

23 MAY 1959

~~Mill Kamadar Union, Paravadi,~~

261
Mill Kamadar Union, Paravadi,

Vadava, Bhavanagar.

Date. 14th May 1959.

To,

Chief Minister, State of Bombay, Bombay.

2. Home Minister, State of Bombay, Bombay.

3. Labour Minister, State of Bombay, Bombay.

4. Collector, Gohilwad District, Bhavanagar.

5. District Labour Officer, Bhavanagar.

6. Asst. Labour Commissioner, Rajkot.

7. Asst. Labour Commissioner, Ahmadabad.

Leader of Opposition, BZ'bay Legislature upper &

Lower House.

9. Press

10. A.I.T.U.C.

11. M.T.U.C.

12. Provident Fund Commissioner, Ahmadabad.

Sirs,

This is to inform you that since the silk mills The Bhavanagar Rayon Mills Ltd. running at Bhavanagar closed on & from 8th March 1959, 160 workers and almost 800 lives dependent upon their earnings have lost the source of their livelihood.

Thereafter, despite the fact that attention of govt. has been drawn to that fact repeatedly, no heed is paid to it, with the result that the said mills' backdoor efforts to press compulsory reticalization scheme derive strength, because of the continued helplessness of workers.

Not only that, but the mills have been behaving in a way whereby even the final payment of provident fund accumulation is delayed, with the result that

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workers are indirectly prevented from getting jobs elsewhere .

Compelled by such a situation of helplessness , workers have now decided to launch a movement and have given 15 days notice to the govt. by a resolution .

For your convenience and ready reference the the copy of said resolution is enclosed herewith . It is therefore requested to your honours to do everything possible to solve the issue earliest.

Subodh Mehta

Subodh Mehta

General Secretary,

Mill Kamadgar Union.

Panavadi, Vadava, Bhavanagar.

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RESOLUTION

This meeting of the workers of the Bhavnagar Rayon Mills Ltd., Bhavnagar, held under the auspices of the Mill Kamadar Union (red/ flag), emphatically believes that:-

As the owners while closing the mills from 8th march 1959. have not given any cause for doing so and despite clear request by the union to give the reasons for closure, owners have not heeded, and, as back-door efforts by the mills to run four looms & reduce the number of weavers & workers in other depts., are going on; The closure of the mills is malafide one. It is simply a device to compel the workers to rationalization proposal by rendering them helpless by unemployment.

This belief is strengthened by the fact that the mills are behaving in such a way that even the payment of P.F. accumulation of workers be delayed, thereby indirectly ^{preventing} the workers from getting the employment elsewhere and prolonging their helplessness, in order that pressure to accept rationalization proposal may yield result quickly.

Convinced by this belief and agitated by the callous connivance of the govt. towards the problem, the workers strongly demand that:-


1. The govt. should take strict steps against the mills for behaving in a way whereby P.F. payments are delayed
2. The govt. should undertake immediate investigation into the accounts of the Bhavnagar Rayon Mills Ltd.
3. During the period that such a investigation

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3. During the period that such an investigation would continue, govt. should compel the owners to run The Bhavanaga Rayon Mills Ltd. without any change in number of workers.

4. And even then, if the owners refuse, govt. should take possession and run it as state concern. And if that is impossible, to hand it over to workers with adequate financial help.

This meeting warns the govt. that, if these demands are not conceded to, the workers will launch, hungerstrike, satyagraha and ~~other~~ such other steps of movement as would be suitable.



X MILL KAMADAR UNIONII, Panavadi,

Vadava, Bhavnagar. Dt:-6th April 59;

To,
The Commissioner of Labour,
Govt. Of Bombay,
Bombay, 1.

Sub:- Closure of the Bhavnagar Rayon
Silk Mills Ltd., Bhavnagar.

Sir,

This is to draw your honour's urgent attention to the fact that The Bhavnagar Rayon Mills Ltd., Bhavnagar has been closed by its ~~man~~ owners since 8th March 1959, thereby rendering 100 silkwormers jobless affecting the livelihood of at least 800 persons.

This closure has been effected by a prior one month notice in which no reason whatsoever had been given. However an attempt is being made that backdoor for the rationalization & reopening thereafter that obviously shows that closing has taken place only to apply pressure on workers to accept the rationalization proposals- which would have been otherwise impossible due to lack of proper & just reasons.

Hence it becomes a case of MALAFIDE closure, if it is so. Therefore this request to you to investigate, & get the factory running.

Hope you would prompt the matter & oblige.

Subodh Mehta
Subodh Mehta
General Secretary,
Mill Kamadar Union,
Panavadi, Vadava, Bhavnagar.

Copy to:- Asst. Labour Commissioner, Ahmedabad.

URGENT

Mill Kamadar Union ,

Panavadi, vadava, Bhavnagar.

Dt. 6th April 1959.

To,

The Provident Fund Commissioner,

Ahamadabad.

Sir,

This is to draw your attention to the annoying fact that Bhavnagar Rayon Mills Ltd., Bhavanagar has been delaying the issue of properly undergoing all the procedure inevitably prior to the final settling of P.F. payment to the workers, after the Mills closure from & on 8th March 1959.

Hence this complaint to inquire into the affairs & obligate by investigating & accelerating due payments to workers.

Thanking You.

Subodh Mehta

Subodh Mehta

General Sect.,

Mill Kamadar Union

9 APR 1959

Express
Delivery.

U R G E N T.

Mill Kamdar Union,
Panvadi - Vadva,
Bhavnagar.

Dt. 31st March 1959.

To
The Secretary,
Textile Wage Board,
City Ice Building,
298, Bazaar Gate Street,
Fort,
Bombay. 1.

Ref:- Submission for Bhavnagar
Textile Workers in particular
and Saurashtra Textile Workers
in general.

Sir,

This is to request your honour to allow us a chance to appear before Wage Board to submit our point of view, demand and inevitability of the same.

As Saurashtra bears peculiar pattern different from Gujarat and as Saurashtra Textile Workers have long been suffering under lesser wages than Gujarat Workers - especially because they belonged to Saurashtra - which was undergoing higher spiral of price increase compared to Gujarat, it has become all the more necessary to represent their case.

We desire to submit the view point with special and particular reference to two Textile Mills of Bhavnagar Viz. The New Jehangir Vakil Mills Ltd., and The Mahalaxmi Mills Ltd., - in general context of Saurashtra situation.

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Moreover we will also submit detailed written memorandum at the time of our oral submission as well.

Hope you would condescend and fix the date of our submission and oblige,

Subodh Mehta

(Subodh Mehta).

General Secretary,

Mill Kamdar Union,

Panvadi - Vadva,

BHAVNAGAR.



612
MAY 1959
कपड़ा मज़दूर एकता यूनियन
KAPRA MAZDOOR EKTA UNION

Goushala Gate, Kishenganj Mill Area, Delhi

No. 10124/AM/5-9/36

URGENT

Dated the 12th May, 1959.

The General Manager,
Ajudhia Textile Mills,
G.T. Road,
DELHI.

Subject:- Notice of closure of the Mills.

Dear Sir,

We are surprised and deeply shocked to know ^{down} that you have put up a notice declaring your intention to close the mills shortly on the ground of alleged 'uneconomic working'. If the threat to close the mills down is put into effect, it will be for the second time within a period of 6 years that the mill is closed down. We were certain that after the conversion of the mills into a composite unit (consequent to the installation of a full-fledged Spining Plant) the mills will be able to effect sufficient economies to enable it progressively to emerge as a profit making unit. The management themselves have all along been confident that after the installation of a Spining Plant, they would be able to overcome the handicaps that it has been suffering due to its having to compete with composite Cotton Textile units in the region.

The sudden disclosure that you intend effecting a closure, is, therefore most unexpected. We are of the view that there are no valid reasons for the contemplated closure. It will take considerable effort for you to prove in any adequate sense that the working results of the mills are so bad as to justify resort to this drastic step.

The notice referred to above, has come as a rude shock to the workers, who had been all along putting in their best, both as regards the quantity as well as the quality of production. They have been working most diligently and honestly on less than subsistence wages hoping that one day, not in the distant future, their hard toil will bear fruit and the mills would find

Contd.....P.2

कपड़ा मज़दूर एकता यूनियन KAPRA MAZDOOR EKTA UNION

Goushala Gate, Kishanganj Mill Area, Delhi

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itself in a position to reward them for their faithful services by at least paying them a fair ^bsistence wage on par with the other Textile Mills situated in this territory. Under no circumstances can they now be made to believe that even the blood, toil and tears that had ~~be~~ fallen to their lot all these years has only resulted in losses to the mills. Their resentment against what they consider to be highly unjustified attitude of the management is naturally great. The workers have reasons to believe that the declared intentions of the management have nothing to do with the financial standing or working results of the mills, which could not but be satisfactory. The main reason behind the contemplated action is to defeat the workers demands under adjudication before various Tribunals or Courts. The management is afraid that in case these demands are conceded by the Hon'ble Supreme Court of India, they will have to part with substantial amounts of money as arrears of D.A. and retrenchment compensation to the workers. They also want that the workers should silently accept wage-cuts under the threat of losing their employment. In this view of the matter the contemplated closure of the mills is utterly wanting in bona-fides, flowing from the motive to bring the workers to their knees and accept the managements' dictation in every matter.

In the circumstances, we would most earnestly request you kindly to reconsider the whole matter and withdraw the closure notice. We are prepared to co-operate with the management in solving difficulties, if any, which it may be experiencing in the course of day to day working.

In case the management persists in its unreasonable attitude, we shall have no alternative but to resort to all democratic and legitimate methods to compel the management to see reason.

We hope the management will not force the

Contd.....P.3

कपड़ा मज़दूर एकता यूनियन KAPRA MAZDOOR EKTA UNION

Goushala Gate, Kishenganj Mill Area, Delhi

:- 3 :-

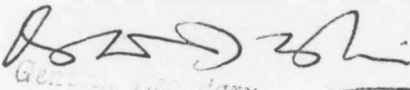
1100 employees and their families to pit themselves against the management to ward off starvation that almost stares them in the face now.

Yours faithfully,

Sd/- (B.D.Joshi)
General Secretary.
MK

Copies forwarded, for urgent and serious attention and speedy action, to :-

- (1) The Chief Commissioner, Delhi.
- (2) The Director of Industries & Labour,
1-Rajpur Road, Delhi.
- (3) Shri Gulzari Lal Nanda, The Hon'ble Minister
for Labour, Government of India, New Delhi.
- (4) The Hon'ble Minister for Industries & Commerce
Government of India, New Delhi.
- (5) The Textile Commissioner to the Government
of India, Bombay.
- (6) The General Secretary, A.I.T.U.C.?
4-Ashok Road, New Delhi.
- (7) The Secretary, Delhi Provincial Branch
of the A.I.T.U.C., Clock Tower,
Subzi Mandi, Delhi.


General Secretary

General Secretary.
MK

KAPRA MAZDOOR EKTA UNION
Goushala Gate, Kishanganj Mill Area,
Delhi
(Affiliated to A.I.T.U.C)

17th May, 1959.

To

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Dear Brother,

Sub: Planned Victimization of leading
Trade Union Workers by the Management
of Delhi Cloth Mills.

The management of Delhi Cloth Mills, the biggest Textile unit in Delhi, employing over 9,000 workers has for the 1st 8-9 months unleashed a planned and determined offensive against leading trade union functionaries with the object of undermining the morale of the workers and disrupting their solidarity. As you might, perhaps, be aware that the Textile workers and of Delhi are strongly organised under the banner of the Kapra Mazdoor Ekta Union. The Union enjoys the allegiance of over 80% of the 22,000 Textile workers in the four mills of Delhi. The steadfast manner in which the Union has championed the cause of the Textile workers and the determined struggles fought by it in defence of their interests and against the onslaught of the employers, has won for it the respect and allegiance of all the entire mass of the workers.

Unable to have their own way in imposing heavier workloads, in effecting wage cuts and in carrying out adverse changes in service and working conditions, the Textile mill-owners, seem to have set before themselves the wrecking of the Union as the foremost task. The lead in this matter has been taken by the management of Delhi Cloth Mills, which has Shri B.D. Pathak as its General Manager currently. Many of you must have become familiar with this name in connection with the heroic struggle of the workers of Swatantra Bharat Mills launched by them in defence of their basic trade union rights in 1954-55. It was against his policy of calculated suppression of trade union activity and of perpetrating outrageous acts of violence against leading Trade Union functionaries that the workers rose then. In this struggle they were backed by the entire organised Trade Union movement of Delhi and it was because of this support that they ultimately succeeded in securing the right of organising a Trade Union and the right of assembly and speech within the workers' colony. This man has since been lying low, but his hatred for independent and militant trade union movement has all along been mounting. The Proprietors of the Delhi Cloth Mills company found in him a fit person to carry through their designs to smash the Ekta Union in the Delhi Cloth Mills. So, Mr. Pathak was transferred to D.C.M. in the month of August.

Soon afterwards the offensive of the management against the Union got under way. Unable to secure through innumerable representations the implementation of an award given in May, 1956, by the Industrial Tribunal Delhi, the workers of D.C.M. led by this Union, staged an entirely peaceful demonstration in front of the Head Office of the Company, where peaceful meetings and demonstrations of workers

on that score permitted the dismissal of the two. Permission to dismiss the third worker, Com. Asha Ram, was refused. It might be noted that the main case of the company was in respect of the demonstrations of the 8-10-58, and certain minor occurrence of 3-10-58 were cited only with a view to buttress up its charges relating to the former date. Moreover, the workmen denied having delivered any such speech as was sought to be being put into their mouth on the 3-10-58 and led extremely reliable evidence in their support. The management relied solely on what were described as 'notes of the speeches' of the workmen, prepared in long hand by a member of the Watch and Ward staff admittedly several hours after the speeches had actually been delivered.

It is rather strange that the Tribunal should have placed any reliance whatsoever on a document of such doubtful origin. Yet the Tribunal has given the permission to the Management to dismiss the two workmen.

The deep hostility and revengful spirit of the management is apparent from the fact that notwithstanding the observations of the Tribunal recommending reconsideration by the Management of their decision to dismiss the two workmen from service in the interest of industrial peace, etc. dismissal notices were served on the workmen within 4 hours of the announcement of the decision of the Industrial Tribunal.

Even a cursory study of the case would reveal that this is clear cut case of victimisation of leading trade union workers for no other reason but their participation in genuine trade union activity. Not content with this, the new General Manager has, since his arrival, started a rival trade union with the local R. S. S. Volunteers as its nucleus. Resources of the company in men, money, and material are being freely utilized to discredit the Ekta Union and its leadership. New 'Akharas' are being opened where gangsters and henchmen of the management are being trained in the 'art' of violently breaking up workers' assemblies or strikes.

The Unions' complaint to the local Evaluation and Implementation machinery has so far gone unheeded. Discontent and resentment among the workers against these patently anti-working class policies of the management is mounting.

One of the many reasons lying behind these determined attacks on the Union and the solidarity of the workers is the fear of the management that they might have to accord recognition to the Ekta Union in terms of the decisions of the 16th Indian Labour Conference. The game of the management is to disrupt this Union and simultaneously to bolster up the INTUC sponsored Union and groom it for full recognition. However, the workers have fully understood what lies behind the offensive of the management and the events of the past 8 months have, instead of weakening the Union, brought ever larger numbers of workers into its folds.

You will agree that the issues involved in this dispute far outweigh what appears to be immediately at stake. If the management are allowed to victimise the aforementioned six leading trade union leaders or if the organised trade Union movement is not able to compel the management to reinstate them and cry a halt to their own anti-Union offensive, the way will have been paved for an all-out offensive against the solidarity of the Textile workers in all the 4 Textile Mills.

Alive to these dangerous possibilities, the Textile workers under the leadership of this Union, have decided to build up mass resistance to the nefarious designs of the mill-owners. For this purpose organisational steps are being taken to prepare the Union to lead a determined and sustained struggle of the workers to compel the management of D.C.M. to give up its present policies.

As a truly representative and militant trade union organisation of workers employed in your industry trade or avocation, I hereby appeal to you for your moral and material help in the tough struggle that lies ahead of the 22,000 Textile workers of Delhi. I request that suitable publicity might be given to the case of the Union among the masses of workers with which your union is in contact. Resolutions, condemning the anti-working class policies of the D.C.M. Management and demanding reinstatement in service of Sarvashree Baldev Singh, (Vice-President of the Union) Narain Parsad (Joint Secretary) Gyan Chand, Ravi Datt, J.C. Bannerji and Dalip Singh (Members of the working Committee) may kindly be adopted in Union meetings at various levels and copies of the same forwarded to:-

- (1) Shri B. D. Pathak, General Manager, Delhi Cloth Mills
- (2) Shri Bharat Ram, Managing Agents, Delhi Cloth & General Mills Ltd., Bora Hindu Rao, Delhi.
- (3) Shri Ram, Chairman Board of Directors, Delhi Cloth and Gen. Mills Co. Ltd., 20 Curzon Road, New Delhi.
- (4) Chief Commissioner, Delhi.
- (5) Shri G.L. Nanda, Union Minister for Labour, New Delhi.
- (6) General Secretary, All India Trade Union Congress, 4 Ashoka, Road, New Delhi.
- (7) Secretary, Delhi State Branch of A.I.T.U.C., Clock Tower, Subzi Mandi, Delhi and
- (8) General Secretary, Kapra Mazdoor Ekta Union, Goushala Gate, Double Phatak Road, Kishan Gunj, Delhi.

We are confident you will, as in past, give us the benefit of your valuable advice, guidance and help in this campaign.

Yours comradely,

A. Asha Ram

(ASHA RAM)
ACTING GENERAL SECRETARY.

कपड़ा मज़दूर एकता यूनियन

गोशाला रोड, कियानगंज मिल एरिया, दिल्ली

S. B. M.

Ref. No. KAEU/XXX-I/51/59.

श्री. मन्मथ प्रसाद सेक्रेटरी

12th March, 1959.

प्रिय साथी,

14 MAR 1959

The Manager,
Swatantra Bharat Mills,
Najafgarh Road,
NEW DELHI.

Dear Sir,

Subject: Physical Assault on Shri Gulzar S/o
Shri Mahabir, worker, Hawaghar, Pass. No.
13, Shift - I.

It has been reported to us by the abovesaid workman that while on duty on the 16th February, 1959, he was mal-handled and physically assaulted inside the Department by one Shri Khushi Ram, Mistri. The workman reported to the management this incident immediately after, but no action appears to have been taken so far. The workman concerned submitted a reminder to you on the 28th February, 1959 but even that has had no effect.

We need not mention that in all cases when physical assault has been reported to the management as having been alleged committed by any worker, no time was lost by it in suspending the workman concerned, charge sheeting him and instituting an inquiry into the incident present discreet glance on the part of the management in this particular instance has already given rise to a number of doubts in the minds of the workmen about its very intentions, which feeling, if allowed to persist can lead to rather grave consequences.

We, therefore, would urge upon you to please look into this immediately and take appropriate action by punishing the mistri concerned, who is really the guilty person according to all evidence available to this Union.

Yours faithfully,

कर्मचारी आन्दोलन प्रचारक

कर्मचारी आन्दोलन प्रचारक, दिल्ली

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दिल्ली, 15/1/57

Yours faithfully,



(Asha Ram)
Joint Secretary.

Copy forwarded to:

1. The Managing Agents,
Delhi Cloth & General Mills Co. Ltd.,
Bara Hindu Road, Delhi;
2. Conciliation Officer,
1-Rajpur Road, Delhi;
3. The General Secretary,
All-India Trade Union Congress,
4-Ashoka Road, New Delhi;
4. The Secretary,
Delhi Committee,
All-India Trade Union Congress,
New Delhi;
5. Swatantra Bharat Mills Branch.

Proposed draft of the resolution.

This meeting of.....having carefully analysed the causes underlying the present unrest and agitation among the workers of the Delhi Cloth Mills, has come to the conclusion that the same is the result of certain highly objectionable and patently anti-working class policies pursued by the Management of the Delhi Cloth Mills in the course of the last 9-10 months. The meeting expresses its deep concern and resentment at the dismissal notices served by the said management on some of the leading functionaries of the Kapra Majdoor Ekta Union, who are respected and held in the greatest esteem not only by the Textile workers but by the entire organised working class of Delhi. The meeting hereby condemns the anti-union and anti-working class policies of the present management of the Delhi cloth Mills and warns them of the grave consequences of pursuing such policies. The meeting demands that the management should in the interests of industrial peace, reconsider their entire attitude in the matter and forthwith reinstate all dismissed or suspended active trade union workers.

The meeting appeals to the Delhi Administration and the union Ministry of Labour to use their influence to persuade the management of Delhi Cloth Mill to give up their present labour policy, the main aim of which is to disrupt the solidarity of the workers, to wreck through planned repression their truly representative Union and to indulge in all sorts of unfair labour practices, etc. The meeting also declared that in case the authorities are not able to make the D.C.M. management see the reason, the.....
.....Union will be compelled to call upon the (here state the approximate No. of employees) workers employed in the....., industry to be prepared and, if necessary to launch, such sympathetic action as may be required to assist the Textile workers, organised under the banner of the Kapra Majdoor Ekta Union to successfully counteract the hostile campaign of the employers.

NOTE ON KALEESWARAR MILLS

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The Kaleeswarar Mills, Coimbatore, employing 2100 workers, has remained closed since August 13, 1958. The possibility and danger of such a closure had been brought to the notice of the Madras Government by the Coimbatore District Mill Workers' Union much earlier, but no steps had been taken by the Government to avert the closure, even after Nainital Conference. The closure was effected without giving any prior notice which is illegal and also contrary to the decisions arrived at at Nainital.

The closure was entirely the result of inner-management conflict and consequent litigation in the High Court. This was specifically admitted by the Labour Minister to the Government of Madras, Sri. K. Venkataraman, in the Madras Legislative Assembly.

We are not going into the details of the case since August 13, as these are already known to both the Government of India and the Government of Madras. The High Court had appointed a Council of administrators to run the mills. The financier member of this Council has resigned and the present position is that the two remaining administrators have till now been unable to secure the necessary finances to run the mills. On October 14th, when the question came up again in the Madras High Court, the Judge made it clear from his remarks that there is no alternative before him except to order liquidation of the company, and this case has been posted to October 28, 1958. It is more than likely, therefore, that liquidation proceedings will be taken up on that date.

Earlier, Sri. K. Venkataraman had stated in the Madras Assembly, that the Central Government had been apprised of the situation and the Madras Government had indicated that they were prepared to take over the Mills on behalf of the Central Government. When the matter was then raised with the Central Government, it was pointed out that for the Central Government to take over would mean a long procedure and inordinate delay, and therefore the best procedure was to follow was that adopted by the Bombay Government in the case of the Solapur Mills. To this procedure and step the Central Government has given its assent. We enclose a copy of the relevant letter received from Sri. Lal Bahadur Shastri, Minister for Commerce and Industry in the Union Government.

Receipt of such a communication from the Central Government has been acknowledged by the acting Labour Minister, Sri. Bhaktvatsalam on the floor of the Madras Assembly. In further personal talks he has assured Sri. A.K.Gopalan, M.P. and Sri. M. Kalyasundaram, M.L.A., that the Madras Government is now awaiting an assurance from the Central Government that they would under-write any risk of loss. The same stand was taken also by the Finance Minister Sri. C. Subramaniam, when Shrimati Parvathi Krishnan, M.P., met him on October 14 immediately after the last hearing in the High Court.

It is understood that investigation of the Mills by the experts concerned, on behalf of the Government, have been undertaken and completed.

Further, when earlier the Madras Government had expressed their inability to run the Mills as they had no personnel experienced in mill management, the Union itself took the initiative to approach some individuals, and the names of ^{the} two former Honorary Secretaries of the Southern India Millowners' Association, Sri. K. Venkataselu and Sri. Doraiswamy Naidu, (both of whom are well known experts) who were prepared to undertake this work if Government takes over the Mills, were communicated both to the Central and Madras Governments over a month ago.

It is necessary that action be ~~if xxxxxxxxxx~~ taken on October 28, 1958, when liquidation proceedings will come up before the High Court. Since all the formalities of investigation into the affairs and condition of the mill, assent of Central Government, etc., are already over we see no reason for any further delay in the matter. In keeping with the spirit of the Nainital discussions and decisions we hope that ~~xxxx~~ the Government will come to an immediate decision in the matter.

Parvathi Krishnan, M.P.,
MEMBER, CENTRAL SILK BOARD.

Tel. No: { New Delhi: 45818
Coimbatore: 1353

Copy of letter from Sri Lal Bahadur Sastri ✓

26th September, 1958

Dear Parvati Krishnanji,

Please refer to your letter dated 10.9.58 regarding Kaleeswarar Mills Ltd., Coimbatore. You have stated in it that, at the present juncture, it would be for the Government of India to take over the management under the Industries (D & R) Act, 1951. According to the procedure laid down, at first an Investigation Committee has to be appointed to look into the affairs of the mills under Section 15 of the Industries (D & R) Act, 1951. Taking into consideration the various difficulties, we have written to the State Government suggesting to them that the State Government might take over control and management of the Kaleeswarar Mills by moving the High Court and obtaining the necessary lease of the Mills from the High Court.

As regards the application of Messrs. Kaleeswarar Mills for a loan for rehabilitation from the National Industrial Development Corporation, the application, I understand, has been recommended by the Cotton Textile Loan Advisory Committee; the NIDC is, therefore, likely to grant a loan to this mills on acceptance of certain conditions. Once these conditions are accepted, speedy action will be taken by the NIDC for granting the necessary loan.

You have already met me before and I need not add anything further.

Yours sincerely,

(Sd) Lal Bahadur

Shrimati Parvathi Krishnan, M.P.,
20-Queen Victoria Road,
New Delhi

Parvathi Krishnan M.P.,
MEMBER, CENTRAL SILK BOARD.

Tel. No: { New Delhi: 45818
Coimbatore: 1353

Coimbatore
Oct. 22, 1958

Dear Com. K.G.,

I see from the papers that the Standing Labour Committee is to meet at Bombay from Oct. 28. Comrades here are of the opinion that the matter of Kaleeswarar Mills should be brought up there by our delegates. I am therefore enclosing a note on the matter. As you will see I have not gone into all the old history but only posed the problem of the taking over of the Mills by the Madras Government. There is considerable resistance on the part of the Madras Govt. and they are trying to avoid it. The letter from Lal Bahadur Sastri to me has, however, it seems put them into an embarrassing position and they are wondering now what to do about it. That is why they have raised the question of Central Govt. underwriting risk of losses. I hear now that in the case of Sholapur Mills the Central Govt. gave no such undertaking, so I am doubtful whether they will do it in this case. So the matter, if brought up at the Standing Labour Committee, will ~~xxxxxxx~~ be an opportunity to bring further pressure on the Madras Govt. Our position in the matter is a strong one as the experts sent to examine the Mills, I am told, have given favourable reports as to the condition of the Mills. It is on this basis that Centre also gave their advice. This is what we learn from various sources here. Meanwhile, we will, tomorrow, be discussing in the Union what further should be done by us here before October 28. I will let you know what is decided.

I am afraid I will not be able to go to Jamshedpur as promised just before the session, as the P.C. meeting has been fixed for Nov. 13 to 16th. I will have to attend it and therefore I will go to Jamshedpur after coming to Delhi - the very first week end. Will that be alright? Please let me know. I had hoped they would have the P.C. meeting a couple of days earlier but because of Diwali being on the 11th they could not have it earlier than the 13th.

What has happened about Indrajit's passport? He had asked me to write to Ranbir Singh about it and I did so as soon as I came back from Madras. I hope he will get the extension that he has asked for.

What news of Com. S.A.D.? I hope he is getting better, and also that he will not rush back till he is really recovered from his illness.

I am sending a copy of this letter to Bombay also, so that if, as often happens, the post is delayed, the comrades going to the Standing Committee will have a copy of this note with them.

Rash... Parvathi

11 APR 1959

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MEMO BEFORE CENTRAL WAGE BOARD COTTON TEXTILE INDUSTRY

From : B.N. Mukherjee,
President, GIRM MANDAL UNION (Lal Bata) Regd. No. 2461
Lokhandi Bridge, Old Town, Akola, Bombay State.

The claim for higher wages and better living conditions has been pressed by the workers since the last few years mainly on the ground that the wages level of the Indian working class is far below than what it could be in terms of the net value it produced and the national wealth it generated. The Government of India has long seen justification of the claim but nothing tangible was done by it on its own. It is a welcome fact that Wage Board for the Cotton Textile Industry has been appointed as a recognition of the claim to revise the wages structure and other conditions in the industry.

We are presenting this memo with the hope and expectation that an upgrading of the wages structure will be recommended by the board.

The minimum wages in the cotton textile industry in the old Madhya Pradesh (now Vidarbha Region of the Bombay State) by the MANGALMONTI AWARD in 1948. Rs.26 was fixed as the basic minimum with certain adjustment of differentials. The Dearness Allowance was fixed at 1.1 pias per point rise in the cost of living index with 1939 as the base year.

There has been no revision in the wages scales since, although numerous changes in the work allocations, reductions in the complement of workers and variations in the wages etc. have been made to the detriment of the workers. Yearly bonuses which were paid till 1951 ceased to be paid. The result is that though the quantum of work has increased, though more was generated by the workers he has not benefitted at all.

We do not think that it is necessary for us to stress the huge profits that this industry has made and has been making during the war years and afterwards. Com. S.A. Dango, M.L., General Secretary, All India Trade Union Congress in his statement before the Board has aptly substantiated the fact and we fully subscribe to the views expressed by him. We wish to stress that despite huge profits, the industry on its own never reduced the prices to relieve the people, nor on its own ever suggested an increase in the wages scale.

The appointment of the Central Wage Board was not to the liking of the Millowners in the region. A hue and cry was started by the Millowners Association about "Losses" in the industry. In a bid to torpedo the enquiry by the Wage Board a concerted move was taken by the Millowners' Association in the region to close down the mills from 11th of August 1959 a day before the date from which the Central wage Board was to continue its sittings at Nagpur. This speaks eloquently about the attitude of the millowners. Ever since, they have kept up the cry about alleged losses mounting and have taken resort to many devices like notices to close down mills (Achalpur and Model Mills, Nagpur), non payment of wages in contravention of the Payment of Wages

Wages Act, and actual closure - all with a view to browbeat the workers into acceptance of a wage-cut on a permanent basis on the one hand and on the other present a fait accompli before the Central Wage Board.

Permit us to recall that for years and years, whenever any wage claim was put forward, the owners have always pleaded their inability to give a wage increase. They have pleaded losses when actually they were making profits. Even when the workers (weaver) were required to work for 14 hours a day with no Sunday holiday and when only Rs.6/- were paid to the weaver, the millowners pleaded that the working conditions were good and that the workers were receiving a fair wage.

To day also in their determination to resist the just claim for a wage rise will produce all sorts of statistical materials to show losses and say that they have serving the nation and the workers by continuing to run the mills despite losses and great difficulties.

All we can say about their professions is that when huge profits came to their share, they never cared either for the consumers or the workers, but with even a small adverse wind they have shouted for imposition of a wage cut. We cannot rely on the statistical jugglery that they ~~xxx~~ would produce. We may also state here that recently the High Court of Bombay in its judgement rejecting the plea of the millowners for 33.3% cut in dearness allowance was pleased to remark that the cotton textile industry has a bright future and perspective and as such temporary and transient factors affecting the industry need not be taken into consideration.

We consider that the cotton textile industry is one of the industries where fair wages, as defined by the Fair Wages Committee, can be paid and that the minimum wages in the industry, should not be below what they should be in terms of the findings of the Minimum Wages Committee.

Here in this connection and in refutation of the claim of the millowners that the mills are suffering losses (Vidarbha Millowners are most vociferous in their cry) we may recall the Inquiry Report by Shri S.D. Chopra, a chartered accountant who was appointed to investigate into the affairs of India United Mills in Bombay. The investigation revealed quite a large number of fraudulent transactions resulting in what may be termed as the "disappearance" of several lakhs of rupees. There were manipulations in the purchase of cotton, in the purchase of stores and various other malpractices, which defrauded the workers, the consumers and ordinary shareholders. We respectfully submit that this state of affairs was not peculiar to the India United group but a feature common to all units without exception in the industry as such.

Speaking for the local mills in Akola town we can say that an impartial enquiry into the working of the mills, purchase of cotton and stores and sale of the finished product will lay bare the true state of affairs and give a convincing lie to the professions of the millowners about "losses". Their balance sheets cannot be accepted as true index of conditions of the industry.

In justification of our claim for a wage rise we wish to clarify certain things :

(1) That family of 3 units cannot be the basis for the determination of the cost of living of a worker's family in India and in our region. There are more often dependants like old father and mother and quite often there are other dependants like widowed sister etc.

(2) That our claim for higher wages is not conditional upon the capacity of the industry to pay. Our claim is that in return for the work that the workers do, they are entitled to the wages that they are claiming and that it is for the industry to find out the ways and means to meet the claim. Since the trade unions are not connected with the management of the companies, their technical organisation, or their financial transactions, the trade unions cannot take up the responsibility of finding out the ways and means for the industry to satisfy the claim of the workers.

+++++

Coming to the subject of wages, we have to state as follows :

According to the decisions of the 15th Indian Labour Conference about minimum wages we have endeavoured to work out the amount that would be required to secure a life that is envisaged in terms of the resolutions of the Labour Conference. We think that the estimate of Rs. 146 to Rs. 150 given by Com Dange, M.P. General Secretary, AITUC as the minimum wage required to satisfy the norms envisaged in the resolution also applies to our region.

We are giving below a chart showing the minimum requirements of food, lighting, clothes, and other miscellaneous articles their quantity and ~~xxxx~~ prices during January '57 and March '57, for Board's consideration. This will answer the Q. No. 137 of the Board.

| Items | Calories | Quantity per head per month Sr. Ch. | Rate @Sr | | Amount |
|----------------------------|----------|--|-----------------|-----|-----------|
| | | | Jan. to 1957 | Mar | |
| I. | | | | | |
| FOOD | | | | | |
| Cereal - Wheat (5oz a day) | 510 | 4-11 | 0-8-0 | | Rs. 2-5-6 |
| Jowar " " | 450 | 4-11 | 0-4-6 | | 1-5-3 |
| Rice 4 oz " | 452 | 3-12 | 0-10-0 | | 2-5-6 |
| PULSES | 300 | 2-13 | 0-9-0 | | 1-9-3 |
| Vegetable | | | | | |
| i) Green 5 Oz " | 40 | 4-11 | 0-4-0 | | 1-2-9 |
| ii) Root 3 oz " | 54 | 2-13 | 0-6-0 | | 1-1-0 |
| Milk | 90 | 4- 1/2 | 0-10-6 | | 3-2-0 |
| Sugar | 169 | 1-6 1/2 | 0-15-0 | | 1-5-0 |



| | | | | |
|-------------------|-----|------|-------|------------------|
| Jaggery 10z " | 50 | 0-7½ | 0-7-0 | 0-3-6 |
| Sweet Oil 1½ oz " | 373 | 1-6½ | 1-0-0 | 1-15-0 |
| Ghee ½ Oz " | 104 | 0-7½ | 0-0-0 | 2-13-0 |
| Total 2507 | | | | Rs 19-3-9 |

For 3 consumption units 3 x (19-3-0) =Rs. 57-11-3.

Necessities not included in above like chillies, salt, jira, garlic, onions etc. 7-0-0

Tea 1lb 2-11-0

Grinding expenses 0-8-0

10-3-0

In cooking articles of daily consumption we have selected not the best quality but the average medium quality.

Cost of total food requirements for the family = 67-14-3

2. FUEL & LIGHTING

| | | |
|----------|-------------------|-----------|
| Firewood | 3 Maunds a month | Rs. 6-0-0 |
| Kerosene | 6 bottles (1 Gal) | 1-8-0 |
| Matches | 3 | 0-3-0 |

Total 7-11-0

3. CLOTHING

| | yearly | | |
|---|---------|-------------|-----------|
| Dhoti | 1 pair | | 12-0-0 |
| Sari | 3 nugs | 27 yds | 33-0-0 |
| Shirtings | 3 | 3 yds | 0-0-0 |
| underwears | 2 | 2 " | 1-8-0 |
| underpants | 2 | 2½ " | 1-14-0 |
| Coat | 1 | 4 " | 8-0-0 |
| Blouses | 3 | 4 " | 4-0-0 |
| Tanjamas | 2 | 5 " | 5-0-0 |
| Childrens- half-pants | 3 | 4½ " | 8-12-0 |
| Shirts | 3 | 4½ " | 4-8-0 |
| Trocks | 3 | 7 yds | 8-12-0 |
| Stitching charges as per the list above | | | Rs 21-0-0 |
| Caps | 2 | | 2-0-0 |
| Pair of Chappals | 2 | | 3-0-0 |
| Childrens footwear | 2 pairs | | 5-0-0 |
| Bed sheets | 3 | | 6-0-0 |
| Towel | 2 | | 3-0-0 |
| Bagai lasting two years | 4 | yearly cost | 10-0-0 |
| Blankets | 4 | " " | 5-8-0 |
| Carpet | 3 | " " | 3-0-0 |

Total Rs. 153-14-0 per year
i.e. Rs 13-4-0 a month

Wollen Clothing not included in above

| | | | | | |
|------------------|-----|-------|---------------------|-----------------|-----------|
| Adult pullovers | 2 @ | Rs. 5 | lasting for 4 years | yearly expenses | Rs. 2-8-0 |
| Children's " | 2 @ | 2 3 | " " " | " " | 1-8-0 |
| Gadi | 3 @ | " 10 | " 6 " | " " | 5-0-0 |
| Total | | | | | 8-0-0 |
| Monthly expenses | | | | | 0-12-0 |

4. HOUSING

There is no subsidised housing scheme or concessional housing. Private landlords charge exorbitant rent for tenements without proper arrangements for water, conservancy, latrines and lights. Minimum which is required to be paid for such a tenement is Rs. 10-0-0

Miscellaneous :

| | |
|--|-----------------------------|
| Barber ... | 1-4-0 |
| Dhobi . | 1-0-0 |
| Washing Soap | 1-8-0 2 lbs |
| Hair Oil | 0-12-0 Coconut |
| Medical expenses for family members . . | 2-8-0 |
| Pan Supari .. | 2-8-0 |
| Tobacco, biri or Cigarettee .. | 5-0-0 |
| Union Subscription ... | 0-4-0 |
| Comb ... | 0-1-0 |
| Bangles ... | 0-2-0 |
| Newspapers & library ... | 0-4-0 |
| Postage ... | 0-2-0 |
| Transport for bringing goods from market ... | 0-8-0 |
| Travelling | 2-0-0 |
| Provident Fund deductions | 0-0-0 |
| Employees State Insurance . | 2-8-0 |
| School Fees | 1-10-0 |
| Books and Stationary | 1-8-0 |
| Social Subscriptions | 0-8-0 |
| Toilet Soap | 0-0-0 |
| Mirror .. | 0-1-0 |
| Cups and Saucers | 0-2-0 |
| Utensils | 1-8-0 monthly on an average |
| Blanket, needle, thread, buttons and other sundry things | 1-8-0 |
| Fruits | 0-8-0 |
| Total | |
| 36-0-0 | |
| <u>Summary</u> | |
| Food | Rs. 57-11-3 |

SUMMARY

| | | |
|-----------------|------|------------------|
| FOOD | | 57-11-3 |
| | | 10-3-0 |
| Fuel & lighting | .. | 7-11-0 |
| Clothing | | 13-4-0 |
| | | 0-12-0 |
| Housing | | 10-0-0 |
| Miscellaneous | | 36-0-0 |
| Total : | | 135 -9- 3 |

Modest estimate we have made for minimum requirements in Akola town comes to Rs 135-9-3. Many items have not been included which ordinary a worker's family has to pay for because of the change in the cultural standard of the worker himself and the conventions of modern society. Therefore we regard the minimum proposed by Shri S.A.Dange as Rs 146 to Rs 150 to be correct.

Taking this figure as the minimum we also agree with him when he suggests that Rs 220/- to 230/- will be fair wages.

In conclusion we may say that the prices have gone up very much today in comparison to the prices in January to March 1957. This factor should be taken into consideration in revising the wages structure.

Our union fully endorses the statement of Shri Dange before the Board and the answers given by him to the questionnaire issued by the Board.

Akola.

28-3-59

B.N. Mukherjee

(B.N.Mukherjee)

President, Girni Kungar Union,

(Lal Basti) Regd. No. 2461

Lokhandi Bridge, Akola.

Bombay State.

4
SUTI MILL MAZDOOR SABHA, MAZDOOR SABHA BUILDINGS, 12/11, GWALTOLI,

K A N P U R

Dated Kanpur Sept 16, 1958

To,

The Hon'ble Minister for Labour & Employment,
Government Of India,
New Delhi.

The Hon'ble Minister for Commerce & Industry,
Government of India,
New Delhi.

Subject: Hunger Strike against Kanpur Mill
closures & for Payment of arrears
of wages and lay-off compensation
to the workers.

Dear Sirs,

We are sure that you have received our note of
August 30, 1958 informing of the decisions of the General Council
and Anti-Mill Closure Conference held on 24th August, 1958.

It is really regrettable that this note of ours was
not even acknowledged. The question of a proper consideration of
the problems raised therein arises only when the Government is keen
on doing something.

We hope that you remember that at Nainital Tripartite
Conference held in May last many unanimous decisions were
taken with regard to closed mills and to relieve the position of
unemployed workers. At this Conference we had submitted a Memo-
randum detailing our point of view in relation to the closures and
also had stated the solution that we considered most suitable to
our circumstances. The Note of the Sub-Committee on Closures
while suggesting remedial measures had suggested a Special
Committee for Kanpur to investigate the problems of the
industry and recommend steps to relieve the situation.

Other recommendations of the Sub-Committee on
Closures included 'the working of closed mills, in the interim,
as a measure of unemployment relief with such conditions as to be

as a measure of unemployment relief with such conditions as agreed to between Government as an employer and the workers concerned'. It was further agreed that Government of India would favourably consider requests from State Governments for enquiries under the Industries (Development & Regulation) Act. The Sub-Committee had further agreed to recommend to remove the lacunae in the existing provisions of the lay-off compensation whereby labour was denied compensation by working nominally for one day in a week after 45 days' lay-off.

The Government of India which was a party to the above agreements and recommendations of the Indian Labour Conference, soon after the Conference was over went back on all promises. It appointed a Committee for Textile Industry for the whole country which since then has submitted its interim and final Reports and part of the report have also been implemented which has gone in favour of the owners alone. The silence of the Government of India since the submission of the Report on many matters of importance to the Industry and Labour and its complete inaction on the question of closed mills only denote that no sanctity is given to the decisions of even a Tripartite nature.

2. Since the Nainital Deliberations we have written to you reminding about the decisions taken therein and the worsening situation of Kanpur labour which has been thrown out of employment for months together and has been denied even its legal dues. We have also told you about the slowness of the moves that the legal apparatus of the U.P. Government has made since then to enforce the existing laws.

Since Nainital Discussions we have moved the State and the Central Governments to agree to arrange loans for workers of the Atherton West Mill from the accumulation of their Provident Fund. We have also moved the local authorities to act speedily for the realisation of dues under law. We have been told by reliable friends that the Local Payment Of Wages Authority passed orders for the payment of arrears of wages of the Atherton West Mill workers but that was stayed by the said authority for one month, which too has expired on September 11, 1958. We have further learnt that the

Government of Uttar Pradesh has asked for action against the Atherton West Mills under the Industries (Development & Regulation) Act. But the Central Government have not yet moved in the matter.

The misery and sufferings of the unemployed workers cannot be stated in words. Almost all of the unemployed workers are now heavily debt-ridden. Rikshaw-pulling, street-selling as vendors, pulling of 'Thelas' to earn even one meal for their children has become a general feature of Kanpur situation. The doors of the Employees' State Insurance Dispensaries for medical treatment and also for sickness benefits etc., are closed for these workers for they are supposed to have not paid their contribution and under law they are termed as 'not entitled'. In this way all the doors for even a meagre relief are closed.

3. It was in these circumstances that we were forced to resort to launch a movement to get our voice heard. The first step taken by us is grave - as it risks the lives of our two young leaders who have undertaken a 21-day fast to 'appeal to the conscience of the Nation'. Their fast has entered 9th day to-day. The medical examination and the report on their conditions is causing extreme anxiety not only to textile workers of the city who are preparing for a ONE-DAY TOKEN strike, but also to other sections of this industrial town. The trade union leaders of different sectors met here yesterday and have expressed their concern over the deteriorating condition of the fasting leaders and on 13th September "HUNGER STRIKERS' DAY" is being observed by these unions jointly.

Despite our reluctance the situation in Kanpur is moving fast when the industrial life can come to a stand still causing loss to production and bitterness which are bound to worsen industrial relations.

4. The Textile Industry in our country in the

because British Rule was protected by our people ~~it~~ due to severe competition from Lancashire it suffered and whenever it tried to stand on its own legs, it was handicapped due to imposition of certain ~~of~~ duties by the British Rulers who protected their own Lancashire Industry. The call for Swadeshi as a part of national movement evoked unprecedented response from the people who boycotted British goods enmasse, courted imprisonment picketting shops, suffered jails and tortures and embraced Indian cotton goods, even if they were a bit dearer and not so finished as the foreign products.

We need not repeat these facts to you because they are well-known to you. In Uttar Pradesh too our ill-fed and ill-clothed peasantry suffering under the untold exploitation of the British and their stooge zamindars became the unshakable base of our national movement and offered surest protection to Kanpur mills. The States of undivided Punjab, Bihar and Madhya Pradesh offered a sure market to our growing mills in Kanpur.

During the First and Second World Wars and specially after the Independence our Textile Industry has acquired tremendous strength so much so that today we export grey cloth to England on cheaper rates than England can manufacture and the press reports suggested only the other day that the Lancashire Industry was seeking protection from the competition of Indian cotton goods.

In Kanpur too the Industry has grown in strength. The owners of textile mills of Kanpur from the huge profits earned out of these very mills have purchased mills outside Kanpur and invested their capital in other industries and other provinces.

The tragedy is that some of our employers, who were never known for their love for the people and patriotism, some of whom took pride in sitting by the side of hated Hallet in the days of the British Rule, today sit along with our patriotic ministers and ~~teach~~ teach the laws of ~~the~~ economics and our ministers get frightened with their talks of 'Industry may get extinct'. These very employers are known to be one of the most ruthless exploiters

President, Dr. Rajendra Prasad to refresh the memories of this exploitation.

Kanpur employers have cried hoarse of having been at a disadvantage in comparison with their Bombay and Ahmedabad counterparts. But they always forget that they have always been at a definite advantage as far as the labour costs were concerned and the labour costs form about 30% of manufacturing costs. None of the Committee of Enquiry so far appointed to investigate the condition of the Industry and Labour have given any credence to this cry and rejected them positively.

The Industry having been built up on the basis of the patriotism of the people and their sacrifices, the fruits have been reaped by the employers alone. Thus a national asset having immeasurable importance for the economy of our State and the Nation has been left in the hands of private industrialists to languish for want of renovation, rehabilitation and even proper overhaul. The report of the Cotton Working Party and also the Report of the Kanpur Textile Rationalisation Enquiry Committee give ample evidence of this point.

In the last few years another factor that has been responsible for many a headache of the mill and workers was the internecine war being conducted by different groups of industrialists for the control of companies and management of the mills. The squabbles inside the British India Corporation between the Mundras and its old owners Christie and Powell, now having now complications entered due to State Bank Of India and the Life India Corporation entry in the management, are quite well-known to be elaborated over here. The struggle for the control of the Atherton West Mills between the West and Singhanias and inside the Muir Mills between the Baglas and Singhanias are a common knowledge to people of Kanpur. And they have remained hidden from the appropriate Governments.

5. Another contradiction that has been developing of
 in the industry

immediately their arrears of wages and lay-off compensation mills of

We are sure that our requests would be given due Bombay and Ahmedabad and the upcountry mills of Kanpur and Madhya Pradesh. The upcountry mills producing coarse and medium count propose to take on this behalf. Once again we assure you of our cloth have been faced with certain disadvantages in comparison to best cooperation for a peaceful settlement. those who produce fine and super-fine cloth. The Textile Enquiry Committee Report has neglected the interesting ~~comrades~~ in medium cloth producing centres and have ~~employees workers and their families~~ ~~is~~ much. The sufferings of ~~employees workers and their families~~ produce fine varieties. The Committee has ~~action and~~ ~~interests~~ is unhearable. All this needs immediate ~~action and~~ ~~interests~~ of the hand-loom industry and with ~~as in~~ ~~reducing~~ ~~unemployment~~ ~~potential~~ ~~of~~ ~~the~~ ~~industry~~ ~~and~~ ~~in~~ ~~the~~ ~~present~~ ~~day~~ ~~economic~~ ~~unfortunate~~ ~~tangle~~. We hope that you would cooperate with ~~as in~~ ~~reducing~~ ~~unemployment~~ ~~potential~~ ~~of~~ ~~the~~ ~~industry~~ ~~and~~ ~~in~~ ~~the~~ ~~present~~ ~~day~~ ~~economic~~ ~~unfortunate~~ ~~tangle~~. conditions of the country growth in unemployment would only endanger our economic development. With thanks,

Faithfully Yours.

6. Another factor that seems to have not been given any consideration by the Government of India is the fact that the Government is also losing the excise duty and ^{Sd (Ganga Sahai Chaubey)} ~~Provident~~ ~~taxes~~ from the closed mills in which the Excise Duty ^{SUTI MILL MAZDUR SABHA} ~~at Kanpur~~ represents merely 25% of the selling price of the total cloth produced. Perhaps this fact has also been lost sight of by the Government that if the Government Of India were to run these mills, it would never suffer as much loss as it is suffering from the loss of revenue, it would get from the excise duty. The Government of India does not stand to loose if it starts working the closed mills on its own.

• Yet another factor which may be of consideration that the amount of money which the various agencies and departments have advanced to these textile mills of Kanpur would exceed much over 20 crores of rupees including arrears of advances by the State Bank Of India, arrears of Income Tax, arrears of old duty of Sales Tax, loans by the Government of Uttar Pradesh, assessed Income Tax by the Income Tax Investigation Commission; arrears of the Provident Fund, Estate Insurance Contributions, House Tax, Water Tax and Electricity charges. The result is that the industry is running at Government expense for private profits because paid up capital of the Kanpur textile mills does not exceed six crores of rupees.

Another fact which the Government Of India has to take into consideration that there is no dearth of market in U.P. The consumption of mill-made cloth per month inside U.P. is about 60,000 bales while the production of U.P. mills is about 12,000 bales per month. This is only to indicate that given production in accordance with taste and liking of the people, the scope of consumption in U.P. is still big.

7. Suti Mill Mazdoor Sabha has repeatedly given practical and patriotic suggestions that would help the industry and the labour. The Government Of India and that of our State have always spurned co-operation from the Sabha.

After having undergone untold sufferings and bitter bleeding in the year 1955 during the 86-day long General Strike, we are not at all keen to undertake another suffering. But the misery and suffering of over 10,000 workers stares our faces and we have no alternative but to seek the cooperation of our people for justice and fairplay. Our Governments may have surrendered to the greed of monopoly, but our people still have faith in the victory of Socialism, the goal chartered by our Nation's Parliament.

Through this letter we seek redress of our minimum grievances.

Suti Mill Mazdoor Sabha desires implementation of the unanimous recommendations of the Sub-Committee on Closures. We desire a statement from you ANNOUNCING the formation of a Committee of Experts to examine the possibilities of reopening the closed mills viz., Cawnpore Cotton Mills, Atherton West Mills and the third shift of The Muir Mills. We further wish that in accordance with the Nainital Conference Decision these two mills be run in the interim by the Government as the employers on the terms and conditions as may be agreed between them and the Suti Mill Mazdoor Sabha and this step should be taken as a measure of unemployment relief. We further desire

immediately their arrears of wages and lay off compensation

We are sure that our requests would be given due consideration by you and would be informed of the action that you propose to take on this behalf. Once again we assure you of our best cooperation for a peaceful settlement.

The agony of our hungerstriking comrades is too much. The sufferings of unemployed workers and their families is unbearable. All this needs immediate action and decisions. We hope that you would cooperate with us in solving this unfortunate tangle.

With thanks,

Faithfully Yours.

Ganga Sahai Chaubey

~~Sd/~~ (Ganga Sahai Chaubey)
President,

SATI MELI MAZDUR SABHA
Kanpur.

ENCLOSURE

COPY OF THE NOTICE DATED 30.3.'57 SERVED ON THE AUTHORITIES
CONCERNED

SUTI MILL MAZDOOR SABHA, 12/1, GWALTOLI, KANPUR

To,

Dear Sirs,

The General Council of the Suti Mill Mazdoor Sabha and the Anti-Mill Closure Conference organised by it on August 30, 1958 considered the grave situation prevailing in the Textile Industry of Kanpur, which has resulted in untold misery and hardships to thousands of workers.

Two of the ten Cotton Textile Mills at Kanpur are at present completely closed and one is running only two shifts instead of three. The Cawnpore Cotton Mills Branch of the B.I.C. had put up a notice for closure on 13.6.57 which it later withdrew. But on Dec. 2, 1957 it began laying off all the workmen except a small skeleton staff continuously.

The Atherton West & Co., Ltd., had put up a notice for closure on 2.12.'57 which it later withdrew, but after a period of intermittent lay-off it finally closed down laying off all its workmen except a skeleton staff since 31.3.58.

The Muir Mills Co. Ltd., which remain closed during September and October '57 due to litigation for the control of managing agency, when it re-started in November '57 under the new management is working only two shifts instead of three and is laying off a large number of workmen continuously since then.

The Cawnpore Cotton Mills is paying half the wages as lay off compensation to its permanent workmen, although under its workmen for trade reasons the Standing orders it can lay off/only for twelve days in a calendar

thus entitle to full

month. The workmen are thus entitled to full wages for the rest of the days over and above the compensation for the lay off days. Substitutes who have completed one year of continuous service in the concern by working 240 days in any calendar year are not given lay off compensation.

The Atherton West Mills is paying no lay off compensation even to its permanent workmen since February 58. Earned Wages for the second fortnight of March '58 have not been paid to the workers so far. Members of the Watch & Ward staff who have not been laid off and are working regularly have not been paid their earned wages for the last six months since March '58. Substitutes in this mill were refused work and laid off since November '57 but are paid no lay off compensation.

The Muir Mills have not paid arrears of earned wages and lay-off compensation prior to November '57 despite its promise to do so. Although it is laying off nearly a thousand workmen continuously in rotation, it is refusing to pay them any lay off compensation. It has dispensed with the services of more than 500 workmen during this period without paying them full retrenchment relief.

No provision for any relief even as loan from the Employees' Provident Fund Account has so far been made for the unemployed and starving workmen.

The State Government has been a helpless spectators in the situation as was admitted by Acharya Jugal Kishore, Minister at the Nainital Conference.

The little hope that the decisions of the 16th Indian Labour Conference at Nainital created have been shattered by subsequent developments thanks to the policy of the Union Minister of Commerce and Industry. It was decided that the Textile Enquiry Committee will examine the position of each closed mill and make recommendations for suitable remedial action to restore normal

- 3 -

working. No such enquiry was conducted at Kanpur, instead the Committee has declared that "The possibility of many of the mills reopening at all is remote".

Whereas the labour has been demanding that the Govt., should immediately take over the mills, the Committee has suggested that an Advisory Committee be formed and is "Confident that with the help of the advice rendered by the Advisory Committee many problems could be solved in time". Only in a very extreme cases has the committee suggested action under the Industries (Development & Regulation) Act for taking over the mills either on management basis or on the basis of ownership and their running by an autonomous Corporation.

We considered these recommendations extremely inadequate compared to the gravity of the problem and the urgency of the situation. The Nainital Conference had gone to the extent of suggesting measures for expediting transfer of the management or ownership of the closed mills to new parties willing to restart them and in the interim working them by the Government as a measure of unemployment relief. The Textile Enquiry Committee does not show the same sense of urgency.

The employers continue to act in a manner which was characterised as 'Immoral' by the Chief Minister of U.P. by refusing to pay lay off compensation and yet despite the decision at Nainital Conference the Government is so far taken no steps to amend the relevant provision of the act.

In view of the above intolerable situation and the failure of the employers and the Government to heed to the repeated and persistent approaches of the Sabha during the last one year for a peaceful settlement, the Sabha has decided to launch a movement for the redress of the grievances of the workers. As a first step some of the ~~xxxxxx~~ leaders of the Sabha will go on hunger strike from September 7, 1958 and the Sabha will observe September 7 as a protest day. In case the demand of the Sabha are not met, Sabha has further decided to call upon all the workmen employed in the Textile Industry at Kanpur to ... on ... taken ...

in the third week of September.

Please take notice thereof.

DEMANDS

1. Notice be immediately put up declaring the date for immediate restarting of the K Cawnpore Cotton Mills, Atherton West Mills and the third shift of the Muir Mills.
2. Arrears of earned wages and lay off compensation of the Atherton West Mills be immediately paid by distress sale of the stocks of the concern
3. Arrears of earned wages and lay off compensation be paid in the Muir Mills immediately. Lay off compensation be paid to all the workers of the Mills laid off continuously in rotation due to the closure of the third shift.
4. Substitutes employed in these mills be paid lay off compensation.
5. Workers of Cawnpore Cotton Mills and Atherton West Mills be paid full wages as compensation for lay off over and above twelve days in each calander month.

Yours faithfully,

sd/ Ganga Sahai Chaubey
President.
SUEI MILL MAZDOOR SABHA
KANPUR

Dated: 30.8.52

बै य र मै न,
त्रिदलीय स्थायी समिति,
सू ती उ द्योग,
का न पुर ।
जजजजजजजजजज

विषय : म्योर मिल के मजदूरों की मौजूदा हालत ।

प्रिय महाशय,

हम म्योर मिल के मजदूर अपनी मौजूदा हालत आप और कमेटी के दूसरे मेम्बरों के सामने रखना चाहते हैं :-

१- म्योर मिल में लगभग ६००० मजदूर काम करते हैं और इस समय दो पूरी शिफ्ट चल रही हैं । तीसरी शिफ्ट में लगभग २००-२५० मजदूर काम करते हैं ।

२- म्योर मिल के तिरासल विभाग और काठिण विभाग के मजदूरों की लगातार बैठकी साल भर से ऊपर से चल रही है । यह बैठकी गैर कानूनी है और अन्यायपूर्ण है । कृपया १९५६ के रेफरेंस १२६ के स्वाई का अवलोकन करें ।

३- म्योर मिल के मालिकों ने पिछले १५ महीनों के भीतर कम से कम १२०० मजदूरों को छूटनी कर दी है । यह छूटनी बड़े मजदूरों को छूटाने के नाम पर गैर कानूनी और अन्यायपूर्ण तरीके से की गई है ।

४- म्योर मिल के मजदूरों की अक्टूबर, १९५७ की एक पन्द्रहिया की कमाई हुई तनखाह और अक्टूबर-नवंबर १९५७ की बैठकियों का मुआविजा बकाया है और बावजूद हर कानूनी और शान्तिपूर्ण कोशिश के यह बकाया पैसा और मुआविजा मजदूरों को नहीं मिला ।

श्रम विभाग के जिम्मेदार अधिकारी ने दिसंबर १९५७ में मजदूरों को हड़ताल पुलिस लातक और थोखवाजी के द्वारा तुड़वाई और एक तधाकथित समझौता मजदूरों से सीधे सीधे किया गया, लेकिन उसके पालन करवाने के लिये श्रम-विभाग के अधिकारियों ने कोई कोशिश नहीं की ।

५- म्योर मिल के मालिकों ने जुलाई १९५५ के बाद से विनता विभाग चोगड्डों की संख्या लगातार बढ़ाई है और बावजूद बार बार शिकायतें करने, डेपू-टेशन के मिलने के श्रम-विभाग के अधिकारियों ने शक्तिशाली पूंजीपति श्री चिंहानिवा के विरुद्ध कोई कार्यवाही नहीं की है । अभी पिछले दो महीने ११ चोगड्डे बढ़ाये गये हैं । मालिक चोगड्डा बढ़ाने का वही तरीका अपना रहे हैं जो १९५४-५५ में उन्होंने तिरासल विभाग में अपनाया था, यानी मुस्तकिल मजदूरों को उनकी मुस्तकिल जगहों से हटा कर, उनकी जगह भूख और पैट की मार से परेशान बेरोज़गार खजी-दारों और टेम्पोररी मजदूरों को लगातार चोगड्डा बढ़वाना ।

दिल्ली के त्रिदलीय भारतीय श्रम-सम्मेलन में 'रेशनलाइज़ेशन' संबंधी सर्व-सम्मत प्रस्तावों का इस प्रकार ज़ुले वाम ठुकराना, नैनीताल-सम्मेलन में स्वीकृत 'कोड आफ डिडिप्लिन' के खिलाफ है । यह कार्यवाही यू०पी० इन्डस्ट्रियल एक्ट की धारा ४-आई के खिलाफ है । लेकिन श्रम-विभाग ने अभी तक मालिकों पर मुकदमा नहीं चलाया ।

६- म्योर मिल के मालिकों ने बीमा-फंड और प्राविवेन्ट फंड के लाखों रुपये अपने और मजदूरों के रोक रखे हैं और फलस्वरूप ऐसे मजदूर जो इन फंडों द्वारा सहायता पाने के अधिकारी हैं, इस सुविधा से वंचित रह जाते हैं ।

७- म्योर मिल कानपुर को उन मिलों में है जो १९४७ से पहले जब इसका प्रबंध बागला-ग्रुप के हाथ में नहीं था, हमेशा मुनाफे पर चली है। लड़ाई के जमाने में इस मिल के मालिकों ने करोड़ों रुपया मुनाफा रखा है। लड़ाई के बाद भी मिल में मुनाफे हुये हैं, लेकिन अगर हाई कोर्ट के सामने हलफनामों पर दिये गये सिंहाभियां जी के बयानों को पढ़ा जाय तो पता लगेगा कि किस तरह मिल के ऐयर होल्डरों का पैसा गुबन किया गया है और जब इसी तरह का काम भी सिंहाभियां के ग्रुप के लोग त्याग-तपस्या को माला लेकर कर रहे हैं क्यों कि वे केवल ११ रुपया साल मैनेजिंग डायरेक्टर को फीस लेते हैं।

मजदूरों और देश की सेवा के लिये श्री सिंहाभियां के ग्रुप द्वारा किये जाने वाले इस त्याग की प्रशंसा करते हुये भी हम मजदूर चाहते हैं कि :-

- १- मिल के प्रबंध की जांच के लिये त्रिदलीय कमेटी बनायी जाय।
- २- मजदूरों को अक्टूबर-नवंबर की तन्खाह और बंठकी का मुआवज़ा तुरन्त भदा किया जाय।
- ३- बढ़ाया गया चोंगड्डा तोड़ा जाय और चोंगड्डा न बढ़ाया जाय। चोंगड्डे और दुपल्ले पर काम करने वाले मजदूरों की मशीनों की जांच विंध्ववासिनी कमेटी के फौसले के मुताबिक की जाय और जब तक मालिकान उन शर्तों पर मशीनों और डिपार्टों का सुधार न कर लें, चलने वाले सभी चोंगड्डे और डबल पल्ले तोड़ दिये जाय।
- ४- लूटों की हटनी रोक्य जाय और ऐसे मजदूर जो बुढ़ापे और बीमारी के कारण काम न कर सकें उनकी लिस्ट मालिकों, मजदूरों और ग्रम विभाग के एक अधिकारी की कमेटी द्वारा बनायी जाय और उनको १५ दिन साल पीछे तन्खाह पूरी सविंस के आधार पर दी जाय।
- ५- मिल की तीसरी शिफ्ट चलायी जाय और प्ले आफ रोक्य जाय।
- ८- इस कमेटी के सामने उपर्युक्त बातें इस आशा से रख रहे हैं कि इन मामलों पर फौरन फौसला किया जायेगा।

अगर कमेटी इस मामले पर हमें कोई निश्चित जवाब ५ मई तक नहीं देगी तो मिल के मजदूर और सूती मिल मजदूर-सभा की मिल-कमेटी इन मांगों को मनवाने के लिये सीधी कार्यवाही करने के लिये स्वतंत्र होगी।

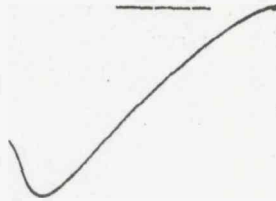
म्योर मिल के मजदूर दो साल से पीसे जा रहे हैं। ग्रम-विभाग असहाय तमाशबीन बना बैठा है। मालिकों के हमले बढ़ रहे हैं और अपने अधिकारों के लिये मजदूर संगठित लड़ाई लड़ने की तैयारी कर रहे हैं।

प्रतिलिपि :-

- १- जिलाधीश, कानपुर।
 - २- ग्रम मंत्री, उत्तर प्रदेश, लखनऊ।
 - ३- उप-ग्रम मंत्री श्री स्व०शु० बहूना, उत्तर प्रदेश, लखनऊ।
 - ४- श्री गुलज़ारीलाल नंदा, ग्रम मंत्री, भारत सरकार, दिल्ली।
 - ५- श्री एस.एस. डोंगे A.I.T.U.C. नई दिल्ली
 - ६- एस.एस. वतर्जी एस.पी.
 - ७- श्रम प्रयोगशाला उत्तर प्रदेश
कानपुर
- सूती मिल मजदूर सभा सम्बन्धित
म्योर मिल कमेटी कानपुर
सप्तपति संघ-१३

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SPEECH DELIVERED BY SHRI LAL BAHADUR SHASTRI, MINISTER FOR COMMERCE AND INDUSTRY IN LOK SABHA ON THE MOTION RELATING TO THE PRESENT TRENDS IN THE EXPORT TRADE ON THE 3RD DECEMBER, 1958.



The Minister of Commerce and Industry (Shri Lal Bahadur Shastri):

Sir, I beg to move:

"That the present trends in the export trade of India, and the state of the textile industry which contributes materially to that trade, be taken into consideration."

I am thankful to you that an opportunity has been given to us to have a full discussion on the problems of the textile industry as also on general exports. It is well known that the progress of rapid industrialisation in the country is largely tied up with our capacity to pay for the import of machinery, industrial equipment and industrial raw materials. We have used up a greater part of our foreign exchange reserves in building up the country's industrial potential. Our import requirements to maintain a steady rise in industrial and agricultural production continue to be heavy. We can pay for these requirements only if we succeed in augmenting our export earnings. The setback which our efforts in this direction have recently received is, therefore, a matter of great concern to us all.

With your permission, Sir, I will try to place the present position in its proper perspective. It was in the year 1954 that the Commerce and Industry Ministry initiated special steps to build up the country's export potential. One of the first such steps was the formation of Export Promotion Councils for specific commodities with considerable export potential. The Cotton Textile Export Promotion Council came into being in October, 1954, and ten other Councils each dealing with the specific commodity were set up in the following years. The Commodity Boards for Coffee, Tea, Coir, Handicrafts and Handlooms were asked to pay special attention to export markets and the State Trading Corporation and the Export Risk Insurance Corporation were organised in 1956 and 1957 respectively in an effort to build up our export trade.

Steps were also simultaneously taken to strengthen a Directorates of Exhibition and Commercial Publicity to re-vitalize the Director-General of Commercial Intelligence and Statistics and to strengthen our trade representations abroad. In July, 1957, the Foreign Trade Board was set up to co-ordinate and guide the country's commercial effort and the Directorate of Export Promotion was organised to implement the Board's decisions and to provide prompt and effective service to the exporter.

These organisational efforts, together with the number of other measures which were taken over the last two to three years and to which I propose to refer a little later, made it possible for the country to claim for itself a share of the improvement in international trade.

It will be recalled that in 1954 our export earnings stood at Rs. 558 crores. In 1955 our exports reached the figure of Rs. 602 crores. A further improvement was recorded in 1956, bringing up the total for that year to Rs. 613 crores. This improvement was maintained for the first nine months of 1957. But the effects of recession in economic activity in some of the highly industrialised countries of the world began to be felt in the last quarter of that year.

In October, 1957, exports shrunk by Rs. 8 crores and although there was some improvement in November, the downward trend was resumed in December, 1957. Export earnings continued to decline over the first five months of the current year until the lowest point was reached in June, when partly because of the strike in our ports, we earned only Rs. 28 crores.

I am, however, somewhat relieved to report that from July, 1958, the trend can be described to have taken a hopeful turn. In July, the earnings mounted up once again to the more satisfying figure of Rs. 54 crores and in September, 1958, the performance was on par at over Rs. 58 crores with the figure for the corresponding month in the last year.

There is reason to believe that the hopeful trend in our export trade which has been noticed in the third quarter of the current year will endure. True we cannot afford to be complacent but I would also like to suggest that we need not, at the same time, feel unduly depressed by the disheartening experience of the nine months ending June, 1958. This decline, as I have said before, had in fact

resulted largely from the decline in commodity prices, and from the setback in economic activity in some of the highly industrialised countries of the world, more particularly in the United States and later in western Europe.

The House will be interested to know that imports into industrially advanced countries suffered a significant decline during this period, and consequently most of the undeveloped countries dependent on the export of primary products were unable to maintain a high level of imports. The export earnings of some of the South American countries declined by nearly 25 per cent and of some of our neighbours shrunk by as much as 20 per cent. My colleague had occasion to tell the House this morning that on an average the unit value of the export of some of our primary products slumped during this period by as much as 18 to 20 per cent. So, there has been a widespread recession in international trade and we have also been effected by it.

I would also crave your indulgence to call attention to some bright spots in this otherwise depressing picture. It is important for the House to know what we have been able to achieve during the last nine months. Partly as a result of the fall in prices of imported industrial raw materials and partly in consequence of the tight import policy we have been following, it has been possible, even during this period of nine months, to narrow down the gap between our exports and imports.

For instance, during the months January to September 1957, the adverse balance of trade had aggregated to Rs. 265.8 crores. During the same period this year, the gap between total imports and exports had come down to Rs. 157.5 crores only. Indeed, the trade figures for the month of September 1958, which are the latest available, show that during this month, we were fortunately able to realise a small surplus. It is also somewhat encouraging to note that in the face of falling demand., it was possible for us to secure quantitative increases in the export of tea, cashewnuts, tobacco and linseed oil. We also succeeded at the same time in improving significantly our cash earnings from the export of some of our manufactures, notably sewing machines, fire extinguishers, some small machinery items, leather manufacturers, woollen-piecegoods and artificial silk fabrics. It is true that manufactured items still constitute only a small fraction of our foreign trade. But the success our concentrated efforts have been able to achieve in this limited field, coupled with quantitative increases in some traditional items, serve to reinforce confidence in the resilience of our economy.

Nevertheless, for many years to come, we have to continue to depend for our export earnings mainly on our staple items of export. It is for this reason that the fall in export earnings from cotton textiles, manganese ore, gunnies, castor oil, hides and skins, raw cotton and raw wool, has caused us special concern. I propose to deal at some length with the problems of the textile industry. In exporting textiles we really face an uphill task.

Exports for the January to September 1958 both mill made and handloom, were about 467 million yards. On this basis, our annual exports for the current year would be of the order of 625 million yards. Judging from the 1957 figures, which stood

at 878 million yards, the drop has been considerable. I would, however, say that such drops have occurred in the past. In 1950, for example, we exported over 1,100 million yards, but in 1951, they dropped to 778 million yards and further dropped to 602 million yards in 1952. That, of course, gives us no satisfaction and we have to go carefully into the causes of the current decline.

Apart from the general recession in the western countries in the latter half of 1957, there has been a shrinkage in the international trade in cotton textiles. Many countries are setting up their own textile mills. We have also had to face more serious competition in this shrinking field; and some countries have had, because of their own foreign exchange difficulties, to restrict imports.

When the first signs of this decline were noticed earlier in the year, I had set up a high power committee on which all interests were represented, to go into the several problems of textiles. This committee, as you are aware, has examined all these aspects. Certain specific suggestions were made by the committee to improve our exports and Government have, after careful consideration, implemented several measures in pursuance of those suggestions.

In the import policy programme for the current half year, facilities have been provided to exporting mills to obtain their requirements of textile chemicals and dyes; in the case of co-operatives, they have been enabled to import finer counts of yarn in addition to dyes. We have also permitted mills to obtain their requirements of special machinery. Facilities for importing foreign cotton have also been provided subsequently on the recommendations of the Cotton Textile Mills Federation.

Hon. Members would be naturally much concerned with the state of our textile machinery. Our this morning questions were asked about the closure of mills. The textile enquiry committee noticed that a large majority of the machines in existence today were installed more than 40 years back and had outlived their usefulness. In fact, it would perhaps be almost impossible to revive some of the closed mills. Their machines are so old and outmoded that these mills may have to be wound up and it will be almost impossible to revive them. Against this background the Committee also referred to the definite preference in the markets abroad for flawless cloth produced only on automatic looms and indicated that our mills in due course should equip themselves with a large number of such looms. I hope the industry, in co-operation with labour, would take note of these observations and avail more liberally of the facilities available to them. In regard to additional automatic looms for export promotion, the stringent conditions for installation have been sufficiently relaxed and I hope the industry will fully avail of these facilities and instal 3,000 automatic looms under this scheme at an early date. I also hope the industry will make better use of the facilities available with the National Industrial Development Corporation and devote greater attention to the re-equipment of the industry at an early date.

I do not now propose to deal at length with other commodities. But I would only like to say that with some difficulty, we have been able to maintain the exports of iron ore and other minerals at a reasonably high level. But the difficulties of the steel industry in the United States and in Europe have caused a sharp fall in the international demand for manganese ore,

the impact of which has been more keenly felt in producing areas such as India, which are situated at considerable distances from consuming mills.

As regards agricultural products, however, the position is somewhat different; our agricultural products, notably cotton, oil seeds, oils, oil cakes, spices, tobacco, fruits and vegetables are well-known throughout the world. But because of the rising level of demand at home, we have been unable to release sufficient surpluses for sale in overseas markets. Recently, in spite of the fear that the prices of vegetable oil or groundnut oil will rise, we have announced quotas for the export of groundnut oil and other edible oils and a substantial part of the quota announced for the groundnut oil has been utilised. It is essential that we should concentrate on the export of edible oils. There is no doubt that there is a great demand for our oils in foreign countries. We have to concentrate on the export of oils, and I have no doubt that in a few months time it should be possible for us to release larger quotas for export. But, side by side, it is essential that our production should also increase, in all kinds of oils whether it is groundnut oil mustard or other oils. We have recently discussed that with the Food and Agriculture Ministry and every effort is being made to increasing our production of oil seeds etc. If production goes up, it will not affect internal consumption and our consumers in the country and it will also help in the furtherance of the export of those commodities.

There are many other items which can reasonably be expected to yield increased export earnings. These are raw wool, hides and skins, coal and coffee. The real difficulties in all these items is not one of salesmanship but of production and prices. The problem of production has to be solved, and it is true it may take some time. But we must pursue that

effort. Nevertheless, I would like to tell the House that we are doing our best in this regard and given determined effort on the part of those concerned, it should not be too difficult for ^{us} to generate significant surplus for export to overseas markets.

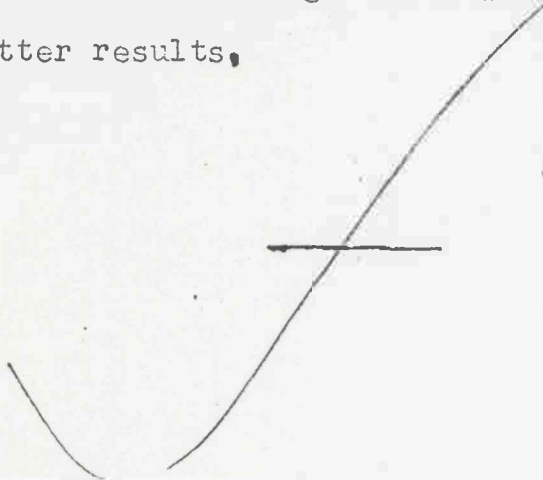
So far as Government are concerned, we are constantly engaged in making it possible for exporters to improve the competitiveness of Indian products. Export duties have been withdrawn from all items, except one or two. Import duties paid on the imported content of as many as 80 items of export are now refunded. Exporters are also able to claim refund of excise duty. Special schemes for supply of accessories and raw materials, imported or indigenous are in operation. Measures for the control of quality have been introduced. Railways are offering special concessions to stimulate export traffic. Ship-owners have also shown some awareness of the need to provide better shipping opportunities and to adjust freight rates in an effort to increase export cargo from India. The impact of all these efforts in diverse fields is bound to be felt on our export earnings at no distant date. But the experience of the nine months during which we suffered a set back emphasises the fact that we can reasonably expect to improve export earnings only if international trade continues to expand. It is for this reason that the heavy adverse balance we have for some time been running up in our trade with some of the more advanced countries of the world have worried us. The problem posed by these adverse balances has been recognized in the Conferences which were recently held at Montreal, New Delhi and Geneva. It is also to be hoped that the trade agreements which have recently been negotiated with some countries will also enlarge exports and to balance the trade at a high level.

I have almost finished. I have endeavoured to place before the House all the facts of the situation which have been undoubtedly a difficulty one. I referred to

certain developments in the international economic situation. Still I fully realise that we have to be alert, and vigilant. Above all, we have to discover the deficiencies, wherever they are, and take necessary steps to remedy them. So far as Government are concerned, we have during recent months taken a number of steps with a view to providing facilities and opportunities for an expansion in our exports. I have also taken several opportunities of having discussion on this matter with the representatives of industry and trade and various chambers of commerce. I do hope there is greater awareness now for the need to take bold and imaginative action for stepping up our exports. Our policy should be to produce goods at competitive prices with due regard to quality and the taste of consumers. Each industry has to take definite steps towards that end. Indeed, this is a continuous process in which Government would always be prepared to participate and to render every possible assistance.

It will be wrong to take one item or two or three items and to feel concerned over the decline of export of those items. It will also not be taking a very correct view to take up one or two countries in the case of which our exports have declined. It is necessary that we should take an overall view. I do not deny that there has been a decline. But this decline has been there for some time. It has not happened all of a sudden. So, I would appeal to House to take an overall and balanced view of the matter. They should also realise that in this difficult situation during the last five or six months we have made a special effort, concentrated effort, to arrest the decline. I do not want to depend upon the export and import figures of one month or two months. It is not quite correct to do so. Correct assessment will be for the period of at least six months or one year. So, I do not want to claim much. But

I merely want to mention to the House that a sincere effort has been made to tackle a very difficult problem and a very difficult situation, and the slight improvement that I see gives me some satisfaction, only to this extent that it may be possible for us to arrest the decline. But I will not merely be satisfied by arresting the decline. We must go further and we should be able to export much more. In fact my idea is that the real problem and the real solution of the foreign exchange difficulty is only by exporting more. Unless we are able to improve our exports, we will have to depend on other countries for a very very long time to come. Foreign loans, we may have to take and utilize. But we should try to be as much self-reliant as possible. So, in these circumstances, I fully realise the importance of increasing our exports and our efforts are in that direction and I am not at all pessimistic about it. I have full hope that we should be able to go ahead with our export targets and achieve better results.



LOK SABHA

STARRED QUESTION NO. 368.

To be answered on the 18th February, 1959.

Closure of Textile Mills

*368. SHRI N. KESHAVA)
SHRI S.M. BANERJEE)
SHRI AJIT SINGH SARHADI)
SHRI RAGHUNATH SINGH)
SHRI MUHAMMED ELIAS)
SHRI KHADIWALA)
SHRI K.B. MALVIA) :

Will the Minister of Commerce and Industry be pleased to lay a statement on the Table showing:

- (a) the number of textile mills which served notices of closure during the years 1957 and 1958 respectively;
- (b) the names of textile mills which remained closed during the same period;
- (c) the total number of working days lost and the extent of loss in production as a result of closure of textile mills in 1957 and 1958;
- (d) the names of the textile mills which reopened after intervention by Government during the above period;
- (e) the names of textile mills which have been taken over or are proposed to be taken over by the State Governments; and
- (f) the other steps contemplated to reopen the mills which are closed at present?

A N S W E R

THE MINISTER OF COMMERCE (SHRI NITYANAND KANUNGO):

- (a) to (f) : A statement is laid on the Table of the House.

.....

STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO
(f) OF STARRED QUESTION NO. 368 TO BE ANSWERED
IN THE LOK SABHA ON THE 18TH FEBRUARY, 1959.

(a) 25 cotton textile mills served notices of closure during 1957 and 45 mills during 1958.

(b) Names of cotton textile mills which were closed down during the years 1957 and 1958 are:-

(i) Those closed during 1957.

1. Gopal Industries, Kotah.
2. Cawnpore Cotton Mills, Kanpur.
3. Shri Sayajee Jubilee Cotton & Jute Mills, Co., Ltd., Sidhpur.
4. Ayyangar Spg. & Wvg. Co., Ltd., Pudukottai.
5. Bombay Cotton and Yarn Mills, Bombay.
6. Ramchand Textiles, Hathras.
7. Kalinga Textiles, Rajgangpur, Orissa.
8. Maharaja Kishangarh Mills, Kishangarh.
9. Pollachi Bagalakshmi Mills, Pollachi.

(ii) Those closed during 1958.

1. Berar Mfg. Co., Ltd., Badnera.
2. Atherton Mills Co., Ltd., Kanpur.
3. Shri Ramesh Cotton Mills, Morvi.
4. New Karnatak Cotton Mills, Hubli.
5. Shri Digvijaisinghji Spg. & Wvg. Mills, Jannagar.
6. Edward Textiles, Madras.
7. Shri Bijay Cotton Mills, Bijayanagar.
8. Gaya Cotton & Jute Mills, Gaya.
9. Kaleswarar Mills, Coimbatore.
10. K.S. Nazaralli Mills, Ujjain.
11. Dhanraj Cotton Mills, Bombay.
12. Indra Spg. & Wvg. Mills, Agra.
13. Orissa Cotton Mills, Orissa.
14. Mahaganapathy Spg. Mills, Pudukottai.
15. Indian Cotton and Oil Mills, Navasari.
16. Jubilee Mills, Bombay.
17. Kapila Textiles, Nanjangad.
18. Aurangabad Cotton Mills, Aurangabad.

(c) As a result of closures during the years ~~1957 and 1958~~, the approximate loss of man days and production was 12500 days, 2,00,000 bales of cloth and 48,700 bales of yarn.

(d) Names of cotton textile mills which closed down and reopened during the years 1957, and 1958, are given below. The affairs of the first 4 mills which have been reopened, were investigated under the Industries (Development and Regulation) Act, 1951. In most of the other cases, the Textile Commissioner contacted the mill authorities to find out their difficulties and also extended assistance for reopening:

1. Hathisingh Mfg. Co. Ltd., Ahmedabad.
2. Broach Textiles (Gopal Mills), Broach.
3. Narsinghji Mfg. Co., Ltd., Sholapur.
4. Sholapur Spg. And Wvg. Mills, Sholapur.
5. Shri Shanmugar Mills, Rajapalayam.
6. John Princes of Wales No. 4 Mills, Agra.
7. Sethiya Textile Mfgrs. Agra.
8. Seksaria Cotton Mills, Bombay.
9. Horwah Cotton Mills Howrah:
10. Combedia Mills, Coimbatore.
11. Shri Amarsinghji Mills, Vankaner.
12. Padma Mills, Kalapati.
13. Aurangabad Mills, Aurangabad.

(e) The following 4 cotton textiles mills are being run by State Governments.

| <u>Name of the mill</u> | <u>State Government by which taken over.</u> |
|--|--|
| 1. Narsinggirjee Mills, Sholapur. | Government of Bombay. |
| 2. Seksaria Cotton Mills, Bombay. | -do- |
| 3. Sitaram Mills, Trichur. | Government of Kerala. |
| 4. Cochin Mahalaxmi Cotton Mills Mulakunnathukavu, | -do- |

It is not possible to say how many mills will be similarly taken over in future.

(f) Steps taken by the Government with a view to help closed mills reopen are given below:-

- (a) In December, 1957, excise duty on medium cloth which forms the bulk of production was reduced by 6 pies per square yard and taxes levied at various stages were amalgamated as additional excise duty. On 19.3.1958, Government reduced excise duty on all varieties of cloth. On the interim recommendations of the Textile Enquiry Committee, incidence of excise duty on various types of cloth was rationalised and the duties scaled down in the case of coarse and medium cloth which is mainly the production of the closed mills and marginal mills.
- (b) At the instance of the Government, the State Bank of India and other scheduled Banks were approached to consider the reduction of their margin of security against advances from 25 per cent to 10 per cent in appropriate cases. All the Banks have generally agreed to help the mills in this respect as far as possible.
- (c) Ministry of Labour & Employment have constituted a Wage Board for textile industry which is expected to look after the problems and wages of the workers.
- (d) The Textile Commissioner has been trying to remove difficulties relating to shortage of coal and other raw materials, movement of stocks etc., and expeditiously rendering assistance wherever possible.
- (e) Wherever possible Investigation Committees are appointed under the Industries (Development and Regulation) Act, 1951 in order to explore the possibility of such mills re-opening.

(f) Recently certain closed mills have been taken over by the State Governments and re-started by obtaining a lease from the Official Liquidators. Two mills have been taken over in this manner by one State Government.

.....

Shri S. H. Banerjee
(Q. 368)

2352

Shri Keshava: May I know the main reasons for the extensive stoppage of these mills?

Shri Kanungo: The reasons are well known to the House, at any rate. Generally, out of 470 establishments 20 to 25 mills remain closed for various reasons. In the last two years there have been slightly heavier closures because of the depression in the trade.

Shri Keshava: Is it a fact that the workers of the Spun Silk Mills, Chinnapatnam, Mysore, made proposals to this Ministry that the Mills should be re-opened even by appropriating the accumulated provident fund of workers to the extent of Rs.2 lakhs; if so, may I know what is the result of that representation?

Shri Kanungo: As far as I know the mills are under liquidation proceedings. No such proposal has been received by Government.

Shri Ajit Singh Sarhadi: May I know if the Government has got any plan whereby these periodical closures of textile mills should not take place and Government should take over management wherever possible?

Shri Kanungo: As the statement will show, State Governments in various places have taken over the management in certain cases. But there are cases where it is not worthwhile running them. The condition of the machinery and the condition of the company may be so bad that it may not be possible to run it.

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Q & A (18.2.59) / Magha 29, 1800 (Saka)
Uncorrected-Not for Publication

Q 368 - ctd

2353

Shri S.M. Banerjee: From the statement it is found that in 1957 the Kanpur Cotton Mills, Kanpur, closed, and in 1958 another mill, the Atherton West Mills Limited, Kanpur, closed. May I know what ^{is} happening to these, whether the investigation committee appointed to go into the working of the Atherton West Mills has finalised its report, and whether Government is taking final action to take over this mill as well as the Kanpur Cotton Mills?

Shri Kanungo: The investigation is continuing at the moment.

Shri S.M. Banerjee: My question has not been answered. In regard to the Atherton West Mills, investigation was going on and he says it has not been completed. The Kanpur Cotton Mills has been closed and 4,000 workers have not been paid even their retrenchment compensation. I want to know what is happening to this mill, whether the U.P. Government is taking over this mill.

The Minister of Commerce and Industry (Shri Lal Bahadur Shastri): The enquiry of Atherton Mills has been completed. We have not received the report so far, but as far as I know, the general opinion is that the Atherton Mill can be run economically, but the UP Government will have to take it up if they so desire, and I have been of course not officially but unofficially informed that the U.P. Government is prepared to take over that mill when the report has been finally scrutinised by them.

Shri S.M. Banerjee: What about Kanpur Cotton Mills?

Shri Lal Bahadur Shastri: The Kanpur Cotton Mill is in an extremely bad condition, and perhaps it is one of those mills which should definitely be scrapped.

Q 368 - Ctd.

2355

Shri Joachim Alva: There are four mills stated to be taken over by the State Governments; two by the Government of Bombay and two by the Kerala Government. May I know whether it is the intention of Government to help the lame dogs over the stile or to offer them to the owners after the Government has run them well?

Shri Kanungo: These mills are being run by the various Governments more or less as unemployment relief schemes, and all the mills are under court proceedings. So, when the court proceedings are finished, that is the stage to consider it.

Shri Raghunath Singh: It appears that two mills have been taken over by the Bombay Government and two by the Kerala Government, the Kerala Government. May I know whether the mills taken over by the Kerala Government are running at a loss or a profit?

Shri Kanungo: As I said, they are running as unemployment benefit schemes, and they are not running ^{into} heavy losses; that is all I can say.

Shri C.R. Sasappa: May I know the number of people rendered unemployed because of the closure of these mills?

Shri Kanungo: That is in the statement.

Shri Sonavane: The hon. Minister has stated that trade depression is the cause of closure. Some mills have closed while others are running. Therefore, I want to know what steps Government want to take to run these closed mills if their demands are legitimate and bona fide.

Mr. Speaker: All this is assumed that it would be all right. A specific question ought to be put.

Shri Lal Bahadur Shastri: As my colleague just now said, out of 470 mills there are about 34 mills which are closed, and they are closed on account of different reasons.

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(Q. 368, ctd.)

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श्री ए० का० वर्मा: टेबल पर रखे गये स्टेटमेंट में उज्जैन की नजरबंदी मिल जा
वन्द हा गई है उस का नाम शरीक नहीं किया गया है।

अध्यक्ष महोदय: सारे देश में कितनी हो मिलें हैं, हर एक के नाम कहां तक दिये
जा सकते हैं ?

श्री ए० का० वर्मा : जो प्रश्न पूछा गया है उस के जवाब में जो स्टेटमेंट दिया गया
है कि सन् १९५७ में ५८ मेंक्रीन सी मिलें वन्द हुई हैं, उन में इस का नाम
नहीं दिया गया है।

अध्यक्ष महोदय: अगर इस स्टेटमेंट में वह नाम नहीं है तो दूसरा प्रश्न पूछना चाहिये।

श्री कानूनगा: सन्कायरी कर ली जायगी कि कहां नहीं है।

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Q & A (16.2.59)/Magha 29; 1880 (Saka)
Uncorrected-Not for Publication

Q 368 - ctd

2556

Firstly, some of them have become old and they have not got the finances to replace their machinery. If they want to modernise and rehabilitate their mills, Government is prepared to give them loans, and the National Industrial Development Corporation has been giving loans for that purpose, but we do not give money for working capital. We do give for modernisation and rehabilitation.

The second thing is that many of them are fighting among themselves. There are internal disputes and cases are going on in the courts, and many of them are under liquidation. So, it is not possible for us to intervene in each and every matter, but I must say that through the machinery of the Textile Commissioner's Office, where we have got a survey team, we are making investigations into a number of mills and where it is found that they can be run economically, we will certainly try to help as much as we can.

Mr. Speaker: Shri Goray.

Shri Mahendra Pratap: Our socialist pattern of Government should be very grateful for the lockouts because here is a very good chance ...

Mr. Speaker: Order, order. I have called Shri Goray. The hon. Member must have an ear for me.

Q 368 - ctd

2357

Shri Goray: In view of the fact that such a large number of mills have closed down, does not the Government think that the time has come when they should have a general policy evolved about these things?

Shri Lal Bahadur Shastri: General policy regarding what?

Shri Goray: Taking over or managing these mills or handing them over to the workers.

Shri Lal Bahadur Shastri: It is not possible. As I said, we cannot take over each and every mill. ^{In regard to} those mills which are to be scrapped, Shri Goray will himself ask a question later on as to why a mill which is being run by Government is running at a loss. After all, they are private mills. We are not expected to take over each and every one of them, but as I said, I have advised the Textile Commissioner to go into each and every case. We have slightly to strengthen our survey organisation. It has been a small organisation so far, but if we want to survey all the mills, which are about 34 in number, it will have to be strengthened. So, an enquiry will be made and in case we find that out of the 34 mills, say 20 can be run, we will see that the State Governments either take them over, or we shall think out some other ways and means of running them. But recently 12 mills have been reopened, I might inform the hon. Member.

Raja Mahendra Pratap: Our socialist pattern of Government should be very glad that there are lock-outs because in such cases they can hand over the mills to the workers and try whether they can work the mills or not. Can we not hand over the mills to the workers and see whether they can manage the mills or not?

Q 368 - ctd.


2358

Mr. Speaker: Without capital?

The hon. Member makes the suggestion that wherever there have been lockouts or strikes or internal disputes among the persons concerned, in view of the socialist pattern of society, even this sector must be taken up one after the other. That is the suggestion.

Shri Lal Bahadur Shastri: These proposals can be considered, but I might inform the hon. Member that in the case of two mills where the workers wanted to reduce their wages so that the mills could be run economically, the unions of the workers, the Central union or the State union, lodged a strong protest and they said that in no case should the workers reduce their wages. So, the hon. Member will realise that in the circumstances we cannot do anything, because the organised bodies do not like that the workers may run their mills by reducing their wages or by taking steps which may in some respects reduce the earnings of the workers.

(ends)



LOK SABHA

STARRED QUESTION NO. 373.

TO BE ANSWERED ON THE 18TH FEBRUARY, 1959.

MEDICAL BENEFITS TO WORKERS' FAMILIES.

*373. SHRI T.B. VITTAL RAO:

Will the Minister of Labour and Employment be pleased to refer to the reply given to Starred Question No. 1230 on the 19th December, 1958 and state:

(a) whether the State Governments of Bombay, West Bengal and Madras have agreed to the suggestion that the medical benefits to the insured workers' families should be extended during 1959; and

(b) if so, whether the extension will be enforced simultaneously in Bombay, Calcutta and Madras?

A N S W E R

SHRI ABID ALI (DEPUTY MINISTER OF LABOUR)

(a) The Governments of Bombay and Madras have agreed to extension of medical care to insured workers' families during 1959. The matter is being pursued with the West Bengal Government who have not so far taken a final decision.

(b) No.

.....

Shri T B Vittal Rao: May I know the grounds stated by the West Bengal Government in their reply to the Central Government, for not extending it during 1959?

Shri bid Ali: They feel that arrangements for hospitalisation also should be made available before families are covered. As that would not be possible at present, they feel that families should not be covered for the time being.

Shri T B Vittal Rao: May I know whether the corporation is taking up construction of hospitals both at Madras and at Calcutta, and if so, when the construction of these hospitals will begin?

Shri bid Ali: Not to cover the families.

Shri T B Vittal Rao: There is a sum of Rs.13 crores as balance with the corporation. The Study Group which was appointed to into the question of social security has already strongly recommended that the scheme should be extended to the families. In view of that recommendation, may I know what the trouble is?

Shri bid Ali: Out of this sum of Rs.13 crores, Rs.11 crores have already been earmarked for hospital arrangements for insured persons, not for their families; families have already been covered in some of the States. In the other States also, they will be covered during the current year. Most of the States will cover families of the insured persons during the current year. With regard to the West Bengal Government, as I have stated, we are pursuing the matter with them, and I hope they will also cover the families.

Shri S K Banerjee: The Employees State Insurance Scheme was also implemented in Kanpur. May I know whether the UP Government have accepted this suggestion to extend this benefit to the families, and if not, the reasons therefor?

Shri bid Ali: They have accepted this suggestion.

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(18.2.59) / Magha 29, 1880 (Saka)
Uncorrected-Not for Publication

2367

(C 373 contd.)

Shri T B Vittal Rao: The hon. Minister stated that it has been extended to the families in some States. But, as far as we know, it is only in one State, and that too in only one city, namely Bangalore, where it has been extended to cover the families. May I know the names of the States that have already extended it to the families?

Shri bid Ali: The names of those States are: Mysore, Assam, Bihar, Punjab and Madhya Pradesh.

Shri S M Banerjee: The hon. Minister stated that UP had accepted this suggestion, but UP has not been mentioned in this list.

Shri Bonavane: May I know whether the doctors who are treating these workers have been asked only to give certain medicines and injections and not others which are costlier?

Shri bid Ali: Yes: costlier medicine has to be prescribed by specialists.

Shri Vittal Rao: The Employees State Insurance Scheme has covered only 13 lakhs of workers as against 22 lakhs to be covered. May I know when the remaining will be covered?

Shri bid Ali: During the current year.

(ends)

LOK SABHA

STARRED QUESTION NO. 377.

TO BE ANSWERED ON THE 18TH FEBRUARY, 1959.

EMPLOYMENT EXCHANGES

*S77 (SHRI BHAKT DARSHAN:
(SHRI D.C. SHARMA:

Will the Minister of LABOUR AND
EMPLOYMENT be pleased to refer to the
reply given to Unstarred Question No.558
on the 29th November, 1958 and to state
the progress since made in different
aspects of the four-point programme
formulated to improve the services by
Employment Exchanges?

A_N_S_W_E_R

DEPUTY MINISTER FOR LABOUR (SHRI ABID ALI)

A statement is placed on the table
of the Sabha.

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"SS"

Starred Question No. 377.

Statement mentioned in reply to Starred Question No. 377 in the Lok Sabha on the 13th February, 1959.

(1) Expansion of Employment Service: There were 135 Employment Exchanges in the country at the commencement of the Second Five Year Plan and the Plan is to set up 145 additional Exchanges by the end of the Plan. So far 99 new Exchanges have been sanctioned, out of which 80 have actually started functioning raising the total number of Exchanges in the country at present to 215.

(2) Collection of Employment Market Information:

The collection of information in the private sector has commenced in 18 employment market areas, viz., Delhi, Hyderabad, Gauhati, Patna, Dhanbad, Jamshedpur, Nagpur, Ernakulam, Indore, Coimbatore, Bangalore, Cuttack, Ambala, Kanpur, Allahabad, Lucknow, Meerut and Muzaffarpur. The collection of information in the public sector has commenced in all the States except Jammu and Kashmir.

(3) Youth Employment Service and Employment Counselling:

Against a target of 53, sixteen Units as against eight last November have been sanctioned and officers and staff have been trained for the work. Career interviews and talks are being given to hundreds of applicants and school children every month. The programme is proceeding according to plan.

(4) Occupational Research and Analysis:

During the first two years of the Plan 10 Units were sanctioned and the remaining three have been sanctioned during the current year. In consequence the material for the National Classification of Occupation is being gathered from all possible sources and the volume is progressing well.

LOK SABHA

STARRED QUESTION NO. 381.

To be answered on the 18th February, 1959.

HOUSING

*No. 381. SHRI I. EACHARAN: Will the Minister of Works, Housing and Supply be pleased to state:

(a) whether any decision has been taken to cut down the amount provided in the Second Five Year Plan for housing; and

(b) if so, the reasons therefor?

.....

A N S W E R

DEPUTY MINISTER OF WORKS, HOUSING & SUPPLY:

(SHRI ANIL K. CHANDA)

(a) The original allocation of Rs. 120 crores has had to be reduced to Rs. 84 crores as a result of the reappraisal of the Plan. It has, however, been decided that sanction commitments may be made to the extent of the original provision of Rs. 120 crores provided the actual expenditure does not exceed Rs. 84 crores.

(b) The cut was considered necessary due to the general trend of rising cost, the limited resources of the country and the necessity to ensure the completion of the more important development projects in the core of the Plan, even at a higher cost.

.....

LOK SABHA

STARRED QUESTION NO. 387.

To be answered on the 18th February, 1959.

Textile Industry

*387. SHRIMATI ILA PALCHOUDHURI:

Will the Minister of Commerce and Industry be pleased to state:

- (a) whether it is a fact that the Committee of the Indian Cotton Mills Federation have approached Government for speedy rationalisation and modernisation of the textile industry; and
- (b) if so, the decision taken in the matter?

A N S W E R

THE MINISTER OF COMMERCE (SHRI NITYANAND KANUNGO):

- (a) No, Sir. But the Indian Cotton Mills Federation made suggestions on rationalisation and modernisation in their memorandum to the Textile Enquiry Committee (1958).
- (b) The Textile Enquiry Committee took note of the suggestions of the Federation in making their recommendations to Government. Government's decisions on the Textile Enquiry Committee's recommendations, including those pertaining to rationalisation and modernisation, are contained in their Resolution published in the Gazette of India Extraordinary dated the 31st October, 1958.

LOK SABHA

STARRED QUESTION NO. 1364.

To be answered on the 19th March, 1959.

Automatic Looms

*1364. SHRI RAJENDRA SINGH)
SHRI KESHAVA)
SHRI NAGI REDDY)
SHRI VASUDEVAN NAIR)
SHRI N.R. MUNISAMY)
SHRI BOSE)
SHRI TANGAMANI)
SHRI RAM KRISHAN GUPTA)
SHRI SARJU PANDEY)
SHRI SIDDANANJAPPA) :

Will the Minister of Commerce and Industry

be pleased to state:

- (a) the criteria laid down by Government to allocate automatic looms;
- (b) the number of automatic looms proposed to be imported during the current year; and
- (c) the foreign exchange involved?

A N S W E R

THE MINISTER OF INDUSTRY (SHRI MANUBHAI SHAH):

(a) to (c): A statement is laid on the Table of the House.

Statement referred to in reply to parts (a) to (c) of Starred Question No. 1364 to be answered in the Lok Sabha on the 19th March, 1959.

(a) 1. There are two schemes for allocation of automatic looms to the cotton textile industry. One is for allocation of 3,000 automatic looms exclusively for export purposes.

The criteria in this case are:-

- (i) the entire production on these looms will be exported;
- (ii) In addition to the entire production on the looms, the allottee mills will also export 50% of the past exports in any one of the calendar years 1954, 1955 and 1956.

2. The second scheme is for allocation of 2,500 automatic looms during each calendar year 1959, 1960 and 1961 for replacement of plain looms. The criteria for this allocation are:-

- (i) Past and potential performance in the export trade;
- (ii) Ability to install automatic looms without retrenchment of workers;
- (iii) Financial capacity to undertake introduction of automatic looms;
- (iv) Even distribution on a zonal basis covering the entire country;
- (v) Allotments of these looms to individual mills will normally range from 48 to 144; in exceptionally deserving cases maximum allotment can be 300.

(b) and (c): The Question regarding the specific number or types of automatic looms to be imported under the above schemes is under consideration. As no allotments have been made so far under any of these schemes, the foreign exchange that will be involved cannot be anticipated at present.

Balu
A-5

Q & A (19.3.59)/Phalguna 28, 1880 (Saka)
Uncorrected-Not for Publication

400

(Q 1364 & 1373)

10,777

Shri Keshava: May I know whether it is a condition precedent for granting of this licence or permission for the importing of these automatic looms that the workers who are likely to be unemployed are definitely provided for? ✓

Shri Manubhai Shah: That is what I have already said in answer to parts (b) and (c) of S.Q.No.1373, that this is subject to the code evolved by the Indian Labour Conference that there will be no retrenchment or displacement as a result of either the additional establishment of these automatic looms or the replacement of the old ones.

Shri S M Banerjee: A committee consisting of representatives of various Central trade union organisations has been formed to discuss this issue. I want to know whether a particular member of this committee belonging to the All India Trade Union Congress gave three suggestions,

LOK SABHA

Please return within TWENTY FOUR HOURS

If this copy is not returned corrected by 21 MAR 1959

(if necessary) the Reporter's copy will be utilised and no corrections can be made thereafter

are and
to is.
Member

Trade
question of

automatic looms.

Shri Manubhai Shah: A letter was received while we were discussing this matter, from the All India Trade Union Congress, and that was what Shri S A Dange also mentioned on the floor of this House when this matter was debated upon here. It is not possible for the Government of India to establish these three thousand looms at one place in the public sector, mainly because this is a diversified industry producing different patterns of production;

Shri Manubhai Shah (contd.):

and that can be tackled only as an ancillary to the existing textile industry.

Mr Speaker: I want to know one thing from the hon. Minister.

Was not this matter explained on the floor of the House? I remember on a prior occasion, the hon. Minister mentioned the figure of three thousand looms. And we had a lot of discussion over this.

Shri S M Banerjee: May I explain? This is after that discussion.

Mr Speaker: Again and again, these matters are coming up. I would request the hon. Minister to intimate to us if it had come up earlier. Of course, we are trying to be watchful and have a register to indicate whether a similar question has been answered. If once a question is answered during a session, if there are any further supplementaries that hon. Members want to ask, or they do want any further elucidation, they will, in the first instance, write to the hon. Minister and get the information.

What I find is that new matters do not come up here at all.

Shri S M Banerjee: This is a new matter.

Mr Speaker: Sometimes, one hon. Member takes the trouble and then tables a question; other hon. Members try to follow it up later on without exerting themselves.

Shri S M Banerjee: Three suggestions were made....

Mr Speaker: Hereafter, I would suggest this. As soon as questions are received by us, we send copies of those questions to the hon. Ministers, and as quickly as possible, they should intimate to us if those questions or similar questions where these matters could have arisen had been already tabled,

(@ 1364 & 1373 contd.)

10,775

Mr Speaker (contd.):

so that the field may be free for other questions or new matters to be elucidated, instead of hon. Members saying, I am going to refer to your answer on the previous occasion, come along, I shall fire some other short question and so on; this takes away our time unnecessarily.

Shri S M Banerjee: If you will kindly allow me, I shall explain.

Mr Speaker: I know there can be other matters. But no subject is exhausted during the question hour.

Shri S M Banerjee: This is a new thing.

Mr Speaker: I shall allow this. But hereafter, that will be the rule.

Shri S M Banerjee: In regard to one of the suggestions, the hon. Minister has replied already that it is not possible to have a unit in the public sector. The other two suggestions were..

Mr Speaker: What is the question?

Shri S M Banerjee: May I know whether it has also been suggested that the new unit should be started with fifty per cent share from the private sector, and also whether the installation of automatic looms should be done only in those factories or those private enterprises where they promise to export the production on those looms?

Shri Manubhai Shah: All these are contained in my answer. If the hon. Member reads the statement laid on the Table of the House, he will find the answers there. This matter was raised in the course of the debate also, and we had clearly indicated that preference would be given for the establishment of these automatic looms only to such mills as were ready

PS
B-1
11.10

C & A (19.3.59)/Phalguna 28, 1880 (Saka)
Uncorrected-Not for Publication

1364 & 1373 cd

10,722

Shri Achar: The Minister was pleased to refer to a condition precedent. If that is followed, will it not affect adversely the cost of production?

Shri Manubhai Shah: On the contrary, it is expected that both the quality will go up and the cost might slightly go down.

Shri S M Banerjee: Are Government contemplating taking over certain closed mills -- which are closed at present -- and installing automatic looms in those mills and seeing that they should be in the public sector?

Shri Manubhai Shah: This hardly arises out of this question.

श्री रा० क० वर्मा : मैं यह निवेदन करना चाहता था कि अगर पिकली मशीनरी पुरानी रखी गई और आटोमेटिक लूम को चलाने की परमिशन दी गई तो क्या उसका प्रोडक्शन कैम्पार बुरा असर नहीं होगा ?

श्री मनुभाई शाह : इसका पूरा खयाल रखा जाएगा । जो टेक्निकल कमेटी आटोमेटिक लूम को मंचूर करेगी वह यह भी देखेगी कि पुरानी मशीनरी अच्छी है या नहीं और अगर अच्छी नहीं होगी तो उसको भी बदलने की आज्ञा दी जाएगी ।

ends

261

LOK SABHA

STARRED QUESTION NO. 1373.

To be answered on the 19th March, 1959.

Automatic Looms in Cotton Textile
Mills

*1373 SHRI S.M. BANERJEE)
SHRI TANGAMANI)
SHRI A.K. GOPALAN)
SHRI AJROBINDO GHOSAL)
SHRI S.C. SAMANTA:)
SHRI SUBODH HANSDA) :

Will the Minister of Commerce and Industry be pleased to state:

- (a) whether the decision to instal 2,500 automatic looms per year from 1959 in the cotton Textile Industry has been approved by Government;
- (b) if so, the number of labourers likely to be retrenched each year as a result thereof; and
- (c) the steps Government propose to take to rehabilitate the retrenched persons?

A N S W E R

THE MINISTER OF INDUSTRY (SHRI MANUBHAI SHAH):

- (a) Yes, Sir.
- (b) and (c): The scheme of installation of these automatic looms will be governed by the principles arrived at, at the 15th Session of the Indian Labour Conference which inter alia stipulates that there should be no retrenchment of labour. If any labour is displaced on looms, they will be absorbed in other departments of the same mills. Not more than a thousand to fifteen hundred workers per year all over the country are likely to be affected by this scheme and even that number, as said above, will be absorbed in the industry.

- 7 APR 1959

Phone No. 149

WORKERS UNITE

HISSAR TEXTILE MILLS WORKERS UNION

Regd. No. 40

NAGORI GATE,

HISSAR

Ref. No. 154/59

Dated 2.4.59

श्रीमान जनरल मैनेजर साहिब,
हिंसार टेक्सटाइल मिल, हिंसार।

विषय:— बदली कारीगरों का परमानेंट करना।

श्रीमानजी,

सेवा में निवेदन यह है कि Agreement ता 11-2-59 के अनुसार
यूनियन की तरफ से 7-3-59 को 30 बदली कारीगरों की List दी
गई थी उसकी छानबीन भी हो चुकी है लेकिन इस पहली लाइस्ट को
उस List में से किसी कारीगर को भी परमानेंट नहीं किया गया।
इसके अतिरिक्त कुछ बदली कारीगरों को जिनको सजाएं दी गई थी
परमानेंट किया जाना था परन्तु वे भी नहीं किए गए। इससे
कारीगरों में बड़ा असन्तोष है। कृपया करके इसकी छानबीन करके
जल्दी से जल्दी इन तगाम कारीगरों को परमानेंट करें।

कापी:—

1. लेबर इन्स्पेक्टर, भिवानी
2. लेबर कमिश्नर, अम्बाला
3. A.I.T.U.C. New Delhi
4. P.T.U.C. Jullunder

आपका:

काशी राम की/म

Offin Secy.

HISSAR TEXTILE MILLS
WORKERS UNION, HISSAR.

11 APR 1959

Phone No. 149

WORKERS UNITE

HISSAR TEXTILE MILLS WORKERS UNION

Regd. No. 40

NAGORI GATE,

HISSAR

Ref. No. 182/59

261

Dated 8.4.59

The Labour Commissioner, Punjab,
Gubala Cantt.

Subject- Violation of Code of discipline.

Sir,

Reference your letter dated 3.4.59.

In connection with the subject noted above I would like to draw your kind attention towards the paras No. 3 and last of the agreement dated 11.2.59.

Further, I would like to know whether the management have made a fresh complaint after 11.2.59. My enquiries here reveal that the management of Hissar Textile Mills Hissar have not made any fresh complaint in this connection after 11.2.59. and if your department is proceeding only on old complaints I suggest that the opinion of the management whether they want to proceed with it further, may kindly be ascertained. I will be able to give you any further information only after having reply of this letter.

Yours faithfully

Rachhpal Singh

General Secretary.

Copies to:-

1. Labour Inspector Shivani
2. A.I.T.U.C. 4 Ashoka Road, New Delhi
3. P.T.U.C.C.T. Road, Jullundur.

HISSAR TEXTILE MILLS

WORKERS UNION HISSAR

No. 185/59

THE HISSAR TEXTILE MILLS, HISSAR.

W. Mans

It is hereby agreed that about 60 surplus/reeling workers be trained on jobs in other departments of the Mills where Management thinks fit. In order that such reeling workers may not abuse the advantage of being trained on paid basis and may become equally efficient to other workers of the departments the following time restriction is imposed.

The surplus reeling workers will initially be given 2½ months time for learning the work of a particular department after which period they would be put on trial. The trainee reelers found unfit will be given another fortnight's time and trial held again. For this period of 3 months every such reeler will be paid the minimum wage, i.e. Rs. 30/- plus D.A. In case of those trainee reelers unable to give average output given by a worker in the relative department will be given another chance for one month for improving upon the skill and qualifying for the job, but for this period of one month such trainee reelers will be paid Rs. 30/- only and no dearness allowance will be paid.

Reelers who are not found upto the mark even in the third trial, then their services will either be terminated or they will be allowed to continue as unpaid learners till a successful trial to be held after every fortnight.

The reeling workers required to learn the work of a job in a department where workers are paid fixed monthly wages on test, have to show the required efficiency in work and skill in handling the machine of which he is required to learn the work.

14/10/44

The concession of minimum wage will be withdrawn from the trainee reelers immediately they are declared fit and assigned a particular job and will be paid accordingly.

The workers accepting the above conditions have to give their assent in writing for being trained in other departments.

In case the required number of applications from reelers for training in other departments are not voluntarily forthcoming then the junior most reelers will be selected for the purpose.

During the period of training all such reeling workers will be treated as trainees.

The average production will be calculated taking into account the total output in a particular count divided by the number of days.

On the basis of your letter 10/4/44

W.A.T. V.C. New Delhi

GL:Bn 10/4.

2. P.T. V.C. Jullundur

3. Kobra Manjor EKLA Unica Delhi

The reeling workers referred to learn the work of a job in a department where workers are paid fixed monthly wages on test, have to show the required efficiency in work and skill in handling the machine of which he is required to learn the work.

18 MAY 1959

WORKERS UNITE

HISSAR TEXTILE MILLS WORKERS UNION,

Regd. No. 40

NAGORI GATE,
HISSAR.

Ref. No. 266/59

Dated 4.5.1959 195

To

The General Manager,
Hissar Textile Mills,
Hissar.

Subject:- Draft rules for loan for the purchase of the
Bicycles

Dear Sir,

Reference your letter no. IL/26/1960, dated the
11th May, 1959.

This is absolutely wrong that I gave my consent to
the rule no. 10 of your draft at any time. During the course
of discussion you told me that only a very small number of
people will be affected by this rule. After some more discussion
it was explained by your side that we do not want to give
cycles to bad characters. On the point of explanation raised
by me you agreed to give a list of categories of workers
whom you do not want to extend the benefit of this scheme and
you instructed the Labour ^{Officer Mr. Mehta} ~~Inspector~~ for giving me a list of
categories mentioned above.

I met Labour Officer Mr. Mehta after two or three days

~~and~~ and the following list :-

1. Drunken
2. Debtors
3. Less than 240 days work
4. Suspended more than once
5. Theft cases
6. Involved in criminal cases.
7. Bad characters.

After studying the list carefully I came to the conclusion
that management do not want to honour the agreement signed
of course, in good faith. From your letter I fail to understand

WORKERS UNITE

HISSAR TEXTILE MILLS WORKERS UNION,

Regd. No. 40

NAGORI GATE,
HISSAR.

Ref. No. _____

Dated 15.5.59 195

-2-

Now I have gone back from my words, this is absolutely wrong that I ever have shown my agreement with the Principle of rule ten.

From your attitude I feel that the chance of mutual discussion on any point are not bright, and you do not want to enter into any discussion except on your terms. I am sorry to say that this way ^{we} cannot maintain peace in industry, though we on our side are trying our level best to maintain it. But one sided peace cannot be maintained at all.

This is always the policy of the management to take shelter behind the false pretext of Union's internal difficulties'. We know our organisation very well and we also know what is wrong and what is right.

I perfectly understand that big amount will be spent and you are right in imposing some reasonable restriction on its realisation. But ^{an} absolute right as mentioned in rule no. 10 cannot be given. It seems workers will get cycle only if management wish to give ^{them}. The principle is wrong, dangerous and unjust.

I emphatically deny the charge levelled against the Union in para four of your letter. It is the management who are using delaying tactics, making agreements ineffective, violating agreement, code of discipline and code of conduct.

As regards the language of my letters, I fail to see ^{any} ~~any~~ thing ~~is the~~ ⁱⁿ contrary to our policy. But on the other hand the attitude of the management in connection with our demands and agreement is unrealistic and unreasonable.

From your letter dated 11th May, I feel that the management do not want to discuss our demands sent ~~by~~ dated 17.4.59. This is clear violation of agreements and code of

WORKERS UNITE

HISSAR TEXTILE MILLS WORKERS UNION,

Regd. No. 40

NAGORI GATE,
HISSAR.

Ref. No. _____

Dated 14.5.59 195

-3-

discipline. Your attitude in this connection is totally unhelpful.

In these circumstances I see no other course than to request the Labour Inspector for conciliation.

In my letter no. 221/59 dated 6th May, I have requested for clarification of certain points in connection with badli workers. I will be much obliged if you kindly give information requested in my letter dated 6th May as early as possible.

I further request for the supply of ^{the} following information at an early date :-

Total number of employees on the roll on second May, 1959
The number of permanent head, Badli workers, Temporary and casual workers, Shift and departmentwise. Number of clerical staff, supervising staff and number of mistri and ~~head~~ Head drafters. Daffars

I again request for patient reading and sympathetic consideration of the contents of my letters.

Please send the requested information at an early date.

Yours faithfully,

Rachpal Singh

Genl. Secretary.

HISSAR TEXTILE MILLS
WORKERS UNION, HISSAR.

*See Art. 10-C
as information*

Phone No. 149

WORKERS UNITE

HISSAR TEXTILE MILLS WORKERS UNION

Regd. No. 40

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

NAGORI GATE,

HISSAR

Ref. No. 24/59

261

Dated 6.5.59

Handwritten initials

हिस्सार में मई दिवस

एक मई को हिस्सार शहर में A.I.T.U.C. के भंडे तले बड़ी धूम-धाम से मई-दिवस मनाया गया। जिसमें हिस्सार टेक्सटाइल मिल वर्करज यूनियन (A.I.T.U.C.) डिस्ट्रिक्ट ट्रांसपोर्ट वर्करज यूनियन (A.I.T.U.C.) नक्की वर्करज यूनियन (A.I.T.U.C.) के समेत आठ ट्रेड यूनियनों ने भाग लिया। एक बहुत बड़ा जलूस निकला और उसके पश्चात एक पब्लिक जलसा हुआ। जिसमें Com. रिद्धपाल सिंह (प्रचारमन्त्री P.T.U.C.) तथा अन्य वक्ताओं ने मई दिवस के इतिहास पर प्रकाश डाला और मजदूरों से संगठन और एकता में मजबूत करने की भी अपील की गई। इसके अतिरिक्त A.I.T.U.C. बिल्डिंग फंड और शोर से इकट्ठा करने की भी अपील की गई।

— प्रिय सखीजी,
 'मई-दिवस' की News कापे
 समय Hissar को न भूलिए।

— काशीराम शौबिक
 Office Secy.
 HISSAR TEXTILE MILLS
 WORKERS UNION, HISSAR.

Phone No. 149

WORKERS UNITE

HISSAR TEXTILE MILLS WORKERS UNION

Regd. No. 40

NAGORI GATE,

HISSAR

Ref. No. 273/32

Dated 6th May, 1959.

General Manager,
Hissar Textile Mills,
Hissar.

Subject:- Violation of Code of discipline.

Dear Sir,

Reference your letter no. H.L/7/18679 dated 21.4.59 I have made enquiries into the allegations made against Com. Te Chand in your letter and come to the conclusion that some interested persons have given you wrong information. Com. Te Chand never uttered these words which had been attributed to him in your letter.

In his gate meeting speech he directed the transferred workers that they should ^{be given the job} assigned to them. In his speech of course, he referred to the previous practice of your subordinates through which the trainees from Reeling department were forced to do sweepers job in the mills by some Mistri instead of their being trained as Karigar. That apprehension is there in the worker's minds.

I hope this letter will clear the mis-understanding created by some interested people.

Yours faithfully,

Rachpal Singh
Genl. Secretary.

C. C. to :-
Labour Inspector, Shiwan
Labour Commissioner, Ambala
P. - U. C. Jalandhar.
A. I. L. U. C. New Delhi.

HISSAR.

11 MAY 1959

Phone No. 149

WORKERS UNITE

HISSAR TEXTILE MILLS WORKERS UNION

Regd. No. 40

NAGORI GATE,

HISSAR

Ref. No 250/59

Dated 8th May, 1959.

The following resolutions were passed in a mass rally of Hissar Workers held on 1.5.59 under the Presidentship of Comrade Shiv Dayal Dubar.

...

The management of Hissar Textile Mills had signed an agreement in the month of February, in consequence of a struggle fought by the workers of the said mill in the month of January of the same year. But to the workers great consternation many of the items of the signed agreement have not yet been implemented. In this connection, once again the Union verbally as well as in writing strove to draw management attention to this in-difference, 'But of no avail' with the result, there have been created unrest and indignation among the workers of the said concern. Under the circumstances mentioned above this meeting of the workers earnestly urges upon the management to implement the decisions agreed upon by both the parties in the said agreement forth with.

Moreover management is also requested to accede to the demand notice submitted on 17.4.1959, to set the workers at rest.

K. Kaur
for Genl. Secy.

HISSAR TEXTILE MILLS

Copies :-

1. The Secretary, P. T. U. C. Jullundur
2. Labour Inspector Shiwani
3. Labour Commissioner, Ambala Cantt.
4. The Manager, Hissar Textile Mills Hissar
5. The Secretary, A. I. T. U. C. New Delhi
6. Shri Bharat Ram, Chairman, Delhi Cloth Mills, Delhi.

Draft Rules for the Purchase of Bicycles.

It is proposed to extend to our permanent workers the facility of an interest free loan of Rs. 150/- for the purchase of bicycle.

A Aims and Objects. To help them to discharge their duties efficiently.

B Terms and Conditions.

1. After obtaining permission of the Chief Inspector of Factories, for the recovery of the loan in monthly instalments the amount sanctioned will either directly be paid to the cycle dealer supplying the bicycle or to the employee on producing the original cash memo in his individual name.
2. The employee desiring the loan shall have to execute an agreement on stamped paper of appropriate value, at his cost, with two sureties who shall be his fellow workers on the permanent roll of the Hissar Textile Mills and who must have put in not less than two years of continuous service with satisfactory service record and conduct. However, an employee cannot stand as surety for more than two workers. These sureties will undertake in writing that in case the loanee leaves or abandons his service, they shall be liable jointly and severally to pay the loan in the same manner in which the loanee is liable to pay according to these rules and the Management will have the right to recover the loan in equal monthly instalments from their wages, remunerations earned or cash benefit received by them.
3. The loan will be sanctioned only to those employees who have at present no bicycles of their own.
4. The amount will be utilised for purchasing an Indian make cycle.

5. The cycle so purchased will be for the employee's own need.
6. The property in the cycle shall continue to vest in the Hissar Textile Mills till the loan is fully repaid and in the event of any breach of conditions on the part of the loanee the cycle will be liable to seizure and forfeiture.
7. The amount of loan shall be recovered in one year in 12 equal instalments from the employee's monthly wages or any other remunerations earned or cash benefit received by him.
8. No other loan or advance shall be given to an employee till full amount of loan is paid back by him. Further, an employee cannot avail of the above type of loan more than once during his period of service.
9. Sanction of the loan will be subject to:-
 - (a) The Management's sole discretion, taking into account an employee's service record and conduct.
 - (b) An employee having put in not less than 2 years continuous service.
10. Submission of Applications.
 - (a) Applications for the loan shall be made in the prescribed form duly completed in all respects and shall bear recommendations of the Departmental Head.
 - (b) The employee will be informed in writing about the sanction of the loan and in case he does not avail the sanction the same will be automatically lapse after 30 days of the issue of letter of sanction.

The above scheme will remain in force for one year from the date of receiving permission for the deduction of loan from wages etc. from the Chief Inspector of Factories, Punjab.



72 MAY 1959

Telegrams : "CLOTH"

Telephone : 98

HISSAR TEXTILE MILLS, HISSAR

Proprietors :

Delhi Cloth & General Mills Co. Ltd. Delhi.

HISSAR.

No. HL/26/

Dated 11. MAY 1959 195.

**The General Secretary,
Hissar Textile Mills Workers Union,
H I S S A R.**

**Sub: Draft Rules for loan for the purchase
of Bicycles.**

Dear Sir,

Please refer to your letter No. 221/59 dated 6-5-59.

The rules framed in the beginning were discussed and were reframed. The reframed set of rules was discussed in detail a number of times. The rules were typed the third time only when you agreed to all the points laid therein and a copy of the same handed over to you.

It was surprising for us to received from you a set of draft rules in the above behalf incorporating therein major changes. Since long discussions have already been held on the subject a number of times, we feel it would be futile to prolong the matter anymore in discussions in view of the fact that you have gone back even to the agreed draft. However, in view of your request for a mutual discussion on the issue the same can be held on a date and time mutually arranged but the basis of discussion would be the same as previously agreed to by you and laid down in our draft rules sent alongwith our letter No. HL/26/19357 dated 5-5-59.

We understand that some difficulty arose amongst your colleagues on the phrase "Management's sole discretion taking into account an employee's service record and conduct" in Rule No. 9 of our draft. During discussions with the undersigned you agreed in principle on the above. Since big amount will be involved towards this loan you will please appreciate that the party to whom the loan is to be given must be reliable, and capable of repaying the loaned amount and the Management's opinion in this respect must prevail. Therefore the matter has to be left to the sole discretion of the Management.

Your allegations that our writing of above letter is against the spirit of the agreement and that adopting by us in-different attitude towards the same is not at all understood by us. On the contrary it is on your part that you are again following your old tactics of bringing undue pressure on the Management for agreeing to your terms and also have started blaming the Management on false pretexts. Your above attitude in fact is against the spirit of the agreements, Code of Discipline and the Code of Conduct.

P. T. O.

We regret to say that the language used in your above referred letter is improper and hope that parliamentary language will be used in all your future correspondence.

Thanking you,

Yours faithfully,

14/26/1969

[Signature]
GENERAL MANAGER.

✓ Copy forwarded to the All India Trade Union Congress, New Delhi, along with a copy of Draft Rules for the loan for purchase of Bicycles, for their information.

16 MAY 1959

Telegrams CLOTH
Telephones 02 & 1



HISSAR TEXTILE MILLS

Prop: THE DELHI CLOTH & GENERAL MILLS CO., LTD.

14. MAY 1959

HISSAR

HL/ /

The General Secretary,
Hissar Textile Mills Workers Union,
H I S S A R.

Dear Sir,

Please refer to your letter No. 231/59 dated 6-5-59.

It is a hard fact that Mr. Tek Chand of your Union addressed the gate meeting on 15-4-59, and incited the workers for disobedience which was absolutely against the letter and spirit of the agreement as well as the Code of Discipline.

It is further surprising that instead of making thorough enquiries into the matter and taking necessary action against Mr. Tek Chand you have blamed the Management for wrong report. We request you to please look into the matter and make thorough enquiry. It is further hoped that you will please give strict instructions to Mr. Tek Chand, specially, and other Union members as well to speak and behave in a responsible manner.

Thanking you,

Yours faithfully,

R. S.
GENERAL MANAGER.

44/7/19844
Copy to:

All India Trade Union Congress,
Ashoka Road,
NEW DELHI.

Encl 14/5.

14. MAY 1959

The General Secretary,
Hisar Textile Mills Workers Union,
H I S S A R,

Dear Sir,

We are in receipt of resolution forwarded to us under cover of your letter No. 246/59 dated 8th May, 1959.

The contents of the resolution are not only false and misleading but it is further strange that you have made ~~false~~ ^{false} ^{charges} allegation against us for not implementing the agreements. From the wordings of your resolution we feel that you have made a shift in your attitude and with a view to malignate the Management have passed the above resolution. Further in order to bring undue pressure on the Management to agree to your terms you are systematically following tactics as you have been doing in the past which is evident from your recent correspondence.

On our part we have implemented the agreement but it is really much regretful that from your side violation of the same is being made a number of times and the following instances can be quoted in this regard:-

1. The office bearers of your Union deliver objectionable speeches in gate meetings. Our letter No. HL/7/18679 dated 21-4-59 may be referred in this behalf.
2. Instead of directing the workers to move the grievance machinery for their individual complaints you are accepting the same directly. Reference our letter No. HL/7/19298 dated 4-5-59.
3. You are using improper and unparliamentary language in your day today correspondence. Reference our letter No. HL/26/19581 dated 11-5-59.
4. You are blaming the Management on false pretexts. Reference your above resolution and other day today correspondence.
5. The members of your Union instigate workers for improper and unjustified acts and also misbehave their seniors.
6. You agreed to the Rules for loan for the purchase of bicycles as per Draft sent but you intimated non-acceptance of the same incorporating therein major changes.
7. The agreement lays down that disputes, if any, should be settled mutually without recourse to any outside agency but the individual dispute of Mr. Hem Chand Jain was referred by you to the conciliation officer violating the above said agreement.

The above are self-explanatory facts that on the one hand you are violating agreements as well as the Codes of Discipline and Conduct and on the other making false allegations and putting blame on the Management of its non-implementation.

We hope, you will please look into the matter dispassionately so that Industrial Peace and harmony is maintained.

Thanking you,

Yours faithfully,

[Signature]
GENERAL MANAGER,

16 MAY 1959

WORKERS UNITE

HISSAR TEXTILE MILLS WORKERS UNION,

Regd. No 40

NAGORI GATE,

HISSAR.

Ref No. 1005

Dated 14.5.1959 195

To

The Labour Commissioner,

Punjab, Ambala Cantt.

Subject: ~~Violation~~ ^{and} of code of discipline-agreement dated

11.2.59 and unfair labour practice ^{clause 4 of the Agreement}

Sir,

Most respectfully I beg to draw your kind attention towards the following facts :-

On 11.2.59 an agreement was signed by the representatives of the management and workers of Hissar Textiles Mills Hissar. But inspite of repeated request ^{and} best efforts the Management failed to honour the following clauses :-

1. As written in the pre-~~amble~~ ^{amble} of the agreement the understanding was made that 'disputes should be settled mutually. But inspite of my written requests the management is not willing to start discussion on our demand notice dated 11.2.59 ^{and on some clauses of the Agreement dated 11.2.59}

2. According to clause 4 of the agreement it was decided that the case of Sh. Sarwan Singh will be sent for adjudication jointly. It was sent accordingly on 19.3.59. But before its publication the above mentioned case was referred to the Tribunal on the report of Shri Joginder Singh Labour Officer Bhi ani. Notices were issued to the parties and we appeared before the Industrial tribunal Punjab camp at Delhi on 29th April, 1959.

But to my great surprise the management raised objection on false grounds only to gain time and get this case lingered on. I never have seen any act of indecency and unfair dealing like this.

WORKERS UNITE
HISSAR TEXTILE MILLS WORKERS UNION,

NAGORI GATE,
HISSAR.

Regd. No 40

-2-

Dated 14.5.59¹⁹⁵

Ref. No.

3. The Management is not providing cycles to the workers as agreed in the clause 12 of the agreement.

4. In spite of my repeated request the management is not willing to start discussion on demands^{no. 15} for settlement.

5. According to the clause 14 of the agreement we had supplied the list of thirty badli workers to the Management for making them permanent, but out of that list only six workers have been made permanent and the case of the remaining 24 has been rejected on the one pretext or the other.

On 6.5.59 I sent a letter to the Management in order to get some information in this connection. But received no reply so far.

6. The management is not taking any steps in connection with demand no. 18.

The attitude and behaviour of Mr. Kishor, Labour Officer of the Mill is some times insulting and against the code of discipline. I am preparing a detailed note in this connection.

7. The management is not recognizing our Union in spite of the fact that there is no other Union in this Mill and our Union fulfills all the requirements needed for this purpose.

In the end I request that the Management of Hissar Textile Mills, Hissar may^{very} kindly be persuaded for implementation of the agreement and abiding by the code of discipline and Code of Conduct.

Thanking you,

Yours faithfully,

Rampal Singh
Genl. Secretary.

C. C. 204-

1. The Secretary, P. T. U. C. Jullundur.
2. The Secretary A. I. T. U. C. New Delhi.
3. Labour Inspector Bhiwani.

18 MAY 1959

THE HISSAR TEXTILE MILLS, HISSAR

16. MAY 1959

The General Secretary, c/o
Hissar Textile Mills Workers Union,
HISSAR.

Subject:- Violation of Code of Discipline.

Dear Sir,

May we inform you that once again Shri Tek Chand has started giving provocative and indecent speeches in the gate meetings. In the recent two gate meetings held on the night of 13.5.59 and on the afternoon of 14.5.59 Shri Tek Chand used indecent and improper words against our Managing Agent and Chairman of Board of Directors, accused one of our Assistant Spinning Masters for abetting theft in the Colony, and incited the workers to get ready for the next agitation. He also tried to throw mud on the Police authorities and called them "LAL TOPI WALE HIGHWAY KHOR". You will please agree with us that this is not only against the spirit of Code of Discipline but also against all canons of human decency. This is the third time when Shri Tek Chand has spoken in such a tone after our written agreement with the Union on this subject.

On our part we have tried our best to maintain cordial relations with the Union, but unfortunately this particular gentleman i.e. Shri Tek Chand appears to have lost all control over his tongue. You will please appreciate that one sided good-will gestures, howso liberal they may be, cannot very much help to maintain industrial harmony. The other side must also rise to the occasion and behave in a respectable manner.

We might also point out here for your information that we have tape-recorded proof of the speeches delivered by Shri Tek Chand on 13.5.59 and 14.5.59.

We are sure you will please take necessary action against the above mentioned gentleman.

Thanking you,

Yours faithfully,

GENERAL MANAGER.

1. The Labour Commissioner, Punjab, Lahore Cantt.
2. The Deputy Labour Commissioner, Punjab, Lahore Cantt.
3. The Labour Ins-pector, Hissar.
4. The Deputy Commissioner, Hissar.
5. The Superintendent of Police, Hissar.
6. All India Trade Union Congress, Hissar Branch, Punjab Branch.

10/1/59

Garden Reach Textile Workers' Union

Regd. No. 463

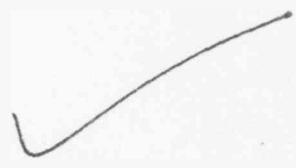
Q 77, AKRA ROAD : CALCUTTA-24

(Affiliated to All India Trade Union Congress)

No. TU/RC/27/181

Date 25th April 59.

Comrade K.G. Sriwastava,
Secretary,
All India Trade Union Congress,
4, Ashoka Road,
New Delhi.



Re: Violation of Code of Discipline & Awards

Dear Friend, settlements by Kesoram Cotton Mills (Birla Bros

As per your instruction we moved the State Government several times and we personally met the Shri Abdus Satter, State Labour Minister several times. We also made representations to the Implementation Division, State Government and some joint conferences were also held.

But it is regretted that the State Government has so far could not made any head way to compel the management to implement the terms of settlement, Awards and abide by the Code of Discipline. The powerful employer is not only ignoring the recommendations and suggestions of the Labour department but as a vindictive measure has let loose a reign of terror upon the leading workmen of the Union and is trying their utmost to boost up a Company's Union (unfortunately under the banner of INTUC.) At present more than 250 leading workmen are either kept suspended for indefinite period even ranging upto one and half year ~~xxxxxx~~ or has dismissed a good number of them. Enclosed, herewith a list of the protected workmen of the Union who have been victimised.

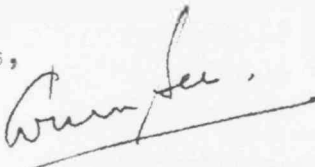
The Labour Department has proved to be impotent to curb the illegal activities of the management not only so. We find that of late the Labour Department has taken a very queer attitude ~~xxxxxx~~ towards the Code of Discipline. In the joint conference held on 24.4.1959 as we pointed out the discriminatory policy of the management, coercion upon the members of the Union, boosting up Rival Company's Union, unilateral increase of workload, vicimisation of the leading and even protected workmen of the Union, and in one word violating all the provisions of the Code by the ~~management~~, the Deputy Labour Commissioner, Quader Nawaz, refused to take into account the provisions of the Code telling that he can only record those which are within the L.D.A.C.

Herewith enclosed a list of pending disputes. It may be noted that the list is waiting longer day by day.

We have demanded a probe into the affairs of the State Labour Dept. in 1958. We have demanded a probe into the affairs of the State Labour Dept. in 1958.

2. We would request you to please send us a copy of
' Coimbatore mills as Duties, work, categories and
wages in textile mills.

With greetings,


(Arun Sen)

Enclosed: 2.

General Secretary.

GARDEN REACH TEXTILE WORKERS' UNION

**List of Office Bearers and protected workmen
who are victimised by
the Company**

1. Ram Chandra Ex.4 Carding B : Member, Works Committee, and
Member, Executive Committee of the Union
2. Bhagawan Das-112/13,W.Spg.A: Member, Works Committee and
Asst. Secretary of the Union.
3. Nagar 30, H.S.Winding C. : Member, Works Committee, and
Member, Executive Committee of the Union.
4. Ghuran Jha, 384, Ware House A : Member, Works Committee, and
Asst. Secretary of the Union.
5. Dinabandhu, 38-39, W.Spg.C : Member, Executive Committee of the Union
6. Balaram, Warp Spinning 81/82B: do do do do
7. Bhaskar, Weft Spg. A 16/17: do do do do
8. Mohan Mudali, W/Spg.A 31/32 : Vice President of the Union.
9. Arjoon, W/Spg. 33/34.A, : Member, Ex-Committee of the Union.
10. Nanda, Warp Spinning A-44/45 : do
11. Mukunda Das, W/Spg.C-65/66 : do
12. Bhima, H.S.Winding A-172 : do
13. Kishore, do B-124 : do
14. Ramji Singh, N/Shed,
Weaving -I- B-808 : do
15. Biswanth- Auto-shed, C
Weaving-1897/1902: do
16. Sibsankar- W/House-A-303 : do
17. Saudagar- W/House-A-573 : do
18. Prabhunath do 166-B : do
19. Nagina- W/H-Plating 129 : do
20. Shewpujan-D/House-A- 231 : do
21. Bhagawan Singh-Ex.1/2,
N.S.Weaving -B : Vice-President of the Union.
22. Rajballam Singh, Hosiery : Member, Works Committee and Vice-President.
23. Mahatam Singh, S/S-Wvg. B : Asst. Secy, of the Union.
24. Narayan Mahato South Shed 1095/98 , Ex, Committee member.
25. Harihar Panda 80282. Warp Spg. A: Member Works Comm. &
Executive Committee member.
26. Chaitoo. Pumpman, Boiler House. Executive Comm. Member.
27. Ram Ekbal 1/4. New Shed. Wvg. 1. Ex. Comm. member.
28. Satish 317-20. N.S. weaving 1. Ex. Comm. Member.

.....

DISPUTES IN KESORAM COTTON MILLS LTD.

1. Payment of balance bonus for the year 1955/56 & 1956/57 as per agreement dt. 6.12.1956.
2. Payment of bonus for the year 1957/58 as per agreement dt. 6.12.1956.
3. Payment of Casual leave for 1957 as per tribunal Award.
4. Violation of Tribunal Awards:
 1. Increment of Rs. 8.02 Rp in Dye House & Printing department.
 2. Increment to Hosiery workers as per Award.
 3. Granting of Dearness Allowance as per Award.
 4. Violation of award in respect of Festival leave wages as per Clause 11(9) (vi) page 2090 of the Award.
 5. Violation of the Award in respect of Gratuity.
 6. Violation in respect of Sick leave wages as per Clause 11(6) of the Award.
 7. And other items as increment to clerks, piece rated workers, Contract labour, etc. as mentioned in our letter ML/KC/3/59.
5. Mass suspension and dismissal of leading members of the Union, Our letter LO/KC/59/13. 1.5.4.59
6. Violation of Code of Discipline :
 1. Formation of rival Co. Union.
 2. Unilateral increase of workload.
 3. Unfair labour practice.
 4. Physical coercion upon the members of our Union by the hirilings of Company.
 5. Refusal to recognise our Union.
7. Retrenchment in Hosiery departments.
 1. Refusal to implement the Award.
 2. Notice of Retrenchment to 104 workers and also refusal to pay them due benefits.

D/- 21.4.1959

Attention of
Shri Abdus Satter,
Minister for Labour,
West Bengal.

22 APR 1959

PHONE : 43-4092

Garden Reach Textile Workers' Union

REGD. NO. 463

(Affiliated to All India Trade Union Congress)

Q 77, AKRA ROAD : CALCUTTA - 24

No. Misc/KC/59/147

Date 18.4.1959

Comrade K. G. Srivastava,
Secretary,
All India Trade Union Congress,
4, Akoka Road,
New Delhi.

Dear Comrade Srivastava,

Enclosed, herewith, copy of our communication with the Govt. of India, Publication Branch for your information and necessary action.

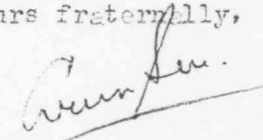
1. The Publication branch informed us to place indent through the Labour Commissioner.
2. The Labour Commissioner, West Bengal has sent no instruction in this matter.

Please see that we may get the publications on commission basis.

With greetings,

Yours fraternally,

Enclosed: 2.


(Arun Sen)

General Secretary.

Misc/KC/58/240

26th Nov. 1958

To
The Manager,
Government of India, Publication Branch,
Hastings Street,
Calcutta-1.

Through the Labour Commissioner, West Bengal.

Dear Sir,

We would like to purchase the following publications on Commission basis as settled for the Registered Trade Unions.

1. Yearly Subscriber for 'INDIAN LABOUR GAZETTE' for 1959.
2. October to December '58 issue of Indian Labour Gazette.
3. D.L. 121, Cotton Mills Industry in India - one copy.
4. D.L. 95 Silk Industry in India - one copy.
5. D.L. 91 Woolen Textile Industry in India - one copy.
6. Proceedings of the 15th Labour Conference - one copy.
7. Proceedings of the 16th Labour Conference - one copy.

Hope that you will supply us the above publications at the earliest.

Thanking you.

Yours faithfully,

(A run Sen)

General Secretary.

(True Copy)

GOVERNMENT OF INDIA,
PUBLICATION BRANCH,
Civil Lines Delhi 8.

1. Government of India Book Dept
8, Hastings Street,
Calcutta.

2. Government of India, Kitabli H
Queensway,
New Delhi.

No. SL/Misc./107/7522.

Delhi, 10th Nov. 1958.

To

The General Secretary, Garden Reach Textile
Workers' Union,
Q 77, Akra Road,
Calcutta-24.

Dear Sir,

With reference to your letter No. Misc/KC/58/211 dated
2.11.1958, I write to inform you that the publications indented for
can be supplied to you at full published price by W.P.P. if desired.

In this connection it is pointed out that you are
entitled to 25 % commission on these publications of the Labour
Ministry only if you indent is submitted for supply to this
office through the Labour Commissioner.

Yours faithfully,

Sd/- Illegible.

For Manager of Publications.

TEXTILE MAZDOOR UNION (REGD.) FARIDABAD.

No. 108/8/59
Dts 10.4.59.

The Labour Commissioner (Punjab),
Ambala Cantt.

Sub:- Violation of the code of discipline and code of
conduct.

Ref:- Your No. 2139-8473 dated 3.4.1959.

Dear Sir,

Your above cited letter alongwith an enclosure containing an extract from the report giving details of alleged breaches of code of conduct and discipline has been received on the 6th April, 1959.

In this connection, we would like to draw your kind attention to a letter of ours No. 108/1/59 dated 3.1.59 addressed to the Labour Inspector Faridabad in reply to his letter No. 2787 dated 31.12.58. sent to us along with a copy of letter No. F/C-11/8394 dt. 13.11.58. from M/S East India Cotton Mfg. Co. Ltd. Faridabad addressed to the Labour Commissioner Punjab. It contained plain and categorical refutations to the allegations made by the management. It also contained the details of certain breaches of code of discipline/conduct by the management but we are at a loss to understand as to why the genuine complaints of the workers have been ignored whereas the report of the Management has been taken as gospel truth. We do not say that there are any chances of partiality on the part of the Govt. but at the same time, we cannot help pointing out that there is every likelihood of the Govt. Officials being misled by the delusionary and propagative skill of the capitalists. Anyhow without dragging ourselves into the controversy confining ourselves to a repeated request that the charges against the Management be also dealt with an equal vigour. We offer following comments on the alleged breaches of code of conduct and code of discipline.

As regards item No.1.

It is true that Shri Purn Mal weaver (now not in

service) resorted to hunger strike on 8.11.58. But he resorted to this ^{steps} self on his own accord, to protest, against the misbehaviours of Shri Shankar Lal Timekeeper. The Union had disowned this hunger strike and had immediately intervened ^{to} in and persuade Shri Purnan Mal to withdraw the same and succeeded in its efforts after two days when the hunger strike was withdrawn by Shri Purnan Mal on being assured by the General Manager that the matter would be investigated and Shri Shankar Lal would be punished if found guilty. Subsequently an inquiry to the effect was held but for the reasons best known to the management the findings of the said inquiry were never made public. After that Shri Purnan Mal could not remain in service for long.

In the light of the above, it becomes obvious that the Union had to do nothing with the any part of this incident and therefore could not be held responsible. But not withstanding the above we would like to be enlightened about one point for our guidance as to how a simple act of hunger strike by an individual which is otherwise peaceful, non-violent and constitutional could violate the clause IV(iv) of the code of discipline.

As regards item No. II.

As already pointed out in our letter No. 102/L/59 dated 3.1.59. the strike of 19.8.58, if it was at all a strike was, a result of provocation by the Management to which it is very much accustomed and spontaneous one. There was a mutual settlement on the efforts made by this Union. The union can in no way be held responsible for this.

III As regards item No. III

This point has really shocked the union, we had never imagined that an act of exposing, the evasion of Govt. taxes would be considered, as an act of defying the ~~kefflers~~ kefflers of the taxes. It is rather a pity on the part of the Govt. to defer the anti-national activities of the Industrialist. We on our

part consider this act of the union as the most pretentious one, and would go on persuading the authorities that ^{East} ^{Collon} M/S India Mfg. ^{Co. Ltd.} Setien Ltd. Faridabad, is playing a dual game of avoiding the payment ^{*} ~~payment~~ of excise duty to extent of Rs. 1.40 lacs a year and at the same time escaping from certain regulation under the industrial dispute act and P.F. Act. We accuse them once again, and take the full responsibility of providing the same before any court of jurisdiction or tribunal, ~~for~~ the charge levied against them.

We donot know that how and when the Govt. discovered that complaints filed against the management as baseless. But we strongly refute the charge, ^{as to} and have moved complaint with ^{albin} ~~albin~~ ACTIVIES. It will be appreciated, if the Govt. refers the matter to the Industrial Tribunal for adjudication.

As regards item No.4.

In this connection, if the management is directed to produce the copy of the enquiry held by the management in the case of Sarvechri Devi Das and Visakhi Pan, weavers and officers of this Union, who were later discharged from service. The copy of the enquiry will expose the methods, the management adopted to smuggle raw material to the so called separate units. The brief fact and the case is that a person was taking certain ^{material} ~~material~~ by way of an under ground passage, without any gate pass. During the process he was caught red handed by the aforesaid victims along with some other workers, as they thought it their duty not to over look an act which could be considered detrimental to the interest of the company. The reward which they got for this was that they were deprived of their livelihood. In this connection we would request the Govt. to hold an impartial enquiry to unearth the real facts.

As regards the last item.

This is to submit that the allegation so made are vague and baseless, hence denied.

Further find below some of the breaches of the code of conduct and Discipline on the part of the Management of the East India Cotton Mfg. Co. Ltd. Faridabad which also require thorough consideration.

1. That the management inspite of the repeated protest by the union, is in the habit of taking unilateral actions in the matters of such as transfers, posting, promotions, splitting up and rationalisation.
2. That the management has been refusing to settle any disputed matter by way of negotiations.
3. That the management has been ^{refusing} ~~refusing~~ to use the existing Govt. machinery (conciliation) for settling the dispute.
4. That the management has been recruiting new weavers allotting them permanent jobs, while ignoring the request of the permanent Badli and senior most among the temporary Badli weaver to be confirmed as permanent weaver, permanent jobs allotted to them.
5. The management unilaterally ^{dismisses} ~~dismisses~~ the workers without giving any cause or reason for the same.
6. That the management has been refusing to settle the outstanding issues through the forum of works committee.
7. That the management has splitted up the company and introduced ^{rationalisation} ~~rationalisation~~ in spite of the repeated protest by the union.
8. That the management has always ignored the request of the union to refer any particular ^{complaint} ~~complaint~~ to the grievance committee.
9. That the management through its hired Ghondess attacked the leading trade union workers and entangled them in false ^{criminal} ~~criminal~~ cases. All such workers were acquitted. The management ~~permanently~~ provokes physical aggressions.
10. That the management does not respect the standing orders and very often violates its provisions both in letter and spirit. It also tries to harass the workers by issuing ^{false} ~~false~~ show cause notices for the so called violation of the provision of the standing order.

- - - - 5 - - - -


✓

11. That the management uses abusive and insulting language in its letters addressed to the union.

In the end we really feel aggrieved by the action of the Management for bringing the so called breaches to the notice of the implementation and evaluation committee before discussing them with this union being recognised one.

Thanks.

Yours faithfully,


(H.L. Chakravarty) 10/4/59
General Secretary,
Textile Mazdoor Union (Regd.)
Faridabad.

Copies forwarded to the following official and departments for information and favour of necessary action please.

1. The Labour Inspector Faridabad, (as desired by the labour Commissioner)
- ✓ 2. The Office of the All India Trade Union Congress, New Delhi
3. The Office of the Punjab Branch Committee of A.I.T.U.C. Jullundur.

RAJASTHAN TRADE UNION CONGRESS

राजस्थान ट्रेड यूनियन कांग्रेस, ब्यावर (राजस्थान)

(Provincial Committee of A. I. T. U. C.)

PRESIDENT :
Swami Kumaranand.

26
59-60

SECRETARY:
Keshri Mal
Municipal Commissioner.



BEAWAR (Raj.)

Dated 2/4/1959.

Dear Com. K. M.

I received your letter, Mr. Com. Keshri Mal's going to Haryana & may go to see him and explain to you of Com. Keshri Mal's present situation prevailing here. We are now facing all a new & critical situation arising out of notices served on 231 workers in Kishore Mills terminating their services. This retrenchment has created a very gloomy situation among the workers in these Mills. We also hear that intention of the millowners is complete closure of the Mills after gradual retrenchment of the workers. The Edwards Mills Ltd. Beawar, also may follow the suit. Last night the working committee of the Society of Labour Union, Beawar took an unanimous decision to start Satyagrah against this retrenchment of the workers. I hope you will kindly give place in the news and raise the question in the Parliament. Though our M. P. Congress are also trying to have some provincial assembly members for our movement in

RAJASTHAN TRADE UNION CONGRESS

Copy of the report of the committee and by placing it in Mr. G. K. Jaiswal's hands and by placing a copy of the report in the hands of each individual member of the committee.

SECRETARY
RAJASTHAN TRADE UNION CONGRESS

It is noted that in a recent report in production cost, there is a depression in course cloth, continued and more is produced by the mills, and the mills being run in loss since a long time - all these circumstances are beyond the control of the mills management, and in order to avoid complete closure of business, it has become necessary at least to close down 5 khata of down shed, one khata of Ring left in one shift, one khata of Sibia Kharpay and winding in one shift, with effect from 1-5-55.

You will find the report in the result of the aforesaid closure, the services are terminated with effect from 1-5-55 and due to breach of contract and compensation under law, etc. and you are requested to pay the amount of Rs. 1000/- to the workers of the mill.

April 3, 1959

Com. Keshrimal,
General Secretary,
Textile Labour Union,
BEAWAR (Rajasthan)

Dear Comrade,

We have received a copy of your letter to the Manager, Krishna Mill, Beawar, regarding the retrenchment in the mill.

Please let us know further details, whether the decision was taken unilaterally or in consultation with the union, so that we may represent the case to the Evaluation & Implementation Division, Ministry of Labour & Employment, Government of India, New Delhi.

With greetings,

Yours fraternally,


Office Secretary

TEXTILE LABOUR UNION

टेक्सटाइल लेबर यूनियन, ब्यावर (राज०)

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

PRESIDENT :
Swami Kumaranand.

GENERAL SECRETARY:
Keshrimal
Municipal Commissioner.



BEAWAR (Raj.)

Dated 9-8-21 19

मैनेज
कुवारा मिल ब्यावर

विषय :- धरती के सम्बन्ध में

डिप्टमहाशय

हमें आज शर्मिष्ठा द्वारा यह ज्ञात हुआ है कि आपने करीब 250 शर्मिष्ठा की धरती करने का नोटिस लगाया है, वैसे तो पिछले 2-3 वर्षों में आपने करीब 300 शर्मिष्ठा की धरती कर ही ले है और अब और 250 आदमी की धरती करने का नोटिस लगाया है, इससे पूर्व कपड़े के सॉच भी आपने बंद किए हैं, वैसे तो आपने वहाँ स्पीनिंग विभाग में बहुत ही नई मशीनें भी आई हैं, नई मशीनें आने से आदमियों की संख्या बढ़ना चाहिये लेकिन बजाये बढ़ने के करीब 100, 150 शर्मिष्ठा धरती करके कम किए हैं और आपने शर्मिष्ठा को एक पैसा दिने बगैर भारी कपड़े लोड लाया है। जिद की प आचार संहिता सम्बन्धित करने का तरीका और धान्न आदि सबको ही आपने भंग किया है। क्योंकि आप जानते हैं कि शर्मिष्ठा आपकी कुछ विगाड़ नहीं सक्ता और सरकार के बड़े से बड़े लोग आप की मुद्दी में हैं इसलिए वो कुछ करेंगे नहीं इसी लिए आपकी इतनी हिम्मत होती है

यह तो आपकी मालूम है ही कि ब्यावर के तीनों मिलों के ऊपर शर्मिष्ठा के बीच ऐसे बहुत से सस इन्डस्ट्रियल ट्राइब्यूनल के समक्ष चल रहे हैं जिसमें तमाम सॉच है जो तमाम शर्मिष्ठा से ताल्लुक रखती है और आपने जो धरती के नोटिस दिए हैं काम बन्द करके, इसके माफने आपकी सीधा सीधा लोक आउट करने की योजना है और बाकी रहे शर्मिष्ठा पर कार्य भार बढ़ाने की योजना है जिसमें शर्मिष्ठा को एक भी पैसा नहीं देना पड़े। ये सब काम आपके नियम बिरुद्ध है।

इसलिए हम आपसे अर्ज करते हैं कि आप इस प्रकार की गलत कार्य नहीं करे क्विल्ल संभरे अन्यथा हमें वैधानिक कार्यवाही करनी पड़ेगी जिसकी सारी जिम्मेवारी आपकी होगी। आशा है आप हमारी वाजिब अर्ज पर ध्यान देंगे।

- संदर्भ :-
- 1- माननीय शर्मिष्ठा जी रामचान जयपुर
 - 2- श्री शर्मिष्ठा जी रेन्डी पतरवार देहली
 - 3- श्री शर्मिष्ठा जयपुर मंगल अजमेर
 - 4- श्री शर्मिष्ठा अधिकाारीजी अजमेर
 - 5- श्री शर्मिष्ठा त्रिदिशक ब्यावर
 - 6- संकटो A.I.T.U.C. देहली

आपकी
इशारा
प्रकार में

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ॐ श्री ॐ

राजस्थान राज्य के मुख्य, उद्योग एवं वाणिज्य मंत्री

श्री मोहनलाल सुखाड़िया

तथा

केन्द्रीय सरकार के उद्योग मंत्री श्री मनुभाई शाह की सेवा में

किशनगढ़ मिल्स राष्ट्रीय मजदूर कांग्रेस की

अपील

सम्माननीय राज्य तथा केन्द्र के मंत्री गण !

आपकी सेवामें मजदूर कांग्रेस की ओर से कई बार अपीलें की जा चुकी हैं कि "दी महाराजा किशनगढ़ मिल्स लि०" को शीघ्र चालू करके सैकड़ों मजदूरों को रोजगार दिया जाय तथा मजदूरों की जो उचित रकम बाकी है वह दिलाई जाय, लेकिन अफसोस है कि आपकी सरकारों ने इस ओर तनिक भी ध्यान नहीं दिया।

अब तक आप लोग यह कहते आये हैं कि इस मिल्स में बहुत ज्यादा भगड़े हैं लाखों रुपये की कर्जदारी है यदि सरकार इस मिल्स को ले या दूसरों को दिलाये तो उस कर्जदारी की ज़ुम्मेदारी सरकार पर आती है इस कारण सरकार कुछ नहीं कर सकती आपका यह जबाब हम अनुचित और सिर्फ बहाने बाजी का मानते आये हैं क्योंकि आप चाहते तो बिना ज़ुम्मेदारी आये ही इस मिल्स की व्यवस्था अपने हाथ में ले सकते थे जैसे जागीरदारों व जमीनदारों से जमोनें ली। नाथद्वारा मन्दिर की लाखों रुपया की सम्पत्ति के लिये आर्डिनेन्स या कानून बनाया उसी तरह किशनगढ़ मिल्स के बारे में भी कानून पास हो सकता था आर्डिनेन्स निकल सकता था लेकिन आपने यह नहीं किया और सिर्फ अपनी राजनैतिक पार्टी बाजी या गुट बाजी के कारण इस मिल्स को बन्द रख कर आज तक हजारों लोगों को भूखों मारा और उनको आप लोगों ने इन्सानियत के हक देने से भी वन्चित रखा।

खैर, किशनगढ़ मिल्स के मजदूरों ने अबतक इस अन्याय और जुल्म को सहनशीलता और बहादुरी के साथ सहन किया लेकिन अब इसको सहन करने की शक्ति उनमें नहीं है और अपने अधिकार पूर्ण हक के लिये आपसे खुले आम कहना चाहते हैं कि आप हमसे अब जिन्दा रहने का हक नहीं छीन सकते। किशनगढ़ मिल्स को चालू करके हमको काम देना ही होगा।

इस मिल्स के लिक्विडेशन में जाने के बाद अब आपकी सरकारें बिना किसी भंगट के अपने अधिकार में ले सकती हैं पुराने भगड़ों या कर्जदारी की ज़ुम्मेदारी भी आप पर नहीं आती हैं। मिल्स का आफिसियल लिक्विडेटर सरकार को यह मिल्स देने के लिये तैयार है फिर सरकार इसको क्यों नहीं लेकर चालू करती है।

जब आप देश में उद्योग धन्धों की तरक्की के नाम पर लाखों करोड़ों रुपया देश के पूंजी पतियों को दे रहे हैं देश को समाजवादी ढंग के समाज की ओर लेजाना चाहते हैं सहकारी खेती आन्दोलन को सफल करने के दावे किये जा रहे हैं वहां उसी देश और प्रान्त की मिलें और कारखाने बन्द रहें और उसमें काम करने वाले श्रमिकों को भूखों मरने के लिये छोड़ दिया जाय। यह कौनसे समाजवाद की राह है यह आप के कैसे सहकारी आन्दोलन की रूप रेखा है इसको समझने में हम असफल हैं।

राजस्थान में ही आप उदयपुर में नया कपड़ा मिल लगाने के लिये ३० लाख रुपया स्वदेशी काटन मिल्स के मालिकों को दे सकते हैं लाखों रुपया सीमेन्ट फैक्ट्रियों के मालिकों को दे सकते हैं जयपुर के कारखानों को सस्ती बिजली दे सकते हैं तो फिर क्या किशनगढ़ मिल्स में दस बीस लाख रुपया लगा कर इसको चालू नहीं कर सकते ।

क्या यह भेद भाव इसलिये बर्ता जा रहा है कि उदयपुर आपका चुनाव क्षेत्र होने की वजह से वहां के मतदाताओं को नया मिल्स लगाने का प्रलोभन देकर अपनी सीट सुरक्षित रखना चाहते हैं और जयपुर या सवाईमाधोपुर आपके सहयोगी मिनिष्ट्रों का क्षेत्र होने की वजह से वहां पर इस तरह विकास के नाम पर राजस्थान के खजाने का मुँह खोल रहे हैं ।

और किशनगढ़ का न कोई मिनिष्ट्र है न कोई प्रभावशाली नेता जिसके चुनाव पर असर पड़े । श्री जयनारायण व्यास जरूर एक बार उपचुनाव जीत कर यहां से गये थे और मुख्य मंत्री भी बने लेकिन जल्दी ही उनका सितारा अस्त होगया क्या उसी पार्टी बाजी का ध्यान रख कर कि यह क्षेत्र कभी श्री जयनारायण व्यास का रहा है इसलिये इसकी उपेक्षा की जाय यहां के मिल्स को बन्द करवा कर राजस्थान का सत्ताधारी गुट श्री जयनारायण व्यास को जिताने का फल यहां की जनता को बेकारी, भूखमरी और तबाही के रूप में इनाम दिया जाय क्या श्री व्यास का बदला आप हम गरीब मजदूरों से निकालना चाहते हैं क्या इस बीसवीं सदी में अब भी यह उचित है कि इस तरह क्षुद्र पार्टी बाजी के नाम पर किसी क्षेत्र की पूरी जनता को ही तबाह कर दी जाय ।

अब तक हमने हमारी भाषा और व्यवहार पर कन्ट्रोल रखा है लेकिन आपके इस उपेक्षा कृत व्यवहार ने हमको मजबूर कर दिया है कि हम भी हमारी जबान खोलें और वैधानिक रूप से आन्दोलन करने की ओर आगे बढ़ें ताकि अन्याय व जुल्म का डटकर विरोध किया जा सके ।

हम आपसे अनुचित मांग नहीं कर रहे हैं बल्कि इस स्वतन्त्र भारत के नागरिक होने के नाते अपने हक की मांग कर रहे हैं कि—

- (१) दी महाराजा किशनगढ़ मिल्स लि० को राज्य व केन्द्रीय सरकार आफिसियल लिक्वीडेटर से लेकर खुद चलाये ।
- (२) या किसी अन्य पार्टी को सरकार देकर चलाये ।
- (३) या सरकार मजदूरों को देकर सहकारी आधार पर चलाये ।
- (४) और मजदूरों के जो करीब १३५८६३६) रु० की रकम बाकी है उनका पेमेन्ट कराये ।

प्रति लिपि:—

- [१] श्रीमति इन्द्रा गांधी, प्रेसिडेन्ट—ग्रखिल भारतीय कांग्रेस कमेटी नई दिल्ली
 - [२] श्री जवाहरलाल नेहरू, प्रधान मंत्री—भारत सरकार, नई दिल्ली
 - [३] श्री गुलजारीलाल नन्दाश्रम, मंत्री—भारत सरकार, नई दिल्ली
 - [४] श्री जनरल सेक्रेटरी, इन्डियन नेशनल ट्रेड युनियन कांग्रेस, नई दिल्ली
 - [५] श्री ए. ए. सिंगे A. S. T. V. C. नई दिल्ली
- ता० २६-३-५६ ई०

आपका—

छोटूलाल यादव

जनरल सेक्रेटरी

किशनगढ़ मिल राष्ट्रीय मजदूर कांग्रेस

The Industrial unrest in Madhya Pradesh is vast and deep and needs urgent attention and serious immediate steps to tackle it ,

As regards the general trouble in textiles the matter has been thoroughly discussed in the recent Indian Labour Conference at Nainital. and unanimous decisions have been arrived at. On the Indore textile crisis a separate investigation is decided upon . And I understand it is already underway.

I am unable to understand why the Birlas should threaten to close down the mills in Gwalior inspite of these decisions.

The decisions are clear. The management has give three months notice for closure and two months notice for retrenchment . This notice period shall be utilised by the Govt. to undertake an expert enquiry and take steps to avoid the retrenchment or closure. The question of financial or technical aid, assistance from the State Bank of India for working Capital, or licence for balancing machines and so on or so forth would be sympathetically and expeditiously looked into .

As regards the virtual lockout of the New Bhopal Textiles, I am afraid the employers are violating the legal provisions and unnecessarily harassing the workers.

Their plea that their unit is 'uneconomic' is meaningless. Firstly the re can be no unit that could be permanently un economic. Secondly a proper investigation under Industrial Development Regulation and in accordance with the decisions of the recent Indian Labour Conference would reveal the true state of affairs. The necessary steps that should be taken would emerge out of such an enquiry.

So far as the understanding reached by the union with the management on 6-4-58 is concerned, it has no validity or force of an agreement. However I feel that the employers have violated precisely that understanding. The understanding is that no machines should be idle. In case a machine is idle, the 'badli' worker of the same dept. would be given work. If the 'badli' worker is not available, then the subordinate worker , and only as a last resort would a redeployment be found if it was necessary and inevitable in the interest of running the machines.

But what is the case ? The management first took away the 'badli' workers of Frames Dept. to the dying department . And when the question of winding Moving Frames arose, they did not even consider the deploying subordinate worker, they straight away asked workers to wind double frames without even helpers. This was a press violation of even the understanding on which Shri Murty is trying to bank.

The best course for the management to adopt now is to retrace the steps and run the mills as usual.

We in this country are trying a new approach in industrial relations of supplementing legislation with codes and conventions laid down by the tripartite Indian Labour conference.

Let the management see this and not ignore it .

I must also draw your attention to the serious situation obtain in the manganese industry. Madhya Pradesh has the most of the manganese in

Here the employers are threatening the workers with closures, retrenchment , and cut in wage, DA or bonus.

As per the
policy
of 1958

Even the Dhanbad award of wage, D.A. bonus and leave facilities etc., is not implemented by all owners. Even the agreement arrived at on the basis of this award between the Samyukta Kshatriya Mazdoor Sangh and the mineral Industrial Association is not implemented to all. And now has come this offensive.

The real difficulty in this industry is that exports have fallen because the private exporters resent the STC operating in this of field. They want to bring pressure on the Govt. and the STC to allow them free play. No doubt our exports to USA have fallen. But is not USA importing iron from other countries ~~xxxx~~ manganese a trade inferior to ours? And should not ferro-manganese plants be established both for internal consumption and export? Should not beneficiation plants be established so that low and medium grade are treated and impressed for export?

But for this concerted efforts by the State and private enterprise would be necessary.

Precisely this is impossible.

Firstly cream of ~~manganese~~ manganese is monopolised by SPMO. They produce a lakh tons. They export very good quality to their friends abroad at very low prices on the basis of forward contracts.

Secondly about 250 petty owners operate about 1000 mines. These petty owners have no resources and technical apparatus.

That is why the Govt. should

- Appoint a full fledged enquiry into the industry to support measures for preserving and developing it.
- amalgamate the small mines. It is useless to maintain their separate existence.

Mobilise resources to establish Ferro-Manganese and beneficiating plants.

Nationalise or at least take over the foreign trade of the CPMD.

I wish to touch upon the trouble in private transport in Chhattisgarh.

The Shuklas held a virtual monopoly here. In the old M.P. state these interests were left untouched in spite of nationalisation elsewhere.

These employers are very arrogant. They have victimised the workers. They harass them. They refuse to concede their demands concerning wages, D.A. and working hours etc.

The unrest is deep. The union leaders are contemplating to ~~adjudication~~ go on hunger strike.

I think the Govt. should intervene and refer the dispute to adjudication.

Lastly a word about Bidi industry. There are 3 lakh workers employed in this industry. But as soon as the Govt. appointed a Minimum Wages Committee to fix wages in this industry, the employers have started a very vicious offensive. They are breaking up the factories and distributing work on contract. They are threatening closures as in the Rajnand Gaon and retrenchment is on.

The workers in this industry enjoy no protection.

I think the only way out is an ordinance against any change in the service conditions so long as the minimum Wages Committee continues its labours. And even later normal industrial relations and grievances procedure should be enforced in this industry.

23 MAR 1959

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GOVERNMENT MUST INTERVENE

TEXTILE INDUSTRY CRISIS IN VIDARBHA.

RESIST UNITEDLY OWNER'S OFFENSIVE.

As announced earlier, a meeting of representatives from the textile workers union from Achalpur, Badnera and Akola met at Akola with Shri B.N. Mukherjee, President Girni Kamgar Union (AITUC) in the chair. The following representatives- Sudam Deshmukh, Athalपुरi and Aji z Shah from Achalpur, Dr. Dewanji, B.G. Meshram, Jadhav and Dawre from Badnera and Gyarzilal Sharma, Shrawan Iche and others from Akola were present. Because of closure threat of Model mills an urgent meeting of Vidarbha Textile Workers Federation was called at Nagpur on the same date which prevented many other representatives were prevented from attendance.

The meeting discussed the situation at different centres and passed the following resolution :

A serious crisis faces the textile industry in the region threatening unemployment and misery for thousands of workers, which in its turn will adversely affect the economic wellbeing of the region.

In the opinion of the meeting the policy pursued by the Central Government regarding the textile industry has led to the aggravation of the crisis. The keen competition for renovation and rationalization encouraged by the Govt. by sanctioning huge sums of money to the bigger units, has made the smaller units producing medium and coarse cloth face a hard situation. Added to this is the mismanagement on the part of the Managing Agencies and private owners has led to a situation in which running of the mills have become difficult because of shortage of working capital. At the same time the meeting believes that the losses shown by the management is a deception.

In the name of making good the losses and getting a breathing time, the owners want to impose a permanent wage cut either as a deposit or more workload. They have been encouraged in this because of the division in the ranks of the workers and the compromising attitude of a section of the INTUC leadership. Every concession made to the owners has only whetted their appetite to demand more. Badnera Mill speak for itself. The workers are thus thrown back to the last line of defence. The owners are trying to browbeat the workers into submission by closure notices and actual closures.

The meeting believes that this way of trying to solve the crisis is an expression of the Jungle Law of Capitalism. What pains the workers and rouses their anger is the apathy of the Government. The GOVT which professes to establish a socialist society must be made to intervene in the interest of the workers and their families. Govt. must do either of two things : 1. Take over the mills which threatens closures and run it with the cooperation of the workers, 2. Institute an enquiry into the conditions of Vidarbha Mills immediately and help the concerns to run the industry by helping them to tide over their difficulties in

deserving cases. At the same time an agency must be organised to check mismanagement.

In no case, however, must there be any additional burden on the worker

There is much talk both amongst the workers and others about running the mills on a cooperative basis. The meeting is not opposed to cooperative of workers. But it warns all workers before such cooperatives are formed. They must make sure that the cooperatives are afforded the same facilities as are enjoyed by the Govt in running the mills, e.g. Seksaria Mills, by the Govt. Further, special concessions be accorded in the shape of exemption of excise duties because Vidarbha mills are mostly coarse and medium. Again, Govt must intervene to save the cooperatives against cut-throat competition on the part of the private sector.

The meeting is aware that left to itself the Govt is not going to do any of the things suggested above. Need, therefore, is for a united Vidarbha-wide mass movement of the textile workers backed by the democratic and socialist minded people. The meeting believes that at this critical hour all recriminations among various trade unions must be stopped and efforts be made to convene a joint conference of representatives of textile trade unions at the earliest, irrespective of political opinions and affiliations. The Vidarbha Textile Workers Federation should take the initiative in this.

The meeting congratulates the workers at the various centres for initiating joint actions and especially the Akola Textile workers for the formation of United Action Committee to resist the offensive against their living standard.

The meeting, finally, calls upon all workers in different centres to take the initiative and show boldness in resisting any offensive that may be launched against them and adopt such forms as demonstrations and Satyagraha etc., best suited to the local conditions and having the support of the majority of the workers.

Akola, 17-3-58

For favour of publication

yours faithfully.

No. 4336-C-Lab-58/468:- In pursuance of the provisions of Section 17 of the Industrial Disputes Act, 1947 (Act XIV of 1947), the Governor of Punjab is pleased to publish the following award of the Industrial Tribunal, Punjab, in respect of the dispute between the workmen and the management of the Technological Institute of Textiles, Bhiwani.

BEFORE SHRI AVATAR NARAIN GUPTA, B.A., LL.B.,
INDUSTRIAL TRIBUNAL, PUNJAB, JULLUNDUR

Reference No. 61 of 1957

In the matter of industrial dispute
between

THE WORKMEN AND THE MANAGEMENT OF THE TECHNOLOGICAL INSTITUTE
OF TEXTILES, BHIWANI

Present:-

Shri S.R. Gupta for the workers Union
Shri Natha Mal, Sri B.R. Ghai and Shri R.C. Yadav,
for the management.

W A R D

By Punjab Government notification No. 3105-C-IP-56/17963, dated the 1st May, 1956, an industrial dispute between the Workmen and the Management of the Technological Institute of Textiles, Bhiwani, was referred to the Second Industrial Tribunal Punjab, Amritsar, for adjudication under Section 10(1)(c) of the Industrial Disputes Act.

The following are the matters of dispute as mentioned in the order of reference:-

(1) Whether the following workers be reinstated with back wages

Sarveshri Harbhajan Singh, Bajrang Lal, Naval Kishore,
Dharam Paul and Pokhar.

(2) Whether the following workers are entitled to wages for the period of suspension:-

Sarveshri Baij Nath, Lal Chand, Raghunath Warpor, Chandor
Shekhar, Shan Sunder Sizer, Bela Ram and Ram Sarup.

(3) Whether bonus be paid to all workmen without their satisfying any specified conditions precedent.

(4) Whether Sri Hardatt and Sri Nanu Ram are entitled to any back wages for the period of suspension?

(5) Whether staggered shifts working should be discontinued and if so, what should be the type of shifts in this factory?

(6) Whether all the workers, badli or temporary, with more than one year's service be made permanent.

(7) Whether Shri Jai Ram and Mandu were not issued tickets and thus deprived of benefits to which other permanent workers are entitled when compensation they are

(8) whether retrenchment compensation is due to Shri Rulin and Chander, and if so, to what compensation they are entitled.

(9) whether additional bonus at 56 days' wages should be given to each workman for the year 1954-55?

(10) whether dearness allowance should be paid either at the rate allowed in case of Delhi Textile Mills or at flat rate of Rs. 60 per mensem?

(11) whether wages of all categories of workmen be standardised and if so, at what basis and rates?

(12) whether workers be allowed gratuity in addition to provident fund at the rate of one month's salary for each completed year of service at the time they leave service for whatever reasons?

(13) whether milk allowance at Rs.10 per mensem be allowed to blacksmiths, moulders, hammormen and welders?

(14) whether workload be fixed for each worker and if so, at what basis and rate?

(15) whether all workers be provided ho using accommodation or in lieu thereof a monthly allowance at 10 per cent of their salaries?

(16) Whether 12 festival holidays with pay should be allowed to all workmen for various festivals falling on working days?

Notices were issued to the parties for appearance and filing the written statement and the statement of claims.

The case remained pending with the Second Industrial & Tribunal till it ceased to exist on 31st October, 1957, after which the case was transferred to me by an order dated the 31st October, 1957.

A very large number of witnesses have been examined in this case, but the parties came to a settlement on some of the matters of dispute on 6th December, 1957 and I submitted a part award on 7th December, 1957. After the submission of this part award, the following matters of dispute still remain for adjudication.

MATTER OF DISPUTE No.1-

"Whether the following workers be re-instated with back wages":-

Sarvshri Harbhajan Singh, Bajrang Lal, Naval Kishore, Dharam Paul.

I may state here that Shri Naval Kishore and Dharam Paul have been re-instated by the Management and the only point that remains for adjudication is the question of compensation for the days of unemployment.

MATTER OF DISPUTE No. 3-

"Whether bonus be paid to all workmen without their satisfying any specified conditions precedent?"

MATTER OF DISPUTE No. 9-

"Whether additional bonus at 56 days' wages should be given to each workman for the year 1954-55?"

MATTER OF DISPUTE No. 11-

"Whether wages of all categories of workmen be standardised and if so, at what basis and rates?"

MATTER OF DISPUTE No. 12-

"Whether workers be allowed gratuity in addition to provident fund at the rate of one month's salary for each completed year of service at the time they leave service for whatever reasons?"

MATTER OF DISPUTE No. 14-

"Whether workload be fixed for each worker and if so, at what basis and rate?"

Before giving my award, I may mention that matters of disputes Nos. 11 and 14 involved the help of assessors which was not forthcoming in the present case and the parties did not like that these disputes should be adjudicated upon at random and consequently with the consent of the parties I do not give any decision on these matters of dispute.

I may also mention that the management had taken some preliminary objections which were not pressed during arguments. Hence the objections are over-ruled.

Now I will take up the matters of dispute seriatim.

SHRI HARBHAJAN SINGH - The contention of the management as raised in their written statement is that Shri Harbhajan Singh was engaged on temporary basis in the year 1953 for erection work of different machines and his services were terminated on the completion of erection works, and, therefore, his retrenchment was quite justified.

The workmen have examined four witnesses Shri Chandor Ram A.W.1 who stated that Shri Harbhajan Singh joined the Mills in 1953 as a humidity fitter and thereafter he was absorbed as a blacksmith in place of Dal Chand, who had left service on account of illness and since then he worked as a blacksmith till December, 1955, when he was removed from service, and that in his place Shri Jai Ram was working as a blacksmith. He further stated that Shri Harbhajan Singh was an active member of the Union which is affiliated with the I.N.T.U.C. and as he was a prominent worker in the Conference of the workmen he was victimized for his trade Union activities. He also deposed that Shri Harbhajan Singh never worked in the erection department and that he used to manufacture and repair tools relating to boilers, clamps for electric fans and other electricity fittings as well as tools for lathe machines. This witness is a turner in the engine department.

The evidence of Shri Bhur Singh A.W.2 who is also a turner was tendered for cross examination and he corroborated the evidence of the previous witness.

Shri Kailash Chandor, time keeper of the respondent mills was examined as A.W.3 and he also corroborated the statements of the previous witnesses.

Shri Harbhajan Singh examined himself as A.W.4 and he also stated on oath that he ~~was appointed in place of Dal Chand as a permanent hand and was given an increment of Rs.5 at that time, and that he never worked in the erection department, and that he was doing work on a permanent job of preparing tools for the lathe machines etc.~~ He also deposed that as he was the Vice President of the Conference held on 3rd or 4th December, 1955 and an active worker of the Union, therefore, he had been victimized and his services were terminated after about 25 days of the Conference.

Shri Ram Kumar, M.L.A. stated that he was the Chairman of the Reception Committee of the I.N.T.U.C. Conference held at Bhiwani in December, 1955 and Shri Harbhajan Singh was the Vice President of the Reception Committee.

Shri S.R. Gupta, Secretary of the Union as A.W.2 also proved the activities of Shri Harbhajan Singh as an active worker of the Union.

The management in their arguments have relied upon the statement of Shri Harbhajan Singh when he stated that Jai Ram was working as a blacksmith in the respondent Mills in those days and he was in service prior to his joining the Mills. Similarly the management has relied upon the statement of A.W.61 Shri P.D. Makharia who stated that Shri Jai Ram was senior to Harbhajan Singh but I think all these statements are mere opinions and are not based upon documents.

Shri Nathu Ram, R.W.23, who is the Factory Manager and who had been promoted to this place from the post of head timokooper and who has been appearing on practically every hearing in this case is in a better know of things and his evidence should be taken to be conclusive on this point. In cross examination he admitted that Jai Ram and Nandoo left the mills many a times. The date of appointment of Shri Jai Ram according to the attendance register as blacksmith is 1st September, 1955. This statement is quite definite and categorical. Further on in the cross examination he stated that Dal Chand Blacksmith was working in the Engine Department before 1953. He left before April, 1953 but he cannot say who was taken in his place and that he did not remember if any one else was engaged after Dal Chand left and before Harbhajan Singh was engaged and also that Dal Chand was a permanent blacksmith and he resigned in May, 1953. Again further on he deposed that Harbhajan Singh was transferred to the erection department as blacksmith on 15th May, 1953 which means that after Dal Chand Harbhajan Singh was there. About the seniority inter so Jai Ram and Harbhajan Singh the statement of Shri Nathu Mal is most definite. He stated, "That Jai Ram left on 19th September, 1953 and Harbhajan Singh worked after Jai Ram. It was a permanent vacancy. The post was a permanent one but Harbhajan Singh was not made permanent." From this statement it is quite clear that though Shri Jai Ram was working as admitted by Harbhajan Singh when he joined but by resigning his job in September 1953 there was a break in the continuity of his service and his subsequently taking up the post does not make him senior to Harbhajan Singh. Hence if the principle of last come first go is to be applied it was natural that Shri Jai Ram should have yielded place to Shri Harbhajan Singh. According to Shri Nathu Mal the post which Shri Jai Ram vacated was a permanent one and he could not give any reason as to why Shri Harbhajan Singh was not made permanent, though it is admitted that he applied to be made permanent.

The management has relied upon the application of Shri Harbhajan Singh, Exhibit R.W.23/1, but as admitted by Shri Nathu Mal it is not mentioned in Exhibit R.W.23/1 that he was being appointed for erection work. The application simply shows that he was appointed in the Engine Department as fitter. The signatures of Shri Harbhajan Singh appear in Urdu script in pencil and under his name the word temporary is written. It may be noted that the whole application Exhibit R.W.23/1 is filled up in ink. It is strange that though this application was in the possession of the management they never confronted Shri Harbhajan Singh with it when he was in the witness box. Hence I do not attach much importance to this application. In this connection the word 'erection work' is being used but it seems the erection work here does not mean building work but is connected with the preparation of tools and parts. This work it seems was being done by

Shri Jai Ram as a permanent hand and consequently after his resignation the work which was being done by Shri Harbhajan Singh must be considered to be of a permanent nature even though he was being treated temporary. So far as the issue regarding Shri Harbhajan Singh is concerned I must hold that at the time of his retrenchment he was not holding a job of a temporary nature and he was, therefore, not a temporary hand, and as I have discussed above between the two Shri Jai Ram and Shri Harbhajan Singh, Harbhajan Singh must be treated to be senior hand. I, therefore, hold that on the principle of last come first his retrenchment is a nullity.

It was also urged by the workman that he had been victimised for his trade Union activities that he was an active worker of the Union and acted as Vice-President of the Reception Committee when the Conference of the INTUC was held in the month of December at Bikaner. This fact is supported by Shri Ram Kumar, M.L.A. who was the Chairman of the Reception Committee of that Conference. The order of retrenchment was given after the Conference goes to show that his retrenchment had not taken place with a clean conscience, and, therefore, the contention of the workman that he had been victimised for trade Union activities is proved.

I therefore, direct that he shall be re-instated on his original job with continuity of and without any change in the conditions of his service. He shall be paid wages from the date of retrenchment to the date of his re-instatement. The amount awarded to him shall be paid within one month from the date of publication of this award in the Government Gazette.

Shri Bajrang Lal:- The contention of the workmen as disclosed in the written statement is that Bajrang Lal had been victimised for his trade Union activities and that he had been dismissed without any proper enquiry.

The management has countered these allegations and stated that Bajrang Lal was never victimised but that he had been properly charge sheeted and after due enquiry he was found guilty of the misconduct and was, therefore, dismissed.

Shri Ram Kumar, M.L.A. 23 stated that he was present during the enquiry of Shri Bajrang and he produced a copy of the charge sheet Exhibit R.W. 25/3. He also stated that Shri Champa Lal held the enquiry. Shri Champa Lal was examined as R.W. 19. No question was put to him about the enquiry. He only stated that he recorded the statement Exhibit R-1 of Bajrang.

Shri A.L.Sharma, R.W. 20, on the contrary stated that Exhibit R-1 was in his hand writing and was recorded by him at the instance of Shri Bajrang in the office of Shri Champa Lal. It can be that though Shri A.L.Sharma recorded the statement Exhibit R-1 it may have been under the supervision of Shri Champa Lal. Excepting this statement which is recorded as Exhibit R-1 there is no other record of enquiry nor any witness has been examined to show that any statement had been recorded during the enquiry.

A complaint was made to the Labour Officer about the wrongful dismissal of Shri Bajrang and also it was asserted that signatures of Shri Bajrang had been obtained on Exhibit R-1 under coercion. Now the stand taken by the management is that during conciliation proceedings there was a settlement between the parties and both parties are bound by it.

and the bonus declared was paid in certain proportion according to the slabs and this practice has been continued for several years and (2) this practice was recognised in a settlement which was the basis of an award of the Tribunal published in February, 1951.

For their first contention the management relied on some rulings of the Supreme Court. It was argued that the Supreme Court of India in the case of Muir Mills Ltd., 1955 I LLJ has held that the "Bonus generally represent the cash incentive given conditionally on certain standards of attendance and efficiency being attained" and hence the management was justified in forming a scheme in which attendance formed the basis. The management refused to admit that these slabs were conditions imposed but urged that these constituted a scheme.

The above quoted lines are not however, the view of the Supreme Court. While discussing the meaning of the words 'bonus' it quoted the meaning of this word as given in several dictionaries and by the various foreign courts and in this context quoted the Textile Enquiry Committee which defined 'bonus' as quoted above. It was pleased to hold that there are two conditions which have to be satisfied before the demand of bonus can be justified and they are:-

- (1) When wages fall short of the living standard; and
- (2) The industry makes huge profits part of which are due to the contribution which the workmen made in increasing production and when either or both these conditions are satisfied, it became an industrial claim.

It may be noted that the second condition laid down by the Supreme court speaks of the contribution which the workmen make in increasing production. It does not mention of continued attendance of the workmen during the year. The contribution in increasing production must be deemed to be proportionate to the days a workman worked during the year. The management's contention that their scheme ensures regular attendance and minimises absence suffers from a very great defect in as much the workmen who joined their service say 50 days before the close of the year would be deprived of the fruit of his contribution even if there was not a single days' absence in his case during this period of service.

In any case when bonus is awarded by a Tribunal, workmen who have put in a shorter period of service have invariably been given the same proportionately. They never deprived any workmen of his share of the bonus simply on ground of large number of absences during the relevant year, nor for putting in a shorter period of service. The first contention therefore, fails.

The second ground taken by the management is that the workmen accepted this scheme of bonus in previous year without any objection. This may be so but it does not stop the workmen from getting this condition annulled. Nor the same can be said to have matured into custom. In the instance case there is no agreement about the scheme of distribution but only a practice on which the management has relied except one when an award was given on the basis of an agreement in the year 1951, but whether it is a practice or an agreement, there are not sacrosanct and can be examined by the Tribunal as held by the Labour Appellate Tribunal in Secretary, State Railway Collieries Mazdoor Union and the management of State Railway Collieries, 1953 L.A.C. 23. The Supreme Court in Raktas Industries Ltd., XI F.J.R.

209 at page 216 have held that the Tribunal can ignore agreements on reasonable grounds. Again the Calcutta High Court in the case of Balmer Lawrie 1953 I LLJ 337 has held that "an Industrial Tribunal can create new rights and obligations between the employer and the employees which it considers essential for keeping industrial peace though they may not be within the terms of any existing agreement."

The Allahabad High Court in the case of News Papers Ltd. 1957 I LLJ 52 reiterated the same view.

When a substantial number of workmen is deprived of the benefit of bonus under the so called scheme, it cannot be said that peace and harmony would prevail in such a factory and hence it would be in the interests of industrial peace if such conditions are done away with.

The award relied upon by the management was based on agreement and that agreement relates to the year in question; and this condition in that agreement cannot be extended to later years, whether there was termination of the award or not.

Another ground was taken up by the management that though in the year 1954, 1955, the management suffered losses, they allowed 48 days bonus ex-gratia. I need not go in the question of losses at present. Sufficient to say that when once the management declares a bonus, it cannot deprive some workmen on such a plea. The Labour Appellate Tribunal in the case of Modi Soap works 1956 I LLJ 443 was pleased to observe at page 446.

"These others have been voluntarily paid bonus equal to two months' basic wages for the year in question, irrespective of any question of available surplus, and having paid them on this scale, the company can not refuse to pay these workmen also on the same scale. Otherwise it will result in unfair discrimination and consequent heartburning among a section of the workers, resulting in industrial unrest and strike, which it is the duty of the tribunal to guard against. Social justice requires that all the workers of a concern should be treated alike in the matter of bonus and so, irrespective of any question of available surplus for the year in the parent concern, the workers of the Soap Works will have to be allowed bonus equal to two months basic wages if the Soap Works forms only a branch or section of the parent concern."

Hence when once bonus is declared and paid to most of the workmen the remaining workmen cannot be deprived of their share on the ground of losses or on any other ground. The claim of the workmen, therefore, that no condition should be attached to distribution of bonus is justified and is allowed.

Matter of dispute No. 8:- This covered two workmen, Shri Rulia and Chandar. The claim of Shri Rulia was settled and part award was given about him. The claim of Shri Chandar remains to be decided. The contention of the workmen is that Shri Chandar had been retrenched but no compensation was paid to him. While the management contended that it was not a case of retrenchment but abandonment, The documentary evidence on this point is more reliable than oral one. There is no doubt that he was surplus and instead of retrenching him, the management offered him alternate employment. Letter Exhibit A .W. 27/16, dated 16th August 1955 shows that the management agreed to give him a job and after war

repeated in letter Exhibit A.W. 27/18. Non-acceptance of the offer clearly puts him out of court. His contention of maltreatment is negative by the offer made to him by letter Exhibit A.W. 27/18. Under these circumstances I hold that his claim for retrenchment relief is not justified and is hereby rejected.

Matter of dispute No. 9:- It relates to the demand of additional bonus equivalent to 56 days wages. The union stated in their statement of claims that the management all of sudden and without any previous consultation with the workmen declared in the month of November, 1955 bonus equivalent to 48 days wages and when the Union came to know of it, it immediately sent its protest and demanded that the same be increased by 56 days wages; and it further asserted that the concern was a prosperous one and had been making huge profits every year.

The management controverted this plea in their written statement and stated that the year in question was a loss year and the workmen were, therefore, not entitled to any bonus; but in order to boost the morale of the workmen and increase efficiency bonus equivalent to 48 days wages was given by way of incentive.

The management has relied on Ext. R-14 whereby it is alleged, that the representative of the workmen agreed to accept bonus equivalent to 48 days wages for the year 1954-55. The management has examined R.W. 4 and R.W.5 who proved Ext. R-14 and stated that they agreed to accept 48 days wages as bonus. It is admitted that all the workmen accepted this quantum and took payment. The Union's case is that they sent a protest by hand and by registered post one day before the date of disbursement of bonus to the management. I am satisfied by evidence that the workmen accepted the amounts offered to them as bonus willingly and the claim for additional bonus cannot be entertained.

In view of this finding it is not necessary for me to discuss the voluminous documentary evidence produced by the parties and the large number of witnesses examined by them in support of their respective view, points; but in order to give my views on merit of the demand as well, I will discuss the balance-sheet and the income and expenditure statement roughly to see if the demand of the workmen is justified. The case of the management is that the institute is being run by a charitable Education Trust without any profit motives and as a matter of fact, the Trust is running the institute at a loss. But it is admitted that inspite of losses bonus is being declared and paid to the workmen from the very beginning.

The management has filed their own calculation to show that after allowing prior charges, there is a huge deficit while Shri Salig Ram Das on behalf of the Sangh has filed his own calculations to prove that there is sufficient surplus profit.

According to the calculations filed by the management after adding certain items there is a gross profit amounting to Rs. 9,17,379. To this amount, the workmen want to add back the cost of card fillets, calendar bowls and certain items under repairs as being capital expenditure. They also want to add back amounts spent on charities, free education, building expenses pertaining to previous year and cost of testing equipments written off. Though these items amount to about half a lac of rupees, I do not take them into consideration in this summary review.

The greatest controversy ranged about the amount of depreciation. The balance-sheet as a matter of fact has not

Under the Companies Law the directors are bound under pain of imprisonment to give details of the assets and liabilities of the company and to state the amount of the assets and liabilities of the company as at the date of the balance sheet.

At the last moment the management wanted to prove that the investments of plant, machinery building etc. by an allied firm were not a gift, but a loan, and that the value of the investments had been examined and proved to be correct.

The management in the interim had made a statement that the value of the investments had been examined and proved to be correct. In this statement the management had stated that the value of the investments had been examined and proved to be correct. The management had also stated that the value of the investments had been examined and proved to be correct.

The management has obtained a huge amount of Rs. 9,02,23 as depreciation. In previous years also I find from the balance sheet filed by the management that Rs. 61/1 and Rs. 61/2 for the years 1967 and 1968 respectively that Rs. 9,20,947 and 9,16,000 were allowed to depreciation. Though in the year 1967 the amount provided under this head is a little less than Rs. 4,97,455.

On the ground that the Institute is not a commercial concern, the management has not prepared any profit and loss account but only an income and expenditure account. The management has not prepared any profit and loss account but only an income and expenditure account. The management has not prepared any profit and loss account but only an income and expenditure account.

The management has not prepared any profit and loss account but only an income and expenditure account. The management has not prepared any profit and loss account but only an income and expenditure account. The management has not prepared any profit and loss account but only an income and expenditure account.

of any trustee or even of the General Manager, the management has tried to hide ledger cover of all employees who are working in the mills and cannot be presumed to have first hand knowledge of the accounts of the Trust with head quarters at a different place, and thus his affidavit can at best be based upon information supplied to him or the facts mentioned in the affidavit may have been put down there by others for him and he may have signed it.

It is significant to note that in this case, the workmen were challenging the correctness of the accounts and had got certain photostatic copies of certain documents produced from Shri Ram Kumar, M.L.A. to prove that accounts were manipulated. I am not expressing any opinion on these documents nor on the correctness of the affidavit because I am not burdening the management with any payment of additional bonus, but I am not very happy to note that though Shri Gupta had asked for information on several items of accounts, it was not furnished at all.

Now, just to form an idea, let me take the calculation of the workmen. It was urged by Shri Gupta that the income tax should not be allowed. This is untenable. The Labour Appellate Tribunal has held that income tax as prior charge is national and cannot be disallowed on the ground that the same is not payable because of losses in previous years or as in the case of Karnal Co-operative Society Ltd Co-operative Societies are exempt from payment of Income Tax 1953 L.A.T. 84 VIII P.7. 245 and 1953 I.L.J. 249. So without adding back the amounts urged by Shri Gupta the calculation would be as under:-

| | |
|---|-----------------|
| | Rs. |
| Gross profit | 9,17,389 |
| Loss depreciation as calculated by Shri Gupta | 2,58,853 |
| | <u>6,58,536</u> |
| Loss Income Tax at 6-7-0 | 2,88,984 |
| | <u>3,11,552</u> |
| Loss bonus paid | 1,52,584 |
| | <u>4,64,136</u> |
| Total | 2,18,963 |

The workmen's contention is that normal depreciation should be allowed on the amount of investment which is shown in the balance-sheet at Rs. 22 lacs and odd on the liability side. On the question of return the Trust has already been paid Rs. 2,67,999 as interest which has not been added back by me, the return at 6 per cent on 22 lacs and odd would be about Rs. 1,36,000 which is much less.

The management figures based on the affidavit, turn this surplus profit into huge deficit, but as I have said above even under arduous calculation and after taking the amount of depreciation as suggested by the workmen, there is a surplus profit of about 3 lacs and 71 thousand at the most, out of which the workmen have been given an amount of Rs. 1,52,000 as bonus which is about one half of this total alleged surplus profit. Hence at this angle, the amount distributed now seems to be the mark specially when this amount is bound to be a part of the finding on the matter of dispute. No workmen's share has been left out but who are entitled to bonus regarding 1954-55, are paid their share of the bonus.

Although I reject the claim for additional bonus. I must say that even the meagre information which the management seem fit to supply does not bear out the contention of the management that the undertaking is being run under losses.

Matter of dispute No. 12:- This relates to the claim of a scheme of gratuity while the workmen base their claim on socio-economic grounds and state that the workmen in their old age on retirement or earlier in case of physical or mental incapacity or their dependants in case of their sudden death should have something to fall back upon. The management has resisted this claim on financial considerations and have urged that the mill is already groaning under a heavy weight of Provident fund and other taxations and can with difficulty carry on the business. They have relied on 1952 II ILJ 29 Arthur Bulter and Co., and its Union where the Labour Appellate Tribunal has laid down that,-

"Before a scheme for gratuity can be sanctioned, other factors must be taken into consideration. The financial condition of the company must be considered in its broad aspect. Its profit earning capacity, the profits earned in the past, its reserve and the possibility of replenishing the reserve, if occasion arises, and the claims of capital to a fair share of the profits in the shape of dividend, having regard to the risk of the investment, are material factors. In short the general financial stability of the concern must be taken into consideration before a long term scheme, like a scheme for gratuity is sanctioned."

but at the same time the learned Tribunal in this very judgment over-ruled this contention of the management that no scheme for gratuity can be sanctioned as a matter of law if there was a provident fund scheme in existence.

The management has also relied on two other rulings of the Labour Appellate Tribunal reported as 1955, I ILJ, 293 and 1955 I ILJ, 398 wherein it has been laid down that scheme of gratuity is a long term policy and depends upon the capacity of the employer to pay.

I will examine these grounds presently; but before doing so it would be convenient to refer to some other decisions on the question of gratuity. The question of double benefit viz Provident Fund Scheme and Gratuity was examined by the Labour Appellate Tribunal in Ahmedabad Municipal Corporation and their workmen 1954-55 6 F.J.R. 455 and the learned Tribunal was pleased to observe at page 456."

"We are therefore, of the considered opinion that provident fund provides a certain measure of relief only and a portion of that consists of the employees' wages that he or his family would ultimately receive; and that this provision in the present day conditions is wholly insufficient relief and benefits where finances of the concern permit ought to be allowed."

But the recent trend of decision is that the workmen should not be deprived of the benefit of gratuity even if the Company had suffered losses in one or two years if otherwise the financial position of the company is sound. In Kemp and Co's case 1954-55 VII F.J.R. 215, the Labour Appellate Tribunal enforced the scheme of gratuity even though in recent years the Company had incurred losses because otherwise the employee financial position was sound, and it observed that,-

"In the matter of gratuity scheme suffices it to say that it is a retiring benefit and as such cannot be shed off on the ground that provident scheme is in force."

Again in the case of Jeevan Lal (1929) Ltd. and their

workmen 1955-56 VIII F.J.R. 415, the benefit of the scheme was given even though it was a losing concern at the time. Earlier in 1951-52 III F.J.R. 482 Deowan Lal (1920) Ltd. the Labour Appellate Tribunal had taken the same view.

In Brandon and Co., Ltd., versus their workmen 1956-57 X F.J.R. 377, the Labour Appellate Tribunal increased the scheme to one month's pay for every year of service in spite of the fact that profits were dwindling on the ground that the workmen had contributed to its past prosperity. In an exhaustive judgment in Rashtriya Mill. Mazd oor Sangh versus Mill Owners Association Bombay 1956-57 XI F.J.R. 372, the Industrial Court, Bombay, allowed the scheme of gratuity on a uniform basis in the Cotton Textile industry covering the member Mills of the Mill Owner's Association in Greater Bombay and Agbhavanshi Mills Ltd. and the Hirjee Mills Ltd. A contention was raised that the scheme should vary in the case of different members' Mills or group of mills but it was considered advisable by the Court that in that case it should be industry-wise rather than group-wise or of individual Mills because notice of change was given to the Association of which those different mills were members.

Even the two 1956 authorities quoted by the management lay down that temporary prosperity or adversity of the employers not to be taken into account in deciding such long term schemes.

An view of the above discussions this contention of the concern that the benefit of the scheme of gratuity should be allowed as there was a scheme of Provident Fund in force in the Mills is devoid of any force.

The second contention of the management that the scheme of gratuity is not in force in any textile Mills in Northern India is also of not much substance. It cannot be said that there is any prohibition against the enforcement of the scheme on this ground even if the financial conditions of a company permit it. After all it is a retirement benefit at a time when the workman who has contributed to the prosperity of the Company needs it most.

The next contention that the management has already been burdened with the Provident Fund and Employees State Insurance Schemes covering the families of the workmen as well and also heavy excise duty and other taxes is also not sustainable. These very objections as well as some more were considered by the Labour Court in XI F.J.R. 372, Supra at page 388 and repelled.

Another ground taken by the management is that this Mill is situated at the out of the way place and is suffering from many handicaps; and on account of these reasons the Punjab Government had recommended their case to the Textile Commissioner for an extended margin of profit Ext. A.W. 61/28 and the same was allowed by him Ext. A.W. 61/29. But if we take other factors into consideration such as the number of workmen employed by the concern which exceed 3,000 which no other textile Mill in this state employs and sales which range between one crore and a quarter and a crore and a half every year Exts. A.W. 61/1, 2, and 3 it cannot be said that the handicaps mentioned by the Company impede or hamper its progress or production.

Now we come to the question of the prosperity of the Institute. It has been admitted by the Institute while discussing the matter of dispute No. 3 relating to the conditions attached to bonus that it has been paying bonus

every year, which would not be the case if it had suffered losses every year as the management now wants us to believe. The Trust is being run by a Trust, which is said to be charitable and for that purpose is exempt from payment of income-tax. The system of accounting is quite different from those maintained by other limited liability companies. Instead of preparing a profit and loss account an income and expenditure account is prepared every year. In the balance-sheet no capital investment is shown, though more than 2 lacs and 28 thousand in the year 1952, more than 2 lacs 44 thousand in 1953, more than 2 lacs 67 thousand in 1954 and more than 2 lacs 67 thousands in the year 1955 have been paid as interest to the Trust Ext. A.W. 61/1, A.W. 61/2, A.W. 61/3 and A.W. 61/4.

Again there are certain items in the balance-sheet which are unrelated to the labour of the workmen and which can neither be added to the profit nor abstracted from it for the purpose of arriving at surplus profit. For example the management suffered a loss of Rs. 1,04,220 in sale of staple, etc. in 1953 Ext. A.W. 61/1 or compensated on non-compliance of yarn contract amounting to rupees Ten thousand in the year 1954 Ext. A.W. 61/3. When items of such nature are added back the gross profit goes up higher. There is no doubt that Full Bench of the Labour Appellate Tribunal in 1950 L.J. 1247 laid down a principle that workmen can only be entitled to bonus if there is a surplus profit; and in order to arrive at surplus profit certain prior charges are to be deducted from the gross profit; but this does not mean that it allows allowing large amounts for depreciation and replacement and maintenance, there is no surplus profit for the purposes of bonus or if the gross profit is turned into deficit, the prosperity of the company or institute becomes doubtful. Even if we take the figures of the last 4 years including 1954-55 we find that more than Rs. 38 lacs were taken out of the profits as depreciation and if similar or even comparatively smaller amounts had been put in this reserve in earlier years, this reserve alone cannot only guarantee the prosperity of the concern but can also insure its stability.

It being a charitable Trust, it is all the more desirable that it should not only guarantee living wages to its workmen but also immunity from starvation at the time of retirement. It should not follow the proverb of putting Peter in order to pay Paul. The Trust can find other ways and means to help education if the profits from the concern after ensuring the contentment of its workmen are said to be insufficient. Hence after taking all these points into consideration one cannot escape the conclusion that the financial position of the concern is quite sound and prosperous.

It was further urged that if gratuity scheme is enforced the burden would be too great for the management to bear. Shri Sagar Ram Gupta as A.W. 62 has dispelled this apprehension. He stated that there would be hardly 10 percent of the total strength of workmen who had put in 15 years service or more and hardly 15 percent who had put in more than 10 and less than 15 years service. He urged that though he had called upon the management to furnish information on this point many a times through court, the same had not been supplied.

I am, therefore, of the view that it is a fit case where scheme of gratuity should be enforced. I, therefore, direct that gratuity should be paid to the workmen of this concern subject to the following conditions:-

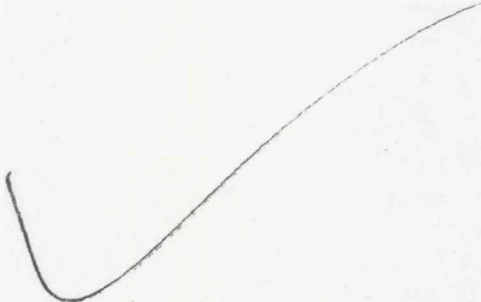
- (1) On the death of any employee while in the service of the concern half a month's basic wages for each completed years' service to be paid to his legal heirs or assigns.

- (2) In case of his becoming physically or mentally incapacitated after 5 years continuous service half a month's basic wages for each completed years' service.
- (3) On voluntary retirement or resignation of an employee after 10 years' continuous service half a month's basic wages for each year's completed service.
- (4) On termination of service by the Institute of an employee after 5 years continuous service half a month's basic wage for each years completed service; but this gratuity under this clause shall not be payable if the workman concerned has been paid retrenchment compensation under section 25 of the Industrial Disputes Act.
- (5) No gratuity shall be payable to an employee who has been dismissed by the management for misconduct.
- (6) For the purpose of calculating gratuity, basic wage shall be the average wage during the 12 months immediately preceding death, disability, retirement, resignation or termination of service as the case may be.

The award be submitted to the punjab Government under section 15 of the Industrial Disputes Act.

10th December, 1953.

Avatar Narain Gujral
Industrial Tribunal Punjab,
Jullundur.
R.I.N. Anooja,
Secretary to Government ,
Punjab,
Labour Departments.



| | | |
|------------------------------------|-----------------|------------|
| <u>Cash and bank balances</u> | | |
| With United Commercial Bank Ltd. | | |
| Delhi in C/A. | 3378-9-6 | |
| " Mercantile Bank of India Ltd. | | |
| Delhi in C/A. | 558-7-3 | |
| " Bnarat Bank Ltd.(Bhiwani) in C/A | 2266-9-3 | |
| " Reserve Bank of India | 554-11-0 | |
| Cash in hand (Certified) | <u>8355-5-6</u> | 15113-10-6 |

429055-13-3

429055-13-3

AUDITOR'S REPORT

We have examined the Balance Sheet of The Technological Institute of Textiles, Bhiwani as at 31st March, 1944 as above set forth and the annexed Revenue A/c of the said institution for the period from 16th March, 1943 to 31st March, 1944 with the books of accounts and vouchers produced to us and have found in accordance therewith.

Mirza Ismail Road,
Jaipur the 31st October, 1946.

Sd. K.N. Gutgutia & Co.
Chartered accountants

K.N. Gutgutia & Co.
Incorporated Accountants
Registered Accountants Under the
Indian Companies Acts

The Technological Institute of Textiles Bhiwani
Revenue Account for the year ended 31st March, 1945

| Dr. | | By sales | Cr. |
|--|-------------|-------------------------------|-------------|
| To Opening stock (on 1.4.44) B/F | 187853-9-3 | | 3976228-3-6 |
| " Raw materials consumed | 2054722-7-0 | " Miscellaneous receipts | 1671-2-0 |
| " Stores and coal consumed | 618820-12-9 | " Closing stocks (on 31.3.43) | 71396-0-3 |
| " Salaries & wages | 863577-11-9 | | |
| " Commission to selling agents | 50987-0-0 | | |
| " Interest | 9736-12-0 | | |
| " Insurance | 17810-9-0 | | |
| " Other expenses | 62153-14-7 | | |
| " Colloge expenses | 29638-11-3 | | |
| " Balance surplus during the year carried to | | | |
| Birla Education Trust Pilani a/c | 133993-14-2 | | |
| | 4049295-5-9 | | 4049295-5-9 |

Mirza Ismail Road,
Jaipur, dated 31st Oct., 1946.

as per report on the Balance Sheet annexed herewith.
Incorporated Accountants
Registered Accountants
Auditors

The Technological Institute of Textiles Bhiwani
Balance Sheet as at 31st March, 1945

| <u>Liabilities</u> | | <u>Assets</u> | |
|-----------------------------------|--------------|---|-------------|
| <u>Birla Education Trust</u> | | <u>Stores, Spare parts etc. in stock</u> | |
| Balance (cr.) as per a/c | 380247-6-11 | (as taken, valued & certified by the | |
| <u>Add Surplus as per Revenue</u> | | management) | 11190-5-0 |
| a/c annexed | 133993-14-2 | stock in trade (as taken, valued & | |
| <u>Loans (Unsecured):-</u> | | certified by the management at cost)- | |
| Gwallior Industrial Bank Ltd. | 514241-5-1 | Cloth, yarn waste etc. | 71396-0-3 |
| <u>Other liabilities</u> | | Cotton, kappas etc. | 260260-9-0 |
| For expenses | 11574-15-0 | <u>Investments</u> | |
| " goods supplied | 2251-2-9 | Post office National Savings | |
| Other suppliers | 3778-1-11 | Certificates | 7000-0-0 |
| Stores suppliers | 60576-3-3 | <u>Book Debts (considered good by management):-</u> | |
| Sundry creditors | 41087-12-3 | Trade debtors | 156325-10-3 |
| For other finance | 46381-9-9 | Store suppliers | 21777-12-0 |
| | 165649-12-11 | | |

| | | |
|---|-------------------|------------|
| Selling agents | 30254-7-3 | |
| Sundry debtors | 12351-14-3 | |
| Advance to staff & labourers | 5007-5-6 | 225715-8-6 |
| Cash & Bank balances | | |
| with Bharat Bank Ltd. | | |
| Bhiwani in C/A | 19973-1-6 | |
| " Mercantile Bank of In- dia Ltd. Delhi in C/a | 7384-0-9 | |
| " United Commercial Bank Ltd., Delhi in C/A | 97624-4-0 | |
| | <u>124981-8-5</u> | |
| Cash in hand (certified) | 3641-1-0 | 128622-7-3 |

771864-14-0

771864-14-0

AUDITOR'S REPORT

We have examined the Balance Sheet of the Technological Institute of Textiles, Bhiwani as at 31st March, 1945 as above set forth and the annexed Revenue A/c of the said institution for the year ended on that date, with the books of accounts and vouchers produced to us and found in accordance.

Mirza Ismail Road
Jaipur, dated 31st October, 1946.

Incorporated Accountants
Registered Accountants
Auditors

Revenue Account for the year ended 31st March, 1946.

| | | | |
|---|-------------------------|----------------------------|---------------------------|
| Opening stock | 71,396-0 -3 | By sales | 36,79,784- 1-3 |
| Raw materials consumed | 1655,489-10-0 | " miscellaneous receipts | 1,210-15-9 |
| Stores & coal consumed | 750,520-13-2 | " Closing stock on 31.3.46 | 3,54,290-14-9 |
| Salaries & Wages | 1026,092- 7-6 | | |
| Commission to selling agents | 30,954- 3-0 | | |
| Interest (not) | 10,236-15-0 | | |
| Insurance | 12,850- 5-3 | | |
| Other expenses | 84,702- 5-4 | | |
| College expenses | 31,044-15-6 | | |
| Balance surplus during the year carried to Birla Education Trust- Pilani A/c. | 361,998- 4-9 | | |
| | <u>Rs 4035,285-15-9</u> | | <u>Rs. 40,35,285-15-9</u> |

Balance sheet as at 31st March, 1946.

LIABILITIES

ASSETS

| | | | |
|---|----------------|----------------|--|
| Birla Education Trust:- Balance (Cr.) as per A/c. | 3,25,376-14-4 | | |
| Balance surplus as per Revenue A/c. annexed | 3,61,998- 4-9 | 6,87,375- 3-1 | |
| <u>DANS & OVER DRAFTS (Unsecured):-</u> Gwalior Industrial Bank Ltd., Gwalior (Loan A/c.) | 2,86,516- 4-11 | | |
| United Commercial Bank-Ltd., Delhi (Over Draft) | 3,838-11-0 | 2,90,376-15-11 | |

| | | | |
|---|-----------------------------------|---------------|--|
| <u>STORES SPARE PARTS ETC. IN STOCK (at cost)-</u> as taken valued and certified by management) | 1,37,336-13-10 | | |
| <u>STOCK IN TRADE:-</u> (at market or below as taken, valued and certified by management):- Cotton & Yarn & Waste etc. 3,54,290-14-9 Cotton kapas etc. | - - - - 5,56,636-14-3 | 9,10,927-13-0 | |

| | | | |
|---|-----------|-------------|--|
| <u>INVESTMENTS (at cost):-</u> Post office National Savings Certificates B/Y | 7,000-0-0 | | |
| Addition during the year | 3,000-0-0 | 10,000- 0-0 | |

(Continued)

OTHER LIABILITIES

| | | |
|--------------------|------------------|-------------|
| For goods supplied | 28066-4-5 | |
| " expenses | 47693-6-3 | |
| " Deposits | 84572-11-3 | |
| " Advances | 10163-5-9 | |
| " Sundry creditors | 4424-13-6 | |
| " Other finances | <u>81922-3-0</u> | 196842-10-2 |

AUDITORS' REPORT

We have examined the Balance Sheet of the Technological Institute of Textiles - Bhiwani as at 31st March, 1948 and the revenue account of the said Institution for the year ended on that date as above set forth, with the Books of accounts and vouchers produced to us and found in accordance therewith.

Sr
 Sir Mirza Ismail Road,
 Jaipur.
 dated 21st January, 1949.

Sd.
 INCORPORATED ACCOUNTANTS
 REGISTERED ACCOUNTANTS
 AUDITORS

11,74,594-13-2

BOOK DEBTS (considered goods by management):-

| | | |
|------------------------------|------------------|-------------|
| Trade debtors | 44039-1-11 | |
| Store suppliers | 31613-4-0 | |
| Selling agents | 3955-14-6 | |
| Sundry debtors | 18829-10-0 | |
| Advance to staff & labourers | <u>5329-10-0</u> | 103787-13.2 |

CASH & BANK BALANCES:-

| | | |
|---|------------------|-----------|
| with Bharat Bank Ltd., Bhiwani | - | |
| in C/A | 345-10-0 | |
| " Punjab National Bank Ltd Bhiwani in C/A | 10931-13-11 | |
| Cash in hand (certified) | <u>1206-13-5</u> | 12562-5-2 |

Seal

11,74,594-13-2

Technological Institute of Textiles, Bhiwani.
Income and Expenditure Account for the period from 1st April, 1946
to 30th June, 1947.

| | | | |
|---|-----------------------|----------------------------|--------------------------|
| To Opening stock on 1.4.46 | 3,54,290-14-9 | By sales | 48,25,314-12-6 |
| " Raw materials, stores, salaries, wages and other expenses | 30,70,626-11-0 | " Closing stock on 30.6.47 | 6,94,836- 6-9 |
| " Commission to selling agents | 26,794- 5-0 | " Miscellaneous receipts | 1,425- 7-9 |
| " Insurance | 17,649- 4-3 | | |
| " Interest (net) | 24,912-13-0 | | |
| " Balance, transferred to Birla Education Trust A/C. | 20,27,302-11-0 | | |
| Rs. | <u>55,21,576-11-0</u> | | <u>Rs.55,21,576-11-0</u> |

Balance sheet at 30th June, 1947

| <u>Liabilities</u> | | <u>Assets</u> | |
|--------------------------------------|-----------------------|--|---------------|
| <u>Birla Education Trust</u> | 18,15,404- 0-8 | Motor Lorry (at cost) | 2,900- 0-0 |
| <u>Loans from Bank (unsecured):-</u> | | Live stock (at cost) | 1,162- 2-9 |
| Gwalior Industrial Bank Ltd. | 460-11-1 | Stocks (as taken, valued & certified by management):- | |
| <u>Other Liabilities</u> | | Cloth, Yarn, Waste etc. (at or below market rates) | 6,94,836- 6-9 |
| For goods supplied | 5,07,592-13-0 | Cotton Kapas (at cost) | 7,40,946-15-2 |
| " expenses | 65,276- 6-6 | Stores, spare parts etc. (at cost) | 4,63,256-11-6 |
| Deposits | 3,694- 8-9 | <u>INVESTMENTS (at cost)</u> | |
| Sundry creditors | 11,291-15-3 | Post office National Savings Certificates | 31,000- 0-0 |
| For other finance | 93,690-11-0 | Government securities (Deposited with B.B. & C.I.Rly.) | 16,000- 0-0 |
| Rs. | <u>24,97,411- 2-3</u> | Fixed deposits with Punjab National Bank Ltd. | 2,100- 0-0 |
| | | Books debts (considered good by management) | 49,100- 0-0 |

Technological Institute of Textiles, Bhiwani.

Income & Expenditure Account for the year ended 30th June, 1948.

| | | | | |
|----|-----------------------------------|-----------------------|------------------------------|---------------------------|
| To | Opening stock on 1.7.47 | 6,94,833- 6-9 | By sales | 49,53,749- 6-10 |
| " | Raw materials, stores, salaries, | | " miscellaneous receipts | 1,16,397-12-9 |
| " | wages and other expenses | 44,39,940- 0-0 | " closing stock on 30.6.1948 | 6,55,687-12-0 |
| " | Selling and distributing expenses | 1,15,785- 2-0 | | |
| " | Insurance | 39,999- 6-6 | | |
| " | Interest (not) | 55,282- 3-10 | | |
| " | Balance, transferred to Birla | | | |
| " | Education trust A/c. | 5,96,990-12-6 | | |
| | Rs. | <u>57,40,834-15-7</u> | | Rs. <u>57,40,834-15-7</u> |

Balance sheet as at 30th June, 1948

| <u>LIABILITIES</u> | | <u>ASSETS</u> | |
|------------------------------------|----------------------|--|----------------|
| Birla Education Trust A/c | 19,00,105- 6-2 | Live stock (at cost) | 1,200- 0-0 |
| <u>LOANS FROM BANK (unsecured)</u> | | Stocks (as taken, valued & certified by management) | |
| Gwalior Industrial Bank Ltd. | - - | Cloth, Yarn, waste etc. (at or below market rates) | 6,55,687-12-0 |
| Gawalior. | 16,25,245- 0-1 | Cotton (at cost) | 12,41,825-10-9 |
| Other Liabilities | | Stores & spare parts etc. (at cost) | 6,40,337- 7-9 |
| For goods supplied | 1,46,598- 2-0 | <u>INVESTMENTS (at cost)</u> | 25,37,850-14-6 |
| " Expenses | 1,49,730-12-4 | Post office National savings certificates | 31,000- 0-0 |
| Deposits | 63,399- 0-6 | Government securities Deposited with B.B. & C.I. Riv) | 16,000- 0-0 |
| Sundry creditors | 39,918- 5-6 | Fixed Deposit with Punjab National Bank Ltd., Bhiwani. | 2,100- 0-0 |
| Other finances | <u>1,19,778- 6-6</u> | 5,19,225-10-7 | 49,200- 0-0 |
| | | <u>BOOK DEBTS (Considered good by management)</u> | |
| | | Trade Debtors | 1,40,273-11-6 |
| | | Due by stores & goods suppliers | 1,98,408- 0-9 |
| | | Sundry Debtors | 11,029- 6-6 |
| | | Advance to staff, labourers & others | 19,631-12-6 |
| | | | 5,69,347-15-6 |

(Continued)

Cash & Bank Balances

| | | |
|---|--------------|---------------|
| with Punjab National Bank Ltd. Bhiwani in C/a | 86,040- 1-9 | |
| With Bharat Bank Ltd., Bhiwani in C/a | 459-14-6 | |
| With United Commercial Bank Ltd., Delhi in C/a | 71,548- 1-10 | |
| Cash in hand (as per books) | 29,029- 1-0 | 1,89,077- 3-1 |

Rs. 31,44,576- 0-10

Rs. 31,44,576- 0-10

AUDITORS' REPORT

We have examined the Balance Sheet of the Technological Institute of Textiles, Bhiwani as at 30th June, 1948 and the Income and Expenditure account of the said Institute for the year ended on that date as above set forth with the books of account and Vouchers produced to us and we have found the same in accordance therewith according to the best of our information and explanations given to us.

Mirza Ismail Road,
Jaipur, dated 15th November, 1949.

Sd.
CHARTERED ACCOUNTANTS

AUDITORS

Seal

The Technological Institute of Textiles, Bhiwani
Income & Expenditure Account for the year ending 30th June, 1951.

| | | | | |
|--|------------------|-------------------------|--|-------------------------|
| To Opening stock as on 1.7.50 | | | By sales | 87,39,642-7-0 |
| at mills | 2,41,184-8-6 | | " Closing stock on 30.6.51 - - | |
| at retail shops | <u>2,347-3-0</u> | 9,43,531-13-6 | at mills | 1709108-6-9 |
| " Purchases of other cloth at retail shops | | 2,376-1-6 | at retail shops | <u>130090-9-6</u> |
| " Rawmaterials, stores, salaries, wages and other expenses | | 66,41,104-11-5 | " Profit from ice plant | 297-1-3 |
| " Selling expenses & distributing expenses | | 1,18,837-2-6 | " Miscellaneous receipts | 45,685-15-1 |
| " Loss in cotton seed transaction | | 10,968-12-0 | " Balance excess of expenditure over income during the year carried to Balance sheet | 4,37,423-6-10 |
| " Interest (net) including Rs. 2,12,215/7/6 paid to S.S.F. | | 3,14,411-15-6 | | |
| " Insurances | | <u>31,017-6-0</u> | | |
| | | <u>1,10,62,247-14-5</u> | | <u>1,10,62,247-14-5</u> |

As per our separate report on the foot of balance sheet of even date.

Jaipur, dated 16th August, 1953.

Chartered Accountants

K.M. Gutgutia & Co.
Chartered Accountants Auditors

The Technological Institute of Textiles Bhiwani
Balance sheet as at 30th June, 1951

Liabilities

| | |
|---|----------------|
| Birla Education Trust | 36,34,700-12-9 |
| Loans (secured against hypothecation of stock in trade and stores etc. as per contra) | |
| United Commercial Bank Ltd. Delhi | 38,11,682-8-8 |
| Other liabilities | |
| For goods supplied | 517770-11-3 |
| " outstanding oxpon. | 128967-12-3 |
| " sundry creditors | 19008-0-11 |
| " advances from dealers | 17070-0-3 |
| " Deposits | 13000-0-0 |
| " saving bank deposit | 98354-9-6 |

Assets

| | |
|---|--------------------|
| Stock in trade (at market rate as taken valued & certified by the management, pledged as per contra) | |
| at mills | 1709108-6-9 |
| at retail shops | <u>130090-9-6</u> |
| Cotton, stores & coal etc. (as taken, valued & certified by the management pledged as per contra) at cost | |
| Coal & stores etc. | 1228263-2-6 |
| Cotton | <u>1502828-8-0</u> |
| Book debts (considered good by management) | |
| Trade debtors | 29655-1-3 |

(continued)

For other finances 38451-3-0 8,32,822-5-2

Auditors Reports

We have examined the Balance sheet of Technological Institute of Textiles, Bhiwani as at 30th June 1951 and the income & expenditure account of the said Institute for the year ending on that date (in which are incorporated the statements of accounts of the retail shops certified by the management) as above set forth with the books of accounts and vouchers produced to us and subject to our separate letters of even date we have found the same in accordance with there according to the best of information and explanations given to us.

Jaipur, Dated 16th August, 1953. Chartered accountants

62,79,005-10-7

| | | |
|---|--------------------|-----------------------|
| Sundry debtors | <u>33137-4-0</u> | 62,822-5-3 |
| <u>Advances</u> | | |
| To stores suppliers | 768564-0-0 | - - - |
| " staff members | <u>59558-9-9</u> | 8,28,122-9-9 |
| Deposists | | 30-0-0 |
| Investments (at cost) | | |
| Fully paid up shares of joint stock cos. not quoted on stock exchange | 12740-0-0 | |
| Postal National Savings certificates deposited with General Excise Department | 10000-0-0 | |
| Govt. securities deposited with B.B.C.I.R. | <u>16000-0-0</u> | 38,740-0-0 |
| <u>Cash & bank balances</u> | | |
| With Punjab National Bank Bhiwani in C/A | 74479-10-0 | |
| With U.Co. Bank, Delhi in fixed deposit account in the name of T.I.T. High School | 6000-0-0 | |
| Cash in hand (as per cash book) | <u>8543-13-0</u> | 89,023-7-0 |
| <u>Income & Expenditure account</u> | | |
| Bal. (Dr.) as per last a/c | 2252553-3-0 | |
| Bal.(Dr.) during the year as per income & expenditure a/c annexed | <u>437423-6-10</u> | |
| | | <u>26,89,976-9-10</u> |
| | | <u>62,79,005-10-7</u> |

K.W. Gutgutia & Co.
Chartered Accountants
Auditors

The Technological Institute of Textiles Bhiwani
Balance Sheet as at 30th June, 1952.

Liabilities

| | | |
|--|--------------|--------------|
| Birla Education Trust a/c | 2226868-4-11 | |
| Less Bal. Dr. during the year transferred to this account as per I. & E. a/c annexed hereto | 360499-12-0 | 1866368-8-11 |
| Loans (secured against hypothecation of stock in trade, etc. as per contra United Commercial Bank Ltd., Delhi) | | 5980274-5-0 |
| Deposits from agents & customers | | 155782-10-3 |

Liabilities

| | | |
|--------------------------------|-------------|--------------|
| For goods supplied | 281305-13-2 | |
| For outstanding expenses | 145667-12-0 | |
| Staff savings & other deposits | 113307-7-2 | |
| Sundry creditors | 47545-3-0 | |
| Other Finance | 8977-10-6 | 596801-13-10 |

Auditors Report

We have examined the Balance Sheet of Technological Institute of Textiles, Bhiwani, as at 30th June, 1952, and the Income & Expenditure Account of the said Institute for the year ended on that date (in which are incorporated the statements of accounts of the retail shops certified by the management) as above set forth with the books of accounts and vouchers produced to us and subject to our separate letter of even date, we have found the same in accordance therewith according to the best of information and explanations given to us.

Mirza Ismail Road,
Jaipur, dated the 9th April, 1954

Chartered Accountants

Property & Assets

| | | |
|---|-------------|--------------|
| Raw Materials, Stores & coal etc. in hand (at cost as taken valued and certified by the management pledged as per contra) | | |
| Raw materials etc. | 1371937-9-9 | |
| Stores & coal etc. | 909074-0-0 | 2581041-9-9 |
| Stock in trade (at market, as taken valued & certified by the management pledged as per contra) | | |
| Cloth, yarn, waste & process at main office | 1655895-0-3 | |
| Cloth at retail shops | 212738-0-3 | 1868631-0-6 |
| Book debts (considered good by management) | | |
| Bills outstanding | 1149969-2-3 | |
| Sundry debtors claims | 14779-11-9 | 1164743-14-1 |
| Advance | | |
| To goods suppliers | 850772-9-6 | |
| To staff and workers | 43014-4-9 | 533786-14-1 |
| Deposits | | 230-0-0 |
| Investments (at cost) | | |
| In fully paid up shares of Joint stock cos. not quoted on stock exchange | 16243-1-0 | |
| In postal National Saving certificates worth Rs. 10000/- deposited with Collector, C.E. Department | 10500-0-0 | |
| Govt. securities deposited with B.B. & C.I.R.B. by | 16000-0-0 | 42743-1-0 |

| | |
|-----------------------------|-----------------------------|
| Cash & Bank balances | |
| With United Commercial Bank | |
| Ld., Delhi in fixed deposit | |
| in T.I.T. High School .. /c | 6000-0-0 |
| With Punjab National Bank | |
| Ld. Bhiwani in C/.. | 20607-15-3 |
| In hand (as per cash book) | <u>1587-15-0</u> 68195-14-3 |

6599227-8-0

6599227-8-0

Ext. N.W. 60/4
The Technological Institute of Textiles Bhiwani
 Income & Expenditure Account for the year ending 30th June, 1952.

| To | | By | |
|--|---------------------|--------------------------------------|---------------------|
| Opening stock on 1.7.51 | | Sales of cloth, yarn, hosiery, waste | |
| at mills 1709108-8-9 | | and ice etc. | 18200114-13-3 |
| at retail shops 130090-9-6 | 1839199-0-3 | Closing stock as on 30.6.52 | |
| Raw materials, stores, coal, salaries, | | at mills 1635093-0-3 | |
| wages and other expenses | 11120297-13-0 | at retail shops 212788-0-3 | 1848491-0-3 |
| Selling and distributing expenses | 122912-10-9 | Miscellaneous receipt | 26520-6-9 |
| Insurance | 28992-15-9 | Dividend | 162-8-0 |
| Interest (nett includes Rs. 226031-3-9 | | Credit balance w/o | 815-0-0 |
| paid to Birla Education Trust, Pilani) | 402330-5-3 | Balance (Dr.) during the year trans- | |
| Charity and donations | 5733-12-0 | ferred to Birla Education Trust | 360499-12-0 |
| Debit balance w/o | 526-15-9 | | |
| Depreciation w/o | 916600-0-0 | | |
| | <u>14436593-8-3</u> | | <u>14456593-8-3</u> |

As per our report on the foot of balance sheet of even date.

Mirza Ismail Road,
 Jaipur, dated the 9th April, 1952.

Sd. K.N. Gutgutia
 Chartered Accountants

| | | |
|--|----------------|---|
| Opening stock as at 1.1.53 | | |
| At mills | 16,35,693- 0-3 | |
| At retail shops | 2,12,788- 0-3 | 18,48,481- 0-3 |
| Raw materials, stores, salaries, coal, repairs, wages & other expenses | | 1,06,98,619- 1-7 |
| Selling & other expenses | | 1,87,441- 0-9 |
| Loss in sale of staple fibre, silk yarn and California cotton | | 1,04,220- 3-6 |
| Insurance | | 1,04,220- 3-6 52,254-10-7 |
| Interest (includes Rs. 2,44,356/7/6 paid to B.E.T. Pilani) | | 4,39,791- 8-3 |
| Charity & donations | | 9,041- 4-9 |
| Free education scheme expenses | | 7,750- 6-0 |
| Debit balance w/o | | 5- 2-9 |
| Depreciation w/o | | 9,20,967- 0-0 |
| | Rs. | <u>1,42,68,551- 6-10</u> |

| | | |
|--|---------------|--------------------------|
| By sale of cloth, yarn, waste & etc. | | 1,27,68,502- 1-9 |
| Closing stock (as on 30.6.53) | | |
| At mills | 9,15,083-12-3 | |
| At retail shops | 32,971-15-9 | 9,48,055-12-0 |
| Dividend | | 197-10-6 |
| Miscellaneous receipts | | 72,002-10-6 |
| Old unpaid wages w/o | | 12,542- 0-9 |
| Credit balance w/o | | 324-13-0 |
| Bal. (dr.) during the year transferred to B.E.T. | | 4,66,826- 6-4 |
| | Rs. | <u>1,42,68,551- 6-10</u> |

as per our report on the foot of balance sheet of even date.
Chartered Accountants

Mirza Is mail Road,
Jaipur, dated 30th Dec., 1954.

The Technological Institute of Textiles, Bhiwani.
Balance sheet as at 30th June, 1953

K.N.Gutgutia & Co.
Chartered Accountants
Auditors

Liabilities

| | | |
|--|-----------------|----------------|
| <u>Birla Education Trust Account</u> | 19,78,803- 3-11 | |
| Loss Bal. (Dr.) during the year transferred to this account as per Income & Expenditure A/C. | | |
| Annexed | 4,66,826- 6-4 | 15,11,976-13-7 |
| Loans (secured against hypothecation of stock in trade and stores etc. as per contra) | | 33,10,315-13-6 |
| <u>Deposits from agents & dealers</u> | | 2,06,290-10-3 |

Assets

| | | |
|---|----------------|----------------|
| <u>Raw materials, stores, & coal etc.</u> | | |
| In hand (at cost as taken valued and certified by management) | | |
| pledged as per contra) | | |
| Raw materials etc. | 14,43,541- 7-6 | |
| Stores & coal etc. | 6,27,595- 4-0 | 20,70,936-11-6 |
| <u>Stock in trade (at market as taken valued and certified by management pledged as per contra)</u> | | |
| Cloth, Yarn, waste & process etc. at main office | 9,15,083-12-3 | |
| Cloth at retail shops | 32,971-15-9 | 9,48,055 |

Liabilities

| | | |
|------------------------------------|---------------|---------------|
| For goods supplied | 1,34,331- 0-3 | |
| For outstanding expenses | 2,38,102- 2-6 | |
| For staff savings & other deposits | 1,25,590-14-6 | |
| For sundry creditors | 13,474-13-3 | |
| Other finance | 14,303-13-3 | 5,25,802-11-9 |

| | | |
|---|----------------|----------------|
| Books Debts (considered good by the management) | - - | |
| Bills outstanding | 10,05,264-13-6 | |
| Sundry debtors & Claims | 25,301- 6-0 | 10,30,566- 3-6 |
| Advances | - - | |
| To goods suppliers | 13,16,888-15-1 | |
| " staff & workers | 27,300- 4-0 | 13,44,189- 3-1 |

INVESTMENTS (at cost)

In fully paid up shares of joint stock companies not quoted on stock exchange.

16,243- 1-0

In postal N. savings certificates (worth Rs. 10,500/- deposited with Government deoptt. as security)

16,500- 0-0

In Govt. securities (deposited with B.B. & C.I.Rly.)

16,000- 0-0

48,743- 1-0

Cash & Bank Balances

With S.C. Bank Ltd. Delhi

in fixed deposit account 5,000- 0-0

With Punjab National Bank Ltd., Bhiwani

in C/A. 1,05,539- 0-0

In hand (as per cash book)

1,05,539- 0-0

356- 2-0

1,11,395- 2-0

Rs. 55,54,388- 1-1

Rs. 55,54,388- 1-1

Auditors Report:- We have examined the Balance Sheet of the T.I.T. Bhiwani as at 30th June, 1954 and the Income & Expenditure Account of the said Institute for the year ending on that date (in which are incorporated the statement of accounts of the retail shops certified by the management) as annexed herewith with the books of accounts and vouchers produced to us and we have found the same in accordance therewith according to the best of our information and explanations given to us.

Mirza Ismail Road,
Jaipur, dated, the 30th Dec., 1954.

Sd. K.N. Gutgutia
Chartered Accountants.

The Technological Institute of Textiles, Bhiwani.
Income & Expenditure Account for the year ending 30th June, 1954.

| | | | | |
|---|-----------------------------|---------------------------------------|--|-----------------------------|
| To opening stock | 9,48,055-12-0 | By sale of cloth, yarn and waste etc. | | 1,30,73,572- 7-0 |
| " Raw materials, stores and coal consumed, salaries & wages, repairs and other manufacturing expenses | 1,22,95,225- 3-9 | " closing stock | | 16,06,628- 0-3 |
| " Sealing expenses | 1,60,531- 0-9 | " Misc. receipts | | 70,915- 8-0 |
| " Establishment and other expenses | 1,43,321- 6-3 | " Profit from inc department | | 8,092- 4-5 |
| " Compensation of non-compliance of yarn contract | 10,000- 0-0 | " Dividend | | 162- 8-0 |
| " Insurance | 30,072- 7-0 | " Old unpaid wages written off | | 10,000- 0-0 |
| " Interest (Net amount of Rs. 2,57,393/2/- paid to B.E.T.) | 4,57,533- 6-6 | | | |
| " Court & Legal expenses | 57,192- 3-9 | | | |
| " Gram pethsala & free education expenses paid to B.E.T. | 41,956- 5-3 | | | |
| " Charity and donations | 5,654-10-6 | | | |
| " Depreciation written off | 7,99,455- 0-0 | | | |
| " Balance (cr.) during the year carried to B.E.T. account. | 29,594- 0-9 | | | |
| | <u>Rs. 1,48,74,871-11-5</u> | | | <u>Rs. 1,48,74,871-11-5</u> |

As per report on the foot of the Balance sheet of even date.

sd. K.N. Gubgulia
Chartered accountant

Mirza Ismail Road,
Jaipur, dated 10th Dec., 54.

The Technological Institute of Textiles, Bhiwani.
Balance sheet as at 30th June, 1954.

Liabilities

| | | |
|---|----------------|----------------|
| Birla Education Trust Account | 22,45,717- 4-7 | |
| add bal. (cr.) during the year transferred as per Income & expenditure a/c annexed | 29,594-0-9 | 22,75,311- 5-4 |
| <u>Loans</u> (secured against the hypothecation of stock in trade and stores etc. as per contra) United Commercial Bank Ltd., Delhi. | | 37,11,123- 7-0 |
| <u>Deposits</u> from agents and dealers | | 3,05,268-15-6 |

Assets

| | | |
|--|----------------|----------------|
| Raw materials, stores & coal etc. in hand (at cost, as taken valued and certified by the management and pledged as per contra) | | |
| Raw materials etc. | 21,93,940- 5-6 | |
| Coal & stores etc. | 5,98,295-11-6 | 27,92,235- 0-9 |
| <u>Stock in trade</u> (at market, as taken valued and certified by the management pledged as per contra) | | |
| Cloth, Yarn, waste in process etc. at main office | 15,89,442- 0-3 | (20 minutes) |

Other Liabilities

| | | |
|--------------------------------|--------------------|---------------|
| For goods supplied | 2,29,334- 7-5 | |
| For outstanding expenses | 5,35,161-13-9 | |
| Staff savings & other deposits | 1,22,610- 9-9 | |
| Sundry creditors | 9,197-15-0 | |
| Other finance | <u>14,789- 9-0</u> | 9,11,094- 5-0 |

cloth at retail shops 2,19,186- 0-0 18,08,828- 0-3

Book debts (considered by the management)
 Bills outstanding 21,38,496-14-5
 sundry debtors 37,335- 9-3
 Claims 353-10-9 21,76,166- 2-5

Advances
 To goods suppliers 2,91,432- 1-4
 To staff and workers 53,121- 5-3 3,24,533- 6-7

Investments(at cost)
 In fully paid up shares of joint stock companies not quoted at stock exchange 16,245- 1-0
 In postal national savings certificate deposited with Govt. departments as security 10,500- 0-0
 In Govt. securities (deposited with B.B. & C.I.Rly.Rs. 16000/-) 41,870-15-0 88,414- 0-0

Cash & Bank balances
 With U.Co. Bank Ltd.Delhi in fixed deposit in the name of T.I.T.High School 6,000- 0-0
 With Punjab National Bank Ltd. Bhiwani in C/A 13,969- 0-1
 With Imperial Bank of India, Bhiwani in C /A 10,761-15-0
 In hand (as per books) 2,068-14-9 32,800- 6-10

Auditors Report Rs. 72,02,798- 0-10

Rs. 72,02,798- 0-10

We have examined the Balance sheet of the Technological Institute of Textiles, Bhiwani as at 30th June, 1954 and the Income and Expenditure account of the said Institute for the year ending on that date (in which are incorporated the statement of accounts of the retail shops certified by the management) as above set forth with the books of accounts and vouchers produced to us and we have found the same in accordance therewith according to the best of information and explanations given to us.

Mirza Ismail Road,
 Jaipur, dated, the 10th December, 1954.

Sd. K.N.Gutgutia
 Chartered Accountant.

Income & Expenditure Account for the year ending 30th June, 1955. Chartered Accountants
Expenditure Income

| | |
|--|---|
| <p><u>To opening stock</u></p> <p>Cloth at mills & departments 12,51,721- 7-9</p> <p>Yarn 23,680-15-0</p> <p>Waste 63,655-13-9</p> <p>In process 4,69,569-11-9</p> <hr/> <p>* Raw materials & stores including spare parts & machinery repairs (less sales) 69,40,712-11-3</p> <p>" Manufacturing & other expenses (less sales) 6,76,466-12-9</p> <p>* Salary & wages including bonus 29,42,342- 2-6</p> <p>* Provident Fund & State Insurance contribution & expenses 1,63,760- 6-3</p> <p>* Selling expenses 1,78,097-15-9</p> <p>* Excise duty on cloth (net) 8,73,743- 9-0</p> <p>* Establishment & other expenses 1,51,822- 9-9</p> <p>* Insurance 23,272-14-9</p> <p>* Building repairs & alterations 35,981- 1-9</p> <p>* Interest (net) inc. Rs. 2,67,939/15/- to Birla Education Trust on cash basis) 4,65,735-11-3</p> <p>* To labour welfare 24,339- 3-9</p> <p>* Charity & donations 12,312- 2-6</p> <p>* Free education expenses 10,005-13-0</p> <p>* Irrecoverable claims & advances written off 3,413- 6-3</p> <p>* Bad debts written off 224- 7-0</p> <p>* Loss in canteen 385- 2-9</p> <p>* Loss in staple fibre 1,770-12-0</p> <p>* Sales tax 65- 8-0</p> <p>* Provision for control (pertaining to previous year) 14,536-10-3</p> <p>* Depreciation 9,02,533- 7-3</p> <p>* Building construction expenses written off (inc. Rs. 6551/- pertaining to previous year) 13,139- 8-9</p> <p>* Cost of Testing equipment written off Rs. 7,947-13-0</p> <hr/> <p style="text-align: right;">Rs. <u>1,72,51,537-13-9</u></p> | <p><u>By sales (net)</u></p> <p>Cloth 1,38,21,895-15-3</p> <p>Yarn 7,02,564- 3-3</p> <p>Waste 1,75,256 -2-9</p> <hr/> <p>1,46,99,516- 5-3</p> <p>Loss returns inward</p> <p>Cloth 1,56,489-11-0</p> <p>Yarn 13,893-10-6</p> <hr/> <p>1,70,582- 5-6</p> <p>1,45,29,135-15-9</p> <p>Cotton seeds oil 21,226- 9-6</p> <p>Cotton seeds cake 29,337- 5-6</p> <hr/> <p>1,45,80,258- 0-9</p> <p>" <u>Closing stock</u></p> <p>Cloth at mills & depots 16,96,201- 5-6</p> <p>Yarn at mills 92,835-13-6</p> <p>Waste 71,838- 5-0</p> <p>Cotton seeds cake 735-15-0</p> <p>In Process 2,16,777-12-9</p> <hr/> <p>20,76,499- 3-9</p> <p>" Sample Testing, College & High School fees (net) 87,780-12-9</p> <p>" House rent (net) 9,398- 2-0</p> <p>" Dividends 958- 4-0</p> <p>" Share of profit in Ice joint venture account (as certified by the management) 3,234-12-6</p> <p>" Unspent provisions written back 32,273- 4-0</p> <p>" Unclaimed liabilities written back 6,916- 6-3</p> <p>" Misc. Receipts (net) 32,152- 1-6</p> <p>" Balance being excess of expenditure over income transferred to Birla Education Trust. 4,20,074- 2-3</p> <hr/> <p style="text-align: right;">Rs. <u>1,72,51,537-13-9</u></p> |
|--|---|

In terms of our certificate of even date on the Institute's Balance sheet as at 30th June, 1955.

Sd. S.R. Batliboi
 Chartered Accountants
 1, B Old Post office Street, Calcutta.
 September, 6, 1955.

The Technological Institute of Textiles, Bhawani.
Balance sheet as at 30th June, 1955.

S.R. Batliboi & Co.
 Chartered Accountants

Liabilities

| | | | |
|---|------------|------|------------------------|
| Birla Education Trust | 22,68,529- | 6-1 | |
| Loss excess of expenditure over income during the year transferred from the annexed statement | 4,20,074- | 2-3 | 18,48,455- 3-10 |
| Loans (bearing interest) | | | |
| Secured (against hypothecation of raw materials, stores, coal, stock in trade and in process as per contra) | 41,81,821- | 12-0 | |
| United Commercial Bank Ltd. Delhi | 6,07,316- | 11-9 | 47,89,138- 7-9 |
| Deposits from agents & dealers (bearing interest) | | | 2,24,975- 1-6 |
| Other Liabilities & Provisions | | | |
| For goods | 2,25,709- | 15-8 | |
| " Exp. inc. provisions | 6,29,034- | 2-0 | |
| " Staff savings deposit (bearing interest) | 42,569- | 4-6 | |
| " Sundry deposits (partly bearing interest) | 1,26,745- | 6-6 | |
| " Sundry creditors & advances from Merchants | 14,093- | 14-9 | |
| " Other finance | 6,892- | 4-0 | 10,45,042- 15-5 |
| | Rs. | | <u>79,07,611- 12-6</u> |

Assets

| | | | |
|---|------------|------|----------------|
| Block | | | |
| Constructed & purchased during the year | 12,57,906- | 10-6 | |
| Loss adjustment in respect of transfer to B.A.T. | 12,57,906- | 10-6 | |
| Stock of raw materials, stores & coal (as taken, valued & certified by the management hypothecated as per contra) | | | |
| Cotton (at or above cost) | 30,75,943- | 1-8 | |
| stores & coal (at or under cost) | 5,42,313- | 5-5 | 56,18,258- 6-9 |
| Stock in trade (as taken, valued and certified by the management hypothecated as per contra) | | | |
| Cloth, Yarn, waste & mill cake at mills & depots (at market rate) | 16,61,721- | 7-0 | |
| In process | 2,16,777- | 12-9 | 20,78,499- 3-9 |
| Book Debts, Advances & Deposits | | | |
| Bills outstanding | 18,71,227- | 9-2 | |
| Sundry debtors | 14,220- | 3-9 | |
| Advances to goods suppliers | 73,192- | 14-6 | |
| Advances to staff | 21,489- | 2-0 | |
| Advance payment of excise duty | 23,507- | 5-0 | |
| Deposits (Rs. 3505/1/6 with N.R.Rly. under deposit) | 3,355- | 1-6 | 20,07,352- 2-2 |
| Govt. of India, Ministry of Works, (Building and supply) | | | 67,500- 0-0 |
| Due from Canteen Department | | | 2,826- 5-0 |
| Prepaid expenses | | | 6,521- 11-0 |
| Insurance Fund Receivable | | | 16,630- 7-0 |
| Investments (at cost) | | | |
| National savings certificates deposited with the Collector, Central Excise | 10,000- | 0-0 | |
| 3% National Plan Loan 1964 | 25,670- | 15-0 | 35,670- 15-0 |
| Interest receivable | | | 455- 0-0 |
| State Insurance stamps | | | 395- 7-0 |
| Bank & Cash Balance | | | |
| With Banks | 60,725- | 4-10 | |
| Cash balance in hand as per book | 12,998- | 5-7 | 73,721- 7-10 |

Rs. 79,07,611-12-6

Rs. 79,07,611-12-6

Notes:-

- (1) Confirmation certificates from most of the parties for the amount standing to their debit and/or credit as at the date of the Balance sheet have not been made available for our verification.
- (2) The value of the block of the Institute since its inception upto the 30th June, 1954, is included in the accounts of the Birla Education Trust under whose auspices the Institute is established.

Certificate

The Balance sheet as set forth and the annexed Income & Expenditure Account of the Technological Institute of Textiles, have been prepared from the books of the Institute as submitted for our inspection at Bhiwani. Subject to the notes appearing at the face of the Balance sheet we certify the accounts to be drawn up and in due conformity with the balances standing in the books as well as with the information and explanation furnished to us.

1, B Old Post Office Street,
Calcutta.

6th September, 1956.

Sd. S.R. Batliboi
Chartered Accountants.

| | | |
|---|--------------|----------------------|
| Ld. Bhiwari in C/A | 30607-15-3 | |
| In hand (as per Cash book) | 1597-15-0 | 68195-14-3 |
| <u>Income & Expenditure account</u> | | |
| Balance (Dr.) as per last a/c | 2689976-9-10 | |
| Loss Bal. (cr) during the year as per I. & E. as annexed) | 556100-4-0 | 2133876-5-10 |
| | | <u>9733103-11-10</u> |

8733103-11-10

Ext. 60/3

K.N. Gutgutia & Co.
Chartered Accountants
auditors

The Technological Institute of Textiles Bhiwari
Income & Expenditure Account for the year ended 30th June, 1953.

| | | | |
|--|----------------------|---|----------------------|
| To | | By | |
| Opening stock on 1.7.51 | | Sales of cloth, yarn, hosiery, waste & ice etc. | 12200114-13-3 |
| At mills | 1709108-8-9 | " Closing stock as on 30.6.1953 | |
| At retail shops | 130090-9-3 | at mills | 1353693-0-3 |
| "Raw Materials, stores, coal, salaries, wages and other expenses | 11120297-15-0 | at retail shops | 212786-0-3 |
| "Selling and distributing expenses | 123912-10-9 | " Miscellaneous receipts | 184871-0-3 |
| "Insurance | 28992-15-6 | " Dividend | 2600-0-0 |
| "Interest (Net. included Rs. 226031-3-9 paid to Birla Education Trust, Pilani) | 402330-5-3 | " Credit balance w/c | 102-8-0 |
| "Charity and donations | 5733-12-0 | | 875-0-0 |
| "Debit balances w/c | 526-15-9 | | |
| "Balance (cr) during the year carried to Balance Sheet | 556100-4-0 | | |
| | <u>14076093-12-3</u> | | <u>14076093-12-3</u> |

as per our report on the foot of Balance sheet of even date.

Jaiour.

Sd. Chartered Accountants

Dated 30th September, 1953.

the financial result in Hindi of Textiles Division

Income & expenditure account for the year ending 30th June, 1952

| | | | |
|---|------------------|--|------------------|
| By opening stock on 1.7.51 | | By sales of cloth, yarn, hosiery, waste and ice etc. | 1,22,00,114-13-3 |
| at mills | 17,57,100-0-0 | | |
| at retail shops | 1,30,090-9-6 | * closing stock as on 30.6.52 | |
| | 18,87,190-0-3 | at mills | 16,35,493-0-3 |
| * raw materials, stores, coal, salaries, wages and other expenses | 1,11,20,297-13-0 | at retail shops | 2,12,706-0-3 |
| * rolling and distributing expenses | 1,22,912-10-9 | * miscellaneous receipts | 26,520-8-9 |
| * insurance | 23,992-15-9 | * dividend | 122-9-0 |
| * interest (net includes Rs.2,26,031-3-9 paid to Girma Education Trust, Allahabad) | 4,02,330-5-3 | * credit balance w/o | 815-0-0 |
| * charity and donations | 5,733-12-0 | * balance (pr.) during the year transferred to Girma Education Trust | 3,60,493-12-0 |
| * debit balance w/o | 526-15-9 | | |
| * depreciation w/o | 3,16,600-0-0 | | |
| | <hr/> | | |
| | 1,44,36,593-0-3 | | <hr/> |
| | <hr/> | | 1,44,36,593-0-3 |
| | | | <hr/> |

As per our report on the foot of balance sheet of even date.

Girma Mill Road,
Jaipur, dated the 9th April, 1954.

D. M. Dutta
Chartered Accountants

The Technological Institute of Textiles, Bhawani.

Ext. No. 60/14

Profit & loss account April, 1953

| | Shown in Report | | Actual | |
|----------------------------|-----------------|--------------|--------------|--------------|
| | Gain | Loss | Gain | Loss |
| Wvg. effy. & Kooling | | 4138 | | 4114 |
| Waste Yarn | | 156 | | 161 |
| Waste Yarn sizing rate | | 15 | | - |
| 12s mixing | 197 | - | 197 | - |
| Wvg. Damage | | 964 | | 1078 |
| Heavy & Light | 515 | - | 562 | - |
| waste | | 1088 | | 1174 |
| Coal | | 200 | | 193 |
| Stores | | 150 | | 146 |
| Wages | | 107 | | 57 |
| Size | | 135 | | 140 |
| Dyeing & Bleaching | | 208 | | 219 |
| Printing | | 99 | | 99 |
| Cloth realisation | | 2598 | | 2350 |
| Dyeing & Bleaching | | | | 264 |
| Overhead | | 125 | | 123 |
| Waste realisation | | 300 | | 300 |
| Interest | | | | |
| Rent | | 12 | | 12 |
| Drinking water | | 18 | | 12 |
| Court expenses | | 50 | | 50 |
| General expenses | | 22 | | 22 |
| | <u>712</u> | <u>10391</u> | <u>759</u> | <u>10991</u> |
| | | as ab ovo | 9982 | |
| | | parta | <u>11744</u> | |
| Realisation on 19x24-37.45 | | | 1012x291 | <u>51189</u> |
| as Invisible 7.33% | | | | |

The Technological Institute of Textiles, Bhiwani.

Tally of Financial position as on 30th June, 1955
with the should be Financial position of 1st

| | | |
|---------------------------------------|---------------------|---------------------------|
| Ext. A.W. 60/19 | <u>March, 1955.</u> | |
| 4.17½ Profit July 54 to 30th June 55. | 1.19½ | Now sanction No. 5 more. |
| 1.08½ cotton Revaluation March. | 5.70½ | stocks more |
| 1.90 cotton Revaluation April. | 11.53½ | cotton & yarn more |
| .15 cotton Revaluation May. | 1.19 | process more |
| .51 Profit xxxx April. | .56½ | waste more |
| .50½ Profit May. | 1.19 | stocks & stationery more |
| .36½ Profit June (Approx.) | <u>14.49½</u> | |
| .47½ cotton Revaluation June. | 8.79½ | less |
| <u>4.99</u> | 8.60 | cotton |
| .81½ loss loss | .19½ | coal |
| .33½ March | <u>5.70½</u> | <u>8.79½</u> |
| .48½ March quarterly | | |
| <u>4.17½</u> | 1.79½ | Ughai |
| 1.87½ deposits & expenses more | .09½ | Cash |
| 1.88 Bank more | 1.60½ | Industrial Housing scheme |
| .75 Cotton payments more | .29½ | To be spent loss |
| 1.81½ stores & coal supplies | 6.66½ | Trust loss |
| 6.38½ Sutlej Cotton Mills | | |
| <u>15.81½</u> | | |
| | <u>16.81½</u> | |

Instituts of Textiles, Bhiwani.

Ext. A.W. 60/20

Financial Position on 30th June, 55

| | | | |
|---------------------------------------|--------|---------------------------------|--|
| 2.53½ Profit July 54 to 30th June 55 | 29.19½ | Block deficit 1.7.54 | |
| 1.08½ cotton Revaluation March | | 73.43 Block sanction | |
| 1.90 cotton Revaluation April | | 44.26½ loss profit | |
| .15 cotton Revaluation May | | | |
| .51 Profit April | 2.60 | New sanction | |
| .36½ Profit June | | 2.30 sanction No. 3 | |
| .47½ cotton Revaluation June | | .30 sanction No. 4 | |
| <u>4.99</u> | | | |
| 1.63½ Loss July 54 to Feb.55 | | | |
| | | <u>2.60</u> | |
| 3.35½ | | 1.18 New sanction No. 5 | |
| .31½ loss | | | |
| | | 65.93½ stocks | |
| .33½ March 55 | | 30.73 cotton | |
| .48½ March 55 quarterly | | 27.05 cloth & Yarn | |
| <hr/> | | | |
| 2.53½ | | 25.48½ cloth | |
| .99½ To be spent | | 1.56½ Yarn | |
| | | <u>27.05½</u> | |
| 7.64½ Balance 1.7.54 | | 1.95 process | |
| 2.30 New sanction No. 3 | | .76½ waste | |
| .30 New sanction No. 4 | | 5.00 stores & stationery | |
| 1.18 New sanction No. 5 | | .44½ coal | |
| 1.68½ Industrial Housing scheme | | | |
| <u>13.11½</u> | | | |
| 12.12½ loss expenses | | <u>65.93½</u> | |
| | | 6.18½ Ughai | |
| 11.65½ upto April | | 1.09½ cash | |
| .40 May | | 1.68½ Industrial Housing scheme | |
| .06½ stores | | | |
| <u>12.12½</u> | | | |
| .99½ | | | |
| | | <u>107.89½</u> | |
| 6.37½ deposits or expenses | | | |
| | | | |
| 8.01 creditors | | | |
| 1.13½ debit | | | |
| <u>6.87½</u> | | | |
| 41.88 Bank | | | |
| 46.71½ Trust | | | |
| .75 cotton payment | | | |
| 1.81½ stores and coal supplies | | | |
| <u>6.32½</u> Sutlej cotton Mills Ltd. | | | |
| <hr/> | | | |
| 107.89½ | | | |

A.W. 60/5A

निम्न लिखित प्रस्ताव कागजी क्रमांक 30-5-52 तारीख 10-5-52 को (सी-300) द्वारा प्रस्तुत किया गया।

1200 मिल में दी जून काल माघ
1500 गांठ हुक्करा दर 100

1285 हराक कागजी रदा गिना कांठ कर
गोले लो गारा

1500 गांठ दर 100

135 गांठ दर 100

12 गांठ कागजी दर 100

1285

CC3E

CC31 हराक कागजी रदा क्रमांक 1-5-52 को

1020 गांठ दर 100

135 गांठ दर 100

12 गांठ कागजी दर 100

145 गांठ कागजी में कागजी रदा

145 गांठ हुक्करा दर 100

दर 100 कागजी रदा

दर 100

CC34.

दिल्ली कागजी रदा कागजी रदा में कागजी
दिल्ली कागजी रदा कागजी रदा कागजी रदा

1285 गांठ दर 100 कागजी रदा

दिल्ली कागजी रदा दर 100 कागजी रदा

दिल्ली कागजी रदा दर 100 कागजी रदा

दिल्ली कागजी रदा दर 100 कागजी रदा

दिल्ली कागजी रदा

1285 गांठ दर 100

1285 गांठ हराक कागजी रदा

क्रमांक 1-7-52 को

1500 गांठ दर 100

135 गांठ दर 100

12 गांठ कागजी दर 100

1285

श्री. व. 60/6. दिनांक २३ जून १९५० तक की अन्वयिकाओं का (ए. आर. टी.) विवरण

- (30546) अन्वयिका के सतलुजा पोस्ट ऑफिस में
मकान का पत्राचार हो रहा है
- (40000) अन्वयिका
- (20054) हेस्टिंग्स हाउस अन्वयिका
- (43900) अन्वयिका अन्वयिका अन्वयिका
- (23839) प्रोसेस अन्वयिका
- (25400) अन्वयिका
- (40000) अन्वयिका
- (42329) प्रोसेस अन्वयिका
- (48242) अन्वयिका अन्वयिका अन्वयिका
- (20000) अन्वयिका
- (4799) अन्वयिका
- (4330) अन्वयिका अन्वयिका अन्वयिका
- (450) अन्वयिका के पाठ अन्वयिका
- (454) अन्वयिका अन्वयिका अन्वयिका
- (4032) अन्वयिका अन्वयिका अन्वयिका
- (43) अन्वयिका अन्वयिका अन्वयिका
- (700) अन्वयिका अन्वयिका अन्वयिका
- (493) अन्वयिका अन्वयिका अन्वयिका
- (440) अन्वयिका अन्वयिका अन्वयिका
- (445) अन्वयिका अन्वयिका अन्वयिका
- (4250) अन्वयिका अन्वयिका अन्वयिका
- (424) अन्वयिका
- (2447) अन्वयिका अन्वयिका अन्वयिका
- (499) अन्वयिका अन्वयिका अन्वयिका
- (4000) अन्वयिका अन्वयिका अन्वयिका
- (922) अन्वयिका अन्वयिका अन्वयिका

995349

(209220) अन्वयिका अन्वयिका अन्वयिका

909220

- (40) अन्वयिका अन्वयिका
- (330) अन्वयिका अन्वयिका अन्वयिका
- (334) अन्वयिका अन्वयिका अन्वयिका
- (423) अन्वयिका अन्वयिका अन्वयिका
- (430) अन्वयिका अन्वयिका अन्वयिका
- (3944) अन्वयिका अन्वयिका अन्वयिका
- (22400) अन्वयिका अन्वयिका अन्वयिका
- (29424) अन्वयिका अन्वयिका अन्वयिका
- (3390) अन्वयिका अन्वयिका अन्वयिका

95229

(209220) अन्वयिका अन्वयिका अन्वयिका

995349

दि. 60/4 १९६१ ई. की कृषि कानून १९५५ के तहत १९५५-५६ की सी. अर्ज की प्रतियाँ

१६०० सि. अर्ज के तहत जमा की गई

१५१३ गांव जामेन दर ५०)

५२ गांव जामेन दर १५)

१६०० गांव

३३५ हरीश चण्डिका १५१ गांव १-५-५५ की
जि. अर्ज के तहत जमा

१०२० गांव जामेन दर ५०)

५३६ गांव जामेन दर १५)

१२ गांव जामेन दर १५)

६३७२

६६७५

६३१ हरीश चण्डिका १५१ गांव १/५/५५ की

६३३० गांव जामेन दर ५०)

३३२ गांव जामेन दर १५)

१२ गांव जामेन दर १५)

२६२ गांव के तहत जमा

६६ गांव जामेन जामेन दर ६५)

दिल्ली दर ५०) के

२५६ गांव जामेन दर ६२५)

दिल्ली दर १५) के

३२५

६३ गांव जामेन जामेन दर ६५)

दिल्ली दर ५०) के तहत

जामेन दर १५) के तहत

जामेन दर १५) के तहत

२६२ गांव के तहत

३२५

६६७५

६६७५ गांव के तहत जमा की गई

दिल्ली दर ५०) के तहत

६६०१५ गांव जामेन दर १५) के तहत

दिल्ली दर ६६) के तहत

दिल्ली दर २०) के तहत

६६०१५ गांव जामेन दर १५) के तहत

दिल्ली दर ६६) के तहत

दिल्ली दर २०) के तहत

२२२ ६२१३

१२६५ ॥३ दिल्ली दर ६६) के तहत

दिल्ली दर ६६) के तहत

दिल्ली दर ६६) के तहत

दिल्ली दर ६६) के तहत

दिल्ली दर ६६) के तहत

१२६५ ॥३ गांव के तहत

२२२ ६२१३

६३७२ गांव जामेन दर ५०) के तहत

५३६ गांव दर १५)

१२ गांव जामेन दर १५)

६३७२ गांव जामेन दर १५)

६३७२

AW 60/12 को पुराना कागज का 2-1-19 को (10 अंग्रेजी - हिन्दी)

2090 गाँव मिल में 2000 1-1-19 को 30-1-19 को

2022 गाँव प्रशासन 42 (5)
 2004 गाँव 320 F
 20 गाँव 1-5-5
 302 गाँव 2007
 2022

110 गाँव प्रशासन 42 (5)
 22 गाँव 320 F
 82 गाँव 2007
 25 गाँव अग्रिम
 20 गाँव मिल

10 गाँव अग्रिम
 0 गाँव 42 (5)
 20 गाँव 42 (5)
 2000

697 रोजमर्रा कागज का 10-1-19 को

2002 गाँव 42 (5)
 2006 गाँव 42 (5)
 2002 गाँव 42 (5)
 302 गाँव 42 (5)
 42 गाँव अग्रिम 42 (5)
 2000

5223 रोजमर्रा कागज का 10-1-19 को

2002 गाँव 42 (5)
 2006 गाँव 42 (5)
 20 गाँव 42 (5)
 गाँव अग्रिम 42 (5)

2041 गाँव प्रशासन 42 (5)
 422 गाँव 42 (5)
 2002 गाँव 42 (5)
 22 गाँव अग्रिम 42 (5)

2000

रोजमर्रा कागज का 10-1-19 को

2002 गाँव 42 (5)
 2006 गाँव 42 (5)
 20 गाँव 42 (5)
 गाँव अग्रिम 42 (5)

2002 गाँव 42 (5)
 2006 गाँव 42 (5)
 20 गाँव 42 (5)
 गाँव अग्रिम 42 (5)

2002 गाँव 42 (5)
 2006 गाँव 42 (5)
 20 गाँव 42 (5)
 गाँव अग्रिम 42 (5)

2000

2002 गाँव 42 (5)

2006 गाँव 42 (5)
 20 गाँव 42 (5)
 गाँव अग्रिम 42 (5)

699 रोजमर्रा कागज का 10-1-19 को

2002 गाँव 42 (5)
 2006 गाँव 42 (5)
 22 गाँव अग्रिम 42 (5)

2000

2000

पंजाब सरकार द्वारा लीखतों के माध्यम से (संशोधन के माध्यम से)

48200/- ट. बी. सपेन्ड खाते

968396 जैलेन ट. बी. सपेन्ड

280280 नया सैनिकशास्त्र

280940 इन्टर-मीडियल एडजुटिंग ऑफिस

225320/-

923000/- बापि खर्चा

9032389/- खर्चा

187000/- प्रशासनिक

283000/- प्रार्थ

206940/- अज्ञात नाम

खर्च करि विभव

48200/- बाकी

96000/- रकम 2

968396 जुलाई

489200 अगस्त

400333 सितम्बर

688800 अक्टूबर

438000 नवम्बर

374200 दिसम्बर

490400 जनवरी

363000 फरवरी

880000 मई मात

380400/- मई मात 3804

900000/- मई मात 9300

960000/- मई मात मात 9600

403000 अगस्त 3-महीने

2229000/-

900000/- बापि गिचे मुजिब

9033000/- लोस मुजिब

सि फिलम्बर

33332/- बापि प्रार्थ

9066000/-

960000/- बाकी खर्चा

950000/- रकम 2

984940/- अगस्त

900600/- अगस्त का शान्तनी

900600/- मई डिपॉजिट

900600/- बैंक का खाता

900600/- बाकी का खाता

900600/- बाकी का खाता

900600/- बाकी का खाता

280940/-

280940/- रकम 2 सैनिकशास्त्र

998200/- रिवाइज्ड सैनिकशास्त्र

60000/- सैनिकशास्त्र 2

62000/- सैनिकशास्त्र 2

938220/-

8823430/- प्रो. मी. टा. 30/-

280940/- बाकी खर्चा

280940/- रकम 2 नया सैनिकशास्त्र

230280/- सैनिकशास्त्र न-3

30000/- " न-4

6936424/- रकम 2 खर्चा

8826660/- मई मात 8826

3020000/- अगस्त मात खर्चा

2809400/- अगस्त

63000/- खर्चा

2224200/- जोसेल

99800/- बैंक

620000/- स्टोर

696300/- स्टोर

900920/- ट. बी. खर्चा

664300/- बाकी

30000/- रिवाइज्ड प्रिजिड

6936424/-

960940/- इन्टर-मीडियल एडजुटिंग ऑफिस

9240000/- रकम 2

3820000/- अगस्त

3000000/- अगस्त

4030000/- दिसम्बर

4000000/- अगस्त

230000/- रिवाइज्ड सैनिकशास्त्र

330000/- रिवाइज्ड

2400000/- श्री कृष्ण प्रिजिडेंट-अगस्त

230000/- इन्टर-मीडियल एडजुटिंग ऑफिस

430000/- अगस्त

30000/- अगस्त

880000/- अगस्त

880000/- अगस्त

9240000/-

५६६७७८) रकम १

- (१२५६) विरला अफिम लि. जो. पंड
- (१५२४६) देरगाँव शिउर
- (३२५३) पारिनु
- (११५८) पतरा
- (३५२७) कोमल श्री राय
- (१३७३५) अगोरे
- (८) सोलरकल
- (१५) पंजाब इरिगलमीरी
- (५५६) "इविडल"
- (१६११६) स्टेल इरिगल रेल
- (२४०४०) भरमाल जो. पंड
- (२०८३२३) लालरामाष्ट
- (१६३५५२) कोररा
- (१०८५८८) लपाना

(५२३१४) स्टेल गाँव ६३४६

(६६३७६) लुदरा

- (२३५१५) आउर लेंडिंगा समलपेन्सैज
- (२८१४०) कोरल
- (५०००) कोरल समलपेन्सैज
- (८३९) समलपेन्सैज

५८३२५२)

(२६५१४) वाद सुखवाल

(५६६७७८) वाकी खरे

- (४६२९१५) पु. को बैंक दिल्ली
- (४६२५६३) विरला इरिगल रेल
- (१५३०००) स्टेल के आउरिगल के
- (२६६३०२) स्टेल तथा कोल स्पलामाज
- (२६४५०१५) सतखुज कोल मिल लि.

५३२५४२३)

अगुला सर

(२९३४००) वाद विरला

(५५६८००) वाकी खरे

१३०१९५) रकम १

- (२६६७२) सैन्ट्रल इरिगल
- (६८५१) को. अगु. रेल. पिल
- (४६५८) को. अगु. मिल जल
- (५४४५) विरला कोरल मि
- (३१९९) कोरल रेल काठन.
- (८०३) लुदरा स्कापेरी मि
- (२६६६) विरला इरिगल रेल
- (५१८) विरला लुडरल मि
- (३१६५) कोरल
- (६०००) कोरल रेल रेल
- (३३८) गमीन
- (११०) लप
- (१५२६) लप
- (५३०१) समलपेन्सैज
- (२२५४८) उचाली
- (४२०८६) कोरल दिनका लुदरा

१३०१९५)

१२०५४३) रकम १

- (६०००) पु. को बैंक
- (४३६) स्टेल इरिगल रेल
- (२५६७८) नेशनल इरिगल रेल
- (१८६२) इरिगल मिल बैंक
- (४४६७१) पंजाब नेशनल बैंक
- (३२१५१) सैन्ट्रल

१२०५४३)

१३२५४४२३)

(५४) ॥ स्वयं का लाया बाबत मोटर नम्बर P.N. 23 में पेट्रोल लाया
मौलिक आइल इलवाया । इन्ते विस्वेनाथ मोटर इन्डिया हिस्सा वाले जेज
~~सम्बन्ध~~ का लेना गया । निवाणी हिसार तथा हिसार से देहली - देहली से
हिसार हिसार से निवाणी । जय स्वयं लाया ।

(५५) ॥ मोबिलाइल गेलन ९

६ स्वयं दिन दो का ता 30-8-५५ से १-५-५५ लाई

3C.11) ॥ पेट्रोल गेलन १३ विगत केश मेना

3C.11) ॥

५४) ॥

AW. 60/23

Oridial

२) ~~अन्वेषण~~ (कार ३३३)

Ext. Aw 60/25

Please pay Rs. 30/-
Rupees thirty spent
through Nathu mal
Jain.

30.4.55

L. welfare

sd. P. D. Makharia

Ext. 60/25

Please pay Rs 50/- fifty
only to Nathu mal Jain
spent through him.

Legal a/c

sd. P. D. Makharia

Ext. Aw 60/24

Nathu mal

Jagannath is to be given Rs. 325/- only
as a special case in wages account. Please pay
him.

sd. P. D. Makharia

2.5.55

March 11, 1959

Com. B.D. Joshi,
General Secretary,
Kapra Mazdoor Ekta Union,
Kishan Ganj, Delhi.

Dear Comrade,

Please refer to your letter No.
KMEU DO/24/59 dated 13th February, 1959.

We are herewith sending the information
regarding the Silk industry in Punjab, as
received by us from the General Secretary,
Textile Mazdoor Ekta Union, Amritsar.

We are sorry, we could not send it
to you earlier, as we have received it only
today.

With greetings,

Yours fraternally,

K.G.
Mar 11.
(K.G. SRIVASTAVA)
SECRETARY

Encl: 1

11 MAR 1959

Amritsar:-
10.3.59.

Dear Comrade Sriwastava,

Please refer to your letter dated 17.2.59, addressed to Com. Satyapal Dang. As you know at first Com. Dang and all of us were ~~extremely~~ extremely busy in the municipal elections, and then com. Dang was arrested on 2.3.59. Hence the delay in reply to your letter.

Here are the replies to your questions:-

Questions.

1. What is the normal assignment for each weaver in some of the leading Silk Mills of the City?

2. Method of payment of wages - piece or time rates - average monthly basic earnings and D.A. separately on 1 loom, 2 loom or more looms whenever prevalent?

3. Whether there is in existence any scheme of standardization of weaving rates? If no what is its basis and details - How did it come into existence - whether through an award, settlement and since when it is in operation.

4. Is there a Scheme of guaranteed piece work earning a minimum fall back wage, in any of the mills, if no what is its basis.

5. Nomenclature wages, Job assignment or number etc of any auxiliaries e.g. smash hands, helpers, etc employed for assisting weavers? What is the basis for payment of wages to such operations.

6. Details of Bonus paid in last 3 -4 years.

Replies.

Two looms.

The weavers are paid on piece rate basis. In most of the mills there is no separate D.A. but the workers are paid a consolidated wage. Average monthly earnings on one loom in big units is Rs. 80/- to Rs. 100/- and in small units is Rs. 50/- to Rs. 70/- Average monthly earning on two looms in big units is Rs. 125 to Rs. 150/- to and in small units is about Rs. 80/- to Rs. 100/- When the wage is split into basic and D.A. average monthly basic earnings on one loom is Rs. 60/- to Rs. 70/- and on two looms is 80/- to Rs. 100/-

There is no scheme of standardisation of weaving rates ~~in~~ here.

No

Here nobody is employed for assisting weavers.

15 to 23 consolidated wages as bonus in Khanna Silk Mills Kpur Silk Weaving Mills. In Amritsar Royan & Silk Mill 1 1/2 months -
P.T.O.

basis wages as bonus
for 1955 awarded by
Tribunal (Employer's
appeal pending in Sup-
reme Court). The ques-
tion of bonus for subse-
quent years pending befo-
re Tribunal.

7. Other service condition efficiency or
orther reward or bonus, allowance etc.

There is no efficiency
bonus or any other x
type of bonuses or all-
owance in weaving units.
In Embroidery mills ther-
e is production bonus,
cheap Atta all-ow-ance
etc.

8. Nomenclature, wages job assignment etc
of operation employed on Beam gaiting.

Please let us know the
exact job of Beam Gait-
ers and then we will
let you know.

Yours fraternal y,

Paraduman Singh
Paraduman Singh
General Secretary,
Textile Mazdoor Ekta Union
(Regd) Patlighar, Amritsar.

Dated:- 9.3 1959.

*As copy to Pankaj man
Lecch
1/10/59*

61-17-2

261

From:-

Parduman Singh
General Secretary,
Textile Mazdoor Ekta Union (Regd)
Patlighar, Amritsar.

To

Shri S.A. Dange, H.P.
General Secretary
All India Trade Union Congress
New Delhi

Subject:-

Exemptions in Excise Duty on
Art Silk and woollen Fabrics.

Shrimanji,

We welcome the recent changes in the policy of the Government of India regarding exemptions in Excise duty on Art Silk Fabrics.

In fact we had been agitating for these changes for the last 5 years. We had all along been representing to the Government that the ~~the~~ policy of exemptions to 9 looms and 4 looms does not in fact help the Cottage Industry but in fact helps the employers who split up their mills into 9 loom and 4 loom units and thus escape from excise duty on the one hand and from Provident Fund scheme and other labour welfare legislation on the other hand.

2. Excise Duty on woollen Fabrics.

Now we request the Government to please make similar changes regarding exemptions in Excise Duty on woollen Fabrics. Here the ground for making similar changes is even stronger because in the case of woollen fabric 4 loom units cannot be called by any stretch of imagination cottage industry. One 4 loom unit producing woollen fabrics requires a capital of more than Rs. 80,000/00. Because of the ~~exemption~~ exemption to 4 loom units, all the big woollen mills of Amritsar i.e. Ideal Woollen and Silk Mills, Lal Woollen and Silk Mills, Punjab Woollen Textile Mills, Punjab woollen and silk Mills etc have split up into smaller units.

This split up has caused loss to Government revenue on the one hand and has caused untold hardship to the workers who have lost all the benefits under Labour welfare legislation and whose wages have been reduced by 50% in the smaller units.

Hence we would strongly urge upon the Government to cancel the exemption to 4 loom units in excise duty. We hope that in view of the reappraisal of Government policy regarding exemptions to 9 loom and 4 loom units in the case of Art silk fabrics, the Government will definitely accept our demand regarding woollen industry and make similar changes by an Executive order.

I would request you to please raise the matter in the Parliament in the form of questions or otherwise you may deem fit and lend your powerful support to this issue which will benefit ~~the~~ thousands of workers who are being exploited by the employers because of split up into smaller units.

Please let me know the results of your efforts.

Dated :- 30.9.1959.

Parduman Singh
General Secretary,
Textile Mazdoor Ekta Union (Regd)
Amritsar.

| No. of men/positions | Strength | Work-load | Immediate proposed strength | To reduce | Ultimate strength for the three shifts. | Remarks |
|--|-------------|--------------------------------------|-----------------------------|-----------|---|---------------------------------|
| <u>OFFICE</u> | | | | | | |
| Muzaddem. | 1 day | for 16,256 spindles | 1 | - | 1 | |
| Muzdoor. | 5 " | 19,200 lbs. cotton. | 5 | 1 | 4 | |
| <u>SPINNING</u> | | | | | | |
| Muzdoors. | 13 " | - | 13 | 8 | 14 | |
| Pickers. | 11 " | - | - | - | - | |
| <u>MIXING ROOM</u> | | | | | | |
| Bale breakers. | 2 " | 2 bale breakers. | 2 | - | 2 | |
| Brighten Opener. | 1 " | - | 1 | - | 1 | |
| Cotton Weigher. | 1 " | - | 1 | - | 1 | |
| Sweeper. | 1 x 3 = 3 | - | 1 | 2 | 1 | For day shift only. |
| Cotton mix spreader. | 1 Day | - | 2 | - | 2 | |
| <u>SPIN ROOM</u> | | | | | | |
| Hopper Header. | 2 x 3 = 6 | 2 Hopper Header. | 2 x 3 | - | 6 | |
| Finisher Tenter. | 2 x 3 = 6 | 4 Finisher. | 2 x 3 | 1 x 3 = 3 | 6 | Ciler & Sweeper to relieve tent |
| Sweeper. | 1 x 3 = 3 | - | 1 | 2 | 1 | |
| Head Jobber. | 1 x 3 = 3 | 16,256 spindles) | - | - | - | |
| Ciler. | 1 x 3 = 3 | 16,256 spindles) | 3 | 3 | 3 | |
| Revolving and opener & thread extractor. | 1 x 3 = 3 | One machine | 1 | 2 | 1 | |
| <u>WILLOW ROOM</u> | | | | | | |
| Tenter. | 3 day | - | 2 | 1 | 2 | |
| <u>CARD</u> | | | | | | |
| Flyman | 2 x 3 = 6 | 68 cards. | 2 x 3 | - | 6 | |
| Minder. | 4 x 3 = 12 | 68 cards | 4 x 3 | - | 12 | |
| Leg Carrier. — <i>ditto</i> | 2 x 3 = 6 | 68 cards | 1 x 3 | 3 | 6 | |
| Stripper. | 6 x 3 = 18 | 68 cards | 4 x 3 | 2 | 12 | |
| Grinder. | 2 x 3 = 6 | 68 cards | 2 x 2 | 2 | 4 | |
| Line Jobber. | 1 x 3 = 3 | 68 cards | 1 x 3 | - | - | |
| Head Jobber. | 1 x 3 = 3 | - | 1 x 3 | - | 3 | |
| Ciler. | 1 x 3 = 3 | 68 cards. | 1 x 3 | - | 3 | |
| Sweeper. | 2 x 3 = 6 | 68 cards | 2 x 3 | - | 6 | |
| <u>FRAMES & WINDERS</u> | | | | | | |
| Slubbing tenter. | 5 x 3 = 15 | 5 speed frames with 2 heads | - | - | - | |
| Inter Tenter. | 10 x 3 = 30 | 10 frames of 100 spindles each. | 5 x 3 | - | 15 | |
| Back Inter tenter. | 5 x 3 = 15 | - | 10 x 3 | 15 | 30 | |
| Roving tenter. | 21 x 3 = 63 | 20 roving machine with 100 spindles. | 10 x 3 | 30 | 30 | |
| Offer boys. | 27 x 2 = 54 | - | 16 x 3 | 30 | 48 | |
| Offer Jobbers. | 3 x 3 = 9 | - | 2 x 3 | - | 6 | |
| Line Jobber. | 1 x 3 = 3 | - | - | - | - | |
| Head Jobber. | 1 x 3 = 3 | - | - | - | - | |
| Ciler. | 2 x 3 = 6 | 50 speed frames | 2 x 3 | - | 6 | |
| Sweeper. | 2 x 3 = 6 | - | 2 x 3 | - | 6 | |
| Belt Minder. | 1 x 3 = 3 | - | 1 x 3 | - | 3 | |
| Fitter. | 1 Day | - | 1 | - | 1 | |
| Asst. Fitter. | 1 " | - | - | 1 | - | |
| | | | | 142 | 276 | |

| Dept. & Designation. | Strength | Work-load. | Immediate proposed strength. | To Reduce | Ultimate strength for the three shifts. | Remarks. |
|-----------------------------|--------------|--|------------------------------|-------------|---|----------|
| Brought forward..... | | | | 142 | 276 | |
| Fitter Mazdoor. | 1 Day | - | - | 1 | 1 | |
| Doff Carrier. | - | | 3 x 3 | - | 9 | |
| Fitter. | - | | 1 x 3 | - | 3 | |
| <u>RING</u> | | | | | | |
| Siders (Warp and Weft) | 68 x 3 = 204 | 20s warp and 16 weft. 2 m/c 1 m/c 480 spindle. 420 spindle. 18 m/c 14 m/c 420 spindle. 468 spindle. 1 m/c 400 spindle. | | 24 | 180 | |
| Doffer boys. | 61 x 3 = 183 | For 16,256 spindles. | | 24 x 3 = 72 | 111 | |
| Oilers. | 2 x 3 = 6 | | | 6 | - | |
| Doffer Jobber. | 6 x 3 = 18 | 36 frames. | 2 x 3 | 4 x 3=12 | 6 | |
| Head Jobber. | 1 x 3 = 3 | | - | 1 x 3=3 | - | |
| Sweeper. | 3 x 3 = 9 | 36 frames. | 2 x 3 | 3 | 6 | |
| Tape man. | 1 x 3 = 3 | " | 1 x 3 | - | 3 | |
| Water man. | 1 x 3 = 3 | | 1 x 3 | - | 3 | |
| Carpenter. | 1 day | 16,256 spindles. | 1 | - | 1 | |
| Wrapping boy. | 1 x 3 = 3 | | 1 x 3 | - | 3 | |
| Gen.Oiler for scouring. | 2 day | 16,256 spindles. | 2 | - | 2 | |
| Head Fitter. | 1 day | | - | 1 | - | |
| Fitter. | 1 day | | 1 | - | 1 | |
| Roller coverer. | 1 day | 16,256 spindles. | 1 | - | 1 | |
| Asstt. roller coverer. | 1 " | | - | 1 | - | |
| Head Wrapping boy. | 1 day | | 1 | - | 1 | |
| Doff carrier. | 10 x 3 = 30 | | 5 x 3 | 15 | 15 | |
| Reliever for double working | | | | | 15 | |
| Roller cover mazdoor. | 1 | | 1 | - | 1 | |
| Head fitter. | 1 | | 1 | - | 1 | |
| Erection fitter. | 1 | | 1 | - | 1 | |
| | | | | 280 | 640 | |

DELHI CLOTH MILLS

STORS : THE DELHI CLOTH
GENERAL MILLS CO., LTD.

BARA HINDU RAO
POST BOX NO. 1039
DELHI.

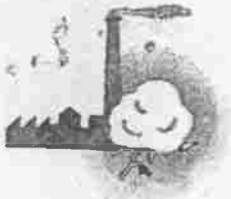
Date 10th March 1959

The Regional Director,
Employees State Insurance Corporation,
Pusa Road,
New Delhi.

Re: Undue and unwarranted interference by
the management of Delhi Cloth Mills
in the work of Employees State Insurance
Corporation staff.

Dear Sir,

We have received a copy of letter No. KMEU/Govt./39/59, dated the 2nd March, 1959, addressed to you by the General Secretary of the Kapra Mazdoor Ekta Union, Delhi. We would not have taken any serious note of this extremely preposterous allegation as no one is likely to believe that any officer of a mill would interfere with any worker obtaining whatever benefits he is entitled to under the Employees State Insurance Scheme. It is preposterous for this reason that it does not cost the mill any more or less by any worker taking the leave and benefits due to him under the Scheme and no other interest of the mill is served by any interference in the matter. Moreover, the medical authorities of the scheme are officers of the Government, as far as we have had experience in the matter, they are very conscientiously fulfilling their duties in a great social experiment and are the least likely influenced by any party. We are, however, obliged to take note of this letter as it is a part of a deeply laid plan to disrupt the working of the mill and to discredit the officers of the mill in the eyes of the public and authorities. The complaint by the General Secretary regarding one Sri Jai Gopal, Ins. No. 11-35412 is utterly false. The allegation is that the management has falsely alleged that Sri Jai Gopal is hale and hearty and that it has objected to his being recommended medical leave by the Employees State Insurance staff. Either the General Secretary of the Kapra Mazdoor Ekta Union is ignorant of the Urdu language (but he could easily obtain the assistance of several people to translate an Urdu complain for his benefit) or he is actuated by deep malice and concocts out of his fevered imagination some utterly false story to blacken the name of our officers and institution. For we have in our possession a complaint by Sri Jai Gopal addressed to the General Manager in Urdu in which it is also stated that a copy has been sent to the General Secretary of the above Union. This complaint by Sri Jai Gopal purports to be on behalf of some other workers and alleges that in their cases some officers has tried to influence the medical officers of the Employees State Insurance Corp. to the detriment of their interest. Sri Jai Gopal was called by the General Manager who was perturbed over such a complaint and on enquiry by the General Manager Sri Jai Gopal expressed his regret for writing such a complaint. It will be seen quite clearly that this is a very different story from the allegation made by the General Secretary.



DELHI CLOTH MILLS

PROPRIETORS : THE DELHI CLOTH
AND GENERAL MILLS CO., LTD.

BARA HINDU RAO
POST BOX NO. 1039
DELHI.

Ref. No.

-2-

Date

As regards Sri Jai Gopal himself, we have on our record a complaint by a worker whom he tried to make believe that the same officer mentioned in the General Secretary's letter was responsible for some private quarrel between the worker and another worker over a matter of a loan of money. It would appear, therefore, that this Sri Jai Gopal has some personal grudge against the particular officer and has sought by means of these two incidents to damage the reputation of that officer in the eyes of workers and also the management. Such complaints, however, baseless, now and then are not uncommon in a mill of our proportions and we may assure you that every such case receives the most careful attention and investigation and impartial decision in the hands of our General Manager.

As far as this union is concerned, we are aware as much as the authorities are aware that it has launched a crusade against our mill and has taken recourse to various illegal and evil practices and has through its office bearers delivered several inflammatory speeches inciting our workers to violence and indiscipline. A series of recent incidents, such as burning of effigies before the Gate of our mills and at the door of the residence of an officer, inciting certain persons who were not employees of the mills to go on hunger strikes at the doors of the mill, taking round a worker on a stretcher in a procession alleging that he was hurt and unconscious and at places declared him dead to incite workers against mill officers, forcing an unauthorised entry into the mills by outsiders and also some of our workers not on duty at that time, to create disturbance, shout slogans and incite the workers to stop work bear testimony to what we have stated. All these are some of the numerous activities which this union has chosen to sponsor in recent times. As we said earlier, we would have dismissed this letter but since a specific case was mentioned we desired to put the facts before you.

Yours faithfully,

(Signature)
Managing Agents.

40966
10/3/59

Copy to General Secretary, All India Trade Union
Congress, 4 Ashoka Road, New Delhi.



11 MAR 1959

PHONE : 24011 (4 LINES)
GRAMS : " YARN "

DELHI CLOTH MILLS

DIETORS : THE DELHI CLOTH
GENERAL MILLS CO., LTD.

BARA HINDU RAO
POST BOX NO. 1039
DELHI.

No. L0/951

Date 9th March 1959

The Conciliation Officer,
1, Rajpur Road,
Delhi.

Thingy
Sub: Acid incident on the night of Saturday,
the 7th March 1959.

Dear Sir,

We have reported to you during the past month several times the progressively increasing violent speeches of the office bearers of the Kapra Mazdoor Ekta Union inciting the workers to acts of sabotage and violence inside the mills. In this connection we refer to our letters No. L0/736 dated 17th Feby. 1959, L0/777 dated 23.2.59, L0/789 dated 24.2.59 and L0/813 dated 25.2.59. The speeches are particularly directed to incite the workers to acts of violence against the officers of the mills. We regret to note that we have not seen any evidence of the authorities having taken any special note of such speeches and the consequence which would flow therefrom. We desire to mention in brief such incidents as the burning of effigies at the mill gate and opposite the residence of one of our officers, the various demonstrations held in front of the mill, several attempts, though mercifully unsuccessful, to incite the workers to damage machinery and material and stop work, the carrying of a worker on a stretcher in procession round the department and assault on watch and ward personnel. All these things have been subjects of separate and detailed report to you and other authorities.

Before we proceed to the report of the incident of acid throwing on the night of Saturday, the 7th March, we wish to give below an extract from a speech delivered by the General Secretary of the Kapra Mazdoor Ekta Union on 24.2.59 at 2-30 p.m. in front of the workers' gate. The translation of the extract is as follows:- "The patience of our comrades has been exhausted; enter the department of the mills; create disturbance cause disorder; stare at officers with anger, and when you look at Pathak look as if you are rushing to devour him up, and also continue to do such acts as you have from time to time been doing, for example, slash the beams, stop the work etc. etc. by which Pathak may understand that workers are angry with him and are giving vent to their feeling of anger. Inside and outside the mills a wave of rage and anger should be spread." These are words, which, any one could have seen, would sooner or later result in serious consequences and still nothing so far, to our knowledge, has been done by the authorities to deal with such a situation.

Now we are faced with actuality. On Saturday, the 7th March 1959 at about 11-30 p.m. one worker named Sri Parkash Chand, s/o. Sri Chajjuran, a badli weaver of Weaving B Mill shift II, was found outside the department by one Sri Kishenlal s/o. Scotaras, a permanent worker in the same mill and shift. Sri Kishenlal asked the worker why he was not at his work. Sri Parkash Chand replied that he had not been given work according to his choice by Master Chanderbal and on his refusing the work he had been sent back with no work. Sri Parkash Chand continued to say that he is fed up



DELHI CLOTH MILLS

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AND GENERAL MILLS CO., LTD.

BARA HINDU RAO
POST BOX NO. 1039
DELHI.

Ref. No. _____

Date _____

-2-

with master Chanderbal and that he was going to throw acid over master Chanderbal. Sri Kishenlal tried to dissuade him and returned to his work. He noted that Sri Parkash Chand followed him into the department and he saw Sri Parkash Chand take a tin vessel which was kept underneath a loom of one Sri Gajinda Lal worker. Sri Kishenlal thought that this man was bent on doing some mischief and, therefore, followed Sri Parkash Chand and saw him filling the tin vessel from a sulphuric acid tank and return with it. At this time Sri Kishen Lal saw another worker of Weaving B mill Sri Shanti and showed him Sri Parkash Chand filling the vessel and asked him to run and warn Master Chanderbal. At the same time Sri Kishenlal approached Sri Parkash Chand and remonstrated with him with a view to dissuade him from his resolve. At this, Sri Parkash Chand threw the contents of the vessel on Sri Kishenlal who tried to save himself by running backward but still a good quantity of the acid fell on him. In spite of Sri Kishen Lal immediately washing away the acid at a water tap received considerable injuries on his right hand and on some other parts of his body. We attach a copy of the report made by Sri Kishen Lal before the Police Officer of Sadar Bazar Police Station.

This incident will leave no doubt in any one's mind about its root cause which is obviously the incitement to violence preached in and out of the mills and at all occasions by office bearers of the Kapra Mazdoor Ekta Union. The chief responsibility will fall on the particular speech, extract of which we have reproduced above. The workers were incited to stare on officers with rage and to look at the General Manager with disaffection, anger and contempt and here is the result and we fear not the only one.

We are bringing this to your notice, as we entertain the hope that even now it is not too late for the authorities to take steps to ensure peace and harmony in the industry and to restrain those concerned who are responsible for inciting ignorant and illiterate workers to such acts of violence.

We feel that these incidents are a result of inflammatory speeches delivered by office bearers of the union of Kapra Mazdoor Ekta Union. If the union and those office bearers concerned wish to disassociate themselves from these acts they must openly and publicly condemn such activities. If they do not do so, there would be no doubt left that these acts are being done in a planned manner to disrupt the peace and normal working of the mills.

Yours faithfully,
sd. G. V. Pillai

23 MAR 1959

DELHI CLOTH MILLS

MANAGERS: THE DELHI CLOTH
GENERAL MILLS CO., LTD.

BARA HINDU RAO
POST BOX NO. 1039
DELHI.

Date 21-3-59

L/1005
The General Secretary,
Kapra Mazdoor Ekta Union,
Goushala Gate, Kishanganj Mill Area,
DELHI.

Dear Sir,

We are in receipt of your letter No. KMEU/DCM/44/59, dated the 6th February, 1959, addressed to the Managing Agents, regarding alleged refusal to entertain representation from Works Committee members, as a part of campaign to subvert Works Committee.

We have carefully gone through the contents of your letter which appear to be primarily intended to vilify our General Manager and other senior officers of the Mill.

It appears that under instructions from the Union some Works Committee members are taking to actions which are not only intended to agitate workers against the Management but are in a planned manner intended to undermine the discipline of the Mill. We may in this connection state that a Works Committee member is given all the considerations that are due to him when he functions as a member in the Committee during its proceedings. But no special powers are conferred on a Works Committee member to move from his department to another department and to run into other shifts and other departments as also to disobey the orders of the head of the department and to insist on carrying on work unconnected with his job in the Mill. You are requested to advise all your responsible executives not to break the normal rules and regulations of the Mill and obey the orders of the Mill officers and the top management. If any worker has any grievance, the procedure and constitutional methods are well-known to you. The charges which you

have attempted to bring about against our officers are completely unfounded and mendacious ^{and} ~~as~~ such, denied. We expect you to appreciate the whole situation and give up attempts to break the discipline of the mills ^{and} ~~by~~ not to encourage your workers to do wrong things under cover of their position either as your executive or as Works Committee members.

Yours faithfully,


/ GENERAL MANAGER.

L/o 10/10
21/3/59

Copy to the General Secretary, All India Trade Union Congress, 4-Ashoka Road, New Delhi.

Textile Engineering Committee, Bombay

Telephone No. 77371.

C/o Shree Datta Deshmukh, M. L. A.
11A, Bapu Lodge, Club Back Rd.,
BOMBAY - 8.

Date 24th March, 1959.

30 MAR 1959

The Editor,
Trade Union Record,
5, Jhandewallan Estate,
M.M. Road,
NEW DELHI.

Dear Friend,

We are very thankful to you for the note you had published in the Trade Union Record regarding our Conference.

We have great pleasure to inform you that the All India Textile Engineering Conference which took place at Bombay on 14th and 15th instant was a grand success. Com. S. S. Mirajkar, President, All India Trade Union Congress, inaugurated the Conference and Sathi S. M. Joshi, President, Mumbai Girani Kamagar Union, presided over the same.

Delegates from amongst textile engineering workers from the following centres attended the Conference.

| | <u>No. of delegates.</u> |
|-----------|--------------------------|
| Ahmedabad | 50 |
| Delhi | 5 |
| Gwalior | 2 |
| Kalol | 3 |
| Baroda | 2 |
| Amalner | 2 |

Messages wishing success to the Conference were received from Indore and Coimbatore. Shri Anthony Pillai who was requested to inaugurate the Conference had written expressing his inability to attend the Conference and wishing success to the Conference. The General Secretary, West Bengal Trade Union Congress had also written expressing inability to send delegates at such short notice and wishing success.

P. S. O.

Resolutions passed in the All India Textile Engineering
Conference held at Bombay on 14th & 15th March, 1959.

Resolution No.1:

Full two years have passed since the appointment of the Central Wage Board for the Cotton Textile Industry. The patience of the Cotton Textile workers all over India is near exhausted. This Conference warns the Central Wage Board against any further delay and demands that the Central Wage Board expedite its work and make its report regarding wage increase in the industry immediately.

The Conference fully supports the demand put forward by the Textile Engineering Committee, Bombay in its statement to the Central Wage Board for appropriate time scale with annual increments for every category of engineering work carried on in the engineering as well as other departments in the Cotton Textile Mills all over India.

The Conference desires to draw the attention of the Wage Board to the two recent awards, the Shantilal Mangaldas and Somnath Dave arbitration award and the award of the Industrial Court, Bombay, both of which substantially concede this demand of the Engineering workers in the Textile Industry

These awards which are definitely the fruit of the activity of the Textile Engineering workers all over India, greatly strengthen the case of the Textile Engineering workers before the Central Wage Board and the Conference calls upon Textile Engineering workers to maintain and increase their active participation in the Cotton Textile Trade Union movement of their locality.

This Conference at the same time desires to record its emphatic protest against the exclusion of certain categories of Textile Engineering workers such as Fireman, Pumpmen, Air Compressor Operators and Refrigerator Attendants, Humidifier Attendants, Turbine & Engine Oilers, unqualified Electric Motormen, Armature Winders, Switch Board Attendants and Asstt. Wiremen, Hammerman and Strikers, Stokers, Shafting Oilers, Cleaners, Furnacemen and Cupola Operators, Tinsmith Helpers and Welders Helpers, Rope-men and Rope Splicers, Mechanic and Line Levelling Coolies, Shafting Oil Mukadams, Fire Servicemen and Trailer Pump Attendants, Hoopmakers and Cutters, from the benefit of time scales. The Engineering Navajivan or Pativada or Bandhani is not even mentioned in this award. This Conference is decidedly of the opinion that the work of workers of all these categories bears all the qualities of engineering work & therefore must get the benefit of appropriate time scales with annual increment.

This Conference also desires to record its opinion that Shri G.D. Ambekar of the Bombay Rashtriya Mool Mazdoor Sangh who worked as an Assessor in the Ahmedabad case on behalf of Textile Labour Association, has done great disservice and harm to the cause of Textile Engineering workers by not including all these categories of workers in the time scales. The Conference calls upon the Government to take immediate steps to the inclusion of all these categories of workers in the time scales.

The Conference is also of the opinion that the scales awarded at Ahmedabad, based as they are on the minimum wage of Rs. 28/- determined by the award of 1948, are extremely low and inadequate and totally out of date ~~of~~ in view of the advanced ideas of minimum living wage accepted nationally at the All India Tripartite Labour Conferences and therefore should not, in any way, exercise the mind of the Central Wage Board. The Conference approves of the scales suggested by the Bombay Textile Engineering Committee with certain additions and modifications as stated below:-

- I. (1) Boiler Coolie, (2) Carpenter Coolie, (3) Mason Coolie, (4) Lorry Cleaner, (5) Hall Attendant, (6) Window Pane Cleaner, (7) Mochi, (8) Sweeper, (9) Humidifier Cleaner, (10) Store Coolie, (11) Pipe Beldar, (12) Binder Helper. Rs. 65-5-90.
- II. (1) Wireman Coolie, (2) Tinsmith Coolie, (3) Moulding Coolie, (4) Motor Mechanic Coolie, (5) Fitter Coolie, (6) Welder Coolie, (7) Machine Part Cleaner, (8) Battery Truck Driver. Rs. 75-5-100.
- III. (1) Painter & White Washer, (2) Boiler Cleaner, (3) Electric Oilers. Rs. 75-5-110.
- IV. (1) Engineering Navaghani, Bandhani or Patiwala, (2) Hammer Man, (3) Rassiwala-Pattawala, (4) Shafting Oiler (all Oilers), (5) Motor Man (Attendant), (6) Chipper (Attendant), (7) Fidler, (8) Humidifier Attendant, (9) Humidity Man, (10) Lift Man, (11) Electro Plating Navaghani, (12) Carrier Plant Operator, (13) Compressor Operator (Driver), (14) Pump Man or Pump Driver. Rs. 85-5-120.
- V. (1) Diesel Engine & Turbine ^{Oiler or other} & Engine Oilers, (2) Rassiwala-Pattawala. Rs. 90-5-130.
- VI. (1) Building Mukadam (Jamadar), (2) Navaghani Mukadam (Jamadar), (3) Bandhani Jamadar, (4) Shafting Oiler Mukadam (Jamadar), (5) Rope Splicer Mukadam (Jamadar), (6) Electric Coolie Mukadam (Jamadar), (7) Engine Driver (of all types), (8) Bambawala, (9) Fire Man, (10) Fire Service Pump Attendant, (11) Fire Fighter. Rs. 100-5-135.
- VII. (1) Asstt. Fitter (wherever exists). Rs. 110-10-180.
- VIII. (2) Second Class Boiler Attendant. Rs. 120-10-200
- IX. (1) Letter Painter, (2) Mason, (3) Turner, (4) Fitter (including departmental & erection fitters and line levellers etc.), (5) Polisher (Electro Plating), (6) Humidifier Fitter, (7) Black Smith, (8) Tinsmith, (9) Carpenter, (10) Furnace ~~man~~, (11) Polishman, (12) Moulder, (13) Chore Maker, (14) Cupole Operator, (15) Lorry Driver, (16) Cement Mixer, (17) Saw Line Maker, (18) Wireman, (19) Welder, (20) Motor Mechanic, (21) boiler fitter, (22) Miller, (23) Capstan Operator. Rs. 110-10-200

- X. (1)Boiler Mason,(2)Head Black Smith, (3)Overhauling Fitters,(4)Head Tinsmith, (5)Slay Maker. All these workers should be given an allowance of Rs.25/- p.m.
- XI. (1)Electrician(Armature Winder,Cable Joiner, Switch Board Operator), Head Wireman, Electric Fitter,(2)Pattern Maker, (3)1st Class Boiler Attendant, (4)Turbine Operator,Driver or Attendant. Rs.150-10-230.
- XII. (1) Water Softening Plant Attendant, doing testing work Rs.150-10-200
- XIII. (1)Foundry Maistry,(2)Power House Operator, Power Plant Overseer(Sub-station Operator), (3)Electric Overseer,(4)Wood Work Maistry, (5)Head Fitter,(6)Head Welder,(7)Head Turner, (8)Head Motor Mechanic,(9)Head Armature Winder, (10)Head Electrician,(11)Electric Maistry, (12)Workshop Maistry. Rs.200-10-260.
- XIV. (1)Combined Welders. (2)Combined Capstan Toolsetter & Operator. Rs.200-10-300.
- XV. Electrical Supervisory Certificate Holders. Rs.250-10-350.

The Conference calls upon all Textile Engineering workers, Electricians & Mechanical, working in the Engineering Department as well as in Weaving Spinning & other departments, of all skills and occupations from helpers to the highly skilled persons to unite and actively struggle against the attempt at sowing disunity among our ranks and thereby putting down our wage level and our just demands.

Resolution No.2:

A large number of Textile Engineering workers are required to work on all weekly holidays and festival holidays. This Conference is of the opinion that this system results in great social inconvenience to the workers and therefore demands that holiday work should be compensated by a weekly off and overtime rate of wages and Textile Engineering workers should not be called to work on some festival holidays such as Divali.

Resolution No.3:

Engineering work is strenuous and it has been held by several Industrial Tribunals that workers doing this work deserve to be rewarded with larger number of leave days for rest and recuperation. Shantilal Mangaldas & Somnath Dave award has accorded greater leave facilities to Armature Winder and Wiremen, Boiler Attendants I and II Class and the Conference is of the opinion that the same should be extended to all the Engineering workers. The sick leave benefits awarded in Ahmedabad should be given additionally in places like Bombay where some benefit is available under Employees' State Insurance Scheme.

Resolution No.4:

Apprentices in the Textile Engineering occupations are made to work as apprentices for years together and greatly exploited. This Conference demands that every apprentice must be absorbed by the management in the regular complement after three years unless it is expressly proved that he is not fit for the job.

The young helper coolies who are given the job of helping skilled workers such as Fitters, Turners, Welders, Tinsmiths, etc. should be given opportunities to learn the trades and those who are found to have been picked up the trade should be promoted to the skilled posts.

Resolution No.5:

This Conference welcomes the Evening Classes for the Engineering Industrial workers started by the Central and Bombay Governments for training them in their trades in two years courses but regrets that the employers do not give facilities to employees to attend the classes by giving them duty in first shift only. This Conference therefore requests the Government to direct the Institute to have Morning as well as Evening Classes so that most of the Industrial workers can take the opportunity and attend the classes in the morning or in the evening and improve their work. This Conference also requests the Central Government to give concession in the railway fares to attend these classes as granted to other engineering students who are above 25 years of age.

Resolution No.6:

This Conference congratulates the Textile Engineering workers all over India for taking keen interest in the convening of this Conference and resolves to appoint a Committee of the following persons to (i) maintain contact between various centres, (ii) take up the work with the Central Wage Board, (iii) co-opt members as they think necessary.

- 1) Shri B.D.Joshi from Delhi.
- 2) " Kirit Kumar R.Barot from Kalol.
- 3) " P.G.Thorat from Baroda.
- 4) " Sumarlal Mithulal from Gwalior.
- 5) " A.S.Jangare from Ahmedabad.
- 6) " C.L.Naidu from Ahmedabad.
- 7) " B.G.Kamat from Bombay.
- 8) " S.F.S.Pereira from Bombay.
- 9) " Y.V.Chavan from Bombay - Convenor.

This Conference authorises the Committee to call a conference if and when it thinks necessary.

Resolution No.7:

Engineering work spoils or burns clothes. Certain occupations require gloves and boots for safety. The Conference therefore demands that all Textile Engineering occupations should be supplied adequate clothes and other necessary protective articles as suggested below:-

The following workers should be provided with 4 half shirts, 4 half pants and 2 pairs of shoes every year:-

(1)Boiler Coolie, (2)Carpenter Coolie,(3)Mason Coolie,
(4)Lorry Cleaner,(5)Hall Attendant,(6)Window Pane Cleaner,
(7)Mochi,(8)Sweeper,(9)Humidifier Cleaner,(10)Store Coolie,
(11)Wireman Coolie,(12)Tinsmith Coolie,(13)Motor Mechanic
Coolie,(14)Fitter Coolie,(15)Machine Part Cleaner,(16)Boiler
Cleaner,(17)Electric Oiler,(18)Engineering Navaghani, Bandhani
or Patiwala,(19)Hammer Man,(20)Rassiwala-Pattawala,(21)Shaft-
ing Oiler,(22)Motor Man(Attendant),(23)Chipper(Attendant)
(24)Humidity Attendant,(25)Electroplating Navaghani.

The following workers should be provided with 4 half shirts, 4 full pants and 2 pairs of shoes every year:-

(1)Moulding Coolie,(2)Battery Truck Driver,(3)Painter & White
Washer,(4)Fire Fighter,(5)Bambwala,(6)Fireman,(7)Fire Service
Pump Attendant,(8)Carrier Plant Operator,(9)Compressor
Operator(Driver),(10)Building Mukadam(Jamadar),(11)Navaghani
Mukadam(Jamadar),(12)Shafting Oiler Mukadam(Jamadar),
(13)Rope Splicer Mukadam(Jamadar), (14)Electric Coolie Mukada
(Jamadar),(15) II Class Boiler Attendant,(16)Asst.Fitter,
(17)Letter Painter,(18)Mason,(19)Turner,(20)Fitter,(21)Polish
~~22~~(Electro Plating),(22)Humidifier Fitter,(23)Black Smith,
(24)Tinsmith,(25)Carpenter,(26)Furnace-man,(27)Polishman,
(28)Moulder,(29)Chore Maker,(30)Cupola Operator,(31)Lorry
Driver,(32)Cabinet Maker,(33)Slayline Maker,(34)Wireman,
(35)Welder,(36)Motor Mechanic,(37)Boiler Fitter,(38)Miller,
(39)Capstan Operator,(40)Boiler Mason,(41)Head Black Smith,
(42)Overhauling Fitters,(43)Head Tinsmith,(44)Slay Maker,
(45)Electrician (Armature Winder,Cable Jointer,Switch Board
Operator),Head Wireman, Electric Fitter,(46)Pattern Maker,
(47)1st Class Boiler Attendant,(48)Turbine Operator,Driver
or Attendant,(49)Water Softening Plant Attendant.

The following workers should be provided with Gum Boots, Hand Gloves and Spectacles.

(1)Furnaceman,(2)Cupola Operator,(3)Moulder,(4)Welders.

Cable: "AITUCONG"

Telephones : 48771
43414

अखिल भारतीय ट्रेड यूनियन काँग्रेस ALL-INDIA TRADE UNION CONGRESS

T. U. LAW BUREAU :
R. L. TRUST BUILDING,
55, GIRGAON ROAD,
BOMBAY 4 (INDIA)

4, ASHOK ROAD,
NEW DELHI.

President : V. CHAKRABARTI, M.L.C. (Madras).
General Secretary : S. A. DANGE, M.P.

S.S. Mirajkar

April 11, 1952

1. Com. G.V. Chitnis, Bombay
2. Com. B.D. Joshi, Delhi, and
3. Com. Arun Sen, Calcutta

Dear Comrade,

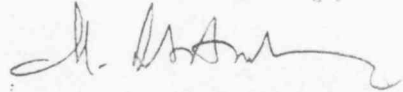
Enclosed herewith is a list of few categories of staff in the textile Industries' Administrative Offices and the particulars required about these categories by the Harvey Employees' Union, Madurai.

Please send the required information to the union on the following address at your earliest and a copy of it to us.

General Secretary,
Harvey Employees Union,
17-A North Perumal Naistry St:
Madurai (Madras State)

With greetings,

Yours fraternally,


Office Secretary

Copy to the General Secretary,
Harvey Employees' Union, Madurai for
information.

HARVEY EMPLOYEES' UNION

(REGD. NO. 2615)

President:

Sri A. BALASUBRAMANYAM. B. SC., B. L.

General Secretary:

Sri S. MUTHIAN.

17-A, NORTH PERUMAL MAISTRY St.,
MADURAI

5th March, 1954

1. Particulars required in respect of the following office staff employed in Textile Industries' Administrative Offices:

- 1) Clerks
- 2) Typists
- 3) Powers - based - accounting machine or calculator - operators
- 4) Address Machine operators
- 5) Telephone operators
- 6) Peons
- 7) Chockras
- 8) Cleaners
- 9) Telephone Boys
- 10) Any other subordinate services.

2. Particulars required

- 1) Rates - Scale
- 2) Dearness allowance - scale
- 3) Night Allowance
- 4) Machine Allowance
- 5) House Rent Allowance
- 6) City allowance
- 7) Any other allowances (e.g. field &/or conveyance allowances, dress allowance for peons, chockras, cleaners etc.
- 8) Routine working hours & shift hours if any where applicable.
- 9) Overtime wages - applicability of
 1. for overtime work over and above normal office hours
 2. for overtime work over statutory maximum limit
- 10) Leave facilities - a) General
b) privilege &
c) sick leave
- 11) Employees' state insurance scheme - applicable or not
other medical benefits.
- 12) Travel facilities
- 13) Mat's
- 14) Holidays with wages
- 15) Canteen and other facilities.
- 16) Loan facilities
- 17) Provident fund credit
- 18) Retirement benefits - as per regulations
- 19) Daily pension
- 20) Medical benefits as per regulations
- 21) Recreation facilities
- 22) Reading room.
- 23) *Board*
- 24) *Provisional*

Copy of letter dated 7th March, 1959 from Harvey
Employees' Union, Madurai (Madras State).

1. Particulars required in respect of the
following office staff employed in Textile
Industries' Administrative Offices:

- 1) Clerks
- 2) Typists
- 3) Powers-Samas Accounting Machine Or Hollerith-Operator
- 4) Adrema Machine Operators
- 5) Telephone operators
- 6) Peons
- 7) Chockras
- 8) Cleaners
- 9) Telephone Boys
- 10) Any other subordinate services

2. Particulars required

- 1) Wages - Scale
- 2) Dearness Allowance - Slabs
- 3) Night Allowance
- 4) Machine Allowance
- 5) House Rent Allowance
- 6) City Allowance
- 7) Any other allowances (e.g. Cycle &/or Convenyance allowance, Dress Allowance for Peons, Chockras Cleaners etc.
- 8) Routine working house and shift hours if any where applicable
- 9) Overtime wages - applicability of
 1. for overtime work over and above normal office hours
 2. for overtime work over statutory maximum limit
- 10) Leave facilities - a) Casual
b) Privilege and
c) Sick leave
- 11) Employees' State Insurance Scheme - applicable of not other medical benefits
- 12) Travel facilities
- 13) Batta
- 14) Holidays with wages
- 15) Canteen and other facilities
- 16) Loan facilities
- 17) Provident Fund Scheme
- 18) Retirement benefits - a) Pension Scheme b) Gratuiton
- 19) Family Pension
- 20) Medical benefits to families
- 21) Recreation facilities
- 22) Standing orders
- 23) Bonus
- 24) Promotions

May 9, 1959

Dear Com.N.K.K.,

I hope you have by now received our telegram stating that the date suggested by you would not be suitable for Com.Dange, since the Bombay Girni Kamgar Union is calling an All-India Textile Workers' Conference on those days.

Com.Dange has asked me to inform you that you should participate in the conference in Bombay without fail.

Com.Sriwastava has returned today and along with him Com.Ganesan and family have also arrived. TRG had some medical check-up and he looks well all right.

With our greetings to Com.Parvathi,

Yours fraternally,


(M. Atchuthan)

C-3.



940



INVEST WISELY
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INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No. _____

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O SG TIRUPUR 14 - 25 AITUCONG NEW DELHI =

UNION CONFERENCE DATE JULY TWELVE PREFERABLE

STOP POSSIBLE START DANGE BIRTHDAY FUND DRIVE

ALSO STOP REQUEST DANGE CONSENT ABOVE DATE

=KRISHNAN =

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of Foreign Telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any inquiry respecting this telegram.

L. C. & Sons, Calcutta. No. C 6/57 (MFP. Regn. No. 11/3/P-541—30-1-56)—(P-1/249, 55-56)—18-2-57—2,04,000 Dea.

May 14, 1959

Express Delivery

Dear Com.HKK,

Your telegram of 13th inst.

2. Com.Dange's programme for June and July is too tight. In spite of that, realising the importance of his visit to Coimbatore, we have tried to accommodate it on July 5, 1959 and this is still tentative. This date we suggested in the hope that he keeps well after the National Council meeting of the Party in the last week of June and other jobs. He wants to attend your conference.

Now that you agree to hold the conference on July 5, I would suggest you not to announce the name of Com.Dange as attending the conference, but we shall make all efforts to see that he attends it. We are putting it on his engagement pad and keeping him free for these days.

We shall send you confirmation no sooner we are in a position to do so and then you can announce his name. This is just a suggestion so that you are not in a soup, in case for any reason, he is not able to go there.

Also we suggested this date, since again in July and August, he would not be available.

Rest assured that even without confirmation, we shall try to send him there for the July 5 conference.

With greetings,

Yours fraternally,


(K.G.Sriwastava)



C-3



2172



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

Handwritten signature

No.

Received here at _____

O OH COIMBATORE 13 14

RPPDREONEANDNPSPIFTYONLY AITUONG NEWDELHI

UNION CONFERENCE FIXED JULY FIFTH CONFIRM DANGE

PARTICIPATION ANNOUNCEMENT KRISHN

The sequence of entries at the beginning of this telegram is—class of telegram, date, followed in series number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.
MCEFRAN—1271—28-1-32—1,13,350 Bka

61
May 20, 1959

Dear Com. B.N.

Yours of 15th May. I was waiting to see you here.

I am told just now that the Textile Conference is being postponed. I have not heard about that from S.A.D. yet.

The idea of this conference did receive a good publicity and also warm response - specially from our Textile unions. I don't know why its postponement has been decided. I am writing to Chitnis regarding this.

With greetings,

Yours fraternally,

K.G.
May 20

(K.G. Sriwastava)

~~Secretary~~

19 MAY 1959

भारतीय डाक व



तार विभाग

श्रेणी-क्रम _____ सांकेतिक समय _____ सं० _____ ग.

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| | द्वारा | |

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| प्राप्तक | | | | प्राप्त समय | घं० मि० |
| | | | | 12 | |

autocong Dec 20 Delhi

Confiance finally fixed up
with lot expected damage

Wishman

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2/5/51

KRISHNAN

BELVEDERE

10/21 PERIASWAMI ROAD

R S PURAM

COIMBATORE

BOMBAY TEXTILE UNION CALLING ALLINDIA TEXTILE CONFERENCE
JUNE FOURTEENTH HENCE DANGE UNABLE PARTICIPATE TIRUPPUR
CONFERENCE

ATCRUTHAN

1 MAY 1959

भारतीय डाक



द्वार विभाग

खेती-कम

आधिकारिक
हस्ताक्षर

सं.

ग.

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| (तारखर) से | मि० पर | |
| द्वारा | (तारखर) को | |
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- UNION CONFERENCE DATE ONLY BEING PREFERABLE STOP
 AS POSSIBLE START DATE BIRTHDAY LINE DATE ALSO STOP
 REQUEST DATE CONSENT ABOVE DATE - KRISHNA -

KRISHNAN

BELVEDERE

10/21 PERIASWAMI ROAD

R S PURAM

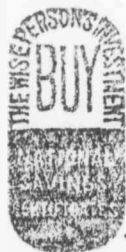
COIMBATORE

JUNE TWENTYFIRST UNSUITABLE DUE NATIONAL COUNCIL STOP DATES IN JULY

ALSO DIFFICULT STOP DANGE MAY CONSIDER FIFTH JULY TENTATIVELY

AITUCONG





C.3
5 MAY 1958



261



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at _____

NO SIGNATURE + TO RPD THROUGH DEL DELHI

INTIMATE ASSEY DANGE PARTICIPATE UNIC GEF

JUNE FOURTEENTH = KRISHNAN =

*Replied
cant go*

The sentence of entries at the beginning of this telegram is—class of telegram, time headed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.

MGKPPAH.—1271— 1-68—1,13,850 Bks.

The Cotton Mill Mazdoor Mandal

Register No. 2761
(Affiliated with AITUC)

Near tower, KALOL (N. G.)

President
Shri D. M. Sant; Advocate
Vice President
„ Fataji Jenajee
„ Vishvanath Rammurat
Treasurer
„ Ranchhodlal B. Dalal

General Secretary
Shri Babubhai D. Khamar
J. Sec.
„ Shankarjee Karajee Thakor
„ Shankajee Amrajee Thakor
„ Madhusudhan C. Brahmbhat

Ref No. _____

Date _____

શ્રી, જેને તાલુકાના રીતે અમલ તરુવાની અમલ રીતે માં આ
ફાઇલિંગ તાલુકા અને લાભ રૂત્તે પ્રાપ્ત કરવા તુલાનાની
અમલ રીતે પણ આ તાલુકાના માં તાલુકાના રીતે રીતે
અમલ રૂત્તે પણ આ રીતે તાલુકાના અમલ રીતે તાલુકાના
અને તાલુકાના અમલ રીતે તાલુકાના અમલ રીતે તાલુકાના
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તાલુકાના અમલ રીતે તાલુકાના અમલ રીતે તાલુકાના
દાખલા લાભનો પુરાવો મળે તો નહીં તેવા કામનો તાલુકા
તાલુકાના અમલ રીતે.

રૂ. આ લાભનો તો આમ રૂ. તાલુકાના
માં આમ તો આ રીતે રૂ. તાલુકાના તાલુકાના આમ આમ
અમલ તાલુકાના અમલ રીતે તાલુકાના અમલ રીતે તાલુકાના
પણ આમ તો આમ તાલુકાના અમલ રીતે તાલુકાના
તો તાલુકાના અમલ રીતે તાલુકાના અમલ રીતે તાલુકાના
તાલુકાના અમલ રીતે તાલુકાના અમલ રીતે તાલુકાના
તાલુકાના અમલ રીતે તાલુકાના અમલ રીતે તાલુકાના
તાલુકાના અમલ રીતે તાલુકાના અમલ રીતે તાલુકાના

The Cotton Mill Mazdoor Mandal

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 „ Madhusudhan C. Brahmabhat

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આઈ આઈઆર્સી મોટી, દા ગિલ્ડર અલ્પવાસી અલ્પભી રમી, તેજી
જ્યોત્સને. અમરજીવી ગિલ્ડરના મુખ્ય મંત્રી અને માર્ગદર્શક
શ્રીમતી અનુષ્ઠા ગરુડા અને ગુજરાત ગિલ્ડર ગ્રીવરો
શ્રીમતી જ્ઞાણમી અલ્પા. જે સુધી આ મંડળના વલિયત
વાલેના સભાને માર્ગદર્શકી મારીને મદદ ઉપર મારીને
કરતા નીતિ સીયરોનોય પ્રિયન (પ્રગ્વશરતના રીવ)ના સુધી
વાલેને. વર્ષ ગિલ્ડર મલકી ગુલ ગિલ્ડરોની સભાને મોટી ૬.
છ સભાને રીવ સભાને ગિલ્ડરો ગર્ભી ગુલ છે. અને
પિયુષકેના તેને નીતિ સુધીને સુધીને સુધીને સુધીને
શ્રીમતી અનુષ્ઠા ગરુડા

૧. માર્ગદર્શક રીવ સભાને આઈ આઈઆર્સી મોટી ગિલ્ડરોની સભાને વર્ષ ગિલ્ડર માર્ગદર્શક મોટી
૨. માર્ગદર્શક રીવ સભા આઈ આઈઆર્સી મોટી

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~~સુધા, રુપા, સારા, ભાગી, વાણી, સુધા~~
 સુધા, રુપા, સારા, ભાગી, વાણી, સુધા
 પરીચાઈ તેવા કામના મેંદાવ તરફ મેંને લાગણી જણાવવી
 આંદર સારામાં તરવામાં આવેલે આમ તરવામાં તરવી
 તરવા લે રૂબરૂમાં લાવ આવેલે (૧) તરવામાં આમ
 સુધા પરીચાઈ તેવા કામના, આમના સારા વાણીમાં
 આ આવાની મેંને લાગણીમાં સારામાં મેંને પાતાની લાગણી
 લાગુ જણા મેંને લાગણીમાં લાગણી મેંને પાતાની
 (૨) જોઈને આંદર સારામાં લાગણીમાં આવેલે તરવામાં
 તરવામાં આંદર સારામાં લાગણીમાં આવેલે તરવામાં
 તરવામાં આવેલે તરવામાં લાગણીમાં આવેલે તરવામાં
 તરવામાં આવેલે તરવામાં લાગણીમાં આવેલે તરવામાં

સરિયાં તરવે તરવે તરવે તરવે તરવે તરવે
 તરવામાં આવેલે તરવામાં લાગણીમાં આવેલે તરવામાં
 તરવામાં આવેલે તરવામાં લાગણીમાં આવેલે તરવામાં

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 " Madhusudhan C. Brahmhat

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જા મરજી મેંદા તરી દુરા સમીતી પુલકાસીલો
 ય. જીતરી ઉરમરલા. આગામી આ, જવાબી આ પુલકા
 સી સમીતી જી. જે રાજીનીલ લેરા સીજીરા
 મરજી જી મે આગ સીતી જી પુલકાસીલો જી
 મી સમીતી જી. આગ જીતરી ઉરમરલા
 જી જીતરી પુલકાસીલો સીતી મી તરી મમીતી આ
 સીતી મી આગાસી સીતી મી મીતી સમીતી
 મરજી મીતી સમીતી મરજી જી મે જીતરી
 જીતરી મરજી મી સમીતી આ પુલકા 857
 મમીતી સીતી મરજી આગાસી મમીતી જી
 સમીતી આગાસી મીતી આગાસી મમીતી

આ સમીતી પુલકાસીલો જી મે જીતરી સમીતી
 સમીતી આગાસી જીતરી જી મી મીતી સમીતી
 મીતી આગાસી જીતરી જી મી મીતી સમીતી
 સમીતી આગાસી જીતરી જી મી મીતી સમીતી

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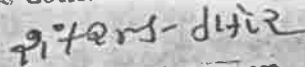
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For The Cotton Mill Mazdoor Mandal


for General Secretary

271



REPLY TO
THE COTTON TEXTILE WAGE BOARD QUESTIONAIRE
ON BEHALF OF
THE SUTI MILL MAZDOOR SABHA.

SUTI MILL MAZDOOR SABHA,
GWALTOLE
KANPUR.

*

REPLY TO THE COTTON TEXTILE WAGE BOARD QUESTIONNAIRE ON BEHALF OF THE
SUTI MILL MAZDOOR SABHA, KANPUR.

1. G. D. Bajpai, Vimal Mehrotra, Ram Asrey. 12/1, Gwaltoli, Kanpur.
2. Members of the Sub-Committee formed for the purpose of the Board.

We represent Suti Mill Mazddor Sabha, united organisation of textile workers of Kanpur with a total membership of about 12,000. Appendix A shows the mills and their compliments respectively.

THE WAGES.

| | |
|--|---|
| 3. Fair Wage for the unskilled worker | Rs 160/- |
| Fair Wage for the semi-skilled worker | Rs 200/- |
| Fair Wage for the skilled worker | Rs 266/- |
| Fair Wage for the highly skilled worker | Rs 320/- |
| Fair Wage for the lowest paid worker | Rs 240/- |
| Fair Wage for the rationalised category: | |
| 2 loom weavers | Rs 266/- |
| 3 loom " | Bombay wages on the same workload. |
| 4 loom " | " |
| Ring piecers upto 200 spindles | Rs 200/- |
| " " above 200 " | Bombay wages on the same workload and in the same category. |
| Doffers upto 1800 doffs | Rs 160/- |
| Doffers above 1800 doffs | Bombay wages on the same workload and in the same category. |
| Fair Wage for the Learners and Apprentices | Rs 120/- |

4. The above are based mainly on the calculations made in accordance with the recommendations made by the Fair Wage Committee. The actual estimates have been arrived at on the basis of the recommendations made by the U. P. Labour Enquiry Committee (1946-48). The principles for all wage-fixing authorities have been laid down by the 15th Indian Labour Conference recommendations and it is these which have been our guide in the matter.

If any attempt to bring the Kanpur worker at par with his counterpart at Bombay has been made, it is only because of late the employers at Kanpur have been enforcing and demanding workloads of Bombay and Ahmedabad.

Kanpur worker gets the same Minimum Wage of Rs 30/- per month as his counterpart at Bombay. But despite the fact that the Cost of Living Index Number stood at 336 and 435 respectively for Bombay and Kanpur, the actual Dearness allowance received by the workers at these places was Rs 68.77 n.p. respectively. Appendix B will give an idea of the same.

The question of Minimum Wage was decided by the U.P.Labour Enquiry Committee and its recommendations were recorded thus; "We have considered our estimates, the whole volume of evidence placed before us and the opinions given in the paragraphs 94,95 and above. We come to the decision that we cannot recommend a figure lower than Rs 30/- (Para97); We accordingly recommend a Minimum Living Wage of Rs 40/- per month for the semi-skilled occupations on the basis of pre-war level of prices." Except in the case of the Minimum Wage for the unskilled category the recommendations of the Committee have not been given effect by the U.P. Government which appointed this Committee and was, therefore, expected to implement its recommendations. The U.P.Government through its Order No. 5754 (LL)/XVIII - 894 (L) - 1948 not only lowered the Minimum Wage fixed by the Committee for categories other than the unskilled but also fixed D. A. rates in such a manner that every worker lost Rs 9/- per month approximately in comparison to what the Committee had given him. The neutralisation given by the Committee was already very low and the Committee had done that so that the Kanpur Industry does not suffer in competition. But the G.O. above-mentioned reduced this to about 51% to 54% which was most unjust and unfair. Kanpur worker still suffers from this injustice and despite repeated requests having been made by the organised labour the matter not even been referred to for adjudication. In this connection it is to be noted that the neutralisation received by the Bombay and Ahmedabad worker in this very period has never been less than 90% Appendix C shows the exact working out of the D.A. in different centres. The observations of the Kanpur Textile Mills Rationalisation Enquiry Committee in this connection will be of interest to the Board and we are giving the same here.

giving them here.

After having discussed the effect of the Government Order mentioned above the Committee records, "211, Further, to bring in bold relief the contrast in this matter between the Kanpur, Bombay and Ahmedabad textile industry, we attach yet another statement Appendix XVII, showing also the difference in payment of dearness allowance between these centres from month to month beginning from January, 1949. This would show that during the years 1949 and 1950, the Kanpur textile industry on the average paid Rs 8/9/11 and Re.-/8/4 more than what became payable in the Bombay textile industry. And during the same years the Ahmedabad textile industry paid Rs. 7/5/6 and Rs. 17/11/- more than the Kanpur textile industry. Since the year 1950, the Bombay textile industry besides that of Ahmedabad has been paying larger amount of dearness allowance than the Kanpur textile industry.

"212. It will be seen that instead of Kanpur textile industry paying more D.F.A. than the Bombay textile industry it has been progressively paying less and less. These are the developments and tendencies quite opposite of those under the pressure of which the U.P. Labour Inquiry Committee was obliged about a decade ago to lay down the structure of basic wage and dearness allowance. These limiting factors which influenced that Committee to curtail D.F.A. rates and take away a slice from the basic wage too, operate no more." (Emphasis our - SMMS)

Apart from the above fool-proof findings from well-known authorities it will not be out of place to say that the determination of the Fair Wages has to be given a direction consistent with the pattern of society envisaged by the community. The idea of building a Socialist Society having been accepted by the Nation's Parliament, a wage policy to facilitate the growth of such society has to be evolved. The Bank Award Commission having rightly gauged the situation observed that the 'Labours' clamour for a fair deal must be appreciated and considered in the background of the social and political climate that prevails in the country today."

5. See items 135 to 137.

6. Basing ourselves on the estimates as computed by the U.P. Labour Inquiry Committee at 1939 level of prices the Minimum Wage works out to be Rs. 35/- The same at 350 points of cost of Living Index No.

shall work out to be atk. 122.50 np. plus Rs. 8/- Provident Fund plus Rs. 2/- (app) E.S. Corporation Contribution, equal to: Rs. 137.50 np.

7. The living wage for the aforesaid categories will be as follows:

| | |
|--|-----------|
| For the Unskilled | Rs. 200/- |
| For the Semi-skilled | Rs. |
| For the Skilled | Rs. |
| For the Highly Skilled | Rs. |
| For the Rationalised Categories: | |
| (1) Weavers on more than two looms | Rs. |
| (2) Ring Piecers on more than 200 spindles | Rs. |
| (3) Doffers doffing 1800 doffs and above | Rs. |
| (4) High Speed Winders | Rs. |
| (5) High Speed Warpers | Rs. |
| For the Clerical Category | Rs. |
| For the Learners and Apprentices | Rs. |

8. The changes in the wage rates since 1947 have been mentioned in our reply to Question No, 4. We are also appending the Government Order referred to in the same.

The change in the wage rates mentioned above gave relief to the lowest paid workmen in the industry. The differentials as fixed by the G.O. did not fully reflect the Recommendations of the U.P. Labour Enquiry Committee. Furthermore, the periodical changes in the wage rates of such categories of workmen who are working on piece rates in the name of change in quality have in the long run even undone the DIFFERENCE fixed by the G. O. dated December 6, 1948 that was to have been paid to the workers.

The above situation in the background of rising cost of living and with only about half of the neutralisation in the D.F.A. has resulted in heavy indebtedness which will be evident from the Reports of the Credit Cooperative Societies. But the indebtedness of the Kanpur textile worker has increased and accordingly to a sample survey carried out by the Union in the year 1954, 156 workers were found to be indebted out of 220. Their debts varies from Rs. 40/- to 1200/- and the interests on the same by private money lenders varied from /2/- per rupee to -/4/- per rupee per month.

This situation has been further aggravated since the end of General Strike of textile workers that lasted for 83 days in the year 1955.

PRODUCTIVITY OF LABOUR

9. The question of productivity in the first instance is a relative one. It is quite dependent on the quality of cottonmixing, sizing mixture, counts spun, speeds of the machinery, looms' width and above all the working and living conditions of the worker. The actual extent of the increase in productivity per capita is difficult to measure in the absence of truthful data on the factors enumerated above. Yet it can be safely asserted even basing on the data by the Government and employers that..... The productivity of textile workers of the country has considerably increased since the year 1949. And this increase in the efficiency and productivity has given increased production to the industry so much so that the First Five Year Plan target for the industry was achieved and overfulfilled in the year 1953 itself. The following is the illustrative of the same:-

Y 5

POSITION OF EMPLOYMENT. PRODUCTION AND PRODUCTIVITY
IN THE COTTON TEXTILE INDUSTRY. (WHOLE OF INDIA.) -

| Year | Average daily number of workers employed | Index of employment E | Production of cloth (in millions) Yds. | Index of Production P | Index of Productivity $\frac{P}{E}$ |
|------|--|--------------------------|--|--------------------------|--|
| 1949 | 734,602 | 100 | 3903.6 | 100 | 100 |
| 1950 | 676,523 | 92.2 | 3654.8 | 93.9 | 101.8 |
| 1951 | 714,479 | 97.3 | 4075.2 | 104.4 | 107.3 |
| 1952 | 740,640 | 100.8 | 4598.4 | 117.8 | 116.9 |
| 1953 | 743,984 | 100.2 | 4878.0 | 125.0 | 123.5 |
| 1954 | 741,139 | 100.8 | 4998.0 | 128.0 | 127.0 |
| 1955 | 758,044 | 103.7 | 5094.0 | 130.5 | 126.6 |
| 1956 | 806,702 | 109.8 | 5305.4 | 135.9 | 123.8 |

Sources: The Indian Textile Mill Industry: The importance to the Nation Labour Year Book.

The above read with the increase in the profits of the Textile Industry since 1949 will give some idea of the situation.

PROFITS OF THE COTTON TEXTILE MILLS (Base 1939=100)

| | | | |
|------|-------|------|-------|
| 1949 | 292.0 | 1953 | 379.4 |
| 1950 | 356.6 | 1954 | 398.9 |
| 1951 | 551.1 | 1955 | 535.0 |
| 1952 | 262.8 | 1956 | N. A. |

Source: Eastern Economist. @ Not available.

There has been an increase of not more than 103 in the labour force of the industry since 1949 but the productivity has gone quite high up but since the base year i. e. 1949 there has almost been no wage increase except perhaps in Coimbatore region.

The workers in Bombay and Ahmedabad have been getting bonus every year varying from 15 days' basic wages to 3 months' and have had the benefit of a Gratuity Award of the Bombay Industrial Court, dated November 28, 1956 with retrospective effect from the year 1954. This all was barely able to meet the demands of the workers on the present level of prices in these level centres. But the worker in Kanpur was most unfortunate and was denied even bonus, what to say of Gratuity Scheme and other increases. The following figures from the sources of Employment Association of Northern India that have been referred to approvingly by the Kanpur Textile Mills Rationalisation Enquiry Committee in its Interim Report will bear witness to the increased productivity of Kanpur Textile Labour.

| Year | Yarn in lbs. | Cloth | |
|-------|--------------|--------------|---------------|
| | | Lbs. | Yards |
| 1947 | 8,31,67,614 | 5,78,14,395 | 21,96,44,770 |
| 1948 | 9,24,65,387 | 6,64,08,267 | 25,33,99,453 |
| 1949 | 9,41,63,935 | 7,15,92,3666 | 27,25,84,145 |
| 1950 | 8,10,98,451 | 6,65,53,065 | 24,96,72,759 |
| 1951, | 8,80,34,550 | 7,10,93,217 | 26,05,06,866 |
| 1952 | 9,55,73,578 | 7,68,49,762 | 28,70,32,922 |
| 1953 | 9,51,00,523 | 7,80,25,010 | 30,70,86,396 |
| 1954 | 9,76,71,975 | 8,05,78,216½ | 33,16,55,821½ |

Commenting on this the Committee on Rationalisation Enquiry referred to above observed thus:-

.....8

"It will be seen that as compared to 1947 the Kanpur Textile mills were producing in 1954, 12% more of yarn and 38% of cloth in pounds. In yards the production of cloth rose by 35% in this period...The following uncontroverted figures cited by the Suti Mill Mazdoor Sabha show that during 1951-54 there has been a very slight increase in the number of workmen:

| Years | Man-days sanctioned | Present | Absent |
|--------------------------|---------------------|----------------|--------------|
| 1951 total for 12 months | 1,18,24,416 | 1,04,08,600 | 14,15,816 |
| 1951 Monthly average | 9,85,368.00 | 8,67,383.33 | 1,17,984.67 |
| 1952 Total for 12 months | 1,23,31,835.50 | 1,08,91,322 | 14,40,513.50 |
| 1952 Monthly average | 10,27,652.96 | 9,07,610.17 | 1,20,042.79 |
| 1953 Total for 12 months | 1,21,20,500 | 1,60,31,194 | 14,90,306 |
| 1953 Monthly average | 10,10,041.67 | 8,85,849.50 | 1,24,192.17 |
| 1954 Total for 12 months | 1,19,77,879.50 | 1,04,99,848.50 | 14,78,031 |
| 1954 Monthly average | 9,98,156.62 | 8,74,987.37 | 1,23,169.25 |

These figures do not bear out the charge that the labour has not been playing its part in increasing the production or that the mosy of labour at Kanpur is higher than at the other centres." (Emphasis our-SMES)

10. The productivity is dependent on many preconditions of the industry t-he productivity is substantially high. Technological improvements, modernisation, evolving of new work methods are important aspects of achieving improved productivity. But they alone by themselves cannot succeed without a change in the attitude of the parties involved and responsible for the production. The countries that have achieved more success in the field of increased productivity claim having maintained standard temperature and Relative Humidity for fluctuations in these considerable effect the running of the machinery and consequently the workload of an operative. The quality and supply of raw material in Indian conditions is of decisive importance. The speeds of the machinery, its nature and factors effecting the workloads. Thus the improved cotton mixing, twist Factors, Sizing easy supply of back stuff are matters that will go along way to improve efficiency and productivity of our textile workers. But the employers treat these things as secrets and do not consult the worker or do not even heed to the suggestions given by experienced workers...9

13. We do not accept Time and Motion Study as a proper and appropriate method of ascertaining the workloads of operatives.

The method in our country has been employed to effect increase in workloads of the operatives, and not to lessen fatigue and exhaustion. The experience of the workers and the men employed in the industry can alone be a correct and reasonable guide in determination of proper workloads. Of course, this experience shall vary from person, to person, unit to unit and region to region and it is natural for the similar and ideal conditions of work and living as also physical cannot be reproduced every where. But through discussion and mutual understanding common point of view on the matter is possible and that alone is profitable in the long run as a contented worker is an asset to the unit in which he works. We favour the method of collective discussion and bargaining for ascertaining the workloads of the operatives that will be based on actual workloads of workers operating machines.

14. The view that higher earnings, resulting from higher dearness allowance, have led to less production and deterioration in quality is not based on facts. That the production in the industry has grown, that the productivity has increased and the quality has not deteriorated can be seen from the fact that have been given in our reply to Question No. 9. The International Labour Organisation in its ~~General Report to the~~ General Report to the Geneva Session of the Textile Committee in 1953 recorded its opinion on the question thus:

"Among the most essential questions that need to be settled before introducing measures for increasing productivity should be included the question of sharing the gains resulting from productivity, and of evolved wage-system to ensure that each operative is rewarded according to the effort, and that as far as possible there should be some equality in terms of effort involving for each job. While it might difficult to asses the gains directly arising out of the specific measures to increase productivity, it would be possible to suggest certain general principles to be

followed based among other things, on the existing practi

followed based among other things, on the existing practices. It has been suggested that where gains are made through additional effort of the workers, they should receive a share in the consequent benefit and the greater part of the benefits where the wages are below a living wage, and that where there has been a capital investment by the management, this should be taken account in distributing the shares for the workers." (P. 100)

"General Report: Recent Trends and the Development in the Textile Industry 1953."

PIECE RATED WORK

15. We do not favour extention fo piece rated system to other categories where it is not prevelant. After all this system has serious limitations and unless a minimum fall back wage is guaranteed the system cannot be just to even those who are at present working or at piece rates. Safe guards like standardisation of quality of raw material, of production patterns, improvement in physical and working conditions, no change in wage rates periodically to the effect of lowering the earnings in the name of change in quality,, acceptance of standard speeds and guarantee of their scrupulous observance are such which go hand in hand with the ~~the~~ piece rate system, without which the worker will grean under high speeds and will not get higher earnings though the falsehood of ~~of~~ payment by results." will be perpetuated on him. Under this system, study of actual efficiency~~ty~~, production of individual workman along with the whole shed, as also the question of expected efficiency and earnings and fixation of wage rates should be done in cooperation with the committee of workers and union representatives to save workers from intensification and high speeds.

16. The present system of piece rate work may be allowed to continue as it has historically evolved in the industry hut safe guards that have been narrated above are a "must", without which the system cannot be called just and will remain and instrument of deception.

17. We are not opposed to the idea of rate increase with the quantum of production. Theoretically speaking it may be an incentive to the worker. But that will heed study of concrete efforts in giving conditio of work. Thus the exact point in the graph of production will vary according to the actual conditions of work and quality of ~~of~~

according to the actual conditions of work and quality of material supplied.

18. The number of time rate occupations is at present high. The time rated workers can be grouped as (1) Unskilled and Semi-skilled (2) Skilled (3) Highly skilled and (4) Supervisory.

WORKLOAD

19. We have expressed our views on the time and motion study method of assessing workloads which has been given an air of "Scientificness" by those who want to achieve increased productivity without sharing the consequent gains or from thereof. The so called independent bodies that have so far come on the scene have in fact been found partisan on the side of the employers and have served the interests of not lessening the fatigue of workers by such studies but have been instrumented of bitter controversies and the workers have as a body rejected their "findings". IBCONS in India is such an agency whose services have been employed by the employers at Kanpur and several other places but their "findings" have invariably been rejected by the workers' unions of all shades and opinions. This matter of Time and Motion Study has been discussed by Tripartite Textile Enquiry Committee, Madras in 1953 and it will be instructive to study their observation on the same. Commenting on the method, the Committee observed thus: "Some evidence had been put in on behalf of the managements to show that the best method of fixing workloads is to have Time and Motion studies in regard to the work turned by each operative in every department. Time and Motion has been described as "the analysis of methods, of materials and of the tools and equipments used in the performance of a piece of work and analysis carried on with the purpose of (1) Finding out the most economical way of doing this work, (2) Standardising the methods, materials, tools and equipments (3) Accurately determining the time required by an average worker to do the task and (4) Training the worker in the new method. "It has been observed by the Bombay Textile Labour Enquiry Committee (Page 198) that "If properly adopted the study is no doubt valuable

It must, however, be remembered that apart from investigation into the technical methods of production Time and Motion Study involves the measurement ~~of~~ both of muscular and mental fatigue. It, therefore, calls for the services of not only trained engineers but also well trained industrial psychologist and industrial psychologists. As psychologists always insist pointing out Time Study and movement Study as carried out by the industrial psychologist are totally different from the Time and Motion Study carried out by one whose outlook is dominated by a training in Engineering." The Committee has also observed that "apart from the objection of labour that a staff engaged by the employers must always be biased in its observations, there are writers who doubt the possibility of an objective scientific measurement resulting from those studies." The attitude of these scientific workers as contrasted to the industrial engineer is put thus: "All Time and Motion Study must be undertaken solely in the interest of lessened fatigues and ~~never~~ never in the interest of increased production. When a proper system is carried out increased production will probably result, and, in all cases which have come under the writer's notice has actually taken place; but if increased production is made the object of the experiment the true issue becomes confused and what purports to be a scientific investigation degeneration into a process of ~~speeding up~~ speeding up." The Madras Committee after discussing these opinions of authorities on the matter of opinion at the end that, "the system is not perfect and the application of it will not produce good results unless the study is made by well qualified experts." and for determining the workload relied on what is called "other methods of determining the workloads or production standards, viz., (1) Past experience or (2) rule of thumb determination."

The Bombay Textile Labour Enquiry Committee, too having observed in its Report that such strain and fatigue studies must be very thorough~~ly~~ and many sided and abundant caution should be exercised in using their results, stated: "We are told that the speed at which machinery was running in Bombay and Ahmedabad were greater than even in America and that this was one of the reasons why the number of spinners per 10000 spindles in India was larger than in America, England and other countries. The Indian spinner, therefore, suffers by comparison." The Committee, therefore, emphasised

that without good cotton and mixing, lowered speeds, good conditions of machinery, good lighting, ventilation and humidification, the optimum inefficiency can never reach.

In the end we wish to state categorically that we have no faith in the Time and Motion Studies carried out by the so called independent bodies and will have none of them.

The past experience, willing cooperation of the workers based on guarantees against unemployment, higher earnings and lessened fatigues are the only available methods that will be of help in assessing the workloads.

20.21.22, Have been covered in our earlier replies.

23. There is as yet no agreed method of such assessment of workloads but sometimes expediency dictates such methods and we think that the national needs of increased production and raising of standard of living of the working people should help the employers to agree to the method defined above. We on our part prepared to discuss the same with the employers concerned.

24. "The Nature's own safeguard" is the cruelest safeguard and leads to the shortening of the life span of the workers because thus the employer extracts the last ounce of useful productive activity from every worker employed by him. Regarding the other safeguards we have given our views in our earlier replies.

Our experiences confirm the view that in all piece rated occupations over work or speed up accompanied by surreptitious cut or reduction in wage rates under the cover of change in quality or sorts have become the order of the day with our employers. As already stated no scheme of extension of piece rate system, which does not have the necessary safeguard that the guaranteed fall back minimum in every case is equal to a fair wage and that norms of production or of workload will be decided with the fullest concurrence of organised labour can not be worth consideration.

PREVAILING WAGES IN REGION.

25. The wage rates of Textile workers of Kanpur are not the same in different mills of Kanpur. Except the Minimum Wage i. e. Rs. 30/- p.m. which is payable to all workers, the rates differ from mill to mill for other categories.

The demand for standardisation of wages has been pressed by the

workers for long. The U.P. Labour Enquiry Committee which went into the matter in 1946-48 had recommended standard rates for the job. But unfortunately the same was not accepted by the U.P. Govt. due to the opposition of the employers who confused standardisation with rationalisation. The following from the Committee's Report referred to above will be useful for the Board to consider:-

"114. By the term 'standard rate' is meant a rate of wages fixed according to some definite standard, which is uniform in application. Trade Unionists in the West used the term 'Union rate' and the 'rule'. It must be borne in mind that the standard rate never means the maximum rate, but it must be fair and reasonable. A worker may always receive a wage above the standard, but he must not get one below it without breaking the rule in the matter.

"115. ~~the~~ To fix upon a standard rate is by no means a simple affair. It takes two main forms; (1) The standard rate and (2) piece rate. In other case the fixing up of the standard rate on a monthly basis has become now some what easy after our decision on the different minimum for the unskilled and semi-skilled and the skilled and highly skilled. In evolving a standardisation scheme, what we have to do now is to apply this basic minima to the different occupations in the industry according to the job, the skill and the experience required. We have done so in the case of these three industries and later on as our decisions bring about uniformity in the province as a whole, these different standard time rates will have to be fixed in each and every industry of the province by assessing the work of every occupations. The employer will have to do this in cooperation with the Government and if possible the trade unions. The standard time rates are minimum rates as we have mentioned above and, therefore, anybody among the workers can try to secure the higher for himself, if he so desires, by putting in better work and by drawing employer's attention to his higher skill and efficiency. In the case of standard piece rates there is no difficulty of this type regarding the fixation of the wage as a better workman will get higher income from his better output. In the Cotton Textile Industry the problem connected with the piece rate payment is largely technical, there being a great variety of types, styles and patterns of products.

There are also varying conditions. A good knowledge of technical knowledge is necessary in evolving a standardisation scheme in departments where the piece work is carried on in the Cotton Textile Industry. That is why Committee has to seek technical help not only from employers' representatives on the Sub-Committee appointed by us but also in the person of the Chairman, who in his turn secured help from various technicians of the Industry. We must say at this stage that the scheme produced by us is definitely not fool proof. It is a basis ~~that~~ to work upon and in the process of its working will adjust itself to the varying conditions, a fact which will have to be taken note of by joint committee which we recommend to be set up for the Cotton Textile Industry for Kanpur, to consider the working of the scheme and remedy all its defects. Our intention with regard to the Textile Scheme is to see that the average basic wage of the Industry in Kanpur as a whole is atleast Rs. 40/- per month. (Emphasis by the Committee.)

"116. We wanted to standardise not only wages but masters and occupations as well. In the Cotton Textile Industry at Kanpur we have attempted to standardise wages and also masters to some extent, while the occupational terms yet remain to be standardised. We have also evolved a duty list which should go far to help in the working out of the scheme. The Cotton Textile employers suggested at a late stage of our proceedings, that the standardisation scheme ~~can~~ not be enforced and a minimum wage fixed unless the question of rationalisation is concerned. We made it very clear to the Cotton Textile delegation of the Employers' Association of Northern India that appeared before us in the early stages of our enquiry that the question of rationalisation would be dealt with in our final report. Having made this very clear at the outset, their plea for immediate consideration of this item, made at very late stage, did not appeal to us as its acceptance would have meant further delay in the submission of this Report.....In the meantime we do strongly suggest that the standardisation scheme as evolved by us should be enforced in the respective industries along with our decision on different minima of wages."

Having recorded Committee's opinion on the standardisation scheme as such, we shall now reproduce from the same source as to the advantages that will accrue from the Scheme, if adopted by employers and the Wage Board. "119. A standardisation scheme of wages and musters have clear advantages which may be summarised as below:-

(1) The method adopted is that of fixing piece prices by reference to a standard, with provisions for the extra payable and deductions to be made if any variation is made from this standard. A list framed on this line can readily be supplied not alone to the fixing of prices in a relation to articles and processes existing at the time of compilation of the list, and specifically provided for in its construction but also to the determination of piece wages in relation to new articles and processes which may from time to time be introduced.

(2) The scheme at providing automatically for an operative getting the benefit of an increased effort on his part, that is, an increase in the number of spindles he looks after or in the rates of the speed of the machinery. This tends to make both the mills and operatives try to increase their efficiency, .

(3) Indirect deductions from the wages will be almost entirely prevented.

(4) Subject to exceptions and special case and exact uniformity of the rate of remuneration is mentioned between man and man and mill and mill, so that the competition between the mills and disputes due to higher and lower wages being given in different mills in the same quantity and quality of work practically done away with.

(5) While the element of error can not be totally eliminated in the Western countries it has been reduced to such a small proportion that Mr. Cole in 1928 was able to say, in his, "Payment of Wages" at page 83 that "there is at present no really important problem outstanding for solution except that of arising from defective material."

(6) The scheme does not hinder or prevent any increase or reduction in the wages: the general method in Lancashire is not to alter the list but to add or deduct a certain percentage on or of all piece of work prices,

and the same can be done here as and when necessity arises.

(7) The scheme has a desirable element of welcoming the open cooperation of labour representatives with those of employers, which will lead to deduction in the number of disputes and consequent dead locks."

The above from the U.P. Labour Enquiry Committee underlines the need of standardisation of wage rates in Kanpur Textile Industry which was strongly recommended by it a nearly decade ago.

26. No. The collective bargaining in our industry almost does not exist.

27. Presently there are two organisations of textile labours at Kanpur, viz, Suti Mill Mazdoor Sabha, Kanpur and Rashtriya Textile Mazdoor Union (I.N.T.U.) Suti Mill Mazdoor Sabha, Kanpur is a united workers' organisation comprising of various national political shades and independent trade unionists. It is not affiliated to any all-India trade union centre and is an independent body with a membership of over 12000. Rashtriya Textile Mazdoor Union is an organisation affiliated Indian National Trade Union Congress. The membership of the organisation is claimed to about 1000 (one thousand). It has backing of employers and the Government but does not command confidence of the workers.

28. The level of national income and the wages that are fixed have no appreciable relation with each other. The wages in a given industry cannot just be decided upon the above basis. The suggestion here implies an argument often given by the employers that the mere change in the distributed would not help to raise the standard of living unless production is simultaneously increased. But they forget that the increase in production and efficiency are bound up with the help of the worker and for that need based minima has to be fixed irrespective of any other consideration.

Apart from the increase in the national income to the tune of 18%, the profit of the industry have been exceptionally high in the last few years. Hundred years of the industry have seen its phenomenal growth and the industry has acquired enough to be in a position to give reasonable wage-structure to the worker whose forefathers since the days of Swadeshi have nourished and nurtured it by their sacrifices. The industry in Kanpur especially has been noted

by different committees for paying very low wages to its workers and achieving high technical efficiency, at the cost great strain and stress to the workers.

CAPACITY OF INDUSTRY TO PAY

30. The Place of Industry in Nation's Economy:

The Bombay Mill Owners' Association in its recent publication 'The Indian Cotton Mill Industry: Its importance to the Nation' sum up their position thus: "The Cotton Industry is the Nation's Biggest organised enterprise and has paid up capital of Rs. 1,15,22,53 534/- representing nearly 12% of the total paid up capital of all joint stockcompanies in the country amounting to 1,019 Crores."

The Census of manufacturers records the annual value of cotton mill production to about Rs. 395 crores out of the total annual value of the industrial production amounting to Rs. 10202 crores. This will work out to roughly 35% of the entire value of the industrial production.

~~The~~

The Central and the state Governments receive well over Rs. 100 crores from the industry by way of levies and taxes.

Consuming lakhs of Indian and foreign cotton bales the industry provides the means of livelihood to a large number of our farming population, while its processing to finished in the mill is a major source of employment and wage and salary income.

In the last 3 years, the mills have consumed on an average 48 lakhs of bales of Indian and foreign cotton per annum. The estimate value of which exceeds Rs. 200 crores. The valuation of fuel, electricity and lubricants equal to Rs. 15 crores per annum. Out of nearly 27 lakhs industrial labour of the country over 8 lakhs are nearly 30% belonging to the Cotton Textile Industry of the country, the wage-bill for the same stands to about Rs. 100 crores annually. Over and above all this there are lakhs of persons who are engaged in trade and transport and also in the ginning and bailing factories and they depend for their livelihood in this industry.

The profit-making capacity of the industry have been recorded thus by the Reserve Bank Review of 6 year working of joint stock companies:

"During the 6-year period 1950-55 profits (after tax) of Cotton Textile varies from a low of Rs. 2.94 crores in 1952 to a high of Rs. 13.51 crores in 1951, profits in 1955 amounting to Rs. 12.63 crores. In 1952 Cotton Textiles profits accounted for less than 10% of profits of all groups together but in 1955 they formed over 20% half the increase in profits in 1955 was accounted for by this group alone."

The meaning of the above can be fully understood from the following:-
 "Profits in 1955 were higher than in any other years of the First Five Year Plan period, including the Korean boom year of 1951. Profits before the tax which had fallen sharply from Rs. 85 crores in 1951 to Rs. 56 crores in 1952 due to the post-Korean recession, rose continuously to Rs. 97 crores in 1955 reflecting mainly the general growth in economic activity."

The industry is the biggest foreign exchange earner after only tea and jute.

Having overfulfilled the First Five Year Plan targets well ahead of the time, the industry has been given ~~the charge of sketching~~ a place of pride in the Second Five Year Plan. Having been given the charge of clothing every individual of the nation to the extent of providing 18 yards per man, the planners of the nation expect the industry to produce 5,350 million Yds. from the above is an under-estimation of potentialities of the industry and they demand that the industry should be allotted 3,000 million Yds. production out of the total of 10,000 which they consider should be the nation's target at the Second Five Year Plan with a view to provide at least 22 Yds. per man. These ambitions are high and the success achieved in the First Five Year Plan period emboldened the industrialists.

The fact narrated above speaks for themselves and the fixation of a fair wage in the industry will help the raising of present not even subsistence plus level standard of workers, which in its turn will effect the prosperity of the nation.

31. The financial position of the industry in Kanpur from the following:-

FINANCIAL POSITION OF TEXTILE MILLS OF KANPUR. (To be supplied later.)

| Mill | Year | Paid up Capital | Net Profits | Directors' Fee and Agency Com. | Res-Fund | Divi-paid. | Depreciation |
|---------------|------|-----------------|-------------|--------------------------------|----------|------------|--------------|
| Swadeshi | 1938 | | | | | | |
| | 1943 | | | | | | |
| | 1946 | | | | | | |
| | 1950 | | | | | | |
| | 1951 | | | | | | |
| | 1952 | | | | | | |
| | 1953 | | | | | | |
| | 1954 | | | | | | |
| | 1955 | | | | | | |
| Victoria | 1938 | | | | | | |
| | 1943 | | | | | | |
| | 1946 | | | | | | |
| | 1950 | | | | | | |
| | 1951 | | | | | | |
| | 1952 | | | | | | |
| | 1953 | | | | | | |
| | 1954 | | | | | | |
| | 1955 | | | | | | |
| Muir | 1938 | | | | | | |
| | 1943 | | | | | | |
| | 1946 | | | | | | |
| | 1950 | | | | | | |
| | 1951 | | | | | | |
| | 1952 | | | | | | |
| | 1953 | | | | | | |
| | 1954 | | | | | | |
| | 1955 | | | | | | |
| Elgin | 1938 | | | | | | |
| | 1943 | | | | | | |
| | 1946 | | | | | | |
| | 1950 | | | | | | |
| | 1951 | | | | | | |
| | 1952 | | | | | | |
| | 1953 | | | | | | |
| | 1954 | | | | | | |
| | 1955 | | | | | | |
| Textiles T | 1938 | | | | | | |
| | 1943 | | | | | | |
| | 1946 | | | | | | |
| | 1950 | | | | | | |
| | 1951 | | | | | | |
| | 1952 | | | | | | |
| | 1953 | | | | | | |
| | 1954 | | | | | | |
| | 1955 | | | | | | |
| 1956 | | | | | | | |
| 1957 | | | | | | | |

32. The present trend in Kanpur industry are difficult to understand. The financial position as shown above does not suggest any crisis. Yet the employers in Kanpur for the last few months have been demanding reliefs in different forms for they asserted that there was a heavy accumulation of stocks with the mills. In fact the industry for the last several years has been pressing for the certain reorganisation and 'efficiency' schemes without any appreciable wage-increase or any other legitimate protection demanded by the labour, the most important of them being the absorption of surplus labour. It was again this attitude of the employers that the Kanpur worker had to wage a 83-days long General Strike in the year 1955 and had won for itself a Committee which has submitted its recommendations to the Government more than a year ago. The present trend of heavy lay-offs, threatened closures is not solely due to reported accumulated stock position but also due to managerial bungling and swindling of share-holders' money and company's reserve funds. The BIC group of Textile Mills at Kanpur are in crisis mainly due to Mundra's bungling in the finance of the Corporation which is proved by the fact that the Corporation has been handed over to an official Receiver of Kanpur Session Court, Cawnpore Cotton Mills, Elgin Mills and Cawnpore Textile Ltd. are companies belonging to Bagg Sutherland in which Corporation has interested. The Muir Mills Co. Ltd. is in its present crisis due to fight between the two groups of industrialists Baglas and Dinghanias.

40. The capacity of the industry should be judged by taking the industry as a whole. Even regionally speaking the industry in Kanpur is in a position to bear the burden and stand in competition with other states of the country.

41. Wages have priority to any other charge.

42.

DIFFERENTIALS

46. The present day differentials are mostly based on traditions and expediency and do not fully reflect the differences in skill and workloads.

49. Yes.

50. 1. Degree of skill.

2. Strain of work.

3. Fatigue involved.

4. Training required.

5. Disagreeableness of task.

6. Hazard of work.

7. Mental and physical reason.

8. Responsibility undertaken.

9. Experience involved.

THE WAGE STRUCTURE.

56. We favour the merger of Dearness Allowance upto 350 points and Dearness Allowance after that -/8/- per point of increase.

57. The present system of Dearness Allowance has failed as it never neutralised the increased cost of living fully, and it should be replaced

59. The neutralisation should be given full hundred percent and the Dearness Allowance should be calculated on sliding scale.

62. The computation of minimum wage at present does not give any allowance to the expense of education, medical requirements and ~~amenities~~ amenities.

63. A piece rate worker should be given a guaranteed wage and the proportion between the level of protected earnings and the fall-back wage should be from 30% to 40%. There should be also provision for down time allowance. 3 per cent of the wages should be given as annual increments for a period of fifteen years.

64. % of the wages should be given as annual increments.

65. All non-neutralising wage increases be given in cash only and the national saving bonds etc. should be left for voluntary purchase.

69. The minimum level of earnings for men and women should be the same irrespective of their occupations.

70. The opinion of the fair wages committee is not correct and denied the above basis.

ANY OTHER MATTER.

132. In Kanpur the question of wage-revision has been tied down with the schemes of reorganisation and efficiency which the employers of certain units have proposed. These schemes have been named by the employers as rationalisation and the worker in Kanpur has struggled for now about 10 years against their implementation because he holds that the schemes as have been put into effect in New Victoria Mills, Laxmi Ratan Cotton Mills and J. K. Manufacturers, if they are a foretaste of what has to come, they are not acceptable to him as they were accompanied by large scale retrenchment, intensification of workloads, and very low wages. It was against the introduction of ~~workloads, and very low wages~~ these schemes of pseudo-rationalisation that the worker in Kanpur had to wage a prolonged General Strike in the year 1956 as has been already mentioned before and the U.P. Government appointed a committee to enquire into the matters of workload, wages and surplus labour. The Committee presided over by Sri Justice Bind Vasini Prasad and having representatives of employers and labour on it submitted its report etc to the Government in September 1956. As yet the Government have failed to make up their mind on the recommendations of the Committee and the employers breaking all pledges and undertakings are taking the matters of "rationalisation" once gain in their hands and coercing the workers to accept four-loom and double side working without any agreement with the representative unions of the workers. This is being done in violation of the "principles" accepted by the 15th Indian Labour Conference on the matter of rationalisation.

To put the matter in brief almost all matters causing agitation among the workers are connected with this "basic" question. The wage-structure for those who are working on four-loom and double-side basis has of necessity to be different than to that which the Board might recommend and decide for those who are working on two-loom ~~than~~ and single-side basis. At present about 35% to 40% looms and not less than 60% of the frames are being run on the so-called rationalised basis and the wage-structure of the workers minding these looms and frames is governed by the minimum wage-structure suggested by U.P. Labour Enquiry Committee in the years 1946-48.

The settling of this question of rationalisation in Kanpur will a long way to achieve much desired industrial peace. The attitude of the Sabha has been to settle it on a reasonable basis. A perusal of the

Report of the Kanpur Textile Mills Rationalisation Enquiry Committee and the Memorandum and the Note of the Sabha which are appended in the Report will show that the Sabha has gone to the maxims limit to accomodate employers of Kanpur in the interest of peace in the industry. Even now we have repeatedly said that the matter of "rationalisation" should be discussed and decided either on bi-partite level or tri-partite level and the Bind Basini Prasad Committee's unanimous recommendations should be enforced immediately. The matters that still remain to be solved should be discussed and resolved in a spirit of give and take place the entrepreneur should have a reasonably assured atmosphere for investments and the labour should have reasonably good working and living conditions. The Sabha as always has been is even now prepared to discuss and settle the matters. But the attitude of employers at Kanpur all along has been to rely on governmental patronage and through it suppression and disruption of genuine trade union movement for the progress. Obviously this is an attitude which breeds bitterness, despondency and continued friction.

The evolution of a well-defined system of gratuity and Bonus is also essential and we hope that the Board will give due consideration to these problems regarding which we shall say more at the time of evidence.

Sd. Ram Aray.

for the Sub-Committee,
Siti Mill Mazdoor Sabha,
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POSITION OF INDUSTRY (MILL MILLS) IN KANPUR.

| <u>NAME OF THE MILL</u> | <u>CAPITAL</u> | <u>NO. OF SPINDLES</u> | <u>AVERAGE SPINDLE AT WORK DAILY.</u> | <u>LOOMS.</u> |
|-----------------------------------|----------------|------------------------|---|---------------|
| 1. Atherton West Mills. - - | | 42,352 | 36,063 | 898 |
| 2. Kanpur Cotton Mills. - - | | 39,344 | 38,685 | 972 |
| 3. Cawnpore Textiles Ltd. | 30,00,000 | 27,016 | 23,321 | 591 |
| 4. Elgin Mills Co. | 78,20,000 | 48,452 | 46,229 | 1,198 |
| 5. J.K. Manufacturers' Ltd. | 22,30,000 | 22,400 | 19,214 | 30 |
| 6. J.K. Cotton Sp. & Mg. Ltd. | 64,40,000 | 44,964 | 41,826 | 963 |
| 7. Laxmi Ratan Cotton Mills. | 35,00,000 | 58,852 | 40,988 | 977 |
| 8. Muir Mills Co. Ltd. | 60,00,000 | 88,640 | 64,105 | 1,834 |
| 9. New Victoria Mills Co. Ltd. | 52,02,478 | 70,072 | 50,358 | 1,333 |
| 10. Swadeshi Cotton Mills Co. | 2,10,00,000 | 1,12,216 | 1,10,048 | 2,081 |

REAL EARNINGS OF TEXTILE WORKERS

| <u>Year</u> | <u>Index of earnings 1936 equal to 100</u> | <u>All India Consumer Price Index</u> | <u>Index of real earnings 1939 equal to 100.</u> |
|-------------|--|---|--|
| 1939 | 100 | 100 | 100 |
| 1940 | 105.3 | 97 | 108.6 |
| 1941 | 202.1 | 269 | 75.1 |
| 1942 | 208.6 | 285 | 73.2 |
| 1943 | 204.0 | 350 | 84.4 |
| 1944 | 240.3 | 371 | 91.7 |
| 1945 | 234.2 | 371 | 90.1 |
| 1946 | 256.2 | 327 | 92.2 |
| 1947 | 268.7 | 379 | 101.80 |
| 1948 | 284.3 | 295 | 99.9 |
| 1949 | 321.2 | 371 | 102.7 |

Source: Indian Labour Gazette.

COMPARATIVE CHART OF POSITION OF INDUSTRY IN U.P. AND OTHER CENTRES.

Extract from Mill Statement of the MAC Bombay.

 Paid up Capital of Mills.

| Name of the State or Region. | Total amount of Capital paid up | Total No. of spindles working daily. | Total No. of Looms working daily. | Average No. of workers employed daily. |
|------------------------------|---------------------------------|--------------------------------------|-----------------------------------|--|
| Bombay city and Inland. | 25,17,40,375 | 28,67,952 | 61,693 | |
| Ahmedabad | 15,42,32,078 | 19,07,015 | 40,105 | |
| Other Mills in Bombay State | 9,68,06,896 | 11,09,358 | 21,206 | |
| Saurashtra | 3,13,00,300 | 1,43,814 | 3,036 | 7419 |
| Rajasthan, Ajmer. | 3,33,24,323 | 1,23,309 | 2,471 | 6,924 |
| East Punjab (incl. Pepsu.) | 68,56,690 | 65,005 | 1,323 | 2,479 |
| Delhi | 4,53,61,556 | 1,53,830. | 3,517 | 5,703 |
| U.P. | 7,90,90,063 | 6,09,762 | 11,751 | 24,361 |
| Madhya Pradesh | 3,93,12,740 | 2,93,452 | 6,172 | 17,291 |
| Madhya Bharat, Bhopal | 9,20,26,300 | 4,05,058 | 10,558 | 21,658 |
| Bihar & Orissa | 1,06,07,988 | 56,052 | 914 | 2,310 |
| West Bengal | 8,16,25,377 | 4,28,481 | 9,080 | 22,609 |
| Hyderabad | 2,67,35,000 | 1,29,995 | 2,837 | 7,255 |
| Madras & Andhra States | 15,24,00,953 | 20,36,550 | 8,291 | 62,608 |
| Travancore & Cochin. | 99,83,280 | 1,06,140 | 693 | 3,787 |
| Mysore | 2,77,15,515 | 2,22,403 | 3,311 | 12,068 |
| Pondichery | 64,00,000 | 65,374 | 1,431 | 3,078 |
| | 1,15,16,22,534 | 1,90,23,608 | 1,88,449 | 4,30,193 |

MILLS REGISTERED AND/OR IN COURSE OF ERECTION.

| Approx. Rs. | Spindles proposed | Looms proposed |
|-------------|-------------------|----------------|
| 2,70,36,000 | 3,88,000 | 1,821 |

FINANCIAL POSITION OF CERTAIN KANPUR MILLS.

| Name of the Mill | Paid up Capital | Revenue | Cross Block | Dep. Carries Forward |
|-----------------------------------|-----------------------|-------------|-------------|----------------------|
| 1. Campons Textiles Ltd. | 30,00,000 | 25,93,976 | 58,07,116 | 50,34,815 29154 |
| 2. Elgin Mills Ltd. | 63,00,000 | 68,33,360 | 1,52,16,382 | 1,29,71,131 93,386 |
| 3. Mair Mills Co. Ltd. | 30,00,000 | 52,19,600 | 1,53,39,272 | 1,05,91,651 77,290 |
| 4. New Victoria Mills Co. Ltd. | 22,89,882 3,07,095 | 25,62,532 | 1,02,16,296 | 58,90,719 29,62,329 |
| 5. Swadeshi Cotton Mills Co. Ltd. | 17,50,000 1,57,50,000 | 2,30,00,000 | 4,54,40,847 | 1,70,63,159 7,09,029 |

Sources: Commerce.

COMPARATIVE CHART OF MINIMUM WAGES AND D.A. FOR TEXTILE WORKERS INDIFFERENT CENTRES.

| Month | Bombay 1 | Ahmedabad 2 | Sholapur 3 | Saroda 4 | Indore 5 | Nagpur 6 | Madras 7 | Kanpur 8 | W. Bengal 9 |
|---------------------|-------------|----------------|---------------|-------------|-------------|-------------|-------------|-------------|----------------|
| | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| Minimum Basic Wage | 30-0 | 28-0 | 26-0 | 26-0 | 26-0 | 26-0 | 26-0 | 30-0 | 20-11 ni |
| Dearness Allowance. | | | | | | | | | |
| Average 1954. | 65-48 | 68-91 | 52-41 | 62-02 | 51-82 | 41--24 | 45-45 | 50-64 | 30-0 |
| Average 1955 | 64-81 | 54-71 | 40-98 | 49-36 | 42-84 | 40-16 | 41.45 | 43-34 | 30-0 |
| Average 1956 | 68-77 | 63.94 | 57-68 | 57-57 | 48-0 | 46-86 | 47-75 | 51-76 | 50-0 |
| October 1956 | 69-27 | 69-22 | 64-32 | 64-30 | 52-69 | 48-89 | 54-26 | 55-47 | 30-0 |
| November 1956 | 71-68 | 70-37 | 67-44 | 63-34 | 52-69 | 49-29 | 49-12 | 55-94 | 30-0 |
| December 1956 | 71-06 | 72-30 | 67-17 | 65-07 | 52-69 | 49-53 | 50-44 | 55-62 | 30-0 |

Indian Labour Gazette.

AVERAGE ANNUAL EARNINGS OF COTTON MILL WORKERS WITH SPECIAL REFERENCE TO U. P.

| States | 1933 | 1943 | 1944 | 1945 | 1946 | 1947 | 1948 | 1949 | 1950 | 1951 | 1952 | 1953 | 1954 |
|-----------|------------|------|------|------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| | In Rupees. | | | | | | | | | | | | |
| Bombay | 322 | 836 | 933 | 879 | 1,841 | 1,041 | 1,245 | 1,341 | 1,221 | 1,370 | 1,438 | 1,427 | |
| Madras | 190 | 363 | 370 | 361 | 441 | 670 | 750 | 916 | | 704 | 844 | 943 | |
| U.P. | 270 | 595 | 588 | 573 | 602 | 708 | 1,001 | 1,096 | 1,062 | 1,292 | 1,471 | 1,128 | |
| Delhi | 324 | 522 | 524 | 784 | 745 | 849 | 1,049 | 1,109 | 1,137 | 1,558 | 1,442 | 1,504 | |
| W. Bengal | 1270 | 405 | 488 | 443 | 486 | 644 | 633 | 752 | 737 | 786 | 842 | 573 | |
| M. P. | -- | 482 | 508 | 562 | 495 | 652 | 797 | 870 | 1,023 | 878 | 963 | 993 | |
| All-India | 328 | 684 | 772 | 725 | 722 | 911 | 1,094 | 1,193 | 1,162 | 1,176 | 1,258 | 1,228 | |

Indian Labour Gazette August 1955.

-2 DEC 1958-

कापड़ा मजदूर एकता यूनियन
KAPRA MAZDOOR EKTA UNION

Goushala Gate, Kishenganj Mill Area, Delhi

**AFFILIATED
TO
A. I. T. U. C.**

Ref. No. KMEU/A:IPT.UC./WB/286/58

261

Dated: 29th Nov. 1958.

To

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

Dear Sir,

Enclosed please find a copy of 2nd
questionnaire submitted to Central Wage Board for
Cotton Textile Industry, Bombay.

A copy of the same has been sent to
Comrade G.V. Chitnis, Bombay.

Please acknowledge it.

Yours faithfully,

[Signature]
for General Secretary.

Reply to the 2nd Questionnaire
issued by the Central Wage
Board for Cotton Textile Indus-
try, Bombay, as per its letter
No. TWE/69/1211/53, dated
17-4-1958.

Office of the General Secretary,
Mazdoor Ekta Union,
Rashtrapati Bhawan, Double Phatak Rd.,
Connaught Place, New Delhi.
(23 pages including appendices)

.....

1. What would be the increase in the Wage-bill in your region for every rupee rise the present basic wage of workmen and clerks?

The present consolidated wage-bill of the Delhi industry is about Rs. 280.00 lakhs - covering both Operatives as well as the Clerical Staff. Out of this about Rs. 250.00 lakhs represent Dearness Allowance and basic wages, Of this latter amount basic wages alone account for about Rs. 108.00 lakhs and Rs. 142.00 lakhs for Dearness Allowance.

Average daily employment (including clerks and workers) in the four major Textile Units is about 13000. Average monthly basic wages per employee thus work out to about Rs. 50/- per month. Thus for every 1 rupee rise in the present basic wage, there would be a corresponding increase of less than Rs. 2.16 lakhs in the total annual wage-bill of the industry.

2. What would be the increase in the wage-bill of the industry in the above-mentioned region if there is consolidation of basic wage and Dearness Allowance at Cost of Living Index (a) 250; (b) 275; (c) 300 (base 1939=100), taking into consideration the impact of such consolidation on the differentials?

It is not understood how a mere consolidation of the present Basic Wage with Dearness Allowance on the existing scale would make any difference in the total wage-bill unless the basis of Dearness Allowance is also changed so as to afford a higher degree of neutralization than it is being given at present.

The existing basis of Dearness Allowance, which is already a subject-matter of Industrial Dispute pending before the State Industrial Tribunal is the result of a compromise between the employers and this Union as far back as 1948. This basis is as follows:

Rs. 44.75 represents the amount payable as Dearness Allowance at a flat rate to every employee on a level of price:

represented by working class Cost of Living Index 120 (with base 1944 = 100). For every variation of 1 point above or below 120 an increase or decrease, as the case may be, of 4.37 pias per working day is effected. There is no Cost of Living Index series for Delhi with base year 1939. The Directorate of Industries, Delhi, has, however, worked out a rough series with 1939 = 100 by establishing arithmetical relationship between the prices of a set of commodities and services in the years 1939 and 1940. The enclosed statement, marked Annexure 'A' gives an idea of the fluctuations in the Cost of Living Indices and corresponding amount of Dearness Allowance paid to employees from year to year from 1950 onwards.

By simple arithmetical calculations, this would roughly give us Rs. 37.9 as Dearness Allowance on a level of prices represented by 250; Rs. 41.37 on 275; and Rs. 45.5 on 300 (with base 1939 = 100 in every case).

When prices are at a level represented by the index figure of 250 (1939 = 100) the least-paid employee in the Delhi Industry would be getting Rs. 30/- as the basic minimum and around Rs. 37.9 as Dearness Allowance making a total of Rs. 67.9. Consolidated wage would be about Rs. 71.37 at 275 and about Rs. 75.5 at 300. Taking Rs. 30/- as the basic minimum at cost of living figure of 100, this affords only about 80% neutralization of the increased Cost of Living in case of the employees of the lowest paid category. If consolidation of Dearness Allowance, paid on the existing basis, and basic wage is effected at a price level represented by 250 Cost of Living Index, leaving the rise above that figure to be met by Dearness Allowance paid on the current basis, then the picture of emoluments of the least-paid employee on the average level of prices ruling during 1957 (average Cost of Living Index about 391) would be as follows:

| | | |
|--------------------|---|-------|
| Basic Wages | - | 67.90 |
| Dearness Allowance | - | 24.98 |
| | | <hr/> |
| Making a total of | : | 92.88 |

This amount is the same as that actually paid in the industry during 1957. The Scheme can benefit the worker only if and when prices go down below the level represented by 250 or 275 or 300 Cost of Living Index. But, as the Annexure 'A' clearly demonstrates prices have not gone down below the level represented by 340 Cost of Living Index in the course of the last 9 years. And it would be idle to presume that they would ever drop down to the level of 300, not to speak of 275 or 250. Since Provident Fund deductions are already made on basic-wage plus Dearness Allowance, workers do not gain anything on this score as well. There is no Gratuity Scheme at present in the industry. So no advantage can occur to the employees on this account also.

Conversely no increase in wage-bill of the industry will take place merely by consolidating basic wages with Dearness Allowance at the levels suggested in this question. unless the existing basis of payment of Dearness Allowance is also altered.

It is another thing if Dearness Allowance and basic wages are consolidated at the proposed levels of index in such a manner as to afford 100% neutralization of Cost of Living over those levels. If consolidation is effected at 250 Cost of Living Index then increase in Cost of Living above 250 should be compensated to the fullest extent taking 250 = 100 as the base. Working on this basis, the emoluments of the lowest-paid category of workers would present the following picture if the present system of paying Dearness Allowance at a flat rate (irrespective of wages) is continued:-

| | |
|--|--------------------------------------|
| Consolidated Emoluments in the base period when Cost of Living Index is 250 - (to be equated to 100) | Rs. 67.9 |
| Average Cost of Living Index in 1957. | 391 |
| Percentage increase in Cost of Living over the base period (with 250 index) | $\frac{100}{250} \times (391 - 250)$ |
| | 56. |
| |4 |

| | |
|---------------------------------|-----------------------------|
| Total emoluments at 391 | Rs. 67.9 plus (56% of 67.9) |
| Cost of Living Index on the | = 67.9 plus 38.0 |
| basis of 100% neutralization | |
| over (250 = 100) Cost of Living | = <u>105.9</u> |
| Index. | |

| | |
|-----------------------|-----------------|
| Basic Wage | Rs. 67.9 |
| Dearness Allowance .. | <u>Rs. 38.0</u> |

This gives an advantage to the worker in comparison with to the existing emoluments to the tune of about Rs. 13/- per month - the present total emoluments being Rs. 92.9, comprising of Rs. 30/- basic wage and Rs. 62.9 Dearness Allowance.

If consolidation is brought about at 275 Cost of Living Index and emoluments are fixed on the foregoing basis then on the average cost of living of the year 1957 (i.e. 391) the picture of emoluments of the lowest paid employee would be as follows:-

| | |
|---|-----------------------------------|
| Percentage rise in Cost of Living Index in 1957 over (275- 100). | $\frac{100 \times 391}{275} = 42$ |
| Consolidated wage at (275 = 100) Cost of Living Index. | 71.37 |
| Amount of Dearness Allowance at 391, or 142 Cost of Living Index with 275 equated to 100, on the basis of 100% neutralization of the Cost of Living above 100 (or 275). | 42% of Rs. 71.37 = 29.97 |
| Basic consolidated wages | 71.37 |
| Dearness Allowance | <u>29.97</u> |
| total | <u>101.34</u> |

This gives an advantage to the worker to the tune of about Rs. 8.4 per month over his present emoluments.

Similarly if Consolidation takes place at 300 Cost of Living Index, then the present emoluments, on the basis of 100% neutralization of the Cost of Living over 300, equated to 100, would be -

| | |
|--|-----------------|
| Consolidated wage at 300 = 100 | Rs. 75.5 |
| Dearness Allowance | Rs. 23.4 |
| Total | <u>Rs. 98.9</u> |

This gives the worker only about Rs. 6/- per month more than his existing emoluments.

As Dearness Allowance is paid on a flat rate, being unrelated to wages, but linked to Cost of Living Index only, the increases indicated above would automatically apply in every case. This means that in case of consolidation at 250 Cost of Living Index every employee, irrespective of his present basic wages, will get an overall increase of Rs. 13/- per month on an average level of prices ruling in the year 1957 and represented by 391 Cost of Living Index.

This increase would amount to about Rs. 8.4 in case of consolidation at 275 and to Rs. 6.0 in case of Consolidation taking place at 300 Cost of Living Index.

The corresponding increase in Total Wage-bill of the industry on an average price-level obtaining in the year 1957 would be of the following order:-

| | | |
|-------|--|--|
| (i) | If Consolidation takes place at 250 and cent per cent, neutralization of every rise in prices over 250 is afforded only in case of the lowest paid category of workers. | 18000 x 13 = Rs. 2,34,000 per month or Rs. 28,08,000 <u>per annum</u> |
| (ii) | If Consolidation is allowed to take place at 275. | 18000 x 8 x 12 = Rs. 17,28,000 <u>per annum.</u> |
| (iii) | If Consolidation is allowed to take place at 300 ... | 18000 x 6 x 12 Rs. 12,96,000 <u>per annum.</u> |

The foregoing estimates have been worked out according to the system wherein the quantum of Dearness Allowance is determined on the basis of affording a reasonable degree of neutralization of the rise in Cost of Living to the lowest paid category of workmen, the same amount being paid to every workmen at a flat rate irrespective of his basic wages. This is not in our opinion a sound or scientific system. Once consolidation of basic wages and Dearness Allowance is effected at a

particular figure of Cost of Living Index, every rise in cost of living above that figure should be compensated to the full in every case. Only in such a case will the consolidation have an impact on the differentials.

The picture of emoluments of an average employee would in such a case be somewhat as follows:-

| | |
|--|-------------------|
| Average basic and consolidated emoluments at 250 Cost of Living Index. ... | Rs. 50 plus 37.9 |
| | = about Rs. 88.0 |
| | <u>per month.</u> |

| | |
|---|------------------|
| Dearness Allowance at 391 Cost of Living Index on the basis of 100 % neutralization of every rise over 250 (equated to 100) in case of every workman. | 56 % of Rs. 88.0 |
| | about Rs. 49.0 |

| | |
|--------------------------|------------------|
| Total monthly emoluments | <u>Rs. 137.0</u> |
|--------------------------|------------------|

This would mean an average increase of (137.0 - 112.9) about Rs. 24.1 per month for every employee in the industry.

The increase in total annual wage-bill of the industry in this case will come to between 45 to 50 lakhs of rupees.

In case of Consolidation at 275 Cost of Living Index.

| | |
|---|-----------------------|
| Average consolidated emoluments at 275 Cost of Living Index ... | 50 plus 41.37 = 91.37 |
|---|-----------------------|

| | |
|---|-------------------|
| Dearness Allowance at 391 Cost of Living Index (142 with 250 = 100) | 42% of 91.37 |
| | = about Rs. 38.73 |

| | |
|-----------|---------------|
| Total ... | <u>130.10</u> |
|-----------|---------------|

This would represent an average increase of Rs. (130.10 - 112.9) i.e. about Rs. 17.0 per month per worker.

The increase in total annual wage-bill in this case comes to about Rs. 17.0 x 18000 = about Rs. 30.60 lakhs.

In case of Consolidation at 300 Cost of Living Index:

| | |
|---|--------------|
| Average consolidated emoluments at 300 Cost of Living Index ... | 50 plus 45.5 |
| | = Rs. 95.5 |

| | |
|--|-----------------|
| Dearness Allowance at 391 Cost of Living Index (131 with base 300 = 100) | 31% of Rs. 95.5 |
| | = Rs. 29.6 |

| | |
|-------|------------------|
| Total | <u>Rs. 125.1</u> |
|-------|------------------|

This would represent an average increase of Rs. (125.1 - 112.9) = about Rs. 12.0 per month per worker.

The increase in total annual wage-bill in this case comes to about $12.0 \times 18,000 = \underline{\text{Rs. 21.16 lakhs.}}$

The effect on the wage-bill of Delhi Industry of consolidation of basic wage and Dearness Allowance at various levels of Cost of Living Index, on the different bases discussed in the foregoing paragraphs, is illustrated statistically below:-

| Consolidation of Basic Wage and D.A. calculated on existing basis at Cost of Living Index. | Increase in annual Wage-bill if D.A. over the index figure of consolidation is continued to be paid at a flat rate at the existing basis of neutralization. | Increase in annual Wage-bill if D.A. over the index figure of consolidation is paid at a flat rate on the basis of 100% neutralization to the lowest paid employee. (Rs. in lakhs) | Increase in annual Wage-bill if D.A. over the index figure of consolidation is paid on the basis of 100% neutralization to every employee. (Rs. in lakhs) |
|--|---|---|--|
| 250 = 100 | nil | 28.08 | 45.00 |
| 275 = 100 | nil | 17.28 | 30.60 |
| 300 = 100 | nil | 12.98 | 21.16 |

Question - 3 -

What is the normal, initial, additional depreciation, separately accounted, and the development rebate, which the industry in your region has been allowed by the Income Tax Authorities yearly in the past ten years, and please give detailed figures for each mill?

It is very difficult for this Union to supply the various details asked for in this question. Published Balance-sheets of the mills do not contain these details. And the millowners have all along refused (even when such or similar information is asked for before Industrial Courts) to disclose such details. In fact in the case of the biggest group of mills, i.e. Delhi Cloth Mills and the Swatantra Bharat Mills the accounts published are in a consolidated form, relating to the various units, including Chemicals, Tents and Garments, Sugar, Alcohol, etc. owned and managed by the parent Company. Information relating to the group of Textile Mills, located at Delhi, has, therefore, to be extracted from the consolidated Balance Sheets and

statement of Accounts published by the Company, with considerable difficulty and great effort. Allowance has, therefore, to be made for these handicaps when comprehending the figures given in the following statements.

Table I

Approximate figures of allocations against Depreciation Charges' in case of Delhi Cloth Mills and the Swatantra Bharat Mills -- as extracted from the consolidated Balance Sheets and Audited Statements of Accounts of the Company for the relevant years on the basis of - allocation for Textile Group at Delhi & Other units :: 50 : 50.

(Rupees in Lakhs)

| Year | Total provision for Depreciation | Allocation in respect of local Textile units on the basis of 50% of the total. |
|--------------|----------------------------------|--|
| 1947-48 | 14.00 | 7.00 |
| 1948-49 | 40.00 | 20.00 |
| 1949-50 | 40.00 | 20.00 |
| 1950-51 | 60.00 | 40.00 |
| 1951-52 | 47.50 | 23.75 |
| 1952-53 | 47.50 | 23.75 |
| 1953-54 | 54.00 | 27.00 |
| 1954-55 | 68.00 | 33.00 |
| 1955-56 | 73.67 | 36.84 |
| 1956-57 | 97.18 | 48.58 |
| Total | | 279.92 |

Average annual allocation - about Rs. 29.00 lakhs

Table II

Allocations of 'Depreciation' charged to the Revenue Account of the Birla Cotton Spinning and Weaving Mills Co., Ltd., Subzimandi, Delhi, during the last 6 years.

| 1952 | 1953 | 1954 | 1955 | 1956 | 1957 | Average |
|------|------|-------|------|------|------|-------------|
| 6.05 | 9.75 | 11.42 | 9.32 | 9.07 | 7.04 | <u>8.80</u> |

Information about the 4th composite unit of the industry viz, the Ajudhia Textile Mills is not available. But it is a small unit (with about 13000 Spindles and 290 looms) and has

recently been renovated and modernized.

Question No. 4 :

What is the Bonus paid by each of the Mills in the above-mentioned region yearly in the last five years and what the amount of Bonus so given represented in terms of Basic Wages?

The Balance-sheets published by the various mill-companies in the Union territory of Delhi, do not give separate figures in respect of wages, Dearness Allowance, Bonus and other components of "Salaries and Wages". It is not possible, therefore, to give 100% accurate figures of Bonus paid by each of the major Textile Units in the territory. The table below furnishes approximate figures of the amount paid as Bonus by the mill-companies concerned. Margin of error in these figures may be taken at 5 %.

Table showing amount paid as Bonus during the last six years, to employees of the Delhi Cloth Mill Group of Mills (comprising of Delhi Cloth Mills and the Swatantra Bharat Mills) and the Birla Mills.

| Year | Total amount of Bonus in D.C.M. Group (Rs. in lakhs) | Amount of Bonus expressed in terms of basic earnings. | Total Amount of Bonus in Birla Mills (Rs. in lakhs) | Amount of Bonus expressed in terms of basic earnings |
|------|--|---|---|--|
| 1-52 | 30.00 | 3- $\frac{3}{4}$ months' average Basic earnings. | 2.60 | 2 months' Basic earnings. |
| 2-53 | 28.00 | 3- $\frac{1}{2}$ " | 4.95 | 2- $\frac{3}{4}$ " |
| 3-54 | 28.00 | 3- $\frac{1}{2}$ " | 4.95 | 2- $\frac{3}{4}$ " |
| 4-55 | 30.00 | 3- $\frac{3}{4}$ " | 6.30 | 3- $\frac{1}{2}$ " |
| 5-56 | 37.14 | 4- $\frac{1}{2}$ " | 7.20 | 4 " |
| 6-57 | 31.35 | 3- $\frac{1}{2}$ " | 5.40 | 3 " |

Question No. 5 :

What in your opinion would be a fair Scheme for profit sharing if based on gross profits of the year, in lieu of the present day bonus?

At present the payment of Bonus in the three major Textile Units of the industry in this territory is governed by two separate collective agreements concluded between this

organisation (as the major party representing the workmen) and the managements of the two mill-companies. True copies of these agreements are attached to this memorandum as appendices 'B' and 'C'.

It will be seen that the subsisting basis of payment of Bonus in case of Delhi Cloth Mills is as follows:-

"3. The quantum of Bonus will be calculated every year during the period of this agreement at 31 % (thirty one per cent.) of gross profits (defined in para 4 below of the Delhi Cloth Mills and Swatantra Bharat Mills....."

"4. The gross profits would be arrived at by adding the amount of depreciation provision to the amount of net profits as given in the audited Profit and Loss Accounts of the two-units. It is understood that the net profits are worked out after deducting besides other items of expenditure, the amount of Bonus paid for the previous year and the Managing Agents' Commission for the current years. As for example, in respect of the year 1955-56, the amount to be distribute as per computations on the above basis will be as under:

| | |
|--|--------|
| Nett profits as per the audited Profit and Loss Accounts of Delhi Cloth Mills and Swatantra Bharat Mills after deducting bonus paid for the previous year, Managing Agents Commission and other items of expenditure for the current year .. | 89.54 |
| Add back the amount of depreciation provision made in the accounts of these units. | 30.28 |
| | <hr/> |
| | 119.82 |
| | <hr/> |
| Total gross Profits 31 % of this to be distributed to the employees as per 5 below: | 37.14 |

"5. The amount so arrived at would be divided by the amount of total monthly average basic wages of all the employees of the two mills etc. "

In case of Mirla Mills, the same basis as in Delhi Cloth Mills has been agreed to with the variation that instead of 31% of gross profits (as defined in Delhi Cloth Mills agreement) the total amount of Bonus to be distributed to the

employees will be 5% less, i.e. 26% of gross profits.

Employees of the three Mills have been receiving Bonus since the year 1955-56 in accordance with these two agreements and the amount received in each case has already been stated in reply to the previous question.

On the strength of the experience gained by us in the course of implementation of the two agreements cited above, we can positively assert that no bonus or profit sharing scheme which is not based on gross profits, can be called fair. The Bonus formula laid down by the Full Bench of the Labour Appellate Tribunal Operates to serious disadvantage of the workers, in that it fails to prescribe any objective and reasonable standard for allocation of the so-called 'prior charges'. The formula is thus increasingly becoming a convenient device in the hands of the mill-owners to cheat the workers out of their legitimate share of the surplus value created by them. There are a hundred and one ways in which the mill-owners can and do manipulate their accounts to drastically depress or even completely spirit away what is called "available surplus". Depreciation and Rehabilitation Reserves, Managing Agency Commission, Managers' Commissions etc., take a lion's share in the surplus profits leaving practically a negligible portion of the net profits for the worker to share.

We are, therefore, of the view that any profit-sharing or bonus scheme laying claim to be fair and reasonable in the present circumstances should satisfy the following criteria:

- (1) It should be based on gross profits of the year;
- (2) The share of workers in the Gross Profits (as defined below) should be fixed as percentage of annual wage-bill, rising according to class, as suggested in the explanations given below;
- (3) The scheme should be subject to revision at intervals of not more than three years;
- (4) It should invariably provide for a 'floor' quantum, to be disbursed under all circumstances;
- (5) There should be no ceiling to the amount of Bonus payable to an employee;

- 6. It should provide for full facilities being given to representatives of workmen to scrutinise and inspect the account books etc. of the employer and to call for any explanation and information relevant to the business of the Company, having a bearing on its profit-making capacity etc.;
- 7. The Scheme should be easy to understand and easy of operation.

EXPLANATION :

1. Gross profits, for the purpose of computing the quantum of Bonus, should mean Profits before deducting (a) Depreciation or Rehabilitation Reserves; (b) Managing Agency and Manager's or Officers' Commissions; ~~(c) Managing Agency and Manager's or Officers' Commissions;~~ (c) Taxes, excluding local Taxes (d) Charities, donations, entertainment, (e) 'Labour Welfare' expenses (f) Dividends and General and other reserves; (g) Amount paid as Bonus for the previous year, but actually disbursed during the year for which bonus is claimed;

2. As regards the portion of gross profits to be allocated for payment of Bonus, we propose the following Scheme:

- (a) A minimum and guaranteed bonus amounting to 1/5 of the total wage-bill in case there are no profits or in case the (gross) profits, do not exceed 5% of the paid-up capital of the concern.
- (b) If the profits are above 5% of the paid-up capital but less than 10%. 10% of the Wage-bill.
- (c) If the profits are above 10% the paid-up capital but less than 20% 15% of the Wage-bill.
- (d) If the profits are 20% of the paid-up capital or over 20% 20% of the Wage-bill
- (e) If the profits are 50% or more, of the paid-up capital .. 33 1/3% of the Wage-bill.

Note:- 'Profits' means Gross-Profits as defined above.

GENERAL :

It would, perhaps, prove useful for the purpose of assessing the progress and paying capacity of the Delhi industry, and for making a comparative study of its profitability, vis-a-vis the industry at other leading centres of the country, if the Hon'ble Members of the Wage-Board could spare time to peruse the various tables ~~XX~~ I to III ~~is~~ attached to this memorandum. The Union would welcome another opportunity to be called upon to explain any point or points arising from the various suggestions advanced ~~f~~ or from analysis of ~~the~~ facts and figures undertaken by the Union in this memorandum.

sd/-

(R.D. JOSHI)
General Secretary,
Kapra Mazdoor Ekta Union,
Delhi.

Delhi, dated : 27th September, 1958.

STATEMENT SHOWING THE MINIMUM WAGES AND DEARNESS ALLOWANCE PAID TO THE WORKERS IN TEXTILE INDUSTRY IN DELHI.

| Year | Basic wages | Dearness Allowance (Average for the Year) | Total emoluments. | Cost of Living Index with 1939 = 100 | Total emol- uments on the basis of 100% neutralizat- ion of the rise in Cost of Living on basis wages of Rs. 30/-p.m. | Deficit per month | % Actual- ly Neut- ralized. |
|------|-------------|--|-------------------|--|--|----------------------|-----------------------------------|
| 50 | 30.00 | 52.06 | 82.06 | 344 | 103.50 | 21.44 | |
| 51 | 30.00 | 55.31 | 85.31 | 353 | 106.00 | 21.00 | Between |
| 52 | 30.00 | 58.94 | 88.94 | 373 | 112.00 | 23.00 | 78 - 79% |
| 53 | 30.00 | 56.25 | 86.25 | 366 | 110.00 | 23.75 | |
| 54 | 30.00 | 55.00 | 85.00 | 359 | 108.00 | 23.00 | |
| 55 | 30.00 | 51.59 | 81.59 | 340 | 102.00 | 20.41 | |
| 56 | 30.00 | 57.45 | 87.45 | 377 | 113.10 | 25.53 | |
| 57 | 30.00 | 62.88 | 92.88 | 391 | 117.49 | 26.61 | |

SKTA Union and the Textile Labour Union representing between themselves an overwhelming majority of the workers of the Delhi

15
MEMORANDUM OF SETTLEMENT

Names of parties:

Representing Employers: Management of Delhi Cloth Mills & Swatantra Bharat Mills.
Representing Workers: The Kapra Mazdoor Ekta Union, Delhi
The Textile Labour Union, Delhi.

Short Recapitulation of the case:

It was felt for a long time both by the representatives of workers and the Management of the Delhi Cloth Mills and Swatantra Bharat Mills that in order to foster friendly and good relations between the Management and the workers and in order to steadily improve the efficiency of the mills and the welfare of workers, it would be desirable that there should be a complete understanding so that disputes, if any, are settled mutually without recourse to courts and, as far as possible, even to any other outside agency. Several discussions took place to come to an understanding on various matters, which, in the past, have created differences of opinion. The most important matter which used to create friction every year was the question of bonus, and, therefore, it was decided that an agreement be arrived at first of all on this issue.

With the above object in view, the following agreement has been arrived at with regard to bonus between the Kapra Mazdoor Ekta Union and the Textile Labour Union representing between themselves an overwhelming majority of the workers of the Delhi Cloth Mills and Swatantra Bharat Mills on the one hand and the Management on the other.

Terms of Settlement:

1. This agreement will operate for four years ending with the Company's financial year, i.e. 30th June, 1959, unless it is extended beyond that period by mutual consent of the above parties.
2. It is agreed that if during the currency of this agreement the Government lays down any policy regarding payment of bonus, then this agreement will be open to revision or termination on the motion of either of the parties to this agreement.
3. The quantum of bonus will be calculated every year during the period of this agreement at 3%.

of gross profits (defined in para 4 below) of the Delhi Cloth Mills and Swatantra Bharat Mills. The figures of such gross profits would be worked out according to the definition given below from the Profit and Loss Accounts of these units, duly audited by the Company's Auditors and which figures will not become a matter of dispute.

4. The gross profits would be arrived at by adding the amount of depreciation provision to the amount of net profits as given in the audited Profit and Loss A/cs of the two units. It is understood that the net profits are worked out after deducting, besides other items of expenditure, the amount of bonus paid for the previous year and the Managing Agents commission for the current year. As for example, in respect of the year 1955-56, the amount to be distributed as per computations on the above basis will be as under:-

| | |
|---|---------------------|
| Nett profits as per the audited Profit & Loss A/cs of Delhi Cloth Mills and Swatantra Bharat Mills, after deducting bonus paid for the previous year, Managing Agents commission and other items of expenditure for the current year. | 82.64 laos. |
| Add back the amount of depreciation provision made in the accounts of these units | 28.28 laos. |
| Total gross profits | <u>110.92 laos.</u> |
| 31% of this to be distributed to the employees as per para 5 below: | ..37.14 |

5. The amount so arrived at would be divided by the amount of total monthly average basic wages of all the employees of the two mills including Head Office, C.M.O. and Wholesale & Retail shops and Bombay Office as hitherto during the year to which the accounts relate.

6. It is understood that the monthly basic wages of all the above mentioned employees for the year 1955-56 works out approximately to an average figure of 8.6 laos.

7. All other conditions attached to the payment of bonus in respect of individuals will apply to the above agreement as per past practice.

8. The computation of the rate and total quantum of bonus

will be made in the presence of the representatives of the worker and such rate of bonus will be worked out to the nearest day, refraction of aday to be ignored.

9. The Management agrees to give reasonable facilities to representatives of workmen to satisfy themselves about the accuracy of bonus calculations and will readily furnish such information as may be relevant to the same.

10. It is agreed that the bonus will be paid as soon as possible after the annual audited accounts of the Mills are ready.

11. As a special case, the Management will give an additional bonus this year to an extent which would make the total quantum of bonus payable for the year 1955-56 equal to 4 months of the average monthly basic wages earned by an employee during the year.

12. As a gesture of goodwill on both sides, it is also agreed that the cases in respect of the demand for additional Bonus for the years 1952-53, 1953-54 and 1954-55, which are pending before the Industrial Tribunal, will be immediately withdrawn by the workers.

Having made an agreement on this most important matter of bonus, it is agreed that the representatives of workers and Management will continue to have talks on other matters and to find agreed solutions, so that the spirit of goodwill is enhanced and the working is improved.

Witnesses:

1. Sd/-Ran Singh
2. Sd/-Prem Sugar Gupta
3. Sd/-
4. Sd/-
5. Sd/-

Signature of Parties:

1. For the Kapra Hardcor Ekta Union.
Sd/ Charan Singh (President)
Sd/ B.D. Joshi (General Secy.)
2. For the Textile Labour Union
Sd/ Shive Charan Jha (President)
Sd/- Banke Lal (Secretary)
3. For the Employers:
Sd/-Bharat Ram (Mg. Agents)

1. Copies to:-

- (1) Conciliation Officer, 1-Rajpur Road, Delhi.
- (2) Chief Commissioner, Delhi.
- (3) Director of Industrial & Labour, Delhi.

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Comparative Chart of production, employment, and Wages paid to Labour and Manhours worked in the Delhi Industry.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|------|--|------------|---------------------------------|------------------|--------------------|----------------------|---------------------|-----------------------------------|-----------------------------|
| Year | Production ('000 Yards) (Monthly average of Calendar months.) | Employment | Wages paid to labour ('000 Rs.) | Manhours worked. | Wages per manhour. | Index of Production. | Index of Employment | Index of Productivity (P/E x 100) | Index of Wages per manhour. |
| 1950 | 7993 | 14,906 | ₹ 18,797 | 3,45,46,035 | 0.54 | 100.00 | 100.00 | 100.00 | 100.00 |
| 1951 | 7936 | 13,798 | 21,812 | 3,45,89,638 | 0.63 | 99.20 | 92.65 | 107.2 | 116.00 |
| 1952 | 8840 | 13,891 | 21,087 | 3,39,49,652 | 0.62 | 110.60 | 93.09 | 118.5 | 114.00 |
| 1953 | 10,263 | 13,728 | 22,892 | 4,18,36,997 | 0.54 | 128.40 | 92.08 | 139.5 | 100.00 |
| 1954 | 10,552 | 14,110 | 23,813 | 5,53,59,162 | 0.66 | 131.90 | 94.84 | 139.5 | 122.00 |
| 1955 | 10,956 | 14,768 | 22,768 | 3,71,13,817 | 0.61 | 137.00 | 89.04 | 138.5 | 112.00 |
| 1956 | 12,056 | 15,661 | 26,512 | 3,59,99,651 | 0.67 | 151.20 | 105.10 | 143.6 | 124.00 |

.....

Source: Columns 1-5 Census of Manufactures as reproduced in the Quarterly Digest of Economics and Statistics of Delhi Administration-Delhi, 1st Quarter 1955 and 4th Quarter, 1957; Columns 6-10 worked out by the Union.

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Table II

Showing certain important aspects of the progress of the
Textile Industry at Delhi.

| ITEMS | 1949 | 1950 | 1951 | 1952 | 1953 | 1954 | 1955 | 1956 |
|--------------------------------------|--------|--------|----------|----------|----------|----------|----------|----------|
| Fixed Capital (net) | 20,143 | 22,599 | 19,238 | 17,203 | 15,602 | 22,308 | 17,974 | 20,139 |
| Expenditure on Raw Materials etc. | 53,713 | 58,905 | 73,333 | 69,552 | 63,082 | 63,548 | 66,974 | 76,750 |
| Depreciation Charged | 1,278 | 1,365 | 1,141 | 1,014 | 3,187 | 3,830 | 4,014 | 3,252 |
| Loss or aggregate value of product,. | 84,985 | 93,015 | 1,24,068 | 1,09,504 | 1,14,942 | 1,13,398 | 1,24,559 | 1,39,633 |
| Value added by manufacture | 27,390 | 29,367 | 46,675 | 36,388 | 44,850 | 43,447 | 50,079 | 55,400 |
| Wages paid (labour only) | 17,361 | 18,797 | 21,812 | 21,087 | 22,898 | 23,813 | 22,168 | 26,512 |

Source: Census of Indian Manufactures, figures reproduced in "Quarterly Digest of Economics and Statistics," Delhi Administration, 1st Quarter 1955 and 4th Quarter, 1957.

Table III

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Comparative Chart of Indices of Aggregate Value, value added by manufacture and wages per manhour.

| ITEM | 1949 | 1950 | 1951 | 1952 | 1953 | 1954 | 1955 | 1956 |
|-----------------------------|------|------|------|------|------|------|------|------|
| Aggregate Value | 100 | 109 | 148 | 128 | 134 | 138 | 146 | 164 |
| Value added by manufacture. | 100 | 109 | 170 | 132 | 163 | 151 | 182 | 202 |
| Wages per manhour. | 100 | 108 | 117 | 121 | 106 | 129 | 123 | 132 |

Source :- Calculations based on figures given in the 'Quarterly Digest of Economics and Statistics', Delhi Administration, Delhi 1st Quarter 1955 and 4th Quarter, 1957.

1- यह समझौता सालाना वेजस के सम्बन्ध में विडला कारन एण्ड वीविंग मिल्स लिमिटेड, दिल्ली और विला मिल में काम करने वाले कारीगरों के बीच हुआ।

2- यह समझौता तीन वर्ष, १९२५, १९२६, १९२७ की सालाना वेजस के लिये है और कोई भी पार्टी इसे रद्द नहीं कर सकती है।

३- यह समझौता दिल्ली क्लोध मिल में दिये जाने वाली सालाना वेजस से नीचे प्रकार सम्बन्धित होगा।

क: विडला मिल की साल १९२५, १९२६, और १९२७ दिल्ली क्लोध के १९२४-२५, १९२५-२६ और १९२६-२७ के क्रमानुसार ~~हो~~ रहेगी।

ख: कारीगर की सालाना वेसिक तनखाह का जितना प्रतिशत दिल्ली क्लोध मिल में दिया जायेगा उससे २% कम विडला मिल में कारीगर की सालाना वेसिक तनखाह पर दिया जायेगा।

उदाहरण -

सन् १९२४-२५ में दिल्ली क्लोध मिल में वेजस २१ प्रतिशत दिया गया है, विडला मिल में सन् १९२५ का सालाना वेजस २% कम करके २६.१% दिया जायेगा।

ग: दिल्ली क्लोध मिल का १९२४-२५ के वेजस का मासिक उद्योगिक अदालत के सामने भी है, यदि आखिरी फैसले में वेजस के परसेटेज में कोई हेरफेर होगी तो वह विडला मिल पर भी लागू होगी।

घ: यदि दिल्ली क्लोध मिल या विडला मिल किसी कारणों से साल में कुल एक सप्ताह तक कार्रवाई के अलावा बन्द हो जायेगी तो वेजस पर किसी प्रकार का असर नहीं होगा।

ङ: यदि दिल्ली क्लोध मिल किसी भी कारणों से साल में छुट्टियों के अलावा एक सप्ताह से ज्यादा बन्द हो जायेगी तो विडला मिल की वेजस धारा (२२ब) के अन्तर्गत दिल्ली क्लोध मिल की वेजस से अनुपात से बढ़ जायेगी।

उदाहरण :-

यदि दिल्ली क्लोध मिल एक महीने बन्द होगी और विडला मिल १२ महीने चली तो जो वेजस दिल्ली क्लोध मिल देगी, विडला मिल १२/११ वेजस धारा (२२ब) के अन्तर्गत दे देगी।

च: यदि विडला मिल हड़ियों के अलावा किसी भी कारण से साल भर में एक सप्ताह से ज्यादा बन्द हो जायेगी तो जितने दिन बन्द रहेगी उतने दिन हिस्से बाश कम बोनस दे दी जायेगी।

उदाहरण -

यदि दिल्ली क्लाय मिल १२ महीने पूरी चले और विडला मिल हड़ियों के अलावा किसी कारण से एक महीने बन्द हो गई तो धारा ११/१२ हिस्सा ~~विडला मिल~~ विडला मिल द्वारा बाँटा जायेगा। पर यदि विडला मिल हड़ताल के कारण बन्द हो और हड़ताल द्वारा हुये नुकसान के कारण विडला मिल इस धारा में लिखे अनुसार बोनस न दे सके तो कारीगरों को अधिकार होगा कि वह निम्नलिखित उपायों द्वारा मतभेदों का निपटारा करा सके।

१. जेनेरलमेन्ट विडला मिल और कारीगरों के नुमाइन्दों की आपसी बातचीत द्वारा
२. दोनो टार्गीयो द्वारा चुने हुये पंच के जारिमे

३- उद्योगिक अदालत द्वारा।

द: यदि हड़ियों के अलावा दिल्ली क्लाय मिल और विडला मिल में और कारीगरों से मिल बन्द करावर दिम वाई गई तो विडला मिल में बोनस धारा २(ख) के अनुसार दी जायेगी।

ध: यह समझौता आपसी बात-चीत से हुआ है और भविष्य में किसी प्रकार का उदाहरण नहीं माना जायेगा

२: यह समझौता समाप्त होने के बाद विडला मिल और कारीगरों की मरजी होगी कि वे फिर से इस आधार पर समझौता करे या न करे।

६: यदि दिल्ली क्लाय मिल में बोनस का कैसला २१ दिसम्बर से पहले हो जायेगा तो विडला मिल में बोनस २० फरवरी तक बाँट दी जायेगी।

७: - इस समझौते से सिवाये सालाना बोनस के कारीगरों या विडला मिल के किसी भी दूसरे अधिकारों पर कोई असर नहीं पड़ेगा।

जई २५२६

हस्ताक्षर

शुशम शेख

रामधर विडला मिल
दिल्ली जॉन्स

हस्ताक्षर /-

सुरली चर डालमियां

जनरल मैनेजर
गविला मिल

शुशम शेख - कारीगर -

हस्ताक्षर /-

शुशम-चन्द शर्मा

ज्वाम-२ सैक्रिटरी

कपडा भजदूर सफला शानिक
दिल्ली

- 7 -
- 8 -
- 9 -
- 10 -

हस्ताक्षर /-

यस० पी० जोशी

कान्सीलेशन ऑफिसर

दिल्ली

Birla Cotton Spg. & Wvg. Mills Ltd.

Exd. n.w. 60/26

P.O. Birla lines,
Delhi-6

7th December, 1953

My dear Pushkar,

I am sending herewith two drafts for your file. One is copy of draft sent by you duly filled in and another is new draft prepared now. I have sent a copy of new draft only to Balanco and his comments are yet to come. If any change is made I will send you a revised copy and meanwhile the position is as it is shown in the drafts.

Shri P.D.Makharia,
Bhiwani.

Encl:

Yours Sincerely,

Sd. Murlidhar (Full)

March 10, 1959

The General Secretary,
Coimbatore Dist. Mill
Workers Union,
10/21, Rengakonar St;
Kattoor, COIMBATORE (Madras)

Dear Comrade,

Please find herewith a copy of
a letter received from the Ministry of
Labour & Employment regarding non-
implementation of Award and Agreement
by employers in Textile Industry,
Coimbatore.

With greetings,

Yours fraternally,

12/10
File 10
(K.G. SRIVASTAVA)
SECRETARY



D/O-2575

21st March, 1959.



Dear Sri Dange,

Organisers of general meeting in the Satya-wati Park on the 18th instant did so after they were prohibited orally as well as in writing from holding it at the place which is private property of the Company. They were also given the reason for it but it is really unfortunate that the Organisers made you attend the meeting and put you to embarrassment.

With kind regards,

Yours sincerely,

B. D. Pathak
(B.D.Pathak)

Sri S. I. Dange
Member of Parliament.
4, Backe Road,
NEW DELHI 1.

6. கனம் தொழிலாளர், மீட்டிங் டிபன்,
புதுவட்டி.

7. கனம் K.T.K. சிவசுப்பிரமணியன் H.P. சிவசுப்பிரமணியன்,
புதுவட்டி.

8. $\sqrt{\text{கனம் தொழிலாளர்}}$ சிவசுப்பிரமணியன், மீட்டிங் டிபன்,
புதுவட்டி.

9. கனம் தொழிலாளர் சிவசுப்பிரமணியன், மீட்டிங் டிபன்,
புதுவட்டி.

To

The General Manager,
Bhawani Cotton Mills Ltd.,
ABOHAR.

Sir,

I beg to bring to your kind notice the proceedings of the meeting passed unanimously on 13-4-59 under the Presidentship of Pt. Ram Sarup, Municipal Commissioner, Municipal Committee, Abohar in connection with the formation of the Union of Labourers and confirmation thereof ^{by} the Mill Owners. In this meeting it is also deeply regretted that conduct and behaviour of the Mill owners is not good and praise worthy in respect of keeping the Announcer of the Labourers Union Mr. R.K. Sahni away for 2½ hours while announcement was made in the Colony. Loud Speaker Announcer and Raksha Driver were also compelled to be kept quite. The following demands have been passed at the meeting which may kindly be observed and approval thereof by the Mill Owners may kindly be conveyed to the Union at an early date:-

DEMANDS OF THE UNION.

1. Canteen Rest House be provided according to the Factory Act.
2. All the labourers of the Mills be confirmed permanently on their own posts.
3. Weekly holiday be allowed on every Sunday with full pay.
4. Double salary be paid to over time workers.
5. Pregnant labour women be allowed seven week holidays during their pregnancy course with full pay, and medical treatment be provided free by the Mill Owners to the concerned patients and deservers.
6. All the Mill labourers be provided with Quarters, The labour who have not been provided with Quarter, the Quarter allowance be paid to the labour concerned.
7. All the workers be allowed 20 days earned leave.
8. Provident fund and State Insurance Schemes be enforced at once.
9. Cutting time type duty be stopped and relief in duty be provided after every four hours simultaneously.
10. Sanitation of the Labour Colony be arranged regularly.
11. An efficient doctor be engaged in Mills' Dispensary and it be kept open for 24 hours daily.
12. The General Body of the Union is responsible for each matter and mutual settlement of any dispute with regard any labour be settled with the consultation of the General Body of the Union and not with the labour direct.
13. Nine holidays for celebrating festivals be allowed with full pay to all labourers in a year. Days be fixed with mutual consent.
14. No labour be charge sheeted or dismissed from service unless General Body of the Union duly satisfied may not confirm the fault of the labour.
15. All the labourers be put to their own duties who have been suspended or dismissed from service due to taking part in Union work.

Note on money receipts by Birla Education Trust Pilani from T.I.T. in 1943-44.

A total sum of Rs. 27.17 lacs was received by Birla Education Trust Pilani from 'T.I.T.' classified as under:-

| | |
|---------------------------------|--------------|
| Donation of capital fund nature | 3.31 lacs |
| Cotton and goods | 15.35 " |
| Old stores | 7.57 " |
| | <u>27.17</u> |

Since the matter is very old and records of that period have not been preserved, it is not possible to explain each and every item in detail but the following general statement will show clearly as to how this money came from 'T.I.T.' Bhiwani.

Birla Education Trust is the principal body and 'T.I.T.' is only its branch. Both being one and the same institutions, it was decided in the beginning that all profits accruing to 'T.I.T.' Bhiwani during the course of working should be transferred to the books of the Head Office. In the years 1943-44 and 1944-45 profits of 'T.I.T.' were practically transferred to B.E.T. (Birla Education Trust). It should be kept in mind that 'T.I.T.' 's year ended in March and 'B.E.T.' in June. Therefore, from March, 1943 to April 1944, when the control came, not only the profits accrued in that period but also some profits likely to accrue between May 44 and March 45 of 'T.I.T.' were transferred through internal Jamakharch as deta filed below:-

- 1) Debited to Cotton consumed and credited to Birla Education Trust on 28.9.43 (To be explained in following paras). 602000/-

- 2) 29,386 mds. and 33sars. of cotton was transferred to T.I.T. by B.E.T. at Rs. 35/11/9 per md. Earlier this cotton was taken over by B.E.T. at Rs. 2/8/- per md. The difference between the two resulted in a gain of 975000/-
(To be explained in following paras)

- 3) Profit accrued to P.I.C. (Pilani Industrial Corporation) as shown on the books of T.I.T. during the years 1943-44 and 1944-45. This P.I.C. was also part and parcel of B.E.T. 1511000/-
(To be explained in following paras) 2082000/-

The amount appearing in the balance sheets of Birla Education Trust Pilani is 27.17 lacs and thus there is a difference of Rs. 3.71 lacs. This is obviously due to some expenditure on cotton purchases or some other expenses that might have been met by 'B.E.T.' direct and entered into their books.

'T.I.T.' came into existence on 16th March, 1943, and it took stocks over from Birla Cloth Mills on behalf of its 'T.I.T.' 's Head office i.e. B.E.T. for wages, stores and other misc. expenses and hand over the finished goods to B.E.T. cotton for ~~xxxxxxx~~ the manufacture of cloth was to be kept in stock by B.E.T. Since proper organisation for sales was not made by B.E.T. till the end of August, 1943 ~~xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx~~ goods manufactured for 5 1/2 months, from 16th March, 1943 to Aug., 1943 were sold directly by T.I.T. From September 1943 and onwards all the goods that were produced were handed over to P.I.C. acting on behalf of B.E.T. Against the profits made by T.I.T. during the above period of 5 1/2 months a sum of 6.02 lacs was transferred to B.E.T. by debiting the sum to cotton Account.

As explained above, T.I.T. came into existence on 16th March, 1943 and it took over stocks of cotton, cloth, stores, etc. from Bhiwani Cloth Mills on behalf of B.E.T., Head office of T.I.T. Cotton stocks amounted to 12,318 bales; 58310 mds. approximately, valued at Rs. 5,93,827/9/6, per md. rate being Rs. 10/2/4 $\frac{1}{2}$. Out of this cotton, 17,242 mds. of cotton was consumed by T.I.T. during 5 months period and there remained a stock of 41,268 mds. on 1st September, 1943.

During the period September, 1943 and April, 1944, 11,881 mds. and 7 srs. of cotton was consumed from this lot in addition to the purchases of cotton made direct by B.E.T. and supplied to T.I.T. for manufacture. 29,386 mds. and 33 srs. cotton remained in balance on 1st May, 1944 after deducting the quantity consumed. Control came at this time and manufacturer was required to keep separate account of cotton as well as cloth and the original plan had to be scrapped. The remaining cotton was handed over through P.I.C. to T.I.T. for Rs. 1050214/-. Since this cotton was procured by B.E.T. at the price of Rs. 2/8/- per mds. and transferred to T.I.T. at a price of Rs. 35/11/9 there was a gain of Rs. 9,75,000/- due to the margin. During the period September 1943 to April 1944 goods were delivered to P.I.C. for B.E.T. as per plan explained earlier and the following profits accrued to B.E.T.:-

According to P.I.C. accounts in T.I.T. Books

| | | | |
|---|-------------|---|--------------|
| By sale of finished goods in market | 23.97 | To stores wages and other expenses | 10.24 |
| By sale of waste | 0.16 | Cotton consumed mds. 11,881-7-0 @ 2/8/- per md. | <u>.30</u> |
| By transfer of finished goods on 1.5.44 to T.I.T. | <u>1.52</u> | | |
| | 25.65 | Balance profit | <u>15.11</u> |
| | | | <u>25.65</u> |

Net Position

| | |
|--|--------------|
| By balance as above | 15.11 |
| Less estimated value of cotton directly supplied by B.E.T. and other expenses in the books of B.E.T. | <u>3.71</u> |
| | <u>11.40</u> |

It is quite clear from the discussions in these paras that the receipt of Rs. 27.17,000/- appearing in the balance sheet of B.E.T. came from T.I.T. in some form or the other from the profits made by later institution in the years 1943-44 and 1944-45 and from the stocks of Bhiwani Cloth Mills, which were acquired by B.E.T. at the nominal price. Balance Sheet of T.I.T. Bhiwani for the years 1943-44 shows a loss of Rs. 15,375/12/1 and for the year 1944-45 shows a small profit of Rs. 1,33,993/14/2. It is a common knowledge that these years were years of profits and since the profit shown in the balance is very small, it is obvious that the profits made were shown in the books of B.E.T.

T.I.T. is only a department of B.E.T. B.E.T. may be call Head office and T.I.T. as the Bhiwani branch. Being the same institution it was desired in the beginning that all profits occurring in the T.I.T. during the course of working should be transferred to the books of the Head office. 1943-44 and 1944-45 profits of the T.I.T. thus have been practically transferred to the B.E.T. It should be kept in mind that T.I.T. year ends in March and B.E.T.'s in June. Therefore, from March 1943 to April 1944 when the control came, not only the profits accrued in that period but also the profits likely to accrue between May 1944 and March 1945 of T.I.T. was also transferred because of internal Jamakharch. It has happened like this.

T.I.T. takes over stocks from Bhiwani Cloth Mills on 16th March 1943 and treats the stocks as the property of the Head office. The plan was that when the cloth is manufactured, T.I.T. should bill the B.E.T. for wages and stores and hand over its finished goods to B.E.T., the cotton to be kept in stock by the B.E.T. But proper organisation for sales was not made by B.E.T. till the end of August, 1943 and, therefore, for the five and half months the goods were sold directly by T.I.T. From September, 43, onward all the goods that were produced were handed over to P.I.O. acting on behalf of B.E.T. and the Head office, that is B.E.T. was billed only for stores and wages etc. Cotton that was consumed from March to August by T.I.T. was 4875 bales (Mds. approximately 22948) @ 55/14/3 $\frac{1}{2}$ per maund, whereas the cotton lying with T.I.T. on behalf of B.E.T. that was taken over from Bhiwani Cloth Mills was 12318 bales (Mds. approximately 58510) valued at Rs. 593827/9/6 or Rs. 10/2/4 $\frac{1}{2}$ per maund.

As for the first five years and half months the cotton was directly consumed in the books of T.I.T., the Head office, that is, B.E.T., decided to make that Jamakharch of 8 lacs for the cotton already consumed, that is, bought by T.I.T. from B.E.T. Since the existing stocks were the property of the Trust. The Jamakharch was, therefore, made as purchase of cotton from Trust. This would mean price paid for consumption by T.I.T. for five and half months according to the Jamakharch plus 8 lacs which would be the price of total consumption of the first 5 $\frac{1}{2}$ months.

The balance 8388 bales (Mds. approximately 41268) was transferred to Head office for Rs. 1,03,106/6/9. In other words, in the books of the Head office the position was 8 lacs credit minus 1 lac debit, that is, net balance of roughly 5 lacs plus 8388 bales (Mds. approximately 41268) of cotton free.

T.I.T. billed B.E.T. for 10 lacs being the value of stores and wages etc. and the corresponding consumption of cotton was treated by B.E.T. as free since it had no value. The corresponding value of the cloth was 25 lacs of rupees. Thus roughly 15 lacs was saved by B.E.T. plus 5 lacs already explained = total 20 lacs. They were still left with some cotton and had purchased further cotton at price unknown which was in all 6154 bales (Mds. 29388-33-0) and was sold over through P.I.O. to T.I.T. at Rs. 1050214/-. When comes control in 1944 which required separate account by the manufacturer of cotton as well as cloth, and therefore, the whole scheme was scrapped. In other words, the cotton stock was transferred back to T.I.T. and after that T.I.T. itself began to sell its own cloth. In other words, this 20 lacs plus something else is the profit of manufacture which has been directed to the Head office as could be seen from the Balance Sheets of T.I.T. which has shown practically no profit either in 1943-44 or 1944-45.

Some points

3. From September, 43 to April 44 (both months inclusive) all production was handed over to P.I.C. and all the stock of cotton held by T.I.T. was taken over by P.I.C. on behalf of the Birla Education Trust.

4. The cotton purchased from Bhiwani Cloth Mills was 12318 bales consisting of mds. 53510 App. worth Rs. 593827/9/6 @ Rs. 10/2/4½ per maund.

5. Cloth and yarn stocks and other including stores, coal ~~xxxxxxx~~ etc. were purchased from Bhiwani Cloth Mills which brought profit of Rs. 3.95 lacs.

6. T.I.T. purchased 1507 bales consisting of 6949 mds. 35 srs. worth Rs. 220258/2/- at the average rate of Rs. 31/11/8 during the period of 5½ months (16th March, 43 to 31st August, 44) of which T.I.T. sold 262 bales consisting of mds. 1222-17 worth Rs. 30590/-/6 at the average rate of Rs. 24/10/- per maund. The consumption of T.I.T. during this period of 5½ months was 4875 bales consisting of 22948 maunds app. worth Rs. 6,20,619/5/3 at the rate of Rs. 29/10/6½. The cotton transferred to the Trust on 1st Sept. 43 was 8688 bales consisting of mds. 41268 worth Rs. 1,03,106/6/9 at the average rate of Rs. 2/8/-. Afterwards purchases were made by the Trust itself.

6. Statement during the 5½ months is as under:-

| | | |
|-------------|--------------|------------|
| March, 1943 | (16th March) | 72,000/- |
| April | " | 1,41,908/- |
| May | " | 1,55,232/- |
| June | " | 1,79,439/- |
| July | " | 1,29,386/- |
| Aug. | " | 91,935/- |
| | | <hr/> |
| | | 7,69,000/- |

7. The cotton was consumed mds. 22948 @ 29/10/6½ while it was purchased @ 10/2/4½, hence the gain which comes to @ 19/8/2.

4,47,425/- (Rs. 314169 comes after purchase minus sales)

Hence total statement is 12,17,325/-

8. The statement from September, 43 to April 44 is as under:-

| | |
|---------------|----------|
| September, 43 | 91,026/- |
| October, " | 57,240/- |
| November, " | 74,979/- |
| December " | 81,882/- |
| January 44 | 74,190/- |
| February " | 83,437/- |
| March " | 89,366/- |
| April " | 63,390/- |
| <hr/> | |
| 6,95,510/- | |

10. The cotton consumed from September, 43 to April, 44 during the period of P.I.C. is 7045 bales consisting of mds. 33465-35-0 worth Rs. 11,45,556/- @ Rs. 34/4/-.

11. On 1st May, 44, 6154 bales consisting of mds. 29386-33-0 worth Rs. 1050214/- @ 35-11-9 were taken back from the Trust. Therefore 35/11/9 minus 2/8/- = 33/3/9, at this difference a gain of Rs. 9,75,000/- accrued.

12. From May, 44 to March 45 the profit is as under:-

| | |
|---------|----------|
| May, 44 | 61761/- |
| June " | 54230/- |
| July " | 60821/- |
| Aug. " | 68749/- |
| Sept. " | 34769/- |
| Oct. " | 28991/- |
| Nov. " | 49226/- |
| Dec. " | 37540/- |
| Jan. 45 | 101256/- |
| Feb. " | 82422/- |
| March " | 105078/- |
| | <hr/> |
| | 684841/- |

The total profit thus comes as under:-

| | |
|---|-------|
| Cloth & Yarn stocks & other purchased from Bhiwani C lothMills | 3.95 |
| xxxx for 5 months including cotton | 12.17 |
| For Sept. 43 to April, 44 | 5.95 |
| For cotton | 9.75 |
| For May, 44 to March, 45 | 6.84 |
| | <hr/> |
| | 38.66 |

To Trust Account

| | |
|--|-------|
| By donation | 6.02 |
| Through cotton | 9.75 |
| Through P.I.C. | 15.11 |
| Through Balance Sheet | 1.13 |
| Transferred to P.I.C. for loss in goods | 1.15 |
| Shilpsala Cloth | 1.34 |
| | <hr/> |

34.50 (Balance of 38.66 is not
traceable, may it be
spent in Bhiwani in
expenses or in 'To be
spent') (3.0 by bills
& 1.57 Rages)

15. Figures of cotton consumption, purchase and stocks are just according to the red file which are based on cotton cost figures and these submitted to the Textile Commissioner,

16. Statement figures are from the red file.