

Industrial Labour in India

Significance of Man-power—The significance of man-power is not realised in normal times; often, too much of man-power is considered to be a nuisance. For the economy is faced with the problem of unemployment, under-employment, tussle between labour and capital, growth of conflicting ideologies and labour organisations. In a war economy, however, man-power assumes great importance not only as cannon-fodder but also for working in the factories and the farms. In other words, the supply of labour becomes more important, the supply both numerical and qualitative. In India, so far as the numerical strength is concerned, there has never been an occasion in recent history at least when we have complained of under-population. Rather, our problem has remained one of excessive population, partly due to climatic and partly to social factors, and we have often not known how best to utilise them. But our qualitative standard has often been poor, may be due to enervating climate, lack of training and adequate opportunities for training and, above all, lack of diversified employment opportunities. The result is, as the population census of 1931 revealed, about 42 p.c. of the population in this country were gainfully occupied. There is no cognisable reason to expect any appreciable change in this percentage figure in the population census for 1951. As against this, in England, at the last census of population in 1931, occupied men numbered over two-thirds of all males, and the occupied man-power was almost identical with the fit population. Not only this.

Even the occupational distribution of fit population is highly defective in this country. A balanced occupational distribution of population is one which represents the lowest pressure on the soil and the highest on commercial activities. In India it is the other way round, the highest concentration being on the soil. In this respect the results of our population census of 1951 are available. India's population according to the final census figures is 356,829,485 which represents 12.5% increase in 10 years. Those engaged in agriculture outnumber by more than 2 to 1 those engaged in non-agricultural pursuits. Classified by livelihood the population falls mainly into these two broad categories. The figures are: Agricultural population 249,122,449 and Non-agricultural 107,571,940. The two broad categories are further divided into four classes each as follows:

Agricultural

1. Cultivators of land wholly or mainly owned by them	167,346,501
2. Cultivators of land wholly or mainly owned by others	81,639,719
3. Cultivating Labourers	42,811,928
4. Non-cultivating Owners	5,324,301

Non-agricultural

1. Production other than cultivation	37,660,197
2. Commerce	21,308,871
3. Transport	5,620,128
4. Other Services and Miscellaneous Sources	42,982,744

Industrial Labour—The above figures lead us nowhere so far as industrial labour force is concerned. We may expect more detailed statistics when the Census Report is published. 'Production other than cultivation' actually includes many more things apart from

manufacturing industries. The latest position as revealed in the Government of India's *Indian Labour Year-Book, 1949/50* is as follows: about 28½ lakhs of workers in factories, 5 lakhs in mines, 11½ lakhs in plantations, 14 lakhs in Railways (including some 5 lakhs employed in the contractors' establishments), nearly 2 lakhs in Posts and Telegraphs, about 4 lakhs in the Central Public Works Department, about half a lakh in ports and about 3 lakhs on ships. The total comes to about 68½ lakhs annually employed. Of these, factories provide employment only to 28½ lakhs, in a country whose total population is 356 millions. What a serious unbalance in the occupational distribution of population of a sub-continent! And those who are still thinking in terms of more equitable distribution of land without tackling at this fundamental malady of inequitable occupational distribution are living in fool's paradise.

Labour employed in Factories—Under the provisions of the Factories Act, 1948, registered factories submit annual and half-yearly returns on employment to the Chief Inspectors of Factories in the various States. All-India figures are compiled by the Labour Bureau of the Government of India and published in the *Indian Labour Gazette*. The following table indicates the number of factories and the average daily number of workers employed therein during 1929, 1939, and some of the following years.

Year	Perennial		Seasonal		Total	
	No. of Factories	No. of Workers	No. of Factories	No. of Workers	No. of Factories	No. of Workers
1929	—	—	—	—	7,153	14,55,092
1939	6,943	14,60,314	3,523	2,90,823	10,466	17,51,137
1942	8,846	19,80,970	3,681	3,01,318	12,527	22,82,288
1945	11,125	23,66,152	3,636	2,76,797	14,761	26,42,949
1946	11,011	20,61,873	3,194	2,52,714	14,205	23,14,587
1948	13,120	21,23,624	2,786	2,36,577	15,906	23,60,201
1949	—	—	—	—	19,829	24,33,988

A few explanatory notes be added. The figures upto 1946 are those for British India. The sudden decline in the figures for 1946 are due to the fact that they do not include figures for the Punjab and the N.W.F.P. The figures for 1947, 1948 and 1949 relate to the 9 Part A States of the Indian Union and the centrally administered areas of Ajmer, Delhi, Coorg and the Andaman and Nicobar Islands. The figures for 1949 show a sudden increase in the number of factories by about four thousand over the previous year, though the number of workers do not register any proportionate increase. The increase in the number of factories is no cause of jubilation. The recorded increase was due to the wider coverage of the Factories Act, 1948, and many smaller factories which were formerly excluded are now made to submit returns. The number of workers do not show a proportionate increase apparently because of the fact that all the newly reporting factories were small ones. Besides, there was some reduction in the quantum of employment in the principal organised industries like cotton and jute on account of closure and retrenchment due to shortage of raw materials, accumulation of stocks, financial difficulties, etc. It will be apparent from above figures that during 1929-49, the pace of industrialisation in India had been exceedingly slow and the country has failed to industrialise by taking advantage of the Second Great War. The consequence is that the serious economic unbalance of the country as a whole which was a feature of our economy in 1929 remains in tact in 1949. The world may be dynamic, but ours is a static state.

State-wise Distribution of Factory Labour—The above analysis clearly sets before us two features of industrial labour in India. First, only a microscopic

proportion of total population is engaged in industrial occupation. Secondly, the number of industrial labour has not appreciably increased between 1929-49. The war-time increase was temporary, and that too not spectacular. This serious unbalance and comparative stagnation of the economy as a whole is also reflected in the analysis of the State wise distribution of labour. Owing to uneven distribution of industries, the number of industrial labour in different parts of India is also unevenly distributed. Before the war, Bengal and Bombay had 15 and 5 p.c. of the total population respectively, but they had 29 and 23 p.c. of industrial labour. Since then the partition of Bengal has meant some reverses in the fortunes of this State while the 1949 figure for Bombay covers merged States such as Baroda and Kolhapur. These developments have altered the percentage figures of population and industrial labour for these two States, but not the facts and the two together support even now 14.54 lakhs out of 24.33 lakhs of industrial labour.⁷ All other States, with the exception of a few areas, have a smaller share of industrial population than would be justified on the basis of their total share in population. Of course, industrial concentration or otherwise is the outcome of various agglomerative and deglomerative forces; but the agrarian character of the economy of most of the States is not thereby altered. The industrial population of Assam is due to tea plantations and that of Ajmer-Merwara due to railway and engineering workshops. The following figures for 1949 showing the number of factories covered by the Factories Act in different States and the number of workers employed therein are interesting.

Name of the State	No. of Factories in 1949	Average daily number of workers employed
Assam	774	61,132
Bihar	781	1,55,334
Bombay	6,835	7,89,463
Madhya Pradesh	1,062	96,273
Madras	5,432	3,23,950
Orissa	254	13,359
Punjab	744	39,364
Uttar Pradesh	1,349	2,33,837
West Bengal	2,197	6,65,008

According to the *Labour Year Book*, "the States which contributed mainly to the increase in the number of factories were Bombay and Madras. Smaller but considerable increases were recorded in Bihar, Delhi, Madhya Pradesh, Punjab, Uttar Pradesh and West Bengal." We have left out the figures for Ajmer, Coorg, Delhi and Andaman and Nicobar Islands. For, together they have 451 factories and 56,268 workers. Even for the 9 Part A States, four are such who do not employ even one lakh workers per day in industries, and Bihar is just on the margin. It is interesting to state here that some of the former princely States employ greater labour force than some of the Part A States. The latest figures available for them relate only to 1947 and are as follows:

Name of the Princely State	No. of Fac- tories in 1947	Average daily number of workers employed
Baroda	212	47,797
Central India States	399	63,292

Hyderabad	676	77,062
Kashmir	61	65,267
Madras States	429	71,500
Mysore	333	73,186
Western India States	240	32,601
Others	333	56,223
Total	2,683	486,928

Therefore when the *Labour Year Book* writes of "considerable increases", these words have to be taken in a relative sense, relative to what the situation was before. The above figures are interesting in another respect. They reveal the deglomerative effect of labour legislation in British India which actually scared capital and it took refuge in princely States which had no elaborate labour legislation. On the whole, therefore, the position is this that of the 24 lakhs of people in industrial employment, about 20 lakhs belong to Bombay, Bengal and former princely States, and only 4 lakhs to the rest of British India.

Industry-wise Distribution of Factory Labour

The strength of the industrial structure of a country depends not so much on the total volume of industrial labour employed as on the total volume of labour employed in basic industries. Because, it is the existence of basic industries that provide the basis to other existing industries as also to those which are yet to develop. In this respect, also, our position is very weak, for, of the total number of workers daily employed, not even 25 per cent are engaged in basic industries. The *Labour Year Book*, of course, makes no such distinction as between capital-goods and consumption-goods industries and the respective labour force in each. But if we take engineering, mining and metallurgical and chemical indus-

tries as basic, the above conclusion holds ground. The industry-wise distribution of our labour force is given below:

Industry	No. of Factories in 1949	Average daily number of workers employed
Textiles	2,208	10,46,752
Engineering	3,304	3,69,658
Minerals and Metals	807	1,08,973
Food, Drink, Tobacco	5,931	3,48,378
Chemicals, Dyes, etc.	1,930	1,19,864
Paper & Printing	1,507	85,325
Wood, Stone and Glass	1,429	1,05,407
Skins and Hides	401	28,755
Gins and Presses	1,519	74,268
Ordnance Factories	71	84,300
Miscellaneous	722	62,298
Total	19,829	24,33,988

It will be seen that the largest single group consists of textile industries which are responsible for two-fifth of the total labour force. These, along with labour employed in the production of food, drink and tobacco total 14 lakhs. So far as princely States are concerned, with the exception of a small percentage of labour, about 20 p.c., the rest is employed in consumption-goods or luxury-goods industries. Thus, out of a total of 4,86,928 in 1947, engineering, minerals and metals and chemicals dyes, etc., in the already-mentioned princely States gave employment to only 93,584 workers per day. The main industries in Hyderabad, Mysore, Baroda and the Central Indian States are cotton ginning, pressing, spinning and weaving. In Kashmir the major industries are wool and silk. The other important industries in Hyderabad are

engineering, rice milling, tobacco manufacture, paper and printing and stone dressing. Mysore employs a considerable number of workers in silk mills, general and electrical engineering and iron and steel works. Cement, lime and potteries appears to be an important industry group in Hyderabad, Central Indian States and Rajputana. Rope works in the Madras States employ a considerable number of workers.

Age & Sex Composition of Labour—An important item of study in the age composition of labour is that related to different age-groups. But no such figures according to age-groups are available. The Indian Factories Act classifies labour into three groups, viz., Adults—men and women, Adolescents and Children. Under the 1934 Act, the minimum age for employment of children was fixed at 12 and persons between the ages of 15 and 17 were treated as children, if not certified fit for employment as adults. The Act of 1948 has fixed the minimum age of employment at 14 and has raised the upper age limit of adolescents from 17 to 18. The average daily number of adults, adolescents and children employed in factories in 1949 were as follows for the 9 Part A States:

States	Adult		Adolescents	Children
	Men	Women		
Assam	46,058	12,492	2,141	441
Bihar	1,38,889	12,176	3,133	1,136
Bombay	5,92,109	87,135	8,923	1,296
Madhya Pradesh	73,891	19,730	2,407	245
Madras	2,47,074	68,369	4,253	4,254
Orissa	9,479	3,219	624	37
Punjab	36,954	1,800	244	366
Uttar Pradesh	2,30,298	2,394	786	359
West Bengal	5,97,568	61,667	5,044	729
Total	21,26,191	2,70,924	27,859	9,014

It will be seen that the States which employ women in considerable numbers are Madras, Madhya Pradesh,

Bombay and West Bengal. The percentages of women, adolescents and children employed in these States to the total employed were 23.7, 23.3, 12.3 and 10.1 respectively. The proportion of women, adolescents and children to the total number of workers employed was the highest in Orissa, being about 29.1 p.c. of the total. In Assam, the percentage was as high as 24.6. Much of this is employed in tea gardens. Cotton and jute mills account for nearly half the total number of women employed in all factories, the other main sources of employment for women being the seasonal factories, particularly cotton ginning and pressing factories and tea factories.

Supply of Industrial Labour—Prior to 1925, the supply of industrial labour in India was extremely limited and, at times, organised industry had to experience a shortage of labour, both skilled and unskilled. Thus tea plantations in Assam used to be in constant shortage while coal-mining experienced a distinct shortage in certain seasons. The perennial factories, however, were not so much in difficulty with regard to unskilled labour. Factor which was responsible for this state of affairs was, in general, the lack of attraction in industrial occupations. To be more specific, the evils of excessive concentration and difficulty of accommodation, lack of suitable recruiting organisation and lack of any correspondence between wages and standard of living, etc., used to operate as repulsive factors. Since 1925, of course, Indian factories entered "on an era of abundant labour", a state of affairs which was due not to any attraction provided by industrial occupations but to economic pressure so much so that the Royal Commission on Labour wrote: "Competition among labourers for jobs is becoming keener which makes it all the more important for labour to organise itself and save itself from the danger of ex-

ploration on the part of the employers." When the Second Great War broke out, the main deficiency felt was with regard to the supply of skilled and semi-skilled labour and not for ordinary labour. Thanks to the various schemes of training introduced by the Government of India for the training of labour both inside the country and overseas that we are today in a fairly comfortable position with regard to the supply of skilled and semi-skilled labour in many of the lines which we have got at present. And in not a very distant future, there may be a plethora of skilled and technically qualified labour in this country.

Sources of Labour Supply—In the industrial countries of the West, there has developed a supply of industrial labour from districts adjacent to the seat of industry. In India, however, with the exception of centres like Kanpur and Ahmedabad, the supply of labour comes from a distance, even from other States. In the jute mill industry in Calcutta, more than 80 p.c., of the workers come from Bihar, U.P., Orissa and the Telugu-speaking districts of the Madras State. In the cotton mill industry in Bombay, the labour force is drawn from the neighbouring districts of the Konkan, Satara and Sholapur. Deccan and U.P. also contribute a certain proportion of the labour force. Labour in the engineering industry at Jamshedpur is drawn from the States of Bihar, West Bengal, Uttar Pradesh, the Punjab, Madhya Pradesh, Orissa and Madras and is now more or less permanently settled at its place of work. Labour in coal mines in Bihar and West Bengal is generally drawn from the surrounding villages, although during war-time a certain number of workers were recruited from U.P. A certain proportion of the labour force in the coal mines in the Hyderabad State is also drawn from U.P. About 90

p.c. of the labour in Kolar Gold Fields comes from Tamilnad and a small proportion comes from the Telugu districts of the Madras State. In the plantation areas, especially in the north-east, workers mostly hail from Bihar, Orissa and Madhya Pradesh. Thus it will be seen that migration of labour to industrial areas is a feature of the industrial economy of this country, migration being inter-district, inter-State, or, as in the case of mines and in isolated factories in out-of-the-way places, from the surrounding villages.

Effects of Migratory Habits—The original labour force might have migrated from any place; nobody bothers much about that except a student of history. But what makes migration a special feature of Indian labour is the fact that it is in a continuous process of migration from year to year and from season to season. With the exception of skilled labour which is more or less settled, much of the unskilled labour is in such a state of flux and even though many of them may return, after a break, to some industrial occupation, they do not necessarily return to the same position in which they may have served, not even in the same industry in which they may have gained experience. Thus much of the labour force being migratory in character, it cannot develop as a strong industrial labouring class. Some are pushed from agriculture to industrial occupations owing to sheer economic pressure while most labourers have a village upbringing and tradition.* The effect of this

*The *Labour Year Book* writes "it would appear that the bulk of the immigrant factory workers have little stake in agriculture and their occasional visits to their village homes are more for rest and recuperation than for attending to cultivation."

The fact is that most of these people coming from villages belong to joint families where there are other members to look after farming. But the income from farming is not adequate and this has to be supplemented. Usually many of these workers

has not been favourable from the standpoint of efficiency. For so far as a fairly large section of labour is concerned, it has not been able to adjust itself to industrial life and has little interest in industrial occupations. Naturally, this reacts adversely on efficiency and productivity and stands in the way of the growth of a strong labour organisation. The migratory habit greatly affects the composition of the labour force in industry. It may have been noticed above that only a small number of women operatives work in industry, the reason being that many imported operatives leave their family in village home. This disparity of sexes is an important cause of frequent changes in labour force. Another difficulty arises from intermittent supply of labour. It has been the general complaint by millowners that intermittent labour supply necessitates the employment of a large number of operatives, at times inferior and unskilled, thereby affecting the quality of the product. The Royal Commission on Labour, and following it, many writers, have commended this village link as an agency for recuperating mental and physical energy of labour, and as a force modernising the countryside; but it is too difficult to prove this beneficial effect nor is such a costly link essential either as a recuperating agency or as a modernising force, at the cost of efficiency and solidarity of labour. The village link as an insurance against unemployment and starvation and a vigour-regaining agency, however commendable, does not add to the credit of industry. If this country is to be converted from an agrarian state into an industrial state,

come during slack and go back during busy season, not so much for 'rest and recuperation' as for looking after the work in the field. Stake in agriculture they have got, because that is their first source of income. And those who have no such stake and no family in the village to be maintained, naturally they do not go to village but become settled as industrial workers, whether they like it or not.

which we will have to do if we are to improve economically it cannot do with a labour force a major section of which is just a floating mass owing no permanent allegiance to industry. This can be done only by making industrial life really attractive.

Labour in Mines & Oilfields—Complete information about labour employed in mines is difficult to obtain. For, small quarries and mines, which are many in number are not covered by statistics. Information is available only for mines covered by the Indian Mines Act. The total volume of employment, according to such information, was as follows:

Year	Number of Mines	Total
1929	1,732	2,69,701
1939	1,864	3,05,344
1945	2,151	3,86,290
1947	1,976	4,07,263
1949	2,032	4,21,159

The considerable increase in the figures for 1949 over that in any of the previous years is explained to be "mostly due to the inclusion in the statistics of figures relating to certain merged States". An analysis of employment in mines by minerals produced shows that 75 p.c. of the total number employed are absorbed in coal mines. Besides, between 1939 and 1949, the volume of employment in coal mines has increased considerably. Thus in 1939, coal mines absorbed 1,98,754 workers (total employment in mines being 2,99,323) and in 1949, the number went up to 3,18,354 (total being 4,21,159). Although India is one of the important producers of iron, the total volume of employment therein is only 15,833 workers, though, it must be admitted that this is much

higher than that in 1939 when only 8,855 workers got employment in iron mines. Much of the mining industry is concentrated in Bihar and Bengal which together account for about five-sixths of the total labour employed in mines. Much of this employment is again in coal mines. In addition to coal, Bihar raises iron ore and mica. With the merging of some of the smaller States with Orissa, this State is also emerging as an important mining State, produce coal, iron ore and manganese. Regarding the volume of employment in mines in the former princely States, information is very scanty. According to the Director, Geological Survey of India, there were 55,718 workers in the mines in the States in 1948. Coal is the major mineral produced in the States and provided employment to 25,662 workers in 1948. In the Kolar Gold Fields for which upto-date information for September, 1950, is available, 20,521 workers were employed. The volume of employment in Gold Fields has considerably declined even since 1939, when 28,315 workers were employed. Oilfields which are located in Assam only provided employment to 6,776 persons in 1949.

Labour in Plantations—Labour in plantations cannot really be called industrial because of the fact that the plantation industry is mainly agricultural in character. Plantation industry has never provided attraction to labour so much so that actually labour had to be entrapped by contractors and forced to settle and work on plantations. In fact, no other industry in this country has seen so much of emigrant labour as the tea plantations in Assam. Although the volume of emigrant labour in Assam has considerably fallen, yet it is by no means negligible and systematic statistics of this sort of labour is available which is given below.

Number of Emigrants to Assam

Year	Men	Women	Children	Total
1929-30	33,510	14,117	12,169	59,796
1934-35	7,317	6,286	6,365	19,968
1939-40	9,488	7,792	7,497	24,777
1945-46	17,912	12,580	14,082	44,574
1948-49	13,264	9,838	9,330	32,432

The figures indicate that among the emigrants to Assam, women and children together exceed the number of men in all the year. Another thing to note is that the volume of emigrant labour in Assam is on the decline. This is due to the fact that many of the labourers have settled on the estates not only in the case of tea plantations in the north but also in the south. But in coffee and rubber plantations, outside labour still predominate and of this outside labour, a larger proportion is just temporary. In coffee plantations, a majority of the workers come from the neighbouring villages. In the rubber estates also nearly half the labour force comes from outside. The following figures give the actual position.

Plantations	Garden Labour		Outside Labour	
	Permanent	Permanent	Temporary	
Tea (1948)	8,60,059	55,630	53,304	
Coffee (1947-48)	56,856	22,556	72,665	
Rubber (1948)	25,424	9,945	13,413	

The total volume of labour employed on plantations is about 11.5 lakhs. Of this, about 9.5 lakhs are employed in tea plantations, 1.5 lakhs in coffee plantations and about 0.5 lakhs in the rubber estates.

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CIRCULAR

No. 111/K/66
9 August 1966

To,

All State Committees of AITUC,

Sub: INQUIRY - FUNCTIONING WELFARE SCHEMES.

Dear Comrades,

Government of India has appointed a Committee under the Chairmanship of Shri R.K. Malviya, M.P., ex-Deputy Labour Minister to examine the functioning of the various welfare schemes in operation in Industrial Establishments and to suggest improvements.


The terms of reference of the Committee is as follows:

- (a) to review the functioning of various statutory and non-statutory welfare schemes in industrial establishments both in the private sector and public sector, including mines and plantations;
- (b) to make such recommendations as may be deemed necessary to improve the functioning of the existing welfare schemes or for introducing new schemes;
- (c) to examine and suggest industries where Welfare Funds like Coal Mines Welfare Fund and Mica Mines Welfare Fund can be created;
- (d) to suggest measures for introducing welfare schemes for rural labour in general with particular reference to agricultural labour; and
- (e) to consider any other related matters that the Committee may deem fit.

You are requested to send your suggestions in this respect so as to reach this office by 15th September 1966.

With greetings,

Yours fraternally,


(K.G. Sriwastava)
Secretary

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CIRCULAR

No.111/K/66

9 August 1966

To,

All PUBLIC SECTOR UNIONS &
State Committees of AITUC.

Sub: STUDY TEAM -MANAGEMENT IN PUBLIC SECTOR UNDERTAKINGS.

Dear Comrades,

The Administrative Reform Commission have constituted a Study Team on Public Sector Undertakings, to go into the various problems relating to welfare of industrial workers and management-workers' relations.

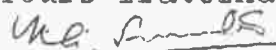
We are giving some of the points on which particularly the Study Team would like to have our views.

- i) The steps that should be taken to streamline and make more responsive the procedure for the removal of grievances and the defects, if any, in the existing system.
- ii) Further arrangements required to look after workers' welfare more adequately and suggestions for improving the management of townships, schools and hospitals.
- iii) Considerations on laying down labour norms yardsticks of productivity to provide a basis for introducing incentive schemes to reward workers coming up with better output. Other measures that should be taken to increase labour productivity.
- iv) Many undertakings are said to be burdened with excess staff. Effective role that can be played by the trade unions in helping management to reduce over-staffing in a fair and reasonable way. Steps that can be taken to reduce the hardship of workers so retrenched.
- v) Absenteeism and heavy payments of overtime allowance are said to be problems facing many public undertakings today. The help that can be rendered by the trade unions in overcoming this problem.
- vi) The steps that can be taken to foster better relations between workers and management and to promote a sense of team spirit among all.

Your suggestions in this respect should reach AITUC office latest by 1st September 1966.

With greetings,

Yours fraternally,


(K.G. Sriwastava)
Secretary

A L L - I N D I A T R A D E U N I O N C O N G R E S S
5-E, Jhandewalan, Rani Jhansi Road, New Delhi-1

CIRCULAR

9 August 1966

To,

All Unions in Engineering Industry

Dear Comrades,

We are circulating for your information the Resolution of the Government of India No. WB 4(4)/66 dated the 23rd July 66 accepting the majority recommendations of the Engineering Wage Board regarding interim relief. However, some changes have been made by the Government in the date from which it has to come into operation and now as indicated in para 4 of the Resolution the interim relief will be payable from 1.4.66 instead of 1.1.66. Similarly in the Scheme of interim relief the wages of the workers for inclusion in a particular slab will be as on 31.3.66 and not 31.12.65.

We are also reproducing the scheme of interim relief:

RESOLUTION: A Central Wage Board for the engineering industries was set up by the Government of India by their Resolution No. WB-4(3)/64, dated the 12th December, 1964. Soon after the constitution of the Wage Board, claims were made by labour for grant of interim relief. After hearing all the parties who wished to be heard, the Board discussed the subject at four sessions but it was unable to arrive at an agreed solution. The Board decided on 12.2.1966 by a majority vote (Chairman not voting) to recommend to the Government of India a Scheme of interim relief, the details of which are given in Appendix I. The employers' representatives on the Wage Board expressed their inability to associate themselves with the majority recommendations and added separate notes of dissent which are reproduced in Appendix II to this resolution.

2. Government has taken note of the main points made out in the dissenting notes of employers' representatives which are as follows:

- (i) The quantum of interim relief recommended by the majority should be reduced.
- (ii) The interim relief should not be extended to workmen drawing upto Rs.500/- and that it should be restricted to workmen only in the lower wage groups.
- (iii) The interim relief should be payable from the date from which the Board's recommendations are accepted by the Government.

3. After careful consideration of the majority recommendations and the notes of dissent added by the employers' representatives, Government has decided to accept the majority recommendations. Where any increases in wages or dearness allowances have already been sanctioned, expressly subject to adjustment against the interim or final recommendations to be made by the Wage Board, such adjustment would be permissible upto the extent of the interim increase now recommended; any excess, however, will not be recovered from the workers.

4. The Board's recommendations were received by the Govt. in the first week of March. It is decided that the interim relief should be payable with effect from the first April, 1966.

5. Employers in Engineering Industries are requested to implement the Wage Board's recommendations as accepted by Government.

..... The Scheme of I.R.

* THE SCHEME OF INTERIM RELIEF

Workers getting as on 31-12-1965* wages (i.e. basic plus D.A. or a consolidated wage) in the wage range mentioned in items under column I below shall be paid interim relief with effect from 1-1-1966* as shown against each item in Col.II below:

* These dates are changed to 31.3.66 and 1.4.66 respectively.

Wages and wage range		Interim relief payable w.e.f. 1.1.66*
I		II
(1) Upto and inclusive of Rs.105/- per month.		Rs.12-50 per month subject to limitation that nobody gets as a result of these recommendations more than Rs.111/- per month.
(2) Above Rs.105/- but not more than Rs.150/- per month		Rs.7-50 per month.
(3) Above Rs.150/- but not more than Rs.250/- per month.		Rs.6-00 per month.
(4) above Rs.250/- but not more than Rs.500/- per month.		Rs.5-00 per month.

NOTES:

- (a) The question of the impact of regional differences will be determined at the time of final decision of the Board.
- (b) The Board recognizes that some units and sectors of the industry give substantial fringe benefits. The Board records that it will take this factor into consideration at the time of its final decisions.
- (c) The above recommendations shall be ad hoc relief adjustable according to final decision of the Board and shall not count for Provident Fund, Gratuity, incentive payments, bonus, and other allowances.
- (d) These recommendations shall not apply to workers drawing wages (Basic plus D.A.) above Rs.500/-
- (e) These recommendations shall come into force with effect from 1.1.1966.*
- (f) This is an ad hoc scheme and must be regarded as such.

With greetings,

Yours fraternally,

Satish Loomba
(Satish Loomba)
Secretary

Cable: "AITUCONG"

Telephones: 57787/54740

ALL INDIA TRADE UNION CONGRESS

5-E, Jhandewalan, Rani Jhansi Road, New Delhi-1

CIRCULAR

16 August 1966

To,

All Engineering Unions in Delhi,
Punjab, Rajasthan, Uttar Pradesh &
Himachal Pradesh.

Dear Comrades,

The Engineering Wage Board will record evidence of Northern Zone Unions in Vigyan Bhawan, New Delhi, from 2.30 P.M. on 22nd August 1966.

The AITUC and the National Federation of Metal & Engineering Workers of India have nominated delegations to give evidence and these delegations will be led by Com. S.A. Dange. We have requested that we may be asked to appear on the 26th August.

Should your union wish to appear before the Wage Board you are requested to let us know and get in touch directly with the Secretary, Central Wage Board for Engineering Industry, City Ice Building, Fort, Bombay.

With greetings,

Yours fraternally,

Satish Loomba
(Satish Loomba)
Secretary

Telephones: 57787/54740

R A S H T R I Y A S A N G R A M S A M I T I

5-E, Jhandewalan, Rani Jhansi Road, New Delhi-1.

CIRCULAR

16 August 1966

To,

All the Constituent Units
of the Rashtriya Sangram Samiti.

Dear Comrades,

The last meeting of the Rashtriya Sangram Samiti had decided to hold a Conference on 3-4 September 1966. I hope that you are making full preparations for it. Please let me know how many delegates will be coming from your organisation so that necessary arrangements can be made here.

The Samiti had also decided that each unit should send Rs.100/- as contribution but so far no one has sent this money.

You are requested to send the amount immediately to me.

With greetings,

Yours fraternally,

Satish Loomba
(Satish Loomba)
Secretary

.....

Cable: "AITUCONG"

Telephones: 54740/57787

ALL INDIA TRADE UNION CONGRESS

5-E; Jhandewalan, Rani Jhansi Road, New Delhi-1.

CIRCULAR

16 August 1966

To,
All Unions in Sugar Industry,

Dear Comrades,

A meeting of the representatives of all unions of Sugar Workers will be held at the AITUC Hall on 2nd September at 10.00 A.M.

Agenda will be as follows:-

1. Reply to the questionnaire of the Sugar Wage Board.
2. Organisational matters.

You are requested to send your representative with full information on the pertinent questions regarding reply to the Sugar Wage Board.

With greetings,

Yours fraternally,


(Satish Loomba)
Secretary

Cable: "AITUCONG"

Telephones: 54740/57787

A L L I N D I A T R A D E U N I O N C O N G R E S S .

5-E, Jhandewalan, Rani Jhansi Road, New Delhi-1.

CIRCULAR

5 September 1966

To,

All Unions in Sugar Industry.

Dear Comrades,

A meeting of Sugar Workers Unions was held at Delhi on September 2, 1966 to discuss the drafting of AITUC's reply to the questionnaire issued by the Second Wage Board.

It was decided that a central reply should be submitted on behalf of all the unions affiliated with the AITUC. But if any union or region wants to press for specific points it may submit these to the Wage Board provided the approval of the AITUC has first been taken on the draft.

The unions in Maharashtra have formed a joint Committee with unions affiliated to H.M.S. and I.N.T.U.C. for drafting replies to the questionnaire.

They can carry on their work but should try and see that there is no conflict between their replies and the reply submitted by the AITUC.

Each union should send its concrete proposals regarding fitments of various categories of workers as suggested by the First Wage Board. These should reach the AITUC before September 15, as the reply has to be submitted by us before 20th September at the latest.

Each union should contribute Rs.5/- towards initial expenses in this regard. The representatives of unions present have already paid this sum and others are requested to do so immediately.

It was agreed to print one reply to the questionnaire and for this purpose each Union will have to contribute a further sum of Rs.10/- which should also reach the AITUC before 15.9.66.

Another meeting will be held to discuss the oral evidence to be tendered before the Wage Board and organisational matters.

You are requested to kindly take immediate action on this circular.

With greetings,

Yours fraternally,

Satish Loomba

(Satish Loomba)
Secretary

STRICTLY CONFIDENTIAL

COMPLAINTS RECEIVED BY THE AITUC SECRETARIAT

Further to the complaints received by the AITUC Secretariat ~~xxxxx~~ circulated earlier, three more complaints have been received and these are detailed below.

I. LETTER DATED 30.11.66 FROM COM. RAJ KUMAR, MEMBER OF THE
GENERAL COUNCIL

Dear Comrade,

I have to make the following complaint:

1. In Dhariwal, AITUC affiliated union Dhariwal Karkhana Workers Union is functioning since 1958. This union came into existence in a fierce battle with the INTUC. The ousted leaders of the INTUC time and again tried to stage a comeback on workers' stage sometime with the help of the RSS and sometimes by some of those who in 1959 were disowned by the union and, of course, always under the inspiration of the management. But these INTUC leaders having failed in all efforts during all these years have now started using some of the office-bearers of the AITUC affiliated union at Batala to set up a rival union against the Dhariwal Karkhana Workers Union. This union goes by the name of Woollen Workers Union, Dhariwal. Its General Secretary, President and office secretaries are aided by AITUC trade unionists Sulakhan Singh and Mohinder Singh Bedi of Batala. This rival union regularly holds meetings and makes fund collection in opposition to the AITUC affiliated union. Malicious propoganda against other AITUC members goes on saying that the existing union was not revolutionary enough.

2. These very office-bearers of an AITUC union namely Sulakhan Singh and Mohinder Singh Bedi have set up another union in the name of "Chini Mill Mazdoor Union" against the AITUC affiliated Batala Cooperative Sugar Mills Mazdoor Union. All my efforts to dissuade these comrades from disruptionist activities having failed and I request the AITUC General Council to take note of it and take whatever action is necessary.

Yours fraternally,
RAJ KUMAR,
Member, AITUC General Council.

II. LETTER DATED 30.11.66 FROM PRESIDENT, TEXMACO WORKERS UNION
AND MEMBER OF GENERAL COUNCIL, COM. SANTI RANJAN CHATTERJEE

Dear Comrade,

Texmaco Workers Union is the strongest of the three unions, other two belonging to INTUC and Congress Labour Sub Committee respectively.

Texmaco Workers Union has a membership of over 5,600 in 1965 and is affiliated to AITUC for the last three years. The President of the union was Com. Elias, a Member of the ~~General~~ Working Committee, AITUC. But in 1964 annual general conference, Com. Elias was elected as Vice President of the union and Com. Santi Chatterjee, a worker of the said factory, was elected as President. This ~~Conference and the~~ election was held in Com. Elias' presence who was then presiding over the Conference.

..... After the

After the Conference, Com.Elias had started a rival union with a few Texmaco workers in which he himself became the President. Com.Elias' plea was that he had organised contractor labour, although Com.Elias knows it fully well that the majority of the contractor labour were members of the Texmaco Workers Union. A letter was sent by the Texmaco Workers Union to Com.Elias requesting him to explain his position vis-a-vis the rival union.

It may be mentioned here that the said rival union was formed at a time when the Texmaco Workers Union got a vital dispute regarding the contractor labour referred to the Tribunal, terms of reference being - whether the contractor labourers should be treated as regular workers of the company and whether they should be made permanent workers of the company. Is it not a clear case of strengthening the hands of the employers by creating disruption among the workers?

Kindly place this letter before the current session of the General Council and oblige.

Yours comradely
SANTI RANJAN CHATTERJEE
President, Texmaco Workers Union and
Member, AITUC General Council.

LETTER FROM COM.ELIAS DATED 1.12.66

Dear Comrade,

In reply to the letter from Com.Santi Ranjan Chatterjee, President of Texmaco Workers Union, I would like to state the following:

1. In 1964, one of the office-bearers of Texmaco Workers Union and a member of the CP(M), Com.Hironmoy Ghosh took the initiative to form a Contractor Labour Union and elected me as the President of that union. While approaching me to become the office-bearer of that union, Com.Ghosh told me that the contractor labourers were not willing to join the union of regular employees and wanted to organise themselves in a union not as a rival to the Texmaco Workers Union but to bargain for their demands as contract labour. I was also told that if we failed to organise them, then there was the possibility of their going over to the INTUC.

Since the beginning of 1965, I have no connection with the said union.

This is for your information and record.

Yours fraternally,
M.ELIAS

III. LETTER DATED 30.11.66 from COM.TAHIR HUSSAIN, GENERAL SECRETARY, UNITED IRON & STEEL WORKERS UNION, BURNPUR

Dear Comrade,

I wish to draw the attention of the General Council to the following serious developments in our union:

1. A few members of our union under the leadership of Coms.Chandrashankar Mukherjee, Bamapada Mukherjee, and others have been indulging in disruptive and anti-union activities for a long time.

2. The extent of their disruptive activities, the method of lies and slander they take recourse to, to achieve their

.....political

political ends, will be evident from the following facts:

a) In order to usurp the landed property of the union, Com. Bamapada Mukherjee in the capacity of the Joint Secretary, suddenly published a notice in a local weekly "Paryabeshak" (run by Communist Party (Marxist) in its issue of July 2, 1966) relating to all the landed property of the union including office-buildings. The notice was so worded as to pave the way for their illegal occupation of union offices and even the authority of a decision of the Executive Committee was invoked which did not exist. Neither the President, the General Secretary or the Executive Committee were consulted before issuing this notice and we came to know of it after it was published.

b) When this clandestine move of theirs was exposed at a public meeting, these people became furious and started a virulent campaign of slander against our President, General Secretary and other office-bearers of the union. A leaflet dated 2.9.66 was issued jointly by Com. Chandrasekhar Mukherjee (Deputy President of Union), Bamapada Mukherjee (Jt. Secretary) and Ram Surat Dubey (Executive Committee member) wherein they attacked our President Com. Dange as an agent of British imperialism, an accomplice of big employers and Congress Party, who split the Communist Party, AITUC, etc. The union leaders like us who did not side with Com. Chandrasekhar Mukherjee and his partymen were depicted as agents of Home Department of the Congress Government. Wild allegations were made against the General Secretary and two other office-bearers for alleged misappropriation of union property and funds, jeep of the union, etc. Be it noted that all the landed property was purchased in the name of the union and deeds were registered. (A copy of the said leaflet is attached).

The above-named persons also addressed gate meetings with mike making baseless, malicious and mischievous allegations against the leadership of the Union.

c) On 6th September, 1966, Com. Bamapada Mukherjee as Joint Secretary lodged a complaint with the Hiraipur Police Station (Burnpur) against an important member of the Executive Committee, our Jeep driver and an office-guard alleging that they stole union property including projector machines etc., though these were in the safe custody of the union under the personal care of the General Secretary. This time also, neither the General Secretary nor the Executive Committee were consulted before making the complaint to the police.

d) All these disruptive activities, slanderous campaigns were organised just on the eve of a meeting of the Executive Committee scheduled for 11th September 1966. This very well attended meeting was presided over by Com. Dange as President of the union and attended among others, by Coms. Renu Chakravarty and Ranen Sen as Vice Presidents of our union. A resolution was passed in this meeting with overwhelming majority (122 in favour and 14 against) censuring six members including the above-mentioned persons for their anti-union and disruptive activities noted above. The meeting was conducted in a businesslike manner and ended peacefully.

The campaign of lies and slander started just on the eve of this meeting reached its climax only after the conclusion of the said meeting of the Executive Committee. You will be astonished to know that immediately after the meeting was over, Com. Chandrasekhar Mukherjee contacted some local newspaper reporters and made false reports alleging that Coms. Dange, Renu Chakravarty, Taher Hussain and others were expelled from that very meeting and that Kanak Sen and Bamapada Mukherjee were elected as President and General Secretary respectively. They gave wide publicity to this in the local weekly of the Marxist CP

"Paryabekshak" in its issue of 17th September. Can unscrupulousness and falsehood go further?

e) That they can stoop so low as to take recourse even to deceit and fraud to serve their political ends will be evident from a document (acknowledgement receipt of a registered letter) which came to our hands some time back. From the receipt, it will be seen that Bamapada ~~Chakravarty~~ Mukherjee addressed the letter to the Registrar of Trade Unions, W.Bengal in the capacity of the General Secretary of the Union. It will be seen from the dates of the receipt that the letter was posted on 6th September 1966 and the Registrar's office received it on 9th. From this one comes to the irresistible conclusion that a plan was being hatched long before to oust the present leadership by surreptitious methods.

It is obvious that a new list of Executive Committee and office bearers purported to be elected in the Annual General Meeting was sent to the Registrar of Trade Unions. But according to our constitution, only the General Secretary with the consent of the President can call the Annual General Meeting. And without any such meeting, without anybody's knowledge, they elected a new Executive!

On 5th September, Com. Bamapada Mukherjee signs in the capacity of General Secretary and on 11th September, he attends the meeting of the Executive Committee convened by me as the General Secretary of the same union.

f) Failing to carry the masses of workers behind them, they have gone to the court and filed a case against us on alleged charges of misappropriation of union funds, union jeep, etc.

These are some of the facts illustrating the disruptive and anti-working class activities of these persons belonging to the Communist Party (Marxist). We wish that the General Council should find out ways and means to curb such disruptive activities.

Yours fraternally,
TAHIR HUSSAIN
General Secretary, United
Iron & Steel Workers Union, Burnpur

10.3.1
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Telephones: 54740/57787

A L L I N D I A T R A D E U N I O N C O N G R E S S
5-E, Jhandewalan, Rani Jhansi Road, New Delhi-1

PRESS RELEASE

5 August 1966

The Secretariat of the All India Trade Union Congress has issued the following statement to the press:

" The Supreme Court judgement on Minimum Bonus is a big victory for the working class. The trade union movement has for a long time been demanding that when wages are much lower than living wage in India, bonus should be treated as a deferred wage and paid irrespective of profit or loss. The Payment of Bonus Act has for the first time guaranteed bonus to the workers irrespective of loss and now the Supreme Court has upheld the validity of this provision.

" However, the Supreme Court has struck down Sections 33 & 34 which granted retrospective effect to the provisions of the Act and also saved the past ratio of bonus to gross profits if that was higher than bonus due under the Act.

" In view of this the working class must demand that the share of allocable surplus should be raised to 75% in the case of Indian Companies and 80% in the case of foreign companies instead of the present 60% & 66% respectively. The demand must also be raised that the return on capital should be reduced to 7% and that on reserves to 3%.

" We hope that the Government will act in order to save the past benefits accruing to the workers which have now been lost due to the Supreme Court judgement on Section 34. This can be done by conceding the three demands noted above as well as by restoring all these settlements, awards or agreements which were subsisting when the Act was enforced."

Satish Loomba
(Satish Loomba)
Secretary, AITUC

PRESS COMMUNIQUE

12 September 1966

UNION GOVT URGED TO INTERVENE IN 67-DAY-OLD STRIKE
IN KERALA RUBBER PLANTATIONS

In connection with the 67-day-old strike in rubber plantations in Kerala, a deputation of Members of Parliament and representatives of trade unions met the Union Minister for Labour, Employment and Rehabilitation on Sunday evening.

The deputation urged the Union Government to intervene and bring about a negotiated settlement of the wages dispute, over which the workers have gone on strike. It was suggested that a tripartite conference may be convened at Central level for this purpose.

The Minister for Labour, Employment and Rehabilitation, Shri Jagjivan Ram, told the deputation that the Central Government was examining the wages question in the light of the report of the Wage Board for Rubber Plantations, the dissent note of the workers' representatives and comments received from the Kerala Government on this subject.

The Minister stated that his Ministry would consult the employer and other interests concerned soon and explore possibilities of Government's mediation.

The wages dispute relates to the demand for a daily rate of Rs.3 as against Rs.2.25 offered by the employers. The strike, which is led by unions affiliated to the AITUC, HMS, UTUC and INTUC, is in the larger plantations only since the smaller plantation owners are already paying a minimum wage of Rs.3.


It was pointed out in a memorandum submitted to the Union Minister by the deputation that under a bipartite settlement, plantation managements were already paying a daily rate of Rs.3 to certain unskilled categories even in the larger plantations. It was also pointed out that the 1952 minimum wage notification for Kerala plantations and the D.A. linking provided therein would entitle workers now to a minimum wage of Rs.3. This would mean that the workers are asking for a real wage in the first year of the Fourth Plan at a rate which prevailed in the first year of the First Five Year Plan only.

The deputation also pointed out that Government had accepted in the case of iron ore mining, etc., a daily rate of Rs.3, in view of the rapid rise in prices. The rubber plantation workers deserved a similar deal. Moreover, the price of rubber has risen by over 100 per cent and the gains of the higher price for the produce have been entirely appropriated by the employers.

The deputation urged that since the dispute and strike have been continuing for long, the Government should immediately intervene. The Union Minister stated that he would expedite a decision of the Government.

Those who met the Union Labour Minister were: A.K.Gopalan and P.K.Kumaran, Members of Parliament, E.Balanandan, representative of the Kerala Plantation Labour United Action Council and P.Ramamurti, M.K.Pandhe and M.Atchuthan of the AITUC.

AITUC'S SOLIDARITY WITH RUBBER PLANTATION WORKERS' STRIKE: As a token of solidarity with the united struggle of the Kerala rubber plantation workers on their wage demand, the AITUC has donated a sum of Rs.500.



(M. Atchuthan)
Secretary, AITUC

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110

Cable: AITUCONG

Telephones: 57787/54740

ALL INDIA TRADE UNION CONGRESS

5-E, Jhandewalan, Rani Jhansi Road, New Delhi-1

PRESS COMMUNIQUE

1st October 1966

AITUC CALLS FOR OBSERVANCE OF SOLIDARITY WITH VIETNAM
IN COOPERATION WITH SOHYO JAPAN

The Secretariat of the AITUC has issued the following statement:

" SOHYO the strongest and most powerful Trade Union of Japan uniting 4.25 million workers has decided to go on strike for one-day on 21st October, 1966, demanding withdrawal of U.S. military forces from Vietnam and protesting to the Japanese Government against her direct and indirect cooperation with US war efforts in Vietnam. They have approached to the working class all over the world who are aspiring for a peaceful settlement of Vietnam war, for their sympathy with their determination and for any possible actions of international cooperation on that day.

" AITUC calls upon all the workers and trade unions in the country who are well aware of the dirty tricks and inhuman methods of mass annihilation adopted in the war by the American imperialists to observe this day of 21st October, 1966, as 'Solidarity day with Vietnam' in cooperation with SOHYO (JAPAN) by holding meetings, taking ~~route~~ processions, and sending telegrams/^{expressing} international cooperation to SOHYO".

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

ALL-INDIA TRADE UNION CONGRESS

5-E, Jhandewalan, Rani Jhansi Road, New-Delhi-1

PRESS COMMUNIQUE

15 November 1966

AITUC SUPPORTS ANTI-AUTOMATION STRIKE OF LIC EMPLOYEES

The Secretariat of the All-India Trade Union Congress has issued the following statement on the proposed strike of the L.I.C. employees against automation on November 25, 1966:

"The All-India Trade Union Congress wholeheartedly supports the call of the All India Insurance Employees Association to the LIC employees throughout India to go on one day token strike on November 25, 1966 in protest against the introduction of automation in India. The AITUC is confident that the 40,000 LIC employees will make this strike a unique success and express their grim determination to fight the grave threat to job security of thousands of employees.

" The introduction of IBM machines in foreign oil companies has pinpointed the ghastly nature of the threat to employment of clerical staff. The decision of the Government to introduce electronic computers in LIC will only aggravate the situation which is likely to be followed by many big business concerns.

" The Committee Against Automation has successfully mobilised the public opinion in the country against the introduction of Automation. However, despite strong protests from trade unions and democratic public opinion the Government is determined to go ahead with automation measures which will only help big business in India and outside.

" In the 24th Session of the Indian Labour Conference, the AITUC, HMS and UTUC had expressed unequivocal opposition to any scheme of automation. The TU representatives did not agree with the Labour Minister's view that problems could be resolved by introducing an element of selectivity or applying certain safeguards. The AITUC has completely repudiated this view and the effort of the Government to back up the LIC management by so drafting the conclusions as to convey the impression that the Labour Minister's view represented the consensus at the Conference has to be strongly condemned. There is therefore also no substance in the LIC management's argument that the consensus at the ILC supported their position.

" It is therefore necessary that trade unions should redouble their struggle against automation and defeat the machinations of the Government and foreign companies. In view of this, the proposed token strike of the LIC employees will be an occasion of expressing once again the strong opposition of the trade unions against these job killing devices. The AITUC also welcomes the proposal of the Federation of Mercantile Union, Calcutta to resort to one-hour pen down strike on November 25 in support of LIC employees.

" The All India Trade Union Congress calls upon all the unions to participate in full strength in rallies to be organised on November 23 by the L.I.C. Unions all over the country and demonstrate in every possible way the solidarity with the L.I.C. employees in their heroic struggle against automation.

M.K. PANDHE

~~(M.K. PANDHE)~~

Secretary

17 November 1966

PRESS COMMUNIQUE

The Secretariat of the AITUC has issued the following statement:

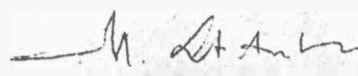
"The provisions of the Police Force (Restriction of Rights) Bill, 1966, now being hurried through in Parliament by Government constitute a serious attack on freedom of association and other democratic rights guaranteed under the Constitution. The AITUC considers that there is no need for such Draconian laws in a democratic society and, therefore, the Government's move to enact such restrictive and anti-labour legislation will evoke condemnation of the TU movement.

"Employees of the Government, even in the police force, should have the freedom of association to promote their collective interests. In several countries as in France, such rights have been ensured for this section of employees.

"To consider that such rights of association would be subversive of discipline is itself subversive of democratic norms and fundamental rights. There was a time when trade unions of workers were also held as illegal organisations and labelled as 'subversive', etc. The infamous 'Combination Acts' were passed in Britain to prevent the growth of the organised labour movement. The right to organise has now come to be universally respected.

"It may also be pointed out that the Government's retrograde move to ban the legitimate exercise of right to organise has come in the wake of efforts of policemen to organise themselves in certain States and to collectively ventilate their grievances. What was expected of the Government was that the genuine demands raised by this organised section would be examined on merits and that bipartite efforts would be initiated towards this end. The Commission proposed by Government can serve no useful purpose when the main effort of the authorities is not to consider the genuine grievances but assume powers under statute to attack fundamental rights.

"The AITUC therefore demands that Government should withdraw the Bill forthwith and also take such measures as would protect the fundamental rights of all sections of employees, including policemen."


(M. Atchuthan)
Secretary, AITUC