any of these conditions the workers are deprived of their wages even if they work ~~sixxxx~~ for 8 hours. ~~ex~~ Moreover, on the plea of pro-rata, drastic wage cut is resorted to and thus the minimum wages also have never been properly paid in tea gardens. We request the Board to give its thoughtful consideration to this problem and recommend some practical solution to do away this practice of pro-rata.

Shrinkage of Employment :

The number of permanent workers are being gradually decreasing and the employment is shrinking and thus more work load is being imposed on the shoulders of the workers as can be seen from the following few instances :

Garden.	Year -	No. of workers.			
		1957	1958	1959	1960
1. Jaysree Tea Co. (Risheehat T.E.)					
Male Adult	...	131	123	127	119
Female Adult	...	296	268	255	251
Employable child	...	27	26	10	5
2. Samabong Tea Estate :					
Male Adult	...	70	70	65	60
Female Adult	...	120	100	96	n.a.
Employable Child	...	60	30	18	18
3. Mission Hill Tea Estate :					
Male Adult	...	130	119	119	n.a.
Female Adult	...	155	149	151	151
Employable child	...	18	18	18	18
4. Valej Valley Tea Estate :					
Male Adult	...	162	162	158	158
Female Adult	...	357	344	327	332
Employable child	...	58	67	65	65
5. Chongthong Tea Estate :					
Male Adult	...	360	330	320	300
Female Adult	...	950	920	900	726
Employable Child	...	250	230	150	150
6. Oaks Tea Estate :					
Male Adult	...	52	52	52	52
Female Adult	...	160	155	145	145
Employable child	...	18	8	4	6
7. Bloomfield Tea Estate :					
Male Adult	...	149	137	132	n.a.
Female Adult	...	247	247	247	"
Employable Child	...	40	27	27	"

(n.a. - not available).

Inspite of gradual increment in acreage under tea, the number of workers is gradually decreasing.

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According to the Reports of an enquiry sponsored by the Minimum Wages (Tea Plantation) Advisory Committee for the hill areas of the district of Darjeeling submitted by its Secretary on 15.9.1959 the employment position was as follows :

	1954	1955	1956
Employment per a-acre	0.97	0.94	0.92
Production per acre	452 lbs.	457 lbs.	479 lbs.

Bigha & Temporary Workers :

As stated above work load is increasing, number of permanent workers is decreasing, production is increasing but the employment per acre is decreasing and to cope with the increasing work Bigha and Temporary workers are engaged by the managements. In some gardens, such temporary workers are engaged throughout the year with an interval of one week just before the completion of six months' service with a view to avoid the embarrassment of the standing Orders. This proves that there is need of permanent workers, but the management want to avoid their obligations towards the workers by keeping them temporary and thus imposing work load on the permanent workers and denying permanent employment to their dependants. Bigha and temporary workers do not get any statutory benefit or facility excepting the meagre wages fixed whimsically by the management.

Dependant per adult earner :

While the production has been increasing, price of tea and also the profit has been increasing, employment is going down and at the same time the dependants per earner per family has been on increase according to the Report of the Secretary of the above Committee :

	Dependant per earner.
According to the Modok Committee	1.634 in 1951
According to the above report	1.745 in 1956

Although we have always challenged the present method of ascertaining the number of the dependants yet the above figures show that the number of the dependants per earner is gradually increasing.

It is hoped that the Wage Board would certainly consider the principle of 3 consumption units per wage earner to undo the injustice done so long.

Implementation of the Plantation Labour Act :

The employers always say that the tea workers are well paid and well placed. But if we take the example of this much publicised paradise created by the employers, we still find that the workers in many gardens have to live in in leaking huts unfit for human habitation. For example I

mention the nameP.T.O.

I mention the name of the some gardens : Pandam, Mission Hill, Chamong, Pussimbing, Mondakotee, Sepoydhur, Sivitar, Liza Hill, Balasun Nahore, Bloomfield, Singtom etc. etc. I, therefore, request the Board to kindly arrange to visit some of the gardens and see the thing by itself.

The Plantation Housing Scheme is not properly implemented and every year the workers agitate for the proper housing.

In many gardens there is scarcity of drinking water and the workers badly suffer especially during the dry season.

In spite of many good provisions in the Plantation Labour Act in respect of Medical facilities, the workers in many gardens do not get the medicines even of the primary nature from the garden. Now-a-days in many garden there is neither qualified doctor, nor compounder nor Nurse and ordinary lay men having no elementary knowledge of the medical science ~~max~~ have been entrusted with the work of medical department.

Due to malnutrition, insufficient clothing, bad housing condition, over strain of work, there is the high incidence of tuberculosis in tea gardens and there is no adequate and proper arrangement for providing medical treatment to such patients.

When the condition of these most essential requirements is such what to speak of other provisions of the Plantation Labour Act in respect of creches, clubs, canteens etc. etc.

Service condition, gratuity, pension etc. :

There is no specific service condition for the workers and employees in tea gardens which ensures the safeguard of their service and provide pension / gratuity etc. for them at the time of old age.

The existing Standing Orders was certified in the year 1956 which brought some change. But it is still suffering from many drawbacks.

The practice of evicting entire family members in the event of dismissal of the head of family is still existing and all the measures adopted by the Government to do away with this practice has not satisfactorily solved the problem.

There is no specific scheme for providing gratuity and/or pension. Some discussions took place between the Govt., Employers' Association and the workers' Organisations re. introduction of the scheme of retiral benefit but nothing tangible could come out as yet.

The Provident fund Scheme P.T.O.

The Provident Fund Scheme was introduced with effect from May, 1957. This Scheme may provide benefits to younger workers at last but for the olders it does not provide much benefit.

Hence the Board is requested to consider the question of gratuity and/or pension also.

Certain other problems :

While classifying the different types of workers the Wage Board should also consider the following proposals :

1. At present the tea makers are classified as Factory workers and are paid 5 NP. more than that of garden workers. In some tea gardens they are called monthly rated workers. But the question is not that whether they should be called " daily rated workers " or "monthly rated staffs". The question is that whether they should not be called as " Technical or Skilled workers". Because on their skill and work and technic of manufacturing depends the preparation of quality tea. Of course, skillful and proper plucking is also one of the factors for producing quality tea. Hence the tea makers' place in manufacturing quality tea should be considered sympathetically. We suggest that they should be treated as " Technical or Skilled Workers " and they should be paid properly and accordingly.

2. According to the existing scheme of the Darjeeling Branch Indian Tea Association, the subordinate Staff like Chowkidars, Duffadars, Kamdaries, Chaprasies and Baidars are classified as non-incremental monthly rated staff. This is very discriminatory policy. These types of employees neither get any overtime wages inspite of longer period of work nor they have been provided with any other special facilities.

Hence we suggest that these types of employees be classified as incremental monthly rated staff based on grade, scale and promotion.

Similarly, while fixing the salary of other clerical and superior staffs, the principle of grade, scale and promotion be properly considered.

3. The present practice of fixing the norm of plucking and other task should be changed and the Board should formulate scientific principle for time scale wages.

WAGE STRUCTURE :

1. Now in concluding my evidence, I request the Board to work out the norms of Wage Structure based on the principle of needbased minimum wages asP.T.O.

principle of needbased minimum wages as recommended by the Fifteenth Indian Labour Conference on the basis of 1960 cost of the living index. Details has already been furnished in the Reply to the Questionnaire submitted by Sri Monoranjan Roy, General Secretary, West Bengal Committee A.I.T.U.C.

2. The principle of 3 consumption units per adult worker should be adopted.

3. Twentyfive percent of the total wages so fixed should constitute the Dearness Allowance and be linked up with cost of living index. Any rise in the cost of living index should be fully compensated with 100% neutralisation at the rate of 20 NP. per point of rise in cost of living index.

4. A high cost allowance over ~~xxx~~^{and} above the Dearness Allowance should be provided for the clerical, medical and other subordinate staff.

5. The present unsatisfactory system of arriving at the cost of living index for plantation area should be changed in view of the changes that took place on the weightage on different items of expenditure since its introduction. (As the pattern of expenditure has been changed, the Govt. of India also proposed to hold an enquiry into the family budget of the Plantation Workers.)

6. While fixing the wages for the workers of Darjeeling Hill areas the abnormal climatic condition necessitating better clothing, better food, higher expenditure on fuel etc. should also be taken into consideration.

7. Equal wages be fixed for the male and female for equal and similar nature of work.

Conclusion :

The most reasonable demands as setforth hereinabove should not be ignored on the plea of low yield, low profit and so on.

The above demands are based on the principle of needbased minimum wages and if it is paid the efficiency of the workers would be preserved and improved and consequently it helps to improve the production and quality of tea and it also encourages the workers for wider co-operation for higher and better production.

If the tea industry is to be preserved, the employers should change its attitude, recognise the Unions and undertake the phased programme of replanting the old bushes, improve the soil by implying improved fertilizers and manuring. The Plantation Enquiry Committee has observed that 74% of tea bushes were planted before 1900 especially in Darjeeling.

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