



Meeting of Labour Ministers
of Some States
on
The Trade Unions and the Industrial
Disputes (Amendment) Bill, 1988

Some Relevant Documents

CALCUTTA
30th July, 1988

**D.O. LETTER OF THE M.I.C., LABOUR DEPARTMENT
GOVERNMENT OF WEST BENGAL TO THE
UNION LABOUR MINISTER**

**MINISTER-IN-CHARGE
LABOUR DEPARTMENT
GOVERNMENT OF WEST BENGAL
WRITERS' BUILDINGS**

D.O. No. 480-L.M.

Calcutta, the 1st July, 1988

Dear Sree Dubey,

The Under Secretary of your Ministry forwarded to this State Government under his Memo No. S-11012/12/82-D.I. (A)-(II) dated 17.5.88 two copies of the Trade Unions and the Industrial Disputes (Amendment) Bill, 1988 with the information that the Bill had been introduced in the Rajya Sabha on 13.5.88.

We are surprised to find, on a persusal of the Bill, that our dissenting views in respect of many of the clauses of the Bill as earlier expressed in the meeting of the Standing Labour Committee held on 23.9.86, have been totally ignored. I do remember that the representatives of some of the State Governments and most of the Central Trade Union Organisations had also expressed similar differences with the major formulations of the Bill. It would have been appropriate in that context if the concerned matters were further discussed with the State Governments and the Central Trade Unions with a view to arriving at a consensus before the Bill was introduced hurriedly in the manner it has been done.

It is pertinent to point out in this connection that Labour is more a matter of State Policy. Hence, before formulating any legislation on labour relations which have a profound influence on the law and order situation which, again, is entirely a State subject, the views of the State Governments should have been taken into due consideration. We have also to remember that Labour, throughout the country, had to acquire their existing rights and privileges through decades of struggle and sacrifice. Legislation on labour relations should, therefore, primarily aim at offering a hand to this weaker side rather than taking away or abridging the rights and privileges earned in a hard way.

Coming to the clauses of the proposed Bill, we reiterate our basic disagreement with most of the clauses in their present form. We would, however, select a few clauses which, to our mind, have a more profound impact on the labour relations situation and discuss these proposals within a brief compass. A more detailed communication will shortly follow.

(1) The proposal to amend Section 4 of the Trade Unions Act, 1926 under

clause 2 of the Bill, laying down the revised requirement of number of members of a Trade Union to be eligible for registration etc. will complicate matters and give rise to serious procedural problems. The situation will be well-nigh unmanageable in the case of industrywise trade unions covering thousands or even lakhs of workers.

(2) The amendment to Sec. 10 of the Trade Unions Act, 1926 as proposed under clause 7 of the Bill, will be discriminatory against trade unions inasmuch as by cancelling the registration of trade unions and prohibiting re-registration within a period of six months for resorting to an illegal strike, the very existence of trade union movement is threatened, while no such drastic measure has been proposed against illegal lock-out. Besides, the legality or otherwise of the strike will very often remain an open question and may at times lead to protracted litigation.

(3) Some of the provisions of the new chapter IIA proposed to be inserted under clause 8 of the Bill, particularly those relating to the authorisation of employers by workers to deduct their trade union subscriptions by the management, etc. will be open to abuse. This State Government are strongly of the view that the workers should be free to select their trade unions as also to revise their choice time to time without any let and hindrance. Selection of a trade union cannot be binding on a worker for a period of three years. The trade unions should also be free to realise subscriptions from their members individually without any interference from the management. In our opinion the existing norms for constitution and elections of Executive Committee Members and office-bearers should be retained.

(4) The definition of the concept of 'Go-Slow' as newly introduced under clause 18 of the Bill amending Sec. 2 of the Industrial Disputes Act, read with the penal provisions introduced in the new chapter IID of the Act proposed to be inserted under clause 26 of the Bill will be unduly hard on trade union movement. The definition of 'Go-Slow' has been made wide enough to be invoked by unscrupulous employers against the workers or bargaining agents without any just cause. This will also have the effect of abridging the rights, and privileges of labour and weakening their bargaining power.

(5) The proposed inclusion of chapter IIC in the Industrial Disputes Act, 1947 under clause 26 of the Bill seeking to set up Industrial Relations Commission both at the Centre and the State levels to exercise wide powers, jurisdiction and authority will usher in a drastic change in the industrial relations climate. The existing structure of a healthy and democratic industrial relations machinery will then be substituted by a quasi-judicial forum and there will be no scope for settling disputes by conciliation or discussions in most cases. The Labour Departments of State Governments will be virtually reduced to the status of

mere appendages of a quasi-judicial forum proposed to be set up under the style of the Industrial Relations Commission. By so curtailing the jurisdiction and powers of the State Governments and by abridging the scope of collective bargaining, a situation is likely to be created which may be detrimental to peaceful and healthy industrial relations.

(6) The new chapter IID proposed to be introduced under clause 26 of the Bill, laying down the modalities of formation of bargaining councils and bargaining agents suffers from a fundamental defect of deviating from the accepted democratic norms. The bargaining councils proposed to be formed on the basis of authorisation of employers by individual workman may very well be vitiated by employers' manipulations. The strength of different trade unions cannot be duly determined without taking recourse to a secret ballot. It is pertinent to point out that the West Bengal Legislative Assembly had passed an amendment of the Trade Unions Act on the same issue. The said Amendment Bill is awaiting President's assent since 1983. It may be pertinent to recapitulate that it was provided in the said Amendment Bill that if any union secures more than 50% of the number of votes cast by the workmen in an industrial establishment or in a class of industry, the Registrar of Trade Unions shall grant a certificate treating that trade union as the sole bargaining agent, failing which the Registrar shall record names of such trade unions having secured not less than 10% of votes as constituents of a Joint Bargaining Council. Any union in the Joint Bargaining Council which has secured more than 40% of votes of the workmen will be treated as the Principal Bargaining Agent. The State Government reiterate their views that there can be no other basis for the selection of bargaining councils or bargaining agents without a secret ballot.

(7) The penal provisions of fine and imprisonment for illegal strike as proposed to be introduced in Sec. 26(1) of the Industrial Disputes Act under clause 52 of the Bill read with Sec. 23(1) proposed to be introduced under clause 45 are likely to take away the most effective weapon in the armoury of workers and offer a handle to unscrupulous employers to crush genuine trade union movement and bonafide trade union organisations. The provisions against the illegal lock-out proposed in Sec. 26(2) will hardly become enforceable owing to the incorporation of a proviso to the new section 23(1) permitting the employers to declare a lock-out without notice in case there is an imminent threat of violence or damage to property. The said proviso will offer them an immunity against all lock-outs—legal or illegal. The obligation imposed on the State Government to communicate their approval or disapproval to the lock-out within 14 days tantamounts to depriving the State Governments the due opportunity to examine the rival viewpoints and to attempt a settlement. These provisions taken together will have a profound impact on the attitude of workers with all its consequent reactions, and will thus have a destabilising influence on the industrial relations situation.

(8) The amendment of Sec. 34(1) of the Industrial Disputes Act as proposed under clause 63 of the Bill making it open to any workman or any employer to prosecute the other side for the commission of an offence or the abetment thereof under this Act, replacing the statutory provision of the present Act which empowers only the appropriate Government to make such complaints before a court of law, will vitiate the industrial relations climate, and multiplicity of criminal cases will be the only outcome.

I would repeat that we have serious disagreement to most of the provisions of the Bill, details of which are being worked out. We are also of the view that the Bill, if enacted, will thoroughly transform the industrial relations climate in the country and will put the hands of the clock back. The idea of regulating trade union activities through a quasi-judicial forum is anachronistic and is likely to give rise to serious resentment in the labour front. We are aware that some important changes in the existing Trade Unions Act, 1926 and the Industrial Disputes Act, 1947 are necessary; but that should be done in consultation with the State Governments and the Central Trade Unions.

We would, therefore, urge upon you not to press for the passage of the Bill in its present form. Further discussions with the State Governments and the Central Trade Unions are most essential in order to arrive at a consensus before any comprehensive legislation is introduced.

With kind regards,

Yours sincerely,

Sd/- SANTI GHATAK

Shri Bindeswari Dubey
Minister of Labour
Government of India
New Delhi

**PRESS STATEMENT ISSUED JOINTLY BY THE
LABOUR MINISTERS OF GOVERNMENTS OF WEST BENGAL,
KERALA AND KARNATAKA**

We express our deep concern on perusal of Trade Unions and the Industrial Disputes (Amendment) Bill, 1988, introduced in the Rajya Sabha on 13.5.88. We express our reservations not only in the clauses of amendments but also the way it has been introduced without any consultation or discussions with the State Governments.

In our opinion, the proposed amendments of the different sections of the Trade Unions Act, 1926, and the Industrial Disputes Act, 1947, will give rise to serious procedural problems and lead to discrimination against Trade Unions vis-a-vis the employers since it will allow employers to dictate terms to the Trade Unions and the workmen. By this Bill, unfettered rights have been given to the employers to declare lock-out, whereas the workers' right to strike earned through decades of struggle and sacrifices have been virtually taken away.

Instead of the secret ballot the check-off system has been introduced for determining the bargaining agent. This will not help smoothening industrial relation and avoid the multiplicity of trade unions.

The wide power given to the Labour Courts will seriously jeopardize normal trade union functioning. The Industrial Relations Commission which has been proposed in the Bill will not only take a long time but will also completely take away the bargaining power of the trade unions which will ultimately destabilize the industrial relation and peace throughout the country.

It is pertinent to point out in this connection that industrial relation is to be mainly dealt with by the State Governments. Hence, before formulating any legislation on labour relation, which have a powerful influence on the socio-economic and law and order situation which again is predominantly a concern of the State, the views of the State Governments should have been given due consideration. Unfortunately, this has not been done.

It has been reported that the majority of Central Trade Unions have expressed their basic differences with the main provisions of the Bill. But it is regretted that this has also not been taken into proper account.

We, therefore, urge upon the Government of India not to press passage of the Bill in its present form and hold discussions with the State Governments and Central Trade Unions in order to arrive at a concensus on the proposed Bill.

Sd/- K. PANKAJAKSHAN
Labour Minister
Government of Kerala

Sd/- S. K. KANIHA
Labour Minister
Government of Karnataka

Sd/- SANTI GHATAK
Labour Minister
Govt. of West Bengal

New Delhi
14th July, 1988

**SPEECH OF SHRI SANTI GHATAK, MINISTER OF STATE,
LABOUR DEPARTMENT, GOVERNMENT OF WEST BENGAL,
IN THE STANDING LABOUR COMMITTEE MEETING
HELD ON 23.9.86**

Mr. Chairman, Sir,

At the very outset I thank you for convening the first meeting of the Standing Labour Committee ever since its reconstitution and also for inviting me to attend the same in view of its various broad based issues which have immense importance in the field of industrial relations and labour disputes.

A separate note dealing with the agenda notes will, however, be submitted for your information and necessary consideration. I would like to emphasise the basic idea of the formation of the Industrial Relations Commission (IRC) and express the reaction of the State Government as under:

The proposals made by the Sanat Mehta Committee seek to restructure industrial relations machinery. Over the years we have customs and procedures and a body of case laws which have developed in the field of industrial relations. Any such major change would create confusion in the mind of workers and would destabilise industrial relations. Besides, the subject of labour in all its aspects is a major concern of the State Policy. A quasi-judicial body such as Industrial Relations Commission (IRC) cannot take over responsibilities of industrial relations to the exclusion of the State Government as is envisaged in the recommendation of the Sanat Mehta Committee.

I am afraid there is every likelihood of misunderstanding and misconstruing the idea as that of encroaching upon the trade union movement. My friends representing the trade unions will perhaps share with my views on this score. The very idea of such meeting should have been how best the workers rights and privileges can be safeguarded to the best possible extent from the onslaughts and heinous attempts of the management instead of shielding the managements default through a long drawn process of quasi-judicial procedure. If we consider organised working forces as the pillars of progress and pivots of development of the nation we should not take any such steps by which their expectations and aspirations are either curtailed or jeopardized. This will not help us in yielding any good results but lead us to conflicts and confrontations. If the reasonable and legitimate demands/grievances of the workmen/employees are not properly redressed/sorted out within a reasonable period, the situation would be bound to aggravate and lead to a volcanic eruptions. The age-old rights and privileges which the working people have earned through continuous struggles and sacrifices

any attempt either to linger or shelve these through a cumbrous and long drawn procedure, I am afraid will not be tolerated by trade unions and the working people. In that event the entire exercise will strike at the very root of the industrial relations congenial for the smooth and peaceful growth of the industries. While discussing the agenda notes I would request the Chairman, colleagues and friends attending the meeting to bear in mind that under the present economic structure the trade union movements only can ensure protection and justice against two types of exploitation and both Central and State Governments should support the same to the best possible extent rather curbing them instead.

If the recommendation and the suggestions as have been incorporated in the agenda notes are totally accepted and implemented the functions of the Labour Department of all State Governments will be reduced to an absolute minimum and the functions and activities of the Labour Department will be converted into those of glorified clerks. It will tend to wipe out the very existence of the Labour Department of the State Government. Moreover, I have every doubts whether under present federal structure of the Constitution the powers and activities as have been vested on the State Government under the existing Act and Rules could be taken away by such amendments. The industrial relations is generally mingled with the question of law and order of a State where the State Government has to bear the responsibilities in maintaining the same. The disputes are generally dealt with through a conciliation procedure. In case the amendments as envisaged in the recommendations and the agenda notes are accepted the State Government will have no effective power to maintain and improve healthy industrial relations but will be forced to become instrumental to suppress the same in the name of maintaining the law and order situation. In our State of West Bengal we have a State Labour Advisory Board which is the highest forum for formulating and adopting policy in the field of labour relations and labour legislations. In the event of adopting this amendment the Body will have no role to play and will be reduced to almost a defunct one.

The State Government do not agree to the recommendation of the Sanat Mehta Committee on go-slow and proportionate wage deduction and also of the prohibition on strikes. The right to strike has been achieved by the working people through ages of hard struggle and sacrifices. I am in doubt whether trade unions and working people will agree to surrender such rights in exchange of the procedure and provisions as envisaged in the recommendations. In fact the right to strike has been denied and the procedure of settling the disputes through collective bargaining has been neglected. Moreover, the recommendation also suffers from inequality as it has not suggested anything about banning the lock-out and closures. The recommendations have inflicted certain measures for go-slow and strikes but have suggested no punitive measures against lock-out and closures. It has also been experienced that managements create a situation by which they bring down upon the workers the attacks of lock-out and closures

by-passing the existing provisions of the Act and Rules. Under the circumstances if the recommendations are accepted the industrial relations situation will be bound to aggravate instead of improving the same.

Mr. Chairman, Sir, In fine, we reiterate our disagreements with the proposals of setting up of IRCs and also handing over to Labour Courts practically all subjects and issues connected with labour and management relations which will convert the State Labour Departments as appendices of such courts and which instead of improving industrial relations will further complicate and worsen it.

Mr. Chairman, We again draw your attention to the fact that Presidential assent has not yet been received to the Bill amending Trade Union Act passed by the West Bengal Assembly which has provided for recognition of trade unions and determination of bargaining agents by secret ballot. We strongly hold that this is the only basis by which inter-union rivalry etc. can be avoided and healthy trade unionism can be fostered.

Mr. Chairman, We hope that you will be pleased to agree with us that industrial relations can best be improved only by strengthening the basis of bipartite and tripartite negotiations, collective bargaining etc. I agree that there are shortcomings in the existing labour laws and labour management relations but these should be rectified only through discussions and giving due considerations to the views of the parties concerned specially the trade unions. Things should not be pushed through hurriedly.

Mr. Chairman, A number of issues which are of vital importance have not found a place in the agenda for this meeting. Some of these are default of employers in payment of their dues to Provident Fund and ESI, amendment to the ~~outmoded Model Standing Orders for industrial establishments~~ and the problems of sickness, lock-out and closure of industrial units. I would urge the inclusion of these issues in the agenda for the next meeting of the Standing Committee.

With these words I conclude, Sir.

ALL INDIA BIDI, CIGAR & TOBACCO WORKERS' FEDERATION,

N. C. DUTTA.
PRESIDENT.

Dr. G. KANNABIRAN.
GENERAL SECRETARY.

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Date

ALL INDIA BIDI, CIGAR AND TOBACCO WORKERS FEDERATION
FOURTH NATIONAL CONFERENCE HELD ON 9, 10, APRIL, 1981
AT Md. YOUSUF HALL, DALSINGSARAI (BIHAR STATE)

GENERAL SECRETARY REPORT.

Dear Comrades,

Fourth National Conference of All India Beedi, Cigar and Tobacco Workers' Federation is being held in Bihar State at Dalsingsarai Md. Yousuf Hall, at a time, our Country is sinking deeper and deeper in the crises of Capitalist system after thirty three years of independence. This is the inevitable result of the capitalist path of development pursued by different regimes of the Indian ruling class which is interlinked with the crisis of the entire world capitalist system which has brought our country's economy to the most serious point ever witnessed in our past.

Stagnation of industrial production, galloping inflation and price-rise, mounting unemployment, have become endemic features of the national economy. There is no prospect of the situation improving. The recent Budget has no answer to the problems of the people. But the business and industrial houses have been offered all out concessions in income tax, Sur-tax, depreciation allowance, wealth tax etc.

The Soviet Union and other Socialist Countries have achieved revolutionary advancement in inspiring successes of Socialism as contrasted with the decay and collapse of Capitalism and of the bourgeois order through out the World.

The Beedi Workers in the Country Continue to face untold suffering after 33 Years of independence. The tragic conditions under which the beedi and cigar workers are at present labouring for a battle of survival as a result of mixed economy. There are more than 400 Workers in this unorganised sector in the industry spread throughout the country. The Workers mostly belong to the scheduled caste, Scheduled tribes, minority Muslims and half of them are women and children.

The Third National Conference of our Federation was held in December 1976 at JEANSI in Uttar Pradesh, when the Emergency was still on. The Conference was hampered by Government curtailing the democratic right of holding mass procession and rally. The Emergency period was a period of savage and ruthless attacks against the working class and the Trade Union movement. Indira Gandhi's emergency regime ended by the peoples verdict.

Janata Government rule followed. Janata rulers landed the Country in a severe crisis by pursuing reactionary anti-people policies hitting all section of the people except the land-lords, monopolists and other profiteering classes. Working class fundamental rights were being attacked by way of black bills.

The Congress party Government levied one rupee duty on one thousand branded beedis and 25 paise cess collection per kilogram of tobacco issued from a warehouse to any person for purpose of manufacture of beedi. It was estimated that the cess Collection annually would be approximately Rupees three crores. Janata Government pursued the taxation policy of Indira's Emergency rule and increased tax on branded beedis from one rupee to Rs.3.60 paise per thousand beedis. But, the Janata Government in the Budget for 1979, exempted unmanufactured Tobacco from levy of cess and as such collection of cess on the issue of tobacco from the warehouse for the purpose of Welfare Fund would discontinue. There was no alternative proposals made for the Welfare Fund. Thus Janata Government deprived funds for the welfare amenities to the workers employed in beedi industry.

The after effect of the discriminative taxation of on manufactured beedis has resulted in further anarchism in the industry and affected the possibility of better wages and improved industrial relations. The encouragement to unbranded beedis has affected the working and living standards of the workers. In the name of giving protection to the small tobacco farmers, the Janata party Government also exempted of beedi tobacco from excise duty. The benefits of this exemption have flowed into the pockets of traders and not the farmers. However, despite the tax exemption the price of tobacco has gone up. Similarly, the deval taxation policy on manufactured beedis instead of giving relief to small beedi manufacturers, the monopoly beedi manufacturers took advantages to evade taxes in the name of unbranded beedis.

In 1966, Parliament enacted the Beedi and Cigar Workers (conditions of employment) Act and in 1968 the rules under the Act were framed by State Governments. But, until today no State Government has implemented all the provisions of the Act.

The Supreme Court of India observed that the Act is for welfare of Labour and it is not an Act for industries. The true nature and Character of the legislation shows that it is for enforcing better conditions of Labour amongst those who are engaged in the manufacture of beedis and cigars. The Act is aimed at defining Employer-employee relationship in the industry.

The implementation of the Beedi and Cigar Workers Act of 1966 has been left in the hands of the State Government. They have not implemented the Act simultaneously and certain important provisions of the Act have not yet been implemented. The Janata Government Constituted a Compact Committee consisting of State Government representatives in place of tripartite Committee to examine the question of implementation of the Act, but the Committee has not done much in this regard. Our Federation and our units have demanded the constitution of Tripartite Committee at the Central and State levels to examine the implementation of the Act and set down guidelines for it.

The Central Government Constituted a Tripartite Committee and the Committee meeting was held on 21st January 1981 at Shram Shakthi Bhavan, New Delhi. The meeting was attended by our Federation president Comrade N.C. Dutta. The Committee reviewed about the implementation of the Act and recommended an amendment to the Beedi & Cigar workers Act in order to provide for clear identification of "principal employers in relation" to workers who made beedis at their homes.

Comrade Gaeta Mukerjee M.P. has introduced an amendment Bill 1980 to the Beedi and Cigar Workers Act in Lok Sabha on 25th July 1980. The amendment empowers central Government instead of State Government for implementation of the Act, provisions relating to contract labour, Home-Worker are being deleted. Section 29. Special provisions of the Act have to be strictly enforced deleting sub-section 3. Amendment of Section 17 for eight hours work; Delete Section 20; Insertion of new section 20 A. Fall-back wages; Insertion of new section 26 A. casual and Festival leave; Insertion of new Section 39.A. limitation rejection of Beedis and Cigars; Amendment of section 44 for the words "legislatures" the words "both Houses" be substituted are other amendments given to the Act.

The Beedi industry is one of the major industries in the Country with high employment potentiality. Even though the industry provides employment to such a large number of workers, it is regrettable to state that it has not developed into an organised industry. One of the reasons for this is, that the industry is named as cottage industry or seasonal industry and the manufacturers do not give full employment throughout the year. A days work also not guaranteed.

The fixation of wages under the Minimum Wages Act 1948 has been left in the hands of the State Governments. The State Minimum Wages Committees recommend Wages. The wages of the beedi workers are not uniform and vary from state to state though the rate is for rolling 1000 beedis. The fixation of higher minimum wages by the State Government notification, is often challenged by the beedi manufacturers in High-court and stay obtained. The Central Government was earlier from time to time advising the State Governments to fix uniform minimum wages. But the State Governments could not bring any uniformity in respect of wages. In some States the wages are even below those of the Agricultural workers.

In Andhra Pradesh after revision in 1979 the workers are different wages in

In Assam the wages are Rs.5.00 since 1977. In Bihar, the rates are Rs.3.90 and Rs.4.90 since 1974. Those workers are getting dearness allowance at the rate of 0.72 paise per 1000 beedis at the rate of 2 paise per point from 1.4.76. In Gujarat, the wages are Rs.4.50; Rs.4.75; Rs.5.00 from 15.5.75 and the dearness allowance for every 5 points rise or fall at 0.15 paise per day at Rs.3.90 per month from 1.4.76.

In Karnataka the rates are Rs.5.75, Rs.6.44 to Rs.7.25 since 1975. In Kerala the rates are Rs.2.30, and 8.60 to Rs.9.42 according to the cost of living index since December 1979. They are also receiving 8.33% bonus since July 1974. In Madhya Pradesh the rate is Rs.6 since January 1960 and in Maharashtra Rs.8.00 and Rs.8.6 since 1979. Bidi workers in Madhya Pradesh and Maharashtra are also entitled to bonus and annual leave, at differing rates. In Rajasthan the rates are Rs.5.50 and Rs.4.50 for sada and Rs.6.30 for special bidis since 1975. In Tamilnadu there has been a settlement in May 1980 by which they receive Rs.5.50, Rs.6.00 sada and Rs.5.25 to 5.50 for jadi, Rs.5.25, Rs.5.75 for sada. In Uttar Pradesh the rate is Rs.5.00 and Rs.4.75 since 1979.

In West Bengal Rs.2, Rs.2.06, Rs.2.12, Rs.2.25 are fixed region wise and dearness allowance at the rate of rolling 1000 beedis 0.02 paise for every one point rise. In Purulia district the wage rate is fixed at Rs.7 and in Calcutta and 24 paraganas Rs.12.75 per thousand beedis after calculation of D.A. of CPI of 1541 for 364 points.

The minimum rates of wages fixed by State Government should not be inclusive of payment of remuneration in respect of the weekly day of rest. But, certain States have revised minimum rates of wages per 1000 beedis inclusive of payment of remuneration for weekly day of rest. From the above we will see that there is a total anarchy in the fixation of wages for beedi workers under the Minimum Wages Act. Hence, our demand for a National minimum wage fixed by the Central Government for beedi workers assumes additional importance. The beedi workers assume additional importance. The beedi industry is an interstate industry. Mainly migration is a chronic threat in the industry. When there is considerable variation in notified minimum wages, the industry is shifted to neighbouring states due to its mobile nature. Migration of industry affects the working and living conditions of the workers. Fixation of a uniform wages throughout the country is only possible by way of notification of National minimum wage by the Government of India.

In view of continuous and steep rise in the prices of essential commodities, mere fixing of minimum wages once in five years or even less will not help unless it is accompanied by payment of dearness allowance which is linked to the cost of living index. In Kerala, Statewide wage rate fixed for rolling 1000 beedis in August 1964 was Rs.2.30. The minimum rate of wages is linked with variable D.A. at the rate of 5 paise for every increase of 10 points in the CPI for 1000 beedis. Subsequently in December 1969 the D.A. was revised at two paise for every 5 points for a days work. The workers are getting wages and D.A. regularly according to the rise in the Cost of living index and in Kerala the total emolument per 1000 beedis is more than Rs.10-00. Similarly, the States of West Bengal, Bihar and Gujarat have introduced the system of dearness allowance to compensate the rise in prices. This system can be extended to all other states if the Central Government takes up to responsibility to fix uniform wages all over the country.

Fall - back wage system should be introduced in Beedi industry as it has been done in the mining industry when the beedi employer supplies insufficient raw material, he will be compelled to pay the Fall-back wages at certain percentage of the minimum wage. The Maharashtra Government notified under the Minimum Wages Act along with the minimum rates of wage for beedi workers, the Fall-back wage upto 80% for less of work or no work. The Tamilnadu Government has issued draft notification for Fall-back wages along with the minimum rate of wages under the Minimum wages Act. This system should be extended to the Beedi industry in other States.

After our country wide agitation demanding welfare measures for Beedi workers like the workers employed in Coal, mica, iron ore, manganese, limestone and dolomite mines, The Beedi Workers Welfare cess Act, 1976 and the Beedi Workers Welfare Fund Act of 1976 was enacted and the Rules which came into force on the 15th February, 1977 were enforced from the 7th October, 1978. The amendment suggested by our Federation to the draft rules for introduction of IDENTITY CARD with photo

of the worker was accepted and incorporated as Rule 41 Form E. of the Beedi Workers Welfare Fund Rules, 1978.

The Cess Act provided for levy of cess at a rate of not exceeding Rs. 1 per Kilogram of tobacco issued from Warehouse for the manufacture of beedies. Initially the rate of cess collected at 25 paise per Kilogram of tobacco issued from warehouse for beedi manufacturers.

The Beedi manufacturing States are grouped in regions under five Welfare Commissioners as follows:-

- (1) Allahabad (U.P.) -- U.P and Bihar
- (2) Bilwara (Rajasthan) -- Rajasthan and Gujarat
- (3) Bangalore (Karnataka) -- Karnataka, Andhra Pradesh Kerala and Tamil Nadu.
- (4) Bhubaneswar (Orissa) -- Orissa, West Bengal and eastern States.
- (5) Jabalpur (M.P.) -- Madhya Pradesh and Maharashtra

These Commissioners who are incharge of mine workers, look after additional work relating to the beedi workers.

Welfare schemes to beedi workers so far introduced as follows:-

- (a) Setting up static and Satellite
- (b) Build your own house scheme
- (c) Housing Scheme for economically weaker section
- (d) Grant of scholarships to beedi children
- (e) Reservation of beds in T.B. hospitals.

First Priority has been given for rendering medical care and so far 55 dispensaries are established in various States as follows:-

1. Bihar 5 Dispensaries at Chekradharpur; Monghyr; Bihar-Sharif; Madhubani and Pukur.
2. Gujarat One dispensary at Patan.
3. Andhra Pradesh:- 4 dispensaries Uppartekdi; Atmakur; Karimnagar and Warrangal.
4. Karnataka:- 4 dispensaries at Bantwal, Mangalore, Farangipet; and Tumkur.
5. Kerala:- 3 dispensaries at Cannanore; Palghat and Tellicherry.
6. Madhya Pradesh:- 5 dispensaries at Katangi; Sagar; Sighore; Gwalior & Domoh.
7. Maharashtra:- 5 dispensaries at Gondia, Chhapur, Sangamner, Bhandara and Kamptee (Nagpur)
8. Orissa:- 8 dispensaries at Bhubaneswar; Sambalpur; Balasore; Bramabarda; Angul; Chhulpur, Bad deswar and Baljhari.
9. Rajasthan:- 3 allopathic dispensaries at Ajmer; Tonk and Kota
3 Ayurvedic dispensaries at Nasirabad; Palanpur and Swaimadhopur.
10. TamilNadu:- 4 dispensaries at Melapalyam, Tirunelveli, Vellore and Tenkasi.
11. Uttarpradesh:- 5 dispensaries at Allahabad; Jaunpur; Amroha; Jhansi and Gurusihaganj.
12. Tripora: One dispensary at Agartala
13. West-Bengal:- 4 dispensaries at Calcutta, Warahidabad, Bankura and Krishnanagar.

Fourteen new dispensaries sanctioned for West-Bengal. (Four at Cooch-Behar, 24 paraganas, Nadia and Nadnapur) Madhya Pradesh (Two at Satna and Warasoni); Uttar Pradesh (Two at Mirzapur and Muzaffarnagar) and one dispensary each at Gaya, (Bihar); Bangalore (Karnataka); Trichy (Tamil Nadu); Kondatti (Kerala); Bower (Rajasthan); and Ahmedabad (Gujarat).

Besides the above, one ten-bedded hospital + at Mysore and Chest Clinic at Nimita (West Bengal). Reservation of beds in T.B. hospitals recently introduced Rs.3600 per annum per bed in allotted along with payment of subsistence allowance of Rs.50/- diet charges and railway fare for the concerned worker.

The scheme for grant of scholarship to beedi workers children, amount ~~range~~ ranging from ~~Rs.10/-~~ Rs.10/- to Rs.75/- per month is being implemented.

For providing housing facilities to beedi workers, two schemes are introduced:-

(a) Build your own House:- scheme an amount of Rs.500/- is subsidy and Rs.900/- as interest free loan. Under this scheme, West Bengal was sanctioned Rs.4.95 lakhs during floods in 1978-79.

(b) Housing scheme for economically weaker section scheme envisages grant of subsidy to State Government ~~Rs.2~~ Rs.1500/- per tenement for bonafide worker. The State Government or local authority or beedi owner may also give subsidy in addition to the above subsidy. Out of Welfare Fund amount sanctioned so far to Madhya Pradesh Rs.7.2 lakhs; Andhra Pradesh Rs.1.87 lakhs.

The implementation of the above schemes are mostly in planning and dead-end. Since the Government in its 1979 Budget exempted the unmanufactured tobacco from the levy of cess for the purpose of Welfare Fund has been discontinued, with effect from 1.3.79. Alternative arrangement for financing the Fund was not materialised so far. The Welfare measures are for the time being, financed out of the available unspent balances. In time to come the situation of funds may be alarming and the need for augmentation of Welfare Funds became urgent task.

After our prolonged agitation and repeated representations to the Government for the constitution of Central Advisory Committee and state Advisory Committees, recently the Government constituted the Central Advisory Committee and the first meeting was held on 23.1.1981 at Delhi. From our Federation our representatives of AIFUC, three members are nominated to the Central Advisory Committee. We are given to understand that the State Advisory Committees have been constituted for Andhra Pradesh, Kerala, Madhya Pradesh and proposals for constitution of Advisory Committees in other States under consideration. Advisory Committee for Beedi Workers Welfare Organization for Tamil Nadu had its first meeting on 13.3.81 at Madras and our Federation's representative as its member participated in it and he is elected as a member to Finance, Sub-Committee of the Welfare Fund for Tamil Nadu. The Advisory Committee have to be constituted in all States and brought into functioning to plan out welfare measures, to identify the priorities and general guidelines for the development of welfare activities in future. The Housing schemes have to reviewed and the amount allotted for each tenement has to be suitably raised according to the existing cost of the building materials and labour cost prevailing.

~~The~~ The Beedi Workers have also been benefited under the following Acts:-

- (1) The Employees State Insurance Act, 1948.
- (2) The Employees Provident Fund Miscellaneous provisions Act, 1952.
- (3) Maternity benefit Act 1972.
- (4) Payment of Gratuity Act 1972.
- (5) Workmen's Compensation Act 1923.

All the above acts are of all-India application. But the beedi Workers in the Country are not full beneficiaries since actual beneficiaries however are determined in relation to definitions provided in the respective Acts.

The ESI Scheme is being implemented in areas with insurable population of 500 or more and applied to factories using power and employing 10 or more workers (other than seasonal factories) or establishments not using power but employing 20 or more persons. Accordingly, it is said that the Beedi establishments covered by ESI all over the Country are 90 establishments and the benefited workers are about 40,500. These workers are entitled to Sickness Benefit and Extended Sickness Benefit; Maternity Benefit; Disablement Benefit; Dependents Benefit and Funeral Benefit under the scheme. This scheme not applicable to Home workers called "Ghar Khata".

The provident Fund scheme has been extended to beedi establishments by notification dated 17th May, 1977. But the workers are not benefitted so far. The beedi manufacturers filed in batches of petitions from States of Karnataka, Andhra Pradesh, Kerala and Madhya Pradesh and obtained stay. The Supreme Court stayed the operation of Provident Fund notification. All the unit petitions are

still to be disposed of by the Court. There are writ petitions pending before the High Courts in certain other States. The action taken by the E P F authorities and the legal wing of the Government is ineffective and there is so much delay in vacating the Stay Orders of the Courts.

The Maternity Benefit Act 1961 is applicable to home-workers also. But, we have to say that the benefit has not reached even 5% of the women beedi workers in the Country.

The payment of Gratuity Act 1972 and The Workmen's Compensation Act 1923 are still not known to beedi workers in different States how to get benefits under these Acts.

Bonus provision under the Act should be made applicable to all beedi workers and the minimum Bonus of 8.33% should be guaranteed. Now, Bonus is paid to workers in different ways, that too where they are organised.

Growing success of Co-operative Sector in Beedi Industry. In the Beedi industry, private beedi manufacturers continued to hold monopoly position until the Co-operative Sector came into being. The Kerala Dinesh Beedi Workers' Industrial Cooperative Central and Primary Societies started in 1969 to rehabilitate 12000 beedi workers of Cannanore District in Kerala who were thrown out of employment by the three leading private beedi companies viz. Ganesh, Bharat and Durbar Beedi companies from Karnataka State as retaliation to the decision of the Government of Kerala and the workers strike demanding to implement the beedi and cigar workers Act to day present a spectacular picture of growing success in the field of cooperation. The Societies which started functioning with 3000 workers, today employ about 22,000 workers and have an annual turnover of about Rs.10 crore. Not only that, their wage earning of the employees of the societies is about ~~4~~ ^{per cent} 40 percent higher than that in private sector and in neighbouring States. The Dinesh beedi now started gaining popularity and enlarging its market operations.

The beedi and cigar workers act also been implemented by the primary societies in a faced manner. The workers are allowed leave with full wages on weekly holiday, and eight national and festival holidays including Dinesh Beedi Foundation Day-Feb.15. Paid annual leave for every 20 days of duty is also allowed. They got maternity benefit, Employers Provident Fund, bonus, gratuity, family benefit to deceased family at Rs.5000/-. They are also allowed variable D.A. based on the cost of living index. An exclusive dispensary for Dinesh Beedi workers and families is functioning at Cannanore under the beedi welfare scheme. The primary societies are running their factories in rented building many of which are in unhealthy and unhygienic conditions. It has been estimated that more than a crore of rupees is required to construct their own buildings. The Dinesh beedi contributes annually about Rs.1.5 crore to the Central Exchequer by way of excise duty. The Central Government should come to help the society to solve the building problem. However the experience of the Dinesh beedi clearly indicates that the poor beedi workers can be saved from the crude clutches of the private employers if the entire beedi industry is organised in the cooperative sector.

The Beedi leaves crisis is very acute and the burning issue of the moment. The beedi industry consumes tendu leaves over four lakh tonnes valued about Rs.200 crores. Tendu leaves are procured from forests of Andhra Pradesh; Madhyapradesh; Orissa, Bihar, West Bengal and Vidharba Area of Maharashtra. Tendu leaves are harvested during the month of May. Scarcity of the leaves is being already felt. Population growth and expansion of agricultural cultivation of forest lands are reducing the area of Tendu Jungles. And nothing is done to improve the quantum and quality production of Tendu leaves in all these years. Non-tendu growing beedi manufacturing States are increasingly feeling the pangs of scarcity. Tendu prices has risen enormously due to mismanagement of procurement and distribution. The middlemen entered in the business and reaped rich gains. Government should have full control over procurement and distribution of Tendu leaves to the actual beedi manufacturers. Adequate and timely allotment of wagon facilities should be also provided to them ~~lift-the~~ to lift the leaves.

Our Federation has affiliated unions beedi-manufacturing States and they are also affiliated to the All India Trade Union Congress. The third National Conference of All India Beedi Cigar and tobacco Workers Federation held on 24, 25 December 1976 at Jhansi in Uttar Pradesh was inaugurated by Comrade K.G. Srivastava The General Secretary of All India Trade Union Congress. Comrade Harish Tiwari, General Secretary U.P. State TUC; Comrade Chandan Singh M.L.A., President, U.P. State Kisan Sabha presided the Conference. Comrade N.C. Dutta, Secretary of AITUC.

Released the Souvenir published for the occasion by the Reception Committee of the Conference.

After the Third National Conference, the new executive Committee of our Federation met at Delhi on 12.8.77. The meeting was attended by twenty members from Gujarat, Bihar, U.P., Tamilnadu, Maharashtra, Andhra Pradesh, Karnataka, Madhya Pradesh and West Bengal and presided by the president of the Federation Comrade N.C.Dutta, Comrade S.A.Dange, President of AITUC participated in the meeting and laid down guide lines for future activities of the Federation. The Executive Committee meeting extended to 13th and took the following decisions:-

- (1) To observe Demands Day-Dharna on 12.9.77
- (2) Hunger Strike on 2.10.77
- (3) Decided to present mass signature memorandum to Central Government.

The mass signature memorandum collected from various States was presented by the Executive Committee to the Central Labour Minister Shri.Ravindhra Varma. The E.C. deputation also met the Railway Minister Shri Madhu Dhandavathe and appraised the position in the beedi industry.

The Office bearers and E.C. members of Our Federation had a special meetin at Bhatinda on 4.4.78. Comrades from Andhra Pradesh, Uttar Pradesh, Maharashtra, Tamil Nadu, Kerala attended. The decisions taken in the meeting were:-

- (1) Cancellation of tax on labelled beedis or taxation of branded and unbranded beedies alike to be demanded.
- (2) Decided to Convene Southern Zonal Conference of our Federation at Cannanore, Kerala State and the Kerala State Beedi and Cigar Workers Federation to make arrangements for the Conference.

Southern Zonal Conference, of All India Beedi, Cigar and Tobacco Workers Federation was held on March 30, 31 and April 1st, 1979 at T.V.Thomas Hall, Cannanore, Kerala State. From Karnataka, Kerala, Tamilnadu and Andhra Pradesh more than 300 delegates attended the Conference. Fraternal delegates six from Maharashtra Under the leadership of Comrade R.K.Ratnakar and on Comrade D.P.Lal from Rae-Bareilly, U.P.Participated. The Conference was presided by a presidium of five (1) Comrade H.M.Mustafa, Tamil Nadu (2) V.A.Hamaa, Kerala (3) Comrade.M.Krishnamurthi, Andhra Pradesh (4) P.F.Mukundan, Kerala (5) Comrade.Bhoja Kotian Karnataka.

Kerala Ex-minister of Forests Comrade.Kandate Kunjambu as Chairman of the Reception Committee welcomed the distinguished leaders and delegates. Kerala Ex-Chief Minister Comrade C.Achutha Menon inaugurated the Conference. Comrade P.Bhaskaran president, Kerala State TUC, Comrade R.K.Ratnakar, Vice-president, Maharashtra State Beedi Workers Federation, Comrade.C.Nannan, President, Kerala State CIU, Comrade.Durga prasad pal of U.P., Comrade C.K.Chandrappan, M.P., greeted the Conference. Federation General Secretary Dr.C.Khanabiran presented report and it was adopted. A seminar on "The Beedi and Cigar Workers (conditions of employment) Act 1966 and Rules was held. A study tour for the delegates was conducted to know the working conditions of Kerala Dinesh Beedi Works Central and primary cooperative Societies Ltd., Cannanore,

The Conference passed resolutions on exemption of Excise duty on Branded Beedies (2) Resolution on Charter of fifteen demands (3) Resolution on programme of action (4) Southern Zonal Coordination Committee of eleven members with Comrade. P.P.Mukundan as its convener.

The executive Committee of our Federation and special invites met on 29.10.1980 at S.S.Mirajkar Nager during 31st sessions of AITUC at Visakapattinam. Comrade N.C.Dutta presided. About 60 representatives attended the meeting.

The decisions taken are:-

- (1) to hold executive Committee of the Federation at Delhi on 25.11.80 and to meet the Labour Minister on 26.11.80 to present memorandum on urgent issues like Tendu leaves etc. in the industry.
- (2) All unions to send their reports about local situation before 15.11.80.
- (3) to hold the fourth National Conference of All India Beedi, Cigar and Tobacco Workers Federation in Bihar State in March 1981. The Bihar State Beedi Mazdoor Federation to make arrangements for the

The Executive Committee of the Federation met on 25 and 26.II.1980 at Delhi. The meeting finalised the memorandum to be presented to the Labour Minister. Decisions taken are:-

- (1) 4th Conference of the Federation will be held in Dalsingarai, Samasthitipur Dist., Bihar.
- (2) Federation deputation to meet the Labour Minister Hon'ble Smt. Ramdulari Sinha and presenting memorandum for demands Revival of Cess Collection for Beedi Welfare Fund Identity Card to Beedi Workers under the Beedi Workers Welfare Fund Act & Rules.
- (3) On provident Fund pending cases ~~Constitution of Central and State.~~
- (4) Constitution of Central and State Advisory Committees under Welfare Fund Act & Rules.
- (5) National Minimum Wages for Beedi Workers.
- (6) Fall-Back wages for Beedi Workers.
- (7) Shortage of Beedi Leaves.

The Labour Minister received the delegation with sympathy and assured to take suitable action on the memorandum.

We are grateful to our parent organisation All India Trade Union Congress for deputing our Federation representatives to participate in the International Trade Conferences.

- (1) Comrade.C.Prabhakar, Secretary, All India Beedi, Cigar & Tobacco Workers Federation Post Koratla.Dist. Karunagar, Andhra Pradesh, participated in the 7th International Trade Conference of Workers in the Food, Tobacco, drink and allied industries, etc., in Warsaw, the Capital of the Polish people's Republic.
- (2) Comrade.Dr.G.Kannabiran, General Secretary All India Beedi, Cigar & Tobacco Federation, Tamil Nadu participated in 45 days Seminar of Tobacco Conducted at Sofia, the Capital of the Peoples' Republic of Bulgaria by Trade Unions International of Food, Tobacco, Drink, Hotel, Cafe, Restaurant and Allied industries workers (W F T U).

Comrades,

I have tried to place a general report on the position in the Beedi industry and the working and living conditions, the Labour legislations and their implementation etc. The Beedi employers are devising new methods of exploitation by way of Sale and purchase system of employment which is not covered under the Beedi and Cigar Workers Act. The non-employment of 84 workmen by Gopal Beedi Company, Vellayampalayam, Salem Dist., Tamilnadu referred to the Labour Court, Coimbatore was disposed of without any relief to workers, on the ground that the workers could not prove the relationship of master and servant.

Similarly, Home workers are named as the Self-employed Workers by some quarters and their argument is that the workers who buy raw materials, makes bidis and sells the products are not covered by the Beedi and Cigar workers Act and so they are not entitled to any benefits under the Act. Even the Identity Card under the Beedi workers Welfare Fund Rules Cannot be issued. Such this is unlawful method of employment should be banned. The employment of all workers should be of direct employment in beedi and Cigar industrial premises in working places other than dwelling houses.

In several States, Tripartite Committees Constituted at State level to review the problems relating to implementation of the Beedi and Cigar Act. But, the committees have experienced difficulties regarding Homeworkers. There is urgent need for modification in the Beedi and Cigar Workers Act and Rules. I have already mentioned about the amendments tabled before the Parliament by Comrade.Gita Makerjee M.P.

Comrades,

I have failed to mention many details in this report. Our unions and the State Federations have waged many valient struggles in winning wages, leave facilities, bonus, Trade union rights etc., all over the Country during this period. Many Comrades were arrested and harrassed for building workers unity for their legitimate demands.

will enrich it by supplementing reports on their struggles, activities and achievements.

In this Conference, we have to formulate our Charter of demands and decide a action programme including strikes to win number of our objectives and measures which constitute the basis for our upliftment from the poverty and exploitation. Our struggle for economic and social emancipation cannot be successful if we fail to combine with that for Changing the economic policies of the Government and defending nation's unity and integrity. The following tasks have to be carried on:-

- (1) Our unions have to play active role in opposing imperialist threats to our independence, and fight for national unity and integrity.
- (2) U.S. and Chinese axis expansionist plans to be exposed and routed.
- (3) Backward regions should be supported to safeguard economic, linguistic and cultural interests of the people.
- (4) Communal frenzy should be combated.
- (5) Working Class unity must be protected from Chauvinistic influence of Casts, religion, language, region etc.
- (6) Fight for Change in Government policies to protect Common people from price rising and policies benefiting monopolists and multinationals.
- (7) Public Sector has to be defended and wastage and corruption put down and democratised for improvement of functioning.
- (8) Since in Organised Sector, the minimum wage level has reached recently a little over Rs.500/- per month. In unorganised sector, the minimum wage are still low and it has to be brought to Rs.400 per month.
- (9) Fixation of National minimum Wages at Rs.12 per thousand beedis and be linked with cost of living index so that Beedi workers get automatic dearness allowance with the rise in the consumer price index. Struggles should be organised at regular intervals by mobilising all sections.
- (10) Bipartite negotiations should be encouraged and Bureau of public Enterprises in wage negotiations should be done away with.
- (11) Ceiling in D.A. per point should be abolished.
- (12) Working hours should be reduced from 48 to 44 a week without a loss of wages. In hazardous and risky jobs, this should be reduced to 40 hours a week.
- (13) All employees desirous of houses should be provided with sanitary accomodation or compensated with house rent allowance.
- (14) E S I, P F, Gratuity schemes should be implemented to Beedi workers and pending P.F. writ petitions should be disposed quickly.
- (15) Trade union rights and democratic rights including right of strike have got to be defended without any interference from the Government.
- (16) National security Ordinance; Banding strikes; Meetings; Conferences should be opposed and fought.
Working class solidarity actions are essential to change the present Society and the policies of the Government in support of Workers struggles as well as Agricultural workers, middle class employees and against atrocities on women and weaker sections of society.
- (17) Contract System, Sale-purchase system, Home-worker system should be abolished.
- (18) All manufacturing processes of beedis and Cigars should be Carried out in the Industrial premises.
- (19) Central and State Advisory Committees should regularly meet and promote welfare measures to beedi workers.
- (20) Fund Collection to Beedi Workers Welfare Fund should be revived.
- (21) Beedi Workers should be guaranteed minimum bonus of 8.33% and higher bonus should be determined on the basis of the balance sheets of the beedi companies.

- (22) 80% of Fall-back wages should be guaranteed for loss or no work under the Minimum wages Act.
- (23) Identity Cards with photo of Workers should be issued under the Beedi Workers Welfare Fund Act and Rules.
- (24) The Beedi and cigar Workers (conditions of employment) Act 1966 and Rules 1968 should be amended suitably as suggested in Bill No.130 of 1980.
- (25) Co-operative Beedi and Cigar works on the lines of Kerala Devesh Beedi works should be started in all states.

For achieving all these, Beedi Workers Unity on all levels all over the Country is of supreme necessity and the delegates participating in this Conference should declare with grain determination to carry on all forms of struggles to defend national integrity and unity and winning immediate demands of Beedi, Cigar and tobacco Workers and to bring about radical Socio-economic changes.

Long live the Unity of Working Class!

Long live All India Trade Union Congress!

Long live All India Beedi, Cigar and Tobacco Workers Federation!!!

Long live Revolution!!!

ALL INDIA BIDI, CIGAR & TOBACCO WORKERS' FEDERATION

SHAQ SAMMIAL
PRESIDENT

Dr. G. KANNABIRAN
GENERAL SECRETARY & Secretary,

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Date

The Representative of the All India Trade Union Congress deputed on behalf of The All India Bidi, Cigar & Tobacco Workers' Federation, INDIA.

Dear Friends

Permit me to convey to you cordial greetings and wishes of success from four million workers of Tobacco trade engaged in manufacturing Bidi and Cigar by hand in India and the All India Trade Union Congress, the India's oldest and premier trade union organisation which has celebrated the Diamond Jubilee Anniversary of its foundation on 31st October 1980 at VISHAKAPATTINAM in Andhra Pradesh.

I would also like to express our gratitude to the TRADE UNION INTERNATIONAL, S O F I A who are the sponsors of this Seminar for the kind invitation extended to the Indian Delegation to attend the proceedings.

I also take this opportunity to thank the CENTRAL COUNCIL OF THE BULGARIAN TRADE UNIONS TO DEPUTE its Secretary Comrade Peter PRAYKOV who personally gave message to our last Congress of the All India Trade Union Congress.

Such Seminars aimed at exchange of accomplishments achieved, are of great importance in the meaningful development of the trade union movements, in strengthening the solidarity and closest undertaking. We are extremely happy to participate in this Seminar which is held in the Land of Great and very illustrious Bulgarian Son GEORGI DIMITRIV, where recently celebrated the 35th Anniversary of the Peoples Victory on SEPTEMBER (9) It is inspiring to note that the revolution triumphed on September 9 was started from the epic strike struggle of 35000 tobacco workers in 1940 against bad labour and living conditions, later followed by workers from other branches of economy into a general strike as a decisive offensive of the working people for four years to VICTORY.

ON TOBACCO INDUSTRY - General Features

Leaf tobacco Agro-based industry is important to the economy and rural development of India. India is the third largest producer of tobacco in the World after the USA and CHINA and accounts for 10 per cent of the area and 7 per cent of the production in the world. The area under tobacco cultivation in 1978-79 was 4.58 lakhs hectares. The production of tobacco

Tobacco is the most important commercial crop in India. It provides direct and indirect employment to nearly six million people, offers about 200 crores to growers every year, earns Rs. 110 crores in foreign exchange and contributes Rs. 450 crores to the Central Exchequer.

India produces two different types of tobacco viz. Nicotiana Tabacum and Nicotiana Rustica. While the leaves of Nicotiana Tabacum are used for cigarettes, cigars, cheroots, beedi, hookha, chewing and snuff purposes etc., the Rustica is used for chewing and hookah. The different curing methods of tobacco have the relative importance and it is Flue-cured VIRGINIA which is widely utilised in cigarette manufacturing and therefore entered in the export trade. Other curing methods are sun-cure, air-cure and fire-cure.

Practically, every state in the country produces tobacco but in Andhra Pradesh which is leading tobacco producing State having over two lakhs hectares land under tobacco cultivation followed by Gujarat State with about 80 thousands hectares. Cigarette is mainly grown in Andhra Pradesh and Karnataka States and beedi tobacco is grown in Gujarat and Karnataka States.

Exports of tobacco from India has been to well over 60 years but UK, USSR, JAPAN, Belgium, Italy, Netherlands are the principal buyers. There was a serious slump in tobacco industry in our Country in 1964-65 and in 1972-73 when the peasants and traders were subjected to severe crisis, the Soviet Russia purchased tobacco in large quantities and cooperated very much to save the producers and traders from that crisis. This year 1980, will mark a landmark in Indian Flue-cured tobacco exports to the Soviet Union. According to current estimates, the quantity exported will be about 24000 tonnes valued at Rs. 45 crores. The average paid price by Soviet Union imports has steadily increased from Rs. 1.50 per kg to Rs. 17.74 per kg in 1979-80. This increase is as high as 11 times yearly, whereas the average realisation from all countries shot up by only four times. In 1979 Bulgaria purchased from India unmanufactured tobacco 1239000 kgs valued about Rs. 7133000. It is to be noted that the tobacco industry is dominated by the big monopoly houses with their multinational links.

The tobacco industry and tobacco farming have many problems. In the area of farming, the most serious problem is that of the low yield per hectare of area sown. As compared to 2677kg in Japan, 2302 kg in South Korea and 2240 kg in US, our tobacco farmers get only 1000 kg per hectare.

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packs of 20s. The packs are placed in tin trays and exposed to sun for drying. Then the trays are kept over overnight for backing and scooping the wider ends. The beedi packs are labelled and made ready for sale.

RAW MATERIALS TO BEEDI - TENDU LEAVES

The beedi industry consumes tendu leaves over four lakhs tonnes ~~value~~ valuing over Rs.200 crores. Tendu leaves are procured from forests of ~~Andhra~~ Andhra Pradesh, Madhya Pradesh, Orissa, Bihar, West Bengal and Vidharba ~~are~~ area of Maharashtra.

Tendu (*Diospyros embryoptris*) grows as a heavy forest vegetation in above States. The leaves of the tree are harvested only during the month of may when the leaves change the colour. Harvesting period is two to three weeks. After plucking, the leaves are sun dried for about four days and then tied into small bundles and stored. The desirable quality of beedi leaves is that they should be of medium thickness, pliable, large sized and coloured ranging from greenish yellow to light copper red. On an average a good leaf should yield 3 or 4 pieces. Scarcity of the leaves is being already felt. Population growth and expansion of agriculture are reducing ~~the~~ the area of Tendu jungles. And nothing is done to improve the quantum and quality of Tendu production in all these years. Non-tendu growing beedi manufacturing States are increasingly feeling the pangs of scarcity. Tendu prices has risen enormously.

BEEDI TOBACCO

Brown gold tobacco known as Gujarat, Nippani varieties are suitable for beedi making. Beedis which outsell cigarettes by 8:1 account 37 per cent of tobacco consumed is more than one third of tobacco grown in the country is consumed by beedi industry.

ORGANISATION OF PRODUCTION

Beedi industry is an unorganised industry. Vital factor in beedi making is labour. The employment potential of this industry is formidable. Men and women workers including children were engaged to manufacture bidis under employers supervision. Workers employed to roll beedis worked from dawn to dusk. As beedi manufacture requires no mechanical contrivances, the industry spread into villages and urban areas. The very nature of beedi making does not correspond to the pattern of collective factory labour. Beedis are made now in private dwelling houses and centres of ~~coll~~ collection are spreading net work of production. Contractors or managers or similar middle men collect raw materials from the trade mark beedi manufacturers and distribute the materials to the workers to be made into beedis according to the specification and condition laid down by the principal employer. The finished beedis collected and transported back to the manufacturers by paying wages to workers for number of beedis made. Labour is regulated by the Minimum Wages Act 1948 and the beedi and Cigar

ALL INDIA BIDI, CIGAR & TOBACCO WORKERS' FEDERATION

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-5-

Date

Methods adopted in organisation of the industry

1000 is the yard -stick used in beedi making and business. In a working day, a worker is expected to make 1000 beedis ~~ixfixdxbyxx~~ averagely. The rate of making 1000 beedis is fixed by State Governments through Tripartite Advisory Committees under the minimum wages Act. There are no fixed standards for making beedis. Manufactures have their own standards and make rejections of bad beedis. Rejections are made arbitrarily and no wages are paid for rejections. The rejected beedis though not accounted, they are ~~not~~ taken away by the employer. For making 1000 beedis a certain quantity of leaves and tobacco are required. It is found that in many cases sufficient raw materials are not given by the employer to the workers. As a result of this and rejections, the workers fail to get the minimum wages notified by the Government under the Act.

NATIONAL MINIMUM WAGE

At present, fixation of minimum rates of wages is left to the choice of respective State Governments. As a result, different rates of wages are fixed by different States ranging from Rs. 4.50 per thousand pieces to Rs. 12.50 per thousand beedis. Within the State also there is disparity in wages between rural and urban areas. The manufacturer there fore is able to engage some agents and shift production centres across the border to some other State where the minimum wage is lower. In consequence the workers have to face closures and unemployment in the State where the minimum wage is comparatively higher or compelled to accept lower rates than the notified minimum wages. This is defeating the purpose of fixation of minimum wage in the industry.

The wage rates are revised once in five years under the Act. There is no dearness allowance system to compensate the rising prices of essential commodities in all States. Thus the wages are uniformly low, compared the contribution made by the labour. Therefore, the solution is to fix a National Minimum Wage by the Central Government with the provision of the variable dearness allowance. Along with this, Fall-back wage system to be interduced. Since under this provision, the employer will be compelled to pay fall-back wages even when he supplies insufficient raw materials, the practice will be discouraged and guarantee will be created for the payment of statutory rates of minimum wage.

THE BEEDEI AND CIGAR WORKERS (CONDITIONS OF EMPLOYMENT) ACT 1966.

The working conditions in the industry are unsatisfactory. Beedi

escape from provisions of the Act. They engaged contractors for manufacture of beedis. Through contractors raw materials distributed to the workers to make beedis in private dwelling homes. Employee-employer relationship not being well defined. The labour is unorganised and not able to look after its interests. The above act was enacted to regulate the conditions of work of these workers and establish master and servant relationship between the manufacturer and the labour. The manufacturers challenged the validity of the Act in the courts. After a decade the Supreme Court declared the Act as valid and said that the Act is for the welfare of labour and it is not an Act for the industries. But the beedi employers honoured the Act more ^{its} ~~into~~/breach than in its enforcement. Many provisions have been so completely circumvented and thoroughly mutilated by the beedi monopolists. This Act could be properly enforced and declared benefits could be reached to workers only if the prevailing pernicious system of contract labour and Home-worker are eliminated.

The Home-worker system as contemplated in the Act does not at all exist in actual practice. The employer use this home-worker system as a strong weapon for flouting their statutory liability and for denying the employee- employer relationship. This home-worker system proved to be Waterloo of this great social legislation since the home-worker is not expected to go out of his home to seek his employment. Therefore, home-workers have to be shifted to industrial premises by the employers.

WELFARE OF BEEDI WORKERS AND SOCIAL SECURITY.

The Beedi Workers Welfare Fund Act 1976 and the Beedi Workers Welfare Cess Act 1976 came into force in 1977. But the cess collection on tobacco discontinued in 1979. One ten bedded hospital, 28 dispensaries are functioning. 20 more static cum mobile dispensaries are sanctioned. Scholarship for education of children, building own houses, club etc., are ~~sk~~ schemes planned and all schemes are on papers for want of funds. Employers have not shown least interest in the welfare activities. The Identity Cards with workers photographs and signed by the employers are yet to be given to the workers under the provisions of the Beedi Workers Welfare Fund Rules 1976.

Employees Provident Fund scheme is extended to Beedi industry but it is suspended under challenge in the court by employers. Some employers who have not obtained court stay orders are deducting workers contribution but the amounts are not deposited with the Government. The workers are not given receipts for their contributions.

LEAVE FACILITIES

The beedi and cigar workers (conditions of employment) Act provides paid weekly and annual leave to workers. National and Festival

ALL INDIA BIDI, CIGAR & TOBACCO WORKERS' FEDERATION.

N. C. DUITA
PRESIDENT.

Dr. G. KANNABIRAN.
GENERAL SECRETARY.

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-7-

Date

The Maternity Benefit Act is applicable to beedi workers. Employers in ~~and~~ private Sector disregarded to implement this social benefit to women workers on the plea that there is difficulty with regard to working of certain sections in regard to maternity benefits to women employed in the establishments.

TAX BURDEN ON LABELLED BEEDIS

~~The major problem of the industry~~ The major problem the industry complaining is heavy excise duty on branded beedis which is levied at Rs. 3.60 per 1000 beedis. This has resulted in a rise in prices of beedis which is mainly soaked by poorer people. This duty has reduced the competitiveness of the beedis vis-a-vis cheap cigarettes which are ready substitute for the beedis.

DO CIGARETTES COMPETE WITH BEEDIS ?

The cheap varieties of cigarettes will compete with the hand made beedis although it was never fatal for beedis for formidable. Besides beedis have their own converts. In view of the cheapness of beedis over cigarettes, besides being less harmful to health and its special aroma, the consumption of beedis is increasing day by day. There is considerable scope for beedi exports to the sophisticated foreign markets.

EXPORT OF BEEDIS

Before partition of Pakistan and secession of Burma, beedis were popularly consumed by Sind and Burma. Pakistan banned Indian beedis. Secession of Burma affected beedi market.

Smokers exposure to tar and nicotine is said to be least in beedi. Beedi manufacturers have adopted modern means to enlarge markets. Besides beedis are manufactured with quality tobacco, fitted even with filter tips and packet packing. Nearly fifty eight lakhs rupees worth of beedis are exported to Malasia, Singapore, Dubai, Switzerland and Muscat and other countries.

CIGAR

CIGAR PRODUCTION

Cigars of various types are manufactured by hand in the Southern States only for indigenous consumption mainly. Export quality manufacture has declined. Workers condition is no way better than the beedi workers.

GROWING SUCCESS OF COOPERATIVE MOVEMENT IN BEEDI INDUSTRY

The Kerala Pinesh Beedi Workers' Industrial Cooperative Central and Primary Societies started in 1969 to rehabilitate 12000 beedi workers of Cannanore District in Kerala who were thrown out of employment by the

beedi companies from Karnataka State as retaliation to the decision of the Government of Kerala and the workers strike demanding to implement the beedi and cigar workers Act. to day present a spectacular picture of crowning success in the field of cooperation. The Societies which started functioning with 5000 workers, today employ about 25000 workers and have an annual turnover of about Rs.10 crore. Not only that, the wage earning of the employees of the societies is about 40 per cent higher than that in private sector and in neighbouring States. The Dinesh beedi now started ~~gaining~~ gaining popularity and enlarging its market operations.

The beedi and cigar workers Act, also been implemented by the primary societies in a faced manner. The workers are allowed leave with full wages on weekly holiday, and eight national and festival holidays including Dinesh Beedi Foundation Day - Feb.15. Paid annual leave for every 20 days of duty is also allowed. ^{They get} Maternity benefit, Employers Provident Fund, bonus, gratuity, family benefit to deceased family at Rs.5000/=. They are also allowed variable D.A. based on the cost of living index. An exclusive dispensary for ~~Dine~~ Dinesh beedi workers and families is functioning at Cannanore under the beedi welfare scheme. The primary societies are running their factories in rented building many of which are in unhealthy and unhygienic conditions. It has been estimated that more than a crore of rupees is required to construct their own buildings. The Dinesh beedi contributes annually about Rs.1.5 crore to the Central Excheq^{ure} by way of excise duty. The Central Government should come to help the society to solve the building problem. However the experience of the Dinesh beedi clearly indicates that the poor beedi workers can be saved from the crude clutches of the private employers if the entire beedi industry is organised in the cooperative sect^{or}.

All India Beedi, Cigar and Tobacco Workers' Federation has affiliated unions with membership of about two lakhs in eleven States. These unions are affiliated to the A.I.T.U.C. Our unions pay a good deal of attention for the improvement of the working and living conditions of the workers. In 1970. the first All India



Before I conclude, I must state that we pledged to work for the unity of the working class and of the P.C. movement to strive for defending our country against the conspiracies of imperialism, in particular of the U.S. imperialism which in collusion with the Chinese expansionist rulers is trying to subvert our independence and our economic development and divide and defeat the revolutionary movements in our country and plunge the world in a terrible nuclear ^{or} holocaust.

We pledged to work in unity with all the worldwide forces of peace and of revolution, progress and democracy, above all with Soviet Union and other Socialist Countries against the imperialists and their allies.

Beedi Workers Conference was held at GONDIA in Maharashtra State. Our Country's veteran trade union leader comrade S. A. Dange inaugurated it and promoted the formation of All India Beedi, Cigar and Tobacco Workers' Federation. Till now, we conducted three all India conferences and one Regional conference for Southern States of our Federation. Some State conferences have taken place in Tamilnadu, Kerala, Maharashtra and Bihar. We conducted mass signature campaign for the charter of demands and presented to the Government of India. We waged strike struggles, Hunger strikes and several other forms of agitations to win our demands. We joined in united struggles with trade unions of other trades to defend trade union rights and other common issues. No demands are won without struggles.



Dear Friends,

I have taken much of your time. Thank you all for your patient patient hearing.

LONG LIVE THE TRADE UNION UNITY ;

LONG LIVE THE SOCIALIST WORLD ;

LONG LIVE FRIENDSHIP OF THE DEVELOPING COUNTRIES ;

LONG LIVE WORLD PEACE ;

(E. KANNABIRAN)

8TH INTERNATIONAL TRADE CONFERENCE
OF TRANSPORT, PORT AND FISHERY WORKERS

DAMASCUS, OCTOBER 25 - 30, 1981.

(Delivered on
28-10-'81)

M. V. BHADRAM
GENERAL SECRETARY
PORT, DOCK AND WATERFRONT
WORKERS' FEDERATION OF INDIA.

Dear Comrade Chairman
and Brother Delegates,

Permit me to convey warm greetings from 9 million Transport Workers of India to this 8th International Trade Conference of Transport, Port and Fishery Workers.

Please also allow me to convey the warm greetings to the working class, particularly, the Transport Workers of Syria who have undertaken the stupendous task of hosting this Conference as it is the 1st Conference being held outside the European Socialist Countries.

Comrades, during the period since last Conference a serious situation has been created which, if not halted will result in danger to a peaceful future for all mankind and quite naturally we are concerned with it. The militarists and reactionary circles in U.S. and N.A.T.O. Countries are, in the name of seeking to achieve military supremacy, increasing military expenditure, advocating new military doctrines and deciding to manufacture of new types of only life - destroying weapons. Their military presence in all parts of the World, preparation to station American medium - range missiles in a number of West European Countries and above all President Reagan's decision to produce Neutron Bombs which destroys only the life and keeps properties intact, will endanger the world peace. Not only that, they constantly indulge in provocations against Cuba, Angola, Arab Countries and are arming Pakistan, their military presence in Persian Gulf and Indian Ocean and refusal to participate in SALT discussions, are all only in that direction.

The 2nd World War had inflicted destruction of property and life. Soviet Union alone had lost about 20 million people and resulted in human suffering. It had also put the clock back in the matter of developmental activities. Having seen all these devastating results we the representatives belonging to different faiths, of all branches of Transport Workers in the World should cry a halt to the arms - race and manufacturing Neutron Bombs and we should do every thing at our command to ensure peace and prevent war.

It may be mentioned, in this connection, that the Soviet Union has already taken steps to prevent war and for peace by reducing the military expenditure, expressing its preparedness to participate in SALT discussions etc. These

actions are only the expressions of the sincere desire of the Soviet Union to prevent war and continued peace in the World.

Coming to the next issue, the crisis that existed in the capitalist world at the time of last Conference has further aggravated since then covering almost every country in the World. The General Secretary has in his report grafically depicted the depth of the crisis and its evil effects particularly on the various branches of Transport Industry.

Comrades, the struggles of the Transport Workers in India which cannot be isolated from the struggles of the other working class and the prevailing economic situation. Hence, I would like to say few words on the same which may serve as back-ground. India is tagged on to the Western countries in more than one way hence the manifestations of the crisis are more pronounced. The workers are thrown out of employment due to closure of factories, lock-outs, and lay-offs. The mandays lost in the year 1980 due to lock-outs were more than the strikes. The prices of all commodities particularly the essentials are galloping. The All India Consumer Price Index which was 362 points at the end of September 1979 rose to 447 points at the end of June 1981. Thus there has been steep increase of 85 points during the period of 18 months.

Due to high rate of inflation and galloping prices the purchasing power of the people has been going down month after month. Further, a policy of wage-freeze has been put into effect since the beginning of this year. The Government what it is, has been consistently making efforts to throw the burden on the people in general and on the working class in particular. Strikes for wage increase and better conditions of service are being suppressed brutally. For instance the strike by loco-running staff was suppressed, workers were put in jail and dismissed from service. Moreover the Government are proposing to meet the growing discontentment among workers by enacting a law called 'Essential Services Maintenance Act (ESMA)' which prohibits strikes in those services and imposes penalty of imprisonment and fine on the striking workers and their leaders. All the Transport Branches are covered by this draconian law. This legislation, in practice, takes away the right of collective bargaining and which is a violation of Conventions 87 and 98 of I.L.O.

On the employment front, the following figures would reveal the situation. The number of job-seekers at the beginning of last year stood at 14.30 millions and it rose to 16.20 at the beginning of this year. These figures are of those, mostly educated, registered with the Employment Exchanges. Of these, 22,500 are Engineering Graduates and 14,800 are Medical Graduates.

As against such a situation, the central Trade Unions of different faiths barring "Indian National Trade Union Congress (INTUC)" which is the Trade Union wing of the

ruling party, have joined together and formed a "National Campaign Committee" to mobilise the working class against price-rise, inflation, unemployment, wage-free policy and ESMA. The calls such as demonstrations, processions, protest meetings, given by the committee received good response. According to the latest call 500,000 workers would march to Parliament (Delhi) from all nooks and corners of India on 23rd November next on which day the winter session of Parliament begins. The Port and Dock Workers are by and large in the national stream and they will join the march on 23-11-1981.

All the features of the capitalist crisis mentioned above are manifesting themselves on every branch of the Transport Industry in India, in varying forms. During the last four years the Transport Workers have conducted industrial actions in all branches and some of which are confined to local level. The success of these struggles varied from industry to industry depending upon the degree of Unity of the Trade Unions operating in the same branch, achieved.

PORT & DOCK BRANCH:

There are four Trade Unions with different political faiths, working in this branch. During last five years these organisations have achieved to a great extent unity at the national level for wage increase and other better working conditions. Even though there were constraints for two or three months towards the end of 1978, the Unity is maintained even today.

In the month of May 1980 all these four Organisations have jointly presented a common charter of demands. When the protracted negotiations at tripartite level ended in failure, the four organisations jointly issued a notice of their intention to resort to industrial action if a negotiated settlement was not arrived at before a stipulated date. On the intervention of the Government an agreement was signed on 4th January 1981. This agreement gives a wage increase ranging from Rs.83/- to Rs.125/- (10 to 15 U.S. Dollars) per worker per month. Under the terms of this agreement the wage increase was given with retrospective effect from 1-1-1980. It may be stated that this port and dock is one of the very few exceptions which secured substantial wage increase during the period when the wage-freeze policy was in operation. This success has been possible because of the unity of the organisations and the sensitiveness of the industry. Hence, every effort will be made to continue the present unity and further strengthened.

Regarding the situation in the ports, it may be mentioned that the entire infrastructure is created with the public funds for the benefits of the users, mainly shipowners and buyers of Indian goods. The technological developments that have taken place in the ports of the Developed Nations are slowly but in a big way entering the Indian Ports. The Government of India have decided to spend during the current

6th Five Year Plan-period Rs.5310 millions (660 million U.S. Dollars) for improving the port facilities such as constructing berths and acquiring cargo handling equipment including the facilities required to handle container traffic. This container traffic in which over port is introduced already, the gang strength on board the vessel has been reduced to half resulting in redundancies. It is hoped that the four organisations will unitedly fight against redundancies and the consequential effects on employment. In addition, the Government have decided to spend Rs.250 millions (about 30 million U.S.Dollars) to further economise the cost of container handling. This amount is being spent to construct "Inland container Depot" (ICD) hundreds of kilometers away from the main port. All the cargo intended to be exported will be stuffed in the containers in ICD and transported by rail to the port along side the vessel. Similarly the imported containers will be taken to ICD and destuffing. When this technique is adopted the only job to be done in the port would be to load the containers into and unload the same from the vessels. This will again render the port and dock worker redundant. Further, the stuffing into and destuffing from the container will be done at ICD by those other than Port and Dock Workers for lesser wages. This technique will have serious repercussions on the employment in the Indian Ports and Docks.

Moreover the Ports managements are planning to bring in multi-national truck operators such as "Multi Modal Transport Operators" to handle containers in the ports.

It is an irony that when all the ports are under the administrative control of the Government of India each port is indulging in cut-throat competition.

Since the beginning of this year the port managements under the instructions from the Government have been adopting a policy of economy namely not to create new jobs and not to fill up the vacancies due to retirement. This measure resulted in increasing the work-load.

Therefore, steps are being taken to launch a united struggle to fight against the redundancies, the evil effects of container traffic and ICD, the introduction of multi-national operators, cut-throat competition and increasing work-load.

RAILWAYS:

There are six nation-wide Trade Unions operating in this branch. All these Organisations barring one launched an industrial action in 1974, for a period of 20 days. But the Government came down very heavily on the workers; many of them were arrested and many were dismissed from service. The demands of this action are yet to be realised.

However, all the six organisations have come together to resort to united struggle in 1979. This resulted in securing productivity linked Bonus which is less than the bonus prescribed by Law. Since there was no unanimity on the quantum of bonus among the organisations, the unity which was achieved, received a set back.

When the Government violated the terms of agreement, the Loco Running Staff resorted to industrial action in February of this year. Again this strike was suppressed, workers were put in jail and were dismissed. The victimisations have not yet been vacated. During this strike National Security Act was freely used against the workers.

The railway workers are covered by a Dearness Allowance formula applicable to all the employees/workers under the Central Government. Payment of additional dearness allowance to compensate the rise in cost of living index is being delayed.

In this back ground the Trade Unions are seriously thinking and taking steps to have consultations among them to forge unity without which no progress could be made.

AIRWAYS:

The Air Transport Corporation launched a strike for payment of bonus, in last year. The strike lasted for about a month. The Government was very adamant and used its repressive machinery to crush the strike, many workers were arrested and many were dismissed. Some of the victimised workers have yet to be taken back to duty.

In conclusion, I would like to state that the representatives of Transport and Fishery Workers from all over the World belonging to different faiths have attended this Conference. This expresses the strong desire for unity. The unity which is demonstrated in this conference should be extended to national and local levels. All possible steps should be taken in this direction.

It is well established that the unity of the transport workers all over the world is the imperative need of the hour. This unity along with other working people will alone ensure peace in the world, will prevent war and the use of medium-range missiles and the manufacture of neutron bombs. The unity of the transport workers will alone help consolidate the gains achieved, conduct of successful struggles against the evil effects of technological innovations and advance the struggle for a new economic order.

M. V. BHADRAM,
General Secretary,
Port, Dock and WaterFront Workers of India.

RECEIVED

सेना में,

जनरल सेक्रेटरी,
आल इण्डिया बोर्ड ऑर सुबो बोर्ड फेडरेशन,
मुंबई.

AMT/MG

गणेश,

आरे जिला मोपाल (मध्य प्रदेश) और संभाग में बाढ़ों
मजदूरों का काम का दानीय स्थिति है, विशेष रूप से मजदूरों को किया
जाना वाली कच्ची मास, फसलों को भाव गहल बढ़ गया है जिस कारण
को फला में फला है जका फलत फिना हो गई है, तो फला में
फला है उसको काम कर और बाढ़ों बनाने का फला के सिधे बार रूपो
तो जेकर है: रफा तक मटा जाता है, क्योंकि आरे जिल में सट्टेदार
प्रात चल रहा है, उस कारण बाबाए समस्या ये पैदा हो गई: 1. म०प्र०
शासन ने एक दिनांक, २६७७ को म०प्र० के बाढ़ी मजदूरों को मजदूरों
का रेट है: रफा लोम तरे फो निर्धारित किया था, बाढ़ी मजदूरों
को काम भावों को लेकर आरे जिल में लगातार संघर्ष जारी है। इन
एक उत्तेजनय सफलता प्राप्त की है, तह के कि दिनांक ११ जनवरी,
२६७९ को म०प्र० रितार का एक बाढ़ी मजदूरों के प्रतिनिधियों का
सम्मेलन शाकिर सदन, प्रेस क्लब सिय भारतीय कम्युनिस्ट पार्टी में हुआ
था जिलमें म०प्र० के रफा सिधे के प्रतिनिधियों ने हिस्सा लिया था जिलमें
रेटक, इन्डक, सादू, म०प्र०/७०/७० और दूसरे स्वतंत्र ट्रेड यूनियनों के
प्रतिनिधियों ने अपना उपस्थिति में निर्णय लिया था कि प्रेस क्लब पर
एक मजदूर संघर्ष समिति बनाई जाये, संघर्ष देरा जाये, ए का सतत संचय
सकल सभिति का निर्माण किया गया, जिसके संघर्ष बाभरे मेड्युन
को बनाया गया है। आगाभा भाए में यह समन्वय सभिति के सट्टे
प्रदेश स्तर का दौरा कर बाढ़ी मजदूरों को संगठित और सत सैक्ति करने
हेतु कार्य करेगी। इसा के साथ बाभरे मेड्युन, मोपाल जिला आल कण्ठ
बाढ़ी मजदूर यूनियन (सैटक) मदीर्भना कर है।

नोट:-

आरे जिला मोपाल आल कण्ठ बाढ़ी मजदूर यूनियन के पूलपूर्व
सभिति बाभरे नाउल्ला फासदी का पहिले दिनो देधान्त हो चुका है।
एसा कारण इसी जाये निवेदन है कि सभित्य में फेडरेशन का और
ये कर जाने आल सनकारी, आदेस, निम्न प्राका के नाम से हैं:-

- कामरे मेड्युन, संघीजक, म०प्र० बाढ़ी मजदूर समन्वय सभिति,
- जनवरी बाजार, कम्युनिस्ट पार्टी, मोपाल (म०प्र०)

मकदीय
(कामरे मेड्युन)
१५-३-७१

To
The Chairman,
Tobacco Wage Committee,
HYDERABAD.

S i r,

We the undersigned members of the Tobacco Wage Committee hereby state our views on the revision of wages and other matters referred to in the terms of reference of the Committee.

At the outset we wish to state that it is unfortunate that in spite of the sincere efforts made by the members from the employees' side a unanimous report could not be brought out by the Committee due to the unhelpful and most unreasonable attitude taken by the members from Employers' side.

The State Government of Andhra Pradesh having considered the position of the Tobacco Industry constituted a Wage Board for this Industry in 1970. Prior to this there were wide disparities in the wages and other service conditions of workers in the Industry.

One of the terms of reference of the first Wage Board was to evolve a wage structure based on the principles on fair wages set forth in the report of the Committee on fairwages.

Even now, the purpose of the Wage Committee is to consider revision of wages of workers and staff keeping in view the principles on fair wage fixation. The other things to be kept in view while fixing the fair wages are 1) capacity of the Industry to pay 2) the elasticity of the Demand of the product 3) prevailing rates of wages in other comparable industries and 4) the likely impact of the wages so fixed on the society as a whole.

Now coming to the position and capacity of the Industry-----

This Industry should actually be treated as part of Cigarette Industry. Tobacco companies are like spinning mills in textile industry. The textile Wage Boards and Wage Committees did not make any distinction between spinning units and cloth manufacturing units while fixing the wages etc. In fact, the bigger companies like T.L.I.D., Golden, National and Navabharat have their own cigarette manufacturing units. It was mentioned in the report of the first Wage Board that 63,000 workers out of a total of 93,000 were in these four companies and another company British India Tobacco corporation in the Tobacco Industry. The total number of companies at that time was mentioned as 150.

Now there are 260 units in the Industry and the number of workers is about 1,25,000. This is one of the major foreign exchange earning industries in the Country. Nearly Rs.110/crores are accruing to Government of India by way of foreign exchange and Rs.640 crores by way of Excise and Export duties.

India occupies the third place in the world after China and U.S.A. in production of Tobacco. 90% of the virginia tobacco grown in India is produced in Andhra Pradesh.

The following figures will give an idea as to how the industry is growing:

<u>Year</u>	<u>Hectareage In '000'</u>	<u>Production in Million Kgs.</u>
1939-40	31	17
1949-50	62	40
1951-60	93	59
1960-70	136	90
1970-71	152	96
1971-72	172	145
1972-73	125	108
1973-74	156	115
1974-75	128	90
1975-76	122	99
1976-77	142	122
1977-78	102	165
1978-79	161	137
1979-80	131	82

The estimated plantation and production for 1980-'81 is 1,84,000 hectares and 146 million kgs. of Tobacco respectively as per the press statement of the Tobacco Board Chairman Sri Kota Renukiah few months back.

The decline in hectareage and production in certain years is due erratic weather conditions.

The above table gives an idea how steadily the industry has grown because of the demand for the Tobacco in the Country and abroad.

The present average demand for domestic consumption and Exports is around 120 to 130 million kgs.

The following figures will give an idea as to how the Exports have been going up.

<u>Year</u>	<u>Million Kgs.</u>	<u>Unit Value Rs. per kg.</u>
1960	41	
1961	48	
1962	68	
1963	68	
1964	72	
1965	62	
1966	36	
1967	56	
1968	52	
1969	55	
1973	74	
1974-75	75	10.72
1975-76	74	12.53
1976-77	80	12.06
1977-78	89	12.66
1978-79	69	15.65
(April 1979 to Nov. '79 (1979-80)	49	15.76

As per the estimates of the Central Government, the foreign exchange earnings on Tobacco Exports will increase from the present Rs.110 crores to Rs.150 crores by 1983-84 according to Press Statement of Sri P.K. Renukiah, Executive Director of the Tobacco Board. That means the Exports will

(Again the reduction in Exports in certain years is due to erratic weather conditions and consequent reduction in production but not due to any other reason. With there is a bumper crop in any year exports also would increase because the foreign cigarette manufacturers will increase their intake taking advantage of the glut in market.

This cyclical pattern of occasional ups and downs in production and exports of tobacco is the characteristic of almost all cash crops in the World and also due to the system of economy in the Country.

The following figures of the production of Cigarettes in India also is an indication of the past and future demand for Tobacco.

Year	Production In million Cigarettes
1951	21,450
1961	39,463
1971	53,200
1975	59,670
1977	67,237
1978	71,457

From all the above cited figures of production of Tobacco, Exports and Cigarette Production, it can be observed that there is elasticity of Demand for Tobacco in domestic as well as Foreign Markets.

There is 125% increase in the average minimum export prices of Tobacco fixed by Government from 1970 to 1980 and many of the companies will sell at higher prices. The cost of cigarettes also have gone up abnormally. The contention of the employers that the tobacco industry is infoldrums is not sustainable. May be some of the companies have gone out of the industry for other reasons. Some new companies have come into the industry and are flourishing.

The special feature of this tobacco industry is that it would not require huge investments. Almost all the companies will get advances both from Commercial Banks and the customers. Farmers will not be paid immediately for the tobacco purchased from them except by two or three companies.

The contentions of the employers in the industry that the demand for Indian Tobacco in Foreign ports is declining because of poor quality and higher prices. To prove that the above cited contentions as incorrect and ridiculous, we quote below some extracts from an article.

"Quality of Indian Flue-cured Tobacco to meet export demands" written by Dr. H.C. Gopalachari, Director of Central Tobacco Research Institute, Rajahmundry and published in the November, 1978 issue of the "Tobacco News" a monthly publication of the Tobacco Board, Cuttur.

- 1) "Flue-cured Tobacco produced in the Traditional Black Soil belt of Andhra Pradesh has considerably improved in the past two decades because of the improved varieties and improved package of practices adopted by the farmers. The quality characters as shown in table - 2 indicate that it is export worthy which is amply proved by its exports to

with other Blue-cured styles and also non-blue-cured types. As this belt accounts for 70% of the total blue-cured tobacco production in India and is fairly stable against draught and least affected by pests and diseases. There is great scope for stepping up the exports of this tobacco to many countries besides U.S.S.R."

- 2) " Because of their excellent smoking and manufacturing qualities, tobaccos from Northern and Southern light soils and river-side banks of Andhra Pradesh and Karnataka state's transition belt are exported to U.K. Japan, Italy, Belgium and other countries and traditional black soil belt tobacco is exported to U.S.S.R. Nepal, Bangladesh etc. There is also a great scope for further stepping up of exports of these tobaccos to several other major importing countries such as F.D.R., G.D.R., Ireland, Netherlands and other countries".
- 3) " From the foregoing discussion it is quite clear that the Indian Blue-cured Tobacco has all the requisite chemical and physical quality characters as required for Export.

" Another factor in favour of Indian Blue-cured Tobacco is the negligible pesticide residues on the cured leaf. Yet another major advantage enjoyed by the importing countries is the price factor. (Emphasise is ours)

Taking U.K. and Japan, two of the Major importing countries the comparative prices of the Tobacco imported from India and other countries are furnished in Table-3.

Table-3 - Price in Dollars/Kg. tobacco imported in 1976:

By	U.K. from	Price	By Japan from	Price
	U.S.A.	3.48	Yugoslavia	4.00
	Malay	2.80	Bulgaria	4.00
	Canada	2.65	U.S.A.	3.89
	S.Korea	2.43	Turkey	3.70
	Tanzania	2.41	Greece	3.32
	Indonesia	2.33	Thailand	2.39
	Brazil	2.19	India	2.01
	India	1.85	Others	1.90
	Others	2.62		
Average Unit value		2.62	Average Unit value	3.22

It is seen from the above table that Indian Tobacco fetches the lowest price which is also much lower than the average unit price those countries are paying for the tobacco they import.

- 4) " World demand for Tobacco increased with the production of Cigarettes at an average of 1,259,000 million pieces in the years 1947-51 to 3,775,000 million pieces in 1975. Between 1973 and 1976 cigarette production rose by 7.6%. In view of this increasing World demand, there is every possibility for pushing up exports substantially, cashing on the quality, negligible pesticide residues, price incentive and vast production potential of Blue-cured Tobacco in India, by working on mutual contacts at Government to Government level."

From the above quoted extracts, it is clear that the Indian Tobacco is neither poor in quality nor uncompetitive price-wise as is being claimed by the employers' representatives. If at all there are any difficulties in the export field being faced by the exporters, they are due to the market manipulations indulged

In the beginning of this year the employees were pleading that there were huge stocks lying with them and that there were an export orders. Now there is heavy demand for Tobacco. All the accumulated stocks are sold.

The reform, lack of orders at a particular period cannot be a factor for determining wage structure and other service conditions of workmen in the Industry.

Coming to the question of revision in wages, etc. there is a substantial increase in the cost of living from the time the first Wage Board fixed the wage structure. The wages in similar industries like Jute, Sugar, Cement, Fertilisers etc. have been revised thrice and the present wages of unskilled workers in the above mentioned industries in the region are paying between Rs. 15/- and Rs. 20/- per day. It has mentioned in the First Wage Board Report itself that "To some extent it may be possible to compare it (Tobacco Industry) with Jute Industry in which raw jute is graded and processed and that industry also has Export problems". "From the seasonal point of view there are certain similarities between Sugar industry and the Leaf Tobacco Industry though the former is a much more mechanised and advanced industry".

In both these industries the minimum wages of unskilled workmen are more than Rs. 100/- a month.

Dr. Fonseca, well known Labour Economist has calculated the need based minimum wage as Rs. 171.57 on 100 Centur Consumer Price Index which is the average for 1967. According to this the Need Based Minimum Wage at 304 point being the average for 1979 would work out to Rs. 339.28.

The Second Wage Board for Sugar Industry has calculated the minimum wage as Rs. 164.94 at 150 Centur consumer Price Index. Therefore, it would work out to Rs. 426.78 at 304 Centur Consumer Price Index.

The First Wage Board for Tobacco Industry, whilst recommending a wage of Rs. 4.00 for the lowest category of unskilled workers in the 5th Group of companies, expressed their unanimous view that it was in the region of subsistence level of wages within the observations of the Supreme Court and that it was not therefore, possible to fix lower wages than recommended above. (Emphasis is ours) This wage was determined on the price index for 1970 and came into existence from 1.1.1971. Afterwards there is an increase of 197 points in the cost of living index for Centur i.e. 105.35% increase.

The Supreme Court observed in the case of Express News Papers and the same was quoted by the First Wage Board for Tobacco Industry that "The principles of fixation rates of wages are that in the fixation of rates of wages which include within its compass the fixation scales of wages also the capacity of the Industry to pay is one of the essential circumstances to be taken into consideration except in cases of bare subsistence or minimum wage where the employer is bound to pay the same irrespective of such capacity."

There is also a distinction between a bare subsistence or minimum wage and a statutory minimum wage. The former is a wage sufficient to cover the bare physical needs of a worker and his family that is, a rate which has got to be paid to the worker irrespective of the capacity of the Industry to pay. If an industry is unable to pay to its workman at least a bare minimum wage, it has no right to exist".

Fair wage must be need based. - The wages of the workers must be the first charge on the receipts of any industrial unit. It is unfair to keep the wages at lower levels in the name of competition and production costs. The cost of the service must be regulated by a fair wage to the worker.

Regarding the Grouping of the various units in the Industry for fixation of wages we are of the view that the companies should be categorised into four groups as under:

- 1) I.T.C. Ltd., - I.L.T.D. Division shall be in Group I because of the capacity, size of the organisation and its connection with the multi-national tobacco monopoly concern. I.T.C. Buys 40 to 45% of tobacco produced and 75 to 80% of India's cigarette production is from I.T.C. Factories.
- 2) Manufacturers cum exporters excluding I.T.C. Ltd., - I.L.T.D. Division.
- 3) Exporters.
- 4) Dealers.

Coming to the fixation of wages for daily rate^d workmen, we have already stated that minimum wages in the comparable industries in the region is varying from Rs. 15/- to Rs. 20/- per day. According to the calculations of Need Based Minimum Wages referred to earlier in this report, it would work out to around and more than Rs. 400/- per month i.e. Rs. 13.32 to Rs. 16.18 per day.

If the rates of wages fixed by the First Wage Board and the increase in the Consumer Price Index is taken into consideration, the wages would work out to the following amounts at 364 Current Consumer Price Index.

Group I ..	Rs. 12.32 ;	Group II ..	Rs. 11.70
Group III ..	11.90 ;	Group IV ..	10.47 and
Group V ..	9.85		

The wages of the last group would be a subsistence wage as mentioned in the First Wage Board Report itself and the others would be slightly higher than the subsistence wages.

If the wages fixed by the First Wage Board are taken and calculated adding @ 2.5 paise per point as recommended by the Board, the wages would work out to the following amounts at 364 point average for 1973:

Group I ..	Rs. 10.93 ;	Group II ..	Rs. 10.63
Group III ..	10.33 ;	Group IV ..	10.03 and
Group V ..	9.73		

But the last mentioned method is not correct since the amount of 2.5 paise per point recommended by the First Wage Board would not work out till 100% neutralisation and that any Wage Board or Committee whilst fixing wages should go by the current prices and fix the wages and that the rate of neutralisation for the rise in the cost of living should be cost per cent - i.e. at least 25% at the lowest level of wages.

Keeping in view the increase in the cost of living since the First Wage Board, prevalent wages in other comparable industries in the region and capacity of the Industry to pay and other relevant factors, we are of opinion that the following

should be the wages including D.L. as at 1.1.1980 for daily rated workers in the four groups proposed;

		<u>Graders/Stammers</u>	<u>General Workers</u>
Group I	Rs. 11.50 per day	Rs. 12.50 per day	
Group II	11.00 "	12.00 "	
Group III	10.50 "	11.50 "	
Group IV	10.00 "	11.00 "	

Here, the lowest wage is proposed to the stammers/graders sweepers and a higher wage by Rs.1/- is fixed to the general workers in view of the more arduous nature of work. The observation of the 'First Wage Board' that women workers have always been Rs.0.50 D.L. less than the general workers and that this practice has been agreed to by the unions in collective bargaining is not correct. The position is that the unions used to fix the lowest wage to the graders/stammers etc. and then fix a higher wage 0.50 paise to the general workers.

The wages proposed above are the minimum for graders/stammers and general workers. There are workers in slightly higher categories like checkers, maistries, markers etc. Higher wages should be given to them keeping in view of the increase given to the lowest and differentials in each unit between those categories subject to the condition that the minimum of the differential should be Rs.0.50.

Dearness Allowance to Daily Rated Workmen:

- 1) For future rise over 334 points of Guntur Consumer Price Index, Rs.0.65 per point per day should be paid as D.L. as in other comparable industries.
- 2) At present D.L. is paid on the average index of 12 available monthly consumer price index as at 1st January every year. This system of revision in D.L. once in an year is not in existence anywhere else. The general practice in many industries is to revise D.L. on a quarterly average. Therefore, D.L. should be revised each quarter, on the average of previous quarter.

Wage scales and Dearness Allowance to Supervisory, Clerical and other staff:

The grouping in respect of monthly rated staff should be 3 in view of the small numbers of employees in these categories and the financial burden is negligible. The wage scales for various categories of employees, the grouping and the method of fixation of the existing employees are set out in the Annexure to this report.

Dearness Allowance:

- 1) In the case of all monthly rated employees, we propose that there should be a separate dearness allowance at the rate of 5.75% per month from 1.1.'80.
- 2) For any future rise over 334 points of Guntur Consumer Price Index (Base: 1960), Rs.1.50 should be paid as variable dearness allowance.
- 3) Variable Dearness Allowance should be revised each quarter on the basis of previous quarter's average of the Guntur Consumer Price Index.

Retaining Allowance:

The system of retaining allowance, though was in existence in many of the sugar factories through Court awards and collective bargaining prior to 1960, was standardised by the First Sugar Wage Board in 1960.

The reasons for evolving the system of retaining allowance have been eloquently discussed in the report of the First Sugar Wage Board and it needs no repetition.

Though the First and Second Wage Boards have not recommended retaining allowance to unskilled workers, the system of payment of retaining allowance to these categories also has come to stay in almost all the factories in the Sugar Industry through collective bargaining process.

The Tobacco Industry is not in any way different from the sugar industry from the view point of its seasonal nature of operations.

The First Wage Board for tobacco industry has recommended very meagre lumpsum amounts to semi-skilled, skilled, clerical and supervisory staff as retaining allowance. It was because for the first time the retaining allowance was introduced, the employees' representatives on the Board also had agreed.

Now, the retaining allowance should be as under:

- 1) Seasonal workmen in the Supervisory, Clerical, highly skilled, and skilled categories should be paid 50% of their gross wages (Wages and D.L.) per month as retaining allowance.
- 2) Seasonal workmen in semi-skilled grade should be paid 25% of their gross wages per month.
- 3) All other seasonal workmen who are not covered by the First Wage Board also should be paid 25% of their gross wages per month.

The retaining allowance shall be paid each month during the off-season, following the close of season of that year.

If a seasonal worker getting retaining allowance retires, his retaining allowance should not be recovered on the plea that he will not be coming for the following season.

House Rent Allowance:

All workers shall be paid 20% of their monthly basis wages as House Rent Allowance per month. The system of house rent allowance is already there in the industry though not uniformly.

Leave and Travel Assistance:

To & Fro train fares for 1600 K.M. to the employees and their family members should be given once in two years.

Leave & Holidays:

The recommendations of the First Wage Board should be continued except the following alterations proposed by us.

- 1) Casual leave should be 10 days to all permanent workmen.
- 2) Sickleave to seasonal workers should be with full wages.

Maternity Benefit:- Maternity leave should be with full wages.

Gratuity: As per Gratuity Act. Whilst calculating Gratuity for seasonal workmen to determine 75% of the actual working days of an employee, the total number of working days on which that particular individual worker was provided work by the employer should be taken but not the total number of working days the establishment as a whole was in operation.

If better benefits than the act provided are available in any unit, they should be continued.

Bonus: Bonus should be paid to all workmen irrespective of the number of days on which the worker worked because of the nature of employment in this industry.

Master Rolls: Master rolls should be maintained even for casual workers. Otherwise there is scope for manipulation of regulars as casual workers.

All the proposals made in this report shall be given effect from 1.1.1980 to 31.12.'82.

Before concluding, we once again reiterate that the wage scales and other conditions of service of the workers and staff have been proposed keeping in view the cost of living increase since the first Wage Board, prevalent wages in the comparable industries and State and Central Governments departments in the region, capacity of the industry to pay and the need to maintain the reasonable differentials between various categories of workmen.

The financial burden of the proposals can very easily be absorbed by the industry and it does not have any adverse impact on the society as a whole.

We trust that the Government would accord due consideration to the proposals made in this report and will do the needful in the matter of giving effect to the proposals, if necessary, by resorting to legislative measures rectify the abiotic conditions brought about by the employers in the industry.

Thanking you,

Guntur,

Yours faithfully,

27.11.'80.

1.(sd) Joshiyappa Satyanarayana

2.(sd) T. Sivarajakrishna Reddi

3.(sd.)C. Suryanarayana

4.(sd.)T. Bageswara Janna

TRUE COPY

Wage Scales of monthly rated employees.CLERICALGroup - I - I.T.A. Ltd. - I.L.T.D. Division.

Junior Grade : Rs. 520-10-560-15-635-20-735-25-860

Senior Grade : 545-15-605-20-705-25-880

Head Clerk/ ()
Cashier/) 570-20-630-25-730-30-910
Section head : (Group - II - Manufacturers cum exporters other than I.L.T.D. and Exporters.

Junior Grade : Rs. 500-10-540-15-615-20-715-25-840

Senior Grade : 525-15-585-20-685-25-800

Head Clerk/ () 550-20-610-25-710-30-890
Cashier/)
Section Head (Group - III - Dealers

Junior Grade : Rs. 480-10-520-15-595-20-695-25-820

Senior Grade : 505-15-565-20-665-25-840

Head Clerk/ ()
Cashier/) 530-20-590-25-690-30-870
Section Head (

Stenographers will be placed in the Senior Clerk's scale and also receive a special allowance of Rs.30/-.

Typists will be in the Junior Grade and will be given a special allowance of Rs.15/-.

TECHNICAL STAFFGroup - I

A - Rs. 595-20-655-30-1015

B - 520-10-560-15-635-20-735-25-860

C - 470-10-510-15-570-20-650-25-750

GROUP - II

A - Rs. 575-20-635-30-995

B - 500-10-540-15-615-20-715-25-840

C - 450-10-490-15-550-20-630-25-730

GROUP - III

A - Rs. 535-20-615-30-975

B - 480-10-520-15-595-20-695-25-820

C - 430-10-470-15-530-20-610-25-720

SUPERVISORY STAFF

GROUP - I

Supervisor : Rs. 545-15-605-20-705-25-880
 Senior or Head Supervisor : 595-20-655-30-1015

GROUP - II

Supervisor : 525-15-585-20-685-25-860
 Senior or Head Supervisor : 575-20-635-30-995

GROUP - III

Supervisor : 505-15-565-20-665-25-840
 Senior or Head Supervisor : 555-20-615-30-975

Subordinate Staff:

GROUP I - Rs. 345-5-370-8-410-12-470
 GROUP II - 325-5-350-8-390-12-450
 GROUP III - 305-5-330-8-370-12-430.

Fitting of existing employees in the revised scales:

1) Total emoluments of the individual employee (Wages and D.G.) should be taken and an amount of Rs.75/- should be set apart as Dearness Allowance and with the remaining balance he should be fitted in appropriate step of the revised scales. If there is no exact step in the revised scale he should be fitted in the next higher step. If the amount is less than the minimum basic of the scale, he should be fixed at the lowest of appropriate revised scale.

2) Service weightage increments:

All workmen (seasonal and non-seasonal) after being fitted in the appropriate revised scales, should be given increments in the new scales as under:

3 years/seasons and below service	..	1 increment or Rs.30/- whichever is higher
4 to 6 years/seasons service	..	2 increments or Rs.50/- whichever is higher
7 to 9 years/seasons service	..	3 increments or Rs.70/- whichever is higher
10 years/seasons service and above	..	4 increments or Rs.90/- whichever is higher.

Rajam

Phone : 21088

TAMILNADU A. I. T. U. C.

6/104, BROADWAY,
MADRAS-600001.

President:

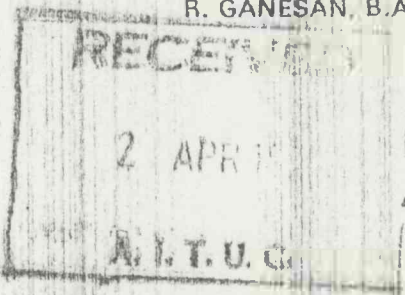
KALYANA SUNDARAM, M.P.

General Secretary:

A. M. GOPU

Treasurer:

R. GANESAN, B.A., B.L.



Presidents:

K. I. K. THANGAMANI, M.A., Bar-at-Law

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S. KARUPPUSAMI

K. GOVINDASAMI

Secretaries:

Dr. G. KANNABIRAN

T. KARUPPIAH, M.L.A.

S. DAKSHINAMOORTHY

D. GNANIAH

S. RAMACHANDRAN

Dear Comrade Indrajit,

We are having our 4th National Conference of the All India Beedi Cigar and Tobacco Workers Federation at Dalsing Sarai, Bihar State on 9,10th April 1981. This decision was taken at a meeting of the Executive Committee of our Federation held during the Vizag Session of the AITUC.

From Madhya Pradesh, I have received letter from Beedi Union that they are functioning under Bharat Communist Party and yet they are willing to give their Co.operation to our Federation.

Com.N.C.Dutta is the President of our Federation. When we elected him he was in the Secretariat of AITUC. I wish that the Secretariat should be in close touch with our Federation and give guidance now and then.

We hope that you will be good enough to discuss about our Federation and take necessary decision.

With Greetings,

Yours fraternally,
G. Kannabiran

(G.KANNABIRAN)
GENERAL SECRETARY,
All India Beedi Cigar & Tobacco Workers Federation,

To
Com.Indrajit Gupta,
General Secretary,
AITUC, 24, Canning Lane,
New Delhi-110 001.

Copy to:
Com.Parvathikrishnan, AITUC
24, Canning Lane, New Delhi-110001.

मध्यप्रदेश ट्रेड यूनियन कांग्रेस

*Com. Rajan
for taking
up in Parl.
and representation
H.S.*

क्रमांक

"शाकिर सदन"

पटेल नगर लेबर कालोनी
(भारत टाकीज के पास)

भोपाल-१

दिनांक 5-4-81 1981

To,

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

Subject:- Some suggestions to solve Country wide
Un-employment problem in Bidi Industry.

Dear Comrade,

In all the States of this country the Bidi Workers have been facing serious unemployment problem due to wrong taxation policy of the Central Govt. Previously Central Excise duty was imposed on tobacco alone. Before 1977 General election Indra Gandhi Govt., perhaps with the idea to give relief to tobacco growers, exempted excise duty from tobacco, and imposed One Rupee tax on "Trade Mark Bidis" per 1000.

Then Janta Party Govt. came into power and not only increased the Excise duty to Rs. 3-60 paise per thousand but gave exemption from any taxation, 60,00,000 (Sixty Lacs) un-trade Mark Bidis. This was the beginning of crisis in Bidi Industry. As a result anybody taking a tobacco licence of Rs. 6/- started manufacturing Bidis, in every State, in Lakhs and began to compete in the market with Trade Mark Bidis. While selling rate of Trade Mark Bidis is an average of Rs. 18/- per thousand in the market, ~~without~~ Without Trade Mark Bidis are being sold

.....2

~~Rs. 8 to Rs. 10~~ Rs. 8 to Rs. 10 /- per thousand .

There being no mechanism , or law to check the number of Bidis manufactured by such producers of "Un -Trade Mark Bidis " position has worsened. These manufacturerers of "With-out Trade Mark Bidis " are violating the Minimum Wages Act and the Rates fixed by the State Govt. as are not being paid to the workers, U nder the Minimum Wages Act the Govt. of M.P. has fixed Rs. 6-30 per thousand Bidis, but such producers are not paying @ thex rate of Rs. 2/- per thousand only . Over and above , these workers do not come under the perview of Bidi & Cigar workers(Condition of Employment) Act passed in the Parliament in 1966. As a result ,retrenchment of Bidi workers from the Trade Mark Bidi Factories started in mass Scale.

Bidi Factory Managements , who manufacture Trade Mark Bidis " submitted memorandum to the ^{Central} State Govt. I also printed 1000 copies of Memorandum addressed to Parliament Members and went to Delhi in 1977 and with the help of Com. Chandrappan and some Janta Party M.P.'s distributed them amongst the M.P.s. In the Memorandum I futher raised some other burning problems of Bidi Workers such as - End of Contract Laboursystem, and protection of Minimum Wages ~~Act~~ of Bidi workers etc., I further prepared two Bills for amending Minimum Wages Act and Bidi & Cigar Workers Act . I consulted ~~the~~ some of the AITUC leaders of other States and sent to Com. Parvathix Krishnan to move them in Parliament . Com. Parvathi Krishnan and Com. Chandrappan placed them in Parliament . They were admitted but never came under discussion.

Major Crisis began from the Year 1978 ,when the illegal manufacturing of Un Trade mark Bidis ,flooded the market in Lacs and Crores. The Trade Mark Bidi Factories could not face the competition. AITUC unions in many States began agitation against retrenchment and closure of Bidi Factories.

After Mrs. Indra Gandhi came to Power we again representated the matter to the then Labour Minister Mr. Anjiya. and submitted the memorandum to the Finance Minister also. Com. Houdi Daji asked me to send both the Amendment Bills requesting A.I.T.U.C. to place again in the Parliament . Com. Mahendrasew infomed me that both the Bills have been placed in the Parliament by Com. Gita Mukerji . But those Bills ,again, never came under discussion during the whole year of 1980 and this year uptil now.

Now major crisis began from the year 1980 , when all the big manufacturers (Registered under the Trade Mark) began closing the Bidi Factories. This effected in Mass scale in Maharashtra, Madhya Pradesh and Bihar and Andhra . Number of Bidi Workers in the Country are more than Thirty Lacs , they come from the Backward Sections ,Adivasis and Harijans and sixty ~~xxxx~~ percent of them are women workers. Ultimately, being unemployed and in star starving conditions they have fallen prey of manufacturers of ~~un-~~

manufacture any number of Bidis in the year and can deprive workers from Minimum Wages and what so ever laws have been enacted by the Parliament during last Fifteen Years . They are also deprived of P.F. Fund benefits Housing Scheme and Welfare cess benefits.

Then in different States Unions started agitations against the mass clousers of Bidi factories . In Maharashtra State out of Five Lakh workers 50% have become victim of unemployment. In M.P. out of 5Lacs about 2 Lacs have been unemployed. From Bhandara District of Maharashtra alone thousands courted arrest and marched to Nagpur to represent the problem before the State Govt. In Madhya Pradesh also we did.

As far as my information goes several State Govts., ~~convened~~ convened joint meetings of employers and trade unions and have recommended to Central Govt., to revise the Taxation Policy in Bidi Industry and to stop manufacturing of un-licensed Bidis . If our M.Ps. do not take steps in the Parliament this year further ~~closure~~ closer of rest of the factories seems inevitable.

If the Government is not in favour to change the Taxation Policy , because of giving relief to tobacco growers , atleast , should take measures to stop giving concession to the manufacturerers of UN TRADE MARK BIDIS. We can raise this question in Parliament and take initiative , considering the future of thirty Lac Bidi Workers in the Country. I do believe that even some Cong. -I M.Ps. will support.

I request you to give , this matter, top priority during this Budget Session.

With fraternal greetings,

Your's Fraternally ,

Prakash Roy
(Prakash Roy)

Asstt. General Secretary

M.P.T.U.C. Bhopal.

विडी कामगार युनियन

महमदनगर

२ नंबर, १४०४ दिनांक २९-३-१९८३

लालबावटा कामगार केंद्र, ७४२, तोकखाना, अहमदनगर

ए. आय. टी. यू. सी., संलग्न युनियन



कां. रा. कृ. रत्नाकर
वा. ए., मल्हाड, वा. प्रयाग

कां. एकनाथ विज्जा
गरगवटणाम

कां. शंकर न्यालपेहली
महानिडणाम

जावक रेषाक

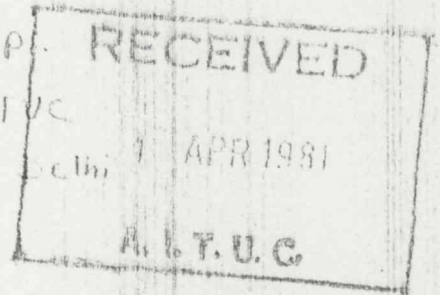
Rajan

दिनांक

28/11/81

To,

Com. Indrajit Gupta, M.P.
General Secretary, A.T.U.C.
2, Dalasing Sarai, New Delhi



Dear Sir,

I am writing this letter on behalf of All India Textile, Leather and Tobacco Workers Federation. Our organization is affiliated to All India Com. N. S. Lulla is president, Com. G. Kannabirani is general secretary and myself is joint secretary of the federation.

The fourth conference of our federation is to be held at Dalasing sarai Dist. Samastipur (Bihar) on 9th & 10th April 1981. On behalf of our federation I take this opportunity to request you to attend and to guide our conference. Without your presence our conference will be a mere jambori. I therefore earnestly request you to remain present in our conference.

There are nearly 40 lakhs bidi workers in our country. Women and Dalits constitute a majority in bidi workers. The bidi workers in many states take active part in AITUC & Party's political movements. Majority of the workers have unflinching faith in AITUC & CPI.

The bidi workers are on par with agricultural labourers. They are half dead. Their problems are innumerable. There is no stability and security to them.

It is highly necessary to give our bidi movement a new direction with revolutionary spirit. Dinesh Bidi Cooperative Society of Kerala has given shown a new path. If the employers fail to fulfill the demands of Bidi workers, then the appropriate state govt should establish Cooperative societies of Bidi workers to give them protection. It will be a great relief to the bidi workers in the country, if we can help them getting minimum wages (the demand is Rs 12/- per thousand bidis) and benefits of Bidi & Cigar Act.

It is my grievance that bidi workers are not given due attention by us. They are neglected in our ~~national~~ ^{political} life.

May I therefore expect your presence in our conference in spite of your heavy responsibilities. I request you again to attend our conference & oblige.

With greetings

R
1-4-62

Yours fraternally
R. K. Ratinakar

The first is a study relating to the work of
the various departments and I shall mention it
later. The second is the Budget and the
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of the Government. The fourth is the work
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departments of the Government.

R
1-3-82

Very sincerely,
R. K. Narayan

Rajan

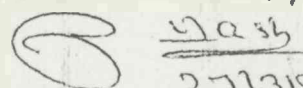
O. S. E. B. EMPLOYEES FEDERATION; ORISSA.
BADAMBADI; CUTTACK-9.

Dear Comrade,

O. S. E. B. Employees Federation has called off the strike launched by the Federation from 23th Mid-night to 25th Mid-night. With grand success on 27.3.81 Board has entered into an agreement with the Federation with the following demand.

1. An interim relief of Rs. 800/- will be paid to each workman till the finalisation of new Wage scale.
2. Wage structure will be finalised by the end of 30th June, 1980 with a through discussion with the Federation.
3. This new Wage scale will be implemented with effect from 1.4.80.
4. There will be no victimisation over the strikers and 4 days strike pay will be adjusted against leave due. In the mean-time O. S. E. B. Mahasangna has entered into an agreement with the Board which completely against working class. Federation has opposed it. Thirty thousand power workers has joined in the strike.

Yours sincerely,


277319
(General Secretary)
O. S. E. B. Employees
Federation, Orissa.

Com. Indrajit Gupta, m.a. (General Secy)

A.I.E

1-3-81

Rajan

RARE EARTH EMPLOYEES' UNION

ORGANISATION OF RARE EARTH EMPLOYEES
REGISTRATION NO. 701020 (GM.)

Form No. 1298

Date

RECEIVED To
27 JAN 1981
A. I. T. U. G.

Com. Indrajit Gupta MP
General Secretary
All India Trade Union Congress Office
24, Conning Lane, (Conjuncture)
New Delhi

Dear Comrade,

You will be glad to note that I have been elected as President of the INDIAN RARE EARTHS EMPLOYEES UNION, OSCOM a Public Sector Undertaking functioning under the Administrative Control of the Department of Atomic Energy, Bombay.

The Plant is under progress and workers-members are mostly new. The wage and other benefits which they are entitled and for which they could reasonably agitate is something about which we want your assistance.

We will be obliged if you could send us a detailed reply at the earliest specifying wage, scales and other benefits enjoyed by similar Public Sector Under-takings which is within your knowledge.

With greetings,

Yours Comradely,

R. Dobapala
22/1/81

(LAKSHMANAPATRO)
PRESIDENT

RARE EARTHS EMPLOYEES UNION,
OSCOM.

R.E. Staff & Workers' Union
P.O. Wyoosamandal
Ernakulam

12
1-4-81

Rajan
Please refer him
to your Rare
Earths union in
Kerala for the necessary
in for making
U.

ALL INDIA BIDI, CIGAR & TOBACCO WORKERS' FEDERATION,

N. C. DUTTA,
PRESIDENT,

Dr. G. KANNABIRAN,
GENERAL SECRETARY

DELHI OFFICE : A. I. T. U. C. OFFICE,
Phone : 386427 24, CANNING LANE,
NEW DELHI-1.
HEAD OFFICE : 6/104, BROADWAY,
Phone : 21088 MADRAS-1

Date : 10-3-1981

Fourth National Conference of the Federation.

Dear Comrades,

The Fourth National Conference of All India Beedi, Cigar and Tobacco Workers' Federation will be held on 9th and 10th April 1981 at "Md. Yusuf Hall" DALSINGSARAI in Bihar State. All India Trade Union Congress Leaders Comrade S. A. Dange the President and Comrade Indrajit Gupta, M. P., the General Secretary are expected to participate in the Conference.

A reception committee of 81 members is formed and the preparations for the Conference are going on. Arrangements for delegates to boarding and lodging are being made. Each delegate has to pay a fee of Rs. 10/- only.

All Unions are requested to send the list of delegates (male and female separately) along with the fees to the Reception Committee.

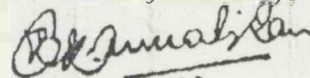
The Executive Committee meeting of our Federation will meet on 8th April 1981, at the Conference place.

Address : Com. Abdul Rayoub, General Secretary,
Reception Committee of Fourth National Conference,
All India Beedi Cigar and Tobacco Workers' Federation,
CHAKLAHOUDIN P. O.
Dist. Samastipur. (BIHAR)

Note : Comrades are requested to send reports of their activities and achievements to be included in the General Secretary's report

With Greetings.

Yours fraternally,



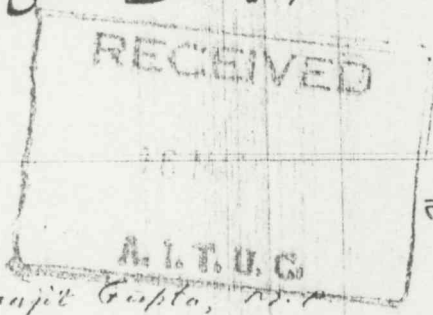
(G. Kannabiran)
General Secretary.

बिहार राज्य बीड़ी मजदूर फेडरेशन

(ऐटक से सम्बद्ध)

بہار ریاستی بیڑی مزدور فیڈریشن
(ایٹک سے الحاق شدہ)

नारायण मार्केट
लंगरटोली, पटना-४
फोन : ५११३१



प० सं०.....

ता०.....

10. Com. Indrajit Gupta, A.I.T.U.C.
General Secretary, A.I.T.U.C.

(21) April 1981

अध्यक्ष :
कृष्णचन्द्र चौबरी,
एम० एल० सी०

उपाध्यक्ष :
मो० शफ़ूद्दीन

सहामंत्री :
अब्दुल जव्वार

संयुक्तमंत्री :
अब्दुल रऊफ

सहायकमंत्री :
राम बल्लभ पांडेय

कोषाध्यक्ष :
रामदेव राय

कार्यालय सचिव :
कमल किशोर

Dear Comrade,

Perhaps you are aware that the Conference of All India Bidi, Cigar and Pipe-makers Workers' Federation is going to be held in Dalsing Sarai, Saran district, Bihar on the 9th and 10th April 1981.

Com. Dange has also consented to grace the occasion.

In behalf of the Bihar State Bidi & Cigarette Federation invite you cordially to attend and grace the occasion.

With kindest regards.

Yours faithfully,

A. Jabbat
A. Jabbat

General Secy
Bihar State Bidi & Cigarette Federation
110 Kalla, Gaganpur, Saran,
P. O. Bihar Sharif,
Dist. Muzaffarpur (Bihar)

ALL - INDIA TRADE UNION CONGRESS
24, Canning Lane, NEW DELHI-I.

Dated :

To

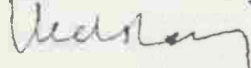
Dear Comrade,

Please find herewith enclosed duplicate receipt(s) for the
month of 1979.

We will send you the state share in due course.

With greetings,

Yours fraternally,


J. (N.C. DUTTA)
Secretary.

Encl. As above.

Rajan
(For Parliament)

HR 10045
21-2-1951

we, the wives of the radiographers (x-ray workers) of Southern Railway
are taking to you kind attention, the agony and pain of our
husbands and request your honour to kindly place before our hon. Minister
of Hyg. before the discussion of Hy. Budget.

Respected Sir,

With a heavy heart and tears rolling on our eyes, we are narrating
the miserable nature, how the Hy. Radiographers are ~~being~~ ^{being} daily like
"BONDED LABOURERS". For fear of victimisation, as our husbands are
afraid to speak to their officers, and having no faith on the recognised
Trade Union, we kindly place before your honour the peculiar facts and
circumstances of this "bonded labour" concerning the entire category of
Radiographers in the Hy. We are confident, that you will be more
pleased to help our families by your sympathetic consideration and bold
outlook and action. We are sure sure to seek JUSTICE through your
astute efforts and efficient blessings.

RECEIVED
28 FEB 1951
A. J. C.

(1) Doing E.C.G. work - the LIAISON - work of Radiographers
is thrust upon them by management:

The radiographers are supposed to do normally in the X-ray
departments and during the X-ray tests, very skillfully. By working with
the costly X-ray plants, they not only risk their health, but
their family members also. Due to the hereditary effect of the
radiation, a large number of children are born with
defects. Coming to the first lady lady Anna has shouldered the
additional responsibility of taking E.C.G. (taking electrocardiogram)
over the shoulders of poor radiographers, from the year 1941
onwards to till date. These radiographers, ~~have~~ are not supposed to
do this E.C.G. work and this is an additional work. Even recently the
Headquarter Office at Madras has accepted this principle and now they
have sanctioned an Honorarium of Rs. 21/- & Rs. 40/- to the radio-
graphers. (The copy of the letter is enclosed for your reference)

Our husbands are totally reluctant to do any extra work like taking
E.C.G. work or other additional work assigned to them. They are not at all
willing to receive any honorarium, which are not justified.

In all major hospitals in India, a separate dept. with a
cardiology wing manned by cardiologists, Physicians, specially trained
nurses in all wards, Intensive coronary care units, etc. Technicians
etc. The poor radiographers are not sanctioned anywhere in India to do
E.C.G. work. Generally E.C.G. technicians are posted in the headquarters
Hos. like at Madras but in Madurai and Trichy and other places, where
there are more E.C.G. cases, the radiographers are tortured daily.

12
2/3/51

MD. 208/II/SRNO

Dated 12-9-80

From: C.M.O/AWS

To MS/GOC D.M.O/MDU

Sub: Grant of Honorarium to Radiographers
in the Rly Hospitals at GOC and MDU.

Sanction is accorded for payment of Honorarium
at the following rates to the Radiographers of Rly Hospitals at
Golden Rock and Madurai.

1. For not less than 2000 ECG in a year Rs. 25/- p.m
2. For more than 2000 ECG in a year Rs. 40/- p.m

While signifying concurrence to the proposal
of FA & CAO has suggested that the work of taking ECG may be
entrusted to no post of Radiographer only in the above two
Hospitals.

(Sd)
/ Chief Medical Officer

Copy to CPC/MAS together with the copy
of the concurrence.

Memorandum Submitted to SRIMATHI INDIRA GANDHI

Hon'ble Prime Minister, Government of India, New Delhi

BY

The Workers and Employees in the Leaf Tobacco Industry
in Andhra Pradesh

Honoured Madam.

Sub: Closoure of Units, Large Scale Mechanisations through construction of Tobacco Green Leaf Threshing Plants, Introduction of Computers Causes unemployment to thousands of workers - Urgent Action Requested

We, the undersigned employees and workers working in the Leaf Tobacco Industry in Andhra Pradesh wish to bring the problems being faced by the workers in the Industry to your kind notice for sympathetic consideration and immediate remedial action.

The Leaf Tobacco Industry occupies an important place in the economy of the country, particularly in Andhra Pradesh. The Government of India derives about Rs. 600 crores by way of Excise duties annually. Exports of Tobacco will account for foreign Exchange Earnings to a tune of over Rs. 100 crores year.

Nearly 400 big and small companies are operating in this industry in which about 1,25,000 workers are working of which 90% are woman workers.

The dominant company in this Industry Indian Leaf Tobacco Development Company, until 1974 a fully owned subsidiary of the world's largest Tobacco Multi-National, British American Tobacco Company is now taken over by I. T. C. Ltd. Calcutta and is named I. T. C. Ltd., - I. L. T. D. Division. Though the foreign shares of I. T. C. Ltd., have been reportedly diluted the business methods and practices are being still controlled by the London based British American Tobacco Company to suit thier Foreign Monopoly interests. The other big companies are Golden Tobacco Company, National Tobacco Company, Navabharat Enterprises Ltd.

I. T. C. Ltd., - I. L. T. D. Division, started closing down its units, causing unemployment to thousands of workmen inspite of its increased volume of busineses. The other major companies also are resorting to closure of branches causing large-scale unemployment. Another foreign cmpany, British India Tobacco Corporation (P) Limited had closed down their undertaking completely while its foreign share holders are doing their busineses individually through other companies. By these methods about 45,000 workers have already been unemployed in the industry.

On top of this, the employers in the Industry are now resorting to mechanised processing of Tobacco by installing tobacco Green Leaf Threshing Plants resulting in a large scale unemployment.

Already 3 Green Leaf Threshing Plants, two in Bangalore and one in Andhra Pradesh are operating and 3 more plants are under process of installation in Andhra Pradesh and it is learnt some more employers have applied to Central Government for Licences.

As a result of this installation of these plants, about a lakh of women workers which constitate about 4/5th of total work-force will be thrown out of employment.

In addition to this, I. T. C. Ltd., - I. L. T. D. Division is granted L cence to import and install computers at Guntur. Computerisation in I. L. T. D Division of I. T. C. Ltd., will not only cause unemployment in this Company and other companies in this Industry, but also in other industries in the region because once the computers are available all the employers in the region will resort to getting their work done through computers on rental basis.

It is needless to mention about the adverse effects of the threatened mass unemployment of workers due to the above mentioned rationalisation and mechnisation.

Even the minimum wages fixed under the statute are not being implemented and the workers are being ruthlessly exploited by many of the companies. Due to non-implementation of the Minimum Wages unhealthy trade practices and unfair labour practices are resorted to by the traders. To check these unfair practices, payment of wages by Bank Cheques should be introduced.

It is also well known to the Government as well as public as to how these Tobacco traders are exploiting the growers also by various methods.

Inview of the aforesaid facts, we earnestly request you and the Government to :

- 1) Nationalise the Cigarette Industry and Export trade of Tobacco.
- 2) Cancel all the licences already granted for installation of green Leaf Threshing Plants and Computers.
- 3) Not to grant fresh licences to any of the employers for installation of Green Leaf Threshing plants and Computers.
- 4) Take appropriate measures to stop further closure of establishments which will increase the unemployment problem.
- 5) Amend the statutes suitable to facilitate payment of wages to the workers by Bank Cheques and appoint sufficient enforcing mechinary.

Earnestly hoping that this would receive your immediate attention.

Thanking you,

Place :

Yours faithfully,

Date :

ALL INDIA BIDI, CIGAR & TOBACCO WORKERS' FEDERATION.
THIRD NATIONAL CONFERENCE, DECEMBER 25, 26, 1976
AT "P.D. MARATHE HALL", GOPAL DHARAMSHALA,
BARA BAZAAR, JHANSI, UTTAR PRADESH.
GENERAL SECRETARY'S REPORT

Comrade Delegates,

I welcome you all to this Third National Conference of the All India Beedi, Cigar & Tobacco Workers' Federation which is being held at "P.D. Marathe Hall" at Jhansi, a city of heroic and patriotic monument. It is a Privilege and a honour to the 40 lakhs of beedi and cigar workers in Tobacco sector that this Conference is inaugurated by General Secretary Comrade K.G. Sengupta of All India Trade Union Congress. The 30th Session of All India Trade Union Congress is a historic one. About 600 delegates from all over the Country participated at this Session representing 25,89,079 membership in AITUC. The Session was attended by 17 Foreign delegations including Cuban Trade Union Centre for the first time. The crucial importance of the AITUC Conference was that it took place after fifteen months of the declaration of the emergency while the country passing through a new phase in its march towards its economic and Social objectives. The sessions took note of the national situation during the above period after emergency. The Monopolies have enjoyed more and more concessions while workers' right to Bonus has been attacked. Employers have intensified attacks by way of layoff, retrenchment, Closures and lock-out. Trade Union rights and privileges have been restricted. MISB and DIR are being used against the workers. Thus, the said period was a difficult and complicated one for workers and Trade Unions.

The AITUC session discussed the issues and gave a call to all workers and to all trade unions to unite and resist to defend Country's independence and their rights and gains. The attacks of employers must be defeated and the negative features of Government policies and measures have to change in the interest of defeating reactionary forces both internal and external and to take the country forward. We have met now with this back ground to discuss our problems and to carry our movement forward from this 3rd National Conference.

The three and a half years since Bhopal Conference were a period of intensified activities in the beedi Labour front. The All India Beedi, Cigar and Tobacco Workers' Federation is proud of the fact that it had played a leading role in organising and guiding these activities. The movement has spread and strengthened drawing lakhs of Beedi and Cigar Workers in the struggles and agitations for their better conditions of work and living.

Bhopal Conference of the Federation was held on 23, 24 June 1973. Dr. G. Kannabiran presided and Com. Charkande Rai, M.P., inaugurated the Conference. He demanded the nationalisation of the bidi industry as the only way in which to rescue it from the worst type of exploitation. Com. Shakir Ali Khan, M.L.A chairman of the Reception Committee described the plight of bidi workers in Madhya Pradesh. The Conference adopted resolutions demanding that bidi workers be paid a uniform National minimum wage of Rs. 6 for rolling 1000 beedies and the abolition of the commission agency, Contract and home work systems prevailing in the industry as these systems enabled the employers to flout all Labour and Industrial legislation. The Conference also decided to observe "Demands Day" on 1st August 1973 to press sixteen Demands of demands which

included the implementation of the Beedi, Cigar Workers (condition of employment) Act 1966. This will be followed by a demonstration before Parliament 20th August when a mass petition will be presented to the speaker of the Lok Sabha. Other demands raised were variable D.A, P.F, Gratuity, PSI, Maternity Benefit, paid festival holidays, 8 1/3% annual Bonus, guaranteed quantum of day's work with no deductions in wages on account of alleged "Shortage" of raw materials.

Comrade Choudry Haroon Ali Rasheed president of the Bangladesh Trade Union Kendra addressed the Conference as a fraternal delegate, referred to the bidi industry in Bangladesh and said that the Government of Bangladesh had agreed to import from India about Rs.3 crores worth of raw materials required for the survival of the industry in his country. Seven lakhs of bidi workers in Bangladesh had suffered due to a crisis in obtaining raw materials. He stated that the workers of Bangladesh bore warmest regards for their Indian brethren and pledged to work for closer co-operation between the working class of Bangladesh and India.

According to the decision taken at Shopal Conference, Memorandum to the Parliament to be submitted on 20th August 1973 was printed in English a four paged material and supplied to all Executive Committee members and Unions. "Demands Day" was observed on 1.8.73 in some places. Preparations for Delhi Demonstration and signature campaign was made in some States. Gujarat, Maharashtra, Andhra Pradesh and Bihar translated 16 point charter of demands into Hindi, Marathi, Telugu and Urdu languages and got them printed. Signatures were collected in the memorandum. But the Demonstration could not place for want of funds to make arrangements at Delhi. The President postponed Demonstration and convened First Executive Committee meeting at Delhi on 21.8.73. Before receiving the postponement message, Comrade C. Prabhakar, Joint Secretary of our federation started by a Tourist Bus with 50 women demonstrators from Koratla, Andhra Pradesh. From Masik, Maharashtra, State INTUC leader Comrade Ganapathi Gaikward lead about 15 demonstrators. The INTUC Comrade is in the Executive Committee of our Federation. The executive Committee members who arrived at Delhi in advance along with the demonstrators met Shri. K.V. Raghunatha Reddy, Labour Minister and submitted advance copy of the Memorandum. Explained 16 points demands and conveyed the Federation's proposal to submit memorandum to Parliament after collecting signatures from workers in different parts of the country. The Minister kindly received all about 85 persons and entertained them with tea. He heard patiently our problem and assured us that he will do his best to alleviate the sufferings of the beedi workers. On 21.8.73 the Executive Committee meeting was held at 4, Windsor place on 21.8.73 at 10.30 A.M. The meeting was presided by President Com. D. S. Sankhali. Com. N.C. Dutta Secretary of AITUC was present. Executive Committee Members from U.P., Tamil Nadu, Maharashtra, A.P., M.P., Punjab, West Bengal participated. The postponement of Demonstration was discussed and decided to hold it on 20.11.73. Decision was taken to collect Rs.6000 to spend over the demonstration. Quotas for collection of funds, number of demonstrators and number of Signatures to Memorandum were fixed to different States. On 22.8.73, the Executive Committee lead the demonstrators and met the Prime Minister. Advance copy of the Memorandum was submitted. The Prime Minister received the Memorandum and assured us to look into it. Prime Minister was happy to meet women workers in the deputation. They had discussions with the Deputy Secretary of Labour Ministry who is in-charge of Beedi, Cigar Workers Act and minimum Wages. We explained the various problems and difficulties of the beedi workers. He insisted that all pending petitions against the notified minimum wages by State Government and the Beedi, Cigar workers Act in High Courts and Supreme Court should be disposed off quickly. The Officer had prolonged discussion for more than two hours on our problems and assured us that the Central Labour Ministry will speedup the enquiry and disposal of all pending petitions in Courts against the Beedi Labour Welfare measures.

All India Trade Union Congress issued circular on 24.8.73 to all State Committees and all affiliated unions, Beedi and Cigar industry about the decision taken in the Executive Committee meeting. And directed them to make the demonstration before Parliament a big success. Also Circular was sent from our Federation to all the Beedi and Cigar Unions and the Executive Committee members about the above decisions made at Delhi. Tamil Nadu Branch of our Federation went on 3 days strike to press and popularise our joint charter of demands.

Com. Ishq Sambhali President had mild heart attack on September 20, 1973 and he was admitted in Wellington Hospital. The quotas fixed in the Executive Committee for demonstration before the Parliament was not fulfilled. Our affiliated unions kept silent. Comrade P.D. Marathe one of the founders of our movement, who hosted the first Conference at Gondia, in Maharashtra died on September 23, 1973 after a brief illness.

On 12.10.73 circulars sent to all Executive Committee members and copied to unions reminding about our proposed demonstration in front of Parliament on November 20th, 1973 and requested them to fulfill their quotas taken. During this period Kerala and Karnataka Beedi and Cigar Workers Federations came into existence and build up contacts with our Federation.

Comrade. Ishq Sambhali after his brief illness could not devote his time to our movement. ATTC Centre for new Beedi and Cigar Workers demonstration. Comrades from Kerala, Karnataka, Maharashtra and West Bengal enquired about the demonstration before the Parliament. A circular dated 10.11.73 was sent postponing November demonstration for want of sufficient preparation.

On 1.2.74, rejoicing press news appeared in dailies about the Supreme Court decision upholding Constitutional validity of Beedi Cigar Workers Act. Justice Alagarisamy while upholding the validity, he observed that the Act has to be amended suitably to make it easy for application. In Tamil Nadu, the Bonus dispute of Gudivattam Beedi workers was referred in 1971 to the Industrial Tribunal. The Beedi managements challenged the reference by filing writ Petitions in Madras High Court. The High Court gave judgment upholding the reference against the Beedi Owners. The Beedi Proprietors filed appeals before the Supreme Court.

Tamil Nadu Beedi, Cigar & Tobacco Workers Federation took initiative and issued strike notices on all managements of Beedi Manufacturing establishments through respective unions indicating their intention to go on Strike from 9.4.74 over the 16 points demands. We had talks with CITU for joint movement. The united strike was launched as indicated and continued for 21 days in Tamil Nadu. Beedi workers under the banner of INTU, APUP and LPF joined the strike. The Beedi industry completely stopped throughout the State. State Labour Minister intervened and negotiated State level talks between managements and workers. A settlement was signed between the managements and the unions represented by different Trade Union centres in the State. Terms of settlement arrived on 30.4.74 were: (1) 80 paise per 1000 beedies was increase to Rs.4.30 per 1000 beedies (2) Dearness allowance provision to be examined by the Government (3) Govt. to take steps to implement Beedi, Cigar workers Act. (4) Bonus at 20 paise per 1000 beedies thus accrued amount will be paid one week before Ramzan/Deepavali festivals for Muslim/Hindu workmen respectively. (5) To determine the number of workers under a contractor/home worker for purposes of eligibility for Bonus, the total daily turn over from him will be divided by 1500 beedies as a unit of work (6) Provisions of Tamil Nadu Industrial Establishments (National and Festival) Holidays Act will be implemented from May 1974. The Settlement was made for two years. The pending petitions and appeals before the High Courts and Supreme

First National Conference of All India Beedi, Cigar and Tobacco Workers was inaugurated by Comrade S. A. Dange at Gondia in Maharashtra State on May 23rd, 1970 under the presidentship of Dr. G. Kannabiran, Tamil Nadu. On that occasion the important resolutions passed were:-

- (1) On Fixation of National need-based Minimum wage with provision of fall back wages and variable D.A.
- (2) On Fixation of Minimum wages to all categories of workers and employees engaged in the manufacturing process of beedies including Managers or Contractors, Ring-binders, home workers under the Act plus other working middlemen as employers defined under Beedi and Cigar workers Act.
- (3) On Total ban of middle-man system and out-work (home) system which are devised by the Trade Ministers, Manufacturers to deny statutory amenities to workers.

(4) On P.F., Gratuity., PSI etc.

On the Beedi industry, Labour Ministers Conference were held periodically and reached certain conclusions.

(1) Uniform minimum rates of wage with a permissible increase of not more than 15-20 paise for 1000 beedies; these rates should be brought into force in all the States on the same date and should also be revised from time to time on a common date.

(2) Actual rates of wages to be uniform on a India basis on discussion and agreement.

(3) Unanimously agreed that the final rates of wages should include payment of fall-back wage in the event of short supply of raw material per day work.

(4) Formation of co-operative societies of Beedi Workers.

(5) Unanimously urged the Government of India to examine and work-out suitable proposals for the extension of PPF; Gratuity and PSI schemes to beedi workers.

(6) To extend the various housing schemes to the beedi workers.

(7) To ear-mark for the welfare of beedi workers a share of the excise duty collected on beedi Tobacco.

(8) To take steps for export abroad of beedies instead of raw-materials.

(9) Definition note: Beedi Worker includes contract and home-worker.

The above conclusions were discussed later with the union Labour Minister in chair. The following were the agreed conclusions:

(1) M.W. of 3.25 per day (with variations upto Rs.3.50 per day) without prejudice to a higher wage rate prevailing in some states/areas.

(2) New M.W. should be brought into effect from 1.7.1973 through the notification method.

(3) Further revision of M.W. should take place from 1.7.74 and thereafter revisions at two years interval.

(4) Dearness allowance linked to the cost of living Index discussed but no conclusion.

(5) Rejection of beedies should not be more than 5 to 10 percent.

(6) Organisation of Cooperatives to be studied.

(7) The need of setting up Beedi Welfare Fund to provide Maternity, Housing, educational amenities to Beedi workers was discussed.

(3) To expedite hearing and disposal of the pending case about the Beedi, Cigar Workers Act.

The Labour Ministers' Conference held at New Delhi on 27, 28 September 1974, resolved to revise M.W. further within the range of Rs. 4.50 and 5.00 for rolling 1000 beedies. And the new rate be brought into effect as early as possible and in any case not later than the 1st May 1975. In contrary to above commitment, State Governments notified the new M.W. rates on different dates with much difference in the rates from State to State. These rates are:-

- (1) Kerala for 1000 beedies Rs. 7.40 (Rs. 2.30 F.W. and D.A. 2 paise for 5 points) G.O.No. 15141/H.1/66/L.S.W.D dated 20.11.73
- (2) Karnataka for 1000 beedies Rs. 5.20 from 25.9.75.
- (3) Tamil Nadu - Sada for 1000 beedies Rs. 4.50 From 1.8.75 (G.O. No. 669 L&S dated 1.8.75)
Jadi " " Rs. 4.75
- (4) Andhra Pradesh - Sada " " Rs. 4 to 4.15 Zone wise
Jadi " " Rs. 4.75 to 4.85 Zone wise
from 14.4.76 (G.O.MS.370 MSW (I) dated 13.4.76)
- (5) Madhya Pradesh for 1000 beedies Rs. 4.50 to 4.75 from 14.11.74.
- (6) Maharashtra for " " Rs. 4.50 to 5.00 area wise
" " Rs. 8 (without leaves)
inclusive of weekly rest day wages from 15.5.75 (G.O.No. 107665/Lab III-A dated 10.3.75)
- (7) Orissa Standard Size Rs. 4.50 from 1.10.75 SRO No. 568/75 dated 14.3.75 inclusive of weekly rest day wage.
- (8) Rajasthan - for 1000 beedies Ordinary Rs. 5 } from 1.7.75
" " Special Rs. 6.30 } (Notification No. P.3 (27) Lab/62 dated 19.6.75) inclusive of week and holiday pay.
- (9) Uttar Pradesh for 1000 beedies Rs. 4.50 to 5 area wise (No. 5134(v). XXXVI-5-1026 (TD)/76 dated 22.1.75 from 1.4.75 inclusive of weekly rest day wages.
- (10) Gujarat for 1000 beedies Rs. 4.50 to 5 zone wise from 15.5.75
Notification Basic wage No. 1484 MWA-107 dated 5.7.75. Dearness Allowance for 5 points above 233-15 paise per day or Rs. 90 per month - 272 points ie. 1.20 per day or Rs. 31.20 per month D.A.
- (11) West Bengal - No information. (Minimum wages and D.A)
- (12) Tripura for 1000 beedies Rs. 3.20
- (13) Assam " " Rs. 3.20
- (14) Bihar " " Rs. 3.20 to 4.90 area wise from 30.11.74

From the above list of Minimum rates, it will be seen that Kerala workers are getting highest minimum wages linked with D.A. Kerala is the southern most State where no beedi leaves and tobacco are produced. Kerala beedi manufacturers purchase raw materials from Madhya Pradesh, Orissa, Gujarat and Karnataka. Kerala Beedi Workers' Central Cooperative Society Ltd: a Government sponsored Concern employing about 20000 workers has dedicated profits after paying the highest rates of wages and statutory benefits under the Beedi, Cigar Workers' Act.

Kerala State Conference of Kerala Beedi, Cigar Workers' Federation was held on October 18, 19th 1975 at Tallicherry under the presidentship of Comrade P.P. Mukundan and it was inaugurated by Com. P. Bhaskaran General Secretary, Kerala Provincial Trade

Union Council. Com. Dr. G. Kannabiran, General Secretary, All India Beedi, Cigar and tobacco workers' Federation, Com. V. P. Balaraman, M.L.A., Com. Kallat Krishnan, Com. C. K. Chandrasekhar, M.P., addressed the 300 delegates and also spoke in the public sessions where 3700 workers were present. Resolutions were passed for implementation of the Beedi, Cigar workers Act and Minimum wages to all beedi establishments in the State. Several welfare schemes of the P.F., etc., are to be extended to Beedi Workers' Union.

Tamil Nadu Beedi, Cigar and Tobacco Workers Federation State Conference was held on July 9 & 10th 1975 at Vellore. 210 Delegates from all over the State from beedi, cigar and tobacco workers' Unions took part. Dr. G. Kannabiran presided. Comrade S. K. Thangaraj, Bar-at-Law inaugurated the Conference. Com. A. M. Govindasamy, Secretary, Tamil Nadu AITUC, Com. B. K. R. Srinakar, Vice-President, Madras State Beedi Workers' Federation, Com. Abdul Ghani, M.C., Madras spoke in the Conference.

Karnataka State Beedi Workers Federation 4th State Conference was held on July 17 & 18th 1975 at Samsamra. About 200 delegates in the delegates sessions and 8000 workers participated in the discussions. Com. G. S. Vaman, IITUC presided. Com. R. S. Nagre welcomed the delegates and distinguished guests. The Central Labour Minister Shri. K. V. Bagumatha Reddy inaugurated the Conference. State Ministers, local M.P., M.L.A., and All India Beedi, Cigar and Tobacco Workers' Federation, General Secretary Dr. G. Kannabiran addressed the workers. Several resolutions were passed on participation of workers in the Management, 50% increase in wages and pay; D.A.; Abolition of Contract and home work systems; Muster roll for all beedi rollers; implementation of beedi cigar workers Act to all workers including home workers etc.,

The National Tripartite Committee on Beedi industry was held on 11th November 1975 at New Delhi under the Chairmanship of Shri. Pal Govind Varma, Deputy Minister for Labour, Government of India, New Delhi.

Labour Ministers of U.P and Maharashtra, Ex-Labour Minister of Karnataka Shri. Aziz Sait, Labour Secretaries and Commissioners of State Governments from Assam, Andhra Pradesh, Tamil Nadu, Gujarat, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Orissa, Rajasthan, Uttar Pradesh, West Bengal and Central Labour Department Secretaries, Secretary, Central Board of Excise and Customs, Minister of Finance attended.

AITUC representatives Com. N. C. Dutta & Com. Dr. G. Kannabiran, ENTUC and IITUC representatives took participation. On behalf of Employers, All India Beedi industry representatives Shri. Madhusudan, D. Kushe, Shri. Deokisan B. Sarada and others attended.

The Central Minister while welcoming the members, explained briefly the objects of this meeting. Difficulties faced in implementation of the minimum wages and the Beedi Cigar Workers' Conditions of Service Act, have to be considered and remove the impediments. Almost all the representatives took part in the prolonged discussions and the general consensus was on minimum wages that the Central Government should fix a National Minimum wages and direct the States to implement it simultaneously. Regarding the Beedi and Cigar Workers Act, almost all the State Government representatives requested to the Central Government to go forward to aid the State Governments to organize Beedi and Cigar Workers' Unions under the Beedi & Cigar Workers Act and the M.W. Act. AITUC representatives requested that notified areas must be ensured to all the workers whether they work in the industrial premises or outside the premises. In case of partial unemployment and lay off the full wage should be guaranteed. If all the State Governments are not able to adhere to the Minimum Wages recommended by the Labour Ministers' Conference, the Central Government can consider an ordinance to enforce the Minimum wages as more than 40 lakhs of

employees in this industry fall at a par with most backward sector of the Agriculture labourer of whom more than 50% are women. The Beedi and Cigar workers Act have to strictly implemented.

Employer's representatives pleaded their difficulties to implement the Act on the pretext of certain fabricated difficulties. All India Beedi industry chairman agreed to implement the Act provided the Government comes forward to solve their difficulties.

The Central Minister appealed to the Beedi Employers' Association representatives to advise their associates to withdraw the pending writ petitions in the Courts against notified wage in the States as nothing beneficial gain can be achieved. And also asked for the cooperation of the Beedi Employers in implementing the Beedi and Cigar Workers Act in letter and spirit.

Memorandum on behalf of our Federation was submitted on 23.10.76 to the Hon'ble Justice Shri. V.R. Krishna Rao, Judge of the Supreme Court, New Delhi and Member of Judiciary Committee on legal aid to poor scheme and how to use it in the case of Beedi Workers who are in a peculiar condition of neither a industrial worker nor a rural poor.

The Beedi industry in the Country has grown vastly. The following statistical profile of the beedi industry published by the All India Beedi Industry Federation gives an idea of its position in our economy.

1. Production of beedies per day	120 crores	per annum	36000 crores.
2. Tobacco consumed per year	80,000 M.Tons		Rs. 60 crores.
3. Beedi leaves	" 3,50,000 "		Rs. 80 "
4. Income Tax paid	" "		Rs. 30 "
5. Sales Tax paid	" "		Rs. 5 "
6. Excise duty on tobacco consumed per year			Rs. 40 "
7. Wages	per year		Rs. 125 "
8. Paper used	" 25,000 M.Tons		Rs. 20 "

The condition of employment of workers in such a huge industry, vastly spread all over the Country, the conditions of employment of workers have not improved satisfactorily after the Country's independence. Generally the Beedi Employers adopt apathetic attitude without any human considerations towards their workers.

Man is an environmental being. His stable "Diet" is air and water and only then food. He inhales in oxygen and exhales carbon-di-oxide from the blood passing through his lungs. Beedi worker is an ill-fated man on the earth who works and lives in an environment concentrated of contaminants in the air and drinks water polluted. Generally, Beedi, Cigar workers families income are considered to be below the poverty line and even touch at a level near destitution.

Beedi and Cigar employers instead of implementing the Beedi, Cigar workers Act and other labour Laws, have launched attacks during the emergency by closures, lockouts, layoffs, Conversion of Branches into home-work, migration of establishments reduction of regular work etc. to victimise the workers and to defeat their rights and benefits under law.

Recently, Shri. V.V. Raghunatha Reddy, Minister of Labour introduced two bills in the Parliament viz. The Beedi workers Welfare Cess Bill 1976 and the Beedi Workers Welfare Fund Bill 1976. Both the bills were enacted by the Parliament. The objects of the Acts were to levy and collect Cess on tobacco and create Welfare Fund for providing on Welfare amenities to beedi workers like: Medical, Drinking water, Sanitary conditions, Education and housing etc.

If the provisions under the above Acts are to be benefit to all the workers involved in the industry, first question

identity card from his employer who pays the Welfare Cess to the Welfare Fund under the Act. Unfortunately most of the employers are contractors or middle men who do not own Tobacco Warehouse and they are not levied Cess under Welfare Acts. Tobacco Warehouse owners are the Principal Employers who own the Trade mark and carry out beedi manufacture and business. These Principal employers are engaging the contractors or middle-men for manufacture of beedies. Contractors inturn engage beedi rollers to roll beedies. Thus the Trade mark proprietors avoid any link with the workers directly.

Therefore the Contract system is a curse to the beedi and Cigar workers. The Contractors and petty shop-keepers who don't possess means to undertake all the welfare activities should be abolished. The industry should be Nationalised to limit the size of an establishment and to regulate working conditions. Therefore the Trade-mark manufacturers as principal employers under the Act should accept all the employees engaged in the manufacturing process including the pass-book holders, Home-workers of the respective contractors, Agents or branch managers of their employees under the Beedi, Cigar Workers Act 1966. The Manufacturers as principal employers should obtain all licences in their name under the Act. The Manufacturers should agree to give such persons mentioned above as their "Employees" all the benefits available to them under the Act. Also the Manufacturers should be made to recognise immediately their respective workers by issue of workers Identity Cards signed by the respective manufacturers.

Eri. N.M. Khan Warsi, Welfare and Labor Commissioner (LSM), Ministry of Labour, Government of India, returned in Beedi manufacturing States to conduct survey on the living and working conditions of workers employed in Beedi industry. Eri. Khan visited Mysore on 24.11.76 and met the representatives of the employers and workers. Problems of Welfare amenities and utilization of Beedi Workers Welfare Fund were discussed. We emphasised the issue of Identity Card to each worker by his trade-mark principal employer; opening of free-dispensaries at beedi workers areas; specialists treatment to T.B. and other Chronic diseases; immediate free screening of all workers and their families to find out whether they suffer from any communicable disease; Special care to children suffering from mal-nutrition; Housing; Recreational and educational amenities, free uniform dress for school going children etc.

Comrades,

Many details about the activities of our unions, State Federations and their achievements are not mentioned here due to lack of information and in the course of your discussions, delegate Comrade should fill up the gaps and complete this report.

We have to investigate into the hidden form of bonded labour prevailing in the industry in many parts of the country as an important task to be carried out by our unions.

In the coming period, we should train large number of trade union functionaries and appoint whole-timers where ever necessary and educate them in day to day T.U. functions. We should intensify membership and improve affiliations to the All India Federation numerically and financially. We should have a target of membership for the coming one year. We should decide on forms of resistance against the onslaughts and defend our rights. **LONG LIVE WORKING CLASS UNITY.**

GOVERNMENT OF INDIA
MINISTRY OF SHIPPING & TRANSPORT
(TRANSPORT WING)

Rajan

NO. LDD/100/79-L.III

New Delhi, the 25th Nov. 1981.

TO

Shri M.V. Shadram,
Vizakhapatnam Harbort & Port Workers' Union,
Harbort Approach Road,
VIZAKHAPATNAM - 530 001.

RECEIVED

Subject: Proposal for doing away with the existing provision of waiting period under the Workmen's Compensation Act, 1923.

-0-0-0-

Sir,

I am directed to refer to Sr.No. 1 of the statement showing action taken on the recommendations of the 18th meeting of the Dock Workers Advisory Committee (circulated vide our letter No.LDD/126/81-L.III) dated 6.10.1981 on the above subject and to say that the question of making the temporarily disabled workers eligible for wages for the initial three days also, even if the temporary disablement period lasts for less than 28 days, was carefully examined in consultation with the Ministry of Labour, who has now indicated that the provisions relating to three days waiting period exists in the Workmen's Compensation Act, 1923 as well as the E.S.I. Act, 1948 and that they are based on the ILO Convention on Minimum Standards of Social Security which provides, inter alia, that the benefit need not be paid for the first three days in each case of suspension of ~~xxx~~ earnings due to employment injury, etc. It has also been mentioned that the provision of waiting period is intended to exclude trivial cases of injury and that its removal will increase considerably the number of claims, administrative load and cost. It has, therefore, been stated that the proposal to amend the Workmen's Compensation Act, 1923 to make the workers eligible for payment for the initial three days is not being pursued.

In view of the above, the question of implementing the spirit of the Dock Workers Advisory Committee's recommendation, pending amendment to the Workmen's Compensation Act, 1923, does not arise.

Yours faithfully,
Sd. (SANKARALINGAM)
Deputy Secretary to the Govt. of India.

Copy of the following for information:-

1. Chairmen, all Major Port Trusts.
2. Dy. Chairmen of all the DLBs.

Sd. (SANKARALINGAM)
Deputy Secretary to the Government of India.

// true copy //

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PHONE : 62935.

GENERAL SECRETARY: M.V.BHADRAM
PHONE: OFF. 62935
Res. 62311

PRESIDENT : INDRAJIT GUPTA, M.P.
21 WESTERN COURT
NEW DELHI - 110 001
PHONE: 344821

OR

1 DOVER ROAD
CALCUTTA - 700 019
PHONE: 473237
-:000:-

AFFILIATED UNIONS:-

1. CALCUTTA PORT & DOCK WORKERS UNION
27 HB KARAL MARX SARANI
CALCUTTA - 700 023. PHONE: 458122.
PRESIDENT: INDRAJIT GUPTA, M.P.
1 DOVER ROAD, CALCUTTA - 700 023.
PHONE : 473237.
2. PARADIP PORT SHRAMIK SANGH
PARADIP - 754 142
OF ILWA.
PRESIDENT: LOKNADH CHAUDARY
KUJANG
CUTTACK DISTRICT.
3. THE VISAKHAPATNAM HARBOUR AND PORT WORKERS UNION
BHADRAMURTY SHARMA BHAVAN,
PORT AREA, VISAKHAPATNAM - 530 035.
CABLE: WATERFRONT, PHONE: 62935
HONORARY PRESIDENT : M.V.BHADRAM
GENERAL SECRETARY : K.S.N.RAJU
PRESIDENT : V.V.RAMARAO
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PRESIDENT : K.PERAYYA
GENERAL SECRETARY: M.KALYANASUNDARAM M.P.
CABLE: WATERFRONT, PHONE RESIDENCE: 442728.
5. MADRAS PORT UNITED LABOUR UNION
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MADRAS - 600 001.
CABLE: WATERFRONT. PHONE: 24729
PRESIDENT: M.KALYANASUNDARAM, M.P.
GENERAL SECRETARY: J.H.FREDRICK AJOO.
6. MADRAS PORT TRUST RAILWAYMEN'S UNION
CHAGAT HOUSE; 204 BROADWAY,
MADRAS - 600 001.
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PRESIDENT: M.KALYANASUNDARAM, M.P.
GENERAL SECRETARY: V.K.BALAKRISHNAW.

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7. TUTICORIN PORT, DOCK AND WATERFRONT WORKERS UNION
TUTICORIN - 628 004.
GENERAL SECRETARY: N.VEDAMANICKAM.
8. TUTICORIN HARBOUR WORKERS UNION
73, BEACH ROAD;
TUTICORIN - 628 001.
SECRETARY: PEER ISMAIL.
9. COCHIN PORT CARGO LABOUR UNION
ERAVALI JUNCTION;
COCHIN - 682 001.
PRESIDENT : T.M.ABOO. PHONE Res. 27155
GENERAL SECRETARY: RAVEENDRAN. PHONE Res. 24406
10. COCHIN PORT AND DOCK EMPLOYEES UNION
WELLINGTON ISLAND;
COCHIN - 682 003.
PRESIDENT : T.M.ABOO PHONE: Res. 27155
GENERAL SECRETARY: K.A.RAJAN, M.P. PHONE: Res. 33567
SECRETARY : ABDUL GAFOOR. PHONE: Res. 35463
11. NEW MANGALORE PORT & DOCK WORKERS UNION
MARKET AREA, PANAMBUR,
MANGALORE - 575 010.
PRESIDENT : P.M.NARAYANA MURTY, ADVOCATE.
GENERAL SECRETARY: J.GOPALAKRISHNA.
12. KANDLA PORT WORKERS UNION
BUNDER GATE,
NEW KANDLA - 370 210.
GENERAL SECRETARY : A.K.SHAH.

Report on 8th International Conference
of
Transport, Port and Fishery Workers.

The 8th International Conference of Transport, Port and Fishery Workers was held in Damascus (Syria) from 25th to 30th October, 1981.

272 delegates representing 134 organisations from 92 countries all over the world have participated in the Conference. This includes these newly affiliated unions this year. Of these delegates, 97 are from 57 non-affiliated organisations. During the 7th Conference held in 1977, 127 organisations from 74 countries were present. The 134 organisations that participated in the present conference represent 19,500,000 workers of 92 countries. Hence this conference is wider and larger.

From India, sixteen delegates representing National Federation of Indian Road Transport Workers; Indian Railway Workers Federation Port, Dock Waterfront Workers Federation of India; All India Railway Men's Federation; All India Port and Dock Workers Federation; Air Corporation Employees Union and British Air Ways Employees Union, headed by Com.M.V.Bhadram, General Secretary, Port, Dock and Waterfront Workers Federation of India have attended the Conference. Com.M.V.Bhadram was elected as one of the members of the Presidium to conduct the conference.

The Conference was inaugurated by the Prime Minister of Syria.

On the first day of the conference, solidarity rally in support of the struggles of the Arab people against the U.S. Imperialism and zionism was conducted.

On the fourth day, a separate 'Round Table' meeting on peace was held presided over by JIM SLATER of British Labour Party. Speakers from 18 countries and some of whom were representing other International Organisations such as ITF, ICFTU etc., have expressed very strongly against stationing nuclear missiles in Western Europe and manufacturing of neutron bomb and for world peace.

The General Secretary, Com.Deb Kumar Ganguli, described, in his report, the depth of the capitalist crisis and its impact on the living conditions of the people and workers in general and on all branches of transport industry and its workers in particular. He also explained in detail the horrors of arms-race and the necessity of the detente and the maintenance of world peace. In the end, he proposed the future tasks of the Transport Workers world over for better living and working conditions, for job security for eradicating unemployment and above all for peace.

About 50 delegates from various countries including socialist countries have participated in the debate on the report. The delegates from the developed and developing countries have, while giving their own experiences in their countries described as to how the transport system is being used by the transnationals,

multinationals and indigenous monopolies to enrich themselves, the cost of the transport workers. All the speakers stressed on the necessity of maintaining peace for trade union rights and democratic transport policy. But the delegates from Socialist countries have on the contrary, narrated the growing economic development in their countries and are free from the above evils since they are away from capitalist crisis.

Com.M.V.Bhadram, speaking on behalf of the Indian delegations has narrated the fast deteriorating economic situation in India resulting in galloping prices, growing unemployment, closing of factories etc., and above all the growing offence of the Government on the trade unions by enacting draconian law (ESMA) which takes away the right of strike and imposes punitive actions including imprisonment, fines and dismissals. As against this the National Campaign Committee consisting of the Central Trade Union Organisations barring one, have worked out a phased programme of actions of the working class. He also condemned U.S. Imperialists for arming Pakistan, strengthening the military base in Diego Garcia which creates tension in the sub-continent. In conclusion he stated that the Indian Delegation while supporting the strike of the Air Controllers of USA expressed their solidarity by a token donation which was handed over to the General Secretary of TUI.

The delegates formed into trade-wise branch commissions and discussed the specific problems pertaining to each branch. In the absence of the permanent chairman of Port and Dock Branch Commission, Com.M.V.Bhadram was proposed to the chair to conduct the business of the commission and to submit the report of the commission to the conference. The report submitted by the chairman of each branch was approved by the conference.

Five regional meetings of delegates were also held to discuss the specific problems of the regions concerned. Com.J.P.Chaubey (AIRF) presided over the meeting of the Asian Region. The reports of the regional meetings were also discussed and adopted by the conference.

The conference passed resolutions condemning the U.S.Imperialists intrigues and expressing strong indignations against the military regimes suppressing the rights of the people and expressing the solidarity with the fighting people of Arab Nations, South Africa, Angola, Cyprus, El-Salvadar, Uruquav, Chile and Turkey.

The Conference also passed resolutions condemning the US Imperialists and their allies for trying to overthrow the Revolutionary Government in Afganistan by supplying arms through Pakistan to the counter-revolutionaries.

By another resolution the conference condemned the U S imperialists' tactics to percolated the division among the Korean people as against their wishes of united Korea.

The conference passed a resolution to further strengthening the unity of action and international solidarity of the Transport workers in the coming period.

The same resolution while narrating the aggravating capitalist crisis resulting in unemployment, surplus labour, job in-security, fall in real wages, industrial accidents, poor working conditions and deteriorating transport system, called upon the transport workers to wage militant struggles against all these evil effects of the crisis. The conference in the same resolution also urged the transport workers to fight unitedly for the trade union rights and against the repressive laws and prepare to launch solidarity actions.

In another resolution the conference charged that the criminal policies of US Imperialism were responsible for arms-race and spending enormous amounts on manufacturing of deadly weapons are impeding the growth of economic development of various countries. It was also stated in the resolution that the use of nuclear weapons and neutron bomb will not only endanger the present human mankind but also the future. As such the conference appealed to all the Transport workers irrespective of their faiths and affiliations to join hands with all the progressive and peace loving people for ensuring permanent peace in the world which alone guarantees the future progress of mankind.

In the last, but not the least, resolution, the conference hailed the convocation of 10th World Trade Union Congress to be held in Havana (CUBA) from 10th to 15th of February, 1982. It will be going to be an important one as it would discuss the most urgent problems of peace, detente and disarmament and the effects of the capitalist crisis on the life of the people in general and the world working class in particular. This convocation will certainly become the rallying force of all the peace-loving people of the world against the aggressive US Imperialism to prevent nuclear war and for ensuring world peace.

On the last day of the conference Coms. JEAN BRUN of France and Deb Kumar Ganguli of India were re-elected as President and General Secretary respectively. The Conference also elected 37 members to the Administrative committee and Com.A.Ramulu is one of them. Besides the above, the conference elected four vice-presidents, four Secretaries, Presidents of various Branch Commissions and the Chairman of the Audit Commission.

The Conference was held for the first time outside the Socialist Countries and that too in an Arab Nation. Delegates from large number of Arab Nations were present. All the delegates were very much impressed the way in which the delegates were allowed to participate in the discussions and the contents of the resolutions.

The Indian Delegation returned home with a strong determination to pursue the call given by the Conference.

Camp. New Delhi.

3rd Nov. 1981.

(M.V. BHADRAM)
Leader of Indian Delegation.

ALL INDIA BIDI INDUSTRY FEDERATION

12, Rampart Row, Fort, Bombay - 400 023.

Telephone: 244548,
244566.

SUGGESTIONS OF THE ALL INDIA BIDI
INDUSTRY FEDERATION FOR REDUCING
THE TAX BURDEN ON LABELLED HAND
MADE BIDIS TO BE CONSIDERED IN THE
BUDGET PROPOSALS FOR 1980-81.

Bidi Industry is the single largest industry providing employment next to agriculture. It provides employment to about 30 lakhs bidi rollers, most of whom are unskilled, illiterate and handicapped persons of both sex from the remote rural areas. The important factor of this rural based industry is that it provides employment to the bidi rollers at their homes and herts in their own villages.

The Bidi Industry, apart from its employment potentials, plays an important role in the Indian economy in general and rural economy in particular. This industry provides employment for approximately 3 million peasants in bidi rolling (full-time work for 15 lacs and part time work to equal number of people). In addition, another at least five lac people find employment in jobs like packing, forwarding, material handling, transport and such allied jobs). Wages for bidi rolling alone (at average rate Rs. 6/- per 1000 bidis), are Rs. 320 crores, which normally goes in the hand of rural masses. Another Rs. 60 crores goes to labour by way of bonus, payment in lieu of leaves with wages, P.F. contribution etc. (A statistical profile given as Appendix 'A' give some more details of the industry).

As per the Finance Act 1979 the Central Excise Duty on unmanufactured tobacco has been withdrawn and in turn the duty on hand-made bidis has been increased from Rs.2.08 per thousand bidis to Rs.3.60 per thousand bidis. The effective rate of incidence of excise duty on hand-made bidis was 30 paise per one thousand bidis in the year 1951. Every year there was increase in the Excise levy and prior to the budget for the year 1979-80, the effective rate of Excise duty was Rs.2.88 for one thousand bidis (this included excise duty on tobacco consumed for one thousand bidi (Rs. 0.80) + Rs. 2.08 towards the Excise duty on branded bidis). In the budget for the year 1979-80 the central excise on unmanufactured tobacco has been withdrawn and in turn the duty on hand-made branded bidis has been increased to Rs.3.60 per one thousand bidis. This shows that there was a steep increase in the excise burden on bidi industry every year. In addition to this, from 1.3.79 unlabelled bidis which were exempted so far are also brought under excise net. The excise duty at the rate of Rs.1.60 is introduced on unlabelled bidis. However the manufacturers of unbranded handmade bidis producing less than 60 lacs bidis per year have been exempted from payment of these duties. THIS ARTIFICIAL DISCRIMINATION BETWEEN BRANDED AND UNBRANDED AS ALSO THE EXEMPTION GRANTED TO UNBRANDED BIDIS HAVE AFFECTED THE GENUINE BIDI MANUFACTURERS ADVERSELY. IT HAS NOT ONLY AFFECTED THE SALE OF THE GENUINE TRADE MARK HOLDERS BUT RESULTED IN THE REDUCTION OF THE EXCISE COLLECTION BY THE EXCHEQUER. The figures of the revenue collection on this account in the Gondia Circle of the Maharashtra will throw light on how the Government is being cheated by the unscrupulous manufacturers and traders, taking advantage of this discrimination between the branded and unbranded bidis.

In Gondia Circle alone the total Central Excise duty on hand made branded bidis during the financial year 1978-79 was about Rs.1.5 crores when the rate of duty was Rs.2 per thousand. The collection on account of duty on tobacco during the same period was to the tune of Rs.1.5 crores thus total revenue collection was Rs.3 crores approximately. It is interesting to know that during the nine months period i.e. April to December 1979 of the current financial year when the duty on tobacco has been discontinued and the duty on bidis has been collected at the rate Rs.3.60 for one thousand bidis, the department has been able to collect about Rs.1.5 crores only from bidis. Allowing for adjustment of remaining three months i.e. January to March 1980 there may be a further collection of 0.5 crores thus the total collection will not exceed about 2 crores there by causing a net loss of about Rs. One crore per year from Gondia Circle alone. This huge loss is being caused despite the fact that the effective incidence of excise on branded bidis has been increased from Rs.2.85 to Rs.3.60 per thousand bidis. The only reason for this loss of revenue is the artificial discrimination between branded and unbranded bidis by the Government and the misuse of the exemption granted by the unscrupulous bidi manufacturers and traders.

After the removal of duty on tobacco ^{and} introduction of Central Excise duty on branded bidis alone the regular racket organised by some unscrupulous persons to make easy money by depriving the State exchequer is in operation. The so called unbranded hand made manufacturers do not show the whole production. It is an open secret that these manufacturers actually manufacture crores of bidis per year and still they do not pay single paisa as duty to the Government as they say that their production is below sixty lakhs which is the exemption limit.

The so called unbranded hand made bidis are got cleared as exempted without paying any duty and thereafter the same bidis are secretly got affixed with the non genuine but popular trade marks and sold in the market as genuine branded bidis. These persons get bidi labels of leading bidi manufacturers printed clandestinely and purchase unlabelled bidis from the market or get bidis manufacture and label it with these duplicate labels and sell them in the market without payment of excise duty. Not only this but the cheap and substandard bidis are also labelled with duplicate labels, which the smoking public are not aware of and they are made to pay heavily for substandard bidis.

Thus the discrimination between the branded and unbranded bidis sofar as levy of excise is concerred have many ill effects which can be enlisted as below:-

- 1) Loss to the state exchequer as the excise duty is avoided.
- 2) Cheating of the consumer by selling unscrupulous bidis.
- 3) Introduction of the sub-standard and nakli bidis in the market.
- 4) Heavy reduction in the sale of the genuine trade mark holders.

In fact at present the markets are flooded with the cheap and substandard or nakli bidis with duplicate label of popular trade marks. It is crystal clear from the facts mentioned above that the exemption of the unbranded bidis has been misused by the unscrupulous traders. Thus the laudible object of giving some relief to the small manufacturers has been totally defeated and hence it is urged that this problem should be reexamined.

At present the main problem to be tackled with, is of providing employment to crores of rural unemployed. Bidi industry can play a vital role in solving this problem, if practical view is taken while considering the union budget. As already stated there is always an increase in the excise burden on the bidi industry under the disguise of rationalisation of tax structure and introduction of the single point excise duty. The excise levy on bidi industry is increased by 72 paise per one thousand bidis at the time of budget/proposal for 1979-80. This industry is already facing crisis due to increase in its manufacturing cost on all accounts i.e. increase of cost of raw material, rise in wages etc. Since the bidi smokers are from low strata of the society, there is a limit for increase in the prices of the bidis and hence it is requested in the interest of the manufacturers as well as consumers that the excise burden on bidi industry should be reduced.

The other problem which we feel should be considered while finalising the budget proposal for 1980-81, is regarding the tax structure of the machine made cheap cigarette which is the nearest substitute for bidis. Time and again we have requested the Government to re-arrange tax proposals for the cigarette industry in such a way that no cigarette should be sold at a price less than Rs.2/- per packet of ten pieces. If bidi is not protected from competition of cheap cigarette by maximising the excise differential between the bidi and the machine made cheap cigarette, the bidi won't be able to stand in the market and hence it is requested that the bidi industry should be protected from the competition of the cheap cigarette. The Government of Sri Lanka, with an intention to protect the Bidi Industry levied duty on cheap cigarette in such way that no brand is sold in the market below certain price.

In the nut shell it is requested that following suggestions may be considered at the time of framing the budget proposal for the year 1980-81.

1. The excise duty should be levied at uniform rate leaving no loophole to be misused under false pretext of unbranded bidis.
2. Artificial discrimination between branded and unbranded bidis should be done away with and exemption granted up to 60 lacks for unbranded bidis should be withdrawn.
3. Total incidence of excise duty per thousand bidis should be reduced considerably.
4. Bidi should be protected from competition from cheap cigarette by maximising excise differential between Bidi & cheap cigarette.

The bidi roller^s engaged in the manufacture of branded bidis have also noticed the ill effects of excise duty. Shir N. H. Kumbhare, Ex. M. P. & President, Maharashtra Rajya Bidi Majdur Sangh, Kampthe, Nagpur wrote^{to} the Prime Minister of India on 17th Feburay, 1980, wherein he has specifically asked for the withdrawal of these concessions. This letter to Hon'ble Smt. Indira Gandhi, Prime Minister of India is by Sbri Kumbhare enclosed.

We hope and trust that our plea will get sympathetic consideration.

D. B. Sarda
Chairman.

ALL INDIA BIDI INDUSTRY FEDERATION

12, Rampart Row, Fort, Bombay - 400 023.

Telephone: 244548,
244566.

STATISTICAL PROFILE OF BIDI INDUSTRY

According to the figures of Central Excise, 1,30,000 tens of bidi tobacco was cleared for bidi making in year 1976-77. Taking this as the base figure the forfile works out as following :-

- 1) On an average 4000 bidis are made out of one Kg. of tobacco. Means forty lac bidis per ton. Thus bidi production is estimated at 52,000 crore bidis per year or 173 crore bidis per day.
- 2) Cost of these bidis (at average rate of Rs.19/- per 1000 bidis) works out to Rs. 1025/- crores.
- 3) Wages for bidi rolling alone (at average rate Rs.6/- per 1000 bidis), are Rs. 320 crores.
- 4) Another Rs.75 crores goes to labour by way of bonus, payment in lieu of leaves with wages, P.F. contribution etc.
- 5) This Industry provides employment for approximately 3 million peasants in bidi rolling (full-time work to 15 lac and part time work to equal number of people). In addition, another atleast five lac people find employment in jobs like packing, forwarding, material handling, transport and such allied jobs). Another few lacks get seasonal employment for plucking etc. of tendu leaves.
- 6) Exchequer collects by way of Excise revenue Rs. 140 crores.
- 7) Consumption of bidi leaves is over 4 lac tons (at 800 gms per 1000 bidis) cost of leaves at average rate of Rs. 3000 per ton, comes to Rs. 140 crores.
- 8) Cost of tobacco at average rate of Rs.8,000 per ton, is over Rs. 104 crores.
- 9) The Industry gives wagon movement to the tune of 20,000 wagons per year and the Railway freight paid by the industry is about Rs. 10 crores per year.
- 10) Nearly 100 lack Kgs of paper is used by this industry.



திருச்சி சுருட்டுத் தொழிலாளர் சங்கம்,
TIRUCHY CIGAR WORKER'S UNION,

AITUC-யின் இணைப்பில்.

(பதிவு எண் : 88/TRI)

182, கண்ணன் வீடுகள், மதுரை சேரு. திருச்சியில் எ-8.

V. RAJAGOPAL
SECRETARY

Rejan

மார்ச்...11:3:83

To

RECEIVED
11 MAR 1983
AITUC

The General Secretary,
All India Trade Union Congress,
44, Canning Lane,
New Delhi-11.

Dear Comrade,

We have forwarded to you a copy of the memorandum received from the Tamil Nadu Tobacco Merchants Association, Trichy in Tamil Nadu which is already sent to the Hon. Minister for Finance, Govt. of India, New Delhi.

We request you kindly to contact the concerned Minister and take necessary steps in this regard and intimate the fact to us.

Thanking you,

Yours Comradely,

V. Rajagopal

(V. RAJAGOPAL)

Date: 3.10.82

From:

The Secretary,
Tamilnadu Tobacco Merchants Association,
2, Ammamandapam 2nd Extension,
TIRUCHIRAPALLI-6,
Tamil Nadu.

To

The Honourable Minister for Finance,
Ministry of Finance,
Government of India,
NEW DELHI.

Sir,

This memorandum is submitted on behalf of persons engaged in cheroot trade and business in Tamil Nadu.

The cheroot manufacture and trade is being carried in Tamil Nadu with a small investment and as cottage industry from time immemorial. The cheroots are being consumed by the poorest class of Society and it is one of the necessities in many poor families. The tobacco used for cheroot manufacture was subject to advelarum excise duty without any limits. After representation by us this duty was exempted for cheroots sold at Rs.5.00 per 100 ps per Government Notification No.167/78 dated 20-9-78.

The cost of raw tobacco and other materials necessary for labelling and packing has considerably increased by now as also the labour charges. This is a

forced circumstance to increase the price of cheroots which will in consequence go beyond the exemption limit of Rs.5-00 per 100. The price of cheroots has to be further increased proportionate to the levy of advelarum duty and the further increase in prices will very badly hit the consumers, the poorest class of the society. The advelarum duty will also affect the quality and quantity of the cheroots because there might be a trend to equate the increased production charges by using 2nd quality of tobacco with lesser weight. So the ultimate sufferers will be the poor public who consume the cheroots. This advelorum will also affect the increase in production and will adversely affect the persons who are producing the cheroots with a small investment as a cottage industry. This difficulty of small producers will amount to a stoppage of business which will create unemployment.

Hence, taking into consideration the difficulties caused to the poorest class of Society and the small cottage industry owners, the Government may kindly be pleased to increase the exemption limit upto Rs.10-00 per 100 cheroots instead of Rs.5-00.

Thanking you,

Yours Obediently,

M. S. S. S. S.

MEMORANDUM SUBMITTED TO

BY

- 1) A.P. Federation of I.L.T.D. Co. Workers, Rajavarithota, Guntur-1 (A.P.)
- 2) I.T.C. Ltd., - ILTD. Division, Workers Union, Kothapet, Guntur-1 (A.P.)
- 3) I.L.T.D. Co. Staff Association, Kannavarithota, Guntur-2 (A.P.)
- 4) I.L.T.D. Co. Technicians' Union, Chirala (A.P.)

Sir,

Sub:- Proposed closure of establishments and large scale mechanisation through construction of Green Leaf Threshing Plants by I.T.C. Ltd., - ILTD. Division, Guntur - Causes large scale unemployment - Urgent Action - Requested.

-oOo-

The signatories to this Memorandum representing 20,000 workmen and employees represented by the above mentioned four unions in all the Branches of I.T.C. Ltd., - I.L.T.D. Division in Andhra Pradesh wish to draw your urgent attention to the proposed closure of 3 branches and installation of Green Leaf Threshing Plants causing large scale unemployment which leads to wide spread Industrial unrest in the region.

The I.T.C. Ltd., formerly Imperial Tobacco Company of India Ltd., and later, for sometime, India Tobacco Company Ltd., is the biggest monopoly concern in the Tobacco Industry in India and the majority shares in the Company until recently were held by the British American Tobacco Company, the largest multinational concern in the Tobacco Industry in the World having subsidiaries in about 60 countries. Indian Leaf Tobacco Development Company Limited was a fully owned subsidiary of the above mentioned British American Tobacco Company until 1974 and was taken over by I.T.C. Ltd., Calcutta from 1st April, 1975 and named as I.T.C. Ltd., - I.L.T.D. Division.

I.T.C. Ltd. has got various divisions namely India Tobacco Division, Printing Division, I.L.T.D. Division, Hotels Division, Marine Foods Division, General Exports Division, Green Leaf Threshing Division and Management services Division.

I.T.C. Ltd., - I.L.T.D. Division deals in buying of Tobacco Processing and Redrying, Supply of processed Tobacco to the I.T.C.'s cigarette factories in the country and exporting of Tobacco mainly to the subsidiaries of the British American Tobacco Company abroad. Nearly 50% of the F.C.V. tobacco produced in the country is purchased by I.L.T.D. Division of I.T.C. Ltd., 95% of the F.C.V. Tobacco is grown in Andhra Pradesh and Karnataka States.

At one time I.T.C. Ltd., - I.L.T.D. Division had got 26 branches in Andhra Pradesh and employed 30,000 workers. During the last 15 years the Company has closed down 12 branches causing unemployment to nearly 12,000 workers in the name of economic operations.

Now the Company has decided to close down another 3 branches at Kovvur, Vijayawada and Bhadrachalam as a result of which about 2,000 workers will be retrenched. The reasons being given by the Management for the said proposed closure are that they do not have Export orders for the Tobacco grown in these areas and that their customers in India i.e. I.T.C.'s cigarette factories do not require grading of tobacco bought in these areas.

In addition, the Company is making arrangements to construct two Green Leaf Threshing Plants in Andhra Pradesh. If these two plants are allowed to be established another 10,000 to 15,000 workers will be thrown out of employment.

I.T.C. Ltd., has already constructed a Big Green Leaf Threshing Plant in the premises of its Cigarette Factory at Bangalore in the year 1973. Sri Rajabhadur Gour, President, Andhra Pradesh Trade Union Congress made a representation at that time requesting the concerned authorities in Government of India not to allow the construction of the Plant as it would have adverse affects on the employment position and also stating that the construction of the plant was reportedly in violation of the M.R.T.P. Act and without obtaining permission from the Government. He received a reply from the Under Secretary in the Ministry of Law, Justice and Company Affairs, Government of India stating that the Department had not received any statutory application for the construction of the plant. True copies of the correspondence referred to are herewith enclosed for ready reference. We do not know whether any application was made subsequently. Large quantities of Tobacco are being sent to this plant every year from I.L.T.D. Co. branches in Andhra Pradesh for mechanised processing there depriving the workers of the employment. It may please be investigated whether the construction of this plant was in accordance with the provisions of the law of the land.

The proposed actions of the Company will virtually amount to Mechanisation with tears. They create large scale unemployment resulting in widespread Industrial unrest in the region.

Eventhough, the foreign equity share holding of I.T.C. Ltd. has been reduced to 40%, the operational methods of this Company are such that they only subserve the interests of the U.K. based Multinational British American Tobacco Company. Even now, the management of this Company is remotely controlled by the British American Tobacco Company only to suit their interests. The trade practices of this monopoly concern are mainly responsible for the so called crisis in the Tobacco industry from time to time causing hardship to the workers in the Industry as well as to the Tobacco growers.

It is understood that the Management of I.T.C. Ltd., have approached the Government of India for licences to import from abroad, machinery required for construction of Green Leaf Threshing Plants.

The licences must have been applied for either by the Head Office of I.T.C. Ltd., Calcutta or by the I.T.C. Ltd., - I.L.T. D. Division, Guntur.

Large scale mechanisation by I.T.C. Ltd., - I.L.T.D. Division will render thousands of workers unemployed not only in I.T.C.Ltd. I.L.T.D. Division but also in the entire Tobacco Industry.

In order to save not only the thousands of workers from unemployment in the industry but also the tobacco growers and the consumers from exploitation by the multinationals and their subserving interests in the Country, the signatories to this Memorandum earnestly appeal to you to take immediate steps to Nationalise the operations including exports of I.T.C. Ltd., - I.L.T. D. Division if not the entire Virginia Leaf Tobacco processing industry and cigarette manufacturing and exports of Tobacco.

The signatories to the Memorandum representing the entire 20,000 workmen in I.T.C. Ltd., - I.L.T.D. Division also earnestly appeal to you to see that:

- 1) I.T.C. Ltd., - Calcutta or its I.L.T.D. Division is not granted licences to import and install machinery required for construction of Green Leaf Threshing Plants.
- 2) The Management is directed not to go ahead with their contemplated closure of the 3 branches of I.T.C. Ltd., I.L.T.D. Division.
- 3) The provisions of Chapter V-B of the Industrial Disputes Act, 1947 are made applicable to the establishments of seasonal character also by making necessary amendements in the Act.

The above mentioned three measures are immediately essential to save thousands of workmen from being thrown out of employment.

The signatories to this Memorandum sincerely hope that this representation would receive your due and immediate consideration and necessary action would be initiated with utmost urgency.

Cuntur,
28.10.1979.

Thanking you,

Yours faithfully,

(Sd.) xx xx xx xx xx
(K. VENKATESWARLU)

1) GENERAL SECRETARY
INDIAN PROVINCE FEDERATION OF I.L.T.O. CO. WORKERS

(Sd.) xx xx xx xx xx
(BODIPATI LAXMAIAH)

2) GENERAL SECRETARY
I.T.C. - I.L.T.D. DIVISION WORKERS' UNION

(Sd) xx xx xx xx
(T. BAPESWARA SWAMI)

3) GENERAL SECRETARY
I.L.T.D. CO. STAFF ASSOCIATION

(Sd.) xx xx xx xx
(P. BAPIREDDY)

4) GENERAL SECRETARY
I.L.T.D. CO. TECHNICIANS' UNION

//True Copy//

ANDHRA PRADESH TRADE UNION CONGRESS
Magan-Joon Mohiuddin Marg, Himayatabagar,
HYDERABAD-29.

Dear Sri Cokhale,
Dear Sri Raghunath Reddy,

Dated. 1.10.1973.

This is to draw your urgent attention to the reported decision of India Tobacco Co.Ltd., to construct a large Green Leaf Threshing Plant within the premises of their Cigarette Factory at Bangalore.

Our Union, the I.L.T.D. Workers' Union, had already raised the question with the Management and wanted an assurance that this mechanisation will not be taken up, as it would render many workmen surplus.

The Management, it appears, has taken this decision of getting up this Plant at Bangalore.

This decision is very serious as it also attracts the provisions of M.R.T.P. Act and has serious national and social repercussions.

The original scheme was that Indian Leaf Tobacco Development Co.Ltd., (I.L.T.D.) should set up a Green Leaf Threshing (G.L.T.) Plant at Bangalore, which is an interconnected undertaking of India Tobacco Ltd.

But it appears that in order to avoid the provisions of the M.R.T.P. Act, and section 22 of that Act in particular, they have modified the original proposal. And now construction has started on behalf of India Tobacco Ltd. and in the premises of the Cigarette Factory at Bangalore.

I should think that the new plant is an independent undertaking and is meant for a process that is not connected with the manufacture for which the Cigarette factory was intended. The cost of the new plant would be around 2 crores and the assets of the factory would increase by more than 25%. As it is a different undertaking, it will attract section 21 of the M.R.T.P. Act, and my report is that permission has not been taken from the Govt. for the construction of this G.L.T. Plant.

The Department of Company Law Affairs should look into it and prevent it. This is a violation of M.R.T.P. Act. This will increase the assets of a foreign monopoly concern and lead to larger repatriation of profits and loss of foreign exchange for the country. This will surreptitiously introduce retrenchment. This would also enhance the capacity of this foreign Company to kill its Indian Competitors. And in Tobacco / Cigarette field this had already become a serious phenomenon.

The Ministry of both Law and Labour must intervene and prevent this development.

With regards,

Yours sincerely,
Sd. xxx xx xx xx xx xx,

(R.J. BHADUR GOUR)
PRESIDENT
ANDHRA PRADESH TRADE UNION CONGRESS

Sri H. R. Cokhale,
Minister of Law and Company Affairs,
Govt. of India, New Delhi.

c.c. to

- 1) The Secretary
Deptt. of Company Law Affairs,
Govt. of India, New Delhi.
- 2) The Joint Secretary,
Deptt. of Company Law Affairs,
Govt. of India, New Delhi.

Sri K.V. Raghunatha Reddy,
Minister of Labour and Employment,
Govt. of India, New Delhi.

Seal
A.P. I.L.T.D. Co. Workers Union
CUNTUR.

Received: 1.11.'73.
Answered: ----

c.c. to: Sri Sankaran, I.A.S.,
Joint Secretary,
Ministry of Labour and Employment,
Govt. of India, New Delhi.

//True Copy//

23 February 1981

To

Com. K. C. Chaudhary, M.L.C
President
Bihar Rajya Bidi Mazdoor Federation
Narayanmarket
Langertoli
PATNA - 4

Dear Comrade,

Your letter dated 23rd February 1981 on the All
India Conference.

Com. V. A. Rajan, MP, visit to attending the Conference
scheduled to be held on 9th and 10th April.

Kindly confirm and also sent in advance the detail
programme. And also when to reach and where to
reach.

With greetings,

Yours fraternally

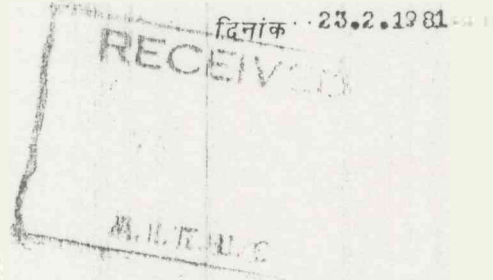
(V. A. RAJAN)
SECRETARY.

Phone : 51131
BIHAR STATE COMMITTEE
All India Trade Union Congress
NARAYAN MARKET, LANGERTOLI, PATNA-4

दस्तावेज 21111
बिहार राज्य कमिटी
अखिल भारतीय ट्रेड यूनियन कांग्रेस
नारायण मार्केट, लंगरटोली, पटना-4

पत्रांक

To
Com. Indrajit Gupta,
General Secretary,
AITUC, New Delhi.



Dear Comrade,

All India Conference of ALL INDIA BEEDEI, CIGAR & TOBACCO
WORKERS' FEDERATION will be held on the 9th & 10th April, 1981 at
Dalsingsarai. A reception Committee have been formed with Com.
Suryanarain Singh, M.P. as the Chairman.

We have to request you to attended the conference.

Please send your confirmation.

With greetings,

Yours fraternally,

(K.C. Chaudhary, M.I.C.)
President

Bihar Rajya Bidi Mazdoor Federation,
Narayanmarket, Langertoli, Patna-4.

बिहार राज्य बोझी मजदूर फेडरेशन

एम० ए०० ए० प्लेट न०-११२

बी० (चन्द्र गेट) १५, पटना-५००००१

सेवा में,

का० इन्द्रजीत गुप्ता, एम० पी०,
महामंत्री,
अखिल भारतीय ट्रेड यूनियन कांग्रेस
24, कनिंग लैन,
नई दिल्ली-110001.

RECEIVED

26 FEB 1981

A. I. T. U. C.

पटना

फरवरी 24, 1981

विषय - अखिल भारतीय बोझी, सिंगार एवं तख्तक वर्कर्स फेडरेशन का सम्मेलन के संबंध में

प्रिय साहब,

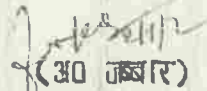
आपको यह सूचित करती हूँ अपार दर्द हो रहा है कि अखिल भारतीय बोझी, सिंगार एवं ट्रेडको वर्कर्स फेडरेशन का 4था वार्षिक सम्मेलन दिसंबर 24, 1980 में दिनांक 9 एवं 10 अप्रिल 1981 को होने जा रहा है।

हम शोषित-पीड़ित बोझी मजदूर आपको अपने बीच पाकर बहुत प्रसन्न हैं। हमलोग यह महसूस करते हैं कि हमारी बेहतर जिन्दगी और सही मार्गदर्शन के लिए आपके सहयोग अति आवश्यक है।

अतः आपसे निवेदन है कि हमारे इस सम्मेलन में आप अपना बहुमूल्य समय देने का कष्ट करेंगे जिससे हमलोग लाभान्वित हो सकें और हमारा सम्मेलन पूर्ण सफल हो सके।

आपके स्वास्थ्य को नैक कामना के साथ कृप्तिकारी अभिनन्दन करता हूँ और आपकी स्वोक्ति की प्रतीक्षा में

आपका साथी,


(J. K. Jha)
महामंत्री

बिहार राज्य बोझी मजदूर फेडरेशन
मंसूर भवन, बिहार शरीफ
नलन्दा (बिहार)

Phone : 21088

6/104, BROADWAY,
MADRAS-600001.

TAMILNADU

A. I. T. U. C.

RECEIVED

General Secretary

A. M. GOPU 31 MAR 1982

Treasurer

R. GANESAN, B.A., B.L.

M. KALYANA SUNDARAM, M.P.

SECRETARY

K. L. K. THANGAMANI, M.A., Bar-at-Law

K. M. SUNDARAM

S. C. KRISHNAN, B. A.

S. KARUPPUSAMI

A. GOVINDASAMI

To

The Chief Inspector Under Beedi &
Cigar Workers (Conditions of
Employment) Act 1966,
Office of the Commissioner of Labour,
VI Floor, Labour Welfare Buildings,
Teynampet, Madras-600006.

Sir,

Sub: Contract Labour (Regulation and abolition)
Act, 1970 and Rules 1975 - Abolition of
Contract Labour in beedi industry-Regarding

Ref: Your Office Lr.No.M3/16415/82 dated 24.2.8

Dr. G. KANNABIRAN

R. KARUPPIAL, M.L.A.

R. DAKSHINAMOORTHY

D. GNANIAH

V. RAMACHANDRAN

We have circulated the subject matter of your letter under reference to our affiliated unions in the State and ascertained their views on the subject of "Abolition of Contract Labour in beedi industry. All our affiliated unions are of unanimous view, that the Contract system prevalent in beedi industry is considered as a Curse of the industry and the system should be abolished forth with. We have herewith enclosed the Consolidated report of the view of Unions and the particulars that you have called for in the above letter.

We are willing to give in person further Clarification and details if any needed by you.

We regret for the delay in sending this report.

Yours faithfully,

G. Kannabiran

(G. KANNABIRAN)

Secretary, TamilNadu AITUC and
General Secretary, All India Beedi
Cigar & Tobacco Workers' Federation

Copy to:-

- 1) The General Secretary,
Tamil Nadu AITUC, 6/104, Broadway,
Madras-600001.

/P.T.O./

2) The General Secretary,
All India Trade Union Congress,
24, Canning Lane,
New Delhi-110001.

NATURE OF WORK IN WHICH CONTRACT LABOUR IS EMPLOYED.

பிடிசுகள் கட்டுவதற்கு ஒப்பந்த தொழிலாளர்கள் நியமிக்கப்படுகிறார்கள்.

ஒப்பந்தக்காரருடைய நிர்வாகத்திற்கு பிடி கட்டுதல் தொழிலாளர்கள் சென்ற, வேலையில் ஒப்பந்தக்காரரிடம் சேர்த்துக்கொடுக்கிறார்கள். ஒப்பந்த தொழிலாளரிடம் வேலை வாங்கும் ஒப்பந்தக்காரர் பிடி கட்டுதல் மாரிசு உரிமையாளரின் கட்டிய படிப்படியான பிடிசில் கட்டும், நீளம் குறிப்பிட்டு, 1000 பிடிசுகள் கட்டுவதற்கு பிடி இலை, புகை-யிலையில் எட்டைய நிச்சயித்த, கலியும் நிர்வாகத்தின் ஒப்பந்தக்காரர் வேலை கொடுப்பார். ஒப்பந்த தொழிலாளர் பிடிசுகளை கட்டுகின்றபோது ஒப்பந்தக்காரரிடத்தில் எந்த நேரத்தில் ஒப்படைத்த, கலியை பெற்றுக்கொண்டு, அடுத்தநாள் வேலைக்கு கலியை பொறுத்த வேலைக்கு மெய்யும் சொல்லி அனுப்புவார்.

ஒப்பந்தக்காரர் கட்டும் பிடி இலையை ஒப்பந்த தொழிலாளர் கட்டுவதற்கு எடுத்துக் கொண்டு சென்ற இலைக்கு சலுகிவிட்டு நடைபெற, சரமாள சலுகி கலியில் போட்டு இரவு முழுவதும் வைப்பார். அதிக இலையில் இலையை எடுத்து, அதிக சரமிருந்தால் காற்றில் ஆரவாரம் வேண்டும். பிடியில் அளவிற்கு தகுந்தாற்போல் பிடி இலையை கத்திரியில் வெட்டி தருகின்றார்கள் வேண்டும். இலையில் உள்ள கடிக்க நட்டம் புகைசென் கத்திரியால் சலுகி வேண்டும். வெட்டிய இலை தட்டுகளை சரமாள சலுகி கலியில் வைத்துக் கொள்ள வேண்டும்.

1966ஆம் ஆண்டு பிடி, கட்டுதல் தொழிலாளர்கள் (வேலை நிலைமைகள்) சட்டம் 27(1) விதிப்படி விதிப்படி.

தொழிற்சாலை விளாசுதல்களுக்கு வெளியே பிடி இலைகளை வெட்டுவது அனுமதிக்கப்படவில்லை.

பிடி இலை-கலியில் குறிப்பிட்ட அளவிற்கு புகையிலை தர வேண்டும் என்று, சரமாள கட்ட வேண்டும்.

ஜாடி பிடியானால், கட்டுவது பிடியை வால் புரம் மடக்கி, வால்புரம் போதாமலிருந்தால் புகையிலை தர வேண்டுமோட்டு தடைபடுத்த, கத்திரியில் வாயை குடி வைக்க வேண்டும்.

சாதா பிடியானால் வால்புரம் மடக்காமல் வால்புரத்தில் புகையிலை தர வேண்டும், வாயை அடவேண்டும்.

குடிசைகட்டுதல் பிடிசுகள் சாதாவாகையானவையே. ஆனால் பிடி கட்டுவதற்கு தர வேண்டிய பதில் படைநாறால் பிடியை கட்டி, நடை நடை கத்திரியால் வெட்டி வேண்டும்.

கட்டுவது பிடிசுகளை ஒப்பந்தக்காரர் குறிப்பிட்ட எண்ணிக்கையில் சிறு கட்டுகளை தர வால் கட்டவேண்டும். சாதா பிடிசுகள் நீளத்தில் ஏறக்கூடிய இழுப்பவைகளை, ஒப்பந்தக்காரர் சொல்ல நீளத்தில் கத்திரியால் சமமான அளவு வெட்டி வேண்டும். கட்டுகளை எண்ணிக்கை செய்ய வேண்டும். பிடிசுகள் உடையாமல் எடுத்துசெல்ல ஒரு கட்டையில் பிடி கட்டுகளை தடுக்கி வைத்து ஒப்பந்தக்காரர் சொன்ன நேரத்தில், அளவைய தொழிற் கட்டகத்திற்கு கொண்டு சென்ற கட்டுகளை ஒப்படைக்க வேண்டும்.

ஜாடி பிடிசுகளுக்கு இலையை வெட்டும்போதே ஒரு அளவில் இலைகள் வெட்டி, பிடிசுகள் கட்டுப்படுவதால் பிடிசுகள் நீள அளவு சமமாகவே இருக்கும்.

1966ஆம் ஆண்டு பிடி, சுருட்டுத் தொழிலாளர்கள் (வேலை நிலைமைகள்) சட்டம். 29(3) கீழ்ப்படி விநிக்ஷணைகள் ஆளுகையாக "தொழிலாளர் எவரம் பிடி ஆலையா சுருட்டு ஆலையா இவ்விரண்டும் செர்வா தொடர்பாச செய்முறை தயாரிப்பு வேலை எதிலும் தொழிற்சாலைக்கு வெளியே நடத்திமாத கேட்கக் கூடாது ஆலையா ஆலையாக்கக் கூடாது".

இந்த சட்டத்தை மீறி ஒப்பந்தக்காரர் ஆலையா பிடி டிரேட் மார்க்கு தொழிலாளர் கம்மிடம் பிடி சுருட்டுவகற்றி நிபந்திக்கப்படுகின்ற பிடி தொழிலாளர்களை தங்களுடைய வீடுகளிலேயே பிடிசாலை சுருட்டி, கட்டு கட்டிக்கொண்டு வரும்படி கேட்டு வேலை வாங்குகிறார்கள். சட்ட விரோதமாக நடைபெறும் இம்முறையை தடை செய்வதற்கு உடனடி தொழிலாளர்கள் கோரி வருகிறார்கள்.

5. What is the extent of prevalence of Contract System in beedi industry and prevailing service conditions of Contract Labour.

தமிழ்நாட்டில் பிடி உற்பத்தி செய்யப்படும் எல்லா மாவட்டங்களிலும் பிடி தொழிலாளர்கள் சட்டத்தின்படி கட்டுப்பாடு செய்து கொடுக்கப்படுகின்ற பிடி தொழிலாளர்களிடம் பிடிசாலை உற்பத்தி செய்வ ஒப்பந்தக்காரர்களை பெரும்வாரியாக நிபந்திக்கப்படுகிறார்கள். ஒப்பந்தக்காரர்களுக்கு 1000 பிடிசாலைக்கு இவ்வளவு கமிஷன் எந்த உற்பத்திசெய்ய கொடுக்கப்படுகிறது. சில தொழிலாளர்களிடம் பிடி இலை, புகையிலையை தம்மீதேயாக விலை நிர்ணயித்த ஒப்பந்தக்காரர்களுக்கு குலப் பொருட்கள் கொடுக்க, பிடிசாலை ஆலையா நிபந்தனைகளைத் தயாரிக்கிற துறாக்கே விலைக்கு கொடுக்க - துறா பிடியில் விலையைளும் நிர்ணயம் செய்து கொடுக்கிறார். ஒப்பந்தக்காரர் தொழிலாளர் நிபந்தனைகளை ஏற்ற ஒப்பந்த தொழிலாளர்களை வைத்து பிடிசாலை தயாரிக்கிறார். ஒப்பந்தக்காரரும் இலை புகையிலையை தொழிலாளர்களுக்கு விலைக்கு விற்றதாகவும் தொழிலாளர் கட்டுக்காலும் பிடிசாலை விலைக்கு வாங்குவதாகவும் நடக்கிறார். தொழிலாளர் சுற்றும் பிடிசாலை கவி சிடைப்பதற்கு வசை செய்கிறார். ஆனால் ஒப்பந்த முறையில் தொழிலாளர்களுக்கு சட்டத்தின் நிர்ணயிக்கப்படும் கவி சிடைப்பதில்லை. 1000 பிடிசாலை ஒப்பந்தக்காரர் கொடுக்கும் குலப் பொருட்கள் இலை, புகையிலை போதாமல் போகும். சில ஒப்பந்தக்காரர்கள் கூட கொடுப்பது இல்லை. ஆலை விலைக்கு வாங்கிப்போட்டு தொழிலாளர் சுற்றுவாரி. ஒப்பந்தக்காரர் கூட சிறியம் கொடுப்பது இல்லை. இலை கரும் மொசமாக இருந்தால், 1000 பிடிசாலை சுற்ற முடியாமல், குறைவாக கட்டுவால் 100 பிடிசாலை இலைக்கு ரூ.1/- வீதம் கமிஷன் பிடித்தம் செய்யப்படுகிறது. அதேபோல் புகையிலை குறைவானால் ஒரு சிலை புகையிலை ரூ.10/- வீதம் கமிஷன் கமிஷன் பிடித்தம் செய்யப்படுகிறது. பிடி பாரிசையில் குழிசல் 1000க்கு 50 ஆலையா 100 பிடிசாலை வீதம் செய்யப்படுகிறது. பிடிசாலை கிப்பி கொடுப்பதில்லை. ஆலையாக்கு கமிஷன் தருவதில்லை. ஆனால் பிடிசாலை குறைந்தவிட்டதாக மட்டும் இலை, புகையிலையை கூக்கு இறப்புகட்டி, அது கமிஷன் பிடித்தம் செய்யப்படுகிறது. சில ஒப்பந்தக்காரர்கள் எந்த தளவிற்கு பிடிசாலை சுருட்டிக்கொண்டு வருகிறார்களோ அந்த தளவிற்கே அந்த நாளி வேலையா குறைந்த விடுவார்கள். இப்படி திடீர்தோறும் பிடி குறைந்தக் கொண்டுபோனால், தொழிலாளர்களுக்கு வேலை இல்லை என்ற நிலைத்திருவார்கள். இதற்கு பயிற்சி, குறைந்த பிடிசாலை கூடு செய்ய கடைசில் இலை, புகையிலை விலைக்கு வாங்கி, கூக்கு சரிசெய்து தொழிலாளர் வருகிறார். காணொராக்டரி சட்டத்தின் உடனடி வசதிகளை தொழிலாளர்களுக்கு கொடுப்பதில்லை. எதைக் கேட்டாலும், டிரேட்மார்க்கு பிடி தொழில் ஆலையா தொழிலாளர் போலிக் கேட்க வேண்டும் என்ற சொல்லி கட்டுப்பாடுக் கொடுவாரி.

தொழிலாளருக்கு வேலை வாய்ப்பில் சிறந்த நடைமுறைகளைக் கொடுப்பதில்லை. பாலி புத்தகம் தொழிலாளருக்கு கொடுப்பதில் பிழைகளை உடனடி. ஒரு தொழிற்சாலையில் சிலவேளை பாலி புத்தகம் கொடுக்கப்படுகிறது. சிலவேளை கொடுப்பதில்லை. பாலி புத்தகம் உள்வாங்கும் இன்னொரு சிலவேளை கொடுக்கப்படுகிறது. சிலவேளை வேலை, மற்ற வேலைகளை கிடைப்பதில்லை. பிடி கற்றம் வேலையை தொழிலாளர்கள் குடியிருக்கும் வீடுகளிலேயே, சுகாதாரம் சம்பந்தம் சம்பந்தமாகச் செய்வதால், தொழிலாளர்கள் சுகாதாரம் பாதிப்பதால், அவர்கள் ஆய்வுகளும் இன்றி நேரடியாகப் பாதிக்கப்பட்டு வருகிறது. போலி, வீடி, வீடிசம்பளம் குறைவாகப் பலருக்கு கிடைப்பதில்லை. சர்க்கரில் சேரிந்த கிளர்ச்சி நடத்தும் சிலவேளை, சுகாதாரம் பாதிக்கப்படும் நிலை உண்டாகிறது.

6. Practical Difficulties in enforcement of Beedi and Cigar Workers Conditions of Employment Act 1966 in respect of Workmen employed Under Contract System.

- * சட்டப்படி பிடி தொழிற்சாலைகளில் பிடி சம்பளம் எல்லா தொழிலாளர்களுக்கும் வேலை செய்து ஒப்பந்தக்காரர் வசதி செய்வதில்லை.
- * ஒப்பந்தக்காரர் தான் தயாரிக்கும் பிடி சம்பளம் சம்பளம் எல்லா தொழிலாளர்களுக்கும் சட்டப்படி வேலையில் பெறவேண்டும்.
- * சட்டப்படி ரெஜிஸ்டர்கள் வைக்கவில்லை.
- * சட்டப்படி வாரவிடுமுறை - சம்பளம், பிரசவ சகாய வீடி-சம்பளம், ஊழலாதீர சம்பளத்தை வீடி - சம்பளம் கிடைப்பதில்லை.
- * சட்டப்படி பிடி சம்பளம் தொழிலாளர்கள் உரிமைகளை மீறும் பெறவேண்டும்.

உடனடி நடவடிக்கை எடுக்கவேண்டிய விஷயங்கள் :-

- (1) சென்னை I சரிகில் தொழிலாளர் தலை ஆய்வாளர்களுக்கும் சென்னை சரிகில் பிடி ஒப்பந்தக்காரர்களுக்கும் மூலக்கேள்வியும் நடைபெற்ற வழக்குகள்.
 - சி.சி.என் 16454, 16455, 16456/78
 - விசாரிப்பு, சென்னை 5-வது மெட்ரோபோலிடன் நீதிபதி சீர்ப்பு
 - 20.6.1979ல் வழங்கியுள்ளார்.

அதில், "----- In the instant Case, The accused is only an employee who is employed by the principal employer----- the accused is a home worker-----is specifically excluded from the definition of Industrial premises----- So the accused is neither the employer nor running industrial premises----he is not guilty of contraventions of various provisions-----and acquit him-----".

வழக்கு 2.

சென்னை தொழில் ஆய்வாளர், பவானிக்கும்

- (1) எ.கெ.ஆய்வுக் கூலி வசூலாபி
- (2) இ.எ.பி.சுமால் பாட்சாவிற்கும், வழக்கு
 - என்.டி.என்.1692/78ல் பவானி நீதிக்கார இராஜாவை வசூலு நடுவர் நீதி மன்றம் 12.6.79ல் தீர்ப்பு
 - குறிப்பு :- 1958 ஆண்டு தேசிய பரிசீலனை விடுமுறை சட்டப்படி - பதிவு ஏடுகள் அறிவிப்புகள், பரிசீலனைகளை மேற்கொள்ள வேண்டும்.
 - எ.1. எ.கெ.ஆய்வுக் கூலி வசூலாபி ஒப்பந்தக்காரர்.
 - எ.2. எ.எ.பீராக் பிடி தொழிலாளர் . . எ.1க்கு பிடி

பிடி இலாகாவையும், புகழகலியையும் கொடுக்கப் பிடிக்களை தயாரி செய்ய சொல்ல
எ.2. வாங்கிக்கொள்கிறார். ----- எ.1. கொழிலாளியாக வேலை பார்க்கிறார்.
----- துறலாளியில் வேலை -----.

வழக்கு 3.

கோவை மாவட்டம், பல்லடம் கோபால் மாரீசு பிடி கம்பெனிக்கும்--
கொழிலாளர்க்கும் ஏற்பட்ட ஐ.டி.என் 137/78

சேலம் மாவட்டம் வெல்லம்பாளையம் ஊரில் பல்லடம் கோபால் பிடி
கம்பெனி ஒரு பிராஜெக்ட் 15 ஏக்கர்களாக நடந்து வந்ததை திடீரென முடித்தவிட்டதால்
64 பேருக்கு வேலை இல்லை-- இந்த தகராறு கோவை வேபர் கோரிடார்
விசாரிக்கப்பட்டது 2.5.1979ல் தீர்ப்பு வழங்க.

ஒப்பந்தக்காரர் சேலமார் புகழகலியை; இலை விலைக்கு கோபால் பிடி
கம்பெனியில் கொண்டு வரலாம். கொழிலாளர்க்கு கொடுக்கப் பிடிக்கை கட்டி,
கொண்டுபோய் பிடிக்களை விலைக்கு விடுவதற்காக. பிடிக்கை தயாரிப்பு விளாபார
முறையில் இடங்கொடுக்க. முதுகாளி-கொழிலாள உறவு நிலைப்படுத்தப்படவில்லை என
வழக்கு தீர்ப்பு வழங்கப்பட்டது.

எனவே, ஒப்பந்தக்காரர் முதுகாளி கொழிலாளர்க்கு பலவிதமான
பாதகங்களை ஏற்படுத்தினார். 1966ம் ஆண்டு பிடி, சுருட்டுத் தொழிலாளர்கள்
(வேலை நிலைமைகள்) சட்டம் அமல்படுத்தி ஊழலாமல் போகிறது.

7) Suggestions if any for dispensing with the Contract System
with supporting reasons.

1966ம் ஆண்டு பிடி, சுருட்டுத் தொழிலாளர்கள் (வேலை நிலைமைகள்)
சட்டம்-பிடி-எனது சட்டப்படி தொழிலாளர்களை வளாகங்களுக்கு பிடி டிரேட் மாரீசு
உரிமையாளர்க்கு உரிமை வழங்க வேண்டும்.

உரிமையாளர் ஒரு தொழிலதிபரின் பெயருக்கு, தனது உயர் பிடிக்கை தயாரிக்கப்-
பரும் எல்லா ஊர்சனும், வளாகங்களுக்கு வழங்கப்பட வேண்டும்.

பிடி டிரேட் மாரீசு தொழிலதிபர் தனது உயர் பிடிக்கை சுருட்டுக்கிற எல்லா
தொழிலாளர்க்கும் சட்டப்படி சரிவர பிடிக்கை வழங்க வேண்டும்.

1966ம் ஆண்டு பிடி, சுருட்டு சட்டம் 29 சிறப்பு விதிக்கப்பட்டன 1, 2, 3
தயாரிப்பு முறையில் காரராக அல்லாக்கி பிடி இலை நிலைத்த வெட்டுவது கவிர,
பிடி செய்முறை தயாரிப்பு வேலை எதிரையும் தொழிலாளர்க்கு வெளியே நடத்த
அடிமதிக்கக் கூடாது. சட்டத்தை மீறும் தொழிலதிபர்க்கு கடின தண்டனை விதிக்க
வேண்டும்.

ஒப்பந்தக்காரர்கள் பிடி பார்க்கையாளர் தலைமுறை பிராஜெக்ட் மேலாளராக
பிடி தொழிலதிபரே நிர்வாகிக்க கொள்ளலாம். மாத சம்பளம் அல்லது பிடி டிரேட்
சலுகை தரக்கூடிய நிலைப்படுத்தலாம்.

ஆகஸ்ட் 1966ஆம் ஆண்டு பிடி கரட்பு தொழிலாளர்களின் சட்டம்-2.
பொருள் விசைக்கட்சி வேறாம் ஓரிக்கரி-விட்டிலிந்தே வேலை செய்பவரீ

2(எப்)1. விட்டிலிந்தவாரே பிடி கரட்புக்கத்தாக தொழிலதிபராக் உய்வை
ஒப்பந்தக்காரரி ஒருவாரம் லயப் பொருள்கரி கொடுக்கப்படுகின்ற ஒரு தொழிலாளரி
இவரி இப்பாக் விட்டிலிந்தே வேலை செய்பவரி" எவ்வ உழைக்கப்ப-
படுகாரி.

ஆப்படியானால், பிடி கரட்புபவரி வேலை சேடி விட்டிலிந்த வேலியே செய்வதில் இ
வேலை கரும் தொழிலதிபரி தொழிலாளியில் விட்டிலிந்த வந்த, லயப்பொருள்கலை வழக்கி
விட்டிலிந்த பொருளரி. பிடிக்கரி கரட்புக்கத்த பிறகு, தொழிலாளரி விட்டிலிந்த வந்த,
காக்கிந்த கலியை கொடுக்க, பிடிக்கலை பெற்ற நி செவ்வாரி எவ்வ பொருளி.

1966 பிடி கரட்பு சட்டரி -- கலிந்தாரடு 1968 பிடி கரட்பு தொழிலா-
ளர்களி (வேலை நிலைமகளி)விக்கரி.

விதி 34 விட்டிலிந்த வேலை செய்பவருக்கு லயப்புகளி வழக்கரி

விட்டிலிந்த வேலை செய்வரும் தொழிலாளரி ஒருவருக்கு அவரவ விட்டிலிந்தவே
லயப் பொருள்கரி வழக்கரிபரும் நேரிலி அவருக்குச் சேடி வேலியை வழக்கரிபரும்
அவரவ விட்டிலிந்தவே வழக்கரிப்படவேலிரும்.

இந்த விதிவிப்படி தொழிலாளிக் லயப் பொருள்கலை விட்டிலிந்தவே கொடுக்க,
விட்டிலிந்தவாரே பிடிக்கலை தொழிலாளரி கரட்புக்கலை, தொழிலதிபரி செவ்வ கலியை
விட்டிலிந்தவே கொடுக்க அவரவரி எவ்வ வெலியு.

சுற்பொடி நடவடிக்கையில் வேறாம் ஓரிக்கரி விட்டிலிந்த வேலை செய்பவராக
இவ்வ. விட்டிலிந்த வேலையை சேடி செய்வ, லயப் பொருள்கலை பெற்றவர
வேலிரும், பிடி சட்டத்திலிந்த புரம்பாக பிடி செய்வவை தயாரிப்பு வேலையிலிந்த க்க
விட்டிலிந்த செய்வவேலிரும். தயாரித்த பிடிக்கலை எடுக்கப்பொப் தொழிலதிபரிடம்
கொடுக்க வேலியை பெற வேலிரும். இவ் சட்டத்திலிந்த விடுதலையானவ எவ்வதளம்
கடை செய்வ வேலிரும்.

1976 பிடி தொழிலாளரி வேலம நல சட்டம் - நிதிவிந்த பிடி
தொழிலாளர்களி காரணாரமாவ குழ் நிலைமகளில் பிடிக்கலை கரட்புக்கத்த "ஓரிக்கலைட்ட"
தொழிற் கட்டிக்கரி விட்டிலிந்த, வாரடக்கரி பிடி தொழிற் தலிபரிக்கரி விட்டிலிந்த.

மேற்கலிட நடவடிக்கையிலிந்த தரவ எடுக்கரும்பொடி ஒத்தழப்பு தர மலக்கரும்
பிடி தொழிலதிபர்களில் கரட்பு மாரிக்கலை பரிந்துக்க செய்வ வேலிரும்.

வேலியிந்தவரும் தொழிலாளிக் குக்கு வேலாரவிடு பிடி ஓரிக்க
செவ்வரில் கோ லுபவேலி சொசைய லிந்த பிடிவாரிவிப்ப பொடி, கட்டுறடி வி பிடி
வற்பக்கி கலையிப்புகலை எவ்வபடுக்க வேலிரும்.

5. பிடி இவரி தொழிலில் காலிந்தராகிட்டு மூறை வந்த தளலிந்த பரலியுக்கலை.
சுற்பொடி நிலையரும் தொழிலாளர்களி வேலை நிலைமகளி விபரம்.

விட்டிலிந்த பிடி, கரட்பு புக்கலிவே தொழிலாளரி சலிக்கம், பலியு எலி
254/எ.டி. 93, கார்த்திவேராடு, குடியாக்கலம்.

இ பிடி தொழிலில் காலிந்தராகிட்டு மூறை இலிந்தவாரக உலிந்த,
எல்.பிடி வேக்கலரி பொலிந்த பெரிய தொழிற் தலிபரி கலிக்கலி சடுவிலிந்தவாரக எல்.2
மற்றலம் எல்.4 வலசெவ்வரி காரர்களிலிந்த நிலயிந்தவாரர்களி. அவர்களில் கட்டுப்பாத்திலிந்த
லிந்த ஒப்பந்த தொழிலாளிகளரி வேலை செய்கலரிக்கலி. இலிந்தவாரக தொழிற்சாலை
(எல்.2, எல்.4) கட்டிலிந்த தலிந்த ஓரிக்கலரி பாலி புக்கலம் லயம் தொழிலாளிக் கலை

வேலைக்கு துரித்தி, ஒரு தொழிலாளி செய்த வேலையை அகலமாக மூலப் பெறலுடன் கொடுக்கப்படுகிறது. தலுட் ஓரீக்கரி தொழிலாளிகளை நியமித்த கால்ட்ராக்கிட் முறையிலேயே பிடி சமாளிப்பு செய்துள்ளார். இவ்விரு முறைகளையும் கடை செய்து, இலை புரையிலை குறைந்த கொடுக்க மறைமுகமாக செயல்படுகிறது. இரக்டாமல் முறையில் சட்டப்படி கிடைக்கும் எந்தவிதமான உரிமையும் பிடி சமூட்டும் தொழிலாளர்களின் கிடைப்பில்லை.

* வாலியம்பாடி சாலக்கா துக்கிய பிடி தொழிலாளர் சங்கம், பதிவு எண் 143வ.ந. காதர் பெட்டை, வாலியம்பாடி.

கால்ட்ராக்கிட் முறையில், இலை, புரையிலை, தால் பெயரால் 1000 பிடிக்கு ரூ.1/- முதல் ரூ.1.50 வரை மறைமுகமாக தொழிலாளிகளுக்கு கடை செய்து எற்படுகிறது ஒப்பந்தக்காரர் முறை ரக்ட செய்து கடுமீ மாரகி முதலாளிகள் நேரடியாக தொழிற் சாலையில் வேலை தொழிலாளர்களுக்கு கொடுக்க வேண்டும்.

* வாலாஜா சாலக்கா பிடி தொழிலாளர் சங்கம், பதிவு எண் 15, ராணியப்பெட்டை.

கடுமீ மாரகி பிடி முதலாளிகள் 800 கிராமில் 1000 பிடிக்க கற்ற பிடி இலை கொடுக்கால், கால்ட்ராக்கிடர்கள் 700 கிராம பிடி இலையை கடுமீ தொழிலாளிகளுக்கு கொடுக்க 1000 பிடிக்க தரவேண்டும் என்கிறார்கள். சப்-கால்ட்ராக்கிடர்கள் 800 கிராம இலை போட்டு 1000 பிடி தரவேண்டுமென்கிறார்கள். ஒப்பந்த தொழிலாளிகள் 1000 பிடிக்க குறைந்த இலையில் கொடுக்க முடியாமல் 1000 பிடிக்க கையில் ரூ.1.25 இழக்க நேரகிறது.

சட்டப்படி கடை நிரிளிக்காமல், கால்ட்ராக்கிடர் (அ) சப்-கால்ட்ராக்கிடர் நிரியுக் கலைய கொடுப்பத இல்லை. பல விதமான சிலவின்களையக்கூறி, துக்கரிக்க என் ரூ.1/- முதல் 1.50 வரை கையில் குறைந்த தொழிலாளிகளுக்கு கொடுக்கிறார்கள். மற்ற சட்ட உரிமைகளை பெற இயலவில்லை. எனவே கால்ட்ராக்கிட் முறை ஒழிக்கப்பட வேண்டும் என அலக்கமாக கருகிறோம்.

* திருப்பதினாபுரி சாலக்கா பிடி தொழிலாளர் சங்கம், பதிவு எண் 225-உ.உ.

பிடித் தொழிலில் கால்ட்ராக்கிட் முறை மூல துணில் பரவிமுறிவை. வாரத்தில் 5 நாள் துணியும் கறைவாகவும் தரப்படுகிறது. பிடி சட்டக்கை துணில் செய்வதில்லை. பெயர் பதிவு இல்லாத தொழிலாளிகளுக்கு விடி சம்பளம், போனஸ் இல்லை. ஒப்பந்தக்காரர் முறையில், கடுமீ மாரகி பிடி உரிமையாளர்களும், பிடி தொழிலாளர்களும் நேரடியாக உறவு "முதலாளி-தொழிலாளர் உறவு" இல்லாமல் போகிறது. பிடி சமூட்டும் தொழிலாளிகளுக்கு "ஒரு தொழிலாளி" என்ற தந்தல்கள் முதலாளி மறக்கவிடுகிறார்.

கால்ட்ராக்கிடர்கள் எக்சிற்ற இடைதரகர்களில் நியாயமாக தொழிலாளிகளுக்கு கிடைக்க வேண்டிய சட்டக் கடை, போனஸ், விடி சம்பளம் ஆகியவற்றில் பாதி கபன்கரம் செய்கிறார்கள்.

தொழிலாளர்களுக்கு கடை உதவி எக்சிற்ற பெயரால் துணிக் வட்டி வாரத்தில் கடுமீ முறையில். இவர்களின் துக்கிமுறைகளுக்கு தற்ப்புகளில் கைக்க, பிடி கடுமீ மாரகி உரிமையாளர்களிடம் நேரடியாக தொழிற் சாலையில் வேலை தரவேண்டும்.

* திருக்காடு சாலக்கா பிடி தொழிலாளர் சங்கம், பதிவு எண் 155-உ.உ.

கடா பிடி கம்பெனில் பாஸ் புத்தகம் தலுட் ஓரீக்கரிக்க பிடி சமூட்ட தொழிலாளிகளை வேலைக்கு நியமித்த 1000 பிடிக்கு ரூ.1/- முதல் ரூ.1.50 வரை குறைந்த தருகிறார்கள்.

வேளாண் பீடி தொழிலாளர் சங்கம், வேளாண்.

சட்ட உரிமைகள் கிடைக்க வேறாம் ஓரிட, ஆய் ஓரிட, பரி பிராட்ச, ஒழிக்கப்பட வேண்டும். கொழிந்தசா லையில் வேலை கிடைக்க வேண்டும். சட்டர்களை ஊமல் பருச்சு ஒலிகளால் கிட்டுபெக்டரிக்களை சிவரிக்க வேண்டும். கமிஷனார்

குறிக்காய் பீடி பிராட்ச மாணேஜர்களை சங்கம், பீடி லை 24, சென்னை.

கம்பெனி 1000 பீடிகள் ரூ.11.25க்கு சீராயம் கட்டி காலிட்டிராக்டர்களை வாகலிசாரிகள். பீடி காலிட்டிராக்டர்களுக்கு 1000 பீடி தயாரி செய்வ புகையில் கொடுக்க, பீடி வேலை ரூ.4/-ம், பீடி சந்தவதற்கு கல் ரூ.6.75-ம் ஈருசியர்களை தரல் தரி, போகலாரி, சட்டபட பாடகை, வேட்டு செலவு, கழிவு பீடி ஓரிய செலவுகளை ரூ.1.60 தகிறா. ஒரு 1000 பீடி தயாரிக்க ரூ.1.10 ஊக்குவித்தகிறா. இந்த ஊட்ட சந்தவ கம்பெனி சம்பந்தப்பதில் லை, அதற்கு இந்த நெருக்கடியை கலரிக்க கம்பெனியே பீடி தயாரி செய்வ வேண்டும். பிராட்ச மாணேஜர்களை வேலிசாரி - வேலிசாரி கம்பெனி ஏற்க வேண்டும். பீடி கம்பெனி சிபர்களை உலகிகள் பிட்டு ஊரா

1. தயாரிப்பில் புகையில்லைய வாகலிசாரி பிராட்ச காலிட்டிராக்டர்களுக்கு வேலை ரூ.11/-க்கு வித்த விடுகிறார்கள்.
2. கம்பெனி கம்பெனியின் தரக்கலரிசாரி சந்தவடி கொடுக்க பிராட்ச காலிட்டிராக்டர்களை பணம் பெற்றுக்கொலிசாரிகள்.
3. பீடி தயாரி செய்க்கொலிசாரி வந்த கொடுக்க வேண்டும். தொழிலாளர்களுடைய பிச்சுச வேலை எங்கெங்கும் கொலிசாரி தரக்கலரிசாரிகள்.
4. பீடி பண ஊடுக விடுபடவ எல்-2 வேலிசாரி பிராட்ச காலிட்டிராக்டர்களுக்கு ரூ.50/- வீதம் பிடுக்க தயாரிக்க வேலிசாரி வாகலிசாரிகள்.
5. கொழில் ச உறவு சட்டம் சம்பந்தமான வேலிசாரிசாரி காலிட்டிராக்டரி வாகலிசாரிசாரிசாரி பணம் எல்ல கொலிசாரிகள்.
6. ஆய்லிசாரி எட்டில் பீடி தயாரி செய்வ கொலிசாரி வந்த கொடுக்க கொலிசாரிகள். பெக்டரி கம்பெனிடர் வந்த பிடுக்க அபராசம் பெட்டாளல் அலகையும் தாக்கலிசாரி கட்ட வேண்டும்.

(Handwritten Signature)

All India Bidi Piga & Tobacco Workers' Federation
 No. 6 KANNIVIRAN
 General Secretary.
 3157, BRIDGEWAY
 MADRAS - 1.

ALL INDIA BIDI INDUSTRY FEDERATION

C/o. Maharashtra Chamber of Commerce,
12, Rampart Row, Fort,
Bombay - 400 023.

Tel.No. 244543/244566

2nd March, 1981.

Dear Shri Member of the Parliament,

You are aware that the Union Finance Minister, Hon'ble Shri R. Venkatraman has made no reference to the Excise duty on bidi industry in his budget speech delivered by him on 28th of February, 1981.

Bidi Industry is the second largest industry providing employment to about 35 lakhs rural people spread out in thousands of villages in almost all States.

Please find enclosed the copies of the pre-budget and post-budget memorandum submitted by the Federation which are self-explanatory. You were kind enough to support our demands last year and with your support we are expecting the relief in this year's proposals. But this industry is singled out though so many measures are announced supporting the Small Scale Industries.

You are therefore requested to please use your good offices and help us in achieving our demands which are even supported by the bidi workers.

Thanking you,

Yours faithfully,


(A. V. JOSHI)
SECRETARY.

ALL INDIA BIDI INDUSTRY FEDERATION

C/o. Maharashtra Chamber of Commerce,
12, Rampart Row, Fort,
Bombay - 400 023.

A Copy of the letter No81-12 dated 29th January, 1981 addressed to Hon'ble Shri R. Venkatraman, Minister for Finance, Govt. of India, New Delhi, Re: Abolition of the artificial discrimination between branded and unbranded bidis and request for the uniform rate of excise duty.

You are very well aware that i) The artificial discrimination between branded and un-branded bidis. ii) Excise rebate for un-branded bidis. and iii) The exemption granted upto 30 lakhs of bidis have created problems for the bidi manufacturers and have challenged the very existence of genuine bidi manufacturers.

The Bidi Industry is a single largest industry providing employment to about 30 lakhs bidi rollers in the rural areas. This Industry made available the employment opportunities to the villagers at their homes and hearths thus worked as an instrument to check the flow of the rural masses from rural areas to urban areas in search of job. As you are very well aware that the industry requires no-infrastructure and can provide employment opportunities to additional lakhs of persons who are struggling for their existence. This requires nothing but little bit encouragement from the Government by way of levying rational excise duty on bidi.

As per the Finance Act 1979, the central excise duty on un-manufactured tobacco have been withdrawn and in turn the duty on un-branded bidis has been increased from Rs.2.08 for thousand bidis to Rs.3.60 per thousand bidis. The effective rate of incidence of excise duty on hand-made bidis was 30 paise per one thousand bidis in the year 1951. Thereafter every year there was increase in the excise levy and after the budget for the year 1980-81 this effective rates became Rs.3.75 per one thousand bidis. This shows that there was a steep increase in the excise burden on bidi industry every year. From 1-3-1979 unlabelled bidis were also brought under the excise net; but

the excise duty for such unlabelled bidis was fixed at Rs.1.60 per one thousand bidis. In the budget for the year 1980-81 the exemption limit for excise duty on unlabelled bidis was brought down from 60 lakhs to 30 lakhs bidis per year. These half hazard measures have created problems for the genuine trade mark holders.

Since there is a premium of Rs.2/- per thousand on un-branded bidis the markets are flooded with low quality bidis. These bidis are brought out by paying either less excise duty or by paying no excise duty under the protection that the total quantity manufactured by the manufacture is less than Rs.30 lakh which is the exemption limit. Once they are brought out of the excise net they are labelled and sold as trade mark bidis by the unscrupulous elements in the society under the popular brand. Thus at present the markets are flooded with nakli bidis with nakli labels and the consumers are being cheated. This has resulted in the tremendous fall in the sale of the genuine trade mark bidis. Not only this the Government is also loosing by way of excise duty.

Thus it is seen that the artificial discrimination between branded and un branded bidis as also the exemption granted to un-branded bidis have affected the genuine bidi manufacturers adversely. It has not only affected the scale of the genuine trade mark holders but resulted in the reduction in the excise collection by the ex-chequer.

Since these unscrupulous manufacturers are not covered by the Bidi & Cigar Act and other Acts provided for the welfare of the bidi rollers, they exploit the bidi workers by not paying them the minimum wages prescribed by the State Governments and other welfare benefits. Hence labour leaders have taken note of this and urged upon the Government to remove the artificial discrimination immediately. Even the Members of the Parliament realised the ill effects of the concession given to small manufacturers and they also wrote to you. You were kind enough to take note of all these facts and promised the house at the time of your concluding speech delivered after the discussion on the budget proposal for the year 1980-81, that you would re-consider the whole issue at the time of the budget proposals for the year 1981-82.

WE WOULD LIKE TO BRING TO YOUR KIND NOTICE THAT THE ISSUE WAS DISCUSSED AT THE TRIPARTITE MEETING HELD AT NEW DELHI ON WEDNESDAY THE 21ST JANUARY 1981, WHERE IT WAS UNANIMOUSLY DECIDED THAT THERE SHOULD BE UNIFORM EXCISE DUTY ON BOTH BRANDED & UNBRANDED BIDIS SO ALSO EXEMPTION GRANTED WITH A VIEW TO GIVE SOME RELIEF TO SMALL BIDI MANUFACTURERS SHOULD BE DONE AWAY WITH".

We must make it clear Sir that we are not at all against small bidi manufacturers but the concessions given with a good intention are being misused by the bad elements in the society and that to at the cost of the genuine trade market holders. You are therefore requested to please consider the following suggestions while finalising the budget proposals for the year 1981-82.

1. The excise duty should be levied at uniform rate leaving no loop hole to be misused under the fault pretext of unbranded bidis.
2. Artificial discrimination between branded and unbranded bidis should be done away with and exemption granted up to Rs.30 lakhs, unbranded bidis should be withdrawn.
3. Total incidence of excise duty per thousand bidis should be reduced considerably.
4. Bidis should be protected from competition from cheap cigarette by maximising excise differential between bidi and cheap cigarette.

We hope and trust that you will consider our suggestions favourably,

Yours faithfully,

(DEOKISAN SARDA)
CHAIRMAN.

C O P Y

N.H. Kumbhare M.-M.P.
President,
Maharashtra Rajya Bidi,
Hajdur Sangh.

Residence :
Hardas Nagar, Kanpur
(Dist. Nagpur.)
Phone No. 8441

Date: 11/2/1980.

Shrimati Indira Gandhi,
Prime-Minister of India,
New Delhi.

Subject : Central Excise Levy on tobacco-exemption
resulting in large scale un-employment of
workers in bidi industry and loss of
revenue to Govt.

Respected Madam,

The bidi industry occupies an important position in our national economy from the point of view of employment potential and source of revenue to Govt. exchequer.

However change in policy relating to excise levy on tobacco has given blow to employment potential and Govt. suffer substantial loss of revenue.

The Govt. with an object to help the small manufacturer, declared two concessions namely exemption on *unbranded bidis* and further exemption up to 60 lakh bidis per year to individual manufacturer, However both the concession were grossly abused.

Though the bidis were shown to be unbranded the labels were secretly affixed on bundles and excise department having no authority, could not exercise any cheque on such activities, which went on increasing in lips and bounds.

These unscrupulous manufacturers have been exploiting unemployed bidi rollers and pay them wages at Rs.3/- when minimum wages are Rs.6/- per thousand bidis.

The use of counter-foil labels is going on unabated and the markets are flooded with cheap bidies replacing bidis on

which full excise duty and prescribed wages have not been paid.

The effect was obvious. The workers are given two or three days work in a week.

The lack of sufficient work and no work has made the condition of workers miserable and are reduced to status of destitutes.

The representation made to Janata Govt. were of no avail. The situation has deteriorated and sufferings of workers increased.

The Govt. exchequer has suffered loss of revenue which is quite substantial.

I have appraised the Finance Minister of the calamity that has befallen. The problem being of national dimension I thought it desirable to invite your personal attention.

The quick and effective remedy is to withdraw these concessions and restore effective check on tobacco at all stages.

The small manufacturer and co-operative society may be given concession in deserving case, keeping in view that the blanket concession has defeated the objective.

I therefore urge upon to look in to this grave problem personally and trust that the new Budget will incorporate suitable amendment and prevent impending catastrophs.

Thanking you.

Yours faithfully,

Sd/-

(N. H. KUMBHARE)

No.11/59/73-M(III)

Government of India
Ministry of Law, Justice and Company Affairs
NEW DELHI.

the 31st Oct., 1973.

To
The President,
Andhra Pradesh Trade Union Congress,
HYDERABAD.

Sub:- India Tobacco Co.Ltd., - Construction of
Large Green Leaf Threshing Plant within
the premises of the Cigarette Factory at
Bangalore.

Sir,

I am directed to refer to your letter dated the
1st October, 1973 on the above subject and to say that this
department has not so far received any statutory application
under the M.R.T.P. Act from the Company in regard to the
above proposal. If and when it makes such an application
it will be requested to give notice of the proposal to the
general public through News paper advertisement in terms
of the M.R.T.P. rules. You may at that time, make your
submissions and in doing so please also indicate your
interest therein.

Yours faithfully,

Sd. A.K. Ghosh.
Under Secretary to the Govt. of India.

//True Copy//

ALL INDIA BIDI, CIGAR & TOBACCO WORKERS' FEDERATION,

N.C. DUTTA
PRESIDENT

Dr.G. KANNABIRAN
GENERAL SECRETARY.

DELHI OFFICE: A.I.T.U.C.OFFICE
Phone: 386427 24, CANNINE LANE
NEW DELHI.1.

HEAD OFFICE :- 5/104, BROADWAY
Phone: 21088. MADRAS.1

Date:- 15--4--1981.

CALL BY FOURTH NATIONAL CONFERENCE OF THE ALL INDIA BEEEDI,
CIGAR & TOBACCO WORKERS FEDERATION.

-0-0-0-

* OBSERVE DEMANDS DAY ON MAY 7TH ALL OVER THE COUNTRY TO
PRESS THE CHARTER OF TWELVE DEMANDS.

* SOLIDARITY WITH MAHARASHTRA THREE LAKHS BEEEDI WORKERS
STRIKE ON MAY 28th FOR THEIR DEMANDS AND THE FEDERATION'S
NATIONAL CHARTER OF DEMANDS.

* PREPARE FOR "ONE DAY DARNA" BEFORE LABOUR MINISTRY AT
NEW DELHI IN SEPTEMBER 1981.

* PREPARE FOR ONE DAY STRIKE ON NATIONAL LEVEL IN ALL
STATES.

The Fourth National Conference of the All India Beedi, Cigar and Tobacco Workers Federation was held at Yusur Nagar Dalsingsarai in Bihar state on April 9 and 10th 1981. The Conference was presided by a presidium of five Comrades (1) N.C. Dutta, New Delhi (2) Mohammed Shurfudeen, Bihar (3) Chintamani Indapure, Maharashtra (4) P.S.M. Salam, Tamil Nadu (5) Bejjia Kottian, Karnataka, red flag was hoisted by Comrade Abdul Ruyaf, member of Federation's Executive Committee. Delegates paid their homage to Martyrs by standing up in silence for two minutes. Chairman of the reception committee Comrade Suryanarayana Singh M.P. welcomed the delegates and guests. All India Trade Union Congress Secretary Comrade K.A. Rajan, M.P. inaugurated the Conference. All India Beedi, Cigar and tobacco workers Federation President Comrade N.C. Dutta in his Presidential speech, called for unity of all sections of Beedi workers all over the country to carry on united struggle to win their legitimate goal.

The report was placed by Comrade Dr. G. Kannabiran, General Secretary, All India Beedi, Cigar and tobacco workers' Federation. The General Secretary's English report was translated into Hindi by Comrade Bajjiyanath Chowdry. Delegates from various States participated in the discussion on the report. After summing up the discussions by General Secretary, the delegates adopted the Report unanimously.

The Conference passed unanimously the twelve points Charter of Demands and several resolutions after serious discussions about the conditions prevailing in the Industry. Resolutions on peace and Disarmament; on Diego Garcia, on solidarity - with Afghan revolution, Kampuchea etc., on Repression in Bangladesh, Pakistan and Sri Lanka, on Bonus on Industrial Relations law; against anti-working class ordinances; On Trade Union Unity; On Social Security; On prices etc., were adopted.

RESOLUTION ON CHARTER OF DEMANDS.

The Fourth National Conference of All India Beedi, Cigar and Tobacco Workers Federation resolves to urge upon the Government to concede the following Charter of Demands for 4 million beedi workers in the Country:-

- I (a) Fixation of national minimum wage at Rs.12.00 per 1000 beedies and the wages linked with variable cost of living index at 6 pies per point.
- (b) Guarantee of 80% of Fall -back wages for loss of work or no-work.
- II.(a) Contract System, Sale-purchase system and Home-worker system should be banned.
- (b) All manufacturing processes of Beedi and Cigar should be carried out in the Industrial premises.
- III. Identity Cards with workers photo should be provided to all workers in the Industry by the principal employer.
- IV. Abolition of Central Excise Duty on branded beedies should be made forthwith.
- V. Tendu Beedi leaves procurement and distribution should be controlled by the Government and middle traders of Tendu leaves should be eliminated to give protection to the beedi industry.
- VI. The Beedi workers Welfare Fund Collection should be reviewed with immediate effect to the maximum limit given under the Act. State Advisory Committees under the Act should be formed.
- VII. The Beedi and Cigar Workers (Conditions of employment) Act 1966 and rules 1968 should be amended suitably as suggested in the Bill No.130 of 1980.
- VIII. The Bonus Act should be amended suitably so as to provide annual Bonus to all Beedi and Cigar Workers.
- IX. Provident Fund; Gratuity; ESI and Family Benefit schemes should be implemented forthwith to beedi and Cigar Industry.
- X. Licences under the Beedi and Cigar workers (Conditions of Employment) Act should be given only to the Trade Mark owner and manufacturer of Beedis or Cigars.
- XI. Co-operative beedi and Cigar producing workers societies should be started in each State on the model of Kerala Dinesh Beedi works Society.
- XII. Beedi workers should be given free house sites and enough funds to construct their own houses.

2. RESOLUTION ON PROGRAMME OF ACTION.

This Fourth National Conference of the Federation calls upon all the Beedi and Cigar workers Unions in the Country to carry out the following programme of action:-

1. May Day should be observed as per the clarion call of AITUC.
2. Demands Day to press twelve points charter of demands and on solidarity with the General Strike of three lakhs beedi workers of Maharashtra to be observed on 7-th May 1981.
3. 'Dharna' by beedi and Cigar workers from all over India for one day during the month of September 1981 before the Labour Ministry of India at New Delhi.
4. Hand-bills; Posters; wall writing; procession; public meeting; Factory meeting; Mohallah meeting, etc., should be carried out to popularise the Charter of Demands.
5. After fulfilling the above programme preparation for one day strike throughout the Country and its Date will be decided by the National Executive Committee of the Federation.

3. RESOLUTION ON ORGANISATION *****

This conference calls upon all our Unions to carry out the following tasks:-

- 1) All Unions should hold their Conferences or Annual General Bodies before September and get their Unions affiliated to the AITUC and our Federation.
- 2) Before September 1981, State Federations should be organised where they are not in being.
- 3) Existing Federations should be made to function democratically and keep in close touch with the Central Office of our All India Federation.
- 4) Zonal Conferences should be held in Central Zone, North zone, and west zone of the Country.
- 5) All Unions should pay 10 pies per member per annum towards affiliation fees to the All India Federation or Rs.50/- per union per annum whichever is higher.

RESOLUTION ON NEW OFFICE BEARERS ETC., *****

The following new office bearers and the Executive Committee was elected unanimously:-

- 1) President:- Com. N.C. Dutta, New Delhi
- 2) Vice President Com. Suryanarayan Singh, M.P. (Bihar)
- 3) Com. Abdul Rauf. (Bihar)
- 4) Com. P.P. Mukundan (Kerala)
- 5) Com. Chinthamani Indapure (Maharashtra)
- 6) General Secretary: Com. Dr. G. Kamabiran (Tamilnadu)
- 7) Joint Secretary : Com. R.K. Ratnakar (Maharashtra)
- 8) Com. Abdul Jabbar (Bihar)
- 9) Com. Sarfuddin (Bihar)
- 10) Com. Bhojja Kotian (Karnataka)
- 11) Com. T.C. Sonawane (Maharashtra)
- 12)

14. B i h a r:- Rambalav Panday
15. K.C. Choudhary
16. Ramachandra Paswan.
17. Lado Jonko

Maharashtra:-

18. G.L. Reddy
19. Manohar Talasal
20. Devayya Kattiyakola
21. Bal Potdar
22. Bhojraj Ramtcke

Karnataka

23. A.J. Mudhol
24. Viswanath Nayak
25. - - - vacant

Tamilnadu.

26. H.M. Mustafa
27. A.K. Yogalingam
28.

A.P. (5) Gujrat (1), Kerala (6), U.P. (3), M.P. (3), Rajasthan (1), Orrissa (1) West Bengal (3). Of total 56 seats, Most of them are kept vacant. They are to be filled with consultation of State Bidi Union Leaders. They will be nominated by Executive body.

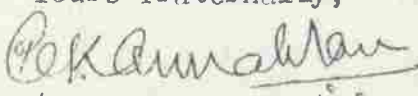
On the April 10th evening a huge procession culminating in a big rally on Ram Nagar Maidan under the President ship of Com. Abdul Rayuf was held. The meeting was addressed by Comrades Surya Narayana Singh M.P; K.A. Rajan M.P; Krishnachandra Chowdry, M.L.C. Dr. G. Kannabiran; Vijayakumar Yadav, M.L.A. Ramachandra Paswan, M.L.A., In conclusion resolutions were passed on condemning police firing on Nipani Beedi tobacco growers; against arming Pakistan; against price rises and against communal disturbances and beedi workers demands.

Dear Comrades:-

Please direct all unions in your region to carry out the above decisions of the conference and send their reports regularly.

It is proposed to print in detail the proceedings and Resolutions of the Conference; General Secretary's Report; List of New Office bearers and K.C. members; Bill No. 130 of 1980 amendment to the Beedi and Cigar workers Act 1966 and Certain question and answers on beedi workers problems in parliament etc., in a small book. It may cost eight annas per copy. You are requested to indicate the number of copies you require and send at least 50% of the cost as advance to place the order. On receipt of your reply and the advance money, the arrangement for printing will be carried out definitely.

With Greetings.

Yours fraternally,

(G. Kannabiran)
General Secretary

I.T.C. - I.L.T. Division - Workers Union

GUNTUR,
Dt. 15-4-'81.

To

THE MANAGER,
Personnel Administration,
I.T.C. Ltd. - I.L.T.D.,
GUNTUR.

Sir,

We reliably understand that I.T.C.Ltd., - I.L.T.D. Division has ordered to purchase about 6 million Kg. of Tobacco each from Sri Redha Krishna Trading Company and Vijaya Lakshmi Enterprises at Kovvur. For the purchase and processing of Tobacco ordered from the above companies the Company had advanced about Rs.20 Lakhs each and supplied leaf Handling equipment from Rajahmundry Depot and elsewhere.

This action of the company is quite contrary to the definite promise made before the Commissioner of Labour at the time of negotiations on the issue of closure of Depot in the year 1980. You made a definite promise that if the company receives more orders and if the Tobacco is purchased in the areas of the depots closed

The Company will reopen these Depots. It is a definite fact a few days later immediately after the closure of Kovvur, Bhadrachalam and Vijayawada the Company received orders from U.S.A., Japan and other countries and the company has been purchasing Tobacco from these areas and the export orders are being continued.

In the circumstances stated ^{supra} instead of re-opening the closed branches as per your promise, you have organised the above named companies to purchase on your behalf and supply you the processed tobacco. This is nothing but hood-winking the worker, Govt. and the public in general.

2. It is also brought to the notice of our ^{union} ~~union~~ that the company is purchasing tobacco, getting it processed under the supervision of its supervisors in its own premises. But the workers are being paid this year Rs.3/- to Rs.5-50 only per day. Who were paid till last year upto Rs.9-50 a day, maintaining them in Central Muster Rolls since 1975, 1976. This is being done at the so called Buying points Jangareddy Gudem & Gopalapuram. The same thing is being done at Musunur, Nellore Dt.

3. Also learnt that the company has sent katcha Tobacco for being handled at Chagu Krishna Murthy & Co. at Paritala and some other Companies for supplying to the company processed Tobacco after handling.

4. The Company has been transporting tobacco since 1978 to the Green leaf Threshing plant at Bangalore. When the ^{union} ~~union~~ protested against this practice the Management informed that the workers' interests will not in any way be hampered.

The transportation of tobacco is still being continued to S.L.T. plants at Bangalore and Ganapavaram. This action of the Management may result in large scale unemployment and reduction of working days to the workers in the existing handling branches.

It is quite obvious from the above stated facts that the company has been adopting unfair labour practices by reducing the 1 hour force and number of working days and not even paying the statutory 14 days leave along the fin. wage paid in the company according to agreement.

In the circumstances the Union demands:

1. Reopening of the three recently closed Depots Viz., Kovur, Bhadrachalam and Vijayawada.
2. Stoppage of sending tobacco to the green leaf threshing plants.
3. Guaranteeing of the number of working days on the average of 17 years working.
4. Payment of company wages to all workers wherever the the company's tobacco are processed directly or indirectly through their agents.

Thanking you,

Yours faithfully,

Boddy Lourdamaiah
General Secretary

Copy to:

Chief Minister, Govt. of A.P., Hyderabad.

Lab. Commissioner, Hyderabad.

S. S. Bijan, I.L.T. Secy // General Secretary,
I.L.T.C., Hyderabad.

I.L.T.D. Co. Staff Assembly Committee.

I.L.T. Federation of I.L.T.D. Co. Workers, Guntur.

TAMIL NADU BIDI, CIGAR & TOBACCO WORKERS' FEDERATION.

Dr. G. KANNABIRAN,
GENERAL SECRETARY.

HEAD OFFICE: 6-157, BROADWAY,
Phone 21088 MADRAS-1

To

Rajan
The General Secretary,
All India Trade Union Congress,
24, Canning Lane, NEW DELHI-110001.

Sir/Madam/Comrade,

Charter of Demands of Beedi, Cigar

and Tobacco Workers,

Fourth National Conference of the All India Beedi, Cigar and Tobacco Workers Federation was held in Bihar State on 9, 10 April, 1981 and passed certain charter of Demands. Tamil Nadu State Branch executive Committee of the Federation was held on 28.6.81 at Trichy and decided certain programme of action to press the demands with the Managements and the Government. These workers engaged in the Tobacco- a scheduled industry under the Minimum Wages Act 1948 whose working and living conditions are becoming most pitiful and precarious day by day. They belong to the scheduled and Minority class of people of whom majority are women workers and are mostly unorganised.

Hence, you are requested to intervene in the matter and do the needful justice to up lift them.

Yours faithfully,

G. Kannabiran
(G. Kannabiran),
General Secretary.

Date 1.8.81
RECORDED
-9 AUG 1981
A.L.T. 116

தொழிலாளர்கள் வழங்குகின்ற நேரடி நடவடிக்கை முன்னறிவிப்பு.

அனுப்புநர் :

சென்னை, 1-8-81.

1. தமிழ்நாடு பீடி, சுருட்டு, புகையிலை தொழிலாளர் சம்மேளனம்,
தமிழ்நாடு ஏ.ஐ.டி.யு.சி. அலுவலகம்,
6/104, பிராட்வே,
சென்னை - 600 001.

2. தலைவர் : செயலாளர் :
சங்கத்தின் பெயர் :
விலாசம் :

பொதுவோர் :

கூடுதலாக கண்டுள்ள தமிழ் நாட்டிலிருக்கும் அனைத்து பீடி, சுருட்டு, புகையிலை தொழில் நிறுவன நிர்வாகிகளின் சங்கங்களுக்கும், நிறுவனங்களின் அதிகாரிகளுக்கும்.

அன்புடையீர்,

28.6.'81-ம் நாள் திருச்சியில் கூடிய தமிழ்நாடு பீடி, சுருட்டு, புகையிலை தொழிலாளர் சம்மேளனத்தினுடைய நிர்வாகக் குழு கூட்டத்தில் எடுக்கப்பட்ட தீர்மானம் அடிப்படையில், தமிழ்நாடு முழுவதும் அனைத்து பீடி, சுருட்டு, புகையிலை தொழிற்சாலைகளில் பணிபுரிகின்ற தொழிலாளர்கள் நேரடி நடவடிக்கையில் ஈடுபடவுள்ளார்கள் என்ற தகவல்களுக்கு இதன் முன்னறிவிப்புத் தருகின்றோம்.

1981 ஆகஸ்டு 17-ம் நாள் திங்கட்கிழமை மாவட்ட ஆட்சித் தலைவர், தாலுக்கா ஆட்சித் தலைவர் ஆகிய அரசு அலுவலகங்கள் முன்னால் "தர்னா போராட்டம்" தமிழகம் தழுவியரீதியில் நடத்தவுள்ளோம். மேலும் பீடி, சுருட்டு, புகையிலை தொழிலாளர்கள் நேரடி நடவடிக்கை போராட்டமும் நடத்துவதென்றும் முடிவு செய்துள்ளோம்.

அசில இந்திய பீடி, சுருட்டு, புகையிலை தொழிலாளர் சம்மேளனத்தின் நான்காவது தேசிய மாநாடு 1981 ஏப்ரல் 9, 10 தேதிகளில் பீகார் மாநிலம் கல்கிச்சராயில் நடைபெற்றபோது நிறைவேற்றியிருக்கும் 12 அம்ச கோரிக்கை சாசனம் கொண்டு ஒரு விபர அறிக்கையினை இத்துடன் இணைத்துள்ளோம்.

சங்கள் நம்பிக்கையுள்ள

(1) (ஒப்பம்) எச்.எம்.முஸ்தபா,
தலைவர்

(ஒப்பம்) ஜி.கண்ணபிரான்,
பொதுச் செயலாளர்.

(2) கையெழுத்து

கையெழுத்து

தலைவர்

பொதுச் செயலாளர்.

நகல்கள் தகவலுக்காகவும், நடவடிக்கைக்கும் அனுப்பிவைத்தல் :-

- (1) ஆளுநர் அவர்கள், தமிழ்நாடு அரசு, சென்னை.
- (2) முதல் அமைச்சர் அவர்கள், தமிழ்நாடு அரசு, சென்னை-9.
- (3) அமைச்சர் அவர்கள், தொழிலாளர் துறை, சென்னை-9.
- (4) அரசு செயலாளர், தொழிலாளர் துறை, சென்னை-9.
- (5) லேபர் கமிஷனர், சென்னை - 600006.
- (6) ஜாயிண்ட் லேபர் கமிஷனர், சென்னை-600006.
- (7) உதவி லேபர் கமிஷனர்.1., சென்னை-600006.
- (8) மாவட்ட ஆட்சித் தலைவர்,
- (9) மாவட்ட லேபர் ஆபீசர்,
- (10) மாவட்ட லேபர் இன்ஸ்பெக்டர்,

12. மாணேஜ்மெண்டு, ராண்பேட்டை, சிளாவர், பீடி பாக்கடரி, 97/98 கம்பெனியைச் சேர்ந்தது, சென்னை-1.
13. மாணேஜ்மெண்டு, சந்திர மார்ட்டி பீடி கம்பெனி, 1, அடைக்கலத்தெரு, ஈரோடு.
14. மாணேஜ்மெண்டு, திவான் மொய்தீன் சண் பீடி பாக்கடரி, பழைய மார்ட்டி தெரு, சேலம். 636001.
15. மாணேஜ்மெண்டு, எஸ்.கே.எஸ். பூக் கூடை பீடி பாக்கடரி, செவ்வாபேட்டை, சேலம்.
16. மாணேஜ்மெண்டு, கதர்கொட்டி பீடி பாக்கடரி, செவ்வாபேட்டை, சேலம்.
17. மாணேஜ்மெண்டு, குன்று தாமரை பீடி பாக்கடரி கோட்டை, சேலம்.
18. மாணேஜ்மெண்டு, எஸ்.பீடி பாக்கடரி, குடியாத்தம்.
19. மாணேஜ்மெண்டு, 7 மார்ட்டி பீடி பாக்கடரி, குடியாத்தம்.
20. மாணேஜ்மெண்டு, பவி தலை பீடி பாக்கடரி, குடியாத்தம்.
21. மாணேஜ்மெண்டு, விவசாய பீடி பாக்கடரி, குடியாத்தம்.
22. மாணேஜ்மெண்டு, 100 மார்ட்டி பீடி பாக்கடரி, விருத்தப்பட்டு, வேலூர்.
23. மாணேஜ்மெண்டு, கடா மார்ட்டி பீடி பாக்கடரி, மெயின்பஜார், வேலூர்.
24. மாணேஜ்மெண்டு, எஸ்.ஆர்.கே.பீடி பாக்கடரி, ஆபீசர்ஸ் லேன், வேலூர்.
25. மாணேஜ்மெண்டு, 10 நெ.பீடி பாக்கடரி, கண்ணம்புக்காடு தெரு, வேலூர்.
26. மாணேஜ்மெண்டு, எஸ்.பி.பீடி பாக்கடரி (1) கம்சரிபஜார், வேலூர்.
27. மாணேஜ்மெண்டு, எஸ்.பி.பீடி பாக்கடரி (2) கம்சரிபஜார், வேலூர்.
28. மாணேஜ்மெண்டு, ஜெ.மார்ட்டி பீடி பாக்கடரி, 25, மண்டி தெரு, ராண்பேட்டை.
29. மாணேஜ்மெண்டு, சி/ விசிரி மார்ட்டி பீடி பாக்கடரி, ராண்பேட்டை.
30. மாணேஜ்மெண்டு, கோபால் மார்ட்டி பீடி கம்பெனி, 71, காந்திரோடு, பல்லடம்.
31. மாணேஜ்மெண்டு, கவர்னர் பீடி பாக்கடரி, 4 ராமசாயி தெரு, சென்னை-12
32. மாணேஜ்மெண்டு, ஸ்ரீதம்பீடி கம்பெனி, 43, ஸ்டீரோஉறம்ஸ் ரோடு, சென்னை.
33. மாணேஜ்மெண்டு, மங்கூர் கணேசு பீடி ஓர்க்ஸ், ஏஜெண்ட்ஸ், ஒம் முருகா வீட்டிலிருந்து, திருநெல்வேலி.
34. மாணேஜ்மெண்டு, காஜா பீடி (கேரளா) அம்பாசமுத்திரம், திருநெல்வேலி.
35. மாணேஜ்மெண்டு, சைய்யது பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்வேலி.
36. மாணேஜ்மெண்டு, பூ மார்ட்டி பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்வேலி.
37. மாணேஜ்மெண்டு, செளத் இந்தியன் பூ மார்ட்டி பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்
38. மாணேஜ்மெண்டு, எஸ்.நெ.பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்வேலி: - 67.
39. மாணேஜ்மெண்டு, எம்.எஸ்.பி. (யாணைமார்ட்டி) பீடி கம்பெனி, அம்பாசமுத்திரம்
40. மாணேஜ்மெண்டு, மணிமார்ட்டி பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்வேலி.
41. மாணேஜ்மெண்டு, தேராஜன் முனியன் பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்வேலி
42. மாணேஜ்மெண்டு, ச்சந்திரிகா பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்வேலி.
43. மாணேஜ்மெண்டு, இ.பி.கே.பீடி கம்பெனி, முக்கூடல்.
44. மாணேஜ்மெண்டு, எ.கே.எஸ்.பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்வேலி.
45. மாணேஜ்மெண்டு, உறாராம் சேட்பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்வேலி.
46. மாணேஜ்மெண்டு, கோஉறார் பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்வேலி.
47. மாணேஜ்மெண்டு, முருகன் பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்வேலி.
48. மாணேஜ்மெண்டு, மல்லிச்சேரி பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்வேலி.
49. மாணேஜ்மெண்டு, ராஜா அண்டு ராஜா, பீடி பாக்கடரி, குடியாத்தம்.
50. மாணேஜ்மெண்டு, ராஜா பீடி பாக்கடரி, குடியாத்தம்.
51. மாணேஜ்மெண்டு, சிப்பி பீடி கம்பெனி ஜின்னா தெரு, திருச்சி-8
52. மாணேஜ்மெண்டு, 305 ஜாடி பீடி கம்பெனி, எடத்தெரு, திருச்சி-8
53. சூரியன் பீடி கம்பெனி, எடத்தெரு, திருச்சி-8.
54. கைமன் பீடி கம்பெனி, மேட்டுத்தெரு, வரகனேரி, திருச்சி-8.
55. உறாட்பீன் பீடி கம்பெனி, ஜலால் மதீரி தெரு, திருச்சி-8.
56. ஏ.கே.பீடி கம்பெனி, பலகரை மெயின்ரோட், திருச்சி-8.
57. 93 பீடி கம்பெனி, பலகரை மெயின்ரோட், திருச்சி-8
58. ஸ்டீல் பீடி கம்பெனி, அம்பர் உறா பள்ளி வாசல், பலகரை மெயின்ரோட், திருச்சி.
59. ரேடியோ பீடி கம்பெனி, அல்லிமால் தெரு, திருச்சி.
60. இன்ஜிள் பீடி கம்பெனி, உறிபர் ரோட், திருச்சி-1.
61. 222 பீடி கம்பெனி, செட்டித்தெரு, திருச்சி-3,
62. மைனர் சேட் பீடி கம்பெனி, சமஸ்பிராந்தெரு, திருச்சி-8.

1966ம் ஆண்டு பிடி, சுருட்டு தொழிலாளர் சட்டத்தின் சிறப்பு விதி 29(1), 29(3)களில் கூறியுள்ள பிரகாரம் பீடி இலையை தொழில் நிறுவனத்திற்கு வெளியே கொண்டு சென்ற தொழிலாளர் அவைகளை நனைத்து வெட்டிக்கொண்டுவருவதற்கு, தொழிற்சாலை அதிபர் அரசு அனுமதி பெறவேண்டும். அதுதவிர, பீடி தொடர்பான செய்முறை தயாரிப்பு வேலை எதனையும் தொழிற்சாலைக்கு வெளியே நடத்துமாறு தொழிலாளர்களை பீடி தொழிலாளர்கள் கேட்கக் கூடாது. அதேபோல, சுருட்டு உற்பத்தியாளர்களும் தொழிற்சாலைகளிலேயே நேரடியாக தொழிலாளர்களிடம் வேலையை வாங்க வேண்டும்.

பீடி சுற்றுபவர்களுக்கு 1000 பீடிக்கு போதிய இலை, புகையிலை, ஈல் வழங்கப்பட வேண்டும். பீடி இலையின் தரம் மாறும்போது, 1000 பீடிக்கு புதிய இலையினை தரத்திற்கேற்றவாறு நிர்ணயம் செய்து கொடுக்க வேண்டும். இலையின் பற்றாக்குறை காரணமாக தொழிலாளர்களின் கூலியை வெட்டுவதோ, வேலையை குறைத்து தருவதோ செய்யக்கூடாது.

உறாம் ஒர்கர் என்பவருக்கு சட்டப்படி அவர் வீட்டிலிருந்தவாரே பீடி அல்லது சுருட்டு சுருட்டுவதற்காக தொழிலாளரால் அவரது வீட்டிலேயே மூலப் பொருட்கள் வழங்கப்பட வேண்டும். அவர்களுக்கு ஊதியங்களும் அவர்களது வீட்டிலேயே பீடி, சுருட்டு சட்ட விதி 34-ன்படி வழங்கப்படவேண்டும்.

பீடி தொழிலாளருக்கு போட்டோவுடன் சர்வீஸ் புத்தகம் பீடி, சுருட்டு சட்ட விதி 36(2) (ஏ) படி பீடி செசு முதுவாளிகளின் சொந்த செலவில் வழங்க வேண்டும் என்ற தமிழக அரசு பிரகரித்துள்ள உத்தரவை உடனே அமுல் செய்ய வேண்டும்.

பீடி தொழிலில் ஈடுபட்டுள்ள ரிங் லேபில் ஒட்டும் தொழிலாளர்கள், பிராஞ்சு ஏஜெண்டுகள் (அ) மானேஜர்கள் (ஆ) காண்டிராக்டர்கள் என்பவர்களுக்கு மினிமம் வேஜை சட்டப்படி கூலியை நிர்ணயிக்க வேண்டுமென 21.12.1970ல் கூடிய மினிமம் வேஜை மாநில ஆலோசனைக் குழு கீர்மானம் செய்துள்ளது. புகையிலை தொழிலில் பீடி சுற்றும் தொழிலாளர்கள் தவிர, மற்ற வகுப்பு தொழிலாளருக்கு கூலி நிர்ணயிக்க மினிமம் வேஜை ஆலோசனை கமிட்டியை தமிழக அரசு ஏற்படுத்தியுள்ளது. இக்கமிட்டி ரிங்லேபில் தொழிலாளருக்கும், பிராஞ்சு ஏஜெண்டுகளுக்கும் சட்டப்படி கூலி நிர்ணயம் செய்ய வேண்டும். அதோடு சுருட்டு கம்பெனி தொழிலாளருக்கும், வாய் புகையிலை தொழிலாளருக்கும் மினிமம் வேஜை ஏற்படுத்த வேண்டும்.

சட்ட விதிகளுக்கு விரோதமாக பீடி, சுருட்டு தொழிலாளரிடம் வேலை வாங்கப்படுகிறது. இதனால் பலவிதமான தொழில் தகராசிகள் எழுகின்றன. தொழிலாளருக்கு அரசு நிர்ணயிக்கின்ற குறைந்தபட்ச கூலி கிடைப்பதில்லை. கூலி வெட்டும், பலவிதமான உரிமைகளை பறிப்போரும் பாதிப்புக்கும் ஏற்படுகின்றன. இக்காரணங்களினால், கீழ்க்கண்ட கோரிக்கைகளுக்காக மாநிலத்திலுள்ள அனைத்து பீடி, சுருட்டு, புகையிலை நிறுவனங்களிலுள்ள தொழிலாளர்கள் "தர்னா" மற்றும் நேரடி ஆடவடிக்கை செய்வதைத் தவிர வேறு வழி இல்லை என்ற நிலைமை ஏற்பட்டுள்ளது.

'கோரிக்கைகள்'

1. தேசிய குறைந்தபட்ச ஊதியம் 1000பீடி சுற்ற ரூ.12 தரவும்; விலைவாசி உயர்வை சரிகட்ட புள்ளிக்கு 6 பைசா வீதமும்; வேலை குறைவு (அ) வேலை இன்மை நாட்களுக்கு 80 சதவீதம் கூலி நடவடிக்கை சரவேண்டும்.

2. காண்டிராக்ட், ஹெறாம் லர்கு, சேல்-பர்சேஸ் ஆகிய முறைகளை சட்ட ரீதியாக தடை செய்ய வேண்டும். எல்லாவித பீடி தயாரிப்பு வேலைகளும் பீடி தொழிற்சாலைகளிலேயே செய்ய உத்தரவிட வேண்டும்.
3. சர்வீஸ் புத்தகம் தொழிலாளிபோட்டோவுடன் தொழிலாளருக்கு முதலாளிகள் கொடுக்க வேண்டும்.
4. லேபில் பீடிகள் மீது விதிக்கப்படும் வரியை அரசு ரத்து செய்ய வேண்டும்.
5. பீடி தொழிலுக்கு தேவைப்படும் தெந்து இலையை சேர்த்து, பீடி தயாரிப்பாளர்களுக்கு மட்டுமே அரசு விநியோகிக்கவேண்டும்.
6. பீடி தொழிலாளர் சேகமநல நிதிக்காக செஸ் தொகையை சட்டத்தில் அமைதிக்கப்பட்ட உச்ச அளவிற்கு வசூலிக்க வேண்டும்.
7. 1966ம் ஆண்டு பீடி, சுருட்டு தொழிலாளர் (வேலை நிலைமைகள்) சட்டத்தை முழுமையாக அமுல்படுத்த வேண்டும். சட்டத்தை பில் எண் 130/1980ல் குறிப்பிட்டுள்ளபடி சட்ட திருத்தம் செய்யவேண்டும்.
8. பீடி தயாரிப்பில் ஈடுபட்டுள்ள எல்லா தொழிலாளருக்கும் போனஸ் வழங்க வேண்டும். போனஸ் சட்டத்தை கருந்தவாறு திருத்தம் செய்ய வேண்டும்.
9. சாரணகாரியமின்றி தள்ளுபடி செய்யும் பீடிகளுக்கு கலியை சட்டப்படி கட்டி தர வேண்டும்.
10. 1966ம் ஆண்டு பீடி, சுருட்டு தொழிலாளர் சட்டப்படி, பீடி தொழில், சுருட்டு தொழில் நிறுவனங்களுக்கு பீடி (அ) சுருட்டு டிரேட்மாரக் உற்பத்தியாளர் பெயரிலேயே வேலசன்ஸ் பெறவேண்டும்.
11. கேரளா திணைத்தீர்மானம் கட்டுறவு உற்பத்தி கம்பெனிபோல் தீ திருநெல்வேலி மாவட்டத்தில் கட்டுறவு பீடி உற்பத்தி சங்கம் அமைக்க வேண்டும்.
12. விட்டு மனைகளுக்கு பட்டா செய்துகொடுக்க வேண்டும். நீண்டகால கடன் தவணையில் வட்டியல்லாமல் வீடு கட்டிக்கொடுக்க வேண்டும்.
13. பீடி இலையை 100% பீடி சுற்றுவதற்கு ஏற்றளவு நிச்சயித்து கொடுக்க வேண்டும். பீடி இலை பற்றாக்குறையினால் தொழிலாளர்களுக்கு கலியில் பீடித்தம் செய்வதோ, வேலை அளவு குறைத்து கொடுப்பதோ கூடாது.
14. பீடி தொழிலாளர்கள், அவர்களின் குடும்பத்தினர்கள் டி.பி. நோயினால் பாதிக்கப்படுவதால், சேலிடோரியத்தில் அடிகப்படுக்கைகளை பீடி தொழிலாளருக்கு ஒதுக்கி தரவேண்டும்.
15. பீடி தொழிலாளர் சேகமநல திட்டத்தில் போதிய மருத்துவ மனைகளை துவக்கவேண்டும். பீடி தொழிலாளர் பிள்ளைகளுக்கு லிகாலர்உதிப்பாரங்களை தமிழில் அச்சிட்டு தரவேண்டும்.
16. பிராவிடெண்டுபண்டு, பிராகவடி, ஈளஸ்ஜ, தூம்பநல திட்டம் பீடி தொழிலுக்கு மீ அமுல்படுத்தவேண்டும்.

குறிப்பு:-

1. தலைவர், தமிழ்நாடு ராஜ்ய பீடி உற்பத்தியாளர் அசோசியேஷன், எண்.76 (மேல்மாடி) லாங்கு பஜார், வேலூர் 632004.
2. தலைவர், திருச்சி பீடி வர்த்தகர் அசோசியேஷன், 101, என்.எம்.ஸ்டோர், புலகரை, திருச்சி.620008
3. தலைவர், சென்னை மாநில பீடி பாக்டரி உரிமையாளர் அசோசியேஷன், 55, பேசின் பிரிட்ஜ்ரோடு, சென்னை-600011.
4. தலைவர், கோவை மாவட்ட பீடி டிரேட் மார்க் உரிமையாளர் அசோசியேஷன், 803, ரங்க கோனார் தெரு, கோவை. 641001
5. தலைவர், திருநெல்வேலி பீடி உற்பத்தியாளர், புகையிலை வர்த்தகர் அசோசியேஷன், சிந்துபூந்தரை, திருநெல்வேலி. 627001.
6. தலைவர், சேலம் மாவட்ட பீடி உற்பத்தியாளர் அசோசியேஷன், சேலம்-1.
7. மாணேஜ்மெண்டு, டி.பி.சொக்கலால் ராமசே - பீடி பேக்டரி, முக்கடல் (ஆதீசல்) நெல்லை மாவட்டம். 627601.
8. மாணேஜ்மெண்டு, தாழ்மகால்பீடி பேக்டரி () 79. கல்லரைதெரு, சென்னை.
9. மாணேஜ்மெண்டு, தாழ்மகால் பீடிபாக்டரி () 1/10, சிழக்கு முத்தையா செட்டி தெரு, சென்னை-21.
10. மாணேஜ்மெண்டு, சுதீரம் பீடி பாக்டரி (1) பேசின் பிரிட்ஜ் ரோட், சென்னை.
11. மாணேஜ்மெண்டு, சுதீரம் பீடி பாக்டரி (2) பேசின் பிரிட்ஜ் ரோட், சென்னை-21

12. மாணேஜ்மெண்டு, ஸ்பெட், சிளாவரி, பீடி பாக்டரி, 97/98
கம்ப்யூட்டிங் தெரு, சென்னை-1.
13. மாணேஜ்மெண்டு, சங்கு மார்க் பீடி கம்பெனி, 1, அடைக்கலம் தெரு, ராஜராஜ.
14. மாணேஜ்மெண்டு, சிவான் மொய்தீன் சன்ஸ் பீடி பாக்டரி, பழைய மார்கெட்
தெரு, சேலம். 636001.
15. மாணேஜ்மெண்டு, எஸ்.கெ.எஸ். பூக் கூடை பீடி பாக்டரி, செவ்வாபேட், சேலம்.
16. மாணேஜ்மெண்டு, சுதர்கொட்டி பீடி பாக்டரி, செவ்வாபேட், சேலம்.
17. மாணேஜ்மெண்டு, ருண்டு தாமரை பீடி பாக்டரி கோட்டை, சேலம்.
18. மாணேஜ்மெண்டு, எஸ்.பீடி பாக்டரி, குடியாத்தம்.
19. மாணேஜ்மெண்டு, 7 மார்கு பீடி பாக்டரி, குடியாத்தம்.
20. மாணேஜ்மெண்டு, பவி தலை பீடி பாக்டரி, குடியாத்தம்.
21. மாணேஜ்மெண்டு, விவசாய பீடி பாக்டரி, குடியாத்தம்.
22. மாணேஜ்மெண்டு, 100 மார்கு பீடி பாக்டரி, விருதம்பட்டு, வேலூர்.
23. மாணேஜ்மெண்டு, கடா மார்கு பீடி பாக்டரி, மெயின்பஜார், வேலூர்.
24. மாணேஜ்மெண்டு, எல்.ஆர்.கெ.பீடி பாக்டரி, ஆப்சர்ஸ் லைன், வேலூர்.
25. மாணேஜ்மெண்டு, 10 தெ.பீடி பாக்டரி, கண்ணம்புக்காரதெரு, வேலூர்.
26. மாணேஜ்மெண்டு, எஸ்.பி.பீடி பாக்டரி (1) கம்சரிபஜார், வேலூர்.
27. மாணேஜ்மெண்டு, எஸ்.பி.பீடி பாக்டரி (2) கம்சரிபஜார், வேலூர்.
28. மாணேஜ்மெண்டு, ஜெ.மார்கு பீடி பாக்டரி, 25, மண்டி தெரு, ராணிபேட்டை.
29. மாணேஜ்மெண்டு, சிரி விசிரி மார்கு பீடி பாக்டரி, ராணிபேட்டை.
30. மாணேஜ்மெண்டு, கோபால் மார்கு பீடி கம்பெனி, 71, காந்திரோடு, பல்லடம்.
31. மாணேஜ்மெண்டு, கவர்னர் பீடி பாக்டரி, 4 ராமசாமிசெட்டி தெரு, சென்னை-12
32. மாணேஜ்மெண்டு, ஸூதம்பீடி கம்பெனி, 43, ஸ்ட்ரேஹம்ஸ் ரோடு, சென்னை.
33. மாணேஜ்மெண்டு, மங்கலூர் கணேசு பீடி ஒர்க்ஸ், ஏஜெண்ட்ஸ், ஓம் முருகா
இண்டஸ்ட்ரீஸ், திருநெல்வேலி.
34. மாணேஜ்மெண்டு, காஜா பீடி (கேரளா) அம்பாசமுத்திரம், திருநெல்வேலி.
35. மாணேஜ்மெண்டு, சைய்யது பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்வேலி.
36. மாணேஜ்மெண்டு, பூ மார்கு பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்வேலி.
37. மாணேஜ்மெண்டு, செளந்திரியன் பூமார்கு பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்
38. மாணேஜ்மெண்டு, எஸ்.நெ.பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்வேலி: -6-லி.
39. மாணேஜ்மெண்டு, எம்.எஸ்.பி. (யாணைமார்கு) பீடி கம்பெனி, அம்பாசமுத்திரம்
40. மாணேஜ்மெண்டு, மணிமார்கு பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்வேலி.
41. மாணேஜ்மெண்டு, தேராஜ்ஸ் முனியன் பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்வேலி
42. மாணேஜ்மெண்டு, சுசந்திரிகா பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்வேலி.
43. மாணேஜ்மெண்டு, இ.பி.கெ.பீடி கம்பெனி, முக்கடல்.
44. மாணேஜ்மெண்டு, எ.கெ.எஸ்.பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்வேலி.
45. மாணேஜ்மெண்டு, உறாராம் சேட்டி பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்வேலி.
46. மாணேஜ்மெண்டு, கோஉஜார் பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்வேலி.
47. மாணேஜ்மெண்டு, முருகன் பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்வேலி.
48. மாணேஜ்மெண்டு, மல்லிச்சேரி பீடி கம்பெனி, அம்பாசமுத்திரம், திருநெல்வேலி.
49. மாணேஜ்மெண்டு, ராஜா ஆண்டு ராஜா, பீடி பாக்டரி, குடியாத்தம்.
50. மாணேஜ்மெண்டு, ராஜா பீடி பாக்டரி, குடியாத்தம்.
51. மாணேஜ்மெண்டு, சிப்பி பீடி கம்பெனி ஜின்னா தெரு, திருச்சி-8
52. மாணேஜ்மெண்டு, 305 ஜாடி பீடி கம்பெனி, எட்டி தெரு, திருச்சி-8
53. சூரியன் பீடி கம்பெனி, எட்டி தெரு, திருச்சி-8.
54. டைமன் பீடி கம்பெனி, மேட்டுத்தெரு, வரகனேர், திருச்சி-8.
55. உறாட்பீன் பீடி கம்பெனி, ஜலால் மத்ரி தெரு, திருச்சி-8.
56. எ.கெ.பீடி கம்பெனி, பலகரை மெயின் ரோட், திருச்சி-8.
57. 93 பீடி கம்பெனி, பலகரை மெயின் ரோட், திருச்சி-8
58. ஸீதல் பீடி கம்பெனி, அம்பர்ஷா பள்ளிவாசல், பலகரை மெயின் ரோட், திருச்சி.
59. ரெடியோ பீடி கம்பெனி, அல்லிமால்தெரு, திருச்சி.
60. இக்ஜித் பீடி கம்பெனி, உறிபர் ரோட், திருச்சி-1.
61. 222 பீடி கம்பெனி, செட்டித்தெரு, திருச்சி-3.
62. மைனர் சேட் பீடி கம்பெனி, சமஸ்பிரான் தெரு, திருச்சி-8.

Phone: 20915

I. T. C. I. L. T. D. Division Workers Union

(Regd. No. 1868)

KOTHAPET — GUNTUR-1, (A.P.) INDIA

President :

Sri Josyabhatta Satyanarayana

General Secretary :

Sri B. Lakshmaiah

~~XXXXXXXXXX~~

Mangalaverappet,
RAJAHMUNDRY -
533101

Date: 24.4.81

Dear Sirs,

We have the pleasure to inform you that the ITC - ILTD Division formerly Andhra Pradesh ILTD Co. Workers Union is holding its 14th Conference at Rajahmundry on the 3rd and 4th May 1981.

You know that this Union is an affiliate of AITUC has scored many a victory in enhancing the wages, improving their working conditions since its inception as a State Industry-wise Union in 1956. With its initiative it is conducting a hard struggle against all the unions in the tobacco industry against the introduction of Green Leaf Threshing Plants and also other rationalisation methods which will result in unemployment to 80% of the workers—mainly women.

It is also continuing bitter fight against the closure of branches and against the low wage paid and reduction of bonus and other emoluments in establishments organised in such areas by this monopoly and other big companies.

In the above conditions the Union is holding its Conference on the above said dates and we cordially request you to inaugurate the conference and let us have your valuable message.

Thanking you,

Yours faithfully,

B. Lakshmaiah

GENERAL SECRETARY.

Co-1, Rajra, A.P.
ALL INDIA TRADE UNION CONGRESS,
124, Conning Lane,
NEW DELHI-1.

Review

ALL INDIA BIDI, CIGAR & TOBACCO WORKERS' FEDERATION.

ISHAQ SAMBHALI, M. P.,
PRESIDENT.

Dr. G. KANNABIRAN,
GENERAL SECRETARY.

DELHI OFFICE: 160, NORTH AVENUE,
Phone 386714. NEW DELHI.

HEAD OFFICE: 6-157, BROADWAY,
Phone 21088. MADRAS-1

Date 1.4.81

To

A.I.T.U.C.

Com. Abdul Rauf,
General Secretary,
Reception Committee, 4th Conference,
All India Bidi, Cigar & Tobacco Workers'
-Federation.

DALSING SARAI. P.O., SAMASHTIPUR Dist.
BIHAR,

Dear Comrade,

Your letter dated 25.3.81, has reached me today only and noted the contents. I have arranged to start on 6.4.81 Monday from Madras by the COROMANDEL Train, No.142. I hope to arrive at Dalsingsarai by connected train from Howrah and reach on 7.4.81 evening. The executive Committee of our Federation is expected to meet on 8th and let us plan all details to successful conduct of our conference.

Regarding leaders expected at the Conference, Our Federation president Com. N.C. Dutta has assured us to fix the leaders and intimate to you. Believe that he will discuss with the secretariate of AITUC and do the needful. From my end, now it is too late for me to do anything the the matter.

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6-4-812

ALL INDIA BIDI, CIGAR & TOBACCO WORKERS' FEDERATION.

ISHAQ SAMBHALI, M. P.,
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Phone 386714, NEW DELHI.

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Phone 21088, MADRAS-1

-2-

Date.....

I request you to kindly approach your ^{State} TUC
leaders and have their participation and cooperation for
the Conference. Also arrange for good mobilisation of
Beedi Workers apart from delegates from the district
atleast.

Hope our president will be there on 7th itself.
Com.R.K.Ratnakar wrote me that he will be there with about
25 delegates. Let us discuss other matters in person
when I arrive there.

With Greeting.

Yours fraternally,

G. Kannabiran
(G. KANNABIRAN),
General Secretary.

Copies to:-

1. Com.N.C.Dutta, President,
A. I. B. C. & T. W. Federation,
NEW DELHI.
2. Com. Indrajit Gupta, General Secretary,
AITUC, NEW DELHI.
3. Com. R.K.Ratnakar,
Ahmed Nagar.

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6-4-81